

TALKING PAPER
ON
DEOCS 4.1 CONVERSION

- The DEOMI Organizational Climate Survey (DEOCS) is being updated from v4.0 to v4.1 to reduce survey fatigue, update the survey on contemporary issues, and apply recommendations from the Services and field.
- DEOCS 4.1 has reduce the total number of survey items by 41%
- Total number of items lowered from 95 to 56 items
- Reduced the total number of factors from 23 to 21
 - o 9 Organizational Effectiveness factors with 31 items
 - o 6 EO/EEO/Fair Treatment factors with 17 items
 - o 1 Sexual Assault Factor (6 sub-factors) with 7 items
- A number of factors have been revised to be better established within relevant literature.
 - o Added: Engagement, Connectedness, Inclusion, Unwanted Workplace Experience, and Retaliation factors
 - o Increased or modified: SAPR, Hazing, Bullying, Sexual Harassment, Discrimination, Organizational Commitment, Organizational Performance, Job satisfaction, Organizational Processes, Group Cohesion, Trust in Leadership, and Command Leadership factors
 - o Removed: Retention, Favoritism, Diversity Management, Help Seeking Behaviors, Exhaustion, and Perceptions of Discrimination and Sexual Harassment (prevalence item) factors
- Response scales have been modified to seven-point scale with a “neither agree or disagree” middle point
- DEOCS 4.1 has included terms defined and definitions to assist respondents with a common frame of reference
- Modified civilian respondent demographics to include Wage Grade, NAF and supervisor/non-supervisor selections.