

Officer Sabbaticals

*Analysis of Extended
Leave Options*

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Officer Sabbaticals Analysis Of Extended Leave Options

University of Cambridge

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Officer Sabbaticals: Analysis of Extended Leave Options, 2003 As a competitive employer in the United States the Department of Defense DoD strives to maintain benefits comparable to those of the public and private sector Throughout the 1990s as the state of the economy improved many companies began offering their employees a variety of extended leave or sabbatical options to increase morale meet employees needs improve retention rates and compete with other employers In response DoD recently asked RAND to explore the greater use of extended leaves as part of the department s strategic human resource plan This report looks at the possible use of extended leaves for military officers In particular the authors focus on the different kinds of existing civilian leave programs how the programs might work if implemented in the military and how such programs could be evaluated The authors offer recommendations and observations on which extended leave programs would most benefit the military as well as ideas on how to implement such programs

Officer Sabbaticals Harry Thie, Margaret C. Harrell, Marc Thibault, 2003 Analyzes civilian extended leave programs and the possibility of their implementation in the Department of Defense

Officer Sabbaticals. Analysis of Extended Leave Options, 2003 In recent years the Department of Defense DoD has placed increasing focus on attracting and maintaining military personnel with desirable skills and capabilities and on creating a more flexible personnel system to prepare the military for the future To achieve these goals and as part of its developing human resource strategy DoD is exploring a wide range of personnel management programs One such program involves the greater rise of extended leaves for its military officers

An Analysis of Sabbatical Leaves for Navy Surface Warfare Officers Roland J. Yardley, 2004 Naval Surface Warfare Officers SWOs spend long periods at sea where they cannot attend to their families or to personal business This can reduce morale and negatively affect retention The Navy has been exploring programs that would better accommodate the needs of SWOs through increased use of sabbatical leaves These programs include allowing former SWOs to return to service offering leaves of absence or allowing extended leave between duty stations This briefing assess the problem examines the proposed solutions and offers concluding observations This research focused on the potential return on investment ROI for each program rather than whether it would directly improve retention Although all three programs can provide quantifiable benefits and improve morale both returns to service and leaves of absence offer positive ROIs although the latter would cost more The benefits of the personal leave option on the other hand do not outweigh its costs Note that to capture the full benefits of these programs retaining more SWOs longer requires a corresponding decrease in SWO accessions

Indefinite Reenlistment and Noncommissioned Officers Laura L. Miller, 2007 In 1998 following congressional approval the U S Army shifted its senior enlisted force from a fixed contract system to indefinite reenlistment theoretically increasing the prestige of senior noncommissioned officers NCOs by recognizing them as career soldiers The Army program requires all soldiers reaching the rank of E 6 with ten years of service to reenlist indefinitely mirroring the management of

officers and eliminating reenlistment paperwork The Army has been the only service to adopt this program This study analyzes past and present arguments for and against this policy made by service representatives policymakers and enlisted personnel Reservations about the program include concerns that force planning could be complicated by the unpredictability of NCO separation dates that the quality of the NCO corps could decline without reenlistment screening and that retention and morale could suffer with the loss of reenlistment bonuses and other benefits The intended program boost to NCO morale does not appear to have been realized This report concludes that neither the costs nor benefits of indefinite reenlistment are strong enough to merit a change in policy for either the Army or the other services An appendix provides an overview of indefinite reenlistment programs in other Western nations

Challenging Time in DOPMA Peter Schirmer, 2006 Many of the laws and policies that govern officer career management often collectively referred to as DOPMA after the Defense Officer Personnel Management Act of 1980 have been in place for decades DOPMA has served the needs of the services reasonably well but the current system may not meet the requirements of the future operating environment One criticism of DOPMA is that it does not allow for much variety in officers career paths because it is time driven Alternatively officers competencies are now emerging as the basis for career management In this monograph the authors demonstrate how a competency based officer personnel management system could provide more flexibility in preparing military officers for the wide range of roles and missions of the U S military in the 21st century This analysis focuses on practices governing promotions for military officers and closely related assignment and retirement policies Rand web site

Are Generational Categories Meaningful Distinctions for Workforce Management? National Academies of Sciences, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Consideration of Generational Issues in Workforce Management and Employment Practices, 2020-10-21 Headlines frequently appear that purport to highlight the differences among workers of different generations and explain how employers can manage the wants and needs of each generation But is each new generation really that different from previous ones Are there fundamental differences among generations that impact how they act and interact in the workplace Or are the perceived differences among generations simply an indicator of age related differences between older and younger workers or a reflection of all people adapting to a changing workplace

Are Generational Categories Meaningful Distinctions for Workforce Management reviews the state and rigor of the empirical work related to generations and assesses whether generational categories are meaningful in tackling workforce management problems This report makes recommendations for directions for future research and improvements to employment practices

The Ingenuity Gap , *Attitudes Aren't Free* James E. Parco, David A. Levy, 2012 *Attitudes Aren't Free Thinking Deeply About Diversity in the US Armed Services* ISBN 9780982018569 LCCN LCCN2010282390 Published June 2010 by Air University Press

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web feb 18 2023 sample 1 payment request letter bradley french abc business 1234 colby street philadelphia pa 90008 april 14 2022 sarah whitaker 324 captain drive cherry hill nj 20008 re payment request letter dear ms whitaker this letter is to formally notify you that the payment owed by you on invoice number 332245 is two

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