

## SUPPORTING STATEMENT – PART B

### B. COLLECTIONS OF INFORMATION EMPLOYING STATISTICAL METHODS

#### 1. Description of the Activity

The Navy Reserve Health of the Force Survey is a strategic level engagement survey that captures information on a variety of core measures relating to the overall well-being of the Navy Reserves. In addition to questions about retention, the core measures include connectedness, cohesion, job satisfaction, organizational commitment, inclusion, and trust. The focus of the remainder of the survey is on Reservists experiences during drill and mobilization, their work environment, stress and personal well-being, and long-term career plans. This survey was previously conducted for the Chief of Navy Reserves' office in 2019 with a 14% response rate. Recognizing the challenges associated with survey participation, our goal this year is to increase this response rate to between 15% and 20% of the total Reserve population.

#### 2. Procedures for the Collection of Information

All Navy Reserve personnel will have the opportunity participate. Our goal with the data collection will be to collect sufficient data to generate a 99% confidence level with a margin of error + or – 5%. The survey will be hosted on the Navy's Qualtric survey tool. The survey will be accessible via an open html link and will be distributed to perspective participants via email.

#### 3. Maximization of Response Rates, Non-response, and Reliability

To maximize participation, the Navy Reserve plans to notify commands about the survey in advance and request they encourage their personnel to participate. This will be accompanied by a series of invitation and reminder emails to encourage individuals to participate. DOD ID will be used to limit participation to only members of the Navy Reserve Force. Once data collection closes, DOD ID will be used to pull in demographic data from the Navy's personnel system. Demographics on the Reserve population will be used to evaluate non-response bias based on demographics of participants and survey results will be weighted by gender and grade to reflect actual population.

#### 4. Tests of Procedures

The analysis of the Reserve HoF survey data will include a variety of different statistical tests. Dr. Jebo will be using SPSS statistical software to conduct most of the analysis and will leverage the imbedded tests which include but are not limited to ANOVA, Chi-square, factor analysis, and different T-Tests based on the data collected.

#### 5. Statistical Consultation and Information Analysis

- a. Dr. Richard Linton 703-604-6058, Dr. Jennifer Jebo 757-630-7318, Mr. Dave Smith 321-297-7488.
- b. Dr. Jennifer Jebo Operations Research Analyst with over 15 years of experience conducting data collection and analysis for the United States Government will be the primary analyst. She will be assisted by the Navy Survey team statistician, Morris Akers.