This document contains bibliographic information, descriptive terms, and abstracts for 145 technical reports on the general subject of success prediction. The bibliography includes reports on development of individuals during military training, peer evaluation, biographical inventory, and the validity of tests which may be used as predictors of success. Indexes by corporate author and by subject are provided. (MF)
SUCCESS PREDICTION

A DDC BIBLIOGRAPHY

DDC-TAS-72-24

NOVEMBER 1972

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SUCCESS PREDICTION

Bibliography (December 1949 - December 1971)

This bibliography contains 145 references to reports on the development of individuals during training; peer evaluations; biographical inventory scores; and the validity of tests which can be used as predictors of success.

Corporate Author-Monitoring Agency and Subject Indexes are included.
**KEY WORDS**

- Performance (Human)
- Bibliographies
- Attitudes
- Correlation Techniques
- Group Dynamics
- Leadership
- Motivation
- Predictions
- Psychometrics
- Sociometrics
- Military Training
- Selection
- Performance Tests
- Military Personnel
- Success
SUCCESS PREDICTION

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December 1949 - December 1971

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NOVEMBER 1972

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FOREWORD

This bibliography contains 145 references to reports dating from December 1949 to December 1971, accessioned between January 1953 and January 1972. It includes reports on development of individuals during training, peer evaluation, biographical inventory, and the validity of tests which can be used as predictors of success.

Corporate Author-Monitoring Agency and Subject Indexes are included.

BY ORDER OF THE DIRECTOR, DEFENSE SUPPLY AGENCY

OFFICIAL

ROBERT B. STEGMAIER, JR.
Administrator
Defense Documentation Center
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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY

SEARCH CONTROL NO. /ZH20

AD- 15 224

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA-FLA

LEADERSHIP, FOLLOWERSHIP AND FRIENDSHIP (U)

JAN 54 7P
HOLLANDER, EDWIN P.; WEBB, WILSE B.

UNCLASSIFIED REPORT

PROJ: NM 001 05A 16 03

UNCLASSIFIED REPORT

DESCRIPTORS: LEADERSHIP, BEHAVIOR, GROUP DYNAMICS,
NAVAL PERSONNEL, OFFICER PERSONNEL, PERSONALITY,
SELECTION, SOCIOMETRICS (M)
AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF THREE PATTERNS OF LEADERSHIP BEHAVIOR

IV SPECTOR; PAUL; SUTTLELL, BARBARA J.;

REPT. NO. 196 57 FR 164

CONTRACT: NONR89009

UNCLASSIFIED REPORT

DESCRIPTORS: LEADERSHIP, BEHAVIOR, EFFECTIVENESS, GROUP DYNAMICS, NAVAL PERSONNEL, REASONING, TRAINING

(M)
AD-490 895
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II (U)

DESCRIPTIVE NOTE: RESEARCH REPT.
JUL 60 99P LANGE; CARL J.; JACOBS, T. O.
REPT NO. HUMRR-RR-5
CONTRACT: DA49-106QM
PROJ: 095-50-000

UNCLASSIFIED REPORT

DESCRIPTORS: "LEADERSHIP; MILITARY PERSONNEL; OFFICER
PERSONNEL; PSYCHOMETRICS; BEHAVIOR, EFFECTIVENESS;
GROUP DYNAMICS; MILITARY TRAINING; STATISTICAL ANALYSIS;
TEST METHODS" (U)
SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE

MAR 61

CONTRACT: NONR282800

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •BIBLIOGRAPHIES; •LEADERSHIP;
•MILITARY TRAINING, •TRAINING, TEST METHODS, TESTS
PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR AT THE AIR FORCE ACADEMY, CLASS OF 1967

MILLER, ROBERT E.

MONITOR: ASD TN61 9S

UNCLASSIFIED REPORT

DESRIPTORS: ACHIEVEMENT TESTS, LEADERSHIP, ANALYSIS, APTITUDE TESTS, AVIATION PERSONNEL, EDUCATION, EFFECTIVENESS, GROUP DYNAMICS, MATHEMATICAL PREDICTION, PERSONALITY TESTS, PILOTS, PSYCHOMETRICS, RELIABILITY, SELECTION

IDENTIFIERS: AIR FORCE ACADEMY

UNCLASSIFIED
As part of a long-range research effort to improve selection of helicopter pilot trainees and to reduce rate of attrition during training, four personality instruments were developed, designed primarily to predict leadership performance in operational units. Data were obtained on 242 helicopter pilot trainees constituting six entering classes of the Army Primary Helicopter School. The effectiveness of 57 construct keys and of one overall judgment key as predictors of helicopter pilot training success was estimated and the validity of the numerous construct keys was assessed against various aspects of pilot training. Of these aspects, successful completion of preflight training and leadership ranking by peers were considered most predictable by the personality measures.
PERSONAL ADJUSTMENT TO AN ANTARCTIC ENVIRONMENT IS STUDIED. RESULTS SUGGEST AN IMPORTANT NOTION ABOUT ADJUSTMENT IN SMALL CONFINED LIVING GROUPS SUCH AS THOSE IN THE ANTARCTIC. COMPATIBILITY IS AT LEAST AS IMPORTANT AS JOB PERFORMANCE IN THE EYES OF BOTH LEADERS AND PEERS. THIS FINDING SUGGESTS THAT DOING ONE'S JOB WELL MAY BE A NECESSARY BUT NOT SUFFICIENT QUALITY FOR GOOD OVERALL ADJUSTMENT IN THIS ENVIRONMENT. WHILE THERE MAY BE DIFFERENCES DEPENDING UPON THE OCCUPATION TO WHICH ONE REFERS, IT MIGHT BE THAT THERE IS GREATER TOLERANCE OF LESS ADEQUATE JOB PERFORMANCE FOR PERSONS WHO ARE PERSONALLY WELL-RECEIVED BY OTHER GROUP MEMBERS THAN FOR PERSONS NOT SO WELL-RECEIVED. SINCE RATINGS OF JOB PERFORMANCE AND SOCIAL ADJUSTMENT ARE POSITIVELY CORRELATED IN THE RESULTS, IT IS SPECULATED THAT WILLINGNESS TO WORK IS MORE CRITICAL THAN SHEER PROFICIENCY OF WORK. IN ANY CASE, THE FACT THAT COMPATIBILITY IS SO IMPORTANT POSES A CHALLENGE FOR THOSE WHO ARE CHARGED WITH THE RESPONSIBILITY OF SELECTING AND GROUPING PERSONNEL FOR SMALL ANTARCTIC STATIONS. CONSIDERATION OF INDIVIDUAL PERSONALITIES AND GROUP COMPOSITION BECOMES AN APPARENT NEED IN THE SELECTION AND ASSIGNMENT PROCESS. (AUTHOR)
PREDICTION OF TECHNICAL SCHOOL SUCCESS FROM HOMOGENEOUS BIOGRAPHICAL INVENTORY SCORES

NOV 62 IV BROKAW, LELAND D.
REPT. NO. TCB 61 126 EV

UNCLASSIFIED REPORT

A PERSONAL QUESTIONNAIRE, THE BIOGRAPHICAL INVENTORY, WAS PART OF THE AIRMAN CLASSIFICATION BATTERIES UP TO 1959, WITH SEPARATE GROUPS OF ITEMS KEYED FOR DIFFERENT JOB AREAS. THIS PAPER REPORTS HOW THE ITEMS OF THE MOST RECENT CLASSIFICATION BATTERY WERE ASSORTED INTO 15 CLUSTERS ON THE BASIS OF HIGH CORRELATIONS AMONG ITEMS OF EACH CLUSTER. THE SCORES FOR EACH GROUP (HOMOGENEOUS KEYS) WERE CORRELATED WITH SUCCESS IN TRAINING FOR GRADUATES OF 8 AIR FORCE TRAINING SCHOOLS. THE KEYS FOR ECONOMIC LEVEL AND EDUCATIONAL SUCCESS WERE THE MOST GENERALLY VALID, BY MULTIPLE REGRESSION TECHNIQUES, IT WAS FOUND THAT PREDICTION OF TRAINING SCHOOL GRADES WAS ALMOST AS GOOD FROM A REGRESSION EQUATION BASED ON GRADUATES FROM ALL 8 SCHOOLS AS FROM SEPARATE EQUATIONS FOR SCHOOLS IN EACH JOB AREA. COMPOSITE SCORES COMBINING THE INVENTORY SCORES AND THE APTITUDE INDEX WERE SIGNIFICANTLY MORE VALID THAN THE APTITUDE INDEXES ALONE (AVERAGE .43 VS .46); PUT A SIMPLIFIED COMBINATION OF THE 3 OR 4 MOST VALID INVENTORY KEYS WITH THE APTITUDE INDEX PROVED EQUALLY VALID. UNDER CONDITIONS EXISTING AT THE TIME THESE DATA WERE COLLECTED, A SHORT BIOGRAPHICAL INVENTORY CONSISTING OF 4 OR 5 OF THE HOMOGENEOUS SCALES WOULD ADD SIGNIFICANTLY TO THE VALIDITY OF APTITUDE INDEXES DERIVED FROM THE LAST AIRMAN CLASSIFICATION BATTERY. (AUTHOR)
TO INCREASE THE AMOUNT OF INFORMATION THAT CAN BE USED IN DETERMINING DESIRABLE JOB REQUIREMENTS AND IN EVALUATING OFFICER PERFORMANCE, TWO SOURCES WERE EXAMINED FOR PERTINENT AND SCALABLE VARIABLES. FROM PERSONNEL RECORDS OF OFFICERS IN THE COMMUNICATIONS SPECIALTY AND THE RESEARCH + DEVELOPMENT CAREER AREA, 76 VARIABLES WERE IDENTIFIED AND SCALURED. BY DEVELOPING A METHOD FOR CONTENT ANALYSIS, INFORMATION FROM THE WORD PICTURE SECTION OF THE OFFICER EFFECTIVENESS REPORTS FOR THE SAME OFFICERS WAS QUANTIFIED ON 89 SCALES. INDIVIDUAL DATA RECORDS, SCORE DISTRIBUTIONS, AND INTERCORRELATIONS OF 165 VARIABLES FOR THE TWO SAMPLES ARE AVAILABLE FOR USE IN DEVELOPING QUALIFICATIONS AND CRITERIA FOR JOBS IN THESE AREAS. (AUTHOR)
A leadership course for junior officers was developed, based on research findings that identified effective and ineffective leader actions and on leadership training methods of demonstrated effectiveness. The course emphasized study of the leader's interactions with his men in the accomplishment of assigned tasks, and the effect of his actions on the motivation and morale of his men and on the unit's ability to perform assigned tasks. Student reactions to the course immediately after its completion were good. Follow-up data from the final evaluation group indicate that these favorable reactions do not diminish significantly over a period of four months.
IN A STUDY OF THE EFFECTIVENESS OF SQUADS OF CADETS UNDERGOING FIELD MILITARY TRAINING, ONE OF THE PREDICTOR MEASURES USED WAS THE ASSUMED SIMILARITY BETWEEN OPPOSITES (ASO) SCORE. IN STUDIES ELSEWHERE THIS SCORE HAS BEEN FOUND TO BE CONSISTENTLY ASSOCIATED WITH GROUP EFFECTIVENESS IN MANY DIFFERENT SITUATIONS, BUT THERE HAS BEEN QUESTION ABOUT THE ATTRIBUTES OF PERSONALITY WHICH IT TAPPED. IN THIS STUDY A NUMBER OF OTHER VARIABLES WERE CONSIDERED WHICH APPEARED TO BE CONCEPTUALLY RELATED TO ASO, SO THEIR INTERRELATIONSHIPS WERE EXPECTED TO SHED SOME LIGHT ON THE MEANING OF ASO. HOWEVER, ASO WAS NOT FOUND TO BE CONSISTENTLY RELATED WITH OTHER PERSONALITY ATTRIBUTES, WITH THE RESULT THAT THE INTERPRETATION OF THE ASO AS PSYCHOLOGICAL DISTANCE SEEMS QUESTIONABLE.

(AUTHOR)
IN THE CONTINUATION OF PSYCHOLOGICAL RESEARCH FOR THE UNITED STATES MILITARY ACADEMY, INITIATED DURING WW II, EFFORT HAS BEEN LARGELY CONCERNED WITH IMPROVING SELECTION PROCEDURES AND WITH EVALUATING ACHIEVEMENT IN VARIOUS ASPECTS OF THE PRIMARY OFFICER TRAINING PROGRAMS. THE PRESENT REPORT DEALS WITH RESEARCH UNDERTAKEN IN A SERIES OF PROJECTS COVERING THE PERIOD 1 JANUARY 1957 THROUGH 31 DECEMBER 1962. THE TWO MAJOR PROBLEMS WITH WHICH THE CURRENT RESEARCH HAS BEEN CONCERNED ARE PREDICTION OF SUCCESS OF WP GRADUATES IN OFFICER ASSIGNMENTS OF VARIOUS TYPES AND AT VARIOUS LEVELS, AND IDENTIFICATION OF THOSE APPLICANTS WHO SHOW LEADERSHIP POTENTIAL AND WHO ALSO ARE MOTIVATED TO COMPLETE USMA TRAINING AND SUBSEQUENT REGULAR ARMY OFFICER CAREERS. A NUMBER OF INSTRUMENTS WERE DEVELOPED AND ADMINISTERED WITH THE OBJECTIVE OF SUPPLEMENTING CURRENT SELECTION MEASURES TO PROVIDE MORE ADEQUATE ASSESSMENT OF MOTIVATION AND LEADERSHIP POTENTIAL. EARLIER FINDINGS WERE REINFORCED IN THAT THE APTITUDE FOR THE SERVICE RATING (ASR) CONTINUES TO MAINTAIN ITS PREDICTIVE SUPERIORITY OVER OTHER WP MEASURES WITH REFERENCE TO LATER PERFORMANCE ON BOTH FIELD GRADE AND COMPANY GRADE OFFICERS. CONTINUING VALIDITY STUDIES AND EXTENDED FOLLOW-UP RESEARCH HOLD PROMISE FOR PROVISION OF GUIDANCE TO THE USMA IN EVALUATING TRAINING GIVEN TO CADETS. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY  SEARCH CONTROL NO. /ZH20

AD-467 961
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

RECRUIT TRAINING AND REENLISTMENT: AN OVERVIEW.  (U)

DESCRIPTIVE NOTE:  INTERIM REPT.,
MAR 65 20P  BLUMENFELD,WARREN S.;
REPT. NO. 65-1

UNCLASSIFIED REPORT

DESCRIPTORS:  (NAVAL TRAINING, RECRUITING),
(NAVAL PERSONNEL, NAVAL TRAINING), BEHAVIOR,
MANAGEMENT PLANNING, ATTITUDES, MEASUREMENT,
ADJUSTMENT(PSYCHOLOGY), FOOD, FOOD DISPENSING,
SUPERVISION, GROUP DYNAMICS, MOTIVATION,
CLOTHING, CLASSIFICATION, TESTS, SOCIAL
PSYCHOLOGY, MARINE CORPS, ARMY PERSONNEL, AIR
FORCE PERSONNEL

SINCE RECRUIT TRAINING EXPERIENCES MAY BE RELATED
TO REENLISTMENT FOUR YEARS LATER, EXTENDED VISITS
WERE MADE TO THE RECRUIT TRAINING COMMANDS AT
SAN DIEGO AND GREAT LAKES IN ORDER TO BECOME
FAMILIAR WITH NAVY RECRUIT TRAINING AND TO OBTAIN
INFORMATION REGARDING RECRUIT VALUES, BELIEFS, AND
EXPECTATIONS.  BASIC TRAINING CENTERS OF THE
ARMY, AIR FORCE, AND MARINE CORPS WERE ALSO
VISITED TO OBTAIN A FRAME OF REFERENCE WITH WHICH TO
EVALUATE THE OBSERVATIONS, INFORMATION, AND COMMENTS
OBTAINED AT THE NAVAL RTC'S. BASED UPON DIRECT
OBSERVATION AND COMMENTS OF THE RTC STAFFS AND
RECRUITS, AND BUILDING UPON THE RATIONALE THAT
(1) RECRUIT TRAINING IS A JOB SAMPLE AND (2)
PAST BEHAVIOR IS PREDICTIVE OF FUTURE BEHAVIOR; AREAS
APPEARING TO BE THE MOST PROMISING IN TERMS OF
CONCENTRATION OF RESEARCH ATTENTION WERE SUGGESTED.
THE FOLLOWING HYPOTHESIS IS PROPOSED AS A BASIS FOR
RESEARCH:  AS THE DISCREPANCY BETWEEN THE VALUES OF
THE INDIVIDUAL AND OF THE NAVY INCREASES, THE
PROBABILITY OF HIS REENLISTMENT DECREASES.  THE
APPLICABILITY OF THIS HYPOTHESIS TO THE AREAS OF
RESEARCH CITED IS INDICATED.  THE PROBLEM OF
CRITERIA IS DISCUSSED, AND MEANS FOR IMPLEMENTING A
PROGRAM OF RESEARCH ARE OUTLINED.  THE LONGRANGE
POTENTIAL OF THE RESEARCH PROGRAM IS INDICATED.
(AUTHOR)
This investigation reports the significance of attitudes toward peers that differentiated between cadets of 'high' and 'low' motivation. The 'high' motivation group consisted of 65 cadets who successfully completed basic flight training, and the 'low' group included 72 cadets who left the program voluntarily. Both groups were required to complete an open-ended questionnaire which instructed that they evaluate anonymously the characteristics of their 'best' and 'worst' fellow cadets. Specific content categories were determined and checked for reliability by independent observers. The results revealed that the 'high' motivation group appraised personal and social factors of their fellow cadets with significantly greater frequency. In contrast, the 'low' motivation group described academic values more frequently. Implications for a counseling program are included. (Author)
A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.; FEB 57; BREHMAN, GEORGE E.; JR.; MONITOR: NAVMED NM14-02-111-21;

UNCLASSIFIED REPORT

DESCRIPTORS: (AVIATION PERSONNEL; LEADERSHIP); (LEADERSHIP; PSYCHOMETRICS); SELECTION; APTITUDE TESTS; PERFORMANCE(HUMAN); NAVAL TRAINING, TEST METHODS; STATISTICAL DATA, CORRELATION TECHNIQUES, ATTENUATION (U)

LEADERSHIP AT HIGHER LEVELS OF COMMAND AS VIEWED BY SENIOR AND EXPERIENCED COMBAT COMMANDERS. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.
DEC 61
SEBREE, EDMUND B.
CONTRACT: DA-44-188-ARO-2

UNCLASSIFIED REPORT

DESCRIPTORS: LEADERSHIP; ANALYSIS; PERFORMANCE (HUMAN); COMMAND AND CONTROL SYSTEMS; BEHAVIOR; GROUP DYNAMICS; PERSONALITY; MILITARY REQUIREMENTS; REACTION (PSYCHOLOGY); MOTIVATION; CONTROL; EFFECTIVENESS; ARMY PERSONNEL; MILITARY PERSONNEL; WARFARE (U)

CONTENTS: THE NATURE AND APPLICATION OF MILITARY LEADERSHIP; THE HIGH-LEVEL LEADER AND THE GROUP; THE IMPACT OF THE SITUATION ON HIGH-LEVEL LEADERSHIP; INDIVIDUAL TRAITS AND THE EXERCISE OF HIGH-LEVEL LEADERSHIP; SOME SPECIAL PROBLEMS OF COMBAT BEHAVIOR. (U)
UNCLASSIFIED

HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

A CRITICAL INCIDENT STUDY OF INFANTRY, AIRBORNE, AND
ARMORED JUNIOR NONCOMMISSIONED OFFICERS.

DESCRIPTIVE NOTE: STAFF MEMO;
JUL 58 69P
SHOVEL; MORRIS; PETERSON,
CHRISTIAN W. I

TASK: NCO-1

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, JOB ANALYSIS),
BEHAVIOR, LEADERSHIP, MANAGEMENT PLANNING, ARMY
TRAINING, SUPERVISION, CORRECTIONS, MOTIVATION,
ATTITUDES

IDENTIFIERS: NONCOMMISSIONED OFFICERS, CRITICAL
INCIDENTS, GROUND TROOPS

PARALLEL LISTINGS ARE PRESENTED OF APPROVED AND
DISAPPROVED NONCOMMISSIONED OFFICER BEHAVIORS AS
REPORTED AND EVALUATED BY PERSONS WHO HAD SERVED WITH
THESE JUNIOR NCOs. THE MATERIAL WAS GATHERED IN
THE FORM OF CRITICAL INCIDENTS, BY INTERVIEWING 129
PERSONS SUBORDINATE TO, AND 129 PERSONS SUPERIOR TO,
JUNIOR NONCOMMISSIONED OFFICERS IN INFANTRY,
AIRBORNE, AND ARMORED UNITS, STATIONED BOTH IN THE
ZONE AND IN EUROPE. THE SUBJECTS WERE ASKED TO
RELATE THREE INCIDENTS OF GOOD AND THREE INCIDENTS OF
BAD PERFORMANCE ON THE PART OF A JUNIOR NCO. THE
NINE GENERAL AREAS IDENTIFIED BY THE RESEARCHERS ARE:
PLANNING AND FORESIGHT, INFORMAL TEACHING AND
BRIEFING, SUPERVISING AND CHECKING, CORRECTING AND
REWARDING OR PUNISHING, MANNER OF DEALING WITH
SUBORDINATES, CONCERN WITH WELFARE OF MEN, ATTITUDE
TOWARDS JOB, DEPARTMENT, AND TECHNICAL JOB KNOWLEDGE
AND ABILITY. THE FREQUENCY WITH WHICH SUBORDINATES
AND SUPERIORS REPORTED EACH BEHAVIOR AS EITHER GOOD
OR BAD IS SHOWN; SUBORDINATE AND SUPERIOR DIFFERENCES
IN EVALUATION ARE DISCUSSED. (AUTHOR)
THE PRESSURES OF TIME, COMPETITIVE ATMOSPHERE OF SERVICE LIFE, AND OFTEN AUTHORITARIAN NATURE OF OFFICERS FREQUENTLY CAUSE SENIORS TO OVERLOOK THEIR RESPONSIBILITIES FOR THE TIMELY DEVELOPMENT OF SUBORDINATE OFFICERS. THE VAST SOURCES OF UNTAPPED CREATIVE POTENTIAL AND INCREASED EFFICIENCY THUS LYING DORMANT ARE AN INJUSTICE TO THE INDIVIDUAL AND THE SERVICE. THE CURRENT LITERATURE BY AUTHORS WITH OPERATIONAL EXPERIENCE IN THE FIELD OF EXECUTIVE DEVELOPMENT IS REVIEWED WITH THE PURPOSE OF SUGGESTING APPROPRIATE TECHNIQUES FOR SENIOR TO UTILIZE IN ACCOMPLISHING THEIR DEVELOPMENT RESPONSIBILITIES. THE OBJECTIVES AND SKILLS OF SUCCESSFUL COACHING THROUGH THE DELEGATION OF MEANINGFUL TASKS THAT EXTEND THE SUBORDINATE ARE DISCUSSED. SUPERIOR-SUBORDINATE MUTUAL GOAL SETTING AND AN ECLECTIC APPROACH TO NON-DIRECTIVE DEVELOPMENT COUNSELING ARE RECOMMENDED. (AUTHOR)
A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL GRADUATES.

DESCRIPTIVE NOTE: INFORMATION REPT., SEP 59 11P RITTENHOUSE, CARL H.

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, ARMY TRAINING), (*LEADERSHIP, ARMY PERSONNEL), AWARDS, APTITUDE TESTS, RECRUITING, EDUCATION, AGING (PHYSIOLOGY), WEIGHT, JOB ANALYSIS, ACHIEVEMENT TESTS, PERFORMANCE (HUMAN), REVIEWS

IDENTIFIERS: NON-COMMISSIONED OFFICERS, RANKING SCALES, GROUND TROOPS

THIS STUDY WAS UNDERTAKEN TO DETERMINE SOME OF THE EFFECTS OF NCO LEADERS SCHOOL TRAINING ON COMBAT PERFORMANCE. THE ASPECTS OF PERFORMANCE UNDER CONSIDERATION WERE THOSE OBJECTIVELY DISCERNIBLE, NAMELY, RANKS ATTAINED, ASSIGNMENTS HELD, AND AWARDS RECEIVED. THE METHOD USED WAS THAT OF COMPARING THE RECORDS OF A GROUP OF LEADERS SCHOOL GRADUATES WITH THOSE OF A MATCHED GROUP OF NON-LEADERS SCHOOL MEN.
THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS AND OCS EVALUATIONS.

DESCRIPTIVE NOTE: STAFF MEMO,
AUG 54 8P JONES, ANN M.

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY TRAINING, PERFORMANCE(HUMAN)), (OFFICER PERSONNEL, ARMY TRAINING), CORRELATION TECHNIQUES, STATISTICAL ANALYSIS, STATISTICAL DATA, LEADERSHIP, PERFORMANCE TESTS

IDENTIFIERS: OFFICER CANDIDATES

DURING 1952 AND 1957 APPROXIMATELY ONE HALF OF THE MEN ATTENDING THE ARMY OCSS HAD COMPLETED ONE TO EIGHT WEEKS OF A LEADERS' COURSE PRIOR TO ENTERING OCS. THE LEADERS' SCHOOLS WERE INTENDED PRIMARILY FOR LEADERSHIP TRAINING AT THE NONCOMMISSIONED OFFICER LEVEL, AND WERE AVAILABLE TO MEN WHO HAD MADE A GOOD RECORD DURING BASIC TRAINING. OCS RECORDS AND LEADERS' COURSE RECORDS WERE OBTAINED ON 155 GRADUATES OF THE FORT ORD LEADER'S COURSE AND 161 GRADUATES OF THE CAMP ROBERTS LEADER'S COURSE. THE RATINGS OBTAINED FROM THE LEADERS' COURSE WERE CORRELATED WITH THOSE OBTAINED FROM THE OCSS. IN ADDITION, THE VARIOUS RATINGS OBTAINED AT THE FORT ORD LEADERS' COURSE WERE INTERCORRELATED.

COMPOSITE RATINGS OBTAINED AT BOTH LEADERS' COURSES WERE FOUND TO BE VALID PREDICTORS OF OCS SUCCESS, AND CORRELATED HIGHER WITH OCS PERFORMANCE THAN DID ANY OF THE PART SCORES FROM WHICH THE COMPOSITE SCORE WAS OBTAINED. THE PART-SCORE OF GREATEST PREDICTIVE VALUE FROM BOTH LEADERS' COURSES WAS THE PEER RATING. ONE OF THE RATINGS GIVEN BY EACH OF THE LEADERS' COURSE STAFFS WAS FOUND TO BE A USEFUL PREDICTOR, BUT IT WAS NOT THE SAME RATING AT THE TWO DIFFERENT SCHOOLS. THERE WAS A POSITIVE, BUT NOT VERY HIGH RELATIONSHIP BETWEEN PERFORMANCE ON THE LEADERS' REACTION TEST AND SUCCESS AT OCS. (AUTHOR)
SPANOCON: SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO., AUG 61 14P CANNON, DENNIS IOLSON, HOWARD C.

TASK: 11-28

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO REPORT DATED MAY 62, AD-488 614L.

DESCRIPTORS: (LEADERSHIP, MEASUREMENT), (OFFICER PERSONNEL, EFFECTIVENESS), (STATISTICAL DATA, CURVE FITTING), DECISION MAKING, RESPONSE, MILITARY PERSONNEL, TEST CONSTRUCTION, (PSYCHOLOGY), STATISTICAL DISTRIBUTIONS, RELIABILITY, CORRELATION TECHNIQUES, PSYCHOMETRICS, PROBLEM SOLVING

IDENTIFIERS: RATING SCALES, SPAN OF CONTROL (U)

THIS STUDY DEALS WITH RELIABILITY ONLY AS IT IS AFFECTED BY A RATING PROCEDURE. IT IS AN ATTEMPT TO DETERMINE IN WHAT WAY RELIABILITY OF RATINGS IS AFFECTED BY FORCING THE DISTRIBUTION OF RATINGS. ON THE BASIS OF THE DATA PRESENTED HERE, IT IS CONCLUDED THAT THE RELIABILITY OF RATINGS IS NOT SIGNIFICANTLY AFFECTED BY FORCING THE RATINGS INTO A SYMMETRICAL, ESSENTIALLY NORMAL DISTRIBUTION. (U)
IN ORDER TO OBTAIN A STATISTICALLY MANIPULABLE MEASURE OF A SUBJECT'S AFFECTIVE REACTION UNDER FIELD EXPERIMENTAL CONDITIONS, A SCALE WAS CONSTRUCTED BASED ON THE THURSTONE SCALING TECHNIQUE COMMONLY APPLIED TO ATTITUINAL MEASUREMENT. ITEMS WERE SCALED ALONG A DIMENSION OF AFFECT WHICH RANGED EQUIDISTANTLY IN BOTH POSITIVE AND NEGATIVE DIRECTIONS FROM A LITERAL INDIFFERENT POINT. RELIABILITY WAS OBTAINED BY USE OF ALTERNATE FORMS. EFFORTS WERE MADE TO UTILIZE BOTH CONTRIVED AND NATURAL SITUATIONS IN ORDER TO TEST APPLICATION OF THE SCALE. FOUR SUCH SITUATIONS WERE UTILIZED FOR VALIDATION AND RELIABILITY PURPOSES. THE SCALE DETECTED SIGNIFICANT AFFECTIVE CHANGES IN THOSE SITUATIONS WHICH WERE JUDGED STRESSFUL BY THE EXPERIMENTERS BUT INDEPENDENT ASSESSMENT OF THE SITUATIONS IS STILL LACKING. THE RAPIDITY AND EASE OF ADMINISTRATION IN ADDITION TO THE INTERPRETATIVE POSSIBILITIES ENCOURAGE FURTHER APPLICATIONS OF THE SCALE. (AUTHOR)
VALUES ASSOCIATED WITH MILITARY CAREER MOTIVATION.

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
MARCH 69, 12P, GORDON LEONARD V., MEDLAND,
FRANCIS F.
REPT. NO. APRO-TRN-143

SUPPLEMENTARY NOTE: REPORT ON SELECTION AND BEHAVIORAL EVALUATION.

DESCRIPTORS: (ARMY PERSONNEL, LEADERSHIP),
(LEADERSHIP, PSYCHOMETRICS), (MILITARY PSYCHOLOGY,
ARMY PERSONNEL), OFFICER PERSONNEL, MOTIVATION, DECISION MAKING

THE NCO LEADERS TASK IS CONCERNED WITH THE DEVELOPMENT OF MEASURES OF LEADERSHIP BY WHICH TO IDENTIFY EARLY IN THEIR ARMY CAREER THOSE MEN WHO HAVE POTENTIAL AS EFFECTIVE COMBAT LEADERS. THE STUDY REPORTS ON PRELIMINARY EXPLORATION OF RELATIONSHIPS BETWEEN CERTAIN ESTABLISHED DIMENSIONS OF INTERPERSONAL VALUES AND DECISION TO REMAIN IN OR LEAVE THE SERVICE. MEASURE OF SIX DIMENSIONS—SUPPORT, CONFORMITY, RECOGNITION, INDEPENDENCE, BENEVOLENCE, AND LEADERSHIP—ON THE SURVEY OF INTERPERSONAL VALUES (SIV) WERE OBTAINED ON ENLISTED AND OFFICER TRAINEE SAMPLES IN THE 9TH AND 10TH WEEK OF ARMY SERVICE, RESPECTIVELY. MEASURES WERE ANALYZED IN RELATION TO DESIRE TO REMAIN IN THE ARMY AS EXPRESSED BY THE EM AFTER 20 WEEKS' SERVICE AND BY OFFICERS AFTER 15 WEEKS.

FOR BOTH OFFICER AND ENLISTED SAMPLES, THREE VALUES WERE FOUND TO BE PREDICTIVE OF CAREER MOTIVATION. OFFICERS WHO DESIRED TO REMAIN TENDED TO SCORE HIGHER ON CONFORMITY AND BENEVOLENCE AND LOWER ON INDEPENDENCE; EM SCORED HIGHER ON BENEVOLENCE BUT LOWER ON INDEPENDENCE AND SUPPORT. RESULTS SUGGEST THAT MEASUREMENT OF VALUES MAY CONTRIBUTE USEFULLY TO PREDICTION OF MILITARY CAREER DECISION.
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZH20

AD-600 038
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D.C.

PREDICTION OF OFFICER PERFORMANCE.

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT., MAR 64 96P
WILLEMIN, LOUIS P.; REPT. NO. APRO-TRR-1174

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, PERFORMANCE (HUMAN)),
(Army Personnel, Psychometrics), (Leadership Psychometrics), Test Construction (Psychology), Military Psychology

THE OFFICER PREDICTION TASK, ESTABLISHED
WITHIN THE U. S. ARMY PERSONNEL RESEARCH
OFFICE (USAPR0), HAS A REQUIREMENT TO PROVIDE THE
ARMY WITH IMPROVED TECHNIQUES AND PREREQUISITES FOR
SELECTING OFFICERS WHO HAVE APPTITUDES AND OTHER
CHARACTERISTICS TO MEET DEMANDS FOR SUCCESSFUL
PERFORMANCE IN DIFFERENT TYPES OF OFFICER COMMAND
RESPONSIBILITY. THE STUDY WAS CENTERED ON THE
DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE IN THE
TECHNICAL, ADMINISTRATIVE, AND COMBAT AREAS OF
ASSIGNMENT. VALIDATION OF THE DIFFERENTIAL
OFFICER BATTERY (DOB), A BATTERY OF
EXPERIMENTAL PREDICTORS ADMINISTERED IN 1961-1962, IS
IN PROGRESS. SITUATIONAL CRITERION MEASURES, FIVE
FOR EACH OF THE THREE FIELDS, WERE DEVELOPED AND INTEGRATED INTO A REGULARLY SCHEDULED TESTING OPERATION ADMINISTERED SINCE JULY 1963 IN A
SIMULATED MAAG SETTING AT THE OFFICER
EVALUATION CENTER (OEC), FORT MCCLELLAN.
INITIAL STATISTICAL PROCESSING HAS BEGUN.

(AUTHOR)
THE PURPOSE OF THE PROJECT WAS TO EVALUATE PEER RATINGS AS PREDICTORS OF NCO POTENTIAL AND TO STUDY THE RELATIVE EFFECTIVENESS OF VARIOUS METHODS OF OBTAINING PEER RATINGS. OPERATIONAL PEER RATINGS OBTAINED IN FOUR COMPANIES AT THE END OF FOUR WEEKS OF BASIC COMBAT TRAINING WERE COMPARED WITH PEER RATINGS AT THE END OF THE 8TH WEEK. FOR TWO COMPANIES, SQUADS WITHIN A COMPANY WERE REARRANGED SO THAT THE SECOND RATING WAS MADE BY DIFFERENT RATERS THAN THE FIRST. IN THE TWO REMAINING COMPANIES, SQUADS REMAINED INTACT. CADRE RATINGS WERE OBTAINED FOR COMPARISON WITH PEER RATINGS, AS WERE ALSO LATER PEER AND CADRE RATINGS FOR THOSE MEN IN AVAILABLE AIT ASSIGNMENTS. PEER RATINGS OF LEADERSHIP POTENTIAL IN GROUPS OF 12 TO 16 MEN HAD SUBSTANTIAL RELIABILITY OVER 4 TO 16 WEEKS. THE RELIABILITY HELD WHETHER INDIVIDUALS WERE IN STABLE GROUPS AND RATED BY THE SAME MEN A SECOND TIME, OR IN CHANGING GROUPS AND RATED BY DIFFERENT MEN. PEER RATINGS WERE MORE RELIABLE THAN CADRE RATINGS OBTAINED UNDER COMPARABLE CIRCUMSTANCES. SINCE A MAN RATED HIGH AS A LEADER IN ONE GROUP IS LIKELY TO BE EQUALLY ACCEPTABLE AS A LEADER IN A DIFFERENT GROUP, MANAGEMENT CAN USE PEER RATINGS AS DEPENDABLE INDEXES IN ASSIGNING MEN TO POSITIONS OF LEADERSHIP REGARDLESS OF THE COMPOSITION OF THE GROUP.
DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS,

JAMES LEWIS F. IFRUCHTER, DOROTHY A. I

A COUNSELING INTERVIEW FORM WAS DEVISED TO AID SUPERVISING OFFICERS IN MAKING CONSTRUCTIVE USE OF THE OFFICER EVALUATION PROCEDURE. FROM REPORTS OF PREVIOUS STUDIES OF COUNSELING PROCEDURES IN BOTH MILITARY AND CIVILIAN ORGANIZATION, 100 ITEMS WERE SELECTED AND CATEGORIZED FOR INCLUSION IN 3 TRYOUT FORMS: A CHECKLIST, A FORCED-CHOICE FORM, AND A LEVEL-OF-ACHIEVEMENT FORM. REQUEST WAS MADE TO 1200 OFFICERS (400 FOR EACH FORM) FOR COMPLETION OF AN INTERVIEW FORM FOR ONE SUBORDINATE OFFICER AND FOR RATING THE IMPORTANCE OF EACH INTERVIEW ITEM ON A SEPARATE ITEM ACCEPTABILITY FORM. INTERVIEW ITEMS WERE VALIDATED AGAINST THE SUBORDINATE OFFICER'S OVERALL RATING FROM HIS MOST RECENT OER. A REVISED FORM INCLUDED 66 ITEMS SELECTED ON THE BASIS OF VALIDITY AND ACCEPTABILITY RATING. REVISED INTERVIEW AND ITEM ACCEPTABILITY FORMS WERE COMPLETED BY 100 OFFICERS. THE FINAL FORM OF 50 ITEMS IS THUS AN INTERVIEW GUIDE COMPOSED OF ITEMS OF PROVEN RELEVANCE TO SUCCESS AS AN AIR FORCE OFFICER. ANALYSIS OF RATING OFFICERS' COMMENTS GAVE LITTLE EVIDENCE OF INTEREST IN USING SUCH A DEVICE. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHk20

AD-607 580
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

AN EVALUATION OF A POPULAR LEADER, (U)

JUN 64 7P NELSON, PAUL D. I
REPT. NO.NMNRU-63-9
PROJ: MR005.12
TASK: MR005.12.20

UNCLASSIFIED REPORT

DESCRIPTIONS: (LEADERSHIP; SOCIOMETRICS), (NAVAL PERSONNEL, LEADERSHIP), (GROUP DYNAMICS, LEADERSHIP), MOTIVATION, ADJUSTMENT (PSYCHOLOGY), SOCIAL PSYCHOLOGY, PSYCHOMETRICS, BEHAVIOR, EFFECTIVENESS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THE PURPOSE OF THE PRESENT STUDY WAS TO FOLLOW-UP PREVIOUS FINDINGS CONCERNING THE SIMILARITIES AND DIFFERENCES BETWEEN POPULAR AND UNPOPULAR LEADERS IN SMALL GROUPS. ATTENTION WAS NOT GIVEN TO THE NON-LEADER GROUP IN THIS STUDY. THREE HYPOTHESES WERE ESTABLISHED: (1) POPULAR AND UNPOPULAR LEADERS ARE NOT DIFFERENT FROM ONE ANOTHER ON CHARACTERISTICS DENOTING INDIVIDUAL PROMINENCE; (2) POPULAR AND UNPOPULAR LEADERS ARE NOT DIFFERENT FROM ONE ANOTHER ON CHARACTERISTICS DENOTING TASK-MOTIVATION; AND (3) POPULAR LEADERS HAVE A MORE POSITIVE SOCIAL-EMOTIONAL ORIENTATION THAN UNPOPULAR LEADERS AS EVIDENCED THROUGH GREATER SELF-CONTROL, FLEXIBILITY, AND CONCERN FOR GROUP RELATIONS AND HARMONY. (U)
THE VALIDITY OF PEER RATINGS FROM OCS IN PREDICTING OFFICER PERFORMANCE: A FOLLOW-UP OF THE 1955 NEWPORT STUDY.

DESCRIPTIVE NOTE: TECHNICAL REPT., MAY 64.

HOLLANDER, E. P.

CONTRACT: NONR 816 12

UNCLASSIFIED REPORT

THE FOLLOW-UP PHASE OF A STUDY OF PEER NOMINATIONS BEGUN IN 1955 AT THE NAVAL OFFICER CANDIDATE SCHOOL IN NEWPORT, RHODE ISLAND IS REPORTED. OVER 700 TRAINEES, IN THE 23 SECTIONS COMPRISING AN ENTIRE OCS CLASS, COMPLETED SEVERAL PEER NOMINATION FORMS AT VARIOUS STAGES OF TRAINING. ONE FORM, IN PARTICULAR, REQUIRING NOMINATION FOR SUCCESS AS A FUTURE NAVAL OFFICER, WAS ADMINISTERED TO ALL SECTIONS. FROM AMONG THE TRAINEES IN THE ORIGINAL STUDY, 629 WERE IDENTIFIED WHO HAD GONE ON TO DUTY AS OFFICERS FOR A PERIOD AVERAGING THREE YEARS OR MORE. FITNESS REPORT RATINGS GIVEN TO THESE OFFICERS BY THEIR SENIORS WERE OBTAINED AND AVERAGED TO YIELD A SCORE REPRESENTING THE PERFORMANCE CRITERION. THIS SCORE HAD A CORRECTED SPLIT-HALF RELIABILITY OF .90. THE VALIDITY OF EARLY PEER NOMINATIONS, ALREADY ESTABLISHED FOR PERFORMANCE IN OCS, WAS FOUND TO BE SUBSTANTIAL FOR THE PREDICTION OF LATER PERFORMANCE AS AN OFFICER. VALIDITY IS MAINTAINED EVEN AFTER STATISTICAL CONTROL FOR ACADEMIC PERFORMANCE AND POPULARITY IS APPLIED BY THE PARTIALING PROCESS. IT IS THEREFORE RECOMMENDED THAT EARLY PEER NOMINATIONS, ASSESSING OVERALL PERFORMANCE AS AN OFFICER, BE ROUTINELY UTILIZED EARLY IN TRAINING AS A SUPPLEMENT TO ACADEMIC AND OTHER EVALUATIONS.

(AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-404 418
APPLIED PSYCHOLOGICAL SERVICES WAYNE PA

POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND APPLICATION: FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN. (U)

JUL 64 6DP  SIEGEL, ARTHUR I. PFEIFFER, MARK G., ISCHULTZ, DOUGLAS G.;
CONTRACT: NONR2279 00

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERSONNEL MANAGEMENT, NAVAL PERSONNEL), (*JOB ANALYSIS, NAVAL PERSONNEL), (*ELECTRONIC TECHNICIANS, JOB ANALYSIS), PERFORMANCE (HUMAN), ATTITUDES, PERCEPTION (PSYCHOLOGY), APPLIED PSYCHOLOGY, AVIATION PERSONNEL, TECHNICIANS, OFFICER PERSONNEL, GROUP DYNAMICS, FACTOR ANALYSIS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES, ELECTRONIC EQUIPMENT, PSYCHOMETRICS (U)

ON THE BASIS OF A MULTIDIMENSIONAL SCALING ANALYSIS OF THE JOB TASK PERCEPTIONS OF STRIKER AND PETTY OFFICER, THIRD CLASS AVIATION ELECTRONICS TECHNICIANS, FOUR BASIC FACTORS WERE EXTRACTED. THESE FACTORS, CALLED 'ELECTRO-COMPREHENSION', 'EQUIPMENT OPERATION AND INSPECTION (ROUTINE)', 'ELECTROREPAIR (SIMPLE)', AND 'ELECTRO-SAFETY' WERE HELD TO BE 'CONGRUENT' WITH THE FACTORS EXTRACTED FROM A SIMILAR ANALYSIS OF THE PERCEPTIONS OF AVIATION ELECTRONIC TECHNICIAN SUPERVISORY PERSONNEL. THUS, IT WAS CONCLUDED THAT THE JOB PERCEPTIONS OF PERSONNEL AT BOTH THE SUPERVISORY AND THE SUBORDINATE LEVELS ARE IN REASONABLE CONCORDANCE. (AUTHOR) (U)
THIS PROJECT SOUGHT TO ESTABLISH THE EXISTENCE OF SEPARABLE INTELLECTUAL ABILITIES. THE TYPICAL STUDY BEGAN WITH THE FORMULATION OF HYPOTHESES AS TO THE NATURE OF CERTAIN ABILITIES. KNOWN TESTS WERE USED OR MODIFIED, AND MANY NEW TESTS WERE DEVELOPED AS MEASURES OF THE HYPOTHESIZED ABILITIES. THE RESULTING TEST BATTERY WAS ADMINISTERED TO A SAMPLE OF YOUNG ADULT MALES, USUALLY MILITARY OFFICER CANDIDATES. THE SAMPLE SIZES RANGED FROM APPROXIMATELY 700 TO 450 FOR DIFFERENT STUDIES. SCORES FROM THE TESTS WERE INTERCORRELATED, AND THE CORRELATIONS FACTOR-ANALYZED. CENTROID FACTORS WERE ROTATED ORTHOGONALLY TO MAXIMIZE SIMPLE STRUCTURE, POSITIVE MANIFOLD, AND PSYCHOLOGICAL INTERPRETABILITY.
APPENDIXES FOR EACH AIR FORCE ACADEMY CLASS
TAKE A BATTERY OF SELECTION TESTS TO ESTABLISH THEIR QUALIFICATIONS. ENTERING CADETS TAKE AN ADDITIONAL BATTERY CONSISTING MAINLY OF NONACADEMIC EXPERIMENTAL TESTS; DEVELOPED AS PART OF A PROGRAM FOR THE PRODUCTION OF OFFICER SELECTION AND CLASSIFICATION DEVICES. BOTH BATTERIES ARE VALIDATED AT THE END OF THE FOURTH CLASS YEAR AGAINST ACADEMIC AND NONACADEMIC CRITERIA. IN THE CLASS OF 1964 THE CRITERIA WERE THE ACADEMIC STANDARD SCORE, CADET EFFECTIVENESS RATING (CER), RESIDUALIZED CADET EFFECTIVENESS RATING (WITH RESPECT TO PHYSICAL APTITUDE), EXTRACURRICULAR ACTIVITIES STANDARD SCORE, NONACADEMIC STANDARD SCORE, AND EARLY MOTIVATIONAL ELIMINATION. USING MULTIPLE REGRESSION TECHNIQUES, IT WAS FOUND THAT THERE ARE MEASURES IN BOTH THE SELECTION AND EXPERIMENTAL BATTERIES HAVING VALIDITY FOR EACH OF THE CRITERIA. MULTIPLE CORRELATIONS UP TO .67 WERE OBTAINED WITH THE ACADEMIC SCORE AS THE CRITERION, AND UP TO .51 WITH THE CER. VALIDITIES ARE NOT SIGNIFICANTLY DIFFERENT FROM THOSE OBSERVED IN THE CLASS OF 1967 FOR SELECTION TESTS COMMON TO BOTH CLASSES. PREVIOUSLY OBSERVED FLUCTUATING VALIDITIES APPEAR TO HAVE STABILIZED. (AUTHOR)
THE RESEARCH WAS CONCERNED WITH THE DEVELOPMENT OF A LEADERSHIP TRAINING PROGRAM FOR POTENTIAL ARMY NONCOMMISSIONED OFFICERS. THE MAJOR OBJECTIVE WAS TO CONDUCT A SERIES OF SMALL-SCALE PRELIMINARY STUDIES WHICH WOULD PROVIDE INFORMATION AND EXPERIENCE THAT WOULD ENABLE STAFF MEMBERS TO (1) DEFINE APPROPRIATE TRAINING PROGRAM CHARACTERISTICS AND (2) DEVELOP TOOLS, TECHNIQUES, AND SKILLS NECESSARY FOR CONDUCTING SUBSEQUENT FIELD STUDIES IN CONNECTION WITH PROPOSED TRAINING PROGRAMS FOR LEADER PREPARATION. IN ORDER TO DEVELOP INFORMATION THAT WOULD BE RELEVANT IN DEVISING CRITERIA FOR EVALUATING A LEADERSHIP PROGRAM, ONE STUDY DEALT WITH SOME ASPECTS OF THE GRADED PROFICIENCY TEST GIVEN AT THE END OF ADVANCED INDIVIDUAL TRAINING. THE FINDINGS OF THIS STUDY ARE REPORTED.
CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS OF WEATHER OFFICERS,

JUL 64 1SP  JUDY, CHESTER J. I

PROJECT: 6735
TASK: 675502
MONITOR: PRL, TDR44 20

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, EDUCATION), (EDUCATION, OFFICER PERSONNEL), AIR FORCE PERSONNEL, EFFECTIVENESS, SELECTION, STATISTICAL DATA, CORRELATION TECHNIQUES

THIS PAPER COMPARES ACCURACY OF PREDICTION OF OFFICER EFFECTIVENESS RATINGS FROM INFORMATION ABOUT EDUCATIONAL ATTAINMENT AND FROM INFORMATION ABOUT THE OFFICER'S MILITARY RECORD (GRADE, TYPE OF COMMISSION, SOURCE OF COMMISSION, AERONAUTICAL RATING). MULTIPLE REGRESSION TECHNIQUES WERE APPLIED TO DATA FOR 1471 WEATHER OFFICERS. RESULTS SHOWED THAT, ALTHOUGH MILITARY GRADE AND TYPE OF COMMISSION (REGULAR OR RESERVE) WERE THE BEST SINGLE PREDICTORS, BOTH EDUCATIONAL LEVEL AND COLLEGE MAJOR WERE ALSO SIGNIFICANTLY PREDICTIVE OF THE OFFICER EFFICIENCY RATING. IN COMBINATION WITH ALL THE OTHER VARIABLES, EDUCATIONAL LEVEL STILL ADDED SIGNIFICANTLY (.05 LEVEL) TO PREDICTION, BUT INFORMATION ABOUT THE OFFICER'S COLLEGE MAJOR DID NOT. (AUTHOR)
THE RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRAKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE,

JUL 64 32P LAUTERBACH, CARL G.; VIETHABER, DAVID P.; GOTTHEIL, EDWARD;
CONTRACT: O TSG 66 10 016
MONITOR: MA, WP, TRIS

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIBERS: (ADJUSTMENT (PSYCHOLOGY); ARMY PERSONNEL); (ARMS PERSONNEL, MILITARY TRAINING); (MILITARY TRAINING, ADJUSTMENT PSYCHOLOGY); PERFORMANCE (HUMAN); PERSONALITY, EDUCATION, APITUDE TESTS; ACHIEVEMENT TESTS, ATTITUDES, PSYCHOMETRICS; MILITARY PSYCHOLOGY, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES

THIS STUDY INVESTIGATED THE RELATIONSHIPS BETWEEN CERTAIN PERSONALITY ATTRIBUTES OF ENTERING UNITED STATES MILITARY ACADEMY CADETS AND THEIR SUBSEQUENT PERFORMANCE DURING THE NEW CADET BARRAKS (NCB) SUMMER TRAINING PERIOD AND THEIR FIRST ACADEMIC YEAR. TWO APPROACHES USED: (A) TO DETERMINE THE INTERRELATIONS EXISTING AMONG PERSONALITY TESTS AND CRITERIA OF CADET PERFORMANCE; AND (B) TO DISCERN DIFFERENTIAL PATTERNS OF PERSONALITY AND PERFORMANCE CHARACTERISTICS SHOWN BY GROUPS OF SUCCESSFUL AND UNSUCCESSFUL CADETS. SUCCESS WAS DEFINED AS RETENTION DURING THE FIRST YEAR AT THE ACADEMY, WHILE LACK OF SUCCESS WAS DEFINED AS ATTRITION FROM THE ACADEMY. THE CRITERIA OF CADET PERFORMANCE WERE: (A) NCB AND APITUDE FOR SERVICE RATINGS (ADJUSTMENT TO SUPERIORS AND PEERS); (B) GRADES (ADJUSTMENT TO WORK); AND (C) DEMERITS (REACTIONS TO AUTHORITY). A FINAL CRITERION, FREQUENCY OF NCB SICK CALL VISITS, WAS USED AS An INDICATOR OF PERSONAL ADJUSTMENT. NINE PERSONALITY TEST MEASURES WERE USED; THREE WERE DERIVED FROM A TEST OF STATED REACTIONS TO FRUSTRATING SITUATIONS, FOUR WERE FROM RATINGS OF RELATIVE ESTEEM FOR SELF AND CO-WORKERS, AND ONE EACH FROM AN ACTIVITIES PREFERENCE INVENTORY AND A PROVERBIAL ATTITUDES TEST OF NON-CONFORMING ATTITUDES.
THE EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY,

MAR 64 2OP GOTTHEIL, EDWARD VIELHABER, DAVID P.
CONTRACT: 076G 60 10 016
MONITOR: MA, WP, TR14

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (ADJUSTMENT (PSYCHOLOGY); ARMY PERSONNEL), (ARMY PERSONNEL, MILITARY TRAINING), (MILITARY TRAINING, ADJUSTMENT (PSYCHOLOGY)); PERFORMANCE (HUMAN), APTITUDE TESTS, PSYCHOMETRICS, PERFORMANCE TESTS, ATTITUDES, LEADERSHIP, MILITARY PSYCHOLOGY, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES

THE SUBJECTS WERE 177 CADETS AT THE UNITED STATES MILITARY ACADEMY. THE QUESTION RAISED WAS WHETHER A SUCCESSFUL OR UNSUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING WOULD AFFECT A CADET'S LATER PERFORMANCE AT THE ACADEMY. GRADES, APTITUDE RATINGS, AND DEMERIT SCORES WERE OBTAINED ON THESE CADETS AT THE END OF THEIR FIRST ACADEMIC YEAR. THE SUMMER SESSION BETWEEN THEIR FIRST AND SECOND ACADEMIC YEARS WAS DEVOTED TO PRACTICAL MILITARY TRAINING AT CAMP BUCKNER. DURING THIS PERIOD THEY WERE TESTED AS INDIVIDUALS AND AS SQUADS FOR KNOWLEDGE AND SKILLS ACQUIRED IN THE VARIOUS AREAS OF TRAINING. HIGH SCORES IN THESE TESTS WERE CONSIDERED TO INDICATE A SUCCESSFUL EXPERIENCE, AND LOW SCORES AN UNSUCCESSFUL EXPERIENCE. TWO MEASURES OF SUCCESS WERE EMPLOYED: INDIVIDUAL PERFORMANCE ALONE, AND INDIVIDUAL SUCCESS REINFORCED BY ALSO BEING A MEMBER OF A SUCCESSFUL SQUAD. GRADES, APTITUDE RATINGS, AND DEMERIT SCORES WERE AGAIN OBTAINED AT THE END OF THE FIRST TERM OF THEIR SECOND ACADEMIC YEAR. NO EVIDENCE WAS FOUND TO SUPPORT THE HYPOTHESIS THAT A SUCCESSFUL PERFORMANCE WOULD BE MORE EFFECTIVE IN TASK-ORIENTED THAN RELATIONSHIP-ORIENTED INDIVIDUALS.
The science of tactics is taught at the United States Military Academy both by classroom, academic instruction and by practical, field exercises. The first and second year academic grades in tactics of 98 randomly selected cadets were compared with their performance in a variety of practical exercises at Camp Buckner. The Buckner encampment took place in the summer months between the first and second academic years and provided scores in the following areas: armor, artillery, engineer, infantry, signal, obstacle course, and written test. The intercorrelations among the Buckner test scores were low and revealed no important patterns of relationship. Apparently different skills and abilities are required for the different events. The correlations between tactics grades and combined total Buckner score were positive and statistically significant. The correlation between tactics grades in the first and second years was statistically significant and indicated a substantial degree of association.
Cognitive and Motivational Characteristics Associated with Concrete and Abstract Levels of Conceptual Complexity.

The purpose of this study included: (1) an investigation of the extent to which 'conceptual complexity' contributed to performance on the conceptually simple task of answering objective quizzes requiring only the use of a single, fixed conceptual rule (reduction of facts from memory) and to performance on the conceptually complex task of writing examination answers requiring the use of alternative, flexible conceptual rules in the generation of contrasts, comparisons, and integrations of different theoretical points of view; (2) the delineation of specific quantifiable differences in the way that conceptually simple (concrete) and conceptually complex (abstract) subjects generated contrasts and integrations of two theories in their answers to a prototypic examination question; and (3) the exploration of differences in general attitudes and beliefs about the motivation of behavior which constitute important differences between concrete and abstract ways of perceiving and relating to the environment. As expected, an abstract group of subjects was significantly superior to a concrete group in examination performance but not in quiz performance.
IT HAS BEEN RECOGNIZED FOR SOME YEARS THAT
PSYCHOLOGICAL MEASUREMENT OR PSYCHOMETRICS IS
CONCERNED PRIMARILY WITH THE ENTITY MODE OF A TWO
MODE DATA MATRIX, WHILE PSYCHOLOGICAL SCALING HAS
BEEN CONCERNED WITH THE ATTRIBUTE MODE. OBVIOUSLY,
THE TWO ARE INEXTRICABLY INTERRELATED, AS THE MORE
SOPHISTICATED DEVELOPMENTS IN FACTOR ANALYSIS HAVE
MADE ABUNDANTLY EXPLICIT. IN SPITE OF THIS
INTERDEPENDENCE AN OPAQUE, OR AT BEST A TRANSLUCENT,
CURTAIN CONTINUES TO HANG BETWEEN PSYCHOMETRIC AND
SCALING ACTIVITIES. IT IS HOPED THAT THIS SERIES
OF REPORTS MAY BE FOLLOWED BY FULL SCALE PROGRAMS TO
INTEGRATE THE TWO FIELDS OF INVESTIGATION, AND THAT
RECENT MAJOR DEVELOPMENTS IN MULTIMODE FACTOR
ANALYSIS MAY LEAD TO FURTHER INTEGRATION OF
PSYCHOMETRIC AND SCALING THEORY WITH LEARNING THEORY
AND DEVELOPMENTAL PSYCHOLOGY. OBVIOUSLY, THESE
LATTER INVOLVE THE OCCASION MODE OF A THREE MODE DATA
MATRIX, THIS REPORT IS CONCERNED WITH THE
RELIABILITY AND VALIDITY OF MEASUREMENT.
UNCLASSIFIED

DESCRIPTORS: (*ARMY PERSONNEL; PSYCHOMETRICS), (*PSYCHOMETRICS; ARMY PERSONNEL), (*FACTOR ANALYSIS, ARMY PERSONNEL), PERSONALITY, APTITUDE TESTS, LEADERSHIP, EMOTIONS, STABILITY, MOTIVATION, ATTITUDES, STRESS (PSYCHOLOGY), PERFORMANCE (HUMAN), SELECTION, CORRELATION TECHNIQUES, WARFARE

AS A MEANS OF IDENTIFYING PERSONALITY FACTORS IMPORTANT IN COMBAT POTENTIAL, SCORES ON 19 NONCOGNITIVE APTITUDE TESTS, 9 MEASURES OF AVOCATIONAL INFORMATION, 7 COGNITIVE TESTS OF THE ACB, AND ONE EXPERIMENTAL PERCEPTUAL SPEED MEASURE WERE FACTOR-ANALYZED. RESULTS WERE EXTENDED TO CRITERIA--PEER AND SUPERVISOR RATINGS ON COMBAT POTENTIAL OBTAINED AFTER 16 WEEKS OF AIT AND IN AN OVERSEAS MANEUVER SITUATION AFTER ONE YEAR. COMPARISON WAS MADE WITH A SIMILAR STUDY IN A KOREAN COMBAT SAMPLE. TWO OF EIGHT FACTORS IDENTIFIED--GENERAL COGNITIVE ABILITY AND A MECHANICAL-SOCIAL FACTOR--WERE VALID FOR THE CRITERION OF COMBAT POTENTIAL. THE FIRST FACTOR STOOD UP WELL IN AN INDEPENDENT SAMPLE WHILE THE SECOND WAS SOMewhat LESS VALID IN THE CROSS SAMPLE. THE TWO FACTORS VALID IN THE PEACETIME STRUCTURE APPEARED TO REFLECT RATINGS BASED MORE ON THE INDIVIDUAL'S OVERALL COMPETENCE AND READINESS TO DO HIS JOB AND WORK FOR GROUP GOALS, WHEREAS ACTUAL COMBAT RATINGS PLACED GREATER EMPHASIS ON LEADERSHIP AND EMOTIONAL STABILITY UNDER STRESS. RESULTS HAVE BEEN APPLIED AS A CONCEPTUAL FRAMEWORK FOR THE DEVELOPMENT OF EXPERIMENTAL TESTS TO MEASURE THE FACTORS IDENTIFIED. (AUTHOR)
ACTIVITIES WERE DESIGNED TO MEET TWO RELATED RESEARCH REQUIREMENTS: (1) TO DEVELOP GENERAL PRINCIPLES AND TECHNIQUES LEADING TO WORK METHODS THROUGH WHICH TO IMPROVE THE PERFORMANCE OF MONITORING FUNCTIONS IN A VARIETY OF ARMY JOBS; AND (2) TO IMPROVE PERFORMANCE OF INFORMATION MONITORING PERSONNEL WITHIN THE U. S. ARMY SECURITY AGENCY. AS THE CONCEPT OF THE PROBLEM BROADENED, THE OBJECTIVES OF IDENTIFYING AND EVALUATING THOSE FACTORS TENDING TO RAISE OR LOWER THE LEVEL OF Monitor PERFORMANCE WERE ADDED. THE CURRENT PROGRAM IS ONE OF APPLIED RESEARCH BASED ON SIMULATION OF RELEVANT ASPECTS OF MONITOR JOBS IN A LABORATORY SETTING AND IS ORGANIZED ABOUT THREE MAJOR AREAS—THE NATURE OF MONITORING BEHAVIOR, DETERMINANTS OF MONITOR PERFORMANCE, AND CORRELATES OF MONITOR PERFORMANCE. LABORATORY EXPERIMENTATION IS CONDUCTED IN WHICH THE EFFECTS ON PERFORMANCE OF FACTORS ASSOCIATED WITH SIGNAL, TASK, ENVIRONMENT, AND THE INDIVIDUAL ARE STUDIED IN VARIOUS COMBINATIONS. THE VIGILANCE LABORATORY COMPLETED LATE IN FY 1964, HOUSES AN ELECTRONIC SIMULATOR THROUGH WHICH THE RELEVANT FEATURES OF MONITOR JOBS CAN BE SYSTEMATICALLY VARIED. THE PRESENT REPORT REVIEWS THE HIGHLIGHTS OF FIVE STUDIES CONDUCTED BY THE TASK. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY  SEARCH CONTROL NO.: /ZHK20

AD-609 398
BURROUGHS WELLCOME AND CO U S A INC TUCKAHIE N Y

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI. SPECIAL TOPICS,

DEC 69 94P  HORST;PAUL I
CONTRACT: NONR-477(37), PHS-MH-00743-08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-609 201.

DESCRIPTORS: (PSYCHOMETRICS, TEST CONSTRUCTION, (PSYCHOLOGY)), (TEST CONSTRUCTION (PSYCHOLOGY)), PSYCHOMETRICS; PSYCHOLOGY, MEASUREMENT, INTELLIGENCE TESTS, RELIABILITY, PERFORMANCE (HUMAN); ANALYSIS OF VARIANCE, FACTOR ANALYSIS, MATRIX ALGEBRA, STATISTICAL ANALYSIS

IDENTIFIERS: ITEM ANALYSIS (U)

THIS IS ONE PART OF A SERIES OF REPORTS ON PSYCHOLOGICAL MEASUREMENT. IT IS HOPED THAT THESE REPORTS MAY FURTHER THE SYNTHESIS AND INTEGRATION OF PSYCHOMETRICS AND PSYCHOLOGICAL SCALING. THE PROBLEMS AND METHODS OF ITEM ANALYSIS ARE DISCUSSED. SINGLE INDEX AND DUAL INDEX TYPES OF ITEM ANALYSIS, AS WELL AS ITEM ANALYSIS PROCEDURES FOR ITEMS HAVING NO BEST ANSWERS ARE CONSIDERED. THE ADMINISTRATION OF TESTS FOR ITEM ANALYSIS PURPOSES IS DISCUSSED. THE EFFECTS OF SPEEDEDNESS ON TEST SCORE STATISTICS, THE CONSTRUCTION AND SCORING OF SPEEDED TESTS, AND THE ADMINISTRATION OF NO-CORRECT-ANSWER TYPE TESTS ARE CONSIDERED SYSTEMATICALLY. THE EFFECTS OF SAMPLE SELECTION ON STATISTICS IS EVALUATED. A PARTIAL TREATMENT OF PSYCHOLOGICAL PROCESSES AS A FUNCTION OF AGE IS GIVEN. (U)
PERCEPTIONS OF A GOAL IN AN AREA AS CHALLENGING, EASY, AND IMPOSSIBLE DID NOT PRODUCE PERFORMANCE IMPROVEMENT IN THAT ORDER IN THE AREA; NOR DID PERFORMANCE IN THE OTHER AREA FOLLOW THE REVERSE ORDER. SAMPLE SIZE WAS INSUFFICIENT TO TEST THE GREATER EFFECT TO TWO DIFFICULT GOALS ON PRODUCTION OF IMPOSSIBLE PERCEPTIONS. SUPPORT WAS PROVIDED FOR THE PROPOSITION THAT DIFFICULT GOALS PERCEIVED AS IMPOSSIBLE PRODUCED POORER PERFORMANCE IMPROVEMENT THAN GOALS PERCEIVED EITHER AS EASY OR CHALLENGING. FURTHER ANALYSIS OF THE DATA REVEALED THAT, HAD THE PERFORMANCE HYPOTHESES BEEN STATED IN THE ABSENCE OF PERCEPTION -- I.E., DIFFICULT GOALS WILL PRODUCE EITHER VERY GOOD OR VERY POOR PERFORMANCE RELATIVE TO NORMAL GOALS -- CONFIRMATION WOULD HAVE BEEN OBTAINED. FURTHERMORE, DIFFICULT GOALS IN AN AREA APPEARED TO BE ASSOCIATED WITH EXTREMES IN PERFORMANCE WHEN THE OTHER AREA HAD A DIFFICULT GOAL, BUT THIS EFFECT WAS NOT OBSERVED WITH A NORMAL GOAL IN THE SECOND AREA. FINALLY, ALTHOUGH PERCEPTIONS WERE NOT SUCCESSFUL IN PREDICTING PERFORMANCE IN ONE AREA, THE COMBINED PERFORMANCE IN THE TWO AREAS COULD BE REPRESENTED QUITE WELL AS A LINEAR FUNCTION OF THE GOAL PERCEPTIONS IN THE TWO AREAS. (AUTHOR)
PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS, (U)

AUG 64 9P GUNDERSON, E. K. ERIC

REPT. NO. NMNRU-64-19
PROJ: MROD5.12
TASK: MROD5.12.20

UNCLASSIFIED REPORT

PERFORMANCE EVALUATIONS (ENLISTED PERFORMANCE EVALUATION MARKS) OF APPLICANTS FOR OPERATION DEEP FREEZE WERE COMPARED WITH THOSE OF OTHER NAVAL PERSONNEL, AND VOLUNTEERS WITH DIFFERENT AMOUNTS OF EXPERIENCE WERE COMPARED WITH EACH OTHER. PERFORMANCE RATINGS FOR DEEP FREEZE CANDIDATES WERE HIGHER THAN THOSE OF OTHER NAVAL PERSONNEL OF COMPARABLE EXPERIENCE. IT WAS CONCLUDED THAT SPECIAL STANDARDS OR NORMS SHOULD BE ESTABLISHED TO AID IN SELECTION OF THE BEST QUALIFIED MEN FROM THIS POPULATION AND THAT SEPARATE NORMS ARE REQUIRED FOR EVALUATING PERFORMANCE RECORDS OF THOSE EXPERIENCED NAVAL PERSONNEL. THE LEADERSHIP TRAIT MAY BE MORE DISCRIMINATING THAN OTHER TRAITS IN THIS POPULATION. (AUTHOR) (U)
THE REPORT DISCUSSES PERFORMANCE EVALUATION IN THE TRAINING ENVIRONMENT, SPECIFICALLY IN TRAINING SITUATIONS INVOLVING THE USE OF SIMULATORS AND OTHER COMPLEX TRAINING EQUIPMENT. THE IMPORTANT VARIABLES INVOLVED IN DEVELOPING A SYSTEM OF PERFORMANCE EVALUATION ARE SEEN AS (1) TYPES OF BEHAVIORS, (2) TYPES OF MEASURES OR MENSURAL INDICES, AND (3) TYPES OF INSTRUMENTS FOR RECORDING PERFORMANCE. FACTORS RELATING TO THESE VARIABLES ARE DISCUSSED, AND SOME OF THEIR INTERRELATIONSHIPS ARE DELINEATED. MATRICES WHICH FACILITATE THE CONSIDERATION OF INTERRELATIONSHIPS AMONG THE THREE VARIABLES ARE PRESENTED. AN ILLUSTRATIVE APPLICATION OF AN AUTOMATIC TRAINING/EVALUATION SYSTEM IS GIVEN. (AUTHOR)
EIGHTY SUBJECTS PERFORMED A ONE-DIMENSIONAL COMPENSATORY TRACKING TASK FOR 55 ONE-MINUTE TRIALS. THE SUBJECTS WERE DIVIDED INTO FIVE SEPARATE GROUPS AND EACH GROUP PERFORMED THE TASK WITH A DIFFERENT EXPONENTIAL DELAY BETWEEN THE CONTROL INPUT AND THE DISPLAY, A DOT OF LIGHT ON A CATHODE RAY TUBE. THE TIME CONSTANTS FOR THE EXPONENTIAL DELAYS WERE 0.015 SECONDS, 0.150 SECONDS, 0.900 SECONDS, 2.100 SECONDS AND 1.000 SECONDS RESPECTIVELY. THE RESULTS INDICATE THAT TIME-ON-TARGET SCORES DECREASE WITH INCREASING DELAY. FOR DELAYS GREATER THAN 0.150 SECONDS, THE DECREASE IS LINEAR. THERE IS A SHARPER DECREASE IN PERFORMANCE FROM 0.015 SECONDS DELAY TO 0.150 SECONDS DELAY THAN FOR OTHER PORTIONS OF THE FUNCTION. INCREASED PRACTICE CHANGES THE LEVEL, BUT NOT THE SHAPE, OF THE TOTAL FUNCTION. THE EFFECTS OF DELAY AND LEARNING WERE WITHIN THE SAME RANGE, INDICATING THAT A GIVEN LEVEL OF SYSTEM PERFORMANCE OFTEN CAN BE ACHIEVED EITHER BY ALTERING THE DELAY OR BY TRAINING THE OPERATOR. HOWEVER, PERFORMANCE IS MAXIMIZED IF DELAY IS REDUCED AND THE OPERATOR IS TRAINED. (AUTHOR)
UNCLASSIFIED

HUMAN FACTORS RESEARCH INC LOS ANGELES CALIF

RESEARCH ON THE DEVELOPMENT OF SHIPBOARD PERFORMANCE MEASURES AND PERFORMANCE JUDGMENTS. (U)

DESCRIPTIVE NOTE: FINAL REPT.
JAN 65 26P

CONTRACT: NONR124100
PROJ: NR 152 169

UNCLASSIFIED REPORT

DESCRIPTORS: (SUBMARINE PERSONNEL, PERFORMANCE TESTS), (PERFORMANCE TESTS, SUBMARINE PERSONNEL), PERFORMANCE (HUMAN), PSYCHOMETRICS, APTITUDE TESTS, ATTITUDES, OFFICER PERSONNEL, NAVAL PERSONNEL, STRESS (PSYCHOLOG(U)
IDENTIFIERS: JUDGMENT, PREDICTION

SUMMARIES ARE PRESENTED OF RESEARCH CONDUCTED ON THE MEASUREMENT OF THE PERFORMANCE OF ENLISTED PERSONNEL SERVING ABOARD SUBMARINES: TOPICS INCLUDE: (1) THE USE OF PRACTICAL PERFORMANCE TESTS; (2) COMPARISONS OF RATED AND TESTED ABILITIES TO DO CERTAIN JOB TASKS; (3) INTERRELATIONSHIPS BETWEEN APTITUDE TEST SCORES, PERFORMANCE IN SUBMARINE SCHOOL, AND SUBSEQUENT PERFORMANCE IN SUBMARINES; (4) PERFORMANCE UNDER STRESS; (5) FACTOR ANALYTIC STUDIES OF APTITUDES, INTERESTS, AND PRACTICAL PERFORMANCE SKILLS FOR NAVY MACHINERY REPAIRMEN STUDENTS; (6) PREDICTABILITY OF RATINGS; (7) COMPARISON OF SUPERVISORY RATINGS AND PRACTICAL PERFORMANCE TESTS; (8) FACTORS INFLUENCING JUDGMENT OF HUMAN PERFORMANCE; (9) RATERS' SKILLS AND ATTITUDES; AND (10) INFLUENCE OF UNUSUAL PERFORMANCES AND TIME-ORDER ON PERFORMANCE JUDGMENT. AN INDEX OF REPORTS PREPARED UNDER THIS CONTRACT IS ALSO GIVEN. (U)
THE RELATIONSHIP BETWEEN THE RANK OF INCOMING OFFICERS AND COMPLETION OF FLIGHT TRAINING:
NOV 69
HUTC INS CHARLES W., JR.
REPT. NO. MR-005.12-3003-R-91 NSAM-911
TASK: 1

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, NAVAL TRAINING),
(aviation personnel, naval training), (NAVAL TRAINING,
MATHEMATICAL PREDICTION), NAVAL PERSONNEL, MARINE CORPS,
CORRELATION TECHNIQUES, FACTOR ANALYSIS,
DISTRIBUTION
IDENTIFIERS: ATTRITION PROCESSES, FLIGHT TRAINING


47
THE EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGH-SPEED FLIGHT WERE STUDIED. APPROXIMATELY 210 HOURS OF FLIGHT WERE MADE BY EXPERIENCED PILOTS IN A MOVING-BASE SIMULATOR THAT HAD A TOTAL VERTICAL TRAVEL OF 12 FEET AND AN ACCELERATION CAPABILITY OF ≈ 6G. THE FLIGHTS WERE MADE OVER SEVERAL TYPES OF TERRAIN AT SEVERAL AIRSPEEDS UNDER DIFFERENT CONDITIONS OF NAVIGATION TASK AND EMERGENCY TASK LOADING. MEDIUMHEAVY TURBULENCE WAS SIMULATED FOR ALL FLIGHTS. DATA WERE ANALYZED IN TERMS OF HUMAN PERFORMANCE ASPECTS OF THE MISSIONS. (AUTHOR)
A COLLEGE-LEVEL TEST OF USAGE AND MECHANICS (FORM LA OF THE COOPERATIVE ENGLISH EXPRESSION TEST) WAS ADMINISTERED TO 102 HIGHER LEVEL CIVILIAN EMPLOYEES ASSIGNED TO HEADQUARTERS USAF. THESE EMPLOYEES ESTIMATED THE TIME SPENT IN PRODUCING NINE TYPES OF WRITTEN PRODUCTS, SUCH AS, LETTERS AND TECHNICAL REPORTS. IN ADDITION, THE EXECUTIVES WHO REVIEW THESE NINE TYPES OF PRODUCTS RATED THE EXTENT TO WHICH EACH TYPE MET THEIR STANDARDS OF USAGE, SPELLING, PUNCTUATION, AND CAPITALIZATION AND ALSO RATED THE OVERALL EFFECTIVENESS OF ALL THE PRODUCTS AS A WHOLE AND THE POTENTIAL OF THE WRITER FOR ASSUMING WRITING TASKS OF INCREASED SCOPE AND DIFFICULTY. THE RANGE OF THE PEARSON PRODUCT MOMENT COEFFICIENTS OF CORRELATION OF THESE CRITERION VARIABLES SHOWS EITHER THAT WE ARE DEALING WITH A VERY COMPLEX CRITERION OR WITH ONE THAT IS EXTREMELY VAGUE. HOWEVER, IF WE ARE WILLING TO SETTLE FOR THE RATING OF WRITING POTENTIAL BY THESE EXECUTIVES, THE CORRELATION OF THE TEST WITH THIS CRITERION IS .79 WHICH IS WELL ABOVE THE .18 LEVEL OF STATISTICAL SIGNIFICANCE AND EXPLAINS ABOUT 11% OF THE VARIANCE ASSOCIATED WITH THIS CRITERION. (AUTHOR)
A STUDY OF AIR FORCE PERSONNEL PROBLEMS ASSOCIATED WITH REMOTE OR ISOLATED ASSIGNMENTS. (U)

DESCRIPTIVE NOTE: MASTER'S THESIS, 65 119P LADDS, JACK E.

UNCLASSIFIED REPORT

CONCLUSIONS: (1) THE SECURITY OF THE US AND THE FREE WORLD IS ENDANGERED BY THE INABILITY OF THE AIR FORCE TO RETAIN ITS SKILLED AND 'HARD CORE' TECHNICIANS BEYOND THEIR FIRST ENLISTMENT. (2) LIVING CONDITIONS AND RECREATIONAL FACILITIES ARE UNSUITABLE AT REMOTE OVERSEAS STATIONS. THE BENEFITS DERIVED BY IMPROVING THESE FACILITIES WOULD PROBABLY BE OFFSET BY SAVINGS IN TRAINING COSTS THAT WOULD ACCRUE FROM A HIGHER RETENTION RATE. THIS WOULD, IN TURN, RELIEVE THE TEDIOUS OF MONOTONY. (3) THE PROPOSED RATES OF MONTHLY BASIC PAY FALL SHORT OF RAISING MILITARY COMPENSATION TO A LEVEL COMPARABLE TO THAT IN OTHER SEGMENTS OF OUR ECONOMY AND THE FEDERAL GOVERNMENT. (4) THERE IS A NEED FOR A STATUS SYMBOL OR RECOGNITION FACTOR TO INCREASE PRESTIGE OF MEN AT REMOTE SITES. (5) EFFORTS TO DEVELOP AND UTILIZE SELECTION TECHNIQUES AS A MEANS OF MINIMIZING PERSONAL ADJUSTMENT PROBLEMS, AND TO IMPROVE MORALE AND RETENTION OF PERSONNEL ASSIGNED TO ISOLATED STATIONS, HAVE PROVEN ONLY MARGINALLY SUCCESSFUL. IT WOULD BE MORE DESIRABLE TO CONCENTRATE SELECTION EFFORTS PRINCIPALLY ON SCREENING OUT THE EXTREMELY UNFIT. (6) THE AIR FORCE LACKS AN ADEQUATE PERSONALIZED SCREENING AND SELECTION PROCESS TO IDENTIFY KEY PERSONNEL POSSESSING THOSE LEADERSHIP QUALITIES NEEDED TO INSURE ACCOMPLISHMENT OF THE STATION MISSION. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY  SEARCH CONTROL NO. /ZHK20

AD-616 716
LOCKHEED MISSILES AND SPACE CO SUNNYVALE CALIF

AN INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE
CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT
CREWS,

APR 65 26P  LINCOLN, R. S.; MANGELSDORF, J. E.

REPT. NO. 6-65-65-19

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: A PAPER PRESENTED AT THE SYMPOSIUM
ON HUMAN PHYSIOLOGICAL AND PERFORMANCE DETERMINANTS
OF MANNED SPACE SYSTEMS DESIGN, HELD AT SAN
FERNANDO VALLEY STATE COLLEGE 14 APR 65.

DESCRIPTORS: (*SPACE CREWS, PHYSIOLOGY);
(*ASTRONAUTS, PERFORMANCE TESTS), (*SPACE MEDICINE;
TELEMETER SYSTEMS), PERFORMANCE(HUMAN), MANNED
SPACECRAFT, SPACE FLIGHT, MONITORS, DISPLAY
SYSTEMS, DATA PROCESSING SYSTEMS, DIGITAL COMPUTERS,
ELECTROCARDIOGRAPHY, SYMPOSIA

RECOGNIZING THE NEED FOR A COMPREHENSIVE
CREW MONITORING PROGRAM, THE LOCKHEED MISSILES AND
SPACE COMPANY HAS INITIATED AN INDEPENDENT
DEVELOPMENT PROJECT CONCERNED WITH ALL MAJOR ASPECTS
OF CREW MONITORING FROM THE DEVELOPMENT OF MEASUREMENT
TECHNIQUES TO THE INTERPRETATION OF PROCESSED DATA.
THE OBJECTIVES OF THE PROJECT ARE: (1) TO
DEVELOP AN AUTOMATIC SYSTEM TO ASSIST IN MONITORING
CREW PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL
STATE, AND (2) TO DEVELOP DIGITAL TECHNIQUES FOR
PROCESSING, DISPLAYING, AND ANALYZING OBTAINED DATA.

(AUTHOR) 

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UNCLASSIFIED /ZHK20
HIGH SCHOOL RECORD INFORMATION (ALONG WITH TEST INFORMATION) WAS USED TO PREDICT TECHNICAL SCHOOL PERFORMANCE OF 973 AIRMEN COMPLETING AIR FORCE COURSES FOR WHICH A SCORE OF 80 ON THE ELECTRONICS APTITUDE INDEX WAS RECOMMENDED. IT WAS FOUND THAT PRESENTLY USED INFORMATION ON THE COMPLETION OF FIVE HIGH SCHOOL COURSES IS USEFUL IN ADDING TO THE PREDICTION OF A TECHNICAL SCHOOL GRADE CRITERION, AND THAT INFORMATION ON OTHER HIGH SCHOOL COURSES IMPROVES THIS PREDICTION SIGNIFICANTLY. A FURTHER INCREASE IN THE PREDICTIVE UTILITY OF HIGH SCHOOL RECORD INFORMATION CAN BE REALIZED IF LEVEL-OF-PERFORMANCE INFORMATION ON CERTAIN HIGH SCHOOL COURSES IS ADDED TO COMPLETION DATA ON THOSE SAME COURSES. (AUTHOR)
THE LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES.

DESCRIPTIVE NOTE: DOCTORAL THESIS, 65 214P HOLLOWAY, CHARLES RUSSELL I

THE STUDY WAS UNDERTAKEN TO DETERMINE THE VARIATION IN PERCEPTIONS WHICH SUPERIORS AND SUBORDINATES HAVE OF THE LEADERSHIP ROLE OF FIRST-LINE MILITARY AND CIVILIAN SUPERVISORS IN AN AIR FORCE ORGANIZATION. A SECONDARY PURPOSE OF THE STUDY WAS TO DETERMINE WHETHER MILITARY AND CIVILIAN SUPERVISORS TEND TO BE SUPERIOR-ORIENTED OR SUBORDINATE-ORIENTED IN THEIR LEADERSHIP BEHAVIOR ATTITUDES. THE GENERAL HYPOTHESIS WAS THAT THERE ARE DIFFERENTIATED PERCEPTIONS OF THE LEADERSHIP ROLE OF THE SUPERVISOR BOTH BETWEEN AND WITHIN THE TWO PERSONNEL COMPONENTS (SUPERIORS AND SUBORDINATES) WITH WHICH THE SUPERVISOR MUST INTERACT. EIGHT SPECIFIC HYPOTHESES WERE FORMULATED WITH RESPECT TO THE RESEARCH OBJECTIVES.
THE PURPOSE OF THIS STUDY WAS TO EVALUATE THE EFFECTIVENESS OF THE NCAT ADMINISTERED IN DECEMBER 1961 FOR PREDICTING FRESHMAN COLLEGE GPA AND NAVAL SCIENCE COURSE GRADES. HIGH SCHOOL RATINGS WERE VALIDATED ALONG WITH NCAT TOTAL AND SUBTEST SCORES FOR 1,345 MIDSHIPMENT FROM 42 OF THE 52 COLLEGES PARTICIPATING IN THE NROTC (REGULAR) PROGRAM. ANALYSES WERE MADE FOR EACH SCHOOL AND FOR THE ENTIRE SAMPLE. VALIDITIES OF NCAT SUBTEST AND TOTAL SCORES WERE LOWER THAN THOSE OBTAINED IN THREE EARLIER YEARS. THE VALIDITY OF HIGH SCHOOL RATINGS FOR THE 1961 SAMPLE, HOWEVER, WAS SIMILAR TO THOSE PREVIOUSLY OBTAINED. RESULTS OF ITEM ANALYSIS OF ONE NCAT SUBTEST SUGGESTED THAT IMPROVED ITEM SELECTION PROCEDURES WOULD BE REQUIRED TO INCREASE NCAT VALIDITY TO EARLIER VALIDITY LEVELS. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZH1K20

AD-619 912
SCHOOL OF AEROSPACE MEDICINE BROOKS AFB TEX

HUMAN FLIGHT BEHAVIOR IN GROUPS

DESCRIPTIVE NOTE: AEROMEDICAL REVIEWS
JUL 58 24P SELLS, S. B.

UNCLASSIFIED REPORT

DESCRIPTORS: (FLIGHT CREWS, EFFECTIVENESS),
(GROUP DYNAMICS, FLIGHT CREWS), LEADERSHIP,
ATTITUDES, PERSONNEL MANAGEMENT,
PERFORMANCE (HUMAN), MILITARY PERSONNEL,
PSYCHOMETRICS, PERSONALITY
IDENTIFIERS:
MAN-MACHINE SYSTEMS

A SURVEY OF RESEARCH WAS PRESENTED ON GROUP
BEHAVIOR ORIENTED TO PROBLEMS OF AIRCREW PROFICIENCY.
A COMMON SEMANTIC PROBLEM WAS CLARIFIED WHICH
INvolVES THE DISTINCTION BETWEEN TERMS DESCRIPTIVE OF
BEHAVIOR AND THOSE DESCRIPTIVE OF GROUP FUNCTIONING.
THIS WAS ILLUSTRATED WITH REFERENCE TO THE TERMS
LEADERSHIP AND MORALE. THE SURVEY WAS ORGANIZED IN
TERMS OF A FRAME OF REFERENCE WITHIN WHICH TOP
MANAGEMENT LEVELS MIGHT CONSIDER APPLICATION OF
PRINCIPLES OF GROUP BEHAVIOR TO INCREASE GROUP
EFFECTIVENESS. APPROACHES TO UTILIZATION
CONSIDERED WERE THE STRUCTURAL APPROACH, GROUP
DYNAMICS, AND THE GROUP AS A MAN-MACHINE SYSTEM.
THE USE OF PROCUREMENT SOURCE AS A PREDICTOR OF SUCCESS IN TRAINING.

DESCRIPTIVE NOTE: SPECIAL REPT.
JUL 65 19P.
WHERRY, ROBERT J., JR.;
HUTCHINS, CHARLES W., JR.
REPT. NO. SR-65-9

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY TRAINING; MATHEMATICAL PREDICTION), (AVIATION PERSONNEL, TRAINING), STUDENTS, EFFECTIVENESS, SELECTION, ARMED FORCES PROCUREMENT, OFFICER PERSONNEL, SOURCES

THE PROCUREMENT SOURCE OF ENTERING FLIGHT STUDENTS WAS SUBJECT TO THE PSEUDO-VARIABLE TECHNIQUE OF WHERRY, JR., AND THEN EVALUATED FOR ITS VALUE AS A PREDICTOR OF SUCCESSFUL COMPLETION OF FLIGHT TRAINING. THE INCLUSION OF PROCUREMENT SOURCE INTO THE MULTIPLE PREDICTION FORMULAE RESULTED IN INCREASED PREDICTION VALIDITY FOR ALL THREE CRITERIA: COMPLETE VERSUS ATTRITE, DOR VERSUS OTHER, AND FLIGHT FAILURE VERSUS OTHER.

(AUTHOR)
THE ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS.

DESCRIPTIVE NOTE: RESEARCH REPT., OCT 56 36P VINACKE, W. E.

PROJECT: NM001 109 101
MONITOR: NAVMED, NM-001-109-101-6


THE CRITERION OF VALIDITY WAS JUDGMENT OF ACCEPTABILITY AS AN OFFICER MADE BY SENIOR OFFICERS IN THE FLEET. IN GENERAL, EVIDENCE REVEALS THAT SATISFACTORY MEN DIFFER FROM UNSATISFACTORY MEN THROUGHOUT TRAINING. AVAILABLE MEASURES POSSESS SUFFICIENT VALIDITY FOR PREDICTION PURPOSES. IT IS SUGGESTED THAT OFFICERLIKENESS INVOLVES TRAITS OF MILITARY BEHAVIOR, LEADERSHIP, ACCEPTABILITY AS A PERSON, AND DEVOTION TO DUTY. PROPOSALS TO IMPROVE THE MEASUREMENT OF OFFICERLIKENESS ARE CONSIDERED.

(AUTHOR)
THE PURPOSE OF THE RESEARCH IS TO DEVELOP NEW AND
REPLACEMENT TESTS FOR THE ARMY CLASSIFICATION
BATTERY AND TO MAINTAIN THE EFFECTIVENESS OF THE
BATTERY SO THAT THE ARMY CAN MAKE OPTIMAL USE OF
THE POTENTIAL AND DEVELOPED SKILLS OF ENLISTED MEN.
IN PARTICULAR, UPDATED MEASURES OF MECHANICAL
INFORMATION WERE NEEDED WHICH WOULD BETTER PREDICT
PERFORMANCE IN CONSTRUCTION AND RELATED MECHANICAL
JOBS REQUIRING MODERATE TECHNICAL SKILLS.
EXPERIMENTAL TOOL KNOWLEDGE AND TRADE KNOWLEDGE
MEASURES WERE DEVELOPED AND ADMINISTERED TO SAMPLES
OF ENLISTED MEN IN ADVANCED INDIVIDUAL TRAINING
COURSES IN FIVE CONSTRUCTION JOB AREAS. ONE
MEASURE OF TOOL KNOWLEDGE AND TWO OF TRADE KNOWLEDGE
WERE DERIVED IN EACH SAMPLE. THE 25-ITEM TESTS
WERE CROSS-VALIDATED IN INDEPENDENT SAMPLES.
PARAMETER VALUES WERE OBTAINED IN A GENERAL
ENLISTED INPUT SAMPLE (N=616). COMPOSITES IN
WHICH THE EXPERIMENTAL TESTS WERE SUBSTITUTED FOR
OPERATIONAL ACB MECHANICAL APTITUDE MEASURES WERE
COMPARED WITH ACB COMPOSITES IN TERMS OF PREDICTIVE
EFFECTIVENESS. CONTRIBUTION OF THE NEW TESTS TO
DIFFERENTIAL CLASSIFICATION WAS ESTIMATED FROM THEIR
REGRESSION WEIGHTS AS PART OF THE FULL ACB. THE
25-ITEM TOOL KNOWLEDGE AND TRADE KNOWLEDGE
TESTS WERE GENERALLY MORE EFFECTIVE PREDICTORS OF
TRAINING PERFORMANCE IN THE FIVE CONSTRUCTION MOS
THAN THE CURRENTLY OPERATIONAL MECHANICAL
APTITUDE AND SHOP MECHANICS TESTS. AS
COMPONENTS OF APTITUDE AREA SCORES, THE NEW TESTS
ALSO GAVE PROMISE OF BETTER DIFFERENTIAL PREDICTION (U)
OF PERFORMANCE THAN IS ACHIEVED WITH MA OR MS.
THE RELATIONSHIP OF SCORES ON FORM 2, OFFICER QUALIFICATION TEST, TO GRADES IN THE OFFICERS' SUBMARINE SCHOOL, NEW LONDON, CONNECTICUT, NOV 43

BARTLETT, NEIL R.; I

REPT. NO. NMRL. 02A

UNCLASSIFIED REPORT

FORM 2 OF THE OFFICER QUALIFICATION TEST WAS ADMINISTERED TO THE CANDIDATES REPORTING TO THE SUBMARINE BASE, NEW LONDON, FOR THE CURRENT CLASS IN OFFICERS' SUBMARINE SCHOOL. THE MEAN AND STANDARD DEVIATIONS FOR THIS GROUP ARE REPORTED; AND IT IS NOTED THAT THERE IS A CORRELATION OF +0.404 BETWEEN TEST SCORES AND SUBMARINE SCHOOL GRADES. (AUTHOR)
COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST; FORM X-1 (NAVPERS-16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL,

AUG 44 6P BARTLETT, N. R.
REPT. NO. MRL-43
PROJ: X382

MEANS AND STANDARD DEVIATIONS OF TEST SCORES ARE REPORTED FOR A POPULATION OF COMMISSIONED CANDIDATES FOR SUBMARINE SCHOOL. CORRELATION COEFFICIENTS SHOWING THE RELATIONSHIP OF THE SCORES TO EACH OTHER AND TO SUBMARINE SCHOOL GRADES ARE PRESENTED. IT IS NOTED THAT OF THE VARIOUS SECTIONS OF THESE TESTS, THOSE ON ARITHMETIC REASONING AND MECHANICAL COMPREHENSION YIELD THE LARGEST COEFFICIENTS. THE POPULATION ON WHICH THE REPORT IS BASED IS A SOMEWHAT SELECTED SAMPLE OF JUNIOR COMMISSIONED OFFICERS.

THE STUDY WAS UNDERTAKEN IN ORDER TO DETERMINE THE INTERRELATIONSHIP OF CERTAIN SELECTION DEVICES AND THE SUCCESS OF THOSE DEVICES IN PREDICTING GRADES IN SUBMARINE SCHOOL. THE CHOICE OF TESTS WAS GOVERNED BY PREVIOUS DECISIONS ON THE PROPOSED CONTENT OF THE OFFICER CLASSIFICATION TEST; BOTH SCALES DISCUSSED ARE INCORPORATED IN MODIFIED FORM IN THIS NEW INSTRUMENT.
UNCLASSIFIED

DESCRIPTION NOTE: RESEARCH REPT., AUG 65, 16P, LAUTERBACK, CARL G.; VIENHABER, DAVID P.; REPT. NO. RR-20; CONTRACT: OTSG-60-10-016

DESCRIPORS: (*ARMY TRAINING, GUNNERY); (*PSYCHOMETRICS, ARMY PERSONNEL, PERSONALITY; LEADERSHIP, MILITARY PSYCHOLOGY, EMOTIONS, ANXIETY; PERFORMANCE (HUMAN))

THE STUDY SOUGHT TO DETERMINE WHETHER PERSONALITY ATTRIBUTES OF USMA CADETS (AS MEASURED BY CATTEL'S 16 PF AND HEINEMAN MANIFEST ANXIETY SCALE) WERE RELATED TO THEIR RIFLE MARKSMANSHIP PROFICIENCY, AND WHETHER THESE RELATIONSHIPS DIFFER AMONG NOVICE AND EXPERIENCED FIRERS. EXPERIENCED GROUP SCORED HIGHER IN EMOTIONAL MATURE, DOMINANCE, ADVENTUROUSNESS, AND SOPHISTICATION, AND LOWER IN APPREHENSIVENESS AND ANXIETY THAN NOVICE GROUP. PERSONALITY TRAITS WERE FOUND TO BE UNRELATED TO RIFLE PERFORMANCE AMONG EXPERIENCED FIRERS; HOWEVER, SEVERAL TRAITS WERE FOUND TO BE RELATED TO PERFORMANCE AMONG NOVICE FIRERS. IT IS SUGGESTED THAT EXPERIENCE WITH WEAPONS PROTECT AGAINST PERSONALITY TRAITS AFFECTING PERFORMANCE. CONFDENCE IN FIRING ABILITY (PREDICTED SCORE) WAS UNRELATED TO PERSONALITY TRAITS AMONG EXPERIENCED FIRERS, WHO PRESUMABLY BASE PREDICTION ON EXPERIENCE. AMONG NOVICE FIRERS, HOWEVER, CONFIDENCE IN ABILITY WAS RELATED TO A NUMBER OF PERSONALITY TRAITS. (AUTHOR)
DEVELOPMENT AND CROSS-VALIDATION OF SCORING KEYS FOR LEADERS' COURSE SELECTION INSTRUMENTS. (U)

DEC 49 17P
REPT. NO. PRS-814

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, SELECTION), LEADERSHIP, ARMY TRAINING, TESTS, STUDENTS, FACTOR ANALYSIS, CORRELATION TECHNIQUES, STATISTICAL ANALYSIS (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

TWO OF THE INSTRUMENTS DEVELOPED FOR SELECTION OF MEN FOR LEADERS' COURSE WERE (1) A REVISION OF THE BIOGRAPHICAL INFORMATION BLANK FOR OFFICER CANDIDATES (OCB), AND (2) THE ENLISTED MAN'S EVALUATION REPORT (LPE). THIS STUDY IS CONCERNED WITH THE FURTHER IMPROVEMENT OF BOTH OF THESE INSTRUMENTS AS PREDICTORS OF SUCCESS OF FAILURE IN LEADERS' COURSE. CONCLUSIONS: (1) ALTHOUGH THE LPE DEMONSTRATED HIGHER VALIDITY THAN THE OCB, THE VALIDITY OF THE INSTRUMENTS WAS HIGHER WHEN THEY WERE USED IN COMBINATION. (2) A SIMPLIFICATION IN SCORING THE OCB HAD NO APPRECIABLE EFFECT ON THE INSTRUMENT'S VALIDITY. (3) THE ALTERNATIVE BASIS OF SELECTING ITEMS FOR THE OCB REVISION DID NOT PROVE TO BE PROFITABLE. (AUTHOR)
THE RELATIONSHIP BETWEEN ANTI-SUBMARINE (ASW) HELICOPTER TEAM PERFORMANCE AND THE CONTENT AND FLOW OF COMMUNICATIONS WITHIN THE TEAM DURING A SIMULATED ATTACK WAS INVESTIGATED. FOURTEEN DISTINCT COMMUNICATIONS VARIABLES WERE FOUND TO BE CORRELATED WITH THE OBJECTIVE PERFORMANCE MEASUREMENT CRITERION (MISS DISTANCE) EMPLOYED. THESE FACTORS WERE NAMED 'PROBABILISTIC STRUCTURE,' 'EVALUATIVE INTERCHANGE,' 'HYPOTHESIS FORMULATION,' AND 'LEADERSHIP CONTROL.' THE FINDINGS OF THIS STUDY SUGGEST THE VALUE OF DEVELOPING SCALED PERFORMANCE MEASURES AS DIAGNOSTIC DEVICES FOR EVALUATING INFLIGHT CREW BEHAVIOR, AS PREDICTORS OF SUCCESS IN THE FLEET, AND AS ENDOFCOURSE MEASURES. THE IMPLICATIONS OF THE FINDINGS FOR TRAINING DEVICES AND TRAINING DEVICE PROBLEMS ARE DEVELOPED. (AUTHOR)
THE USE OF SEPARATE PREDICTION FORMULAE BASED ON THE PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT., AUG 65 11P HUTCHINS, CHARLES W., JR.
REPT. NO. SR-65-6

UNCLASSIFIED REPORT

DESCRIPTORS: (AVIATION PERSONNEL, SELECTION), (OFFICER PERSONNEL, SELECTION), FLIGHT, TRAINING, PSYCHOMETRICS, MILITARY PERSONNEL, PERFORMANCE(HUMAN), STATISTICAL ANALYSIS, CORRELATION TECHNIQUES, TESTS (U)

UNCLASSIFIED

NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF OCS SELECTION INSTRUMENTS: THE RELATIONSHIP OF OCS SELECTION MEASURES TO OCS PERFORMANCE.

DESCRIPTIVE NOTE: TECHNICAL BULLETIN, RHEA, BOB D.; REPT. NO. STB-66-18

THE PURPOSE OF THIS PROJECT WAS TO INVESTIGATE THE RELATIONSHIP OF SEVERAL OCS SELECTION VARIABLES, BOTH OPERATIONAL AND EXPERIMENTAL, TO OCS PERFORMANCE. THE SUBJECTS WERE 1,951 GRADUATES FROM SIX OCS CLASSES SELECTED IN 1957 AND 1958. THE CRITERIA OF SCHOOL PERFORMANCE WERE THE GRADES RECEIVED BY THE OFFICER CANDIDATES DURING OCS TRAINING. IT WAS CONCLUDED THAT: (1) THE BEST OPERATIONAL SELECTION VARIABLES ARE: THE OFFICER QUALIFICATION TEST, THE FIRST TWO QUALITY ITEMS ON THE OFFICER INQUIRY FORM (THE ABILITY TO MAKE LOGICAL DECISIONS AND THE ABILITY TO ORIGINATE AND ACT UPON IDEAS OF HIS OWN), AND THE AVERAGE COLLEGE GRADE (VALIDITIES WITH FINAL GRADE WERE .50, .26, AND .22, RESPECTIVELY); (2) THERE IS LITTLE REASON TO RECOMMEND CHANGING THE OPERATIONAL INQUIRY FORM (FORM 1751) AT THIS TIME, SINCE THE EXPERIMENTAL INQUIRY FORMS (AVERAGE VALIDITY .20) DID NOT PROVE TO BE MORE VALID THAN SOME OF THE QUALITY SCORES ON THE OPERATIONAL FORM; (3) IN ANALYZING COMBINATIONS OF PREDICTOR VARIABLES IT WAS FOUND THAT NO TWO VARIABLE COMBINATION YIELDED A USEFUL INCREASE IN VALIDITY. (AUTHOR)
A MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER CAREER ATTITUDES,

KAAPKE, LYDE D. ITUPES, ERNEST C. IALVORD, RAY W.

REPT. NO. PRL-TR-65-16
PROJ. AF-7719
TASK: 771904

A SURVEY COVERING DEMOGRAPHIC, SOCIOLOGICAL, AND ATTITUINAL INFORMATION WAS COMPLETED BY A RANDOM SAMPLE OF 5,000 JUNIOR AIR FORCE OFFICERS. THEIR RESPONSES WERE EVALUATED IN TERMS OF THEIR RELATIONSHIP TO A CRITERION OF EXPRESSED CAREER INTENTION. MULTIPLE LINEAR REGRESSION ANALYSES WERE USED TO MEASURE THE UNIQUE CONTRIBUTION TO PREDICTION OF SOME OF THE SURVEY ITEMS BEYOND THAT PROVIDED BY CERTAIN 'BASELINE' VARIABLES BELIEVED TO PREDICT CAREER INTENT. A SECOND ANALYSIS WAS COMPLETED ON A SUBSAMPLE OF OFFICERS GROUPED BY SOURCE OF COMMISSION AND SUBDIVIDED BY LENGTH OF COMMISSIONED SERVICE, REGULAR OR RESERVE STATUS, NONRATED OR RATED FLYING STATUS, AND SCIENCE-ENGINEERING OR NONSCIENCE AND NONENGINEERING GROUPINGS. DATA ILLUSTRATE THAT CAREER INTENT CAN BE MORE MEANINGFULLY EVALUATED IN TERMS OF MEMBERSHIP VARIABLES THAN BY GROSS SOURCE OF COMMISSION GROUPING NORMALLY EMPLOYED. SIX SURVEY ITEMS OFFERED THE GREATEST UNIQUE CONTRIBUTION TO THE PREDICTION OF THE CRITERION: (1) FAMILY ATTITUDE TOWARD AN AIR FORCE CAREER; (2) FACTORS INFLUENCING FOR AND AGAINST A CAREER; (3) EFFECT OF THE OFFER OF A REGULAR COMMISSION; (4) CHALLENGE OF THE AIR FORCE JOB VERSUS A CIVILIAN JOB; (5) THE IMPORTANCE AND POSSIBILITY OF ACHIEVING CERTAIN INCENTIVES AND REWARDS AS PART OF AN AIR FORCE CAREER; AND (6) THE OFFICERS' FEELINGS ABOUT FREQUENT CHANGE OF RESIDENCE. (AUTHOR)
LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY AIT PLATOON.


LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON.
PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE. (U)

DESCRIPTIVE NOTE: ANNUAL REPT. MAR 65-MAR 66; (TECHNICAL); MAR 66 7P; BLACKMAN, SHELDON; GOLDBSTEIN, KENNETH M.; MANDELL, WALLACE; COLLINS, DONALD J.; REPT. NO. TR-2; CONTRACT: DA-49-019-MD-2578;

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PSYCHOLOGY, GROUP DYNAMICS), (*SOCIAL PSYCHOLOGY, MILITARY PERSONNEL), (*MILITARY PERSONNEL, PERFORMANCE(HUMAN)), BEHAVIOR, ATTITUDES, EMOTIONS, PERCEPTION(Psychology), STRESS(Psychology), MILITARY TRAINING, SOCIOLECTRICS, PSYCHometrics (U)

THE STUDY IS THE SECOND IN A PLANNED PROGRAM OF RESEARCH DESIGNED TO MAKE AVAILABLE TESTED METHODS OF MODIFYING BASIC TRAINING SQUADS THAT WILL BE USEFUL IN IMPROVING THE PERFORMANCE OF MILITARY PERSONNEL. THE THEORETICAL POSITION UNDERLYING THIS WORK HAS BEEN SUMMARIZED IN BLACKMAN, MANDELL, GOLDBSTEIN, AND SILBERSTEIN (1965). BRIEFLY, SMALL GROUPS ARE CONCEPTUALIZED AS CONSISTING OF MEMBERS INVOLVED IN PATTERNS OF RECIPROCATED REINFORCEMENT. INSOFAR AS ONE INDIVIDUAL HAS REINFORCED OTHER IN THE PAST, IT IS HYPOTHESIZED THAT RECIPROCAL REINFORCEMENT WILL BE AVAILABLE TO HIM FROM THAT INDIVIDUAL IN THE FUTURE. THE AVAILABILITY OF THIS SUPPORT HELPS WARD OFF BREAKDOWN IN THE FACE OF STRESS. INDIVIDUALS FOR WHOM THIS SUPPORT IS NOT AVAILABLE ARE THUS MORE LIKELY TO BECOME INCAPACITATED BY STRESS THAN ARE INDIVIDUALS INVOLVED IN RECIPROCAL RELATIONSHIPS. THESE ISOLATED INDIVIDUALS HAVE BEEN CHOSEN FOR STUDY. IT IS POSITED THAT THERE ARE TWO DIMENSIONS ALONG WHICH SUCH ISOLATION MAY TAKE PLACE: INSTRUMENTAL (HAVING TO DO WITH WORK RELATIONSHIPS); AND EFFECTIVE (HAVING TO DO WITH EMOTIONAL RELATIONSHIPS). THE PRESENT STUDY TESTS THE HYPOTHESIS THAT POOR PERFORMANCE MAY BE PREDICTED FROM ISOLATION. A FURTHER AIM OF THE PRESENT STUDY IS TO DEVELOP TECHNIQUES FOR MODIFYING THE ISOLATION. (U)
AS PART OF A CONTINUING RESEARCH EFFORT ON JUNIOR NCO LEADERSHIP PREPARATION TRAINING FOR ADVANCED BASIC TRAINEES, EXPLORATORY STUDIES WERE CONDUCTED ON: (1) PROBLEMS OF SELECTION AND ASSESSMENT OF POTENTIAL LEADERS AMONG NEW RECRUITS, (2) FEASIBILITY OF COURSE COMPRESSION WITHIN THE LIGHT WEAPONS INFANTRYMAN MOS TRAINING TO PERMIT INTRODUCTION OF LEADERSHIP PREPARATION MATERIAL, (3) DEVELOPMENT OF AN ORIENTATION PROGRAM AND MOTIVATIONAL TECHNIQUES FOR PROSPECTIVE LEADERSHIP CANDIDATES, (4) DEFINITION OF LEADERSHIP SKILLS FUNDAMENTAL TO JOB PERFORMANCE AT THE JUNIOR NCO LEVEL AND APPROPRIATE FOR TRAINING AT THE AIT LEVEL, AND (5) EXPLORATION OF METHODS FOR INTRODUCING JUNIOR NCO PREPARATION WITHIN THE ADVANCED INDIVIDUAL TRAINING PROGRAM. THE STUDIES YIELDED PRELIMINARY INFORMATION RELATIVE TO JUNIOR NCO LEADERSHIP TRAINING ON APTITUDE AND SOCIOMETRIC RATINGS AS PROMISING SELECTION FACTORS, POSSIBLE IMPROVEMENTS IN TRAINING METHODS, THE NEED FOR DEVELOPMENT OF CRITERIA TO ASSESS TECHNICAL PROFICIENCY AND LEADERSHIP SKILLS, AND THE RELATION BETWEEN TRAINING ENVIRONMENT AND EFFECTIVE LEADERSHIP PERFORMANCE. (AUTHORIZED)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO; /ZHK20

AD-671 792 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

CAREFULNESS PEER RATINGS AS A PREDICTOR OF SUCCESS IN NAVAL AVIATION TRAINING (U)

DESCRIPTIVE NOTE: SPECIAL REPT., FEB 66 10P PETERSON, FLOYD E.; LANE, NORMAN E.; AMBLER, ROSALIE K.; REPT. NO. SR-66-1;

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL TRAINING; *AVIATION PERSONNEL), PERCEPTION (PSYCHOLOGY), BEHAVIOR, GROUP DYNAMICS, EFFECTIVENESS, SELECTION, CORRELATION TECHNIQUES

IDENTIFIERS: CAREFULNESS

CADETS WERE INSTRUCTED TO INDICATE WHETHER EACH OF THE OTHER MEMBERS IN THEIR CLASS WAS 'MORE CAREFUL' OR 'LESS CAREFUL' THAN THEMSELVES. THE CAREFULNESS RATINGS (CR) WERE CORRELATED WITH SCORES ON EACH OF THE PRIMARY SELECTION TESTS AND GRADES IN NAVAL SCHOOL, PRE-FLIGHT, AND THE ADDITION OF CR TO THE VALIDITY OF THE PENSACOLA STUDENT PREDICTION WAS INVESTIGATED. CR HAD SIGNIFICANT RELATIONSHIPS TO THE MAJORITY OF THE PRIMARY SELECTION TESTS AND PRE-FLIGHT GRADES CURRENTLY EMPLOYED AS PREDICTORS. FOR THIS REASON, DESPITE A SIGNIFICANT RELATIONSHIP OF CR TO THE CRITERION OF SUCCESS/FAILURE, ITS UNIQUE CONTRIBUTION WAS TOO SMALL TO BE OF PRACTICAL VALUE. (AUTHOR)
UNCLASSIFIED

REPORT BIBLIOGRAPHY  SEARCH CONTROL NO. /ZHK20

AD-631 980 5/9 5/11
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC TRAINING RELATED TO PERFORMANCE TWO YEARS LATER; (U)

OCT 65 8P NELSON, PAUL D. IBERRY, NEWELL H. ; REPT. NO. 66-2;
MONITOR: NAVMED MF 022.04.04-9001

UNCLASSIFIED REPORT

DESCRIPTIONS: (NAVAL TRAINING; PERFORMANCE(HUMAN)), (SOCIOMETRICS, NAVAL TRAINING), MILITARY TRAINING, MARINE CORPS, PSYCHOMETRICS, BEHAVIOR, SELECTION, EFFECTIVENESS (U)

IN A SAMPLE OF MALE ENLISTED MARINES, PEER NOMINATIONS OBTAINED DURING THE SECOND AND TENTH WEEKS OF BASIC TRAINING WERE ANALYZED IN RELATION TO TWO-YEAR PERFORMANCE MEASURES OF MILITARY CONDUCT AND PROFICIENCY. THE PRIMARY PURPOSE OF THE STUDY WAS TO ASCERTAIN THE EXTENT TO WHICH CHANGE IN SOCIOMETRIC STATUS DURING TRAINING MIGHT BE OF VALUE AS A PREDICTOR OF POSTTRAINING BEHAVIOR. CHANGE IN STATUS, INFERRED TO BE A MEASURE OF INDIVIDUAL DEVELOPMENT DURING TRAINING, WAS SIGNIFICANTLY RELATED TO PROFICIENCY BUT NOT UNIQUELY TO MILITARY CONDUCT. PEER EVALUATIONS—OBTAINED EARLY WERE AS VALID AS THOSE OBTAINED LATER IN TRAINING WHEN PREDICTION WERE MADE TO TWO-YEAR CONDUCT. ON THE OTHER HAND, THE VALIDITY OF PEER EVALUATIONS WITH TECHNICAL PROFICIENCY APPEARS TO INCREASE AS THE TRAINING PERIOD UNFOLDS. (U)
ENVIRONMENTAL CONDITIONS, GROUP COMPOSITION, AND WORK ROLES AT ANTARCTIC SCIENTIFIC STATIONS ARE DESCRIBED, AND POSSIBLE SOURCES AND EFFECTS OF STRESS IN THESE ENVIRONMENTS ARE INDICATED. CULTURAL AND PSYCHOLOGICAL CHARACTERISTICS OF VARIOUS NAVY AND CIVILIAN OCCUPATIONAL GROUPS REPRESENTED IN WINTERING-OVER PARTIES ARE COMPARED, AND THE SELECTION PROBLEM AND PROCEDURES ARE OUTLINED. PERSONAL HISTORY, CLINICAL, AND SELF DESCRIPTION VARIABLES WHICH CORRELATED SIGNIFICANTLY WITH THREE PERFORMANCE CRITERIA ARE PRESENTED FOR NAVY ENLISTED AND 'SEABEE' GROUPS, PROVIDING A SUMMARY OF CHARACTERISTICS THAT DISTINGUISH THE SUCCESSFUL NAVY MAN AT SMALL ANTARCTIC STATIONS.
STATE UNIV OF NEW YORK BUFFALO

VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT PERFORMANCE CRITERION,

AUG 64 5P  HOLLANDER, E. P. ;
CONTRACT: NONR-760(06), NONR-816(12)

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE(HUMAN); PUBLIC OPINION); (*GROUP DYNAMICS, DECISION MAKING), OFFICER PERSONNEL; STUDENTS; PSYCHOMETRICS

THE PAPER REPORTS THE FOLLOW-UP PHASE OF A STUDY OF PEER NOMINATIONS BEGUN IN 1955 AT THE NAVAL OCS IN NEWPORT, RHODE ISLAND. OVER 700 TRAINEES COMPLETED SEVERAL PEER NOMINATION FORMS AT VARIOUS STAGES OF TRAINING, IN PARTICULAR ON 'SUCCESS AS A FUTURE NAVAL OFFICER' (FO). SUBSEQUENTLY, 629 TRAINEES WERE IDENTIFIED WHO HAD GONE ON TO DUTY AS OFFICERS FOR ABOUT 3 YRS. THE AVERAGE GRADE THEY SECURED ON A KEY PORTION OF THE FITNESS REPORT RATINGS ASSIGNED BY THEIR DIRECT SUPERIOR OFFICERS WAS USED AS A PERFORMANCE CRITERION; IT HAD A SPLIT-HALF RELIABILITY OF .90. IN THE PREDICTION OF THIS CRITERION, THE FO PEER NOMINATION SCORE FROM THE 3RD WEEK OF TRAINING GAVE A VALIDITY OF .40 WHICH WAS AS HIGH AS THAT FOR LATER FO SCORES AND WHICH WAS ONLY SLIGHTLY DIMINISHED AFTER ACADEMIC GRADES AND POPULARITY WERE PARTIALED. THE FINDINGS SUPPORT THE USE OF EARLY PEER NOMINATIONS AS A VALID SUPPLEMENTAL MEASURE IN PREDICTING PERFORMANCE AFTER TRAINING. (AUTHOR)
ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS PREDICTORS OF FLIGHT SUCCESS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.
MAR 66 10P PETERSON, FLOYD E., IPOMAROLLI,

UNCLASSIFIED REPORT

ACADEMIC GRADES RECEIVED DURING PRIMARY TRAINING WERE EVALUATED AS PREDICTORS OF SUCCESS IN NAVAL AVIATION TRAINING. IT WAS FOUND THAT THE ADDITION OF PRIMARY ACADEMIC GRADES TO THE PRESENT PREDICTION SYSTEM RESULTED IN A SIGNIFICANT INCREASE IN PREDICTIVE EFFECTIVENESS. (AUTHOR) (U)
Dimensions of Peer and Supervisor Ratings in a Military Setting.

May 66   8P    Nelson, Paul D.; Berry, Newell H.

Rept. No. 66-1, Monitor: Navmed

UNCLASSIFIED REPORT

Descriptors: (Naval Personnel, Psychometrics), Supervisory Personnel, Performance (Human), Military Psychology, Perception (Psychology)

A supervisor rating on overall adjustment and peer group nominations for routine work assignments and a hypothetical combat situation were obtained on 101 male enlisted Marines who had completed two years of military service. In studying the dimensions of such evaluations, the supervisor rating appeared to reflect primarily the individual's technical competence on the job whereas the peer nominations tended to predominantly reflect the individual's technical competence on the job whereas the peer nominations tended to predominantly reflect the individual's conduct or capacity for adhering to the organization's rules and regulations. The results are relevant to the problem of developing on-the-job performance measures through use of supervisor and peer group judgments. (Author)
A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS.

PLAG, JOHN A. GoFFMAN, JERRY
JUL 66 9P
REPT. NO. 66-7,
MONITOR: NAVMED

THE RESULTS OF RESEARCH AIMED AT IDENTIFYING CHARACTERISTICS OF HIGH SCHOOL STUDENTS WHICH ARE PREDICTIVE OF EFFECTIVE NAVAL PERFORMANCE AND ADJUSTMENT ARE PRESENTED. MILITARY EFFECTIVENESS IS DEFINED AS COMPLETION OF AN ENLISTEE'S PERIOD OF ACTIVE OBLIGATED SERVICE WITH A RECOMMENDATION FOR REENLISTMENT. SIX CHARACTERISTICS WERE FOUND TO BE PREDICTIVE. THESE ARE EDUCATION, AN ARREST HISTORY, SCHOOL EXPULSION, FAMILY STABILITY, BIRTHPLACE, AND RACE. BY THE UTILIZATION OF MULTIPLE REGRESSION PROCEDURES, A FORMULA WAS DERIVED FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM THESE CHARACTERISTICS. SUGGESTED USES OF THESE FINDINGS, IN THE GUIDANCE OF STUDENTS CONTEMPLATING WITHDRAWAL FROM SCHOOL FOR THE PURPOSE OF ENTERING THE MILITARY, ARE DISCUSSED. (AUTHOR)
AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF ENLISTED MEN.

SEP 45 20P SATTER, G. A.

REPT. NO. 22,
CONTRACT: OEMSR-705,
PROJ: N-106,
MONITOR: OSRD 5557

SUPPLEMENTARY NOTE: REPORT ON RESEARCH AND DEVELOPMENT OF THE NAVY'S APITUDE TESTING PROGRAM.

DESCRIPTORS: (PSYCHOMETRICS, EFFECTIVENESS), (SUBMARINE PERSONNEL, PSYCHOMETRICS), OFFICER PERSONNEL, PERFORMANCE (HUMAN), APITUDE TESTS

THE RECORD CARDS OF THE MEDICAL RESEARCH LABORATORY AT THE NEW LONDON SUBMARINE BASE SUPPLIED THE TEST SCORES AND SCHOOL GRADES OF SOME 1700 MEN WHO WERE LATER EVALUATED BY SUBMARINE OFFICERS ON A SEVEN-TRAID GRAPHIC RATING SCALE. THE REPORT ATTEMPTS TO EVALUATE THE TEST SCORES AND SCHOOL GRADES AS PREDICTORS OF LATER SUBMARINE PERFORMANCE.
INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY FOR FREE LEARNING.

DEC 69 7P  UNDERWOOD, BENTON J. ;
CONTRACT: NONR-1228(15);
PROJ: NR-154-057;

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*LEARNING, PSYCHOMETRICS), GROUP DYNAMICS, VOCABULARY, SCALE, CORRELATION TECHNIQUES

27 TRIGRAMS WERE SCALED FOR DIFFICULTY BY 2 FORMS OF MAGNITUDE ESTIMATION AND WERE ALSO RATED ON PRONUNCIABILITY AND ASSOCIATION VALUE. 2 GROUPS ALSO LEARNED THE 27 TRIGRAMS AND MEMBERS OF ONE OF THESE GROUPS HAD PREVIOUSLY SCALING THE ITEMS. CORRELATIONS BETWEEN GROUP SCALE VALUES AND GROUP LEARNING VALUES WERE VERY HIGH FOR ALL SCALES (ROUGHLY .90). INDIVIDUALS PREDICTED THEIR OWN LEARNING WITH CONSIDERABLE SUCCESS (MINIMUM R ESTIMATED AT .63), AND EVIDENCE INDICATED A SMALL IDIOSYNCRATIC COMPONENT IN THE RATINGS. (AUTHOR)
VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE TEST.

DESCRIPTIVE NOTE: TECHNICAL BULLETIN.
AUG 66    28P    THOMAS, EDMUND D.; THOMAS, PATRICIA J.; REPT. NO. STB-67-4; PROJ. PF016092005.

UNCLASSIFIED REPORT

DESCRIPTORS: (APTITUDE TESTS, NAVAL PERSONNEL), STUDENTS, UNIVERSITIES, PERFORMANCE (HUMAN), MATHEMATICAL PREDICTION, EFFECTIVENESS


(AUTHOR)
A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT TRAINING. (U)

THE HYPOTHESES TESTED BY THIS INVESTIGATION ARE:

THE CORRELATION OF RELATED TEAM MEASURES IS SIGNIFICANTLY REDUCED DUE TO A CANCELLING-OUT EFFECT OF INDIVIDUAL COMPONENTS OPERATIVE IN RANGE AND BEARING PROBLEMS. WHEN CANCELLING-OUT EFFECTS ARE REDUCED OR ELIMINATED, PRE-ION OF FUTURE TEAM PRODUCT, IN TRAINING OR AN OPERATIONAL SITUATION, WILL INCREASE. WITH CANCELLING-OUT EFFECTS REDUCED, IT WILL BE POSSIBLE TO PREDICT FUTURE PERFORMANCE FROM A SMALLER NUMBER OF TRIALS. (U)
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES.

DESCRIPTIVE NOTE: FINAL REPT., 1 DEC 65-31 JAN 67, JAN 67 100P
JUDITH F. L. Lock, Edwin A. Bryan;
REPT. NO. AIR-E-91-1/67-FR
CONTRACT: NONR-4792(00)

UNCLASSIFIED REPORT

DESCRIPTORS: (*BEHAVIOR; *MOTIVATION); (*PERFORMANCE(HUMAN); *ATTITUDES); REACTION(PSYCHOLOGY); PSYCHOMETRICS; STATISTICAL ANALYSIS; PSYCHOMOTOR TESTS

TWENTY LABORATORY EXPERIMENTS AND 2 FIELD STUDIES WERE CARRIED OUT TO EXPLORE THE RELATIONSHIP OF GOALS AND INTENTIONS TO LEVEL OF PERFORMANCE ON TASKS, TASK CHOICE, AND LIKING FOR, AND INTEREST IN THE TASK. THE RESULTS INDICATED THAT: (1) HARD GOALS LED TO A HIGHER LEVEL OF PERFORMANCE THAN EASY GOALS AND TO A HIGHER PERFORMANCE LEVEL THAN A GOAL OF 'DO YOUR BEST'; (2) INCENTIVES SUCH AS KNOWLEDGE OF SCORE, MONEY, AND TIME LIMITS DID NOT AFFECT PERFORMANCE LEVEL INDEPENDENTLY OF S'S GOALS; (3) THERE WAS A SIGNIFICANT RELATIONSHIP BETWEEN BEHAVIORAL INTENTIONS AND CHOICE BEHAVIOR AND THERE WAS NO EFFECT OF MONETARY INCENTIVES ON CHOICE INDEPENDENTLY OF S'S BEHAVIORAL INTENTIONS; (4) OVERALL TASK LIKING AND SATISFACTION WITH PERFORMANCE WERE POSITIVE, LINEAR FUNCTIONS OF THE NUMBER OF SUCCESSES ACHIEVED ON THE TASK; FURTHER, THE AMOUNT OF SATISFACTION ATTAINED FROM A GIVEN SUCCESS WAS GREATER WHEN S HAD EXPENDED THE MOST EFFORT TO ACHIEVE IT; WHEN S SUCCEEDED IN LESS TIME THAN USUAL; AND WHEN SUCCESS FOLLOWED OTHER SUCCESSES RATHER THAN A SERIES OF FAILURES; (5) SPECIFIC HARD GOALS PRODUCED MORE TASK INTEREST THAN A GOAL OF 'DO YOUR BEST' (THIS DIFFERENCE WAS ENHANCED IF THE EXPERIMENT LASTED MORE THAN 2 HOURS); (6) THERE WAS NO RELATIONSHIP BETWEEN TASK LIKING OR INTEREST AND PERFORMANCE OR PERFORMANCE IMPROVEMENT. BOTH LIKING AND PERFORMANCE WERE DETERMINED BY THE NATURE AND DIFFICULTY OF THE INDIVIDUAL'S GOAL, RATHER THAN BY EACH OTHER. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY

SEARCH CONTROL NO. /ZH20

AD-696 771 5/9

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES

RESEARCH OFFICE

AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION

TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.;

DEC 66 42P SHOWELL, MORRIS; TAYLOR, ELAINE

HOOD, PAUL D. 1

REPT. NO. HUMRRO-TR-66-21

CONTRACT: DA-49-188-ARO-2

PROJ: DA-20024701A71201

UNCLASSIFIED REPORT

DESCRIPTORS: (*PROGRAMMED INSTRUCTION; LEADERSHIP); *(ARMY PERSONNEL; LEADERSHIP); (*LEADERSHIP; TRAINING); (*ARMY TRAINING; LEADERSHIP); TEACHING METHODS; LEARNING, RETENTION; AUTOMATION, PERFORMANCE (HUMAN); TRAINING

A METHOD OF PRESENTING ROUMLY ONE-SEVENTH OF THE

ARMY'S TWO-WEEK LEADER PREPARATION COURSE

(LPC) THROUGH AUTOMATED INSTRUCTION WAS DEVELOPED.

THE AUTOMATED INSTRUCTION METHOD INCLUDED THE USE

OF TAPE-RECORDED LECTURES, SUPPORTED BY VISUAL AID

FRAMES, AND PROGRAMMED WORKBOOKS. AUTOMATED

PRESENTATION PROVED TO BE AT LEAST AS EFFECTIVE AS

CONVENTIONAL INSTRUCTION IN IMPARTING THE LEADERSHIP

KNOWLEDGE COVERED BY AUTOMATION. IN ADDITION,

THOSE STUDENTS WHO LEARNED THROUGH THE AUTOMATED

METHOD APPEARED TO RETAIN THEIR KNOWLEDGE BETTER THAN

THE CONVENTIONALLY TRAINED STUDENTS. THE AUTOMATED

METHOD ALSO EXHIBITED PRACTICALITY IN REDUCTION OF

INSTRUCTOR REQUIREMENTS, FLEXIBILITY OF SCHEDULING,

AND CONSISTENCY OF LEVEL OF PRESENTATION. THE

AUTOMATED PROGRAM WAS ADOPTED FOR USE AT ARMY

TRAINING CENTERS PRESENTING THE LPC.

(AUTHOR) (U)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY  SEARCH CONTROL NO. /ZH20

AD-648 741     5/10     5/9
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH LAB

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT OF GROUP MEMBERS.  (U)

DESCRIPTIVE NOTE: ANNUAL REPT., MAR 67 20P  FIEDLER, FRED E. 1
CONTRACT: DA-49-197-MD-2060

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PERSONNEL; GROUP DYNAMICS), (*GROUP DYNAMICS, EFFECTIVENESS), PERCEPTION (PSYCHOLOGY), ADJUSTMENT (PSYCHOLOGY), PERFORMANCE (HUMAN), SOCIAL PSYCHOLOGY, CULTURE, TRAINING, LANGUAGE, ENVIRONMENT, HONDURAS, LEADERSHIP, BEHAVIOR, STRESS (PSYCHOLOGY)  (U)

THIS PROJECT INVESTIGATES FACTORS IN THE WORK SITUATION WHICH CONTRIBUTE TO THE PERSONAL ADJUSTMENT AND EFFECTIVE PERFORMANCE OF MILITARY PERSONNEL. THE PROJECT'S PARTICULAR CONCERN IS WITH THE INFLUENCE OF THE WORK GROUP AND THE TASK SITUATION ON INDIVIDUAL PERFORMANCE AND ADJUSTMENT. THE PROJECT AIDS TO DEVELOP PRINCIPLES AND METHODS WHICH WILL ENABLE THE MILITARY SERVICES TO PREVENT AND ALLEVIATE MALADJUSTMENT BY CAPITALIZING ON EXISTING INTERPERSONAL RELATIONS IN GROUPS OR BY STRUCTURING THE GROUP AND THE TASK SITUATION SO AS TO PROMOTE THESE JUSTICE INTERPERSONAL RELATIONS.  (U)
AT THE REQUEST OF THE SURGEON'S OFFICE, U.S. ARMY, ALASKA, USARAL, THE ARCTIC AEROMEDICAL LABORATORY PSYCHOLOGIST ACCOMPANIED 30 ARMY PERSONNEL ON A FIELD EXERCISE NEAR EIELSON AIR FORCE BASE, ALASKA, TO STUDY BEHAVIOR AND PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS. THE MEN WERE DIVIDED INTO SQUADS OF 10 MEN EACH, REPRESENTING THREE COMPANIES. PERSONALITY AND ATTITUDE SCALES WERE ADMINISTERED BEFORE, DURING AND AFTER THE EXERCISE. ANALYSIS SHOWED THE ESSENTIAL CHARACTER OF DYNAMIC LEADERSHIP. PURPOSE AND DIRECTION NECESSARY FOR MISSION SUCCESS. IT ALSO POINTED UP THAT THE ABSENCE OF THESE CHARACTERISTICS LEADS TO INDEPENDENT AND SEPARATE ACTION WITH THE CONSEQUENT RESULT OF UNIT INEFFECTIVENESS. THE MOST IMPORTANT FACTOR IN MISSION SUCCESS SEEMED TO BE GOOD LEADERSHIP.
The purpose of this study was to develop a system for the prediction of success or failure in the Naval Flight Officer (NFO) program for use during basic NFO training. Two initial selection tests (an academic ability test and a mechanical comprehension test) plus two academic performance measures resulted in a multiple correlation coefficient of .45 with a dichotomous criterion of pass/attrite. Decision making regarding the retention of marginal students could be improved by use of the prediction formula generated in this study. (Author)
THE ULTIMATE CRITERION OF EFFECTIVE LEADERSHIP CAN ONLY BE THE QUALITY OF PERFORMANCE DEMONSTRATED BY AN ORGANIZATION'S PERSONNEL, BOTH INDIVIDUALLY AND AS A UNIT. THIS MEANS THAT A COMMANDER HAS FAILED IF HE DOES NOT IMPROVE, OR AT LEAST MAINTAIN, THE PERFORMANCE CAPABILITIES OF THE ORGANIZATION ENTRUSTED TO HIM, HE HAS FAILED IF HE DOES NOT INFLUENCE HIS PERSONNEL TO PERFORM THE DUTIES ASSIGNED TO THEM. PERFORMANCE REMAINS, OF NECESSITY, BOTH THE AIM AND THE PROOF OF HIS LEADERSHIP. ACCORDINGLY, EACH DELIBERATION OF LEADERSHIP PROBLEMS, EACH LEADERSHIP DECISION, AND EACH LEADERSHIP ACT MUST HAVE AS A FIRST CONSIDERATION ITS EFFECT UPON PERFORMANCE. WHEN VIEWED IN THIS WAY, IT IS CLEAR THAT LEADERSHIP IS THE PROCESS OF INFLUENCING INDIVIDUALS AND ORGANIZATIONS TO OBTAIN DESIRED RESULTS. IT IS ALSO APPARENT THAT THE SKILLS REQUIRED TO EXERCISE SUCH INFLUENCE EFFECTIVELY BECOME HIGHLY IMPORTANT.
IN WORLD WAR II A PSYCHOLOGICAL PROGRAM FOR THE SELECTION AND CLASSIFICATION OF AIR CREWS WAS ESTABLISHED IN THE ARMY AIR FORCES. THE DECISION WAS MADE TO USE A SCREENING TEST, THE AAF QUALIFYING EXAMINATION, FOR PRELIMINARY SELECTION OF MEN TO BE TRAINED FOR AIR CREWS. ON THE BASIS OF A BATTERY OF PRINTED AND APPARATUS TESTS, WEIGHTED PREDICTIVE SCORES WERE DETERMINED FOR THE THREE AIR CREW SPECIALTIES: PILOT, BOMBARDIER, AND NAVIGATOR. THROUGHOUT THE WAR AN EXTENSIVE PROGRAM OF RESEARCH ON THE PROBLEMS OF THE SELECTION AND CLASSIFICATION OF AIR CREWS WAS CARRIED OUT BY AVIATION PSYCHOLOGISTS. STANINES, AS THE WEIGHTED SINGLE-DIGIT PREDICTIVE SCORES WERE CALLED, AND CLASSIFICATION AND EXPERIMENTAL TESTS WERE VALIDATED AGAINST SUCCESS IN TRAINING AND COMBAT. (AUTHOR) (U)
VALIDATION OF THE COMMANDER'S EVALUATION REPORT AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN, MOS CODE 141.6 (13840); JUN 67 24P KRAFT, JOHN D. I REPT. NO. TECHNICAL RESEARCH STUDY-66

UNCLASSIFIED REPORT

THE PRESENT VALIDATION REPORT FURNISHED PERTINENT VALIDITY DATA FOR THE COMMANDER'S EVALUATION REPORT (CER) AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMAN, MOS CODE 141.6, WHICH WERE ADMINISTERED IN THE MAY 1965 EVALUATION PERIOD. THE EMPIRICAL VALIDITIES WERE OBTAINED FOR ALL PREDICTORS AND COMBINATIONS OF PREDICTORS; THE MOST APPROPRIATE UTILIZATION OF THESE EXISTING PREDICTORS WAS DETERMINED. EVALUATIVE STATISTICS WERE PROVIDED FOR CER APPRAISAL AND REVISION.

THE FOLLOWING THREE METHODS OF COMBINING PREDICTORS WERE COMARED FOR THE DEVELOPMENT OF RAW COMPOSITE SCORES (RCS'S): (1) THE PRESENT PROCEDURE OF COMBINING THE TOTAL MOS EVALUATION TEST AND THE TOTAL CER AS PRESCRIBED BY DEPARTMENT OF THE ARMY DIRECTIVE; (2) THE WEIGHTING OF THE TOTAL MOS EVALUATION TEST AND THE TOTAL CER BY STATISTICAL PROCEDURES; AND (3) THE WEIGHTING OF THE SUBDIVISIONS OF THE MOS EVALUATION TEST AND CER BY STATISTICAL PROCEDURES. THE VALIDITIES, AFTER SHRINKAGE, BY METHOD WERE: METHOD (1), .54; METHOD (2), .92; AND METHOD (3), .67. COMPUTATIONAL FORMULAS WERE PROVIDED UNDER DISCUSSION FOR THE DEVELOPMENT OF RCS'S BY METHODS (2) AND (3). METHOD THREE WAS FOUND TO BE SUPERIOR TO THE OTHERS. THE TOTAL CER HAD A VALIDITY COEFFICIENT OF .48 (SIGNIFICANT AT THE .01 LEVEL) AND THE TOTAL MOS EVALUATION TEST HAD A VALIDITY COEFFICIENT OF .48 (SIGNIFICANT AT THE .01 LEVEL). PARTIAL CORRELATION COEFFICIENTS FOR THE TOTAL CER AND THE CER SCALES WITH THE MOS EVALUATION TEST HELD AS A CONSTANT INDICATED THAT TWO OF THE 12 SCALES WERE INDEPENDENTLY VALID PREDICTORS OF JOB PERFORMANCE.
The purpose of this study was to examine the relationships between performance on a complex (total) task and the performance on various components of that task when the latter are practiced in different orders. The total task (the complex coordinator) was represented as a composite of single-level and/or double-level task components. When the order in which the various tasks was ignored, 31.6% of the total task variance could be accounted for by the component task scores, but when order of practice was taken into account total task variance accounted for varied from 32.6% up to 70.6% depending on which particular double-level and single-level tasks were combined to predict total task scores. Thus order of practice on part tasks (component tasks) with respect to the total task makes a difference in predicting total task proficiency. More specifically, observed and predicted total task scores agree better when double-level components are practiced before the total task than when they are practiced after the total task. Also, total task proficiency is significantly improved by prior practice on double-level tasks. Prior practice on single-level tasks did not lead to significant total task improvement. (Author)
SCORES ON THE PILOT, NAVIGATOR-TECHNICAL, AND OFFICER QUALITY COMPOSITES OF THE AIR FORCE OFFICER QUALIFYING TEST (AFOQT) WERE COMPARED WITH MEASURES OF SUCCESS IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING. THE SAMPLES CONSISTED OF 4,993 STUDENT PILOTS AND 2,132 STUDENT NAVIGATORS WHO ENTERED TRAINING OVER A PERIOD OF APPROXIMATELY TWO YEARS. EACH SAMPLE WAS SUBDIVIDED ACCORDING TO SOURCE OF COMMISSION AND, IN THE CASE OF THE PILOT SAMPLE, BY TYPE OF AIRCRAFT AND CURRICULUM. CORRELATIONS OF AFOQT COMPOSITE SCORES WITH CRITERIA OF SUCCESS WERE COMPUTED WITHIN EACH OF 16 SAMPLES AND SUBSAMPLES THUS DEFINED. CRITERIA WERE TRAINING GRADES AND GRADUATION VS. ELIMINATION BY VARIOUS CATEGORIES. SELECTED VALIDITY COEFFICIENTS WERE CORRECTED FOR RANGE RESTRICTION IN 4 SAMPLES. IN GENERAL, THERE WAS GOOD PREDICTION OF TRAINING GRADES, ACADEMIC ELIMINATION, FLYING DEFICIENCY ELIMINATION, AND ELIMINATION FOR ALL REASONS COMBINED. ELIMINATION FOR MOTIVATIONAL REASONS WAS PREDICTABLE IN SOME GROUPS. MILITARY ELIMINATION OCCURRED INFREQUENTLY BUT WAS NEGATIVELY PREDICTABLE IN THE TOTAL NAVIGATOR SAMPLE. (AUTHOR)
THREE AREAS OF HUMAN FACTORS CONCERN IN AVIATION—PERFORMANCE ASSESSMENT, PREDICTION OF PERFORMANCE, AND SIMULATION IN TRAINING—are discussed. Emphasis is placed on the necessity for providing objective and standardized evaluation of flight trainees, rather than using the unreliable subjective evaluation methods. Methods for predicting trainees' performance, particularly in combat situations, are being sought. Use of simulation in training helicopter pilots has been minimal, but recently two devices were developed to provide better transfer of training from the device to the actual helicopter situation. (Author)
To determine if differences in graduation rate exist among Underwater Demolition Team (UDT) school trainees categorized (1) as to source of UDT school input and (2) on the basis of other variables, information was collected on all students in UDT classes No. 28 through No. 31. For the enlisted sample, two variables were found to be related to UDT school success to a statistically significant degree: (1) source, and (2) age. Enlisted men from shore or air billets or directly from boot camp have a higher graduation rate than those from fleet or overseas shore billets. Enlisted men between the age of 19 and 24 or who are 29 or older have a higher graduation rate than other age groups. The following variables were either of uncertain relevance or unrelated to UDT school graduation rate: (1) input source of officers, (2) age of officers, (3) percentage of officers in the starting class, (4) class size, and (5) time trend of convening classes. Analysis showed that for enlisted men, combining age and source results in prediction better than that possible with either used alone.

(1) HAVE A THOROUGH WORKING KNOWLEDGE OF THE RELATIONSHIPS BETWEEN ITEM AND TEST STATISTICS TO ENABLE MORE CONTROL IN TEST REVISION OVER EVALUATION TEST MEANS, STANDARD DEVIATIONS, RELIABILITIES, AND VALIDITIES;

(2) INsofar AS IT IS PRACTICABLE, INCLUDE ITEMS OF SUBSTANTIAL VALIDITY IN REVISED TESTS;

(3) STUDY ITEMS OF SUBSTANTIAL VALIDITY TO DETERMINE THE PARTICULAR TYPES OF ITEMS WHICH TEND TO BE MOST VALID FOR A GIVEN EVALUATION TEST; AND

(4) IF OUTLINE REVISION IS DEEMED APPROPRIATE, MAKE SUCH REVISIONS IN VIEW OF KNOWN RELATIONSHIPS BETWEEN BSMA'S.
MINIATURE LEARNING SITUATIONS CAN BE USED TO PREDICT CLASSROOM PERFORMANCE. WHEN A SINGLE PROGRAM IS USED TO OBTAIN A MEASURE OF LEARNING ABILITY, THE COMBINATION OF THE RESULTING GAIN MEASURE OF LEARNING ABILITY WITH A MEASURE OF VERBAL INTELLIGENCE LEADS TO AN APPRECIABLY HIGHER VALIDITY THAN CAN BE OBTAINED WHEN EITHER MEASURE IS USED SINGLY. SINCE PROGRAMMED INSTRUCTION PROVIDES AN EFFECTIVE MINIATURE LEARNING SITUATION, SUGGESTIONS ARE MADE FOR FURTHER RESEARCH DEALING WITH THE POSSIBILITY OF USING OTHER COMPLEX LEARNING TASKS AS MINIATURE LEARNING SITUATIONS AND WITH THE RELATIONSHIPS AMONG THE VARIOUS GAIN MEASURES OF LEARNING WHICH WOULD BE DEVELOPED. (AUTHOR)
IN RESEARCH ON JUNIOR NCO LEADERSHIP PREPARATION FOR ADVANCED BASIC ARMY TRAINEES, A LARGE-SCALE EXPERIMENT CONTRASTED THREE LEADERSHIP TRAINING TREATMENTS AND TWO CONTROL TREATMENTS. THESE WERE SYSTEMATICALLY APPLIED TO EACH OF FIVE COMPANIES IN A SINGLE BATTLE GROUP AT AN ARMY TRAINING CENTER IN 1961. THE STUDY INVOLVED MORE THAN 400 TRAINEE LEADERS, 4,000 FOLLOWERS, AND 145 CADRE ORGANIZED IN MORE THAN 20 CYCLES AND 80 PLATOONS. INTENSIVE ANALYSIS OF 21 SELECTED CRITERIA INDICATED THAT, AMONG OTHER FINDINGS, TRAINED LEADERS RECEIVED HIGHER RATINGS; THEY AND THEIR FOLLOWERS PERFORMED BETTER ON MILITARY PROFICIENCY TESTS; THEIR SQUADS SHOWED HIGHER ESPRIT; THEY PREPARED, BRIEFED, AND CONTROLLED THEIR SQUADS BETTER ON A TACTICAL FIELD EXERCISE. THEY ALSO HELD MORE FAVORABLE ATTITUDES TOWARD THE ARMY, ALTHOUGH THEIR FOLLOWERS TENDED TO BE LESS FAVORABLE TOWARD THE ARMY AND TOWARD TRAINEE LEADERS IN GENERAL. AMONG THE LEADER TRAINING TREATMENTS, BOTH CRITERION MEASURES AND ADMINISTRATIVE CONSIDERATIONS INDICATED THAT A LEADER PREPARATION COURSE (LPC) TRAINING SYSTEM WAS PREFERRED OVER LEADERSHIP TRAINING INTEGRATED WITH AIT. (AUTHOR)
The interaction of personality and intelligence in task performance; (U)

Kipnis, David; Wagner, Carl

Proj: NAVMED-MF-022.01-03-1002
Task: MF022.01.02-1002-7

Unclassified report

Descriptors: (Personality, Behavior); Social Psychology, Motivation, Performance (human), Intelligence tests, personality tests, aptitude tests, naval personnel, predictions (U)

Prior field studies had found that intelligence moderated the validity of two non-cognitive tests that had been developed to predict the job performance of navy enlisted men. The first test was an attempt to measure persistence, and the second test was a purported measure of passive-aggressive character structure called the insolence scale. The present study tested the hypothesis that task difficulty was the basis for the field study results: from 70 to 140 Navy enlisted men completed three tasks, each of which was varied in task difficulty. Results did not support the hypothesis concerning task difficulty. However, they did yield significant interactions between intelligence, the two tests, and aspects of task performance. The findings then parallel in a lab setting those of the original field studies. Internal analysis suggested that task motivation, rather than task difficulty, may be the basis for the interactions between the persistence test and performance. (Author)
AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE SCHOOL.

DESCRIPTIVE NOTE: FINAL REPT., JUL 45 19P
BARTLETT, N. R.
REPT. NO. NMRL-67
PROJ: NAVMED-X-530

THE SECTIONS OF THE OFFICER CLASSIFICATION TEST ARE EVALUATED IN TERMS OF A CRITERION OF SUCCESS IN LEARNING THE DUTIES OF A SUBMARINE OFFICER. THE RESULTS ALSO ARE ANALYZED AFTER REFINING THE DATA ACCORDING TO THE SUBMARINE TRAINING THE OFFICERS RECEIVE PRIOR TO ASSIGNMENT TO THE NEW LONDON SCHOOL. CORRELATIONS AND -TERGRAMS OF RESULTS ARE TABULATED AND DISCUSSED, AND A FOLLOW-UP STUDY IN WHICH THESE FINDINGS WILL BE ELABORATED WAS UNDERTAKEN BY THE TEST AND RESEARCH SECTION OF THE BUREAU OF NAVAL PERSONNEL. THE FOLLOWING FOUR POINTS ARE CONCLUDED: (1) OFFICER CLASSIFICATION TEST SCORES ARE CORRELATED SIGNIFICANTLY WITH PERFORMANCE IN SUBMARINE SCHOOL. OVERALL COEFFICIENTS OF THE ORDER OF 0.40 ARE REPORTED. (2) A SCORE COMBINING SECTIONS OF THE TEST IS THE MOST EFFICIENT INDEX OF SUBSEQUENT ACADEMIC STANDING, BUT IF ANY SINGLE SECTION SCORE MUST BE EMPLOYED, THE MATHEMATICAL SCORE IS PROBABLY THE MOST SATISFACTORY OF THE FOUR SCORES. (3) CANDIDATES WITH PREVIOUS SUBMARINE INDOCTRINATION ACHIEVE HIGHER STANDINGS THAN DO THOSE WITHOUT INDOCTRINATION. (4) THE CLASS STANDINGS OF OFFICERS WITH PREVIOUS INDOCTRINATION CAN BE PREDICTED WITH MORE CONFIDENCE FROM THE APTITUDE SCORES THAN CAN THE STANDINGS OF OFFICERS WITHOUT INDOCTRINATION. THE COEFFICIENTS FOR THOSE WITH INDOCTRINATION ARE OF THE ORDER OF 0.45.

(AUTHOR)
FEAR OF FAILURE AND INDICES OF LEADERSHIP UTILIZED IN THE TRAINING OF ROTC CADETS.

DESCRIPTIVE NOTE: TECHNICAL REPT., APR 68 17P

Richard C. TEEVAN

REPT. NO. TR-26

CONTRACT: NONR-3591(01)

PROJECT: NR-171-803

The report represents the proceedings of a Navy-wide workshop on personnel selection in the U.S. Navy. The thirty participants represented the major Navy activities with ongoing personnel selection programs. This report consists of the edited transcriptions of the taped recordings from the seven workshop sessions entitled: (1) brief updating of selection programs by representatives of attending activities; (2) criterion development; (3) personality and aptitude measurement in selection; (4) biomedical indices in selection; (5) small groups' observational data in selection; (6) personnel allocation processes; and (7) selection-related research areas and division of labor among the Navy activities. Selection methodologies, statistical techniques, computer strategies, and the pros and cons of various psychometric approaches used in selection are discussed. (Author)
IN A STUDY TO DETERMINE WHETHER GROUP COMPETITION IS EFFECTIVE IN IMPROVING MOTIVATION IN TECHNICAL TRAINING, TWO EXPERIMENTAL CLASSES WERE DIVIDED INTO FOUR GROUPS EACH, EQUAL IN SIZE AND MEAN APTITUDE. EACH GROUP COMPETED WITH EACH OF THE OTHER GROUPS DURING SUCCESSIVE TWO-WEEK INTERVALS. THE WINNER IN EACH PAIRING WAS THE GROUP THAT FAILED THE SMALLEST PERCENTAGE OF REGULARLY SCHEDULED SCHOOL EXAMINATIONS DURING THE PERIOD. LOW-COST AND RECOGNITION-TYPE REWARDS WERE PRESENTED TO MEMBERS OF WINNING GROUPS. PEER RATINGS AND AN ATTITUDE QUESTIONNAIRE WERE ADMINISTERED BEFORE THE FIRST EXAMINATION, AND AGAIN AFTER FOUR WEEKS. THE PEER RATING ON DESIRE TO SUCCEED AND THE QUESTIONNAIRE, BOTH PRESUMABLY MEASURING MOTIVATION, SEEMED TO BE VALID PREDICTORS OF SUCCESS. GROUP COMPETITION DID APPEAR TO BE AN EFFECTIVE MEANS OF IMPROVING ACADEMIC PERFORMANCE OF THE LOWER APTITUDE MEN. THE COMPETITION GROUPING WAS FOUND TO INFLUENCE FRIENDSHIP CHOICES ON THE PEER RATINGS.
UNCLASSIFIED

NEW MEXICO UNIV ALBUQUERQUE DEPT OF SOCIOLOGY

INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION. (U)

DESCRIPTIVE NOTE: FINAL SCIENTIFIC REPT. 1 DEC 66-31 AUG 68; OCT 68 22P WOODHOUSE, CHARLES E. I

CONTRACT: AF-AFOSR-507-67
PROJ: 977802
TASK: 977802
MONITOR: AFOSR 68-1894

UNCLASSIFIED REPORT

DESCRIPTORS: (*STUDENTS, ATTITUDES), (*MILITARY ORGANIZATIONS, UNIVERSITIES), RECRUITING, ENVIRONMENT, STATISTICAL DISTRIBUTIONS, MANPOWER STUDIES, DECISION MAKING, BACKGROUND, ATTENTION, OFFICER PERSONNEL, SOCIOMETRICS, LEADERSHIP, MOTIVATION, PERSONALITY, MILITARY PSYCHOLOGY (U)

IDENTIFIERS: RESERVE OFFICERS TRAINING CORPS, CAMPUS ENVIRONMENT (U)

THIS STUDY SEEKS TO DISCOVER THE EFFECTS OF A CAMPUS ENVIRONMENT ON RECRUITMENT, RETENTION, LEADERSHIP ATTAINMENT AND THE ACHIEVEMENT OF ORGANIZATIONAL PURPOSES IN AN AIR FORCE ROTC DETACHMENT AT A STATE UNIVERSITY. A LONGITUDINAL APPROACH REVEALS THE CONTINGENCIES OF CADET CAREERS DURING A FOUR-YEAR PERIOD OF TRAINING IN A VOLUNTARY PROGRAM. THE STUDY ALSO INVOLVED PARTICIPANT-OBSERVATION OF A SIX-WEEK SUMMER FIELD TRAINING UNIT. (AUTHOR) (U)
Leadership Behavior of Air Force ROTC Cadets. (U)

Descriptive Note: Technical Rept., Sep 68 58p Potter, Helen Rose.

Rept. No. TR-2
Contract: AF-AFOSR-507-67
Proj.: AF-9778
Task: 977802
Monitor: AFOSR 68-1856

UNCLASSIFIED REPORT

Descriptors: (Military Organizations, Universities), (Students, Leadership), Air Force, Behavior, Attitudes, Predictions, Officer Personnel, Population, Statistical Data, Systems Engineering, Personality, Performance (Human), Effectiveness, Classification, Standards, Military Requirements (U)

Identifiers: *ROTC (Reserve Officers Training Corps), *ROTC Cadets (U)

This study relates the achievement of leadership positions in an Air Force ROTC detachment to certain indicants of leadership potential as defined by cadets who achieve the highest positions and who appoint other cadets to military positions in a 'cadet-centered' corps. Cadets are categorized, in descending order according to levels of positions achieved by the time they have completed a four-year program, as role model cadets (highest position), successful cadets (middle position), and marginal cadets (lowest position). Each category is then scored on its manifestation of leadership potential according to measures of (a) disposition toward the norms of ROTC and toward patterns of behavior geared to maintaining and promulgating these norms; (b) cognition of the norms and of normatively-oriented roles; and (c) non-autonomous behavior. (Author)
THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE EXTENT TO WHICH TEAM PERFORMANCE OF A TANK CREW IS RELATED TO THE TANK COMMANDER'S (TCS) PERFORMANCE OF COMMAND AND SUPERVISORY FUNCTIONS, AND INCREASE UNDERSTANDING OF FACTORS WHICH AFFECT THE ORGANIZATION OF INDIVIDUALS INTO EFFECTIVE TEAMS. RESEARCH ON SMALL GROUPS WAS REVIEWED AND TESTS OF TANK CREW FUNCTIONS (MAINTENANCE AND TACTICAL EMPLOYMENT) WERE DEVELOPED. (AUTHOR)
CANDIDATES FOR ADMISSION TO THE AIR FORCE ACADEMY ARE REQUIRED TO DEMONSTRATE THEIR QUALIFICATIONS ON A BATTERY OF SELECTION TESTS. SUCCESSFUL CANDIDATES, UPON ADMISSION TO THE ACADEMY, ARE ADMINISTERED A BATTERY OF EXPERIMENTAL TESTS AS PART OF A PROGRAM FOR THE DEVELOPMENT OF OFFICER SELECTION AND CLASSIFICATION INSTRUMENTS. THE EXPERIMENTAL TESTS ARE NOT USED IN MAKING DECISIONS AFFECTING CADETS, BUT BOTH THE SELECTION AND EXPERIMENTAL BATTERIES ARE VALIDATED AGAINST CRITERIA WHICH BECOME AVAILABLE AT THE END OF THE FOURTH CLASS (FRESHMAN) YEAR. THE DOCUMENT DISCUSSES RESULTS USING THE CRITERIA OF ACADEMIC STANDARD SCORE, MILITARY RATING, EXTRA-CURRICULAR ACTIVITIES STANDARD SCORE, COMPOSITE STANDARD SCORE, AND EARLY MOTIVATIONAL ELIMINATION. (AUTHOR)
THE DEVELOPMENT OF A 76-HOUR MILITARY LEADERSHIP TRAINING PROGRAM FOR JUNIOR OFFICERS IS DESCRIBED. THE COURSE WAS BASED IN PART ON DATA FROM QUESTIONNAIRES USED TO MEASURE LEADER BEHAVIOR VARIABLES. CONSIDERATIONS SUCH AS LEADER-FOLLOWER RELATIONSHIPS AND INTERACTION, DIFFERENCES BETWEEN EMERGENT AND APPOINTIVE LEADERS, THE TRAINING VALUE OF THE SITUATIONAL APPROACH AND SMALL GROUP DISCUSSIONS, ARE PRESENTED. (AUTHOR)
The verification of a prior factor analysis of communications, as a component of effective ASW helicopter performance, is described. Three of four previously isolated communications factors were found 'congruent' with factors which emerged from the present study. A course, emphasizing the employment of the verified factors (as well as one additional factor) was developed, administered, and evaluated. The results indicated that participants in the course were significantly superior to a control group from the point of view of several operational criteria. These results are interpreted to suggest the utility and power of the course. Suggestions for fuller implementation of the course are presented. (Author)
UNCLASSIFIED

FACTOR ANALYSIS OF A SITUATIONAL LEADERSHIP MEASURE—THE SPEEDED PRACTICAL JUDGMENT TEST.

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE, SEP 68 18P HELME, WILLIAM H.

REPT. NO. BESRL-TRN-202


UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, FACTOR ANALYSIS), (OFFICER PERSONNEL, PERFORMANCE(HUMAN)), (OFFICER PERSONNEL, PREDICTIONS, BEHAVIOR), WARFARE, MILITARY PSYCHOLOGY, EFFECTIVENESS, TEST CONSTRUCTION(PSYCHOLOGY), PSYCHOMETRICS, DECISION MAKING

IDENTIFIERS: JUDGMENT

THE STUDY INVESTIGATED THE EFFECT OF EXPERIENCE AND TRAINING ON THE PERFORMANCE OF MILITARY OFFICERS IN EXPERIMENTAL LEADERSHIP SITUATIONS. AS IN A PREVIOUSLY REPORTED STUDY CONDUCTED WITH BELGIAN NAVAL PERSONNEL, GROUP PERFORMANCE UNDER TRAINED AND EXPERIENCED OFFICERS WAS NOT SIGNIFICANTLY BETTER THAN PERFORMANCE UNDER UNTRAINED RECRUITS. MOREOVER, YEARS OF LEADERSHIP EXPERIENCE AS AN OFFICER WAS UNCORRELATED EITHER WITH PERFORMANCE ON ANY OF THE FIVE DIFFERENT TASKS OR WITH GROUP MEMBER SATISFACTION. (AUTHOR)
THE VALIDITY AND EXISTENCE OF CONFIDENCE CAN BE ESTABLISHED IF AND ONLY IF CONFIDENCE MEASUREMENTS CAN BE SHOWN TO PREDICT EVENTS OCCURRING OUTSIDE OF THE PERSON -- MEASUREMENTS WHICH REFLECT THE RELATION OF THE PERSON TO THE WORLD OF OBJECTIVE AND PUBLIC EVENTS. THE WIDELY USED EXTERNAL VALIDITY TEST SUITABLY MODIFIED TO TAKE ACCOUNT OF THE POSSIBLE EXISTENCE OF CONSIDERABLE AMOUNTS OF MISINFORMATION AND TO RECOGNIZE A BASE-LINE PERFORMANCE LEVEL PROVIDED BY CHOICE TEST INFORMATION IS THE FUNDAMENTAL TEST FOR THE VALIDITY OF CONFIDENCE MEASUREMENT AND OF THE EXISTENCE OF CONFIDENCE. THE TECHNIQUE IS USED TO EVALUATE DATA OBTAINED FROM AIR FORCE BASIC AIRMEN AND OFFICER CANDIDATES TAKING TESTS USING THE LOGARITHMIC SCORING SYSTEM OF VALID CONFIDENCE TESTING. DATA CONCLUSIVELY INDICATES THAT CONFIDENCE EXISTS AND THAT THIS TYPE OF CONFIDENCE TESTING YIELDS MORE INFORMATION THAN DOES CHOICE TESTING. (AUTHOR)
UNCLASSIFIED

UNCLASSIFIED

FACTORIZALLY DERIVED INFORMATION MEASURES FOR DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE, (U)

DEC 68 25P HELME, WILLIAM H.; REPT. NO. BESRL-TR-1-203

UNCLASSIFIED REPORT

COLLECTED PAPERS PREPARED UNDER WORK UNIT
INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR
THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE
RIFLE SQUADS.

MAR 69 52P
REPT. NO. HUMRRO PROFESSIONAL PAPER-8-69
CONTRACT: DAHC19-69-C-0018
TASK: 2-J-024701-A-71201

DESCRIPTORS: (*ARMY PERSONNEL, EFFECTIVENESS),
(*MILITARY ORGANIZATIONS, RIFLES), REPORTS,
PSYCHOMETRICS, SOCIOMETRICS, QUESTIONNAIRES,
BEHAVIOR, LEADERSHIP, GROUP DYNAMICS, ATTITUDES,
PERFORMANCE(HUMAN), THEORY, STATISTICAL
ANALYSIS, COMBAT READINESS, MANPOWER STUDIES
IDENTIFIERS: RIFLE SQUADS

RESEARCH IN SOCIOMETRIC VALUATIONS; AND ANALYSIS OF
QUESTIONNAIRES SHOWING LEADERSHIP FUNCTIONS AND GROUP
STRUCTURES OF VALUES, ARE AMONG THE TOPICS
ILLUSTRATED AND DISCUSSED IN THIS COLLECTION OF FOUR
PAPERS. (AUTHOR)
TO EXAMINE THE EFFECTS OF VARYING FIDELITY OF TRAINING DEVICES ON ACQUISITION, RETENTION, AND REINSTATEMENT OF A PROCEDURAL TASK, SOLDIERS WERE TRAINED IN GROUPS OF FOUR TO OPERATE THE SECTION CONTROL INDICATOR CONSOLE OF THE NIKE-HERCULES GUIDED MISSILE SYSTEM DURING PREPARATION AND FIRING STATUS. SUBJECTS WITH NO PREVIOUS EXPERIENCE ON THE EQUIPMENT WERE TRAINED ON ONE OF THREE PANELS DIFFERING IN APPEARANCE, FUNCTIONAL FIDELITY, OR BOTH, AND TESTED IMMEDIATELY AFTER TRAINING. APPROXIMATELY FOUR AND AGAIN SIX WEEKS LATER THEY WERE RETESTED AND THEN RETRAINED TO THE ORIGINAL LEVEL OF PROFICIENCY. FIVE DIFFERENT STUDIES WERE CONDUCTED. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZH20

AD-693 302 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCoN:
HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.

DESCRIPTIVE NOTE: PROFESSIONAL PAPER,
JUN 69 14P OLSON, HOWARD C.
REPT. NO. HUMRRO PROFESSIONAL PAPER 24-69
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, *MILITARY TRAINING), (*WARFARE, *DECISION MAKING),
LEADERSHIP, SIMULATION, PERFORMANCE(HUMAN),
COMMAND & CONTROL SYSTEMS, TRAINING DEVICES,
EFFECTIVENESS
IDENTIFIERS: *LEADERSHIP SIMULATION DEVICES

CONTENTS: SIMULATION OF THE DEMANDS ON LEADERSHIP DURING COMBAT; AND IMPROVEMENT IN PERFORMANCE ON A LEADERSHIP GAME AS A RESULT OF TRAINING IN INFORMATION HANDLING.
The document covers guidelines which will provide the AIT company commander with information to assist him in the proper assignment and utilization of graduates of the Leader Preparation Course.
THE DOCUMENT REPORTS THE RESULTS OF A STUDY OF A NUMBER OF PARTICULARLY EFFECTIVE AND RELATIVELY INEFFECTIVE ON-SITE ANTIAIRCRAFT BATTERIES. INFORMATION WAS SOUGHT TO DETERMINE CERTAIN OF THE LESS OBITIOUS HUMAN FACTORS THAT CONTRIBUTE MOST HEAVILY TO GROUP PERFORMANCE. (AUTHOR)
STUDIES OF THE MILITARY EFFECTIVENESS OF NAVY ENLISTED PERSONNEL MADE IT POSSIBLE TO DERIVE FORMULAE WHICH ARE USEFUL FOR PREDICTING ENLISTEE EFFECTIVENESS. THE REPORT IS OF A STUDY DESIGNED TO EVALUATE WHAT MODERATING EFFECT, IF ANY, ENLISTEE MEMBERSHIP IN A SPECIFIC GROUP MIGHT HAVE UPON THE VALIDITY OF EFFECTIVENESS PREDICTIONS. (AUTHOR)
THE DOCUMENT IS CONCERNED WITH A HISTORICAL STUDY OF OFFICER INPUT FROM THE PRINCIPAL AIR FORCE COMMISSIONING PROGRAMS, DESIGNED TO DETERMINE THE PREDICTABILITY OF AN AIR FORCE OFFICER'S CAREER DECISION AND TO EVALUATE RELATIONSHIPS BETWEEN CAREER INTENT AND VARIOUS DEMOGRAPHIC, ENVIRONMENTAL, AND ATTITUDINAL FACTORS. INFORMATION ON THIS GROUP WAS COMPiled FOR THE PERIOD PRIOR TO COMMISSIONING AND THROUGH THREE YEARS OF ACTIVE DUTY. A FINAL ANALYSIS WILL BE MADE WITH THE ULTIMATE CRITERION OF 'IN VS. OUT OF SERVICE.' THE REPORT PRESENTS A DESCRIPTION OF THE STUDY AND RESULTS FROM A PRELIMINARY EXAMINATION OF THE DATA.
UNCLASSIFIED

DDC REPOSITORY: SEARCH CONTROL NO. ZHK20

AD-710 020  5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

PREVENTION OF MISASSIGNMENTS AMONG VARIOUS AVIATION SPECIALTIES, (U)

70  6P  AMBLER, ROSALIE K.; RICKUS, GEORGE M., JR.; BOOTH, RICHARD F.

PROJ: MF12.524.002

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN AEROSPACE MEDICINE; V4I 11
P15-17 JAN 70.

DESCRIPTORS: (*NAVAL AVIATION, TRAINING),
(*OFFICER PERSONNEL, PERSONNEL MANAGEMENT),
NAVIGATION, ELECTRONIC EQUIPMENT, COMPUTERS, JOB ANALYSIS, MATHEMATICAL PREDICTION, CORRELATION TECHNIQUES, PROBABILITY, REGRESSION ANALYSIS

IDENTIFIERS: MILITARY OCCUPATIONAL SPECIALTIES (U)

TECHNOLOGICAL DEVELOPMENTS CONTINUE TO GENERATE MORE INTENSIVE SPECIALIZATION IN AVIATION TRAINING AND TO INCREASE THE NUMBER OF ADVANCED TRAINING SPECIALTIES. THE PROBLEM OF ASSIGNING TRAINEES TO ONE AMONG SEVERAL TRAINING SPECIALTIES MAKES IT DESIRABLE THAT A METHODOLOGY BASED ON RESULTS FROM AN UNSELECTED EXPERIMENTAL SAMPLE, RANDOMLY ASSIGNED ACROSS THE VARIOUS SPECIALTIES, BE DEVELOPED. A PERSONNEL DECISION METHOD THAT ALTERS THE TRADITIONAL CONCEPT OF 'ASSIGNMENT' TO THE CONCEPT OF 'PREVENTION OF MISASSIGNMENT' HAS BEEN INTRODUCED. MULTIPLE REGRESSION ANALYSES WERE APPLIED TO QUANTITATIVE VARIABLES FROM INITIAL SCREENING AND BASIC TRAINING FOR A SAMPLE OF STUDENTS FROM EACH TYPE OF ADVANCED TRAINING. THE DICHTOMOUS CRITERION OF PASS VS. FAIL WAS USED TO DEVELOP PREDICTION EQUATIONS. THE EQUATIONS HAVE BEEN INCORPORATED INTO A SYSTEM THAT PERMITS IMMEDIATE FEEDBACK INFORMATION TO PERSONNEL OFFICERS REGARDING WHETHER A GIVEN PERSONNEL DECISION THAT THEY HAVE UNDER CONSIDERATION WOULD HAVE A HIGH OR LOW PROBABILITY OF FAVORABLE OUTCOME. ACTUARIAL DATA HAVE BEEN OBTAINED THAT DEMONSTRATE SIGNIFICANT REDUCTION IN FAILURE RATES FOR TWO SPECIALTIES WITH THE HIGHEST ATTRITION RATES. (AUTHOR) (U)
THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION.

DESCRIPTIVE NOTE: FINAL REPT. 1 DEC 49-29 FEB 52, MAR 52 5P
RICCIUTI, HENRY N.; FRENCH; JOHN W. I
CONTRACT: N90ONR-982(01)
PROJ: NR-191-030

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-710 018.

DESCRIPTORS: (PERSONALITY TESTS, OFFICER PERSONNEL), (NAVAL PERSONNEL, SELECTION), LEADERSHIP, APTITUDE TESTS, WORD ASSOCIATION, ATTITUDES
IDENTIFIERS: NAVAL ACADEMY

THE STUDY WAS DIRECTED TOWARD THE DEVELOPMENT OF PERSONALITY TESTS TO SUPPLEMENT THE MORE SCHOLASTICALLY ORIENTED APTITUDE TESTS USED IN THE SELECTION OF NAVAL OFFICERS. THE INVESTIGATION WAS DIVided INTO TWO MAJOR PHASES. THE FIRST PHASE WAS CONCERNED WITH AN ANALYSIS OF MIDSHIPMEN RATINGS ON 'APTITUDE-FOR-SERVICE,' AT THE U. S. NAVAL ACADEMY. THE SECOND PHASE OF THE STUDY INVOLVED THE DEVELOPMENT AND VALIDATION OF SEVERAL PERSONALITY TESTS INTENDED TO PREDICT THESE RATINGS.
SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL,

HOLLENKOPF, WILLIAM G.

CONTRACT: N90014-90-01101

PROJECT: NR-151-090

A STATISTICAL ANALYSIS IS TABULATED OF THE RESULTS OF SEVEN SETS OF ACHIEVEMENT TESTS GIVEN AT THE NAVAL POSTGRADUATE SCHOOL.
FACTORS INFLUENCING THE JUDGMENT OF HUMAN PERFORMANCE: THE PREDICTABILITY OF RATINGS AS A FUNCTION OF INTERRATER AGREEMENT: A REPLICATION.

DESCRIPTIVE NOTE: TECHNICAL MEMO., APR 69, 11P, BUCKNER, DONALD N.; HABBEĐIAN, ALBERT;
REPT. NO. TM-1
CONTRACT: NONR-1241(00)
PROJ: NR-157-169

UNCLASSIFIED REPORT

DESCRIPTORS: (PERFORMANCE(HUMAN), MEASUREMENT), (ATTITUDES, ANALYSIS OF VARIANCE), PREDICTIONS, RELIABILITY, STATISTICAL PROCESSES, CORRELATION TECHNIQUES, SUPERVISORY PERSONNEL, FACTOR ANALYSIS

IDENTIFIERS: JUDGMENT, APPRAISER AGREEMENT, PEER RATINGS

THE REPORT IS A DESCRIPTION OF AN ATTEMPT TO REPLICATE A STUDY PREVIOUSLY REPORTED. IN THE EARLIER STUDY, IT WAS FOUND THAT RATINGS FOR WHICH INTERRATER AGREEMENT ESTIMATES WERE LOW WERE MORE PREDICTABLE THAN RATINGS FOR WHICH SUCH ESTIMATES WERE HIGH. A NECESSARY CONDITION FOR THE REPLICATION WAS OBTAINING RATINGS THAT WERE IN SOME WAY PREDICTABLE FROM THE AVAILABLE PREDICTOR VARIABLES. (AUTHOR)
THE STUDY OF NAVAL RECRUITS WAS DESIGNED TO INVESTIGATE THE RELATIONSHIPS BETWEEN SOCIOMETRIC STATUS OF INDIVIDUALS WITHIN RECRUIT COMPANIES DURING BASIC TRAINING, AND INDICES BASED ON THREE TYPES OF DATA PRESUMED TO BE RELEVANT TO INDIVIDUAL ADJUSTMENT: NEUROPSYCHIATRIC EXAMINATIONS, ILLNESS OR SICK BAY ATTENDANCE, AND DISCIPLINARY OFFENSES. BECAUSE IT WAS FELT THAT THE FINDINGS MIGHT HAVE IMPLICATIONS FOR SCREENING OR CLASSIFICATION PROCEDURES, THE STUDY WAS DESIGNED TO DETERMINE, IN ADDITION, HOW EARLY IN TRAINING THE EXPECTED RELATIONSHIPS MIGHT APPEAR. (AUTHOR)
The relative importance of selected behavioral characteristics of group members in an extreme environment.

E. K. Eric

Rept. No. NMNRU-69-71
Proj. MF12-524.001

Unclassified report

Descriptors: (Behavior, Confined Environments), Stress (Psychology), Leadership, Compatibility, Social Psychology, Emotions, Stability, Naval Personnel, Civilian Personnel, Questionnaires, Antarctic Regions, Performance (Human)

Identifiers: Evaluation, Enlisted Personnel

The study estimates the relative importance of four behavioral characteristics, leadership performance, task performance, social compatibility, and emotional stability as perceived by navy enlisted and civilian scientific members of the small stations in Antarctica. The results suggest that the most important behavior looked for in the navy enlisted man was that of emotional stability while social compatibility was the most important trait that could be manifested by the civilian scientists. There was a consistency in the emphasis of the personality-oriented behaviors rather than the task-oriented behaviors for both the military and civilian contingents. A control variable (friendship) showed only a relatively low relationship to the criterion. (Author)
THE DOCUMENT REPORTS ON A STUDY WHICH TESTED THE
CORRECTNESS OF THE FOLLOWING HYPOTHESES: THE
ARMY LEADERS OF THE FUTURE WILL COME FROM
PREDOMINANTLY SMALL TOWN, LOWER-MIDDLE CLASS,
PROTESTANT HOMES; A DISPROPORTIONATE NUMBER, WHEN
COMPALED WITH THE US POPULATION DISTRIBUTION, WILL
HAVE SOUTHERN AFFILIATIONS, AND THE MAJORITY WILL
CONSIDER THEMSELVES POLITICALLY CONSERVATIVE. THE
AMOUNT OF CORRECTNESS, AS INDICATED BY THE RESULTS,
IS DISCUSSED. (AUTHOR)
THE DOCUMENT IS CONCERNED WITH A TREND OF AIR FORCE OFFICER EFFECTIVENESS REPORTS WHICH HAS GIVEN PROBLEMS. THE OVERALL NUMERICAL RATINGS ASSIGNED TO EVALUATE PERFORMANCE HAVE BECOME QUESTIONED AS EFFECTIVE CRITERIA FOR DISCRIMINATING INDIVIDUAL PERFORMANCE FOR PROMOTION AND SPECIAL ASSIGNMENT PURPOSES. THE MAIN GOAL OF THE STUDY WAS TO SEE IF THE WORD PICTURE PORTION OF THE OFFICER EFFECTIVENESS REPORT CAN BE USED TO DISCRIMINATE PERFORMANCE.

WITHIN EACH SET OF WORD PICTURES, AVERAGE CORRELATIONS WERE COMPUTED FOR EACH GROUP OF TEN JUDGES TO ASSESS INTERJUDGE RELIABILITY. RANK ORDER STATISTICS WERE COMPUTED FOR DIFFERING NUMBERS OF JUDGES FROM THE TEN FROM EACH GROUP TO ASSESS WHETHER OPTIMUM RELIABILITY WOULD OCCUR WITH FEWER THAN TEN JUDGES. A COMPOSITE RANK ORDER FOR EACH SET WAS COMPUTED BY AVERAGING THE RANKINGS ACROSS EACH WORD PICTURE. THE COMPOSITE RANK ORDERS WERE CORRELATED WITH THE ACTUAL CRITERIA ORDERING. THE QUESTION IS RAISED AS TO WHETHER WORD DESCRIPTIONS CAN BE USED AS PERFORMANCE DISCRIMINATORS.
INTELLIGENCE PROFILE IN THE PREDICTION OF
PSYCHOMOTOR SKILLS, PERSEVERANCE, AND
LEADERSHIP,

JUN 70 11P DEES, JAMES W. I
REPT. NO. HUMRRO PROFESSIONAL PAPER-22-70

IN ORDER TO TEST THE UBIQUITY OF THE STRUCTURE OF
THE INTELLECT FOR PREDICTORS, A PSYCHOMOTOR SKILL, A
MEASURE OF PERSEVERANCE, AND A MEASURE OF LEADERSHIP
ABILITY WERE SELECTED AS CRITERIA ON WHICH MULTIPLE
REGRESSIONS WERE CONDUCTED WITH A BATTERY OF 27 TESTS
OF DIFFERENT ELEMENTS OF THE STRUCTURE OF THE
INTELLECT. A FUNCTIONALLY SIGNIFICANT CORRELATION
WITH ANY ONE OF THE THREE CRITERIA WOULD SUPPORT A
RATIONALE FOR GREATLY INCREASED WORK IN THAT AREA.
FUNCTIONALLY SIGNIFICANT CORRELATIONS FOR ALL THREE
CRITERIA WOULD SUPPORT A UNIFIED THEORY OF HUMAN
POTENTIAL. (AUTHOR)
THE EFFECTS OF TWO KINDS OF EXPECTANCIES, ABILITY,
AND THE INTERACTIONS OF THESE VARIABLES ON THE
PERFORMANCE OF A LABORATORY TASK WERE DETERMINED
USING UNDERGRADUATE COLLEGE STUDENTS AS SUBJECTS.
THE TWO EXPECTANCIES WERE: THE BELIEFS THAT
INDIVIDUALS HAVE ABOUT WHETHER THE EXPENDITURE OF
EFFORT WILL RESULT IN 'EFFECTIVE' PERFORMANCE
(EXPECTANCY 1) AND THE BELIEFS THAT PEOPLE HAVE
CONCERNING WHETHER BEING AN 'EFFECTIVE' PERFORMER
WILL LEAD TO VALUED REWARDS (EXPECTANCY 2).

(AUTHOR)
TO PROVIDE INFORMATION ABOUT THE PERFORMANCE AND CHARACTERISTICS OF EFFECTIVE AND INEFFECTIVE MARGINAL PERSONNEL IN THE ARMY, A STUDY HAS BEEN MADE OF APPROXIMATELY 1800 MEN WITH EXPERIENCE RANGING UP TO 20 YEARS IN FIVE JOBS (11E, ARMOR CREWMAN; 67E, GENERAL VEHICLE REPAIRMAN; 76T, UNIT AND ORGANIZATIONAL SUPPLY SPECIALIST; 9115, MEDICAL SPECIALIST; 9411, COOK). THE SAMPLE INCLUDED A COMPARISON GROUP OF MEN IN THE SAME JOBS BUT COMING FROM THE UPPER (NON-MARGINAL) PART OF THE AFQT DISTRIBUTION. PERFORMANCE WAS MEASURED BY INTENSIVE JOB SAMPLE TESTS, JOB KNOWLEDGE TESTS, AND SUPERVISOR RATINGS. INFORMATION ABOUT BACKGROUND, PERSONAL CHARACTERISTICS, AND MILITARY EXPERIENCES WAS OBTAINED THROUGH BIOGRAPHICAL QUESTIONNAIRES; A BATTERY OF PUBLISHED AND EXPERIMENTAL TESTS; AND ARMY RECORDS. THE REPORT, THE FIRST IN A SERIES, DESCRIBES THE RATIONALE, RESEARCH DESIGN, AND GENERAL CHRONOLOGY OF RESEARCH EVENTS IN THE STUDY. (AUTHOR)
UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY  SEARCH CONTROL NO. /ZHK20

AD-716 796  5/10  5/5
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

PREDICTING HUMAN PERFORMANCE. I.
ESTIMATING THE PROBABILITY OF VISUAL DETECTION.

DESCRIPTIVE NOTE: FINAL REPT., NOV 70 52P  TEICHNER, WARREN H. IKREBS, MARJORIE J.  
REPT. NO. AIR-R70-15, AIR-881-11/70TR-1  
CONTRACT: N00014-70-C-0125  
PROJ: NR-196-096

UNCLASSIFIED REPORT

DESCRIPTORS: (*TARGET DISCRIMINATION, VISUAL ACUITY), (*PERFORMANCE(HUMAN), MATHEMATICAL PREDICTION), PERFORMANCE TESTS, DETECTION, PROBABILITY, STATE-OF-THE-ART REVIEWS, THRESHOLDS(PHYSIOLOGY), STATISTICAL ANALYSIS

IDENTIFIERS: PROBABILITY OF DETECTION

THE REPORT IS ONE IN A SERIES INTENDED TO DEVELOP METHODS OR MODELS WHICH MAXIMIZE THE USE OF THE SCIENTIFIC LITERATURE AS A BASIS FOR PREDICTING HUMAN PERFORMANCE. SUCH PERFORMANCE HAS BEEN DESCRIBED AS FALLING INTO A FEW SIMPLE CLASSES IN WHICH THE PROBABILITY OF DETECTION, P(D), THE REACTION TIME, NUMBER CORRECT, ETC., ARE EACH PART OF THE DEFINITION OF A UNIQUE CLASS OF PERFORMANCE. THE DOCUMENT IS CONCERNED WITH SENSORY PERFORMANCE IN TARGET DETECTION, DEFINED IN TERMS OF THE P(D) OF A FLASH OF LIGHT. (AUTHOR)

130

UNCLASSIFIED

/ZHK20
IN A TRAINING SITUATION, STANDARD PROCEDURES TO PREDICT PERFORMANCE ENTAIL A LONG DELAY BETWEEN THE REQUEST FOR A PREDICTION INSTRUMENT AND ITS DELIVERY. IN THE STUDY, METHODS WERE DEVELOPED FOR CONSTRUCTING PREDICTION INSTRUMENTS AT THE TIME OF REQUEST, RATHER THAN REQUIRING THE NECESSARY TIME ELAPSE FOR MATURATION OF CRITERION DATA. THE PREDICTION SYSTEMS DEVELOPED BY THESE METHODS WERE ABOUT AS EFFECTIVE AS INSTRUMENTS DEVELOPED BY THE CLASSICAL METHODS. THE SYNTHETIC METHODS UTILIZED ESTIMATES OF PERFORMANCE MADE BY EXPERTS IN THE TRAINING AREA AS SUBSTITUTES FOR ACTUAL PERFORMANCE. THESE METHODS, THEREFORE, CAN BE USED BEFORE A COURSE HAS EVEN BEEN GIVEN FOR THE FIRST TIME. (AUTHOR)
A THEORY OF ACHIEVEMENT BEHAVIOR, (U)

BIRNEY, ROBERT C.; BURDICK, ROBERT C. E.; HARVEY, ROBERT C.

CONTRACT: NONR-2209(02)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH SMITH COLLEGE, NORTHAMPTON, MASS. AND STATE UNIVERSITY OF NEW YORK, ALBANY.

DESCRIPTORS: (BEHAVIOR; THEORY), (PERFORMANCE (HUMAN); ANALYSIS), PSYCHOMETRICS, PERSONALITY, PROBABILITY, ACHIEVEMENT TESTS, MOTIVATION, ANALYSIS OF VARIANCE

IDENTIFIERS: SELF EVALUATION, RISK TAKING, ACHIEVEMENT BEHAVIOR
THE PURPOSE OF THE RESEARCH WAS TO DEVELOP AN INSTRUMENT WHICH WOULD BE USED TO ASSESS AN INDIVIDUAL'S POTENTIAL AND SUITABILITY TO PERFORM ADVISORY FUNCTIONS IN THE REPUBLIC OF VIETNAM. SPECIFIC PERSONALITY CHARACTERISTICS POSSESSED BY EFFECTIVE ADVISORS WERE IDENTIFIED AND DEFINED IN TERMS OF ACTUAL EXPERIENCES ENCOUNTERED BY NAVAL ADVISORS IN VIETNAM. AN EXPERIMENTAL EVALUATION INSTRUMENT AND INSTRUCTION MANUAL WERE DEVELOPED INCORPORATING THE DISTINGUISHING CHARACTERISTICS AND THEIR OPERATIONAL DEFINITIONS. THE FORM AND MANUAL WERE FIELD TESTED AND AN ANALYSIS OF THE DATA INDICATED THAT EVALUATORS WERE ABLE TO USE THE INSTRUMENT IN DISCRIMINATING BETWEEN EFFECTIVE AND INEFFECTIVE INDIVIDUALS AS POTENTIAL ADVISORS. THE NAVY ADVISOR PROFILE REPORT (NAVPERs 1300/8 (7/71) AND BUPERS 1300-24) AND THE INSTRUCTION MANUAL NAVY ADVISOR PROFILE REPORT (NP 15164) WERE PUT INTO FLEET-WIDE OPERATIONAL USE AUGUST 1971. (AUTHOR)
THREE OF FOUR GROUPS OF SUBJECTS WERE GIVEN PROBLEMS OF THE FORM, 'WHAT IS X% OF Y' FOR WHICH THEY SUBJECTIVELY ESTIMATED THE ANSWERS. THEN, WITHOUT EITHER THE PROBLEMS OR THEIR ANSWERS PRESENT, THEY WERE READ A LIST OF THE CORRECT ANSWERS AND WERE ASKED TO STATE AN INTERVAL AROUND EACH CORRECT ANSWER WITHIN WHICH THEY WOULD REGARD AN ESTIMATE AS ESSENTIALLY CORRECT. THE FOURTH GROUP MADE NO ESTIMATES BUT SAW BOTH THE PROBLEMS AND THE CORRECT ANSWERS WHILE STATING INTERVALS OF ACCEPTABLE ERROR. THE ESTIMATES WERE EXTREMELY ACCURATE. THE RESULTS ARE DISCUSSED IN TERMS OF SUBJECTIVE EVALUATION OF ERROR AND ACHIEVEMENT. (AUTHOR)
THREE GROUPS OF SS REVISED THEIR SUBJECTIVE PROBABILITIES ABOUT WHICH OF TWO HYPOTHESES WAS TRUE ON THE BASIS OF SEQUENCES OF DATA. THEN THEY BID FOR BETS ON THE HYPOTHESSES. ONE GROUP, SEQUENTIAL ESTIMATION (SE), ESTIMATED AFTER EACH DATUM; ANOTHER, FINAL ESTIMATION (FE), ESTIMATED ONLY AFTER SEEING THE ENTIRE SEQUENCE; AND THE THIRD GROUP, BETS ONLY (BO), MADE NO ESTIMATES, BUT MERELY BID FOR BETS. SE AND FE GAVE ACCURATE AND HIGHLY SIMILAR ESTIMATES. THE SUBJECTIVE PROBABILITIES INFERRED FROM THE BIDS FOR BETS WERE HIGHLY SIMILAR FOR ALL THREE GROUPS, AND FINAL ESTIMATES AND INFERRED VALUES WERE ESSENTIALLY THE SAME FOR BOTH THE SE GROUP AND FOR THE FE GROUP. THE CONCLUSIONS ARE THAT SS CAN USE REVISED SUBJECTIVE PROBABILITIES IN DECISIONS ABOUT BETS AND THAT THEIR USE OF SUBJECTIVE PROBABILITIES IN BETS ON NONFREQUENTISTIC HYPOTHESES CONFORMS TO PREVIOUS FINDINGS ABOUT THEIR USE OF SUBJECTIVE PROBABILITIES IN BETS ON FREQUENTISTIC EVENTS. (AUTHOR)
THE LIFE HISTORY QUESTIONNAIRE: PREDICTION OF PERFORMANCE IN NAVY DIVER TRAINING.

DESCRIPTIVE NOTE: TECHNICAL REPT.; SEP 71 23P HELMREICH, ROBERT; BAKEMAN, ROGER; RADLOFF, ROLAND I.
REPT. NO. TR-18
CONTRACT: N00014-67-A-0126-0001
PROJ: NR-171-804

SUPPLEMENTARY NOTE: SPONSORED IN PART BY NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.

DESCRIPTORS: (*NAVAL PERSONNEL, BEHAVIOR), (*DIVING, NAVAL TRAINING), OCEAN BOTTOM, QUESTIONNAIRES, STATISTICAL ANALYSIS, CONFINED ENVIRONMENTS, STRESS (PSYCHOLOGY), STRESS (PHYSIOLOGY)
IDENTIFIERS: TEKTITE 2 PROJECT

THE IMPETUS FOR THE DEVELOPMENT OF THE LIFE HISTORY QUESTIONNAIRE WAS A LARGE-SCALE FIELD INVESTIGATION OF THE BEHAVIOR OF AQUANAUTS DURING PROJECT TEKTITE 2 (HELMREICH, 1971). THE GOAL WAS TO UNDERSTAND AND EXPLAIN DIFFERENCES AMONG TEKTITE AQUANAUTS IN THEIR ABILITY TO WORK EFFECTIVELY UNDERWATER, TO GET ALONG WITH FELLOW TEAMMATES, AND TO ADJUST GENERALLY TO A STRESSFUL, ISOLATED AND CONFINING ENVIRONMENT.

(AUTHOR)
IN TRAINING PEOPLE TO PERFORM AUDITORY IDENTIFICATION TASKS (E.G., TRAINING STUDENTS TO IDENTIFY SOUND CHARACTERISTICS IN A SONAR CLASSIFICATION TASK) IT IS IMPORTANT TO KNOW WHETHER OR NOT TRAINING PROCEDURES ARE MERELY SUSTAINING PERFORMANCE DURING TRAINING OR WHETHER THEY ENHANCE LEARNING OF THE TASK. OFTEN AN INCORRECT ASSUMPTION IS MADE THAT SUPERIOR PERFORMANCE DURING TRAINING IS SYNONYMOUS WITH A HIGH LEVEL OF LEARNING. TWO EXPERIMENTS WERE RUN IN WHICH THE PACING OF STIMULUS COMPLEXITY AND THE FADING OF INFORMATIONAL FEEDBACK (IF) WERE SYSTEMATICALLY VARIED. IT WAS FOUND THAT: THE PACING OF STIMULUS COMPLEXITY DURING TRAINING SERVES TO ENHANCE THE LEARNING EFFECTIVENESS OF IF; CONTINUOUS IF SERVES PRIMARILY TO SUSTAIN PERFORMANCE, WHILE FADING IF ENHANCES LEARNING; THE LEARNING ENHANCEMENT EFFECT OF IF IS GREATEST WHEN JUDGMENTS OF A STIMULUS DIMENSION ARE MADE ON A PREVIOUSLY LEARNED ABSOLUTE SCALE, WHILE THE PERFORMANCE SUSTAINING EFFECT OF IF IS GREATEST WHEN JUDGMENTS OF A STIMULUS DIMENSION ARE MADE ON A NOVEL, RELATIVE SCALE. (AUTHOR)
THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.

DESCRIPTIVE NOTE: REPT. FOR NOV 68-MAR 70, JUL 71. 27P.

COBB, BART B.; ILAY, CAROLYN D.; BOURQUET, NANCY M.; I.

PROJ: FAA-AM-C-69-PSY-5, FAA-AM-C-71-PSY-23
MONITOR: FAA-AM 71-36

THE STUDY EXAMINED THE INTERRELATIONSHIPS OF AGE, APTITUDE MEASURES, AND TRAINING PERFORMANCE SCORES FOR 710 MEN. THEY RANGED IN AGE FROM 21 TO 52 YEARS, BUT LESS THAN 12 PER CENT WERE OVER 40. MOST OF THE SUBJECTS WERE FORMER MILITARY CONTROLLERS WHO POSSESSED SUFFICIENT PRIOR ATC EXPERIENCE TO BE SELECTED FOR TRAINING WITH AN EXEMPTION FROM A QUALIFYING APTITUDE INDEX, AND APPOINTED TO TRAINEE STATUS WITH HIGHER-THAN-NORMAL PAY GRADES. AGE CORRELATED NEGATIVELY WITH 21 OF THE 22 APTITUDE MEASURES AND WITH TRAINING COURSE GRADES. PERFORMANCE MEANS FOR SUBJECTS OVER AGE 34 WERE SIGNIFICANTLY LOWER THAN THOSE OBTAINED FOR THE YOUNGER TRAINEES, AND THEIR ATTRITION RATE FOR THE TRAINING COURSE WAS THREE TIMES THAT OF THEIR YOUNGER CLASSMATES. THE RESULTS INDICATED THAT GREATER EFFECTIVENESS IN SCREENING SUCH APPLICANTS COULD BE ATTAINED IF ELIGIBILITY STANDARDS WERE MODIFIED TO INCLUDE CONSIDERATION OF BOTH AGE AND APTITUDES.

(AUTHOR)
EVALUATING AN EXPERIMENTAL AUDIO-VISUAL
MODULE PROGRAMMED TO TEACH A BASIC
ANATOMICAL AND PHYSIOLOGICAL SYSTEM.

DESCRIPTIVE NOTE: FINAL REPT. MAY-SEP 70,
JUL 71 74P FEDERICO-PAT-ANTHONY

PROJ: AF-1121
TASK: 112101
MONITOR: AFHRL TR-71-37

THE STUDY EVALUATED THE LEARNING EFFICIENCY AND
EFFECTIVENESS OF TEACHING AN ANATOMICAL AND
PHYSIOLOGICAL SYSTEM TO AIR FORCE ENLISTED
TRAINEES UTILIZING AN EXPERIMENTAL AUDIO-VISUAL
PROGRAMMED MODULE AND A COMMERCIAL LINEAR PROGRAMMED
TEXT. IT WAS DEMONSTRATED THAT THE AUDIO-VISUAL
PROGRAMMED APPROACH TO TRAINING WAS MORE EFFICIENT
THAN AND EQUALLY AS EFFECTIVE AS THE PROGRAMMED TEXT
APPROACH TO TRAINING. IT WAS DETERMINED THAT
TRAINEES OF DIFFERENT LEARNING ABILITIES ACQUIRED AS
MUCH KNOWLEDGE ABOUT THE DIGESTIVE SYSTEM FROM
VIEWING THE 20-MINUTE AUDIO-VISUAL MODULE AS FROM
INTERACTING FOR 80 TO 120 MINUTES WITH THE PROGRAMMED
TEXT. IT WAS ESTABLISHED THAT STUDENTS WHO DIFFERED
IN THEIR MASTERY OF THE RUDIMENTS OF ANATOMY,
PHYSIOLOGY, AND MEDICAL TERMINOLOGY PERFORMED EQUALY
WELL AFTER AUDIO-VISUAL INSTRUCTION OR AFTER WRITTEN
PROGRAMMED INSTRUCTION. IT WAS FOUND THAT TRAINEES
REPORTED MORE POSITIVE REACTIONS TO THE AUDIO-VISUAL
PROGRAM THAN TO THE WRITTEN PROGRAM. IT WAS
RECOMMENDED THAT WITHIN THE MEDICAL SERVICE
FUNDAMENTALS COURSE AUDIO-VISUAL PROGRAMMED
INSTRUCTION BE EMPHASIZED AND WRITTEN LINEAR
PROGRAMMED INSTRUCTION BE DE-EMPHASIZED.
THE DEVELOPMENT OF CONFIDENCE TESTING AS A FORM OF
OBJECTIVE TESTING WAS TRACED FROM HEVNER'S INITIAL
FORMAT TO THAT DEVELOPED IN RECENT YEARS.
CONFIDENCE TESTING HAS BEEN USED IN VARYING FORMS
OVER THE PAST FORTY YEARS AS A METHOD FOR INCREASING
THE AMOUNT OF INFORMATION AVAILABLE FROM OBJECTIVE
TEST ITEMS. THE PAPER TRACES THE DEVELOPMENT OF THE
PROCEDURE FROM HEVNER'S BEGINNING METHOD UP TO THE
VARIOUS METHODS IN USE TODAY. THE TERM CONFIDENCE
TESTING IS APPLIED TO BOTH PROBABILISTIC TESTING AND
CONFIDENCE WEIGHTING PROCEDURES. VARIOUS PROCEDURES
ARE PRESENTED, AND THEIR RELATIONSHIP WITH
PERSONALITY FACTORS IS DISCUSSED. (AUTHOR)
AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING.

DESCRIPTIVE NOTE: FINAL REPT. JUL 70-JUL 71; JUL 71 139P

ECHTERNACHT, GARY J. I
PELLMAN, WAYNE S. I
IBOLDT, ROBERT F. I
YOUNG, JOSEPH D. I

CONTRACT: F41609-70-C-0044
PROJECT: AF-1121
TASK: 112103
MONITOR: AFHRL TR-71-33

THE REPORT DESCRIBES A STUDY TO DETERMINE THE FEASIBILITY AND THE COST-EFFECTIVENESS OF USING CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING PROGRAMS. TWO TYPES OF CONFIDENCE TESTING, PICK-ONE AND DISTRIBUTE 100 POINTS, WERE DEVELOPED FOR COMPARISON TO CONVENTIONAL MULTIPLE-CHOICE TESTING. THE STUDY WAS CARRIED OUT IN TWO TECHNICAL TRAINING COURSES, AEROSPACE GROUND EQUIPMENT REPAIRMAN (AGE) AND JET ENGINE MECHANIC (JEM), CURRENTLY BEING TAUGHT AT CHANUTE AIR FORCE BASE, ILLINOIS. THE CRITERIA FOR FEASIBILITY INCLUDED END OF BLOCK EXAMINATION SCORES, NUMBER OF STUDENT REMEDIATIONAL SESSIONS, AND BOTH STUDENT AND INSTRUCTOR ATTITUDES. IN ADDITION, THE RELATIONSHIP OF VARIOUS PERSONALITY VARIABLES TO CONFIDENCE TEST SCORES WAS EXAMINED FOR BOTH TYPES OF CONFIDENCE TESTING. THE MAJOR FINDING WAS THAT WHILE SCORING WAS SOMEWHAT MORE TIME CONSUMING, END OF BLOCK EXAMINATION SCORES IMPROVED SLIGHTLY AND THE NUMBER OF REMEDIATIONS REQUIRED DECLINED SLIGHTLY WHEN EITHER CONFIDENCE TESTING METHOD WAS EMPLOYED. OTHER AREAS OF INVESTIGATION PRODUCED ESSENTIALLY NULL RESULTS.
The objectives of the study were to identify the major motives underlying an officer's decision to volunteer for the submarine service. The results, while tentative as the officer samples were small, nevertheless suggest that any incentive measures which serve to enhance the status and prestige of the submariner will in turn result in greater quantities and higher quality of officer volunteers for the submarine service.
The report summarizes research activities and results carried out under the Center for the Study of Organizational Performance and Human Effectiveness through 30 June, 1971. Brief summaries of research activities under eleven major areas are presented: Motivational and Behavioral Consequences of Organizational Incentive Systems; Sources of Variation in Impression Formation in Interpersonal Perception; Development of an Integrated System for Auditing - Evaluating the Personnel Function; Ability-Aptitude Testing; Models of Manpower Allocation and Personnel Utilization; Organization Studies; Personal Value Systems of Naval Officers; Optimal Strategies for Multivariate Prediction and Variable Subgrouping; Vocational Interest Measurement; Perceptual - Motor Learning and Skilled Behavior; Vocational and Educational Significance of Guidance Tests.
THE REPORT IS ONE OF A SERIES OF MAJOR PUBLICATIONS MARKING THE CULMINATION OF THE OFFICER PREDICTION RESEARCH PROGRAM AND THE IMPACT OF THE FINDINGS ON BESRL'S ONGOING AND NEWLY FORMULATED PROGRAMS ON OFFICER EVALUATION AND THE CAREER DEVELOPMENT. IT PRESENTS THE IMPORTANT DIMENSIONS OF OFFICER LEADERSHIP BEHAVIOR DERIVED FROM ANALYSES OF MORE THAN 2000 SINGLE OBSERVATIONS AND JUDGMENTS BY TRAINED MILITARY STAFF ON EACH OFFICER PARTICIPANT DURING A THREE-DAY OEC SIMULATION. OVER 300 SCALES AND EVALUATIONS WERE ASSEMBLED FROM ANALYSIS OF THE EVALUATIONS RECORDED ON 900 OFFICERS PERFORMING 15 TASKS DURING A THREE-DAY OEC EXERCISE. THE SERIES OF FACTOR ANALYSES BY WHICH THE DIMENSIONS OF LEADERSHIP PERFORMANCE WERE OBTAINED FROM THESE DATA ARE GIVEN IN DETAIL IN A TECHNICAL SUPPLEMENT.
SOCIOMETRIC STATUS AND ATTITUDE CHARACTERISTICS OF SUCCESSFUL AND UNSUCCESSFUL WAVE RECRUITS.

DESCRIPTIVE NOTE: TECHNICAL REPT., SEP 59 41P RIGBY, MARILYN K.; OSSORIO, ELIZABETH D. I
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TWO INSTRUMENTS INTENDED TO DISCRIMINATE SUCCESSFUL FROM UNSUCCESSFUL WAVE RECRUITS AND TO DESCRIBE THE WAVE RECRUIT GROUP WERE ADMINISTERED TO NINE SUCCESSIVE COMPANIES. A SOCIOMETRIC QUESTIONNAIRE DISCRIMINATED SUCCESSFUL FROM UNSUCCESSFUL RECRUITS IN TWO INDEPENDENT SAMPLES. IT IS NOW IN USE AT THE NAVAL TRAINING CENTER. AN OPINION SURVEY WAS ADMINISTERED TO FOUR COMPANIES FOR THE PURPOSES OF DEVELOPING A KEY; WHEN THE PAPERS FROM FIVE ADDITIONAL COMPANIES OF RECRUITS WERE SCORED WITH THE KEY, NO SIGNIFICANT DISCRIMINATION BETWEEN CRITERION GROUPS WAS FOUND. NEITHER WERE RELATIONSHIPS FOUND BETWEEN SCORES DERIVED FROM THE OPINION SURVEY AND SOCIOMETRIC STANDING. (AUTHOR)
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CORPORATE AUTHOR - MONITORING AGENCY

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WASHINGTON D.C.

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*AIR FORCE HUMAN RESOURCES LAB
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*DIRECTORATE OF CIVILIAN PERSONNEL (AF) WASHINGTON D C PERSONNEL RESEARCH BRANCH

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