
Mary A. Quenette

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Mary A. Quenette

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Captain, U.S. Navy
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Richard C. Sorenson
Technical Director (Acting)

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San Diego, California 92152-6800

## Summary

The second annual NPS was mailed to 23,821 randomly sampled active duty enlisted personnel and officers in December 1991. Completed questionnaires were accepted through mid-February 1992. An adjusted return rate of 57 percent was obtained. Survey topics included rotation/permanent change-of-station moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This volume contains highlights of the results for enlisted personnel and officers. Analyses were based on weighted data; thus, the results may be used to infer population attitudes.

## Subject Terms

- Rotation
- Recruiting
- Pay and benefits
- Education
- Leadership
- Quality-of-life
- Organizational climate
- Acquired Immune Deficiency Syndrome (AIDS)

## Distribution/Availability Statement

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## Abstract

The second annual NPS was mailed to 23,821 randomly sampled active duty enlisted personnel and officers in December 1991. Completed questionnaires were accepted through mid-February 1992. An adjusted return rate of 57 percent was obtained. Survey topics included rotation/permanent change-of-station moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This volume contains highlights of the results for enlisted personnel and officers. Analyses were based on weighted data; thus, the results may be used to infer population attitudes.
Foreword

The Navy-wide Personnel Survey (NPS), which is administered annually, is one part of the Navy Personnel Survey System (NPSS) originated by the Navy Personnel Research and Development Center (NPRDC). The NPSS is designed to manage and control Navy personnel surveys to minimize intrusion into fleet and shore operations and to serve as a vehicle for attitude and survey research. The NPSS is composed of NPS, special surveys, and quick-response surveys.

The NPS collects attitude and opinion data on issues having an important impact on the military experience of Navy personnel. The information obtained is used by managers and policy makers to evaluate various programs, including rotation/permanent change-of-station moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This work was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00), within reimbursable work unit 92WRPS522.

This technical report, one of a series documenting the results of the NPS 1991, contains highlights of the results for enlisted personnel and officers. NPRDC-TN-92-20 provides graphic presentations of the responses of enlisted personnel. NPRDC-TN-92-21 provides graphic presentations of the responses of officers. NPRDC-TN-92-22 provides cross tabulation tables for enlisted personnel. NPRDC-TN-92-23 provides cross tabulation tables for officers. Any questions regarding this report should be directed to Emanuel P. Somer, Head, Survey Research Division, (619) 553-9248 or DSN 553-9248.

THOMAS F. FINLEY
Captain, U.S. Navy
Commanding Officer

RICHARD C. SORENSON
Technical Director (Acting)
Executive Summary

The second annual Navy-wide Personnel Survey was mailed to a random sample of 23,821 active duty enlisted personnel and officers in December 1991. Completed questionnaires were accepted through mid-February 1992. The adjusted return rate was 57 percent. Topics covered in the survey included rotation/permanent change-of-station moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education. Analyses were based on weighted data; thus, the results may be used to infer population attitudes.

Highlights of Results

• Most Navy spouses were employed; financial obligations made spouse employment necessary for three-quarters of enlisted and half the officers.

• Major concerns of members with dependents were financial obligations requiring spouse employment, availability/cost of civilian housing when making a move, and child care for preschool children and before/after school care.

• Nearly all members had heard of the Family Service Center programs and about half of those who had used them felt the programs were good.

• Enlisted members were less satisfied than officers with the cost and quality of housing. Majorities were satisfied with their overall quality of life.

• About half of Navy members planned to stay in the Navy until eligible for retirement, but retention plans were influenced by many factors, including child care, family separations, and sea duty.

• Members were positive about organizational climate issues and equal opportunity in the Navy.

• Respondents were favorable toward women serving aboard combat ships and aircraft, but slightly less favorable toward women aboard submarines.

• The most common form of sexual harassment was teasing, jokes, remarks, or questions and the least common was pressure for sexual favors.

• Detailers were given favorable ratings for their knowledge of their jobs, and approximately three-fourths of respondents obtained exactly or nearly the assignment they wanted.

• Over 40 percent of respondents were currently pursuing further education. Among those who were not, lack of time due to work responsibilities was one important reason.

• Most leadership courses were evaluated highly and many members were able to apply the training to their experience in the field.
• Navy personnel relied primarily on Navy Times for information about personnel programs and policies.

• Navy members were well-informed about behaviors that place a person at risk for contracting AIDS. The main sources of information about AIDS were nonmilitary.
# Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
<tr>
<td>Problem</td>
<td>1</td>
</tr>
<tr>
<td>Purpose</td>
<td>1</td>
</tr>
<tr>
<td>Approach</td>
<td>1</td>
</tr>
<tr>
<td>Margin of Error</td>
<td>2</td>
</tr>
<tr>
<td>Description of Sample</td>
<td>3</td>
</tr>
<tr>
<td>Family and Quality of Life</td>
<td>5</td>
</tr>
<tr>
<td>Spouses</td>
<td>5</td>
</tr>
<tr>
<td>Dependents</td>
<td>5</td>
</tr>
<tr>
<td>Child Care</td>
<td>6</td>
</tr>
<tr>
<td>Dependents' Medical Care</td>
<td>6</td>
</tr>
<tr>
<td>Family Support</td>
<td>7</td>
</tr>
<tr>
<td>Morale, Welfare, and Recreation (MWR) Programs/Housing</td>
<td>9</td>
</tr>
<tr>
<td>Job Issues</td>
<td>11</td>
</tr>
<tr>
<td>Career and Career Plans</td>
<td>11</td>
</tr>
<tr>
<td>Organizational Climate</td>
<td>12</td>
</tr>
<tr>
<td>Equal Opportunity (EO)</td>
<td>13</td>
</tr>
<tr>
<td>Fraternization</td>
<td>14</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>14</td>
</tr>
<tr>
<td>Duty Assignments</td>
<td>16</td>
</tr>
<tr>
<td>Assignment Process</td>
<td>16</td>
</tr>
<tr>
<td>Sea Duty</td>
<td>18</td>
</tr>
<tr>
<td>Recruiting Duty</td>
<td>19</td>
</tr>
<tr>
<td>Education and Leadership</td>
<td>21</td>
</tr>
<tr>
<td>Education</td>
<td>21</td>
</tr>
<tr>
<td>Leadership</td>
<td>21</td>
</tr>
<tr>
<td>Sources of Information</td>
<td>23</td>
</tr>
<tr>
<td>AIDS Information</td>
<td>23</td>
</tr>
<tr>
<td>References</td>
<td>25</td>
</tr>
<tr>
<td>Appendix--Navy-wide Personnel Survey 1991</td>
<td>A-0</td>
</tr>
</tbody>
</table>
List of Tables

1. Percent Return for Paygrade Groups ................................................................. 1
2. Margin of Error for Selected Groups ................................................................. 2
3. Quality Ratings and Percent Awareness of Family Support Programs ............... 8
4. Evaluation of Morale, Welfare, and Recreation (MWR) Programs/Housing ........... 9
5. Factors Having a Negative Influence on Retention .......................................... 12
6. Satisfaction with Organizational Climate ......................................................... 13
7. Satisfaction with Equal Opportunity (EO) ....................................................... 13
8. Percent Reporting Sexual Harassment Behaviors ............................................. 15
9. Percent Effectiveness Rating and Percent Usage for Methods of Interacting with Detailer ........................................................................................................ 17
10. Ratings of Detailer Job Performance .................................................................. 17
11. Image of Recruiting Duty .................................................................................. 19
12. Sources of Information on AIDS ...................................................................... 24

List of Figures

1. (Q42c) Enlisted spouse must work ................................................................. 5
2. (Q42c) Officer spouse must work ................................................................. 5
3. (Q73) Enlisted critical child care needs ......................................................... 6
4. (Q73) Officer critical child care needs .......................................................... 6
5. (Q58) Reason for selecting medical care plan ............................................... 7
6. (Q70o) Overall evaluation of Family Service Center programs ....................... 8
7. (Q22) Enlisted career plans ............................................................................. 11
8. (Q22) Officer career plans ............................................................................. 11
9. (Q42e) Enlisted would consider leaving the Navy because of family separations ........................................................................................................ 12
10. (Q42e) Officers would consider leaving the Navy because of family separations ................................................................. 12

11. (Q82a,b,c) Percent agreement with women aboard combat ships, aircraft, and submarines ................................................................. 14

12. (Q85c) Fraternization interferes with discipline ........................................................................................................ 14

13. (Q85d) Navy policy on fraternization is a good policy ........................................................................................................ 14

14. (Q88) Status of harasser ............................................................................................................................................ 16

15. (Q89) Employment of harasser ............................................................................................................................................ 16

16. (Q51) Is current assignment what you wanted? ........................................................................................................ 18

17. (Q25) Enlisted current billets ............................................................................................................................................ 18

18. (Q25) Officers’ current billets ............................................................................................................................................ 18

19. (Q67) Quality of last leadership course attended ........................................................................................................ 21

20. (Q33) Sources of information ............................................................................................................................................ 23
Introduction

Problem

The morale and job performance of Navy members take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in an unstable world. Navy members' attitudes and opinions represent input vital to the development and continuous improvement of Navy policies and programs; therefore, such opinions must be measured in a systematic and timely fashion, thus furnishing an accurate reflection of the views of its diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS), originated in 1990, is an omnibus survey designed to systematically collect opinion data and provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy members. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis.

Approach

NPS 1991 questionnaires (see appendix) were mailed in December 1991 to a random sample of 23,821 enlisted personnel and officers with a projected rotation date (PRD) of March 1992 or later. The sampling represented approximately 3 percent of the enlisted population and 11 percent of the officer population. Of the original sample, 704 surveys could not be delivered. Reminder/thank you postcards were mailed to the entire sample 4 weeks after the surveys. During the 10 weeks the survey was in the field, 13,232 were completed and returned for an adjusted return rate of 57 percent. Table 1 provides the unadjusted return rates for paygrade groupings, total enlisted, and total officer groups.

<table>
<thead>
<tr>
<th>Paygrade Group</th>
<th>Population</th>
<th>Surveys Sent</th>
<th>Percent Return*</th>
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<tr>
<td>Enlisted</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-2 and E-3</td>
<td>125,849</td>
<td>4,703</td>
<td>22</td>
</tr>
<tr>
<td>E-4 through E-6</td>
<td>302,769</td>
<td>9,155</td>
<td>52</td>
</tr>
<tr>
<td>E-7 through E-9</td>
<td>51,930</td>
<td>1,874</td>
<td>79</td>
</tr>
<tr>
<td>Total</td>
<td>480,548</td>
<td>15,732</td>
<td>46</td>
</tr>
<tr>
<td>Officers</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>W-2 through W-4</td>
<td>2,913</td>
<td>1,152</td>
<td>81</td>
</tr>
<tr>
<td>O-1 through O-3</td>
<td>43,248</td>
<td>4,065</td>
<td>66</td>
</tr>
<tr>
<td>O-4 through O-6</td>
<td>26,360</td>
<td>2,872</td>
<td>80</td>
</tr>
<tr>
<td>Total</td>
<td>72,521</td>
<td>8,089</td>
<td>73</td>
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*Percent return was calculated without adjustment for surveys that could not be delivered.

The survey requested demographic information and measured military members' attitudes and opinions in various areas, including rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, training and education programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education. Of 230 questions in NPS 1991, 133 questions also appeared on the NPS 1990; 5 other questions were essentially the same, with minor wording changes, yielding a total of 138 common questions.

This volume contains highlights of the 1991 survey results for enlisted personnel and officers. Additional volumes (Quenette, et. al., 1992a, 1992b; Wilcove & Quenette, 1992a,
provide graphical presentations and cross tabulation tables of the responses of enlisted personnel and officers. (Results of the 1990 NPS are available in Quenette, Kalus, Hase & Brinderson, 1991a, 1991b, 1991c, 1991d; Quenette et al. [in review].)

For statistical analyses, officers were assigned to one of three groups: (1) W-2 through W-4, (2) O-1E through O-3E and O-1 through O-3, and (3) O-4 through O-6. Enlisted personnel were grouped according to paygrade: (1) E-2 and E-3, (2) E-4 through E-6, and (3) E-7 through E-9. Individuals in paygrade E-1 were excluded because of their limited length of time in the Navy. The analyses (except for the description of the sample) were based on weighted data. Responses were weighted by paygrade to reflect each paygrade's actual proportion in the Navy, thereby allowing generalization of sample results to the entire Navy. Separate weighting schemes were employed for enlisted personnel and officers; within the enlisted/officer groups, each paygrade was weighted separately.

**Margin of Error**

This report describes the percentages of (weighted) subgroups selecting each response option. Reported results are approximately accurate within the margins of error displayed in Table 2. For example, for E-2 and E-3 members, the true percentage could be as much as 3 percent higher or lower than the reported value. Since small sample sizes yield unstable results, possibly leading to erroneous conclusions, caution should be used in any interpretations based upon small sample sizes. For example, few Asians completed the survey; thus, the associated margin of error is large.

**Table 2**

<table>
<thead>
<tr>
<th>Group</th>
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<td></td>
<td>Unweighted</td>
<td>Weighted</td>
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<tr>
<td><strong>Gender</strong></td>
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<tr>
<td>Males</td>
<td>6,399</td>
<td>6,280</td>
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<tr>
<td>Females</td>
<td>830</td>
<td>944</td>
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<tr>
<td><strong>Marital Status</strong></td>
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<tr>
<td>Married</td>
<td>4,424</td>
<td>3,878</td>
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<tr>
<td>Single</td>
<td>2,809</td>
<td>3,446</td>
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<tr>
<td><strong>Race</strong></td>
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<tr>
<td>White</td>
<td>4,776</td>
<td>4,761</td>
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<tr>
<td>Black</td>
<td>1,122</td>
<td>1,155</td>
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<tr>
<td>Other</td>
<td>784</td>
<td>812</td>
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<tr>
<td><strong>Ethnic</strong></td>
<td></td>
<td></td>
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<tr>
<td>Hispanic</td>
<td>380</td>
<td>454</td>
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<tr>
<td>Asian</td>
<td>33</td>
<td>37</td>
</tr>
<tr>
<td>Filipino</td>
<td>367</td>
<td>321</td>
</tr>
<tr>
<td>Other</td>
<td>763</td>
<td>784</td>
</tr>
<tr>
<td>None</td>
<td>4,525</td>
<td>4,439</td>
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<tr>
<td><strong>Paygrade</strong></td>
<td>E-2 and E-3</td>
<td>1,040</td>
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<tr>
<td></td>
<td>E-4 through E-6</td>
<td>4,734</td>
</tr>
<tr>
<td></td>
<td>E-7 through E-9</td>
<td>1,488</td>
</tr>
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*Errors calculated at 95 percent confidence level
Description of Sample

Results reported in this section are based on unweighted data, while the results in the remainder of the report are based on weighted data. The demographic characteristics of the respondents were as follows:

- The majority were male (89% for both enlisted and officers).
- Sixty-one percent of enlisted and 76 percent of officers were married.
- The mean age was 29.4 years for enlisted and 35.9 years for officers.
- Among enlisted, racial makeup consisted of 72 percent white; 17 percent black; and 12 percent Asian, American Indian, or “Other.” Most officers were white (91%); blacks (4%) comprised the second largest group.
- Seventy-five percent of enlisted did not identify with a specific ethnic group, 13 percent were “Other” ethnic group, and Hispanic and Filipino were 6 percent each. Among officers, 83 percent claimed no specific ethnic identity, 12 percent listed “Other,” and 3 percent were Hispanic.
- Forty-eight percent of enlisted had at least some college, 46 percent were high school graduates, and 6 percent had less than a high school education. Most officers (82%) reported having a bachelor’s degree or more.
- The largest religious group among enlisted was Protestant (48%), followed by Catholic (27%), and “No Preference” (17%). The most frequent response among officers was also Protestant (50%), second most frequent was Catholic (33%), followed by “No Preference” at 11 percent. Virtually all respondents answered this question.
Family and Quality of Life

Most Navy spouses were employed; financial obligations made spouse employment necessary for three-quarters of enlisted and half the officers. Major concerns of members with dependents were financial obligations requiring spouse employment, availability/cost of civilian housing when making a move, and child care for preschool children and before/after school care. Nearly all members had heard of the Family Service Center (FSC) programs and about half of those who had used them felt the programs were good. Enlisted members were less satisfied than officers with the cost and quality of housing. Majorities were satisfied with their overall quality of life.

Spouses

Over 60 percent of enlisted and officer spouses were employed. Eleven percent of enlisted and 8 percent of officers reported having a military spouse. Officers were more likely to have spouses in a profession; still, only 19 percent of officers’ spouses contributed to family income in amounts equal to or greater than the member’s contribution, as compared to 34 percent of enlisted members’ spouses contribution of equal to or greater than. Further, financial obligations mandating spouse employment were reported by 74 percent of enlisted and 52 percent of officers (see Figures 1 and 2 for percentages by paygrade groups), yet 60 percent or more of each group would choose loss of their spouse’s income rather than family separation caused by duty assignments. Among spouses who sought employment after a PCS move, the median length of time for spouses of enlisted to gain new employment was just under 4 months, and the median time for spouses of officers was slightly over 3 months. Fifty-four percent of each group reported that their spouse’s income was “Lower” or “Much lower” after the move.

Dependents

Fifty-seven percent of enlisted had dependents, as compared to 71 percent of officers. The vast majority of both groups (83% and 92%, respectively) were accompanied by their dependents on their current assignment. The decision to transfer accompanied or unaccompanied by
dependents was influenced primarily by the availability/cost of civilian housing, with over half of each group selecting this option. Children’s schools (important to about half the respondents) was the second most important factor, and spouse employment (selected by about 4 in 10) was the third most important. Ties to the community was the least important factor for both groups.

**Child Care**

About two-thirds of enlisted and three-fourths of officers whose children required care while the member was on duty were cared for by the member’s spouse. Among those whose spouse was not providing care for the child(ren), the youngest child was most likely in the care of a relative (19% for enlisted) or a private facility (21% for officers). Five percent of each group indicated that they have no child care arrangements and therefore have a problem. Of the remaining, the most critical child care needs were all day care for preschool age children (55% enlisted and 59% officers), before and/or after school care (43% enlisted and 55% officers), and access to care at any time of the day or night (43% enlisted and 28% officers). Figures 3 and 4 show the results for personnel who were married as compared to those who were single.

Sixty-two percent of enlisted and 76 percent of officers were satisfied with their current child care arrangements. The major reasons cited for not using military child care or family home care were “Other,” waiting list, poor location, and, for enlisted, expense.

Forty-six percent of enlisted and 43 percent of officers reported that child care needs interfered with job performance at least “Sometimes.” Among those who experienced problems, the major concerns were an increase in stress level or anxiety (35% enlisted and 33% officers), and the need to leave work early (16% enlisted and 18% officers).

**Dependents’ Medical Care**

Large majorities of dependents had military medical care (74% enlisted and 80% officers) or Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) (72% enlisted and 79% officers). The types of care most frequently used by enlisted dependents were military medical (55%) and CHAMPUS.
For officers, the corresponding percentages were 49 percent for military medical and 34 percent for CHAMPUS. By far the most important factor in choice of health care (see Figure 5) was cost, followed by quality of care. Enlisted members (55%) preferred medical care as a benefit, while officers (55%) would choose an allowance for medical costs. About half of all respondents with dependents were satisfied with CHAMPUS procedures for claim processing, slightly less than half were satisfied with the timeliness of the processing, slightly over one-third were satisfied with the accessibility of claims processing personnel, and about two-thirds were pleased with their access to physicians.

**Family Support**

The Family Support programs with the highest ratings were FSC Counseling, FSC Information and Referral Services, and the Ombudsmen Network (Table 3). Awareness of the programs increased since last year for half of the 14 programs listed. Still, half of all respondents indicated that they had not used them (50% enlisted and 49% officers) or that they had never heard of them (1% enlisted and 1% officers). Of those who had used one or more of the programs, nearly half provided an overall rating of “Good” or “Very Good” (Figure 6).

About 4 in 10 agreed that family support programs have improved their quality of life and that they are satisfied with the quality of the programs, yet few agreed (17% enlisted and 13% officers) that the programs are a positive influence on their decision to remain in the Navy. About one-fourth agreed that the programs have helped them do their job better.

![Figure 5. (Q58) Reason for selecting medical care plan.](image-url)
### Table 3

**Quality Ratings and Percent Awareness of Family Support Programs**

<table>
<thead>
<tr>
<th>Service</th>
<th>Enlisted</th>
<th></th>
<th>Officers</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Quality Rating</td>
<td>Percent Awareness</td>
<td>Quality Rating</td>
<td>Percent Awareness</td>
</tr>
<tr>
<td>FSC Counseling</td>
<td>52</td>
<td>98</td>
<td>53</td>
<td>99</td>
</tr>
<tr>
<td>FSC Information and Referral</td>
<td>49</td>
<td>96</td>
<td>52</td>
<td>97</td>
</tr>
<tr>
<td>Ombudsmen Network</td>
<td>45</td>
<td>97</td>
<td>53</td>
<td>99</td>
</tr>
<tr>
<td>Overseas Transfer</td>
<td>44</td>
<td>93</td>
<td>41</td>
<td>93</td>
</tr>
<tr>
<td>Financial Management</td>
<td>43</td>
<td>95</td>
<td>46</td>
<td>96</td>
</tr>
<tr>
<td>Housing Referral</td>
<td>42</td>
<td>98</td>
<td>37</td>
<td>99</td>
</tr>
<tr>
<td>Deployment Support</td>
<td>42</td>
<td>93</td>
<td>51</td>
<td>96</td>
</tr>
<tr>
<td>Family Advocacy</td>
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<td>91</td>
<td>45</td>
<td>96</td>
</tr>
<tr>
<td>FSC Relocation Assistance</td>
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<td>34</td>
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<tr>
<td>Child Development</td>
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<td>Sponsor Program</td>
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<tr>
<td>Housing Management</td>
<td>32</td>
<td>94</td>
<td>30</td>
<td>95</td>
</tr>
<tr>
<td>Family Member Employment</td>
<td>31</td>
<td>93</td>
<td>26</td>
<td>95</td>
</tr>
</tbody>
</table>

*Note: FSC = Family Service Center.*

*Percent selecting "Good" or "Very Good"; calculations were based on group that selected one of the evaluation options.

*Awareness percentages are based on entire sample.*

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**Figure 6. (Q70o) Overall evaluation of Family Service Center programs.**
Morale, Welfare, and Recreation (MWR)/Housing

Table 4 provides ratings of the MWR programs, plus the results of questions on housing and other quality of life issues. Majorities agreed that Navy MWR services adequately meet their leisure needs, the quality of club services available at their base is good, and elimination of MWR programs would decrease their quality of life. Enlisted and officers differed on housing issues: For enlisted, fewer agreed that they feel safe from vandals or burglars, the quality of housing is satisfactory, housing is having a positive effect on their job performance, and civilian rental housing is affordable.

Officers overwhelming agreed that they can afford to buy the things they need and are satisfied with their overall quality of life. The majority of enlisted also agreed on those two questions.

Table 4
Evaluation of Morale, Welfare, and Recreation Programs (MWR)/Housing

<table>
<thead>
<tr>
<th>MWR, Club Services</th>
<th>Percent Agreement*</th>
</tr>
</thead>
<tbody>
<tr>
<td>MWR provides for leisure needs</td>
<td>61 59</td>
</tr>
<tr>
<td>Quality of club services good</td>
<td>58 53</td>
</tr>
<tr>
<td>MWR elimination would decrease</td>
<td>52 53</td>
</tr>
<tr>
<td>quality of life</td>
<td></td>
</tr>
<tr>
<td>Youth programs important to</td>
<td>49 41</td>
</tr>
<tr>
<td>quality of life</td>
<td></td>
</tr>
<tr>
<td>Housing</td>
<td></td>
</tr>
<tr>
<td>Feel safe in residence</td>
<td>61 81</td>
</tr>
<tr>
<td>Satisfied with housing/living space</td>
<td>53 77</td>
</tr>
<tr>
<td>Living conditions positive effect on job</td>
<td>43 61</td>
</tr>
<tr>
<td>performance</td>
<td></td>
</tr>
<tr>
<td>Civilian rent affordable</td>
<td>28 41</td>
</tr>
<tr>
<td>Other Quality Issues</td>
<td></td>
</tr>
<tr>
<td>Can afford things I need</td>
<td>52 80</td>
</tr>
<tr>
<td>Satisfied with my quality of life</td>
<td>52 79</td>
</tr>
</tbody>
</table>

*Percent selecting "Agree" or "Strongly Agree."
Job Issues

About half of Navy members planned to stay in the Navy until eligible for retirement, but retention plans were influenced by many factors, including child care, family separations, and sea duty. Members were positive about organizational climate issues and equal opportunity in the Navy. Respondents were favorable toward women serving aboard combat ships and aircraft, but slightly less favorable toward women aboard submarines. The most common form of sexual harassment was teasing, jokes, remarks, or questions and the least common was pressure for sexual favors. Detailers were given favorable ratings for their knowledge of their jobs, and approximately three-fourths of respondents obtained exactly or nearly the assignment they wanted.

Career and Career Plans

Enlisted respondents served less time on active duty than officers: Medians were 5.0 years for enlisted and 9.9 years for officers. For enlisted, the median number of years in paygrade increased as paygrade increased, with .75 years for E-2 and E-3, 2.25 years for E-4 through E-6, and 2.67 years for E-7 through E-9. For officers, the median number of years in grade was 2.08 years for W-2 through W-4, 1.58 years for O-1 through O-3, and 3.25 years for O-4 through O-6. Finally, enlisted had a median of 1.5 years in their current assignment and for officers the median was 1.25 years.

Among enlisted, 47 percent reported they will stay in the Navy until eligible to retire and 26 percent reported they will leave. A majority of officers (55%) indicated they will stay until eligible to retire, while 14 percent said they will leave. Very few who are eligible to retire indicated that they intend to do so (1% enlisted and 2% officers). In general, the more senior members, both enlisted and officers, were more likely to have made a definite decision to stay (Figures 7 and 8). Enlisted subgroups more likely to stay included males, Asians, married personnel, and personnel with dependents. Among officers, females, blacks, married personnel, and personnel with dependents were more likely to stay. Enlisted members who served in the Persian Gulf War were slightly less likely to stay; there was no difference among officers, however.

Ten factors were identified as having an influence on whether or not a member would
choose to make the Navy a career (Table 5). The factor receiving the largest negative response was the availability of Navy-sponsored child care. Other important factors included family separations due to duty assignments, amount of sea duty, and family support services. The importance of spouse and family was evident in the response to the question asking whether the member would consider leaving the Navy because of family separations: Approximately one-half of members with dependents answered in the affirmative. Figures 9 and 10 show results for paygrade groups. Two-thirds of the members would not leave the Navy, however, because of their spouse's career. Retirement pay, retention incentives, and assignment to a high cost area were all listed as negative by 12 percent or less. Half of the questions were answered by subgroups only; for example, the child care questions were answered by members with children. The percentages, therefore, should be interpreted as indicative of importance to specific subgroups, not as importance to the entire sample.

Table 5
Factors Having a Negative Influence on Retention

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percent Negativea</th>
</tr>
</thead>
<tbody>
<tr>
<td>Navy-sponsored child careb</td>
<td>53</td>
</tr>
<tr>
<td>Family separationsb</td>
<td>51</td>
</tr>
<tr>
<td>Sea dutyb</td>
<td>51</td>
</tr>
<tr>
<td>Family Support Services</td>
<td>40</td>
</tr>
<tr>
<td>Living conditions</td>
<td>38</td>
</tr>
<tr>
<td>Pay</td>
<td>38</td>
</tr>
<tr>
<td>Spouse careerb</td>
<td>16</td>
</tr>
<tr>
<td>Retirement pay</td>
<td>12</td>
</tr>
<tr>
<td>Retention incentives</td>
<td>11</td>
</tr>
<tr>
<td>Assignment to high cost areaab</td>
<td>5</td>
</tr>
</tbody>
</table>

aResponse indicated negative influence on retention.
bAnswered by subgroups only.

![Figure 9](image_url) (Q42e) Enlisted would consider leaving the Navy because of family separations.

![Figure 10](image_url) (Q42e) Officers would consider leaving the Navy because of family separations.

Organizational Climate

A series of questions asked respondents to rate their organization on organizational climate issues (Table 6). For enlisted personnel, satisfaction levels hovered around the 50 percent mark for many of the questions. Satisfaction with leadership at the command received lower marks; liking the work and
Table 6

Satisfaction with Organizational Climate

<table>
<thead>
<tr>
<th></th>
<th>Percent Agreement(^a)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Enlisted</td>
</tr>
<tr>
<td>Like work I do</td>
<td>70</td>
</tr>
<tr>
<td>Satisfied with working conditions</td>
<td>63</td>
</tr>
<tr>
<td>Allowed to exercise job</td>
<td>61</td>
</tr>
<tr>
<td>responsibilities</td>
<td></td>
</tr>
<tr>
<td>Satisfied with job</td>
<td>59</td>
</tr>
<tr>
<td>Enjoy my career</td>
<td>56</td>
</tr>
<tr>
<td>Chain of Command listens to</td>
<td>52</td>
</tr>
<tr>
<td>problems</td>
<td></td>
</tr>
<tr>
<td>Glad I chose Navy</td>
<td>52</td>
</tr>
<tr>
<td>Satisfied with career</td>
<td>49</td>
</tr>
<tr>
<td>development</td>
<td></td>
</tr>
<tr>
<td>Decisions made at appropriate</td>
<td>45</td>
</tr>
<tr>
<td>level</td>
<td></td>
</tr>
<tr>
<td>Command support for decisions</td>
<td>44</td>
</tr>
<tr>
<td>I make</td>
<td></td>
</tr>
<tr>
<td>Satisfied with quality of</td>
<td>37</td>
</tr>
<tr>
<td>leadership</td>
<td></td>
</tr>
</tbody>
</table>

\(^a\)Percent selecting “Agree” or “Strongly Agree.”

working conditions, and exercising job responsibilities received a higher level of endorsement. Senior enlisted expressed substantially more satisfaction than did the other enlisted paygrade groups. Enlisted females were slightly less satisfied on all questions except when asked if they were glad they chose the Navy, where the percentages were equal. There was no pattern of results for racial groups.

Among officers, approximately two-thirds or more expressed satisfaction on all organizational climate questions. Female officers had slightly lower levels of satisfaction: For most questions, the male/female difference was five to six percentage points or less. There were slight differences by race for a few questions, with whites and Asians a few percentage points higher in satisfaction. Senior officers and warrant officers were slightly more satisfied than junior officers on a few questions.

Table 7

Satisfaction with Equal Opportunity (EO)

<table>
<thead>
<tr>
<th></th>
<th>Percent Agreement(^a)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Enlisted</td>
</tr>
<tr>
<td>Immediate supervisor treats me</td>
<td>77</td>
</tr>
<tr>
<td>fairly</td>
<td></td>
</tr>
<tr>
<td>CO actively supports EO</td>
<td>76</td>
</tr>
<tr>
<td>XO actively supports EO</td>
<td>73</td>
</tr>
<tr>
<td>Work assignments are fair</td>
<td>72</td>
</tr>
<tr>
<td>Efforts to improve EO in Navy</td>
<td>62</td>
</tr>
<tr>
<td>Chain of Command effective in</td>
<td>60</td>
</tr>
<tr>
<td>resolving EO problems</td>
<td></td>
</tr>
<tr>
<td>At Captain’s Mast, I would be</td>
<td>59</td>
</tr>
<tr>
<td>treated fairly</td>
<td></td>
</tr>
</tbody>
</table>

\(^a\)Percent selecting “Agree” or “Strongly Agree.”

For officers, agreement was nearly unanimous for the fairness of treatment from supervisors, CO and XO support for equal opportunity, and the fairness of work assignments. Agreement for the remaining questions was around 80 percent. By paygrade, junior officers agreed less on a few of the questions. Once again, females agreed less than males. Results by race were mixed, but blacks expressed less agreement on a few questions.

As can be seen in Figure 11, enlisted were more favorable to women serving aboard
combat ships and combat aircraft than to women aboard submarines. There were trivial differences by paygrade, sex, educational level, marital status, or deployment to the Persian Gulf. Overall, officers were less favorable than enlisted. Paygrade and marital status differences were slight, and results for educational level were mixed. Female officers agreed at a much higher level, about 35 percentage points higher than males, on all three questions, and there was a slight tendency for officers who had been deployed for Operation Desert Shield/Storm to agree less as compared to those who were not deployed.

Navy's policy on fraternization is a good policy (54% vs. 71%). On those two questions, agreement increased as paygrade increased for enlisted, and gender differences occurred among officers only, where female officers agreed to a lesser extent as compared to male officers (Figures 12 and 13).

Figure 11. (Q82a,b,c) Percent agreement with women aboard combat ships, aircraft, and submarines.

Fraternization

Three-fourths of enlisted and two-thirds of officers received training in fraternization during the preceding 12 months, and approximately two-thirds of both groups evaluated the training as “Good” or “Very Good.” Large majorities of both groups (66% enlisted and 74% officers) believed command members understand what is and what is not fraternization, and even larger majorities (83% enlisted and 88% officers) stated that they personally understand the definitions and regulations. Enlisted were less likely than officers to agree that fraternization interferes with good discipline (60% vs. 75%) and the

Sexual Harassment

Approximately three-quarters of enlisted and officer respondents had received training in the prevention of sexual harassment in the past 12 months. Respondents were asked a series of
questions about the types and frequency of sexual harassment behaviors directed at them during the preceding 12 months, the persons who engaged in such behaviors, and whether or not they had been the victim of sexual assault or rape. As seen in Table 8, there were very large differences by gender; 10 percent or less of enlisted males said they had been the target of such behaviors, while the percentage of female enlisted who responded likewise ranged from 12 percent to 58 percent. By paygrade for enlisted, the percent who indicated that they had been subjected to the behaviors decreased as paygrade increased. The most common behavior was teasing, jokes, remarks, or questions, and the least common behavior was pressure for sexual favors.

Among officers, the percent who indicated that they had been the target of the behaviors listed was somewhat smaller than for enlisted. Again, large differences emerged when the data were broken down by gender: Four percent or less of male officers said they had been subjected to the behaviors listed, while female officers’ responses ranged between 3 percent and 43 percent. As with enlisted, the most common sexual harassment behavior was teasing, jokes, remarks or questions, and the least common was pressure for sexual favors.

The overall rate of sexual harassment, defined as the percent who had experienced one or more of the behaviors on at least one occasion during the preceding 12 months, was calculated for each gender group for enlisted and officers. The overall rates were 73 percent of enlisted females, 18 percent of enlisted males, 57 percent of female officers, and 8 percent of male officers.

Enlisted reported that harassment came most frequently from co-workers and “Other” (Figure 14), and from military enlisted (Figure 15). Enlisted males reported that females were the most frequent harassers (54%), followed by male harassers (31%). A few (14%) reported that they had been harassed by both sexes. Enlisted females were harassed almost exclusively by males (95%).

Table 8

<table>
<thead>
<tr>
<th>Percenta Reporting Sexual Harassment Behaviors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
</tr>
<tr>
<td>Females Males</td>
</tr>
<tr>
<td>Teasing, jokes, remarks, questions            58 10</td>
</tr>
<tr>
<td>Looks, staring, gestures                      55 8</td>
</tr>
<tr>
<td>Whistles, calls, hoots, yells                50 5</td>
</tr>
<tr>
<td>Touching, leaning over, cornering, pinching   35 6</td>
</tr>
<tr>
<td>Pressure for dates                           31 3</td>
</tr>
<tr>
<td>Letters, phone calls, sexual materials        18 3</td>
</tr>
<tr>
<td>Pressure for sexual favors                    12 2</td>
</tr>
<tr>
<td>Officers</td>
</tr>
<tr>
<td>Females Males</td>
</tr>
<tr>
<td>Teasing, jokes, remarks, questions            43 4</td>
</tr>
<tr>
<td>Looks, staring, gestures                      33 2</td>
</tr>
<tr>
<td>Whistles, calls, hoots, yells                28 1</td>
</tr>
<tr>
<td>Touching, leaning over, cornering, pinching   16 2</td>
</tr>
<tr>
<td>Pressure for dates                           10 1</td>
</tr>
<tr>
<td>Letters, phone calls, sexual materials        10 2</td>
</tr>
<tr>
<td>Pressure for sexual favors                    3 0</td>
</tr>
</tbody>
</table>

aPercent selecting “Once” or more in frequency.
Duty Assignments

Assignment Process

Slightly over half of enlisted and officers who had received advice from their Command Career Counselor and from their detailer reported they received similar or the same advice. About one in five felt the advice they received did not prepare them well for the detailing process.

Most members (70% enlisted and 58% officers) had not heard of the recently installed BUPERS ACCESS computer bulletin board system. Among those who had used it, over half agreed that it was easy to use. Slightly less than one-half reported that the system gave them the information they needed, and just over one-third agreed that it made communication with their detailer easier. As the system becomes more widely available and use increases, more reliable data concerning the efficacy of the system will be available.

Fifty-seven percent of enlisted personnel claimed to understand the detailing process, but about one-fourth did not. Nearly equal percentages agreed (36%) and disagreed (38%) that the process is fair. Larger percentages of officers understood the detailing process (73%) and agreed that the process is fair (49%) as compared to enlisted.

Respondents were asked to evaluate the various methods available to them for interacting with their detailer. Table 9 displays the percentages who selected “Effective” or “Very Effective” for each of the methods and the percentages of members who had used each of the methods. Clearly, personal visits were the most satisfactory, but the telephone was the most commonly used.

Respondents were also asked to evaluate their current or former detailer on a series of job behaviors. The behaviors were grouped into three general categories, knowledge of job, sensitivity to needs, and customer relations. Table 10 provides the percent positive ratings for each behavior. In general, detailers received
### Table 9

Percent Effectiveness Rating and Percent Usage for Methods of Interacting with Detailer

<table>
<thead>
<tr>
<th>Method</th>
<th>Enlisted Percent Effectiveness</th>
<th>Enlisted Percent Use</th>
<th>Officers Percent Effectiveness</th>
<th>Officers Percent Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal visit</td>
<td>88</td>
<td>56</td>
<td>92</td>
<td>73</td>
</tr>
<tr>
<td>Telephone</td>
<td>76</td>
<td>90</td>
<td>87</td>
<td>94</td>
</tr>
<tr>
<td>Detailer field trip</td>
<td>76</td>
<td>60</td>
<td>71</td>
<td>78</td>
</tr>
<tr>
<td>Naval message</td>
<td>62</td>
<td>47</td>
<td>56</td>
<td>44</td>
</tr>
<tr>
<td>Letter or 1306/7</td>
<td>56</td>
<td>58</td>
<td>60</td>
<td>69</td>
</tr>
<tr>
<td>Computer system access</td>
<td>50</td>
<td>24</td>
<td>38</td>
<td>26</td>
</tr>
<tr>
<td>Preference card or 1306-63</td>
<td>40</td>
<td>65</td>
<td>54</td>
<td>87</td>
</tr>
</tbody>
</table>

*Percent selecting "Effective" or "Very Effective": calculations were based on group that selected one of the evaluation options.

*Percent use was based on entire sample.

### Table 10

Ratings of Detailer Job Performance

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Percent Positive</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Available billets</td>
<td>60</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td>Policy trends</td>
<td>59</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td>Requirements and duties of billets</td>
<td>57</td>
<td>65</td>
<td></td>
</tr>
<tr>
<td>Accurate information</td>
<td>52</td>
<td>61</td>
<td></td>
</tr>
<tr>
<td>Sensitivity to Needs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge of previous communications</td>
<td>44</td>
<td>62</td>
<td></td>
</tr>
<tr>
<td>Career development</td>
<td>40</td>
<td>63</td>
<td></td>
</tr>
<tr>
<td>Personal desires</td>
<td>38</td>
<td>56</td>
<td></td>
</tr>
<tr>
<td>Customer Relations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respond to correspondence</td>
<td>41</td>
<td>57</td>
<td></td>
</tr>
<tr>
<td>Accessibility</td>
<td>33</td>
<td>55</td>
<td></td>
</tr>
<tr>
<td>Return phone calls</td>
<td>27</td>
<td>56</td>
<td></td>
</tr>
</tbody>
</table>

*Percent selecting "Positive" or "Very Positive."
the highest ratings on elements of job knowledge.

Both enlisted and officers were likely to describe their experience in obtaining their current assignment as "Ran Smoothly" or "Somewhat Smoothly" (69% enlisted and 75% officers), and large majorities reported that they had obtained exactly or nearly the assignment they wanted (Figure 16).

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, exactly</td>
<td>49%</td>
<td>31%</td>
</tr>
<tr>
<td>Yes, close</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>No, not really</td>
<td>14%</td>
<td>20%</td>
</tr>
<tr>
<td>No, not close</td>
<td>12%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Figure 16. (Q51) Is current assignment what you wanted?

Sea Duty

A majority of enlisted personnel (53%) were assigned to sea duty and slightly over half were in the Atlantic fleet. Officers were more likely to be assigned ashore (63%), but those who were at sea were evenly split between Atlantic and Pacific fleets. In general, as paygrade increased (Figures 17 and 18), the percentages assigned ashore also increased. Females were far more likely to be serving ashore. Seventy percent of enlisted females had a shore billet and 28 percent were assigned to sea duty, as compared to enlisted males with 42 percent ashore and 56 percent at sea. Among officers, 88 percent of females were in shore billets and 10 percent were at sea; 59 percent of male officers were ashore and 36 percent were at sea.

Figure 17. (Q25) Enlisted current billets.

Figure 18. (Q25) Officers’ current billets.

Among personnel who had served at sea, enlisted had 3.0 years of sea duty, as compared to 3.5 years for officers (medians). Enlisted and officers agreed that 3.0 years is a reasonable length for shore tours, but officers preferred 2.0 years at sea, while enlisted said 3.0 years would be reasonable (medians).

Respondents were asked how long they would be willing to extend at sea in order to obtain a shore billet at their home port. Forty-two percent of enlisted and 31 percent of officers were not willing to extend under those circumstances. Of those who were willing,
enlisted would extend up to 5 months and officers would extend up to 4.5 months (medians).

**Recruiting Duty**

Respondents were asked to indicate their attitudes toward recruiting duty (Table 11). Very small percentages of members were currently or previously assigned to recruiting duty (2% enlisted and 2% officers were currently in a recruiting billet; 3% enlisted and 6% officers had previous recruiting duty). Thus, the results reported here are primarily the attitudes and opinions of members who have had no actual job experience as recruiters. Clearly, enlisted personnel had more positive attitudes toward recruiting duty than did officers, and nearly half of enlisted personnel would be interested in a recruiting duty assignment.

<table>
<thead>
<tr>
<th>Image of Recruiting Duty</th>
<th>Percent Agreementa</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Enlisted</td>
</tr>
<tr>
<td>Recruiting duty would help my career</td>
<td>50</td>
</tr>
<tr>
<td>I would be interested in a recruiting duty assignment</td>
<td>44</td>
</tr>
<tr>
<td>Recruiting duty is good duty</td>
<td>44</td>
</tr>
<tr>
<td>Information about recruiting duty is readily available</td>
<td>31</td>
</tr>
<tr>
<td>Recruiting duty helps me get promoted faster</td>
<td>27</td>
</tr>
</tbody>
</table>

*aPercent selecting “Agree” or “Strongly Agree.”
Education and Leadership

Over 40 percent of respondents were currently pursuing further education. Among those who were not, lack of time due to work responsibilities was one important reason. Most leadership courses were evaluated highly and many members were able to apply the training to their experience in the field.

Education

Enlisted members expressed a greater interest in taking basic skills classes than did officers; 22 percent of enlisted and 79 percent of officers said they did not need any classes. Twenty-nine percent of enlisted wanted college algebra, 14 percent chose writing, and 12 percent would take basic math. For both enlisted and officers, senior members were less likely to be interested.

Well over 40 percent of both enlisted and officers were currently pursuing further education. Among those who were not, the major reasons were a lack of time because of work, conflicts with time with the family, and the cost of classes. An examination of the one most important reason revealed that the largest differences appeared for gender and marital status. Males were more likely than females to claim a lack of time due to work, and married personnel, more than single, found that taking classes interfered with time with their families.

Slightly more than half of the respondents were satisfied with the services offered by the Navy Campus education office. Among those who were not satisfied, about half complained that information about the offices’ services was not well publicized. Enlisted also complained that the hours were not convenient (31%) and officers felt that the counselors were not well informed (31%).

Leadership

Among enlisted who had attended a leadership course, the course most frequently attended was Leadership Management and Education Training (LMET) (46%), followed by Navy Leadership (NAVLEAD) (school) (38%). The evaluation of the course most recently attended by enlisted was “Good” or “Very Good” (74%). Officers were more likely to have recently attended LMET (52%) or Basic Division Officers course (20%). Figure 19 shows evaluations of the most recent course taken by officers. Roughly half agreed that leadership courses had contributed a great deal to their personal development and had given them the skills to perform their job better. Finally, 57 percent of the enlisted selected the response “Some” when asked how much training they applied to their experience in the field, while the corresponding percentage for officers was 67 percent.

![Figure 19. (Q67) Quality of last leadership course attended.](image-url)
Sources of Information

Navy personnel relied primarily on *Navy Times* for information about personnel programs and policies. Navy members were well-informed about behaviors that place a person at risk for contracting AIDS. The main sources of information about AIDS were nonmilitary.

Figure 20 illustrates the major sources of information for Navy members. Enlisted personnel relied on *Navy Times*, the Plan of the Day/Week, *Link*, the chain of command, and *All Hands* as their primary sources of information. Officers sought information from *Navy Times*, the chain of command, *Perspective*, and the Message Board.

AIDS Information

The main source of AIDS training was the military, with 55 percent of enlisted and 39 percent of officers receiving AIDS training in the preceding year. However, 25 percent of enlisted and 43 percent of officers reported receiving no training at all.

The major sources of information on AIDS were nonmilitary sources, especially commercial TV or radio and newspapers or magazines. Table 12 displays the sources of information and the percentages reporting receiving "A Great Deal of Information" from each.

---

Figure 20. (Q33) Sources of information.
Members were well-informed regarding risk factors in the transmission of the virus that causes AIDS. Virtually everyone knew that multiple sex partners, sharing needles for illegal drug use, and having unprotected sex with a person who is HIV positive were very risky behaviors. They also knew that the use of a condom reduced the risk. Respondents were less sure about the remaining questions, however. The percentages who thought the AIDS virus possibly or definitely will be contracted in various situations was as follows: Receiving a blood transfusion, 70 percent enlisted and 68 percent officers; giving or selling blood, 35 percent enlisted and 17 percent officers; providing CPR or first aid to a stranger, 32 percent enlisted and 31 percent officers; eating in a dining facility where the cook is infected, 37 percent enlisted and 26 percent officers; working near someone with AIDS, 11 percent enlisted and 8 percent officers; and casual contact with a co-worker who has had a positive test for the HIV antibody, 12 percent enlisted and 6 percent officers.

<table>
<thead>
<tr>
<th>Sources of Information on AIDS</th>
<th>Percent &quot;Great deal...&quot; a</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Enlisted</td>
</tr>
<tr>
<td>Commercial radio or TV</td>
<td>44</td>
</tr>
<tr>
<td>Newspapers or magazines</td>
<td>43</td>
</tr>
<tr>
<td>Video: &quot;AIDS: A Soldier's Story&quot;</td>
<td>29</td>
</tr>
<tr>
<td>Navy pamphlets or brochures</td>
<td>22</td>
</tr>
<tr>
<td>Military classes</td>
<td>21</td>
</tr>
<tr>
<td>Military medical personnel</td>
<td>19</td>
</tr>
<tr>
<td>Interactive video</td>
<td>16</td>
</tr>
<tr>
<td>Military radio and TV</td>
<td>16</td>
</tr>
<tr>
<td>Drug and alcohol counselors</td>
<td>12</td>
</tr>
<tr>
<td>Family Service Centers</td>
<td>8</td>
</tr>
<tr>
<td>Chaplain</td>
<td>6</td>
</tr>
</tbody>
</table>

Note. AIDS = Acquired Immune Deficiency Syndrome.

aPercent selecting "A Great Deal of Information."
References


Appendix

Navy-wide Personnel Survey
1991
Navy-wide Personnel Survey

1991

Navy Personnel Research & Development Center
San Diego, CA 92152-6800
You have been randomly selected by computer to take part in this survey. Your participation is voluntary. At the end of the survey you will be asked to give your Social Security Number. This is optional. It will be used to help us conduct follow-on research, but will not be reported to anyone. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

You will also be given the opportunity to make written comments after each major section of the survey, as well as general comments at the end of the survey.

If you have questions, you may contact:
Mary Quenette Dianne Murphy
(619) 553-9233 (703) 614-6868
A/V 553-9233 A/V 224-6868

Please complete the survey within the next five days. When you have completed it, return it in the enclosed envelope to:

Navy Personnel Research & Development Center
San Diego, CA 92152-6800

Thank you for your time and effort!

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research & Development Center may collect the information requested in the Navy-wide Personnel Survey, 1991, under the authority of 5 United States Code 301.

The information collected in the questionnaire will be used to evaluate existing and proposed Navy personnel policies, procedures, and programs.

Providing information in this form is completely voluntary. The information you choose to provide will not become part of your permanent record and will not be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research & Development Center for statistical purposes only. Failure to respond to any of the questions will not result in any penalties except possible lack of representation of your views in the final results and outcomes.

Report Control Symbol for this survey is 1000-12.
SECTION A

Personal and Career Information

Indicate your answer by filling in the circle which corresponds to the answer you have selected.

1. What is your sex?
   - Male
   - Female

2. What was your age on your last birthday?

3. Are you:
   - White
   - Black/African American
   - Asian
   - American Indian
   - Other

4. Are you:
   - Mexican, Chicano, Mexican-American
   - Puerto Rican
   - Cuban
   - Other Spanish/Hispanic
   - Japanese
   - Chinese
   - Korean
   - Vietnamese
   - Asian Indian
   - Filipino
   - Pacific Islander (Guamanian, Samoan, etc.)
   - Eskimo/Aleut
   - Other not listed above
   - None of the above

5. What is your highest level of education?
   - Less than high school
   - High school equivalency (GED)
   - High school graduate
   - Less than two years of college
   - Two years or more of college. no degree
   - Associate degree
   - Bachelor's degree
   - Master's degree
   - Doctoral or professional degree

6. What is your marital status?
   - Married
   - Never been married
   - Separated divorced
   - Widowed

7. What is your religious preference?
   - Catholic
   - Protestant
   - Jewish
   - Orthodox churches (Greek, Russian, etc.)
   - Muslim
   - Buddhist
   - Mormon
   - Other religion not listed
   - No religious preference

8. Do you have any dependents (Dependents are defined as persons enrolled in DEERS.)? (Select as many as apply.)
   - No. I have no dependents
   - Spouse (nonmilitary)
   - Dependent child(ren) living with me
   - Dependent child(ren) not living with me
   - Legal ward(s) living with me
   - Dependent parent(s) or other relative(s)

9. How many of your children enrolled in DEERS under the age of 21 live in your household?
   - I have no children/no children under 21 years of age currently living in my household.

<table>
<thead>
<tr>
<th>Age Group of Children</th>
<th>Number of Children in Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Under 6 weeks</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>b. 6 wks through 12 mos</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>c. 13 through 24 mos</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>d. 25 through 35 mos</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>e. 3 yrs through 5 yrs</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>f. 6 through 9 yrs</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>g. 10 through 12 yrs</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>h. 13 through 15 yrs</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>i. 16 yrs to under 21 yrs</td>
<td>1 2 3 4 5</td>
</tr>
</tbody>
</table>

10. What is your spouse's employment situation?
    - Military
    - Federal civil service
    - Working part time - civilian job
    - Working full time - civilian job
    - Self-employed at home
    - Unemployed by choice
    - Unemployed. but actively job hunting
    - Unemployed for other reasons
      (for example. medical reasons)
11. What is your spouse's occupation?
- Not employed
- Military
- Professional
- Executive
- Manager or administrator
- Owner of a business
- Salesperson
- Technical
- Craftsperson
- Clerical
- Service industry worker
- Laborer
- Child care worker
- Student
- Other

Answer Questions 14 and 15 only if you are permanently unaccompanied by choice (selected the last answer to Question 13). Otherwise skip to question 16.

14. Which of the following reasons best describes why you are permanently unaccompanied? (You may select up to three responses:)
- Career or job considerations of spouse
- Home ownership at last duty station
- Service member is likely to have a return tour at last duty station
- Family member ties to community of last duty station
- Family member preferred physical environment of last duty station (e.g. climate, urban/rural)
- Family member health problems
- Lack of civilian housing at present duty station
- Lack of military family housing at present duty station
- High cost of relocation
- High cost of living at present duty station
- High cost of civilian housing at present duty station
- Lack of adequate schools at the present duty station
- Dependent child has special needs
- Poor timing for family members to move (e.g. finish school year)
- Inadequate notice to make plans for traveling together
- Settlement of personal affairs required more time (e.g. selling a house)
- Length of present assignment is too short to move the family
- Not authorized concurrent travel for family members
- Service member's work schedule would cause family hardship
- For personal reasons not covered above
- Other (please describe)

15. If you are permanently unaccompanied, which of the following describes the place where your family lives?
- Military family housing
- Government-leased housing in the civilian community
- Personally-owned housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- Shared rental housing in the civilian community
- Other (please describe)
6. Which of the following describes the place where you yourself now live?

- Military family housing
- Government-leased housing in the civilian community
- Personally-owned housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- Shared rental housing in the civilian community
- On a ship
- Bachelor's Quarters (BQ)
- Other (please describe) ______________________

17. What is your pay grade?

- E-1
- W-2
- O-1
- E-2
- W-3
- O-2
- E-3
- W-4
- O-3
- E-4
- O-4
- E-5
- O-1E
- O-5
- E-6
- O-2E
- O-6
- E-7
- O-3E
- E-8
- E-9

18. How long have you been in your current pay grade?

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
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<tr>
<td>1</td>
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<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>

19. What is your designator?

- Does not apply/I am enlisted

20. If you are a Chief Petty Officer. Petty Officer or an officially designated striker (qualified to wear the striker rating badge) what is your general rating?

- Does not apply/I am an officer
- Not rated/not designated striker

21. How long have you been on active duty in the Navy?

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
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<tr>
<td>1</td>
<td>1</td>
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<td>8</td>
<td>8</td>
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<tr>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>

22. What are your Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably not stay in the Navy until eligible to retire
- Definitely not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now but have made no decision to leave
23. What is your current military status?
- USN
- USNR
- USNR (TAR)
- USNR (265 TEMAC Canvasser Recruiter ACDUTRA)

24. How long have you been in your current assignment?

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 0</td>
<td>0 0</td>
</tr>
<tr>
<td>1 1</td>
<td>1 1</td>
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<td>2 2</td>
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<td>3 3</td>
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<td>6 6</td>
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<td>7 7</td>
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<td>8 8</td>
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<td>9 9</td>
<td>9 9</td>
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</tbody>
</table>

25. Where is your current billet?
- At sea
- Ashore
- Other (e.g., Duty Under Instruction)

26. If you are at sea, in which Fleet are you now serving?
- Does not apply/not at sea
- Atlantic Fleet
- Pacific Fleet

27. What is the geographical location of your current assignment?
- Alaska or Hawaii
- CONUS (continental U.S., excluding Alaska and Hawaii)
- Europe
- Far East
- Caribbean
- Middle East
- South or Central America
- Other

28. What is the zip code of your current duty station? (Duty station zip can be found on the envelope in which you received this survey.)

29. What is the zip code of the place where you now live?

30. To what type of ship/activity are you assigned?
- Shore or Staff Command
- Aviation Squadron (not carrier-based)
- Carrier based A/C Squadron Detachment
- Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
- Destroyer Types
- Training Command
- Minecraft
- Submarine
- Reserve Unit
- Service Force ship
- Tender
- Afloat staff
- Amphibious ship/craft
- Battleship
- Cruiser
- Other

31. How much total sea duty have you had (sea duty where you were actually deployed or deployable) while in the Navy?

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 0</td>
<td>0 0</td>
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<tr>
<td>1 1</td>
<td>1 1</td>
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<td>2 2</td>
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<td>8 8</td>
<td>8 8</td>
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<tr>
<td>9 9</td>
<td>9 9</td>
</tr>
</tbody>
</table>
32. Were you deployed for Operation Desert Shield Desert Storm?

☐ No
☐ Yes, deployed to Persian Gulf area
☐ Yes, deployed to other location but served in theater of operations

33. On which source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.? (Select as many as apply.)

☐ Navy News This Week (Weekly TV news)
☐ All Hands magazine
☐ Navy News Service (weekly message)
☐ Lifeline (quarterly newspaper for Navy families)
☐ Perspective magazine
☐ Link magazine
☐ Navy Times
☐ Base station ship newspaper
☐ Briefings word of command (Commanding Officer, Division Officer, LPO, Career Counselor, etc.)
☐ Plan of the Day/Week
☐ Shipmates word of mouth
☐ Message board
☐ Other

SECTION B
Issues Regarding Rotation/PCS Moves

If you are E-3 or below, skip to Question 52.

34. How long would you be willing to extend at sea in order to wait for a shore billet at your current homeport?

☐ Does not apply / haven’t been at sea
☐ I would not be willing to extend
☐ 1 month or less
☐ Between 1 and 3 months
☐ Between 3 and 6 months
☐ Between 6 and 9 months
☐ Between 9 and 12 months
☐ Greater than 1 year

35. Given that the Navy’s mission requires service at sea, what do you consider to be reasonable sea duty and shore duty tour lengths for you?

Sea duty

<table>
<thead>
<tr>
<th>Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>24</td>
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</tbody>
</table>

Shore duty

<table>
<thead>
<tr>
<th>Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
</tr>
<tr>
<td>0</td>
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<tr>
<td>6</td>
</tr>
<tr>
<td>12</td>
</tr>
</tbody>
</table>

36. What effect has the amount of sea duty had on your decision to make the Navy your career?

☐ Does not apply / have not had sea duty
☐ Very negative effect, a career is much less attractive
☐ Somewhat negative effect, a career is a little less attractive
☐ It has had no effect at all
☐ Somewhat positive effect, a career is a little more attractive
☐ Very positive effect, a career is much more attractive

37. Have you been assigned to a high cost area (as defined by the Navy) within the last five years?

☐ Yes
☐ No
☐ Don’t know

38. If you have been assigned to a high cost area within the last five years, how did the assignment influence your career decisions and your personal actions? (Select all that apply.)

☐ Does not apply / have not been assigned to high cost area
☐ No influence
☐ Did not move family
☐ Attempted to influence detailer
☐ Appealed to a higher authority
☐ Processed order request at another authority
☐ Decided to leave the Navy
☐ Other

If you are single and have no dependents, skip to Question 43.

39. Have you ever made a permanently unaccompanied CONUS (continental U.S., excluding Alaska and Hawaii) PCS move without taking your family?

☐ Yes
☐ No
40. In general, when you decide whether to transfer with or without your family, how important are each of the factors below in making your decision?

<table>
<thead>
<tr>
<th>Factor</th>
<th>Very Important</th>
<th>Important</th>
<th>Not Important</th>
<th>Very Not Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Spouse employment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Availability of military family housing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Availability cost of civilian housing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Children's schools</td>
<td></td>
<td></td>
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<tr>
<td>e. Ties to the community</td>
<td></td>
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<td></td>
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<tr>
<td>f. Costs associated with moving</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>g. Work schedule of member</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>h. Availability of health care and education services for special needs</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>i. Availability of activities facilities for family members childcare</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>j. Adequate time to make moving arrangements</td>
<td></td>
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<td></td>
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<tr>
<td>k. Length of new duty assignment</td>
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</tr>
</tbody>
</table>

41. If your spouse (nonmilitary) was employed prior to your most recent PCS transfer:

a. How long did it take your spouse to obtain new employment?
   - Does not apply
   - Less than one month
   - Between one and three months
   - Three to five months
   - Five to eight months
   - More than eight months
   - Spouse is not yet employed
   - Spouse is not seeking employment

b. After the move my spouse's income was:
   - Does not apply
   - Much lower
   - Lower
   - About the same
   - Higher
   - Much higher

42. Please tell us how much you agree or disagree with the following statements about your spouse's career (military or nonmilitary), your spouse's contribution to family income, and family separations.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My spouse's career has a major impact on a decision to relocate to different geographical areas</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. My spouse's job skills career choices are readily employed in any duty station area</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Financial obligations make it mandatory that my spouse work outside the home</td>
<td></td>
<td></td>
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<tr>
<td>d. I would choose separation rather than lose my spouse's income or career</td>
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<td></td>
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<tr>
<td>e. Family separations because of duty assignments have caused me to consider leaving the Navy</td>
<td></td>
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</tr>
<tr>
<td>f. I consider my spouse's career more important than my own</td>
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</tr>
<tr>
<td>g. I would consider leaving the Navy because of my spouse's career</td>
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<td></td>
</tr>
</tbody>
</table>

43. If you have ever consulted your Command Career Counselor (CCC), was the advice provided the same as the advice you received from your detailer?

- Does not apply
- Have not received advice
- Very different advice
- Somewhat different advice
- Similar advice
- Same advice

44. With the information/advice you received in your most recent consultation with your CCC, how well prepared were you for the detailing process?

- Does not apply
- Have not received advice
- Not well prepared
- Moderately well prepared
- Very well prepared

45. Have you heard of the BUPERS ACCESS computer bulletin board system?

- Yes
- No
46. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale.

a. The system is easy to use ........................................
   0 0 0 0 0 0
b. The system gave me the information I needed ............
   0 0 0 0 0 0
c. The system made it easier to communicate with my detailer
   .................................................................
   0 0 0 0 0 0

47. Please tell us how much you agree or disagree with the following statements on the detailing process.

a. I have a good understanding of the detailing process ................
   0 0 0 0 0 0
b. I am aware of the sea/shore rotation pattern for my paygrade and rating ...
   0 0 0 0 0 0
c. I think that the detailing process is fair ..........................
   0 0 0 0 0 0

48. How effective do you feel each of the following methods are for interacting with your detailer?

a. Preference Card or 1306-63 ...................................
   0 0 0 0 0 0
b. Letter or 1306-7 ...............................................
   0 0 0 0 0 0
c. Telephone ....................................................
   0 0 0 0 0 0
d. Personal visit ................................................
   0 0 0 0 0 0
e. Detailer field trip .............................................
   0 0 0 0 0 0
f. Computer system access ....................................
   0 0 0 0 0 0
g. Naval message ..............................................
   0 0 0 0 0 0

49. If you have formed an opinion of your current detailer, evaluate your detailer in the areas listed below. If not, please evaluate your former detailer.

a. Knowledge of current policy, trends ................................
   0 0 0 0 0 0
b. Knowledge of available billets .................................
   0 0 0 0 0 0
c. Knowledge of requirements and duties of billets ...........
   0 0 0 0 0 0
d. Knowledge of my career development needs .................
   0 0 0 0 0 0
e. Regard for my personal desires ................................
   0 0 0 0 0 0
f. Returning phone calls ........................................
   0 0 0 0 0 0
g. Knowledge of previous communications ....................
   0 0 0 0 0 0
h. Providing accurate information ................................
   0 0 0 0 0 0
i. Responding to correspondence ...............................
   0 0 0 0 0 0
j. Accessibility ..................................................
   0 0 0 0 0 0

50. Which of the following statements best describes your experience in obtaining your current assignment?

- Haven't been through reassignment
- Tended to run smoothly
- Somewhat smoothly, with some discussion and uncertainty
- Difficult, had some problems
- Extremely difficult and frustrating

51. Keeping in mind your sea/shore rotation pattern, is your current assignment what you wanted?

- Yes, exactly what I wanted.
- Yes, close to what I wanted.
- No, not really what I wanted.
- No, not even close to what I wanted.

Comments about Rotation/PCS Moves

Use the space below to make any comments you wish about rotation/PCS moves or the assignment process. If you need more space use the back page of the questionnaire.

______________________________________________________________________________________________

______________________________________________________________________________________________

______________________________________________________________________________________________

______________________________________________________________________________________________

______________________________________________________________________________________________
SECTION C

Comments about Recruiting Duty

Use the space below to make any comments you wish about recruiting duty. If you need more space use the back page of the questionnaire.

52. Have you ever been **screened** by a counselor or CO for a possible recruiting duty assignment?
   - Yes  
   - No

53. Have you ever been **nominated** for a recruiting duty assignment?
   - Yes  
   - No

54. Are you currently serving in a recruiting duty capacity or have you previously served in recruiting duty?
   a. **Currently in Recruiting** (Select one)
      - No, I am not currently in recruiting
      - Yes. 9585 Production Recruiter
      - Yes. 9586 Career Recruiting Force (previous NEC)
      - Yes. 9586 Recruiter Classifier
      - Yes. 2186 Career Recruiting Force (current NEC)
      - Yes. 2612 Classifier
      - Yes. NEC other or unknown
      - Yes. an officer recruiting billet
   b. **Previously in Recruiting** (Select all that apply)
      - No, I have not previously served in recruiting duty.
      - Yes. 9585 Production Recruiter
      - Yes. 9586 Career Recruiting Force (previous NEC)
      - Yes. 9586 Recruiter Classifier
      - Yes. 2186 Career Recruiting Force (current NEC)
      - Yes. 2612 Classifier
      - Yes. NEC other or unknown
      - Yes. an officer recruiting billet

55. Whether you have been on recruiting duty or not, we want to know the image of recruiting duty. Use the scale below to tell how much you agree or disagree with the statements that follow.

   a. I think that recruiting duty is good duty.
   b. Recruiting duty would benefit my Navy career.
   c. Being on or having had recruiting duty helps me get promoted faster than do other shore duty assignments.
   d. I would be interested in a recruiting assignment.
   e. Information about recruiting duty is readily available.
56. What is the effect of the following on your decisions?

a. What is the effect of your pay on your decision to stay in the Navy? .................

b. What effect will retention incentives (e.g., SRB, ACP, NOIP) have on your next decision to remain in the Navy? .................

c. What effect does did military retirement pay have on your decision to remain in the Navy for at least 20 years? .................

57. What type(s) of medical insurance/medical care do you have/use for your dependents?

a. Type(s) dependents HAVE (Select all that apply)

- Military medical facilities
- CHAMPUS
- CHAMPUS Prime
- Group HMO
- Group fee-for-service policy
- Private (individual) HMO
- Private (individual) fee-for-service policy
- Other

b. Type dependents USE most often (Select one)

- Military medical facilities
- CHAMPUS
- CHAMPUS Prime
- Group HMO
- Group fee-for-service policy
- Private (individual) HMO
- Private (individual) fee-for-service policy
- Other

58. What is the one most important reason for choosing the type of medical insurance medical care now being used by your dependents?

- Quality of care
- Types of care covered (e.g., medical vision mental health, drug rehabilitation)
- Cost of care insurance premiums
- Convenient location(s)
- Convenient hours
- Ease of getting appointments
- Waiting time at clinic
- Access to specialists
- Being allowed to select doctor(s)
- Attitude of doctors and support staff
- Availability of emergency or after-hours advice care
- Other

59. If the Navy offered you the option of providing medical care for your dependents as a benefit or giving you an allowance for medical costs (e.g., for the purchase by you of a private health care policy), which would you select?

- Medical care provided as a benefit
- Allowance for medical costs

60. If you chose an allowance for medical costs, what is your best guess for the amount you would need to cover medical insurance and unreimbursed medical expenses?

- Does not apply/I would choose medical care as a benefit
- Less than $50 per month
- $51 to $100 per month
- $101 to $150 per month
- $151 to $200 per month
- $201 to $300 per month
- $301 to $400 per month
- $401 to $500 per month
- Over $500 per month

If your dependents have not used CHAMPUS in the past two years, skip to Question 62.

61. If your dependents have used CHAMPUS in the last two years, please rate the following CHAMPUS procedures and services.

a. Claims processing procedures
b. Timeliness of claims processing
   c. Access to people who process claims
   d. Access to physicians
Comments about Pay and Benefits

Use the space below to make any comments you wish about pay and benefits. If you need more space use the back page of the questionnaire.

Education and Leadership

EDUCATION

SECTION E

Programs

62. If you are not pursuing further education, please indicate in order of importance the three most important reasons why not.

☐ Does not apply I am currently pursuing further education.

Three most important reasons in order of importance. (Select one answer in each column.)

Cost of classes ........................................
Just not interested: don't like school ..................
Classes not available at my base or on my ship ....
No one to help me plan a program ..................
Don't have the necessary skills for college .......
Don't know what I want to study ...................
Classes I want are not available ....................
My work hours are too long: I don't have time ....
It conflicts with time with my family ..............
My command doesn't support education that much ...
Other ..................................................

63. How satisfied are you with the educational services provided by the Navy Campus education office at your base?

☐ Does not apply/have not used/no office
☐ Very dissatisfied
☐ Dissatisfied
☐ No opinion
☐ Satisfied
☐ Very satisfied

64. If you are not satisfied with the services provided by the Navy Campus education office, why not? (Select the three most important.)

☐ Does not apply I am satisfied
☐ Does not apply I have not tried to use it
☐ Information about services not well-publicized
☐ Too hard to get an appointment
☐ Must wait too long when I arrive for appointment
☐ Didn't get good advice
☐ Counselor was not well-informed
☐ Attitude of counselor
☐ Inconvenient location
☐ Inconvenient hours
☐ There is no office at my base
15. What type of basic skills class would you be most interested in taking? (Select the one most important.)
- None. I don't need any
- Basic mathematics (general)
- College algebra
- Reading comprehension
- Grammar
- Writing
- Other ____________________________

66. Which of the following Navy leadership courses did you last attend?
- Have not attended any Navy leadership courses
- Basic Division Officers Course
- Advanced Division Officers Course
- Command Excellence Seminar
- SWO/Submarine Department Head School
- LMET
- NAVLEAD (LPO/CPO)
- Other ____________________________

67. How would you rate the quality of the formal leadership training you received in the last class you attended?
- Does not apply/have not had leadership training
- Very poor
- Poor
- Fair
- Good
- Very good

68. How much do you agree or disagree with the following statements on the effect of leadership training classes?

a. Leadership training classes contributed a great deal to my personal development. .....................
   - Strongly Agree
   - Agree
   - Neutral
   - Disagree
   - Strongly Disagree

b. Leadership training classes have given me the skills to perform my job better. .....................
   - Strongly Agree
   - Agree
   - Neutral
   - Disagree
   - Strongly Disagree

69. How much of the formal (classroom) leadership training you received did you apply to your experience in the field?
- Does not apply/have not had leadership training
- None
- Some
- Most!
- All

Comments about Educational Opportunities

Use the space below to comment about any aspect of educational opportunities not covered in the questionnaire. If you need more space use the back page of the questionnaire.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
SECTION F

Quality of Life Programs

70. How do you rate the quality of each of the Family Support programs/services at your present duty station?

a. Overseas Transfer Information Service
   b. Housing Referral Services
   c. Sponsor Program
   d. Family Service Center Relocation Assistance
   e. Personal Financial Management Education/Counseling
   f. Family Service Center Counseling (personal, family, marital)
   g. Family Member Employment Assistance
   h. Child Development Centers
   i. Family Home Care Programs (alternative child care)
   j. The Ombudsmen Network
   k. Deployment Support Programs
   l. Family Service Center Information and Referral Services
   m. Base-level Family Advocacy Programs
   n. Housing Management Services
   o. Family Service Centers - overall

71. Use the scale below to tell how much you agree or disagree with the statements that follow about Family Support programs/services. For a brief listing of services, see Question 70.

- Navy Family Support services improve the quality of life for me (my family)
- Family Support services have had a positive impact on my decision to remain in the Navy.
- Family Support services have had a positive impact on my family's support for my decision to remain in the Navy.
- I am satisfied with the quality of Family Support services in the Navy.
- I am satisfied with the availability of Family Support services in the Navy.
- Family Support services have helped me to do my job better.

72. Does your spouse take care of your child(ren) while you are on duty?

- No spouse
- Yes
- No

If your spouse takes care of your child(ren) while you are on duty, skip to Question 79.

73. What are your most critical child care requirements? (Select up to four responses.)

- Does not apply/have no child care need
- All-day care for pre-school age
- Before school or after school
- Overnight care
- Access to care at any time of the day or night
- Duty days (24-hour care)
- When ship goes out for local operations (2-3 days continuously)
- Other
4. Who is the primary caretaker for your youngest child while you are on duty? (Select one)
- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative older siblings
- Friend
- Other
- I currently have no arrangements/I have a child care problem

75. If you are not using military child care centers or family home care, why not? (Select one)
- Does not apply/I am using such care
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is sub-standard
- Restricted hours/no overnight care
- Too expensive
- Other

76. Do you feel that child care needs interfere with your ability to perform your job?
- Never
- Rarely
- Sometimes
- Often
- Very often

77. In what way do child care needs interfere with your performance? (Select the one most important)
- Does not apply
does not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billet choices
- Needs cause friction with co-workers/supervisors
- Raises general stress level/anxiety
- Other

78. How much do you agree or disagree with the following statements?

79. How much do you agree or disagree with the following statements?

Morale, Welfare and Recreation (MWR)/Housing
Comments about Quality of Life

Use this space to make any comments you wish about your quality of life, including quality of life programs, the Family Support Program, child care, housing or Morale, Welfare, and Recreation programs. If you need more space use the back page of the questionnaire.

SECTION G
Organizational Climate

80. How much do you agree or disagree with the following statements?

a. Decisions are made at the appropriate level in my Command.

b. I usually receive command support for the decisions that I make.

c. I am satisfied with the quality of leadership in my command.

d. My chain of command or work group is willing to listen and respond appropriately to my problems.

e. I am allowed to exercise the responsibilities of my job.

f. I am glad that I chose to join the Navy instead of other organizations I was considering when I joined.

g. I am generally satisfied with my current job.

h. In general, I like the work I do in the Navy.

i. I am satisfied with my physical working conditions.

j. I am satisfied with my career development.

k. I enjoy my career in the Navy.

Equal Opportunity (EO)

Equal opportunity means that Navy men and women have an equal chance to serve, learn, and progress regardless of their gender, race, or ethnicity.

81. How much do you agree or disagree with the following statements?

a. I feel my work assignments are fair.

b. My immediate supervisor treats me fairly.

c. My Commanding Officer (CO) actively supports equal opportunity.

d. My Executive Officer (XO) actively supports equal opportunity.

e. I think something is being done to improve equal opportunity in the Navy.

f. The chain of command is an effective way to resolve equal opportunity problems.

g. I feel if I went to Captain's Mast I would receive fair and equitable treatment.

82. How do you feel about women being allowed to serve aboard the following?

a. Combat ships

b. Combat aircraft

c. Submarines

Fraternization

Fraternization is defined as "any personal relationship...which is unduly familiar and does not respect differences in rank and grade." Fraternization may involve an officer and an enlisted. It may also involve two officers or two enlisted where a senior-subordinate supervisory relationship exists.

83. Have you received training on the subject of fraternization within the past 12 months?

☐ Yes
☐ No
87. During the past 12 months, how often, if at all, have you been the target of the following sexual harassment behaviors while on duty or on base or ship? Use the scale below to answer.

- a. Unwanted sexual whistles, calls, hoots, or yells
- b. Unwanted sexual teasing, jokes, remarks, or questions
- c. Unwanted sexual looks, staring, or remarks, or questions
- d. Unwanted letters, phone calls, or materials of a sexual nature
- e. Unwanted pressure for dates
- f. Unwanted deliberate touching, leaning over, cornering, or pinching
- g. Unwanted pressure for sexual favors

88. If you have been sexually harassed in the past 12 months, was the person(s) who harassed you:
   (Select as many as apply)
   - Does not apply/have not been sexually harassed
   - Your immediate supervisor
   - Other higher level supervisor(s)
   - Your co-worker(s)
   - Your subordinate(s)
   - Other

89. Was the person(s) who harassed you:
   (Select as many as apply)
   - Does not apply/have not been sexually harassed
   - Military officer
   - Military enlisted
   - Civilian government employee
   - Contractor
   - Other

90. Was the person(s) who harassed you:
   - Does not apply/have not been sexually harassed
   - Male
   - Female
   - I have been harassed by both male(s) and female(s)

91. During the past 12 months, have you been the victim of actual or attempted rape or sexual assault while on duty or on base or on ship?
   - Yes
   - No

---

Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

86. Have you received formal sexual harassment prevention training in the past 12 months?
   - Yes
   - No
Comments about Organizational Climate

Use the space below to make any comments you wish about the organizational climate, including EO issues, fraternization, and sexual harassment. If you need more space use the back page of the questionnaire.

SECTION H

AIDS Education

92. Have you received training specifically addressing HIV/AIDS in the past 12 months?
   - Yes, in military training
   - Yes, in a civilian setting
   - Yes, in both military and civilian settings
   - No

93. How much do you agree or disagree with each of the following statements?
   a. Having sex with multiple partners increases the risk of passing the virus that causes AIDS
   b. The use of a condom during sexual intercourse may lower the risk of getting AIDS

94. How likely do you think it is that a person will get AIDS in each of the following ways:
   a. Receiving a blood transfusion
   b. Giving or selling blood
   c. Providing CPR or first aid to a stranger
   d. Working near someone with AIDS
   e. Casual contact with a co-worker who has a positive blood test for the HIV antibody
   f. Eating in a dining facility where the cook is infected with HIV
   g. Sharing needles for illegal drug use
   h. Having unprotected sex with a person who has tested positive for HIV
How much AIDS information have you received from each of the following sources?

<table>
<thead>
<tr>
<th>Source</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Military classroom training</td>
<td></td>
</tr>
<tr>
<td>b. Military medical personnel (e.g. doctors, nurses, etc.)</td>
<td></td>
</tr>
<tr>
<td>c. Newspapers or magazines</td>
<td></td>
</tr>
<tr>
<td>d. Family Service Centers</td>
<td></td>
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<tr>
<td>e. Drug and alcohol counselors</td>
<td></td>
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<tr>
<td>f. Commercial TV or radio</td>
<td></td>
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<tr>
<td>g. Armed Forces Radio and Television</td>
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<tr>
<td>h. Chaplain</td>
<td></td>
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<tr>
<td>i. Pamphlets and brochures distributed by the Navy</td>
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<tr>
<td>j. Interactive video</td>
<td></td>
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<tr>
<td>k. Video “AIDS: A Soldier's Story”</td>
<td></td>
</tr>
</tbody>
</table>

Comments about AIDS Education

Use the space below to make any comments you wish about AIDS education. If you need more space use the back page of the questionnaire.

96. (Optional) Your social security number. It will help us conduct follow-on research.

THANK YOU FOR COMPLETING THIS SURVEY!

Please put the survey in the enclosed envelope and return it to:

Navy Personnel Research & Development Center
San Diego, CA 92152-6800
Please enter any comments you may have about any of the topics addressed in this survey. Use additional sheets as needed. Do not staple additional sheets to this booklet.