



Relationship of the Officer Evaluation Report to Captain Attrition

By Marvin W. Williams

Biblioscholar Nov 2012, 2012. Taschenbuch. Book Condition: Neu. 246x189x3 mm. This item is printed on demand - Print on Demand Neuware - This monograph links the current Officer Evaluation Report (OER) system (DA Form 67-9) to Captain attrition being experienced by the US Army at the turn of the century. The Army Research Institute (ARI) conducted a written survey on October of 2000, which identified the OER as one of the top twenty reasons that junior officers were dissatisfied with the US Army. ARI's survey did not examine perceived problems with the OER contributing to attrition. It was useful only as a method of identifying the factors leading to attrition. A focus group survey of US Army Combined Arms and Staff School (CAS3) students was therefore designed to examine the perceived root problems regarding the current OER and its impact on junior officer attrition. The empirical research conducted in the resultant focus group is the centerpiece of evidence presented in determining the linkage of the OER to Captain dissatisfaction. There were a total of 161 officers in thirteen staff groups interviewed. (CAS3 is centered on small group instruction with each staff group consisting of twelve or thirteen officers of varying...



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