

Army Exit Survey: Warrant/Enlisted

PRIVACY ACT STATEMENT

AUTHORITY FOR MAINTENANCE OF THE SYSTEM: 5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 2358, Research and Development Projects; and E.O. 9397 (SSN), as amended.

PRINCIPAL PURPOSE(S): To facilitate manpower and personnel studies for the DoD and DA senior leadership.

ROUTINE USES OF RECORDS MAINTAINED IN THE SYSTEM, INCLUDING CATEGORIES OF USERS AND THE PURPOSES OF SUCH USES: In addition to those disclosures generally permitted under 5 U.S.C. 552a (b) of the Privacy Act of 1974, these records or information contained therein may specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a (b)(3) as follows: The DoD 'Blanket Routine Uses' set forth at the beginning of the Army's compilation of systems of records notices also apply to this system.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty for not responding to any question. Social Security Number (SSN) entries are not required to complete the Exit Survey, but will be captured due to logging in to Army Career Tracker using your Common Access Card. The SSN from the Exit Survey could be associated with other personnel records to conduct comprehensive analysis on the Service Members' career and establish trends across the force as needed. We will not identify you and we will not include your name or other personally identifiable information in any report. Only group statistics will be reported.

INFORMED CONSENT NOTICE

In accordance with AR 70-25 (Use of Volunteers as Subjects of Research), this notice informs you of the provisions for the protection of human subjects for this research.

Purpose: The purpose of this survey is to obtain information regarding your experiences and opinions on a wide range of issues identified as important by senior Army leaders. This information will be used by Army policymakers to develop personnel policy that supports talent management initiatives.

What you will be asked to do in this survey: You will be asked to answer survey questions regarding your attitudes and experiences in the U.S. Army.

Voluntary Participation: Providing information on this survey is voluntary. This survey is official business and may be completed during duty hours. Any question may be skipped and you may continue answering the following questions. There is no penalty or loss of benefits to which you are otherwise entitled if you refuse to participate or decide at any time to discontinue participation. Answering survey questions indicates your informed consent to use the information you provide in current and future research.

Time Required: Most Soldiers take about 20 minutes to complete the survey.

Risks: This data collection is not expected to involve any risk or discomfort to you. The main risk to you is accidental or unintentional disclosure of the data you provide. However, the government has a number of

procedures in place to ensure that survey data are safe and protected. Additionally, government employees are trained to protect participant identity and confidentiality.

Benefits: While there is no direct benefit for your individual participation, your responses will inform Army policy and impact the well-being of future Soldiers.

Compensation: No compensation is provided for your participation.

Confidentiality: Your survey responses will be treated as confidential. We will not identify you and we will NOT include your name or other personally identifiable information in any report. Only group statistics will be reported. However, we cannot provide “confidentiality” or “non-attribution” to a participant regarding comments involving criminal activity/behavior or statements that pose a threat to yourself or others. Do NOT mention classified or operationally sensitive information in your responses to any of the questions.

Whom to contact if you have questions about the survey or your rights as a participant:

**Army Talent Management Task Force
Office of the Deputy Chief of Staff, G1
300 Army Pentagon
Washington, DC 20310-0300
TELEPHONE: Commercial (703) 614-4935**

SURVEY APPROVAL AUTHORITY:

U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL SOCIAL SCIENCES SURVEY
CONTROL NUMBER: DAPE-ARI-AO-##-##

I have read and accept the Privacy Statement.

Next

Section 1: Incentives

Assuming each of the following incentives would be available to you, to what extent would the incentive have increased your desire to STAY in the Active Army?

		Moderate Extent		Very Great Extent	
	NOT at all				
1. Reenlistment/retention bonus	1	2	3	4	5
2. Duty location of choice	1	2	3	4	5
3. Duty assignment of choice (squad leader, drill sergeant)	1	2	3	4	5
4. Opportunity to change MOS (reclassification)	1	2	3	4	5
5. Increased training in MOS-related skills	1	2	3	4	5
6. Increased training in skills applicable to jobs outside the Army, for civilian career	1	2	3	4	5
7. Opportunities for special training (Airborne, Ranger school)	1	2	3	4	5
8. Stabilization	1	2	3	4	5
9. BEAR Program (Bonus, Extension, and Retraining Program)	1	2	3	4	5
10. Opportunities for very high levels of MOS technical training	1	2	3	4	5

Section 2: Factors that influence Army career plans

Below are some factors that may have influenced your Army career plans. For the following questions, please indicate how important the following factors were in considering your decision to LEAVE or STAY in the Active Army.

MOS/Assignment	Extremely Important Reason to STAY							
	NOT an Important Reason to LEAVE or STAY							
	Extremely Important Reason to LEAVE							
11. My current job assignment	—	—	—	—	—	—	—	—
12. Amount of enjoyment/fulfillment from my job	—	—	—	—	—	—	—	—
13. Quality of training to perform in my job	—	—	—	—	—	—	—	—
14. Availability of equipment to perform in my job	—	—	—	—	—	—	—	—
15. Length of working hours	—	—	—	—	—	—	—	—

Career Progression

16. Availability of career development opportunities (training, education)	—	—	—	—	—	—	—	—
17. Availability of promotions	—	—	—	—	—	—	—	—
18. Fairness of promotion decisions	—	—	—	—	—	—	—	—

Deployments

19. Number of deployments	—	—	—	—	—	—	—	—
20. Length of deployments	—	—	—	—	—	—	—	—
21. Time between deployments	—	—	—	—	—	—	—	—
22. Experiences during deployments	—	—	—	—	—	—	—	—
23. Army “Stop-Loss” policy	—	—	—	—	—	—	—	—

Unit Leadership

24. Quality of NCO leadership in my unit	—	—	—	—	—	—	—	—
25. Quality of Officer leadership in my unit	—	—	—	—	—	—	—	—
26. Unit leader support of and respect for Soldiers	—	—	—	—	—	—	—	—
27. Unit leader support of family and personal time	—	—	—	—	—	—	—	—

		Extremely Important Reason to STAY						
		NOT an Important Reason to LEAVE or STAY						
Peers		Extremely Important Reason to LEAVE						
28.	Trust in my fellow Soldiers	—	—	—	—	—	—	—
29.	Technical competence of fellow Soldiers	—	—	—	—	—	—	—
30.	Help and support given to me by Soldiers in my unit	—	—	—	—	—	—	—
31.	Peer pressure to ETS	—	—	—	—	—	—	—

Unit Cohesion

32.	Unit morale	—	—	—	—	—	—	—
33.	Unit teamwork	—	—	—	—	—	—	—

Family Support & Concern

		N/A						
34.	Opportunities for spouse/significant other's career	—	—	—	—	—	—	—
35.	Amount of time with family while in garrison	—	—	—	—	—	—	—
36.	Amount of time away from family while deployed	—	—	—	—	—	—	—
37.	Family support of my reenlistment decision	—	—	—	—	—	—	—
38.	Family support for future deployment(s)	—	—	—	—	—	—	—

Quality of Life

39.	Stability/predictability of Army life	—	—	—	—	—	—	—
40.	Duty station location	—	—	—	—	—	—	—
41.	Number/impact of PCS relocations	—	—	—	—	—	—	—
42.	Opportunity to serve my country	—	—	—	—	—	—	—
43.	Overall quality of Army life	—	—	—	—	—	—	—

Alternatives to Army Career

44.	Opportunities for education and self-development in the Army compared to civilian sector	—	—	—	—	—	—	—
45.	Total monetary compensation (pay, bonuses) in the Army compared to civilian sector	—	—	—	—	—	—	—
46.	Health care benefits in the Army compared to the civilian sector	—	—	—	—	—	—	—
47.	Retirement benefits in the Army compared to the civilian sector	—	—	—	—	—	—	—
48.	Opportunities in current civilian job/labor market	—	—	—	—	—	—	—

Section 3: Background Information and Military Experiences

For questions 1 - 10, mark the response option that best describes you.

50. What is your gender?

- Male
- Female

54. Within the past 5 years, how many total months have you been deployed with the Army?

- 0; I have not been deployed with the Army
- 6 months or less
- 7 - 12 months
- 13 - 18 months
- 19 - 24 months
- 25 - 30 months
- 31 - 36 months
- 37 or more months

51. What is your current marital status?

- Single, never married
- Married
- Legally separated or filing for divorce
- Divorced
- Widowed

52. What is your rank?

- PV1
- PV2
- PFC
- SPC/CPL
- SGT
- SSG
- SFC
- Other; please specify:

55. Have you, or do you expect to:

- Join the Army Reserve
- Join the Army National Guard
- Join the Air Force, Navy, Marines or Coast Guard
- Leave military service entirely

56. How many years have you served on active duty with the Army?

Years

0	0
1	1
2	
3	
4	
5	
6	
7	
8	
9	

53. Within the past 5 years, how many times have you been deployed with the Army?

- 0, I have not been deployed with the Army.
- 1 time
- 2 times
- 3 times
- 4 or more times

57. Have you ever been under “stop-loss” orders?

- Yes, my unit was under stop-loss orders, but my ETS date did NOT change
- Yes, my unit was under stop-loss orders, and my ETS date changed as a result
- No, I was never in a unit that was under stop-loss

58. How many times have you reenlisted in the Active Army?

- 0, this was my initial contract term with the Army
- 1, I am finishing my second contract term with the Army
- 2, I am finishing my third contract term with the Army
- 3 or more, I am finishing my fourth or subsequent contract term with the Army

59. What is your primary MOS? (EXAMPLE: 11B)
