

DEOMI Organizational Climate Survey: An Assessment of Short Answer Questions

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Introduction

- Short Answer Questions (SAQs) can be found on the DEOMI Organizational Climate Survey (DEOCS).
- SAQs consist of 150 questions from 22 factors that commanders can use to further assess their command climate.
 - Factors can include Unit Climate/Culture, Communication and Flow of Information, or even Significant Challenges (see Table 1).
- Commanders can select as many as 5 SAQs to include on their DEOCS, create 5 of their own SAQs, or modify the SAQs to suit their needs.

Purpose

- To learn what are the top 15 SAQs asked by commanders across the Department of Defense (DoD) to better inform the DEOCS - What questions are commanders using to suit their needs/what are their concerns?
- To learn what factors under the DEOCS SAQs are utilized most and explore new factors that may need to be addressed (see Figure 1).

Methods

- Design:** Qualitative
- Survey:** Archival data from the FY2016 SAQs from the DEOCS
- Total Number of Comments:** 90,168
- Total Number of Independent Questions:** 13,385
- Total Number of LDQs asked by Each Service (see Figure 2):**
 - Army: 6,045 (41%)
 - Navy: 3,622 (24%)
 - Air Force: 2,381 (16%)
 - National Guard: 1,311 (9%)
 - Coast Guard: 676 (5%)
 - DoD Civilian: 505 (3%)
 - Marines: 340 (2%)

Content Analysis

- Step 1:** Obtain data
- Step 2:** Variable transformation to identify separate Services
- Step 3:** Run frequency counts on full list of SAQs
- Step 4:** Run frequency counts on SAQs separated by service
- Step 5:** Investigation of SAQs for non listed Factors
- Step 6:** Convert all information into tables and figures for visual aid

Figure 2. Percentage of SAQs Asked by Each Service

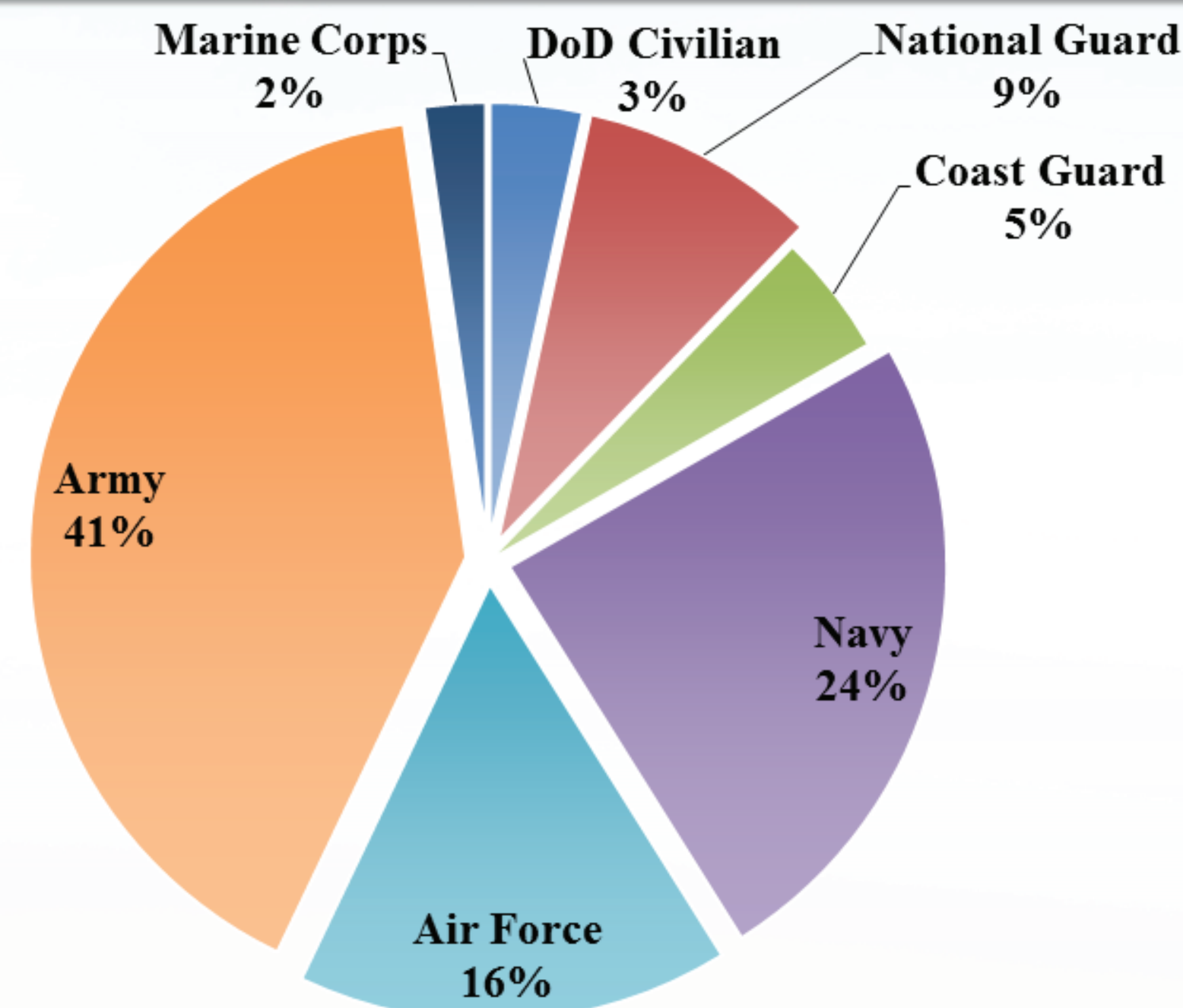


Figure 1. Number of Top 15 SAQs Asked within Each Factor by Service

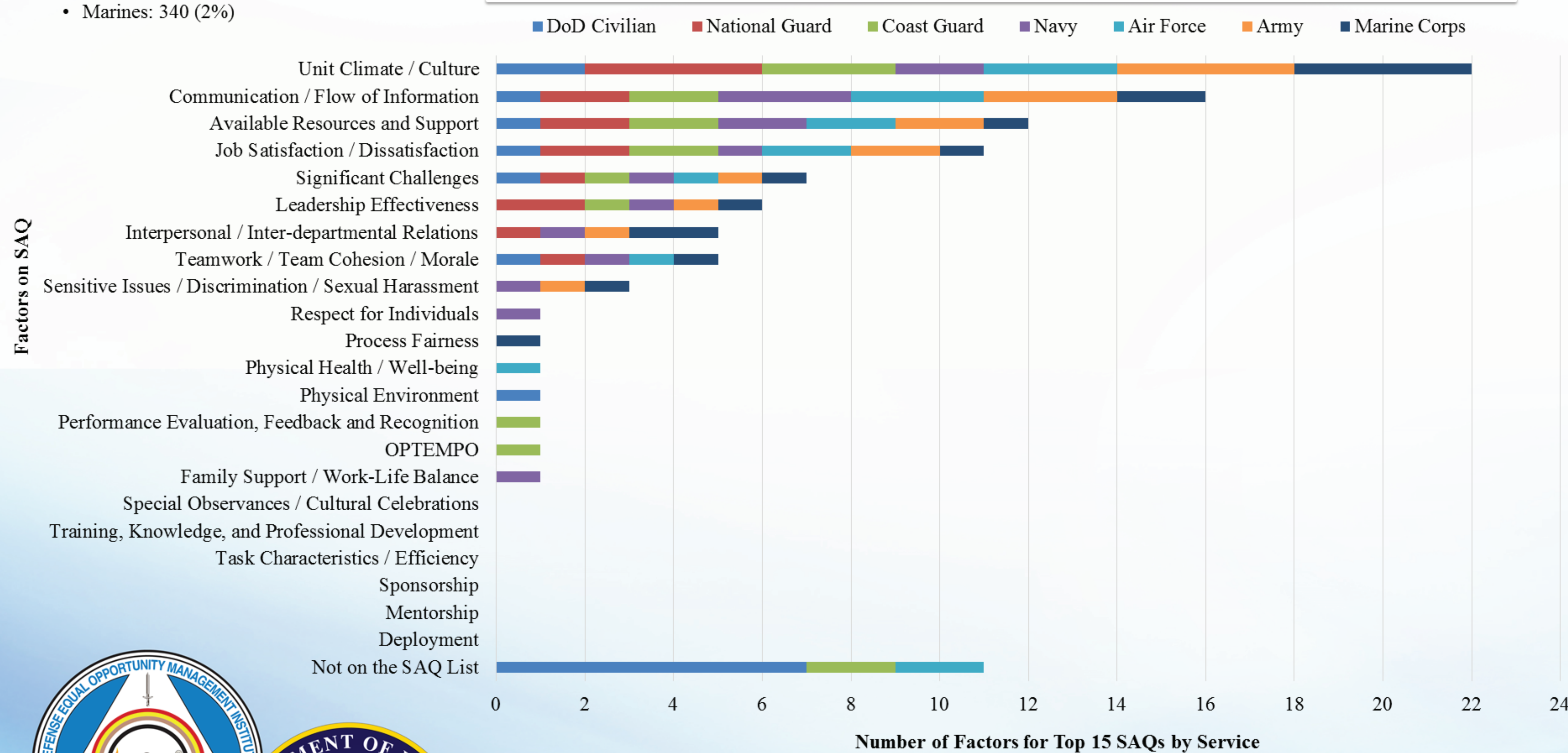


Table 1. SAQ Factor List Demographics

22 Factors on the SAQ	#Questions to Factor	SAQ Factor Percentage
Communication / Flow of Information	10	7.9%
Unit Climate / Culture	9	7.6%
Leadership Effectiveness	12	7.3%
Available Resources and Support	6	6.5%
Significant Challenges	5	4.6%
Deployment	6	1.3%
Family Support / Work-Life Balance	6	1.7%
Job Satisfaction / Dissatisfaction	2	3.6%
Interpersonal / Inter-departmental Relations	8	3.3%
Sensitive Issues / Discrimination / Sexual Harassment	20	3.3%
Respect for Individuals	5	2.6%
Performance Evaluation, Feedback and Recognition	11	2.3%
Training, Knowledge, and Professional Development	14	1.4%
OPTEMPO	4	1.3%
Mentorship	3	.9%
Process Fairness	4	.9%
Task Characteristics / Efficiency	4	.6%
Physical Health / Well-being	4	.6%
Physical Environment	2	.5%
Sponsorship	5	.4%
Teamwork / Team Cohesion / Morale	8	4%
Special Observances / Cultural Celebrations	2	.2%
TOTAL FACTOR USE	155	62.8%

Note: The factor percentage specified only accounts for SAQ question used directly from the DEOCS SAQ list. Modifications to the questions or new SAQs were not assessed.

Summary of Results

- The majority of the top most used questions were directly taken from the DEOCS SAQs list.
 - A large portion of the questions asked combined multiple questions from the DEOCS or were variants to the DEOCS SAQs list.
- All Services asked SAQs related to the top 5 factors (see Figure 1).
- Although not on the SAQs list but a top 15 SAQs, some commanders were interested multiple topics ranging from work place incivility and bystander intervention to belongingness and work/stress relationship and unit climate.
- Similar trends seen on the DEOCS LDQs (e.g., communication flow) were also seen within the DEOCS SAQs, suggesting an overlap in climate concern.
 - A concern for communication flow ranked high on both the SAQs and LDQs.

Recommendations

- Recommendation 1:** Factors that do not exist on the current SAQ list were seen with in the questions commanders were asking leading to an investigation of factors that should be included on the SAQ (i.e., Lesbian/Gay/Bisexual/Transgender and Sexism).
- Recommendation 2:** Because a large focus within DEOMI consists of a focus on the continuum of harm (e.g., sexism, sexual harassment, and sexual assault) and how this affects unit climate, it is suggested that Commanders should ask questions regarding this issue.
 - These question have the ability to gauge work place incivility as well as unit climate.
 - Because there are no listed questions on the continuum of harm, it is suggested that new SAQs be developed to cover these topics.

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