

Research in Personnel and Human Resources Management

# ENLISTED PERSONNEL TRENDS IN THE SELECTED RESERVE, 1986-1994

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# Enlisted Personnel Trends In The Selected Reserve 1986 1994

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## **Enlisted Personnel Trends In The Selected Reserve 1986 1994:**

Enlisted Personnel Trends in the Selected Reserve, 1986-1994 Richard J. Buddin, Sheila Nataraj Kirby, 1996 Since Operation Desert Storm Shield reserve forces have been drawing down Nevertheless fiscal constraints are placing a high priority on using reserve forces wherever they can meet deployment dates and readiness criteria Reserve forces are expected to play an important role in responding to regional crises as well as in peacekeeping peace enforcement and humanitarian assistance operations These roles and missions combined with the downsizing of both the active and reserve forces make it critical that the reserve be able to meet the manpower and readiness requirements called for in our national military strategy This report focuses on the Selected Reserve enlisted force and its changing profile set against the context of the military drawdown In particular it examines changes from FY89 through FY94 pointing to some potential areas of concern with respect to reserve manning in the future Trends in the Enlisted Reserve, 1996 *The 71F Advantage* National Defense University Press, 2010-09 Includes a foreword by Major General David A Rubenstein From the editor 71F or 71 Foxtrot is the AOC area of concentration code assigned by the U S Army to the specialty of Research Psychology Qualifying as an Army research psychologist requires first of all a Ph D from a research not clinical intensive graduate psychology program Due to their advanced education research psychologists receive a direct commission as Army officers in the Medical Service Corps at the rank of captain In terms of numbers the 71F AOC is a small one with only 25 to 30 officers serving in any given year However the 71F impact is much bigger than this small cadre suggests Army research psychologists apply their extensive training and expertise in the science of psychology and social behavior toward understanding preserving and enhancing the health well being morale and performance of Soldiers and military families As is clear throughout the pages of this book they do this in many ways and in many areas but always with a scientific approach This is the 71F advantage applying the science of psychology to understand the human dimension and developing programs policies and products to benefit the person in military operations This book grew out of the April 2008 biennial conference of U S Army Research Psychologists held in Bethesda Maryland This meeting was to be my last as Consultant to the Surgeon General for Research Psychology and I thought it would be a good idea to publish proceedings which had not been done before As Consultant I d often wished for such a document to help explain to people what it is that Army Research Psychologists do for a living In addition to our core group of 71Fs at the Bethesda 2008 meeting we had several brand new members and a number of distinguished retirees the grey beards of the 71F clan Together with longtime 71F colleagues Ross Pastel and Mark Vaitkus I also saw an unusual opportunity to capture some of the history of the Army Research Psychology specialty while providing a representative sample of current 71F research and activities It seemed to us especially important to do this at a time when the operational demands on the Army and the total force were reaching unprecedented levels with no sign of easing and with the Army in turn relying more heavily on research psychology to inform its programs for protecting the health well being and

performance of Soldiers and their families      *The 71F Advantage: Applying Army Research Psychology for Health and Performance Gains* ,      *GED Accessions in the Selected Reserve* Richard J. Buddin, Sheila Nataraj Kirby, 1997 This report profiles all those GED holders who enter the Selected Reserve components and examines the issue of how long they serve

Trends in the Enlisted Reserve , 1996 The call up of over 240 000 reservists for the Persian Gulf War marked the largest mobilization of the reserves since the Korean War Although largely successful the call up spawned a number of concerns First some units had to delay deployment because of low levels of skill qualification Some senior officials noting these readiness problems worry about the ability of the reserves to attract sufficient numbers of experienced personnel That concern is reflected in a congressional direction to the Army National Guard to boost the number of prior service personnel in its ranks Another concern is that such a large call up could cause recruiting problems or foster a mass exodus The drawdown of active and reserve forces has served only to intensify these worries National Defense Research Institute researchers Richard Buddin and Sheila Kirby address these and other concerns in *Enlisted Personnel Trends in the Selected Reserve* 1986 1994      **The Effect of Mobilization on Retention of Enlisted Reservists After Operation Desert Shield/Storm** Sheila Nataraj Kirby, Scott Naftel, 1998 This report discusses how reserve mobilizations affect the attitudes perceptions examine the differences in behavior of mobilized investigate whether mobilizations affected reservists work family environments economic positions      The Reserve Components , 1997      Costs and Benefits of Reserve Participation Sheila Nataraj Kirby, 1997 Recent greater reliance on reserve forces has made it important to understand how reserve mobilizations affect the attitudes perceptions and behaviors of reservists their families and their civilian employers The report examines these issues in two ways      *The 71F Advantage* Paul T. Bartone, Ross Harvey Pastel, Mark A. Vaitkus, 2010 From the back cover This book which grew out of an Army research psychology conference is the first of its kind intended to provide a comprehensive overview of what Army research psychologists do Chapters cover the diverse activity areas of 71Fs from the neurophysiology of sleep to traumatic brain injury to leadership and organizational process as well as several personal and historical accounts Army research psychologists are making a difference Through their research 71Fs provide leaders with new insights and tools for increasing the health and performance of military personnel This is the 71F Advantage      American Book Publishing Record , 1997      *The Cumulative Book Index* , 1997 A world list of books in the English language      **Forthcoming Books** Rose Arny, 1996-10      PAIS Subject Headings Public Affairs Information Service, 1990      *Department of Defense Appropriations for 1979: Manpower overview* U.S. Congress. House. Committee on Appropriations, United States. Congress. House. Committee on Appropriations. Subcommittee on Department of Defense, 1978      **Fiscal Year 1976 and July-September 1976 Transaction Period Authorization for Military Procurement, Research and Development, and Active Duty, Selected Reserve, and Civilian Personnel Strengths, Hearing Before ..., 94-1 ...** United States. Congress. Senate. Committee on Armed Services, 1975      *Congressional Record*

United States. Congress, 1979 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873      **Department of Defense Appropriations for 1979** United States. Congress. House. Committee on Appropriations. Subcommittee of the Department of Defense, 1978      **Navy Department Appropriation Bill** United States. Congress. House. Committee on Appropriations, 1956      **Enlisted Personnel Trends in the Selected Reserve, 1986-1996** , 1994 This report presents the results of a study examining personnel readiness of the Selected Reserve Components from FY86 FY94 It describes the data technical analyses and findings in detail and will serve as a reference source for future work in this area The current study updates and extends the earlier analysis in a number of important ways First the data examined are more recent through FY94 and reflect the early effects of both the active and the reserve drawdown second analyses of the large cohorts recently separated from active duty point to the success of the Reserve Components in recruiting from this prior service pool third fears that Operation Desert Storm might lead to a huge outflow from the reserves can largely be laid to rest as the analysis of attrition shows Indeed the study reveals that the Reserve Components have been remarkably successful in keeping quality high attracting and retaining prior service personnel improving skill match rates at entry and keeping attrition and skill qualification rates fairly stable

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