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Leveraging U.S. Army Administrative Data for Individual and Team Performance

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The Army possesses vast amounts of administrative (archival) data about Soldiers. These data sources include screening tests, personnel action codes, training scores, global assessments, physical fitness scores, and more. However, the Army has yet to integrate these data to create a holistic operating picture. Our research focuses on repurposing Army administrative data to (1) operationalize social constructs of interest to the Army (e.g., Army Values, Warrior Ethos) and (2) model the predictive relationship between these constructs and individual (i.e., Soldier) and team (i.e., unit) performance and readiness. The goal of the project is to provide people analytics models to Army leadership for the purposes of optimizing human capital management decisions.

Our talk will describe the theoretical underpinnings of our human performance model, drawing on disciplines such as social and industrial/organizational psychology, as well as our experience gaining access to and working with Army administrative data sources. Access to the archival administrative data is provided through the Army Analytics Group (AAG), Person-event Data Environment (PDE). The PDE is a business intelligence platform that has two central functions: (1) to provide a secure repository for data sources on U.S. military personnel; and (2) to provide a secure collaborative work environment where researchers can access unclassified but sensitive military data.

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