



CHIEF MILITARY PERSONNEL

CHEF - PERSONNEL MILITAIRE



*Strength through personnel*

*Le personnel fait la force*

# Evidence-based Research Support for Sustainable Primary Reserve Personnel Policy

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Canadian Reserves on Operations: Lessons Learned  
22-25 April 2010, University of Calgary



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# Presentation Outline

- Overview of recent DGMPRA research related to the Primary Reserve
- Challenges with studies of the Primary Reserve
- Way Ahead: Primary Reserve Continuous Attitude Survey 2010/11

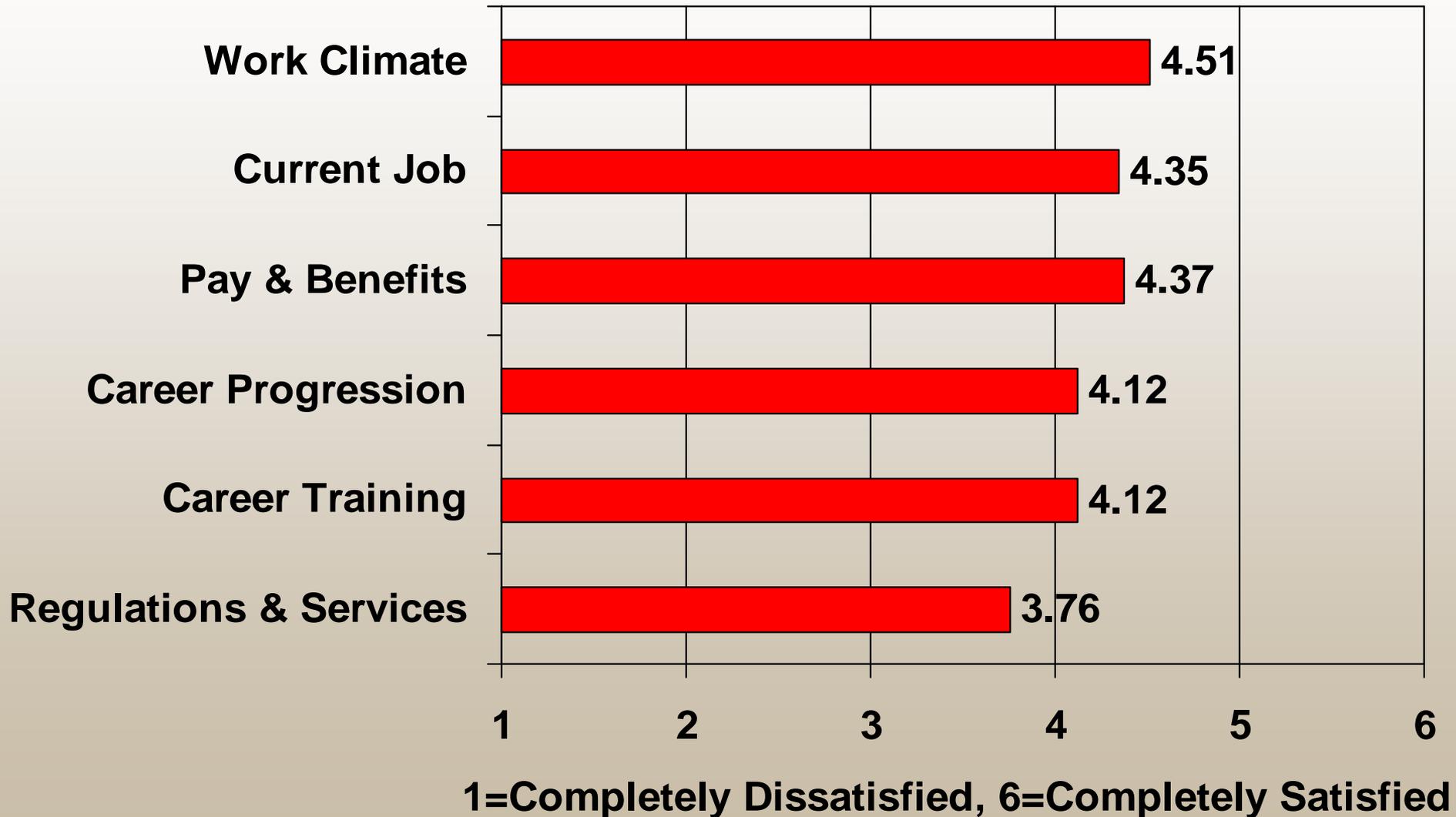


# Recent Primary Reserve Research

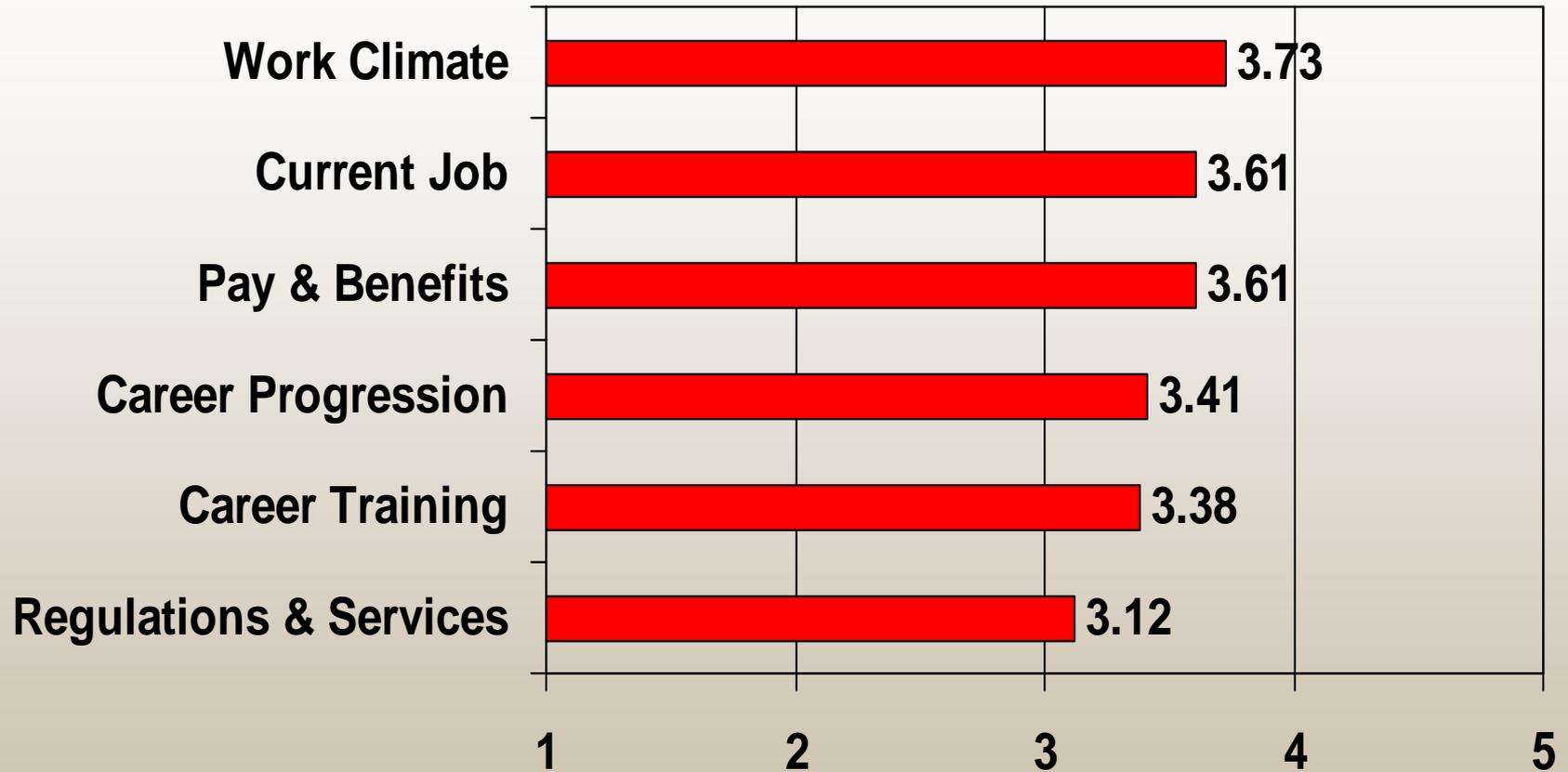
- 2008 Focus Group Study
  - Five locations nationally, 103 participants
- 2008 Primary Reserve Survey
  - 3455 pers sampled, response rate 33.5%
  - Mix of electronic & paper-and-pencil surveys
  - Topics: Conditions of service, Attitudes, Operational Employment, Support, Career Intentions



# Conditions of Service: Satisfaction



# Conditions of Service: Leave/Stay Intentions



1=Influencing me to leave to a large extent, 5=Influencing me to stay to a large extent



# Link Between Satisfaction with Conditions of Service and Leave/Stay Intentions

## Correlations Between Conditions of Service Satisfaction Indicators and their Unique Influence to Leave Scale

<b>Conditions of Service Indicators - Satisfaction Scale</b>	<b>Influence to Leave Scale<sup>1</sup> (<i>Sample Size</i>)</b>
<b>Work Climate</b>	<b>.72 (n=1106)</b>
<b>Current Job</b>	<b>.77 (n=1123)</b>
<b>Pay and Benefits</b>	<b>.68 (n=1112)</b>
<b>Career Progression</b>	<b>.73 (n=1110)</b>
<b>Career Training</b>	<b>.63 (n=1107)</b>
<b>Regulations and Services</b>	<b>.72 (n=1110)</b>

1.  $p < .01$



# Operational Employment: Willingness to Deploy

- Strong majority (87.4%) reported willingness to deploy within Canada
- Greater than two thirds (69.9%) reported willingness to deploy outside of Canada
- Preferred deployment length was six months, but less than a year (35.2%)



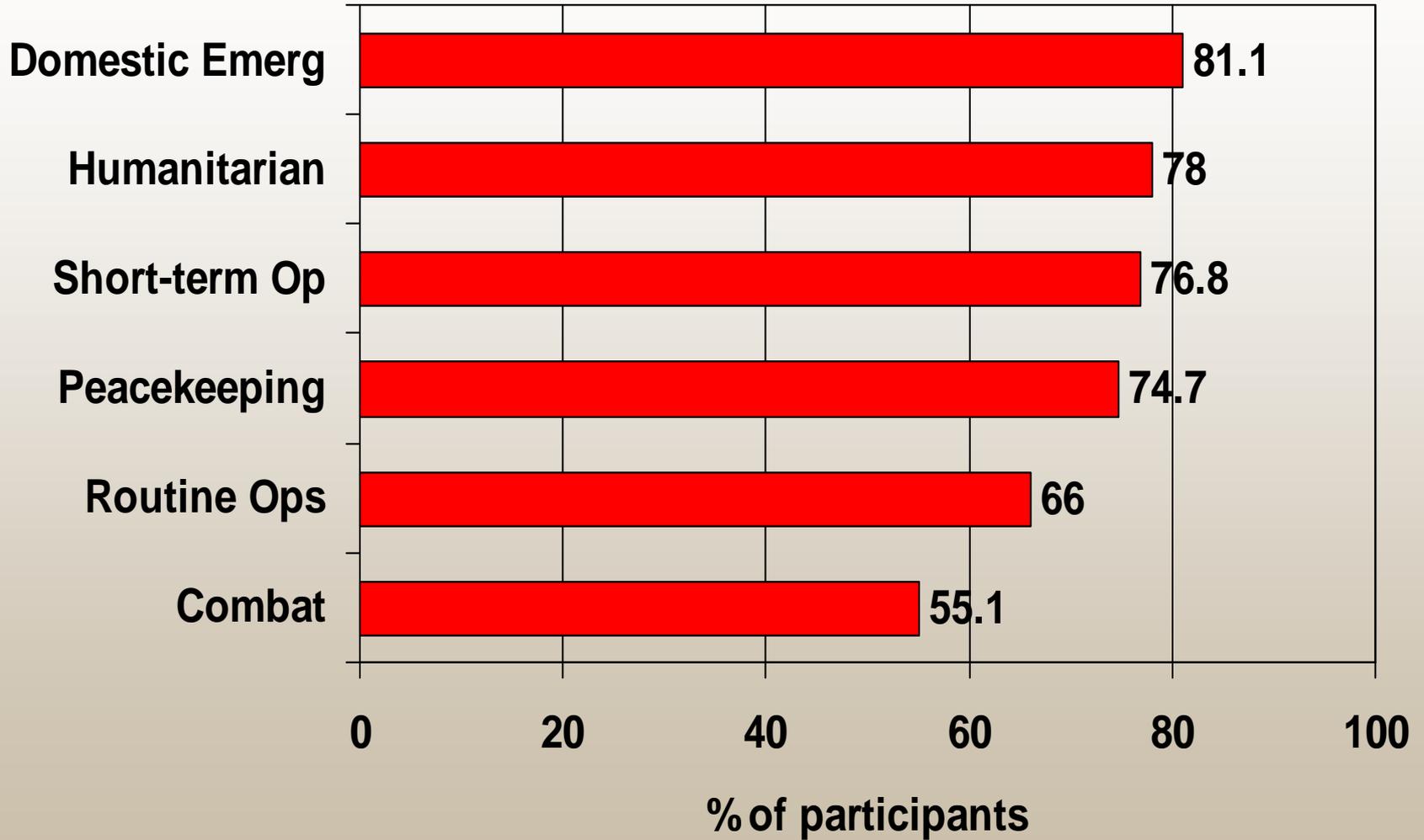
# Top Five Influences on Decision to Apply for a Deployment (incl. routine ops)

*Would influence my decision to apply...  
“Somewhat” or “A great Deal”*

- Family Responsibilities: 67.2%
- Pre-deployment training too long: 52.4%
- Would disrupt my life too much: 38.7%
- Professional Obligations: 28.2%
- Concern about the risks: 27.7%



# Willingness by Type of Deployment





# Career Intentions: Importance of Reasons for Joining the Reserves

- Help people and contribute to society in times of disaster (50.3%)
- To better myself (skills, knowledge, responsibility) (47.2%)
- Unique opportunities (42.5%)
- War fighting / defence of Canada (35.3%)
- Fun, friendship, belonging (33.5%)
- Employment / money (31.2%)



# Career Intentions: Leave/Stay

- Remain with the P Res until compulsory retirement (25.0%)
- Remain with the P Res for the foreseeable future (30.0%)
- Undecided (23.0%)
- Leave the P Res in near future (16.0%)
- Leave the P Res immediately (6.0%)

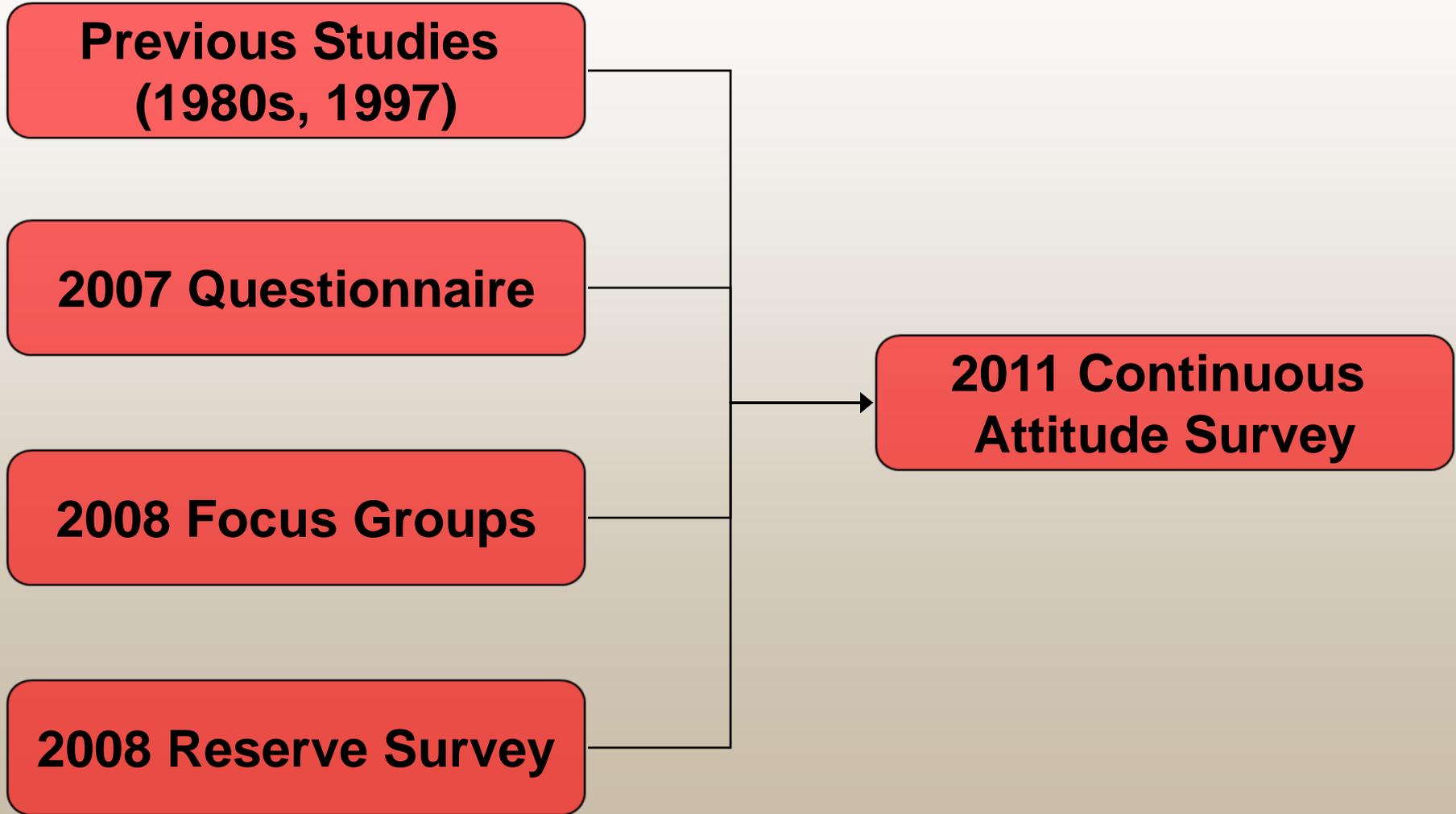


# Summary: What We Know

- Reservists at least as satisfied with their conditions of service as Reg F personnel
- Satisfaction with conditions of service associated with intention to stay in the Reserves
- Relatively high stated willingness to deploy: Family and pre-deployment training length are significant influencers
- Reservists are intrinsically motivated



# What's Next?





# Primary Reserve Continuous Attitude Survey

- Challenges with surveys of the P Res
  - Rates of computer access for online surveys
  - Paper & pencil surveys
    - Accurate mailing information when personnel move between CI A and B/C, or release
  - Representative samples of participants by rank, environment, etc



# Future Research: Primary Reserve Continuous Attitude Survey

- Proposed: *P Res Continuous Attitude Survey*
- Current continuous attitude surveys already exist for other CF/DND populations:
  - *Your-Say* (Reg F personnel)
    - Core & Focus content sections
  - Civilian employee attitude surveys



# Primary Reserve Continuous Attitude Survey

- Benefits of a P Res continuous attitude survey
  - The “pulse” of the organization / voice of “rank and file” personnel in the policy and program development process
  - Objective and scientific advice for leaders and decision-makers
  - Historical trend analysis on topics such as: attitudes toward leadership, career satisfaction, retention factors, operational employment, career intentions, perceptions of organizational support and fairness, etc
  - Responsive to organizational stakeholders through “focus” content sections



# Questions?

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