

Content Summary of the  
*2010 Department of Defense National Survey of Employers*

- Experiences with National Guard and Reserve Members – These items are used to (a) determine how many employees at each employer were absent for military duties in the past 36 months [1]; (b) determine employer preferences regarding the structure and scheduling of employee absences for military duties [3–11]; and (c) assess the frequency, type of, and response to changes employers experience as a result of employee absences for military duties [12–17].
- Potential Measures to Improve Reserve Component/Employer Relationships – These items are used to determine employer preferences for maintaining positive, ongoing relationships with the National Guard and Reserves [18–21].
- General Opinions and Attitudes Toward National Guard and Reserve Employees – These items are used to provide measures of employer attitudes towards the training, skills and other positive characteristics that National Guard and Reserve members offer to their employers [22–24].
- Knowledge of Uniformed Services Employment and Reemployment Rights Act (USERRA) – These items are used to (a) provide measures of employer familiarity with laws/policies that protect National Guard and Reserve members in their civilian jobs [25-26] and (b) determine employer preferences for receiving further information on such laws/policies [27–28].
- Knowledge of Employer Support Programs – These items are used to provide measures of employer familiarity with ESGR programs and awards [29–33].
- General Employment Policies – These items are used to (a) provide information on the formal employment policies that employers can use to provide discretionary support to National Guard and Reserve members [34–37].
- Employer Characteristics – These items are used to (a) create analytic groups for the tabulation volume [1-2, 38-43] and (b) determine what organizational representatives are most likely to fill out the survey to streamline future survey administrations [44–45].
- Taking the Survey – These items are used to (a) provide measures of which outreach methods were most effective in recruiting participants [46] and (b) provide respondents the opportunity to offer additional information beyond what was specifically requested in the survey [47].