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ABSTRACT

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)

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AD- 751 850

ED 078206

SUCCESS PREDICTION

A DDC BIBLIOGRAPHY

DDC-TAS-72-24

NOVEMBER 1972

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DEFENSE SUPPLY AGENCY

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13. ABSTRACT 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.		

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AD- 751 850

SUCCESS PREDICTION

A DDC BIBLIOGRAPHY

December 1949 - December 1971

DDC-TAS-72-24

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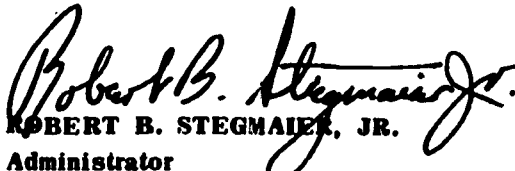
F O R E W O R D

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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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD- 35 224

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

LEADERSHIP, FOLLOWERSHIP AND FRIENDSHIP

(U)

JAN 54 7P HOLL NDER, EDWIN P.; WEBB, WILSE B.;
PROJ: NM 001 058 16 03

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, BEHAVIOR, GROUP DYNAMICS,
NAVAL PERSONNEL, OFFICER PERSONNEL, PERSONALITY,
SELECTION, SOCIOMETRICS

(M)

1

UNCLASSIFIED

/ZHK20

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-143 119

AMERICAN INST FOR RESEARCH WASHINGTON D C

AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF
THREE PATTERNS OF LEADERSHIP BEHAVIOR (U)

IV

SPECTOR, PAUL; SUTTELL, BARBARA J.;

REPT. NO. 196 57 FR 164

CONTRACT: NONR89003

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, BEHAVIOR, EFFECTIVENESS, GROUP
DYNAMICS, NAVAL PERSONNEL, REASONING, TRAINING (M)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-240 895

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II (U)

DESCRIPTIVE NOTE: RESEARCH REPT.

JUL 60 38P LANGE, CARL J.; JACOBS, T.O.;

REPT. NO. HUMRRO-RR-5

CONTRACT: DA49 106QM1

PROJ: 095-50-000

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, *MILITARY PERSONNEL, *OFFICER
PERSONNEL, *PSYCHOMETRICS, BEHAVIOR, EFFECTIVENESS,
GROUP DYNAMICS, MILITARY TRAINING, STATISTICAL ANALYSIS,
TEST METHODS (U)

UNCLASSIFIED

DDC-REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-255 015

AMERICAN INST FOR RESEARCH WASHINGTON D C

SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING; PART
IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH
LITERATURE

(U)

MAR 61 IV

CONTRACT: NONR283800

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •BIBLIOGRAPHIES, •LEADERSHIP,
•MILITARY TRAINING, •TRAINING, TEST METHODS, TESTS (U)

4

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-263 980

AERONAUTICAL SYSTEMS DIV WRIGHT-PATTERSON AFB OHIO

PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR
AT THE AIR FORCE ACADEMY, CLASS OF 1963 (U)

MONITOR: ASD IV MILLER, ROBERT E.;
TN61 45

UNCLASSIFIED REPORT

DESCRIPTORS: *ACHIEVEMENT TESTS; *LEADERSHIP, ANALYSIS,
APTITUDE TESTS; AVIATION PERSONNEL, EDUCATION,
EFFECTIVENESS, GROUP DYNAMICS, MATHEMATICAL PREDICTION,
PERSONALITY TESTS, PILOTS, PSYCHOMETRICS, RELIABILITY,
SELECTION (U)
IDENTIFIERS: AIR FORCE ACADEMY (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-265 467

ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON D C

DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY
HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS (U)

IV ROSENBERG, NATHAN; SKORDAHL, DONALD M.;
ANDERSON, ALAN A.;

UNCLASSIFIED REPORT

DESCRIPTORS: *APTITUDE TESTS, *LEADERSHIP, *PERSONNEL,
*PILOTS, *SELECTION, *TRAINING, BEHAVIOR, DESIGN,
EFFECTIVENESS, HELICOPTERS, IDENTIFICATION,
PERSONALITY (U)

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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-286 491

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

ANALYSIS OF ADJUSTMENT DIMENSIONS IN SMALL CONFINED
GROUPS (U)

MAR 62 IV NELSON, PAUL D.; GUNDERSON, E.K. ERIC;
REPT. NO. 62 3

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PSYCHOLOGY,
*NAVAL PERSONNEL, ADJUSTMENT (PSYCHOLOGY), POLAR
REGIONS, PSYCHOMETRICS, SOCIOMETRICS (U)
IDENTIFIERS: DEEP FREEZE OPERATION, SMALL GROUPS,
ANTARCTIC REGIONS, CONFINED ENVIRONMENTS,
COMPATIBILITY, PERFORMANCE (HUMAN) (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-289 877

ARMY GENERAL EQUIPMENT TEST ACTIVITY FORT LEE VA

PREDICTION OF TECHNICAL SCHOOL SUCCESS FROM
HOMOGENEOUS BIOGRAPHICAL INVENTORY SCORES

(U)

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

UNCLASSIFIED REPORT

DESCRIPTORS: •APTITUDE TESTS, •AVIATION PERSONNEL,
CORRELATION TECHNIQUES, LEADERSHIP, LEARNING,
MATHEMATICAL PREDICTION, SELECTION, TRAINING

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-295 049
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

FEASIBILITY OF IDENTIFYING PREDICTORS OF SUCCESS IN
OFFICER JOBS FROM PERSONNEL RECORDS AND THE WORD
PICTURE SECTION OF EFFECTIVENESS REPORTS (U)

AUG 62 IV LICHTENSTEIN, STANLEY; HAHN, CLIFFORD
P. 3
CONTRACT: AF41 657 352

UNCLASSIFIED REPORT

DESCRIPTORS: *JOB ANALYSIS, *OFFICER PERSONNEL,
EFFECTIVENESS, ENGINEERING PERSONNEL, FEASIBILITY
STUDIES, MATHEMATICAL PREDICTION, MILITARY REQUIREMENTS,
PERSONNEL, SCIENTIFIC PERSONNEL, STATISTICAL ANALYSIS(U)

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 SCALED. 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-409 096

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR
OFFICERS,

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUN 63 51P JACOBS, T.O.;
REPT. NO. HUMRRO-TR-84
CONTRACT: DA44 188AR02
PROJ: 2J024701A712

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, TRAINING), (*GROUP
DYNAMICS, LEADERSHIP), REACTION(PSYCHOLOGY),
OFFICER PERSONNEL, MILITARY PSYCHOLOGY, BEHAVIOR,
MILITARY TRAINING, EFFECTIVENESS, TEACHING
METHODS, DESIGN
IDENTIFIERS: 1962.

(U)

(U)

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 BOTH 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.

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-410 775

MILITARY ACADEMY WEST POINT N Y

A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL
DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES, (U)

APR 63 4P GOTHELL, EDWARD ;
MONITOR: MA TR9

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY PERSONNEL, TRAINING),
(PERSONALITY), (SOCIOMETRICS, MILITARY
PERSONNEL), (PERCEPTION, ATTITUDES),
(MILITARY TRAINING, PSYCHOMETRICS),
EFFECTIVENESS, MILITARY PSYCHOLOGY, SOCIAL
COMMUNICATION, LEADERSHIP (U) PREDICTIONS (U)
IDENTIFIERS: ASO (ASSUMED SIMILARITY BETWEEN
OPPOSITES), PSYCHOLOGICAL DISTANCE (U)

IN A STUDY OF THE EFFECTIVENESS OF SQUADS OF CADETS
UNDERGOING FIELD MILITARY TRAINING, ONE OF THE
PREDICTOR MEASURES USED WAS THE ASSUMED SIMI
LARITY BETWEEN OPPOSITES (ASO) SCORE. IN
STUDIES ELSEWHERE THIS SCORE HAS BEEN FOUND TO BE CON
SISTENTLY 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) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-432 090

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

STATUS REPORT ON RESEARCH FOR THE U.S. MILITARY
ACADEMY (CADET LEADERS TASK),

(U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
OCT 63 27P HAGGERTY, HELEN R. ;
REPT. NO. APRO-TRR-1133
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY PERSONNEL, MEASUREMENT),
(LEADERSHIP, JOB ANALYSIS), TRAINING, SELECTION,
CLASSIFICATION, ACHIEVEMENT TESTS, ANALYSIS,
PSYCHOLOGY

(U)

IDENTIFIERS: CADETS, CADET LEADERS TASK, 1963, SERVICE
RATING (ASR), MILITARY ACADEMY, WEST POINT

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

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 (U)

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 RTCs. 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) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-468 236

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS IN
DISCRIMINATING BETWEEN NAVAL AVIATION CADETS OF
'HIGH' AND 'LOW' MOTIVATION. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
AUG 52 21P BAIR, JOHN T. ; HOLLANDER,
EDWIN P. ;
MONITOR: NAVMED NM001-058.05.04,

UNCLASSIFIED REPORT

DESCRIPTORS: (•BEHAVIOR, AVIATION PERSONNEL),
(•MOTIVATION, GROUP DYNAMICS), PILOTS, NAVAL
TRAINING, MEASUREMENT, ATTITUDES, PROJECTIVE
TECHNIQUES, PERSONALITY, EMOTIONS, SELECTION,
STATISTICAL ANALYSIS (U)
IDENTIFIERS: AVIATION CADETS (U)

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) (U)

UNCLASSIFIED .

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-468 261

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

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 3P BREHMAN, GEORGE E., JR.;
MONITOR: NAVMED NM14-02-11.1-21,

UNCLASSIFIED REPORT

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

THE INTERACTION POTENTIAL INVENTORY WAS
ADMINISTERED TO 257 NAVAL AVIATION CADETS UPON THEIR
ENTERING PRE-FLIGHT TRAINING IN THE SUMMER OF 1954.
THE RELATIONSHIP BETWEEN THE CRITERIA OF PART-TIME
WORK OR COLLEGE LEADERSHIP AND THE SCALES OF THE
INTERACTION POTENTIAL INVENTORY CONFIRM
PREVIOUS FINDINGS AND MAY BE REGARDED AS A CROSS
VALIDATION OF THOSE FINDINGS. PEER RATINGS OF
LEADERSHIP POTENTIAL ARE NOT DETERMINED BY THOSE
ASPECTS OF PERSONALITY TAPPED BY THE IPI. THE NON-
SIGNIFICANT CORRELATIONS BETWEEN THE SCALES OF THE
IPI AND THE CRITERION OF HIGH SCHOOL LEADERSHIP,
CONTRARY TO PREVIOUS FINDINGS, MAY BE DUE TO THE
ATTENUATING EFFECTS OF RESTRICTION OF RANGE. THE
PRESENCE OF A RELATIONSHIP BETWEEN COLLEGE SUBJECT
FAILURE AND THE IPI AND THE LACK OF A SIMILAR
RELATIONSHIP BETWEEN THE IPI AND HIGH SCHOOL
STANDING MAY INDICATE THAT THE IPI IS RELATED TO A
FACTOR, OR FACTORS, UNIQUELY DETERMINING COLLEGE
SUCCESS, SINCE HIGH SCHOOL CLASS STANDING IS KNOWN TO
BE A USEFUL PREDICTOR OF COLLEGE SUCCESS. THE
APPARENTLY CONTRADICTORY FINDINGS WITH REGARD TO PRE-
FLIGHT GRADE AVERAGE AND COLLEGE SUBJECT FAILURE MAY
BE DUE EITHER TO CHANGE OR TO THE POSSIBILITY OF A
REAL DIFFERENCE BETWEEN THE DETERMINERS OF THESE TWO
CRITERIA, AND REPLICATION IS THEREFORE INDICATED.
THE CORRELATIONS REPORTED HERE HAVE BEEN ATTENUATED
BY THE EFFECT OF RESTRICTION OF RANGE, AND THE TRUE
VALUES ARE AT LEAST SOMEWHAT LARGER. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-478 740 5/10
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

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

DESCRIPTIVE NOTE: RESEARCH MEMO.;
DEC 61 56P SEBREE, EDMUND B. ;
CONTRACT: DA-44-188-ARO-2

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP; ANALYSIS),
PERFORMANCE (HUMAN), COMMAND + 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

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-480 232 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

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

DESCRIPTIVE NOTE: STAFF MEMO.;
JUL 58 69P SHOWEL, MORRIS; PETERSON,
CHRISTIAN W. ;
TASK: NCO-1

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, JOB ANALYSIS),
BEHAVIOR, LEADERSHIP, MANAGEMENT PLANNING, ARMY
TRAINING, SUPERVISION, CORRECTIONS, MOTIVATION,
ATTITUDES (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS, CRITICAL
INCIDENTS, GROUND TROOPS (U)

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 125
PERSONS SUBORDINATE TO, AND 125 PERSONS SUPERIOR TO,
JUNIOR NONCOMMISSIONED OFFICERS IN INFANTRY,
AIRBORNE, AND ARMORED UNITS, STATIONED BOTH IN THE
ZI 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, DEPORTMENT, 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-481 407 5/9 5/10
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF

EXECUTIVE DEVELOPMENT OF OFFICERS THROUGH
COACHING.

(U)

DESCRIPTIVE NOTE: MASTER'S THESIS,
64 62P FRENCH, HENRY A. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, TRAINING);
LEADERSHIP, TRAINING DEVICES, EFFECTIVENESS,
INSTRUCTORS, SOCIAL COMMUNICATION, LEARNING,
ATTITUDES, PERFORMANCE (HUMAN), JOB ANALYSIS,
NAVAL PERSONNEL, NAVAL TRAINING
IDENTIFIERS: COACHING, INTERVIEWS, THESES

(U)

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-486 297 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL
GRADUATES.

(U)

DESCRIPTIVE NOTE: INFORMATION REPT.,
SEP 53 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

(U)

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

(U)

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.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-486 300 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS
AND OCS EVALUATIONS. (U)

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 (U)
IDENTIFIERS: OFFICER CANDIDATES (U)

DURING 1952 AND 1953 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 LEADERS' 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) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-488 615 5/10 12/1
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

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 ; OLSON, 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

(U)

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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-489 875 5/10 12/1
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

THE CONSTRUCTION, VALIDATION AND APPLICATION OF A
SUBJECTIVE STRESS SCALE. (U)

DESCRIPTIVE NOTE: STAFF MEMO.;
FEB 58 39P KERLE, ROBERT H. ; BIALEK,
HILTON M. ;
REPT. NO. HUMRRO-FIGHTER STUDY-23

UNCLASSIFIED REPORT

DESCRIPTORS: (STRESS (PSYCHOLOGY), PSYCHOMETRICS),
REACTION (PSYCHOLOGY), BEHAVIOR, ATTITUDES,
EXPERIMENTAL DATA, PERFORMANCE (HUMAN),
STATISTICAL ANALYSIS, LEADERSHIP, TRAINING,
MILITARY PERSONNEL, PSYCHOPHYSIOLOGY, SCALE,
FEAR (U)
IDENTIFIERS: PERSONNEL MANAGEMENT PROJECT (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 ATTITUDINAL 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-600 037

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

VALUES ASSOCIATED WITH MILITARY CAREER
MOTIVATION.

(U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
MAR 64 12P GORDON, LEONARD V. ;MEDLAND,
FRANCIS F. ;
REPT. NO. APRO-TRN-143
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON SELECTION AND BEHAVIORAL
EVALUATION.

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

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 EM AND OFFICER TRAINEE SAMPLES IN THE
5TH 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.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-600 038

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

PREDICTION OF OFFICER PERFORMANCE.

(U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
MAR 64 56P WILLEMIN, LOUIS P. ;
REPT. NO. APRO-TRR-1134
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, PERFORMANCE (HUMAN)),
(*ARMY PERSONNEL, PSYCHOMETRICS), (*LEADERSHIP,
PSYCHOMETRICS), TEST CONSTRUCTION (PSYCHOLOGY), MILITARY
PSYCHOLOGY (U)

THE OFFICER PREDICTION TASK, ESTABLISHED WITHIN THE U. S. ARMY PERSONNEL RESEARCH OFFICE (USAPRO), HAS A REQUIREMENT TO PROVIDE THE ARMY WITH IMPROVED TECHNIQUES AND PREREQUISITES FOR SELECTING OFFICERS WHO HAVE APTITUDES 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-601 972

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

PEER RATING STABILITY IN CHANGING GROUPS.

(U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
APR 64 12P MEDLAND, FRANCIS F. ;OLANS,
JEROME L. ;

REPT. NO. APRO-TRN-142

PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, DETERMINATION), (ARMY
PERSONNEL, LEADERSHIP), STATISTICAL ANALYSIS,
STATISTICAL FUNCTIONS, GROUP DYNAMICS, MILITARY
PSYCHOLOGY, MILITARY TRAINING
IDENTIFIERS: PEER RATINGS, SMALL GROUPS

(U)

(U)

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.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-603 109

PSYCHOLOGICAL RESEARCH SERVICE INC AUSTIN TEX

DEVELOPMENT OF A COUNSELING FORM FOR USE BY
SUPERVISING OFFICERS,

(U)

MAY 64 31P JAMES, LEWIS F. ;FRUCHTER,
DOROTHY A. ;
CONTRACT: AF41 609 2012
PROJ: 7719
TASK: 771904
MONITOR: PRL

UNCLASSIFIED REPORT

DESCRIPTORS: (SUPERVISORY PERSONNEL, JOB ANALYSIS),
(ACHIEVEMENT TESTS, OFFICER PERSONNEL), (OFFICER
PERSONNEL, ACHIEVEMENT TESTS), APTITUDE TESTS, TEST
CONSTRUCTION (PSYCHOLOGY), LEADERSHIP, MOTIVATION
IDENTIFIERS: COUNSELING

(U)

(U)

A COUNSELING INTERVIEW FORM WAS DEvised TO AID
SUPERVISORY 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-603 580

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

AN EVALUATION OF A POPULAR LEADER,

(U)

JUN 64 7P NELSON, PAUL D. ;
REPT. NO. NMNRU-63-9
PROJ: HRO05.12
TASK: HRO05.12.20

UNCLASSIFIED REPORT

DESCRIPTORS: (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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-604 184
WASHINGTON UNIV ST LOUIS MO

THE VALIDITY OF PEER RATINGS FROM OCS IN PREDICTING
OFFICER PERFORMANCE: A FOLLOW-UP OF THE 1955 NEWPORT
STUDY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAY 64 10P HOLLANDER, E. P. ;
CONTRACT: NONR816 12

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, SELECTION), (NAVAL
PERSONNEL, LEADERSHIP), ATTITUDES, MILITARY TRAINING,
PERFORMANCE (HUMAN), PERSONALITY, GROUP DYNAMICS,
SOCIOMETRICS, MATHEMATICAL PREDICTION, CORRELATION
TECHNIQUES (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

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, 639 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-604 438

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 60P SIEGEL, ARTHUR I. ;PFEIFFER, MARK G. ;SCHULTZ, DOUGLAS G. ;
CONTRACT: NONR2279 DD

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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-605 191

UNIVERSITY OF SOUTHERN CALIFORNIA LOS ANGELES

PROJECT ON APTITUDES OF HIGH-LEVEL PERSONNEL. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
DEC 59 6P GUILFORD, J. P. ;
CONTRACT: N6ONR23810

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: RESEARCH ON THIS PROJ. CONTINUES UNDER
CONTRACT NONR228 20.

DESCRIPTORS: (•APTITUDE TESTS; OFFICER PERSONNEL);
(•MILITARY PERSONNEL, APTITUDE TESTS), REASONING,
INTELLIGENCE TESTS, LEADERSHIP, PERSONALITY, TRAINING,
FACTOR ANALYSIS, CORRELATION TECHNIQUE, COAST GUARD,
MARINE CORPS, NAVAL PERSONNEL (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (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 200 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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-606 868

PERSONNEL RESEARCH LAB LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE
ACADEMY CADETS, CLASS OF 1964.

(U)

DESCRIPTIVE NOTE: YEARLY VALIDITY REPT. NO. 6,
JUL 64 12P MILLER, ROBERT E. ;

PROJ: 7717

TASK: 771706

MONITOR: PRL , TDR64 18

UNCLASSIFIED REPORT

DESCRIPTORS: (AIR FORCE PERSONNEL, PSYCHOMETRICS),
(OFFICE PERSONNEL, SELECTION), APTITUDE TESTS,
INTELLIGENCE TESTS, MOTIVATION, LEADERSHIP, PERSONALITY,
PERFORMANCE TESTS, PHYSICAL FITNESS, TEST METHODS,
CORRELATION TECHNIQUES

(U)

APPLICANTS 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 .63 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 1962
FOR SELECTION TESTS COMMON TO BOTH CLASSES.
PREVIOUSLY OBSERVED FLUCTUATING VALIDITIES APPEAR
TO HAVE STABILIZED. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-607 545

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR
PROFICIENCY TESTING. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
AUG 64 24P KERN, RICHARD P. ; HOOD, PAUL
D. ;
CONTRACT: DA44 188AR02
TASK: NCO II

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, TRAINING), (TRAINING,
LEADERSHIP), (LEADERSHIP, TEST METHODS), MILITARY
TRAINING, RETENTION, APPTITUDE TESTS, MOTIVATION,
PERFORMANCE (HUMAN), ANALYSIS OF VARIANCE (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-607 635

PERSONNEL RESEARCH LAB LACKLAND AFB TEX

CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS
OF WEATHER OFFICERS, (U)

JUL 64 15P JUDY, CHESTER J. ;

PROJ: 6755

TASK: 675502

MONITOR: PRL , TDR64 20

UNCLASSIFIED REPORT

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

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 1671 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 (.01 LEVEL) TO PREDICTION, BUT
INFORMATION ABOUT THE OFFICER'S COLLEGE MAJOR DID
NOT. (AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-608 325

MILITARY ACADEMY WEST POINT N Y

THE RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW
CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER
CADET PERFORMANCE, (U)

JUL 64 32P LAUTERBACH, CARL G. ;
VIELHABER, DAVID P. ; GOTTHEIL, EDWARD ;
CONTRACT: OTSG 60 10 016
MONITOR: MA, WP , TRIS

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (•ADJUSTMENT (PSYCHOLOGY), ARMY PERSONNEL),
(•ARMY PERSONNEL, MILITARY TRAINING), (•MILITARY
TRAINING, ADJUSTMENT PSYCHOLOGY), PERFORMANCE (HUMAN);
PERSONALITY, EDUCATION, APTITUDE TESTS, ACHIEVEMENT
TESTS, ATTITUDES, PSYCHOMETRICS, MILITARY PSYCHOLOGY,
STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THIS STUDY INVESTIGATED THE RELATIONSHIPS BETWEEN
CERTAIN PERSONALITY ATTRIBUTES OF ENTERING UNITED
STATES MILITARY ACADEMY CADETS AND THEIR
SUBSEQUENT PERFORMANCE DURING THE NEW CADET
BARRACKS (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
APTITUDE 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.

(U)

UNCLASSIFIED

/ZHK20

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-608 328

MILITARY ACADEMY WEST POINT N Y

THE EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD
MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE
UNITED STATES MILITARY ACADEMY, (U)

MAR 64 20P GOTTHEIL, EDWARD ; VIELHABER,
DAVID P. ;
CONTRACT: OTSG 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 (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-608 329

MILITARY ACADEMY WEST POINT N Y

THE RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS, (U)

MAR 64 IOP GOTTHEIL, EDWARD ; LAUTERBACH,
CARL G. ; VIELHABER, DAVID P. ;
CONTRACT: OTSG 60 10 016
MONITOR: MA, WP, TR12

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (*ARMY PERSONNEL, EDUCATION), (*MILITARY TRAINING, ARMY PERSONNEL), (*ARMY TRAINING, MILITARY TACTICS), (*EDUCATION, OFFICER PERSONNEL), PERFORMANCE (HUMAN), ACHIEVEMENT TESTS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

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. (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-608 435
PRINCETON UNIV N J

COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED
WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL
COMPLEXITY. (U)

DESCRIPTIVE NOTE: REPT. NO. 15,
MAY 64 104P CLAUNCH, NATHAN C. ;
CONTRACT: NONR-1858(12), PHS-M-5201
PROJ: NR171 055

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERCEPTION (PSYCHOLOGY), PERSONALITY),
(•PERSONALITY, PERCEPTION (PSYCHOLOGY)),
(•PSYCHOMETRICS, PERSONALITY), PERFORMANCE (HUMAN),
MOTIVATION, MEMORY, BEHAVIOR, ATTITUDES, REACTION
(PSYCHOLOGY), PERFORMANCE TESTS, LEARNING, PROJECTIVE
TECHNIQUES, VERBAL BEHAVIOR, INTELLIGENCE TESTS,
ATTENTION, CHILDREN (U)
IDENTIFIERS: CONCEPTUAL COMPLEXITY, COGNITION (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-608 935

BURROUGHS WELLCOME AND CO U S A INC TUCKAHOE N Y

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART IV,
THE RELIABILITY OF MEASURES, (U)

DEC 64 130P HORST, PAUL ;
CONTRACT: NONR-477(33), PHS-MH-00743-08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-608 424.

DESCRIPTORS: (•PSYCHOLOGY, MEASUREMENT),
(•PSYCHOMETRICS, RELIABILITY), TEST CONSTRUCTION
(PSYCHOLOGY), STATISTICAL ANALYSIS, CORRELATION
TECHNIQUES, EQUATIONS, SAMPLING, MATHEMATICAL
PREDICTION, PERFORMANCE (HUMAN), PROJECTIVE TECHNIQUES,
BEHAVIOR, MEMORY (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 032

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

FACTOR ANALYSIS OF EXPERIMENTAL NONCOGNITIVE MEASURES
OF COMBAT POTENTIAL, (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
JUN 64 39P JOHNSON, C. D. ; WATERS, L. K.
; HELME, W. H. ;
REPT. NO. APRO-TRN-147
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

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 (U)

AS A MEANS OF IDENTIFYING PERSONALITY FACTORS
IMPORTANT IN COMBAT POTENTIAL, SCORES ON 19
NONCOGNITIVE APTITUDE TESTS, 5 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 112

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS, (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,

OCT 64 23P TIEDEMANN, J. G. ;

REPT. NO. APRO-TRR-1139

PROJ: DA-2-J-024701-A-723

UNCLASSIFIED REPORT

DESCRIPTORS: (•MONITORS; OPERATORS (PERSONNEL)); (•PERFORMANCE TESTS, ATTENTION); (•PERFORMANCE (HUMAN), ARMY RESEARCH); (•ARMY PERSONNEL, OPERATORS (PERSONNEL)); HUMAN ENGINEERING, COMMUNICATION SYSTEMS, COMMUNICATION THEORY, SIMULATORS, LABORATORY EQUIPMENT, REACTION (PSYCHOLOGY), BEHAVIOR, MILITARY PSYCHOLOGY (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 398

BURROUGHS WELLCOME AND CO U S A INC TUCKAHOE N Y

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI.
SPECIAL TOPICS, (U)

DEC 64 94P HORST, PAUL ;
CONTRACT: NONR-477(33), PHS-MH-00743-08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-609 2D1.

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 (U)
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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AO-609 508

CARNEGIE INST OF TECH PITTSBURGH PA GRADUATE SCHOOL OF
INDUSTRIAL ADMINISTRATION

THE EFFECTS OF GOAL DIFFICULTY ON PERFORMANCE: A
FIELD EXPERIMENT,

(U)

NOV 64 30P STEDRY, ANDREW C. ; KAY,
EMANUEL ;
REPT. NO. ONR-RM-135
CONTRACT: NONR76024
PROJ: NR047 048

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERFORMANCE (HUMAN), PERFORMANCE TESTS),
(•MOTIVATION, PERFORMANCE (HUMAN)), PERCEPTION
(PSYCHOLOGY), DECISION MAKING, PSYCHOMETRICS, BEHAVIOR,
THEORY, ANALYSIS (U)
IDENTIFIERS: GOALS (PSYCHOLOGY) (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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 546

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS, (U)

AUG 64 9P GUNDERSON, E. K. ERIC ;
REPT. NO. NMNRU-64-19
PROJ: MRO05.12
TASK: MRO05.12.20

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY PSYCHOLOGY, POLAR REGIONS),
(PERFORMANCE (HUMAN), NAVAL PERSONNEL),
(PSYCHOMETRICS, NAVAL PERSONNEL), SOCIOMETRICS,
LEADERSHIP, STRESS (PSYCHOLOGY), BEHAVIOR, ADJUSTMENT
(PSYCHOLOGY), PERSONALITY (U)
IDENTIFIERS: OPERATION DEEP FREEZE (U)

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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 605

AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES
PALO ALTO CALIF

STUDY OF TRAINING PERFORMANCE EVALUATION
TECHNIQUES.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 64 A2P ANGELL, DAVID ; SHEARER, JAMES
W. ; BERLINER, DAVID C. ;
CONTRACT: N61339 1449
MONITOR: NAVTRADEVCEM , 1449 1

UNCLASSIFIED REPORT

DESCRIPTORS: (•TRAINING DEVICES, EFFECTIVENESS),
(•TRAINING, PERFORMANCE TESTS), SIMULATORS, SIMULATION,
PERFORMANCE (HUMAN), BEHAVIOR, MEASUREMENT, RECORDING
SYSTEMS, AUTOMATIC, INSTRUCTORS, SYSTEMS ENGINEERING,
TEST EQUIPMENT, MILITARY TRAINING, COMPUTERS, PILOTS,
DATA (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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 811
AEROSPACE MEDICAL RESEARCH LABS WRIGHT-PATTERSON AFB
OHIO

TRACKING PERFORMANCE AS A FUNCTION OF EXPONENTIAL
DELAY AND LEARNING. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
NOV 64 20P LEVINE, MARVIN ; SENDERS, JOHN
W. ; MORGAN, ROSS L. ; DOXTATER, LOUISE ;
PROJ: 1710
MONITOR: AMRL ; TR64 104

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH ANTIOCH
COLL., YELLOW SPRINGS, OHIO, CONTRACT AF18 600
50.

DESCRIPTORS: (PERFORMANCE TESTS, TRACKING), (TRACKING,
PERFORMANCE (HUMAN)), LEARNING, TRAINING, MOTOR
REACTIONS, DISPLAY SYSTEMS, CATHODE RAY TUBES, DELAY
CIRCUITS, ANALYSIS OF VARIANCE (U)
IDENTIFIERS: MAN-MACHINE SYSTEMS (U)

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 3.000 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-610 489

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: NR153 165

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 (U)

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 REPAIRMAN 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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-612 673

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE RELATIONSHIP BETWEEN THE RANK OF INCOMING
OFFICERS AND COMPLETION OF FLIGHT TRAINING, (U)

NOV 64 15P HUTC INS, CHARLES W. , JR. ;
REPT. NO. MR-005.13-2003-R-41 , NSAN-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 (U)
IDENTIFIERS: ATTRITION PROCESSES, FLIGHT TRAINING (U)

THE 1636 U. S. NAVY AND MARINE OFFICERS WHO
ENTERED FLIGHT TRAINING DURING THE CALENDAR YEARS OF
1960 AND 1961 WERE COMPARED ON VARIOUS TYPES OF
ATTRITION IN ORDER TO DETERMINE IF THERE WERE ANY
SIGNIFICANT DIFFERENCES IN ATTRITION ASSOCIATED WITH
RANK. A SECOND PART OF THE STUDY WAS DEVOTED TO
THE INVESTIGATION OF RANK AS A PREDICTOR VARIABLE.
THE RESULTS INDICATED THAT THE HIGHER RANKING
OFFICERS HAD A HIGHER ATTRITION RATE, MAINLY IN THE
CATEGORY OF VOLUNTARY WITHDRAWAL. THE RANK OF THE
INCOMING OFFICER WHEN USED AS A PREDICTOR VARIABLE
SIGNIFICANTLY INCREASED THE VALIDITY OF PREDICTING
BOTH COMPLETION OF FLIGHT TRAINING AND VOLUNTARY
WITHDRAWAL FROM THIS TRAINING. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-614 243

NORTH AMERICAN AVIATION INC COLUMBUS OHIO

EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING
SIMULATED LOW-ALTITUDE HIGHSPEED FLIGHT, (U)

FEB 65 93P SOLIDAY, STANLEY M. ;
CONTRACT: DA44 177AMC66T
PROJ: 1D121201D159
MONITOR: TRECOM, TR-64-69

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERFORMANCE (HUMAN), FLIGHT SIMULATORS),
(•PILOTS, PERFORMANCE TESTS), (•FLIGHT, LOW ALTITUDE),
REACTION (PSYCHOLOGY), REFLEXES, ANALYSIS OF VARIANCE,
LEARNING, FATIGUE (PHYSIOLOGY), JOB ANALYSIS, AIRSPEED,
TERRAIN, NAVIGATION, CONTROL SYSTEMS, JET PLANES,
INSTRUMENT PANELS, ACCELERATION TOLERANCE, ANALOG
COMPUTERS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-614 835

DIRECTORATE OF CIVILIAN PERSONNEL (AF) WASHINGTON D C
PERSONNEL RESEARCH BRANCH

DEVELOPING A BATTERY OF PREDICTORS FOR SELECTION OF
AIR FORCE WRITERS. I. PRETESTING MEASURES OF
ENGLISH USAGE AND MECHANICS, (U)

OCT 64 27P TELLER, JAMES D. ;
REPT. NO. RR-64-1

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: AVAILABLE COPY WILL NOT PERMIT FULLY
LEGIBLE REPRODUCTION

DESCRIPTORS: (AIR FORCE PERSONNEL, SELECTION),
(PSYCHOMETRICS, AIR FORCE PERSONNEL), LANGUAGE,
MANPOWER STUDIES, OFFICER PERSONNEL, FACTOR ANALYSIS,
TESTS, TEST METHODS (U)

IDENTIFIERS: ENGLISH LANGUAGE, PREDICTION,
WRITING (U)

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 .39 WHICH IS WELL ABOVE
THE 1% LEVEL OF STATISTICAL SIGNIFICANCE AND
EXPLAINS ABOUT 1% OF THE VARIANCE ASSOCIATED WITH
THIS CRITERION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-615 621
NEBRASKA UNIV LINCOLN

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

DESCRIPTORS: (AIR FORCE PERSONNEL, ARCTIC REGIONS),
(MILITARY PSYCHOLOGY, AIR FORCE PERSONNEL), POLAR
REGIONS, ADJUSTMENT (PSYCHOLOGY), MILITARY FACILITIES,
EARLY WARNING SYSTEMS, MILITARY REQUIREMENTS, PHYSICAL
FITNESS, MOTIVATION, LEADERSHIP, MANPOWER STUDIES,
WAGES, STRESS (PSYCHOLOGY), SELECTION (U)

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 TEDIUM 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 THUS 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-616 216

LOCKHEED MISSILES AND SPACE CO SUNNYVALE CALIF

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

APR 65 26P

LINCOLN, R. S. MANGELSDORF, J. E.

REPT. NO. 6-65-65-15

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 (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-616 731

PERSONNEL RESEARCH LAB LACKLAND AFB TEX

USE OF HIGH SCHOOL RECORD INFORMATION IN PREDICTING
SUCCESS IN ELECTRONICS TRAINING, (U)

MAR 65 16P JUDY, CHESTER J. ;

REPT. NO. PRL-TR-65-5

PROJ: 7719

TASK: 771906

UNCLASSIFIED REPORT

DESCRIPTORS: (AIR FORCE PERSONNEL, ELECTRONIC
TECHNICIANS), (ELECTRONIC TECHNICIANS, SELECTION),
EDUCATION, TRAINING, APTITUDE TESTS, MATHEMATICAL
PREDICTION, PERFORMANCE (HUMAN) (U)

HIGH SCHOOL RECORD INFORMATION (ALONG WITH TEST
INFORMATION) WAS USED TO PREDICT TECHNICAL SCHOOL
PERFORMANCE OF 433 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-617 294
WASHINGTON UNIV SEATTLE

THE LEADERSHIP ROLE OF MILITARY AND CIVILIAN
SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY
SUPERIORS AND SUBORDINATES. (U)

DESCRIPTIVE NOTE: DOCTORAL THESIS,
65 214P HOLLOMAN, CHARLES RUSSELL ;

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, BEHAVIOR), (SUPERVISORY
PERSONNEL, MILITARY ORGANIZATIONS), (PERSONNEL
MANAGEMENT, MILITARY PSYCHOLOGY), MILITARY
PERSONNEL, CIVILIAN PERSONNEL, AIR FORCE PERSONNEL,
OFFICER PERSONNEL, ATTITUDES, PERSONALITY,
PERCEPTION (PSYCHOLOGY), SOCIAL PSYCHOLOGY,
STATISTICAL ANALYSIS (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-619 169

NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE
TEST.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,
JUN 65 25P SHEARS, LDYDA ; SWANSON,
LEONARD ;
DEPT. NO. STB-65-17
PROJ: 3 1604 02 01S2

UNCLASSIFIED REPORT

DESCRIPTORS: (•APTITUDE TESTS, NAVAL PERSONNEL);
(•NAVAL PERSONNEL, SELECTION), (•NAVAL TRAINING,
UNIVERSITIES), OFFICER PERSONNEL, EDUCATION,
STUDENTS, CORRELATION TECHNIQUES

(U)

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 1345 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK2G

AD-619 412
SCHOOL OF AEROSPACE MEDICINE BROOKS AFB TEX

HUMAN FLIGHT BEHAVIOR IN GROUPS. (U)

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 (U)
IDENTIFIERS: MAN-MACHINE SYSTEMS (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-670 017

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE USE OF PROCUREMENT SOURCE AS A PREDICTOR OF
SUCCESS IN TRAINING.

(U)

DESCRIPTIVE NOTE: SPECIAL REPT.,
JUL 65 19P WHERRY, ROBERT J. , JR.;
HUTCHINS, CHARLES W. , JR.;
REPT. NO. SR-65-5

UNCLASSIFIED REPORT

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

(U)

THE PROCUREMENT SOURCE OF ENTERING FLIGHT STUDENTS
WAS SUBJECTED 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-620 272

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

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

DESCRIPTIVE NOTE: RESEARCH REPT.,
OCT 56 36P VINACKE, W. E. ;
PROJ: NM001 109 101
MONITOR: NAVMED , NM-001-109-101-6

UNCLASSIFIED REPORT

DESCRIPTORS: (NAVAL PERSONNEL, LEADERSHIP),
(OFFICER PERSONNEL, PSYCHOMETRICS), SELECTION,
PERSONALITY, MILITARY TRAINING, BEHAVIOR (U)

THE REPORT PRESENTS A 'TEST CASE' FOR THE VALIDITY OF THE OFFICER-LIKE QUALITIES RATING, TOGETHER WITH ANALYSES OF THE VALIDITY OF OTHER MEASURES OF 'NONTECHNICAL' ASPECTS OF TRAINING. THESE INCLUDE PEER NOMINATIONS, CADET OFFICERSHIP, AND RECORDS OF DELINQUENCY AND DEMERITS. CERTAIN INTERNAL PROPERTIES OF THE OIQ RATING ARE EXAMINED, ESPECIALLY THE INCIDENCE OF SUBSTANDARD CHECKS. 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-621 700

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

VALIDATION OF EXPERIMENTAL TOOL AND TRADE KNOWLEDGE TESTS.

(U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
AUG 65 26P HELME, WILLIAM H. ;
REF ID: APRO-TRN-157
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, SELECTION),
(PSYCHOMETRICS, EFFECTIVENESS), APTITUDE TESTS,
ARMY TRAINING, OPTIMIZATION,
PERFORMANCE (HUMAN), CORRELATION TECHNIQUES
IDENTIFIERS: PERSONNEL SCREENING TESTS

(U)

(U)

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 OF PERFORMANCE THAN IS ACHIEVED WITH MA OR MS.

/ZHK20

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AO-622 186

NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

THE RELATIONSHIP OF SCORES ON FORM 3, OFFICER
QUALIFICATION TEST, TO GRADES IN THE OFFICERS'
SUBMARINE SCHOOL, NEW LONDON, CONNECTICUT,

(U)

NOV 43 3P
REPT. NO. NMRL-32A

BARTLETT, NEIL R. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, PSYCHOMETRICS),
(SUBMARINE PERSONNEL, SELECTION), NAVAL PERSONNEL,
STUDENTS, CORRELATION TECHNIQUES

(U)

IDENTIFIERS: PERSONNEL SCREENING TESTS

(U)

FORM 3 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-622 215

NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

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. (U)

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

UNCLASSIFIED REPORT

DESCRIPTORS: (•PSYCHOMETRICS, CORRELATION TECHNIQUES), (•OFFICER PERSONNEL, SELECTION), (•SUBMARINE PERSONNEL, SELECTION), APTITUDE TESTS, STUDENTS, ACHIEVEMENT TESTS (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-622 296
ARMY HOSPITAL WEST POINT N Y

PERSONALITY-LEADERSHIP CORRELATES OF TRAINFIRE
MARKSMANSHIP OF NEW WEST POINT CADETS. (U)

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

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY TRAINING, GUNNERY),
(PSYCHOMETRICS, ARMY PERSONNEL), PERSONALITY,
LEADERSHIP, MILITARY PSYCHOLOGY, EMOTIONS,
ANXIETY, PERFORMANCE (HUMAN) (U)

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 MATURITY, 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.
CONFIDENCE 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-622 903

ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON D C

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-627 135

APPLIED PSYCHOLOGICAL SERVICES WAYNE PA

COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM
BEHAVIOR.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,
OCT 65 90P FEDERMAN, PHILIP ; SIEGEL,
ARTHUR I. ;
CONTRACT: N61339-1537
PROJ: NAVTRADEVEN-7666-1
MONITOR: NAVTRADEVEN, 1537-1

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, ANTISUBMARINE
WARFARE), (ANTISUBMARINE AIRCRAFT, COMMUNICATION
SYSTEMS), HELICOPTERS, PERFORMANCE (HUMAN),
BEHAVIOR, LEADERSHIP, TRAINING, TRAINING DEVICES,
AVIATION PERSONNEL, FLIGHT SIMULATORS, DECISION
MAKING, FACTOR ANALYSIS, ANALYSIS OF VARIANCE,
APPLIED PSYCHOLOGY

(U)

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. THE 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 END-OF-COURSE MEASURES. THE
IMPLICATIONS OF THE FINDINGS FOR TRAINING DEVICES AND
TRAINING DEVICE PROBLEMS ARE DEVELOPED. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-623 826 5/9
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE USE OF SEPARATE PREDICTION FORMULAE BASED ON THE
PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.;
AUG 65 IIP 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)

SEPARATE MULTIPLE PREDICTION FORMULAE WERE COMPUTED
ON EACH OF THE SIX MAJOR PROCUREMENT SOURCE SUBGROUPS
OF THE ENTERING OFFICER FLIGHT STUDENTS. THIS
PROCEDURE FOR DEVELOPING PREDICTION FORMULAE WAS
COMPARED WITH TWO OTHER CONDITIONS: A
PSEUDO-VARIABLE CONDITION, WHICH TREATS EACH
PROCUREMENT SOURCE AS A SEPARATE DICHOTOMOUS
VARIABLE, AND THE CURRENT CONDITION WHICH TREATS THE
ENTIRE OFFICER GROUP AS A WHOLE WITHOUT TAKING
PROCUREMENT SOURCE INTO ACCOUNT. TWO CRITERIA WERE
USED FOR THIS COMPARISON, NAMELY, THE CROSSVALIDATION
COEFFICIENTS OF EACH CONDITION, AND THE DISCRIMINATORY
POWER OF THE RESPECTIVE CONDITIONS AS MEASURED BY THE
PERCENTAGE OF ATTRITIONS PLACED IN THE LOWEST 10 PER
CENT OF THE RESPECTIVE PREDICTOR SCORES. THE
SEPARATE FORMULA CONDITION WAS THE MOST VALID UPON
CROSSVALIDATION AND WAS ALSO FOUND TO HAVE THE BEST
DISCRIMINATION AT THE LOW END OF THE RANGE; HOWEVER,
ITS SUPERIORITY IN THE FORMER CASE FAILED TO REACH
STATISTICAL SIGNIFICANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-626 841 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

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

DESCRIPTIVE NOTE: TECHNICAL BULLETIN,
JAN 66 19P RHEA, BOB D. ;
REPT. NO. STB-66-18
PROJ: PFO16050402

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, SELECTION),
PERFORMANCE(HUMAN), NAVAL PERSONNEL, NAVAL
TRAINING, APTITUDE TESTS, CORRELATION TECHNIQUES,
STATISTICAL ANALYSIS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-627 651 5/9 5/10
PERSONNEL RESEARCH LAB (6570TH) AEROSPACE MEDICAL DIV
LACKLAND AFB TEX

A MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER
CAREER ATTITUDES, (U)

OCT 65 93P KAAPKE,LYDE D. ;TUPES,ERNEST
C. ;ALVORD,RAY W. ;
REPT. NO. PRL-TR-65-16
PROJ: AF-7719
TASK: 771904

UNCLASSIFIED REPORT

DESCRIPTORS: (AIR FORCE PERSONNEL, ATTITUDES),
(ATTITUDES, OFFICER PERSONNEL), STATISTICAL
ANALYSIS, SOCIOMETRICS, PERSONNEL MANAGEMENT (U)

A SURVEY COVERING DEMOGRAPHIC, SOCIOLOGICAL, AND
ATTITUDINAL 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) (U)

66
UNCLASSIFIED

/ZHK20

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-628 962 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY AIT
PLATOON. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
AUG 63 96P HOOD, PAUL D. ;
CONTRACT: DA-44-188-ARO-2,

UNCLASSIFIED REPORT

DESCRIPTORS: (•ARMY TRAINING, LEADERSHIP),
(•LEADERSHIP, ARMY TRAINING), PSYCHOMETRICS,
ATTITUDES, SOCIAL PSYCHOLOGY, FACTOR ANALYSIS (U)

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY
ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-629 630 5/9 5/10
WAKOFF RESEARCH CENTER STATEN ISLAND N Y

PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE. (U)

DESCRIPTIVE NOTE: ANNUAL REPT. MAR 65-MAR 66,
(TECHNICAL);
MAR 66 7P BLACKMAN, SHELDON ; GOLDSTEIN,
KENNETH M. ; MANDELL, WALLACE ; COLLINS, DONALD
J. ;
REPT. NO. TR-2;
CONTRACT: DA-49-193-MD-2538,

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PSYCHOLOGY, GROUP
DYNAMICS), (*SOCIAL PSYCHOLOGY, MILITARY
PERSONNEL), (*MILITARY PERSONNEL,
PERFORMANCE (HUMAN)), BEHAVIOR, ATTITUDES,
EMOTIONS, PERCEPTION (PSYCHOLOGY),
STRESS (PSYCHOLOGY), MILITARY TRAINING,
SOCIOMETRICS, 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, GOLDSTEIN, AND SILBERSTEIN (1965). BRIEFLY, SMALL GROUPS ARE CONCEPTUALIZED AS CONSISTING OF MEMBERS INVOLVED IN PATTERNS OF RECIPROCATED REINFORCEMENT. IN SO FAR 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)

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/ZHK20

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-630 916 5/9
PERSONNEL RESEARCH LAB (6570TH AEROSPACE MEDICAL DIV
LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE
ACADEMY CADETS, CLASS OF 1966, (U)

DEC 65 25P MILLER, ROBERT E. ;
REPT. NO. PRL-TR-65-21,
PROJ: AF-7719,
TASK: 771904,

UNCLASSIFIED REPORT

DESCRIPTORS: (AIR FORCE PERSONNEL, SELECTION),
OFFICER PERSONNEL, PSYCHOMETRICS, CLASSIFICATION,
MATHEMATICAL PREDICTION, MOTIVATION, TESTS,
STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

CANDIDATES FOR ADMISSION TO EACH AIR FORCE
ACADEMY CLASS ARE REQUIRED TO DEMONSTRATE THEIR
QUALIFICATIONS ON A BATTERY OF SELECTION TESTS.
QUALIFIED CANDIDATES WHO ENTER THE ACADEMY ARE
GIVEN A BATTERY OF EXPERIMENTAL TESTS UPON ENTRY AS
PART OF A PROGRAM FOR THE DEVELOPMENT OF OFFICER
SELECTION AND CLASSIFICATION INSTRUMENTS. IN THE
CLASS OF 1966, A SUBSET OF EXPERIMENTAL INSTRUMENTS
WAS MOVED INTO THE FIELD AND GIVEN A TRIAL UNDER
SELECTION CONDITIONS. ANOTHER SUBSET WAS
ADMINISTERED TO SELECTEES PRIOR TO ENTRY. ALL
SELECTION AND EXPERIMENTAL TESTS WERE VALIDATED
AGAINST CRITERIA WHICH BECAME AVAILABLE AT THE END OF
THE FOURTH CLASS (FRESHMAN) YEAR. CRITERIA
USED WERE THE ACADEMIC STANDARD SCORE, THE
MILITARY RATING, THE EXTRACURRICULAR
ACTIVITIES STANDARD SCORE, THE COMPOSITE
STANDARD SCORE, AND EARLY MOTIVATIONAL
ELIMINATION. IT WAS FOUND THAT THE EXPERIMENTAL
BATTERY CONTAINS TESTS VALID FOR EACH CRITERION AND
THAT THE SELECTION BATTERY CONTAINS TESTS VALID FOR
EACH CRITERION EXCEPT EARLY MOTIVATIONAL
ELIMINATION. FOR EVERY CRITERION EXCEPT THE
ACADEMIC STANDARD SCORE, SOME SET OF
EXPERIMENTAL TESTS WAS FOUND WHICH ADDED
SIGNIFICANTLY TO PREDICTION FROM THE SELECTION
BATTERY ALONE. THE BEST MULTIPLE VALIDITY
COEFFICIENTS FOR EACH CRITERION RANGED FROM .33 FOR
EARLY MOTIVATIONAL ELIMINATION TO .59 FOR THE
ACADEMIC STANDARD SCORE. THE BEST MULTIPLE
VALIDITY FOR THE MILITARY RATING WAS .48. (U)

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UNCLASSIFIED

/ZHK20

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AO-631 208 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS:
A SUMMARY REPORT OF PILOT STUDIES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
DEC 65 44P HOOB, PAUL D. ; KERN, RICHARD
P. ; SHOWEL, MORRIS ;
REPT. NO. HUMRRO-TR-65-17
CONTRACT: DA-44-188-ARO-2,
PROJ: OA-2J024701A712-01,

UNCLASSIFIED REPORT

DESCRIPTORS: (•MILITARY PERSONNEL, MILITARY
TRAINING), (•MILITARY TRAINING, •LEADERSHIP),
MOTIVATION, JOB ANALYSIS, SELECTION, APTITUDE
TESTS, SOCIOMETRY, PERFORMANCE (HUMAN),
EFFECTIVENESS (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. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-631 752 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 (U)
IDENTIFIERS: CAREFULNESS (U)

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
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)
(U)

UNCLASSIFIED

DDC 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. ; BERRY,
NEWELL H. ;
REPT. NO. 66-2,
MONITOR: NAVMEC , MFO22.01.04-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN THE JOURNAL OF
PSYCHOLOGY V61 P251-5 1965.

DESCRIPTORS: (*NAVAL TRAINING;
PERFORMANCE(HUMAN)), (*SOCIOMETRICS, NAVAL
TRAINING), MILITARY TRAINING, MARINE CORP,
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 WAS 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 AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-632 497 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

SELECTION FOR ANTARCTIC SERVICE. (U)

DESCRIPTIVE NOTE: INTERIM REPT.,
MAR 66 22P GUNDERSON, E. K. ERIC ;
REPT. NO. 66-15,
MONITOR: NAVMED , MF-022.01.03-9001

UNCLASSIFIED REPORT

DESCRIPTORS: (•NAVAL PERSONNEL, SELECTION),
(•ANTARCTIC REGIONS, NAVAL PERSONNEL), JOB
ANALYSIS, CONFINED ENVIRONMENTS, PSYCHOMETRICS,
STRESS (PSYCHOLOGY), ADAPTATION (PHYSIOLOGY),
PERFORMANCE (HUMAN), PERSONALITY, MOTIVATION,
ATTITUDES, LEADERSHIP, SOCIAL PSYCHOLOGY (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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-624 174 5/10
STATE UNIV OF NEW YORK BUFFALO

VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT
PERFORMANCE CRITERION, (U)

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

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF APPLIED
PSYCHOLOGY V49 N6 P424-8 1965.

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

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, 1 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-635 304 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS
PREDICTORS OF FLIGHT SUCCESS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.
MAR 66 10P PETERSON, FLOYD E. (POMAROLLI);
RICHARD S. ;
REPT. NO. SR-66-3;

UNCLASSIFIED REPORT

DESCRIPTORS: (*ACHIEVEMENT TESTS, NAVAL TRAINING);
(*NAVAL TRAINING, PERFORMANCE(HUMAN)), SELECTION,
ANALYSIS, EFFECTIVENESS, AVIATION PERSONNEL (U)

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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-635 608 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

DIMENSIONS OF PEER AND SUPERVISOR RATINGS IN A
MILITARY SETTING. (U)

MAY 66 8P NELSON, PAUL D. BERRY, NEWELL
H. ;
REPT. NO. 66-1,
MONITOR: NAVMED MFO22.01.04-9001

UNCLASSIFIED REPORT

DESCRIPTORS: (NAVAL PERSONNEL, PSYCHOMETRICS),
SUPERVISORY PERSONNEL, PERFORMANCE (HUMAN),
MILITARY PSYCHOLOGY, PERCEPTION (PSYCHOLOGY) (U)

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) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AO-635 616 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY
FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS. (U)

JUL 66 9P PLAG, JOHN A. ;GOFFMAN, JERRY
M. ;
REPT. NO. 66-7,
MONITOR: NAVMED MF022.01.04-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGY IN THE
SCHOOLS V3 N3 P216-221 JUL 1966.

DESCRIPTORS: (NAVAL PERSONNEL,
PERFORMANCE(HUMAN)), EFFECTIVENESS, SELECTION,
FACTOR ANALYSIS, EDUCATION, BACKGROUND,
STUDENTS, STABILITY (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-636 825 5/9
COLLEGE ENTRANCE EXAMINATION BOARD PRINCETON N J

AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN
OTHER MEASURES IN THE PREDICTION OF SUBMARINE
OFFICERS' EVALUATIONS OF ENLISTED MEN. (U)

SEP 45 20P SATTER, G. A. ;
REPT. NO. 22,
CONTRACT: OEMSR-705,
PROJ: N-106,
MONITOR: OSRD 5557

UNCLASSIFIED REPORT

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

DESCRIPTORS: (*PSYCHOMETRICS, EFFECTIVENESS),
(*SUBMARINE PERSONNEL, PSYCHOMETRICS), OFFICER
PERSONNEL, PERFORMANCE (HUMAN), APTITUDE TESTS (U)

THE RECORD CARDS OF THE MEDICAL RESEARCH
LABORATOR 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-TRAIT GRAPHIC RATING SCALE.
THE REPORT ATTEMPTS TO EVALUATE THE TEST SCORES AND
SCHOOL GRADES AS PREDICTORS OF LATER SUBMARINE
PERFORMANCE. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-638 288 5/10
NORTHWESTERN UNIV EVANSTON ILL

INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY
FOR FREE LEARNING. (U)

DEC 64 7P UNDERWOOD, BENTON J. ;
CONTRACT: NONR-1228(15);
PROJ: NR-154-057,

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF EXPERIMENTAL
PSYCHOLOGY V71 N5 P673-9 1966.

SUPPLEMENTARY NOTE:

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

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 SCALED 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-638 680 5/10 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE
TEST.

(U)

DESCRIPTIVE NOTE: TECHNICAL BULLETIN.

AUG 66 2BP THOMAS, EDMUND D. ; THOMAS,
PATRICIA J. ;
REPT. NO. STB-67-4,
PROJ: PFO16050305,

UNCLASSIFIED REPORT

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

(U)

THIS STUDY OF THE VALIDITY OF THE 1963 NAVY COLLEGE APTITUDE TEST (NCAT) AND OF OTHER ACADEMIC PREDICTORS WAS BASED ON A SAMPLE OF 1,307 FRESHMEN ENROLLED IN THE 1964-65 NROTC REGULAR PROGRAM. THE NCAT SELECTION SCORE YIELDED CORRECTED CORRELATIONS OF .24 WITH GRADE POINT AVERAGE (GPA) AND .14 WITH NAVAL SCIENCE GRADE (NSG). THE HIGH SCHOOL RATING (HSR) CONTINUED TO BE THE MOST VALID SINGLE PREDICTOR OF COLLEGE PERFORMANCE, PRODUCING CORRECTED CORRELATIONS OF .46 WITH GPA AND .31 WITH NSG. WHEN HSR WAS COMBINED WITH THE NCAT, THE VALIDITY WAS INCREASED TO .48 WITH GPA BUT NO INCREMENT WAS NOTED FOR NSG. A COMPARISON OF THE 1963 NCAT WITH THE SCHOLASTIC APTITUDE TEST INDICATED THE FORMER TO BE SLIGHTLY MORE VALID. NEITHER TEST DEMONSTRATED SIGNIFICANT DIFFERENTIAL PREDICTION BETWEEN GROUPS DICHOTOMIZED BY TECHNICAL AND NON-TECHNICAL COLLEGE MAJORS. THE RATE OF ATTRITION FOR THIS MIDSHIPMEN SAMPLE WAS 15 PER CENT, COMPARED TO THE NATIONAL RATE FOR MALE FRESHMEN OF 30 PER CENT. FROM THESE FIGURES IT WAS ESTIMATED THAT THE REDUCTION IN FRESHMEN DROPOUTS SAVED THE NAVY AT LEAST \$424,600 IN FISCAL YEAR 1966.

(AUTHOR)

(U)

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UNCLASSIFIED

/ZHK20

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-643 830 5/10
OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS

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

DESCRIPTIVE NOTE: TECHNICAL REPT.,
NOV 59 20P HORROCKS, JOHN E. ; HEERMANN,
EMIL ; KALK, MICHAEL ;
CONTRACT: NONR-1939(00)
MONITOR: NAVTRADEVEN 1939-0-4

UNCLASSIFIED REPORT

DESCRIPTORS: (•GROUP DYNAMICS, GUNNERY),
(•GUNNERY, NAVAL PERSONNEL), ERRORS, STATISTICAL
ANALYSIS, LEARNING, TRAINING,
PERFORMANCE(HUMAN), HUMAN ENGINEERING (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, PREDICTION 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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-646 392 5/10
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE
LEVEL, TASK CHOICE AND ATTITUDES. (U)

DESCRIPTIVE NOTE: FINAL REPT., 1 DEC 65-31 JAN 67,
JAN 67 100P LOCKE, EDWIN A. ; BRYAN,
JUDITH F. ;
REPT. NO. AIR-E-51-1/67-FR
CONTRACT: NONR-4792(00)

UNCLASSIFIED REPORT

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

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-646 771 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION
TRAINING. (U)

DESCRIPTIVE NDTE: TECHNICAL REPT.,
DEC 66 42P SHOWEL, MORRIS ; TAYLOR, ELAINE
; HOOD, PAUL D. ;
REPT. NO. HUMRRO-TR-66-21
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A71201

UNCLASSIFIED REPORT

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

A METHOD OF PRESENTING ROUGHLY 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 PROGRAMED 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. /ZHK20

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. ;
CONTRACT: DA-49-193-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
AIMS 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 ADJUSTIVE INTERPERSONAL RELATIONS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-649 513 5/10
ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA

HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND
STRESS. REPORT ON UNIT EFFECTIVENESS. (U)

DESCRIPTIVE NOTE: REPT., FOR APR-JUL 66,
FEB 67 17P POSSENTI, RICHARD G. ;
REPT. NO. AAL-TR-66-11
PROJ: 8237
TASK: 01005

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH BASSET
ARMY HOSP., FORT WAINWRIGHT, ALASKA.

DESCRIPTORS: (*GROUP DYNAMICS, EFFECTIVENESS),
(*PERFORMANCE(HUMAN), GROUP DYNAMICS),
LEADERSHIP, BEHAVIOR, PERSONALITY, ATTITUDES,
COLD WEATHER TESTS, STRESS(PSYCHOLOGY),
PSYCHOMETRICS, ENVIRONMENTAL TESTS, ARMY
PERSONNEL, ALASKA (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
(VARIABLES) 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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-650 364 5/9

NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

PREDICTING SUCCESS IN NAVAL FLIGHT OFFICER TRAINING,

(U)

FEB 67 15P PETERSON, FLOYD E. ; BOOTH,
RICHARD F. ; LANE, NORMAN E. ; AMBLER, ROSALIE
K. ;

REPT. NO. NAMI-996

MONITOR: NAVMED

MF-022.01.02.5002-9

UNCLASSIFIED REPORT

DESCRIPTORS: (*AVIATION PERSONNEL, SELECTION);
(*NAVAL AVIATION, TRAINING); OFFICER PERSONNEL;
PREDICTIONS, PERFORMANCE TESTS, DECISION MAKING,
PSYCHOMETRICS

(U)

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)

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-650 712 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE SKILLS OF LEADERSHIP, (U)

APR 67 14P OLMSTEAD, JOSEPH A. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER-15-67
CONTRACT: DA-44-188-ARO-2

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN MILITARY REVIEW V47
N3 P62-70 MAR 1967.

DESCRIPTORS: (LEADERSHIP, EFFECTIVENESS),
ORGANIZATIONS, SUPERVISORY PERSONNEL, MILITARY
PERSONNEL, ATTITUDES, MOTIVATION,
PERFORMANCE (HUMAN), BEHAVIOR, DECISION MAKING,
REASONING (U)

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. (AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-651 778 5/9 5/10
ARMY AIR FORCES WASHINGTON D C AVIATION PSYCHOLOGY
PROGRAM

THE CLASSIFICATION PROGRAM. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
47 407P DUBOIS, PHILIP H. ;
REPT. NO. 2

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-651 779.

DESCRIPTORS: (•AVIATION PERSONNEL, SELECTION),
(•PSYCHOMETRICS, AVIATION PERSONNEL), AVIATION
MEDICINE, CLASSIFICATION, AIR FORCE TRAINING,
TEST CONSTRUCTION (PSYCHOLOGY), MEDICAL
EXAMINATION, PSYCHOMOTOR TESTS, RE' ABILITY,
PILOTS, NAVIGATOR-BOMBARDIERS, STATISTICAL
ANALYSIS, APTITUDE TESTS (U)

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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-653 783 5/9
ARMY ENLISTED EVALUATION CENTER INDIANAPOLIS IND

VALIDATION OF THE COMMANDER'S EVALUATION REPORT AND
THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN
MOS CODE 141.6 (17840), (U)

JUN 67 24P KRAFT, JOHN D. ;
REPT. NO. TECHNICAL RESEARCH STUDY-66

UNCLASSIFIED REPORT

DESCRIPTORS: (•PSYCHOMETRICS, •ARMY PERSONNEL),
MILITARY PSYCHOLOGY, PERFORMANCE TESTS,
STATISTICAL ANALYSIS, PERFORMANCE(HUMAN) (U)
IDENTIFIERS: EVALUATION (U)

THE PRESENT VALIDATION REPORT FURNISHED PERTINENT VALIDITY DATA FOR THE COMMANDER'S EVALUATION REPORT (CER) AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN, 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 COMPARED 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), .52; 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. (U)

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UNCLASSIFIED

/ZHK20

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-654 512 5/10 5/5
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

STUDIES OF COMPONENT-TOTAL TASK RELATIONS: ORDER OF
COMPONENT-TOTAL TASK PRACTICE AND TOTAL TASK
PREDICTABILITY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAR 67 51P FREEDLE, ROY OMER ; ZAVALA,
ALBERT ; FLEISHMAN, EDWIN A. ;
REPT. NO. AIR-E-29-3/67-TR-1
CONTRACT: DA-49-193-MD-2632

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERFORMANCE(HUMAN), FACTOR
ANALYSIS), LEARNING, PSYCHOMOTOR TESTS,
BEHAVIOR, PREDICTIONS, EFFICIENCY, ANALYSIS OF
VARIANCE, HUMAN ENGINEERING (U)

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 32.5%
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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-656 303 5/9
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

RELATIONSHIP OF AFOQT SCORES TO MEASURES OF SUCCESS
IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING, (U)

OCT 66 35P MILLER, ROBERT E. ;
REPT. NO. PRL-TR-66-14
PROJ: AF-7719
TASK: 771906

UNCLASSIFIED REPORT

DESCRIPTORS: (AVIATION PERSONNEL, SELECTION),
PILOTS, NAVIGATORS, TRAINING, PERFORMANCE TESTS (U)

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 2,122 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) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-656 971 5/9 5/5 1/2
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

HUMAN FACTORS IN AVIATION: SOME RECURRENT PROBLEMS
AND NEW APPROACHES, (U)

JUN 67 23P PROPHET, WALLACE W. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER-30-67
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712-01

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE ALABAMA
PSYCHOLOGICAL ASSOCIATION ANNUAL MEETING, MOBILE,
MAY 1967.

DESCRIPTORS: (*AVIATION PERSONNEL,
PERFORMANCE(HUMAN)), (*TRAINING,
AERONAUTICS), FLIGHT SIMULATORS, PREDICTIONS,
SIMULATION, PERFORMANCE TESTS, PILOTS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-659 286 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER
DEMOLITION TEAM SCHOOL PERFORMANCE. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
APR 67 24P GITHENS, WILLIAM H. ; NEUMANN,
IDELL ; ABRAHAMS, NORMAN M. ;
REPT. NO. NPRA-SRR-67-15
PROJ: PFO16050304

UNCLASSIFIED REPORT

DESCRIPTORS: (•UNDERWATER DEMOLITION TEAMS,
TRAINING), (•NAVAL PERSONNEL, SELECTION),
(•NAVAL TRAINING, PERFORMANCE(HUMAN)),
PREDICTIONS, ATTRITION, RECRUITING, SOURCES,
CORRELATION TECHNIQUES, OFFICER PERSONNEL,
PSYCHOMETRICS (U)

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. 38. 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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-659 370 519
ARMY ENLISTED EVALUATION CENTER INDIANAPOLIS IND

PRELIMINARY VALIDITY REPORT OF THE MOS EVALUATION
TEST FOR TRACK VEHICLE MECHANIC, MOS CODE 63C20, (U)

AUG 67 35P YELLEN, TED M. I. ;
REPT. NO. TECHNICAL RESEARCH STUDY-92

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERFORMANCE TESTS, ARMY PERSONNEL),
(•PSYCHOMOTOR TESTS, ARMY PERSONNEL), MILITARY
PSYCHOLOGY, PERFORMANCE (HUMAN), EFFECTIVENESS,
TRACKED VEHICLES, MAINTENANCE PERSONNEL (U)

THE PRESENT PRELIMINARY REPORT FURNISHED PERTINENT
VALIDITY DATA FOR THE MOS EVALUATION TEST FOR
TRACK VEHICLE MECHANIC, MOS CODE 63C20,
WHICH WAS ADMINISTERED IN THE NOVEMBER 1966
EVALUATION PERIOD. STATISTICAL BASES WERE PROVIDED
TO ALLOW CONTROL, IN TEST REVISION, OVER THE
EVALUATION TEST CHARACTERISTICS OF MEAN, STANDARD
DEVIATION, RELIABILITY, AND VALIDITY. THE
EVALUATION TEST CHARACTERISTIC OF VALIDITY WAS GIVEN
SPECIAL ATTENTION. INCREASING THE VALIDITY OF AN
EVALUATION TEST WAS CONSIDERED AT BOTH THE ITEM AND
THE TEST OUTLINE LEVELS. THE STATISTICAL RATIONALE
AND DATA NECESSARY FOR THIS PURPOSE WERE PROVIDED FOR
THE USE OF RESEARCH PSYCHOLOGISTS IN THE TEST
DEVELOPMENT BRANCH OF THE US ARMY ENLISTED
EVALUATION CENTER. THE USERS OF THE
INFORMATION AND DATA IN THE PRESENT REPORT SHOULD:
(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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-661 276 5/10 5/9
WASHINGTON UNIV ST LOUIS MO DEPT OF PSYCHOLOGY

A LEARNING TEST APPROACH TO PREDICTING CLASSROOM
PERFORMANCE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 67 48P WARDROP, JAMES L. ;
REPT. NO. TR-13
CONTRACT: NONR-816(14)

UNCLASSIFIED REPORT

DESCRIPTORS: (•LEARNING, PSYCHOMETRICS),
PERFORMANCE (HUMAN), PROGRAMMED INSTRUCTION,
INTELLIGENCE TESTS, ACHIEVEMENT TESTS, APTITUDE
TESTS, EDUCATION, PREDICTIONS, VERBAL BEHAVIOR (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-661 613 519
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

EVALUATION OF THREE EXPERIMENTAL SYSTEMS FOR
NONCOMMISSIONED OFFICER TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 67 -62P HOOD, PAUL D. ;SHOWEL,
MORRIS ;STEWART, EDWARD C. ;
REPT. NO. HUMRRO-TR-67-12
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712-01

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY TRAINING, LEADERSHIP),
ARMY TRAINING, ARMY PERSONNEL, ATTITUDES,
MORALE, MOTIVATION, PERFORMANCE (HUMAN) (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-662 092 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD

THE INTERACTION OF PERSONALITY AND INTELLIGENCE IN
TASK PERFORMANCE, (U)

65 14P KIPNIS, DAVID ; WAGNER, CARL ;
PROJ: NAVMED-MF-022.01-03-1002
TASK: MFO22.01.03-1002-7

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN EDUCATIONAL AND
PSYCHOLOGICAL MEASUREMENT V25 N3 P731-44 1965.

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-663 528 5/9
NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A
DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE
SCHOOL. (U)

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

UNCLASSIFIED REPORT

DESCRIPTORS: (•SUBMARINE PERSONNEL, SELECTION),
(•OFFICER PERSONNEL, SELECTION), CORRELATION
TECHNIQUES, PERFORMANCE (HUMAN), APTITUDE TESTS,
MATHEMATICAL PREDICTION, LEARNING, NAVAL
TRAINING (U)

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 INTERGRAMS 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-668 823 5/9 5/10 15/3
BUCKNELL UNIV LEWISBURG PA

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

DESCRIPTIVE NOTE: TECHNICAL REPT.,
APR 68 17P TEEVAN, RICHARD C. ; DAPRA,
RICHARD A. ;
REPT. NO. TR-26
CONTRACT: NONR-3591(01)
PROJ: NR-171-803

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMED FORCES RESERVES, MILITARY
TRAINING), MOTIVATION, LEADERSHIP, PUBLIC
RELATIONS, ACHIEVEMENT TESTS, ANXIETY,
PERFORMANCE (HUMAN), QUESTIONNAIRES, PROBLEM
SOLVING (U)

IDENTIFIERS: ROTC CADETS, TAT (THEMATIC
APPERCEPTION TEST), THEMATIC APPERCEPTION
TESTS (U)

FORTY-THREE BUCKNELL UNIVERSITY SENIOR MALES
WHO WERE ENROLLED IN THE ARMY ROTC PROGRAM WERE
UTILIZED AS SS. A MODIFIED FORM OF THE
THEMATIC APPERCEPTION TEST (TAT) WAS
ADMINISTERED AND SCORED FOR FEAR OF FAILURE
MOTIVATION (FF) BY MEANS OF THE HOSTILE PRESS
(HP) SYSTEM (BIRNEY ET AL., 1968). THE
LEADERSHIP OPINION QUESTIONNAIRE (FLEISHMAN,
1960) WAS ADMINISTERED, AND THE SS' LEADERSHIP
EVALUATIONS FROM ROTC CADET SUMMER CAMP WERE
UTILIZED AS INDICES OF VARIOUS LEADERSHIP TRAITS.
THE RELATIONSHIPS BETWEEN FF AND THE LEADERSHIP
MEASURES WERE ANALYZED BY MEANS OF THE PEARSON
PRODUCT MOMENT CORRELATION STATISTIC. SIGNIFICANT
NEGATIVE CORRELATIONS WERE FOUND BETWEEN FF AS
MEASURED BY THE HP SYSTEM AND THE VARIABLES,
INITIATIVE AND STRUCTURE. FF INDIVIDUALS
TENDED NOT TO STRUCTURE THEIR OWN ROLES NOR THE ROLES
OF THEIR SUBORDINATES TOWARD GOAL ATTAINMENT.
ALSO, THEY DID NOT SHOW THE ABILITY TO TAKE
NECESSARY AND APPROPRIATE ACTIONS ON THEIR OWN DURING
SUMMER TRAINING. THESE FINDINGS WERE DISCUSSED IN
TERMS OF THE FF INDIVIDUAL'S CONCERN OVER THE
OPINION OF OTHERS AND HIS NEED TO SUBMIT TO GAIN
APPROVAL. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-671 792 6/14 5/9 5/10
NAVAL SUBMARINE MEDICAL CENTER GROTON CONN SUBMARINE
MEDICAL RESEARCH LAB

PERSONNEL SELECTION IN THE NAVY; PROCEEDINGS OF A
NAVY-WIDE WORKSHOP, APRIL 67.

(U)

FEB 68 130P WEYBREW, BENJAMIN B. ;
REPT. NO. SMRL-511
PROJ: MRO22.01.02-9004-01

UNCLASSIFIED REPORT

DESCRIPTORS: (•NAVAL PERSONNEL, SELECTION),
(•PSYCHOMETRICS, NAVAL PERSONNEL), APTITUDE
TESTS, PERSONALITY TESTS, MEDICAL EXAMINATION;
SUBMARINE PERSONNEL, MOTIVATION,
ADJUSTMENT (PSYCHOLOGY), GROUP DYNAMICS,
CONFINEMENT (PSYCHOLOGY), PERFORMANCE (HUMAN),
MILITARY PSYCHOLOGY, NAVAL TRAINING, AVIATION
PERSONNEL, DATA PROCESSING SYSTEMS, SYMPOSIA
IDENTIFIERS: AQUANAUTS

(U)

(U)

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 ON-GOING
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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-672 174 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE EFFECTS OF GROUP COMPETITION UPON STUDENT
PERFORMANCE, (U)

JUN 68 49P KUBALA, ALBERT L. ;
CHRISTENSEN, HAROLD E. ;
REPT. NO. HUMRRO-TR-68-7
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712
TASK: 2J024701A712-01

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE (HUMAN)), (MOTIVATION,
TRAINING), MILITARY TRAINING, ATTRITION,
STUDENTS, MILITARY PERSONNEL, ATTITUDES
IDENTIFIERS: COMPETITION (U)
(U)

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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-676 286 5/10 5/9
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. ;
CONTRACT: AF-AFOSR-507-67
PROJ: AF-9778
TASK: 977802
MONITOR: AFOSR 68-1894

UNCLASSIFIED REPORT

DESCRIPTORS: (•STUDENTS, ATTITUDES), (•MILITARY
ORGANIZATIONS, UNIVERSITIES), RECRUITING,
ENVIRONMENT, STATISTICAL DISTRIBUTIONS, MANPOWER
STUDIES, DECISION MAKING, BACKGROUND, ATTRITION,
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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-676 667 5/10 5/9
NEW MEXICO UNIV ALBUQUERQUE

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-679 918 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

TANK CREW EFFECTIVENESS IN RELATION TO THE
SUPERVISORY BEHAVIOR OF THE TANK COMMANDER. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 68 70P SCHWARTZ, SHEPARD ;
REPT. NO. HUMRRO-TR-68-12
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

DESCRIPTORS: (•TANKS (COMBAT VEHICLES),
SUPERVISORY PERSONNEL), (•MILITARY PERSONNEL,
•GROUP DYNAMICS), BEHAVIOR, PERFORMANCE TESTS,
PERFORMANCE (HUMAN), OPERATIONAL READINESS,
MAINTENANCE, SOCIAL COMMUNICATION (U)
IDENTIFIERS: •TANK CREWS, TANK COMMANDERS (U)

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 (TC'S)
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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-679 988 5/10 5/9
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE
ACADEMY CADETS, CLASS OF 1968, (U)

JUL 68 22P MILLER, ROBERT E. ;
PROJ: AF-7717
TASK: 771706
MONITOR: AFHRL TR-68-103

UNCLASSIFIED REPORT

DESCRIPTORS: (•AIR FORCE TRAINING, PERFORMANCE
TESTS), (•OFFICER PERSONNEL, SELECTION),
PREDICTIONS, PERFORMANCE(HUMAN), CORRELATION
TECHNIQUES, EFFECTIVENESS, STATISTICAL PROCESSES,
REGRESSION ANALYSIS, ACCURACY (U)
IDENTIFIERS: AIR FORCE ACADEMY CADETS,
CRITERIA (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-682 349 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN SMALL MILITARY UNITS,

(U)

DEC 68 29P JACOBS, T. O. ;
REPT. NO. HUMMRO-PROFESSIONAL PAPER-42-68
CONTRACT: OA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE INTERNATIONAL
CONGRESS ON APPLIED MILITARY PSYCHOLOGY (4TH),
THE HAGUE (NETHERLANDS), SEP 67.

DESCRIPTORS: (*OFFICER PERSONNEL, MILITARY-
TRAINING), (*LEADERSHIP, PROGRAMMED
INSTRUCTION), MILITARY PSYCHOLOGY, BEHAVIOR,
QUESTIONNAIRES, INTERACTIONS, ANALYSIS OF
VARIANCE, MOTIVATION, PERSONALITY
IDENTIFIERS: *SMALL MILITARY UNITS

(U)

(U)

THE DEVELOPMENT OF A 16-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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-682 498 5/10 17/2 5/5
APPLIED PSYCHOLOGICAL SERVICES INC WAYNE PA SCIENCE
CENTER

INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH
COMMUNICATIONS TRAINING. (U)

DESCRIPTIVE NOTE: FINAL REPT. FEB 66-MAY 68,
OCT 68 204P SIEGEL, ARTHUR I. FEDERMAN,
PHILIP J. ;
CONTRACT: N61339-66-C-0045
MONITOR: NAVTRADEVCEM 66-C-0045-1

UNCLASSIFIED REPORT

DESCRIPTORS: (•ANTISUBMARINE AIRCRAFT, FLIGHT
SIMULATORS), (•VOICE COMMUNICATION SYSTEMS,
PERFORMANCE(HUMAN)), HELICOPTERS, TRAINING
DEVICES, NAVAL TRAINING, ANTISUBMARINE WARFARE,
PILOTS, SONAR PERSONNEL, LEARNING CURVES,
ANALYSIS OF VARIANCE, MISS DISTANCE, FLIGHT CREWS,
QUESTIONNAIRES, GROUP DYNAMICS, PROJECTIVE
TECHNIQUES, TEACHING METHODS (U)
IDENTIFIERS: EVALUATION (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-682 724 5/10
ARMY BEHAVIORAL SCIENCE RESEARCH LAB WASHINGTON D C

FACTOR ANALYSIS OF A SITUATIONAL LEADERSHIP
MEASURE-THE SPEEDED PRACTICAL JUDGMENT TEST. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
SEP 68 18P HELME, WILLIAM H. ;
REPT. NO. BESRL-TRN-202
PROJ: DA-2-J-062106-A-722

UNCLASSIFIED REPORT

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

IN A COMPREHENSIVE LONGITUDINAL STUDY,
APPROXIMATELY 6,500 OFFICERS ENTERING ON ACTIVE DUTY
IN 1958-59 WERE ADMINISTERED EXPERIMENTAL TESTS OF
THE DIFFERENTIAL OFFICER LEADERSHIP BATTERY (DOL)
AND A NEW GROUP OF 4,000 WERE GIVEN THE DIFFERENTIAL
OFFICER BATTERY (DOB) IN 1962-63. RATINGS BY
SUPERIORS AND PEERS ON JOB PERFORMANCE AND POTENTIAL
WERE OBTAINED AFTER ONE YEAR OF ACTIVE DUTY. IN
1963 AND 1964, 900 OFFICERS OF THE 1962-63 SAMPLE
WERE EVALUATED ON PERFORMANCE OF 15 TASKS IN A
SIMULATED COMBAT SITUATION STAGED AT THE OFFICER
EVALUATION CENTER (OEC). FINALLY, IN 1967 AND
EARLY 1968, RATINGS OF PERFORMANCE IN COMBAT
(VIETNAM) AND IN COMBAT-READY SITUATIONS
(EUROPE, KOREA, CONUS) WERE OBTAINED. THE
PURPOSE OF THE STUDY WAS TO VALIDATE THE EXPERIMENTAL
MEASURES FOR DIFFERENTIAL PREDICTION OF PERFORMANCE
IN COMBAT, TECHNICAL, AND ADMINISTRATIVE DUTIES AND
TO DETERMINE EQUIVALENCE OF THE CRITERIA.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-684 091 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

GROUP PERFORMANCE UNDER EXPERIENCED AND
INEXPERIENCED LEADERS: A VALIDATION EXPERIMENT. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
DEC 68 19P FIEDLER, FRED E.; CHEMERS,
MARTIN M.;
REPT. NO. TR-69
CONTRACT: NONR-1834(36), ARPA ORDER-454
PROJ: NR-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, PERFORMANCE(HUMAN)),
MILITARY TRAINING, PERSONNEL MANAGEMENT, OFFICER
PERSONNEL, GROUP DYNAMICS, EFFECTIVENESS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-685 180 5/10 12/1
SHUFORD-MASSENGILL CORP LEXINGTON MASS

SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE,

(U)

FEB 69 17P SHUFORD, EMIR H. , JR;
REPT. NO. SMC-R-15
CONTRACT: F44620-69-C-0068, ARPA ORDER-833
PROJ: AF-920F, AF-9719
MONITOR: AFOSR 69-0406TR

UNCLASSIFIED REPORT

DESCRIPTORS: (•TEST CONSTRUCTION (PSYCHOLOGY), THEORY), (•PERFORMANCE (HUMAN),

MEASUREMENT), AIR FORCE TRAINING, PERFORMANCE TESTS, CURVE FITTING, STATISTICAL ANALYSIS

(U)

IDENTIFIERS: •CONFIDENCE TESTING, MULTIPLE CHOICE TESTS, WEIGHTING (STATISTICS)

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-686 288 5/10
ARMY BEHAVIORAL SCIENCE RESEARCH LAB ARLINGTON VA

FACTORIALLY DERIVED INFORMATION MEASURES FOR
DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE. (U)

DEC 68 25P HELME, WILLIAM H. ;
REPT. NO. BESRL-TRN-203
PROJ: DA-2-J-062106-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, *PERFORMANCE
TESTS), LEADERSHIP, PERFORMANCE(HUMAN),
EFFECTIVENESS, TEST CONSTRUCTION(PSYCHOLOGY),
ANALYSIS OF VARIANCE, CORRELATION TECHNIQUES,
SIMULATION, FACTOR ANALYSIS, ARMY PERSONNEL,
ARMY RESEARCH (U)

THE REPORT DESCRIBES RESEARCH COMPLETED IN THE
INITIAL PHASE OF A COMPREHENSIVE LONGITUDINAL PROGRAM
TO PREDICT OFFICER PERFORMANCE IN COMBAT, TECHNICAL,
AND ADMINISTRATIVE DUTIES BY PSYCHOLOGICAL MEASURES
OBTAINED AT ENTRY ON ACTIVE DUTY. ANALYSIS BEING
COMPLETED IS CONCERNED CHIEFLY WITH MEANS OF SCORING
THE PREDICTOR INSTRUMENTS. THE PRESENT PUBLICATION
DETAILS THE ANALYSIS OF OFFICER RESPONSES AND
FORMULATION OF SCORING SCALES FOR THE INFORMATION
TESTS OF THE DIFFERENTIAL OFFICER BATTERY
(DOB). FOR THE INFORMATION CONTENT OF THE TEST
BATTERY, A DOUBLE ANALYSIS WAS PERFORMED AND THE
RESULTS SYNTHESIZED. BASING SCORES ON THE DOUBLE
ANALYSIS SHOULD REDUCE THE EFFECT OF CHANCE IN
EVALUATING THE PREDICTIVE EFFECTIVENESS OF THE
SCORES. (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-686 621 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

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

MAR 69 52P
REPT. NO. HUMRRO PROFESSIONAL PAPER-8-69
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

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 (U)
IDENTIFIERS: RIFLE SQUADS (U)

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) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AO-686 741 5/9 16/4.2
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

ACQUISITION, RETENTION, AND RETRAINING: GROUP
STUDIES ON USING LOW FIDELITY TRAINING DEVICES. (U)

MAR 69 40P GRIMSLEY, DOUGLAS L. ;
REPT. NO. HUMRRO-TR-69-4
CONTRACT: OAHCI9-69-C-0018
PROJ: OA-2-J-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (•ARMY TRAINING, TRAINING DEVICES),
(•GUIDED MISSILE SIMULATORS, EFFECTIVENESS),
PERFORMANCE TESTS, LEARNING, RETENTION,
RETRAINING, GROUP DYNAMICS, CONTROL PANELS,
TEACHING METHODS, CORRELATION TECHNIQUES, TEST
METHODS, GUIDED MISSILES (SURFACE-TO-AIR) (U)
IDENTIFIERS: •LOW FIDELITY TRAINING DEVICES,
COMPARISON, NIKE-HERCULES (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

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

COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANCON:
HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN
MILITARY ORGANIZATIONS. (U)

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 (U)
IDENTIFIERS: LEADERSHIP SIMULATION DEVICES (U)

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. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-699 323 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADER PREPARATION PROGRAM IMPLEMENTATION PACKAGE.
OVERVIEW OF LEADERSHIP PROGRAM DEVELOPMENT UNDER
TASK NCO. TAB F-LEADER SELECTION AND ASSESSMENT
MATERIALS. (U)

MAY 69 22P
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: IMPLEMENTATION FOR REPT. NO.
HUMRRO-TR-67-2, AO-649 256. SEE ALSO TAB A, AD-
699 318.

DESCRIPTORS: (ARMY PERSONNEL, ARMY TRAINING),
(LEADERSHIP, REPORTS), APTITUDE TESTS,
DOCUMENTATION, PERSONNEL MANAGEMENT, STATISTICAL
PROCESSES, PERSONNEL MANAGEMENT, HANDBOOKS (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS, LESSON
PLANS, RATING SCALES, TRAINING PROGRAM GRADUATES,
EVALUATION (U)

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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-699 490 15/3
HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA

COLLECTED PAPERS PREPARED UNDER WORK UNIT AAA:
FACTORS AFFECTING EFFICIENCY AND MORALE IN
ANTIAIRCRAFT ARTILLERY BATTERIES, (U)

NOV 69 43P PALMER, FRANCIS H. ; MYERS,
THOMAS I. ; METZGER, PAUL ; GOLD, BERTRAM ;
REPT. NO. HUMRRO PROFESSIONAL PAPER 33-69
CONTRACT: DAHC19-70-C-0012
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (•ANTIAIRCRAFT DEFENSE SYSTEMS,
EFFECTIVENESS), (•ARTILLERY,
PERFORMANCE (HUMAN)), PERFORMANCE TESTS,
MILITARY TRAINING, MAINTENANCE, RADAR TRACKING,
FIRING TESTS (ORDNANCE), SIMULATION, MILITARY
PERSONNEL, MORALE, GROUP DYNAMICS, SOCIOMETRICS,
LEADERSHIP, HUMAN ENGINEERING (U)
IDENTIFIERS: ANTIAIRCRAFT ARTILLERY BATTERIES (U)

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 OBVIOUS HUMAN FACTORS THAT CONTRIBUTE MOST
HEAVILY TO GROUP PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-700 917 519
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF.

THE MILITARY EFFECTIVENESS OF NAVY AIRMEN
ENLISTEES.

(U)

JUL 69 23P PLAG, JOHN A. ;GOFFMAN,
JERRY M. ;MURPHY, LESTER E. ;BOWEN, GEORGE R.

REPT. NO. NMNRU-69-25
PROJ: MF12.524.002
TASK: MF12.524.002-9002

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL,
PERFORMANCE(HUMAN)), (*PERFORMANCE(HUMAN),
MATHEMATICAL PREDICTION), GROUP DYNAMICS,
ORGANIZATIONS, EFFECTIVENESS, REVIEWS,
STATISTICAL ANALYSIS, NAVAL AVIATION

(U)

IDENTIFIERS: ENLISTED PERSONNEL, REENLISTMENT,
*MILITARY EFFECTIVENESS, AIRMEN, SAILORS

(U)

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)

(U)

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UNCLASSIFIED

/ZHK20

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-703 728 5/9 5/10
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX PERSONNEL
RESEARCH DIV

CAREER INDICATIONS AMONG JUNIOR OFFICERS, (U)

SEP 69 21P SHENK, FAYE ;
PROJ: AF-7719
TASK: 771907
MONITOR: AFHRL TR-69-33

UNCLASSIFIED REPORT

DESCRIPTORS: (OFFICER PERSONNEL, ATTITUDES),
(AIR FORCE RESEARCH, PERSONNEL MANAGEMENT),
DECISION MAKING, MATHEMATICAL PREDICTION,
REACTION (PSYCHOLOGY), JOB ANALYSIS, REVIEWS,
CORRELATION TECHNIQUES, SUPERVISION (U)
IDENTIFIERS: AIR FORCE CAREERS, EVALUATION, (U)
JOB SATISFACTION (U)

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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY 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, V41 N1
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 (U)
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 DICHOTOMOUS CRITERION OF PASS VS.
FAIL WAS USED TO DEVELOP PREDICTION EQUATIONS. THE
EQUATIONS HAVE BEEN INCORPORATED INTO A SYSTEM THAT
PERMITS IMMEDIATE FEED-BACK 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)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-710 023 5/10 5/9
EDUCATIONAL TESTING SERVICE PRINCETON N J

THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL
OFFICER SELECTION.

(U)

DESCRIPTIVE NOTE: FINAL REPT. 1 DEC 49-29 FEB 52,
MAR 52 5P RICCIUTI, HENRY N. ; FRENCH ;
JOHN W. ;

CONTRACT: N90NR-982(01)

PROJ: NR-151-030.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-710 018.

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

(U)

IDENTIFIERS: •NAVAL ACADEMY

(U)

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.
(AUTHOR)

(U)

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-710 579 5/10
HUMAN FACTORS RESEARCH INC LOS ANGELES CALIF

FACTORS INFLUENCING THE JUDGMENT OF HUMAN
PERFORMANCE. THE PREDICTABILITY OF RATINGS AS A
FUNCTION OF INTERRATER AGREEMENT: A
REPLICATION. (U)

DESCRIPTIVE NOTE: TECHNICAL MEMO.,
APR 63 11P BUCKNER, DONALD N. ;
HARABEDIAN, ALBERT ;
REPT. NO. TM-1
CONTRACT: NONR-1241(00)
PROJ: NR-153-165

UNCLASSIFIED REPORT

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

IDENTIFIERS: JUDGMENT, •APPRAISER AGREEMENT,
PEER RATINGS (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-710 926 5/10
NORTHWESTERN UNIV EVANSTON ILL

SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG
NAVAL RECRUITS, (U)

SI 23P FRENCH, ROBERT L. ;
CONTRACT: N60R1-158
PROJ: NR-151-126

UNCLASSIFIED REPORT

DESCRIPTORS: (+NAVAL PERSONNEL,
+ADJUSTMENT(PSYCHOLOGY)), (+SOCIOMETRICS,
NAVAL PERSONNEL), PERSONALITY, CLASSIFICATION,
PREDICTIONS, GROUP DYNAMICS, SOCIOMETRICS,
BEHAVIOR, FACTOR ANALYSIS, CORRELATION TECHNIQUES,
REVIEWS, PERSONNEL MANAGEMENT (U)

IDENTIFIERS: ENLISTED PERSONNEL, DISCIPLINARY
OFFENSES (U)

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 DAY 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-712 420 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

THE RELATIVE IMPORTANCE OF SELECTED BEHAVIORAL
CHARACTERISTICS OF GROUP MEMBERS IN AN EXTREME
ENVIRONMENT, (U)

APR 70 10P DOLL, RICHARD E. ; GUNDERSON,
E. K. ERIC ;
REPT. NO. NMNRU-69-31
PROJ: MF12.524.001

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN THE JNL. OF PSYCHOLOGY,
V75 P231-237 1970.

DESCRIPTORS: (*BEHAVIOR, *CONFINED ENVIRONMENTS),
STRESS (PSYCHOLOGY), LEADERSHIP, COMPATIBILITY,
SOCIAL PSYCHOLOGY, EMOTIONS, STABILITY, NAVAL
PERSONNEL, CIVILIAN PERSONNEL, QUESTIONNAIRES,
ANTARCTIC REGIONS, PERFORMANCE (HUMAN) (U)
IDENTIFIERS: EVALUATION, ENLISTED PERSONNEL (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-713 376 5/9
ARMY COMMAND AND GENERAL STAFF COLL FORT LEAVENWORTH
KANS

AN ANALYSIS OF THE GEOGRAPHIC AND SOCIO-ECONOMIC
ORIGINS OF THE 1969-70 CLASS OF THE COMMAND AND
GENERAL STAFF COLLEGE,

(U)

70 83P LITTLE, M. L. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, BACKGROUND),
(OFFICER PERSONNEL, PREDICTIONS),
QUESTIONNAIRES, REVIEWS, STATISTICAL PROCESSES,
FACTOR ANALYSIS, SELECTION, MOTIVATION,
SOCIOMETRICS, ECONOMICS, RELIGION, POLITICAL
SCIENCE, CORRELATION TECHNIQUES, ACCURACY
IDENTIFIERS: GEOGRAPHIC ORIGINS, SOCIOECONOMIC
STATUS, FAMILY RELATIONS

(U)

(U)

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
COMPARED 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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-713 608 5/9
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX PERSONNEL
RESEARCH DIV

THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS, (U)

JUL 70 17P COYLE, HAROLD S. , JR. ;
GORMAN, CHARLES D. ;
PROJ: AF-7719
TASK: 771904
MONITOR: AFHRL TR-70-23

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERSONNEL MANAGEMENT, REPORTS);
(•OFFICER PERSONNEL, EFFECTIVENESS),
(•PERFORMANCE(HUMAN), REPORTS), TEST
METHODS, RELIABILITY, REVIEWS, STATISTICAL
PROCESSES, PATTERN RECOGNITION, CORRELATION
TECHNIQUES, ERRORS (U)
IDENTIFIERS: •OFFICER EFFECTIVENESS REPORTS;
PROMOTIONS, JUDGES, WORD PICTURES (U)

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.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-714 534 5/10
HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA VA

INTELLIGENCE PROFILE IN THE PREDICTION OF
PSYCHOMOTOR SKILLS, PERSEVERANCE, AND
LEADERSHIP,

(U)

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

UNCLASSIFIED REPORT

AVAILABILITY: PUB. IN AMERICAN PSYCHOLOGICAL
ASSN. EXPERIMENTAL PUBLICATION SYSTEM, 6, 196C P1-
8 JUN 70.

SUPPLEMENTARY NOTE: SPONSORED BY DEPARTMENT OF THE
ARMY, WASHINGTON, D. C.

DESCRIPTORS: (*PSYCHOMETRICS, PERSONALITY),
(*PERFORMANCE (HUMAN), MATHEMATICAL
PREDICTION), PERFORMANCE TESTS, PSYCHOMOTOR TESTS,
MOTIVATION, LEADERSHIP, REGRESSION ANALYSIS,
CORRELATION TECHNIQUES

(U)

IDENTIFIERS: PEER RATINGS, INTELLECT PROFILES,
PERSEVERANCE, *HUMAN POTENTIAL

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-715 436 5/10
MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF
ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS

TASK PERFORMANCE AS A FUNCTION OF PERCEIVED
EFFORT-PERFORMANCE AND PERFORMANCE-REWARD
CONTINGENCIES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.;
SEP 70 98P ARVEY, RICHARD D.; DUNNETTE,
MARVIN D.;
REPT. NO. TR-4003
CONTRACT: N00014-68-A-0140-0003
PROJ: NR-152-293

UNCLASSIFIED REPORT

DESCRIPTORS: (•PERFORMANCE(HUMAN); APTITUDE
TESTS), (•MOTIVATION, INTERACTIONS),
MATHEMATICAL MODELS, STATISTICAL PROCESSES,
ATTITUDES, THEORY, PERCEPTION(PSYCHOLOGY),
PERFORMANCE TESTS (U)
IDENTIFIERS: GOAL SETTING; REWARD(PSYCHOLOGY);
EXPECTATION (U)

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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-715 641 5/9

HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA VA

PERFORMANCE IN FIVE ARMY JOBS BY MEN AT
DIFFERENT APTITUDE (AFQT) LEVELS: I.
PURPOSE AND DESIGN OF STUDY.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
NOV 70 44P VINEBERG, ROBERT ; TAYLOR,
ELAINE N. ; TAYLOR, JOHN S. ;
REPT. NO. HUMRRO-TR-70-18
CONTRACT: DAMC19-70-C-0012
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL; EFFECTIVENESS);
(*MANPOWER STUDIES, PERFORMANCE(HUMAN)); JOB
ANALYSIS, CLASSIFICATION, APTITUDE TESTS,
BACKGROUND, EDUCATION, QUESTIONNAIRES,
CORRELATION TECHNIQUES, STATISTICAL DISTRIBUTIONS,
REVIEWS

(U)

IDENTIFIERS: SOCIOECONOMIC STATUS, MARGINAL
PERSONNEL, *MILITARY OCCUPATIONAL SPECIALTIES,
ETHNIC GROUPS, RATING SCALES, APTITUDE LEVELS

(U)

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 MOSS (11E, ARMOR CREWMAN;
67C, GENERAL VEHICLE REPAIRMAN; 76Y, UNIT
AND ORGANIZATIONAL SUPPLY SPECIALIST; 91B,
MEDICAL SPECIALIST; 94B, 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)

(U)

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.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,
NOV 70 52P TEICHER, WARREN H. ; KREBS,
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

(U)

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-716 809 5/9 5/10
SOUTHWESTERN COMPUTING SERVICE INC TULSA OKLA

ESTIMATION OF VALIDITY IN THE ABSENCE OF A
CRITERION.

(U)

OCT 70 34P MULLINS, CECIL J. ; USDIN,
EUGENE ;
CONTRACT: F41609-69-C-0041
PROJ: AF-7717
TASK: 771710
MONITOR: AFHRL TR-70-36

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: ERRATA SHEET INSERTED.

DESCRIPTORS: (*PERFORMANCE(HUMAN), MATHEMATICAL
PREDICTION), (*PSYCHOMETRICS, SYNTHESIS),
APPROXIMATION(MATHEMATICS), APTITUDE TESTS,
MILITARY TRAINING, SUBSTITUTES, FACTOR ANALYSIS,
MATHEMATICAL MODELS

(U)

IDENTIFIERS: SYNTHETIC PREDICTION, PREDICTOR
BATTERIES, SYNTHETIC CRITERIA

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-732 381 5/10
AMHERST COLL MASS

A THEORY OF ACHIEVEMENT BEHAVIOR, (U)

71 31P BIRNEY, ROBERT C. ; BURDICK,
HARVEY ; TEEVAN, ROBERT C. ;
CONTRACT: NONR-2309(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 (U)
IDENTIFIERS: SELF EVALUATION, RISK TAKING,
•ACHIEVEMENT BEHAVIOR (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-732 754 5/9
NAVAL PERSONNEL RESEARCH AND DEVELOPMENT LAB WASHINGTON D
C

THE NAVY ADVISOR PROFILE REPORT, (U)

OCT 71 73P YELLEN, TED M. I. ;
MCGANKA, JOHN F. ;
REPT. NO. WRR-72-5
PROJ: PF39.521.001.02.04

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, *VIETNAM),
PERSONALITY TESTS, SELECTION, LEADERSHIP,
MILITARY PUBLICATIONS (U)
IDENTIFIERS: *ADVISORY PERSONNEL, PERSONNEL
SCREENING TESTS (U)

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 (NAVPER 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-732 814 5/10
WASHINGTON UNIV SEATTLE DEPT OF PSYCHOLOGY
SUBJECTIVE JUDGMENTS OF ACCEPTABLE ERROR,

(U)

NOV 68 12P BEACH, LEE ROY ; SOLAK,
FRANCES ;
CONTRACT: AF-AFOSR-1311-67
PROJ: AF-9778
MONITOR: AFOSR 68-2168TR

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN ORGANIZATIONAL BEHAVIOR
AND HUMAN PERFORMANCE, V4 N3 P222-251 AUG 69.

DESCRIPTORS: (*ERRORS, *PERCEPTION (PSYCHOLOGY)),
PREDICTIONS, REASONING, ACCURACY,
PROBABILITY
IDENTIFIERS: JUDGMENT

(U)

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-732 818 5/10 12/1
WASHINGTON UNIV SEATTLE DEPT OF PSYCHOLOGY

SUBJECTIVE PROBABILITY REVISION AND
SUBSEQUENT DECISION, (U)

DEC 68 6P BEACH, LEE ROY ; WISE, JAMES
A. ;
CONTRACT: AF-AFOSR-1211-67
PROJ: AF-9778
MONITOR: AFOSR 69-0048TR

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN JNL. OF EXPERIMENTAL
PSYCHOLOGY, V81 N3 P561-565 1969.

DESCRIPTORS: (*DECISION MAKING, EXPERIMENTAL
DESIGN), (*PROBABILITY, DECISION MAKING),
PREDICTIONS, UNCERTAINTY (U)
IDENTIFIERS: BAYESIAN ANALYSIS, BAYES THEOREM (U)

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 HYPOTHESES. 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) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-733 444 5/10 6/19
TEXAS UNIV AUSTIN SOCIAL PSYCHOLOGY LAB

THE LIFE HISTORY QUESTIONNAIRE:
PREDICTION OF PERFORMANCE IN NAVY DIVER
TRAINING.

(U)

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

UNCLASSIFIED REPORT

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)

(U)

IDENTIFIERS: TEKTITE 2 PROJECT

(U)

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)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-733 451 5/9
NAVAL PERSONNEL AND TRAINING RESEARCH LAB SAN DIEGO
CALIF

INFORMATION FEEDBACK: CONTRIBUTIONS TO
LEARNING AND PERFORMANCE IN PERCEPTUAL
IDENTIFICATION TRAINING. (U)

DESCRIPTIVE NOTE: FINAL TECHNICAL BULLETIN,
DEC 71 19P ABRAMS, ALVIN J. ; COOK,
RICHARD L. ;
REPT. NO. STB-72-5
PROJ: RRO00-01

UNCLASSIFIED REPORT

DESCRIPTORS: (*SONAR PERSONNEL, *NAVAL TRAINING),
(*LEARNING, *AUDITORY PERCEPTION),
PERFORMANCE (HUMAN), FEEDBACK, EFFECTIVENESS (U)
IDENTIFIERS: STIMULUS (PSYCHOPHYSIOLOGY) (U)

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) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-733 830 5/9
CIVIL AEROMEDICAL INST OKLAHOMA CITY OKLA

THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE
AND APTITUDE TEST MEASURES OF ADVANCED-
LEVEL AIR TRAFFIC CONTROL TRAINEES.

(U)

DESCRIPTIVE NOTE: REPT. FOR NOV 68-MAR 70,
JUL 71 37P COBB, BART B. ; LAY, CAROLYN
D. ; BOURDET, NANCY M. ;
PROJ: FAA-AM-C-69-PSY-5, FAA-AM-C-71-PSY-23
MONITOR: FAA-AM 71-36

UNCLASSIFIED REPORT

DESCRIPTORS: (•AIR TRAFFIC CONTROLLERS, •APTITUDE
TESTS), (•AGING(PHYSIOLOGY), AIR TRAFFIC
CONTROLLERS), CORRELATION TECHNIQUES, TRAINING,
PERFORMANCE(HUMAN), SELECTION

(U)

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. ON MOST TESTS, 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)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-734 030 5/9
AIR FORCE HUMAN RESOURCES LAB LOWRY AFB COLO TECHNICAL
TRAINING DIV

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

DESCRIPTIVE NOTE: FINAL REPT. MAY-SEP 70,
JUL 71 34P FEDERICO, PAT-ANTHONY ;
PROJ: AF-1121
TASK: 112101
MONITOR: AFHRL TR-71-37

UNCLASSIFIED REPORT

DESCRIPTORS: (AIR FORCE TRAINING, TEACHING
METHODS), (PROGRAMMED INSTRUCTION,
EFFECTIVENESS), LEARNING, EFFICIENCY, TRAINING
DEVICES, PHYSIOLOGY, ANATOMY (U)
IDENTIFIERS: VISUAL AIDS (U)

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 EQUALLY
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.
(AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-734 031 5/10
EDUCATIONAL TESTING SERVICE PRINCETON N J

USE OF CONFIDENCE TESTING IN OBJECTIVE
TESTS, (U)

JUL 71 20P ECHTERNACHT, GARY J. ;
REPT. NO. ETS-RB-71-41
CONTRACT: F41609-70-C-0044
PROJ: AF-1121
TASK: 112103
MONITOR: AFHRL TR-71-32

UNCLASSIFIED REPORT

DESCRIPTORS: (•PSYCHOMETRICS, RELIABILITY),
PERSONALITY, PROBABILITY (U)
IDENTIFIERS: •CONFIDENCE TESTING (U)

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) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-734 032 5/10
EDUCATIONAL TESTING SERVICE PRINCETON N J

AN EVALUATION OF THE FEASIBILITY OF
CONFIDENCE TESTING AS A DIAGNOSTIC AID IN
TECHNICAL TRAINING. (U)

DESCRIPTIVE NOTE: FINAL REPT. JUL 70-JUL 71,
JUL 71 139P ECHTERNACHT, GARY J. ;
CELLMAN, WAYNE S. ; BOLDT, ROBERT F. ; YOUNG,
JOSEPH D. ;
CONTRACT: F41609-70-C-0044
PROJ: AF-1121
TASK: 112103
MONITOR: AFHRL TR-71-33

UNCLASSIFIED REPORT

DESCRIPTORS: (*PSYCHOMETRICS, RELIABILITY),
(*AIR FORCE TRAINING, PSYCHOMETRICS),
FEASIBILITY STUDIES, MAINTENANCE PERSONNEL,
PERSONALITY, PROBABILITY (U)
IDENTIFIERS: *CONFIDENCE TESTING, EVALUATION (U)

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.
(AUTHOR) (U)

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AD-734 119 5/9
NAVAL SUBMARINE MEDICAL RESEARCH LAB-GROTON CONN

CHARACTERISTICS OF THE SUBMARINE LINE
OFFICER. II. PATTERNS OF MOTIVATION FOR
VOLUNTEERING FOR THE SUBMARINE SERVICE.

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DESCRIPTIVE NOTE: INTERIM REPT.,
MAY 71 20P GILES, J. T. ; COLLINS, C.
E. ; WEYBREW, BENJAMIN B. ;
REPT. NO. NSMRL-666
PROJ: MF12.524
TASK: MF12.524.002

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SUPPLEMENTARY NOTE: SEE ALSO REPORT DATED 12 MAR 70,
AD-708 029.

DESCRIPTORS: (*OFFICER PERSONNEL, *MOTIVATION),
(*SUBMARINE PERSONNEL, MOTIVATION), SELECTION,
FACTOR ANALYSIS, ATTRITION

(U)

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.

(AUTHOR)

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AD-734 179 5/10
MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF
ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS

A RESEARCH CENTER FOR THE STUDY OF
ORGANIZATIONAL PERFORMANCE AND HUMAN
EFFECTIVENESS.

(U)

DESCRIPTIVE NOTE: ANNUAL PROGRESS REPT. 1 JUL 70-30
JUN 71,
OCT 71 41P DUNNETTE, MARVIN D. ;
CAMPBELL, JOHN P. ;
REPT. NO. TR-4007
CONTRACT: N00014-68-A-0141-0003
PROJ: NR-152-293

UNCLASSIFIED REPORT

DESCRIPTORS: (PERFORMANCE; HUMAN),
ORGANIZATIONS), MOTIVATION, BEHAVIOR, APTITUDE
TESTS, MANPOWER STUDIES, ORGANIZATIONS
IDENTIFIERS: INTERPERSONAL RELATIONS

(U)

(U)

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.

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-734 325 5/10 5/9
ARMY BEHAVIOR AND SYSTEMS RESEARCH LAB ARLINGTON VA

DIMENSIONS OF LEADERSHIP IN A SIMULATED
COMBAT SITUATION. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
JUL 71 73P. HELME, WILLIAM H. ; WILLEMIN,
LOUIS P. ; GRAFTON, FRANCES C. ;
REPT. NO. BESRL-TR-1172
PROJ: DA-2-Q-062106-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (•LEADERSHIP, ARMY RESEARCH),
(•PERFORMANCE(HUMAN), WARFARE), SIMULATION,
BEHAVIOR, FACTOR ANALYSIS, MATHEMATICAL
PREDICTION, OFFICER PERSONNEL, MOTIVATION,
MILITARY PSYCHOLOGY, STATISTICAL PROCESSES, JOB
ANALYSIS (U)
IDENTIFIERS: •TASK PERFORMANCE, EVALUATION (U)

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. (U)

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SAINT LOUIS UNIV MO

SOCIOMETRIC STATUS AND ATTITUDE CHARACTERISTICS OF
SUCCESSFUL AND UNSUCCESSFUL WAVE RECRUITS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 59 41P RIGBY, MARILYN K.; OSSORIO,
ELIZABETH D.;
REPT. NO. TR-11
CONTRACT: NONR-1304(04)
PROJ: NR-151-200

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DESCRIPTORS: (SOCIOMETRICS, NAVAL PERSONNEL),
FEMALES, ADAPTATION (PHYSIOLOGY),
PERFORMANCE (HUMAN), MILITARY TRAINING,
RECRUITING, MILITARY MEDICINE, BEHAVIOR,
PSYCHOMETRICS, GROUP DYNAMICS, PERSONALITY,
APTITUDE TESTS, ATTITUDES (U)

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) (U)

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VALIDATION OF SCORING KEYS FOR
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INSTRUMENTS.
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AIR FORCE ACADEMY, CLASS OF 1963
AO-263 980
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WRIGHT-PATTERSON AFB OHIO
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AMRL-TR64 104
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FUNCTION OF EXPONENTIAL DELAY AND
LEARNING.
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ABSENCE OF A CRITERION.
AO-716 809
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AFHRL-TR-71-32
USE OF CONFIDENCE TESTING IN
OBJECTIVE TESTS,
AO-734 031
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PREDICTING FIRST YEAR
ACHIEVEMENT OF AIR FORCE ACADEMY
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I. ESTIMATING THE PROBABILITY OF
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SITUATIONAL LEADERSHIP MEASURE-THE
SPEEDED PRACTICAL JUDGMENT TEST.
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NONCOGNITIVE MEASURES OF COMBAT
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