

Modeling Cost and Performance for Military Enlistment

Report of a Workshop

Bert F. Green, Jr., and Anne S. Mavor, Editors

Committee on Military Enlistment Standards
Commission on Behavioral and Social Sciences and Education
National Research Council

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Modeling Cost And Performance For Military Enlistment Report Of A Workshop

Flavio Cunha, James J. Heckman



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Modeling Cost and Performance for Military Enlistment National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Military Enlistment Standards, 1994-02-01 This book describes a cost performance trade off model useful for illustrating the effects of budget decisions on the quality of expected performance in the military enlisted force The model links recruit quality to job performance on the one hand and personnel costs on the other Understanding these linkages provides a clear rationale based on performance and cost differences for choosing applicants for military service The book examines trends in the quality of military personnel from the beginning of the All Volunteer Force in 1974 to the year 2000 and beyond It discusses technical issues associated with the development of the various components of both cost and performance linkages and presents applications of the fully developed model

Assessing Fitness for Military Enlistment National Research Council, Division of Behavioral and Social Sciences and Education, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Youth Population and Military Recruitment: Physical, Medical, and Mental Health Standards, 2006-02-27 The U S Department of Defense DoD faces short term and long term challenges in selecting and recruiting an enlisted force to meet personnel requirements associated with diverse and changing missions The DoD has established standards for aptitudes abilities medical conditions and physical fitness to be used in selecting recruits who are most likely to succeed in their jobs and complete the first term of service generally 36 months In 1999 the Committee on the Youth Population and Military Recruitment was established by the National Research Council NRC in response to a request from the DoD One focus of the committee s work was to examine trends in the youth population relative to the needs of the military and the standards used to screen applicants to meet these needs When the committee began its work in 1999 the Army the Navy and the Air Force had recently experienced recruiting shortfalls By the early 2000s all the Services were meeting their goals however in the first half of calendar year 2005 both the Army and the Marine Corps experienced recruiting difficulties and in some months shortfalls When recruiting goals are not being met scientific guidance is needed to inform policy decisions regarding the advisability of lowering standards and the impact of any change on training time and cost job performance attrition and the health of the force *Assessing Fitness for Military Enlistment* examines the current physical medical and mental health standards for military enlistment in light of 1 trends in the physical condition of the youth population 2 medical advances for treating certain conditions as well as knowledge of the typical course of chronic conditions as young people reach adulthood 3 the role of basic training in physical conditioning 4 the physical demands and working conditions of various jobs in today s military services and 5 the measures that are used by the Services to characterize an individual s physical condition The focus is on the enlistment of 18 to 24 year olds and their first term of service Tactical Display for Soldiers National Research Council, Division of Behavioral and Social Sciences and Education, Board on

Human-Systems Integration, Panel on Human Factors in the Design of Tactical Display Systems for the Individual Soldier, 1997-02-17 This book examines the human factors issues associated with the development testing and implementation of helmet mounted display technology in the 21st Century Land Warrior System Because the framework of analysis is soldier performance with the system in the full range of environments and missions the book discusses both the military context and the characteristics of the infantry soldiers who will use the system The major issues covered include the positive and negative effects of such a display on the local and global situation awareness of the individual soldier an analysis of the visual and psychomotor factors associated with each design feature design considerations for auditory displays and physical sources of stress and the implications of the display for affecting the soldier's workload The book proposes an innovative approach to research and testing based on a three stage strategy that begins in the laboratory moves to controlled field studies and culminates in operational testing

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

I Want You! Bernard D. Rostker, K. C. Yeh, 2006-09-08 As U S military forces appear overcommitted and some ponder a possible return to the draft the timing is ideal for a review of how the American military transformed itself over the past five decades from a poorly disciplined force of conscripts and draft motivated volunteers to a force of professionals revered throughout the world Starting in the early 1960s this account runs through the current war in Iraq with alternating chapters on the history of the all volunteer force and the analytic background that supported decisionmaking The author participated as an analyst and government policymaker in many of the events covered in this book His insider status and access offer a behind the scenes look at decisionmaking within the Pentagon and White House The book includes a foreword by former Secretary of Defense Melvin R Laird The accompanying DVD contains more than 1 700 primary source documents government memoranda Presidential memos and letters staff papers and reports linked directly from citations in the electronic version of the book This unique technology presents a treasure trove of materials for specialists researchers and students of military history public administration and government affairs to draw upon

US National Security Reform Heidi B. Demarest, Erica D. Borghard, 2018-07-04 This collection of essays considers the evolution of American institutions and processes for forming and implementing US national security policy and offers diverse policy prescriptions for reform to confront an evolving and uncertain security environment Twelve renowned scholars and practitioners of US national security policy take up the question of whether the national security institutions we have are the ones we need to confront an uncertain future Topics include a characterization of future threats to national security organizational structure and leadership of national security bureaucracies the role of the US Congress in national

security policy making and oversight and the importance of strategic planning within the national security enterprise The book concludes with concrete recommendations for policy makers most of which can be accomplished under the existing and enduring National Security Act This book will be of much interest to students of US national security US foreign policy Cold War studies public policy and International Relations in general **Alternative Validation Strategies** S. Morton

McPhail,2007-03-15 *Alternative Validation Strategies* is a groundbreaking compendium of the most current research and practical guidelines for time and cost saving alternatives to the traditional test validation strategies associated with selection processes The state of the science strategies outlined in this valuable resource will help employers to evaluate the inferences drawn from their selection procedures while offering practices that meet stringent legal and regulatory requirements

Handbook of Employee Selection James L. Farr,Nancy T. Tippins,2013-09-13 *The Handbook of Employee Selection* provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include

descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world Interpreting the Evidence on Life Cycle Skill Formation Flavio Cunha,James J. Heckman,2005 This paper presents economic models of child development that capture the essence of recent findings from the empirical literature on skill formation The goal of this essay is to provide a theoretical framework for interpreting the evidence from a vast empirical literature for guiding the next generation of empirical studies and for formulating policy Central to our analysis is the concept that childhood has more than one stage We formalize the concepts of self productivity and complementarity of human capital investments and use them to explain the evidence on skill formation Together they explain why skill begets skill through a multiplier process Skill formation is a life cycle process It starts in the womb and goes on throughout life Families play a role in this process that is far more important than the role of schools There are multiple skills and multiple abilities that are important for adult success Abilities are both inherited and created and the traditional debate about nature versus nurture is scientifically obsolete Human capital investment exhibits both self productivity and complementarity Skill attainment at one stage of the life cycle raises skill attainment at later stages of the life cycle self productivity Early investment facilitates the productivity of later investment complementarity Early investments are not productive if they are not followed up by later investments another aspect of complementarity This complementarity explains why there is no equity efficiency trade off for early investment The returns to investing early in the life cycle are high Remediation of inadequate early investments is difficult and very costly as a consequence of both self productivity and

complementarity

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