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Navy Personnel Research and Development Center
San Diego, California 92152-7250
The five previous Navy-wide Personnel Survey (NPS) questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. The sampling represented 4-5% of the eligible enlisted and 11-13% of the eligible officer populations throughout the years. The overall return rates were between 44% and 47% of the entire sample, varying by paygrade. Positive and negative trends were obtained, while in some cases results remained the same from year to year. Although most of the trends in this report are statistically significant, the practical significance of those trends needs to be determined by program managers. Generally, officers hold more positive views than enlisted. The upward trends generally relate to the service member and family services area in which both officers and enlisted personnel showed improved satisfaction. The negative trends in the perception of naval personnel are in the areas of equal opportunities and sexual harassment.
Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1994 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 95WRPS500. Data collection concluded in mid-January 1995, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in April 1995.

This technical note presents trends of core items represented in several of the previous NPSs. Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

KATHLEEN E. MORENO
Director, Personnel and Organizational Assessment Department
Executive Summary

The graphs in this report are based on five previous sets of NPS results. Items with consistent wording were analyzed, and the results are depicted in graphs. Not all items appeared in all surveys. When interpreting graphs, only items that show two consecutive downturns or upturns should be considered trends. In addition, the listing of the statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. The results of the trend analysis are depicted in the graphs starting on page three.
## Contents

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Introduction

Problem

The morale and job performance of Navy personnel take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy personnel 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, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last five administrations of NPS.

Approach

The five previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. The sampling represented 4-5% of the eligible enlisted and 11-13% of the eligible officer populations throughout the years. The overall return rates were between 44% and 47% for the entire sample, varying by paygrade. Return rate is consistently lower for the enlisted population. It increases by paygrade for both officer and enlisted populations.

Results

Positive and negative trends were obtained, while in some cases results remained the same from year to year. Generally, officers hold more positive views than enlisted. The upward trends generally relate to the service member and family services area in which both officers and enlisted personnel showed improved satisfaction during the past few years. The negative trends in the perception of naval personnel are in the areas of equal opportunities and sexual harassment. The following section depicts the graphs and tables of the trends.

Most of the trends depicted in the chart are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.
Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. Only two consecutive declines or increases should be interpreted as a trend -- a change for any given year may only be a random occurrence.

The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1994. A copy of the 1994 NPS appears in the appendix.
Graphs of NPS Trends
(Q10)
Spouse is employed full time.

(Q25)
mMales and females are present at Command.
(Q32) On which source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.?

<table>
<thead>
<tr>
<th>Source</th>
<th>Enlisted</th>
<th></th>
<th></th>
<th>Officer</th>
<th></th>
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<td>59%</td>
<td>66%</td>
<td>63%</td>
<td>46%</td>
<td>42%</td>
<td>51%</td>
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<td>60%</td>
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<td>59%</td>
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<tr>
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<tr>
<td>Shipmates</td>
<td>35%</td>
<td>42%</td>
<td>38%</td>
<td>28%</td>
<td>36%</td>
<td>36%</td>
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<td>29%</td>
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<td>18%</td>
<td>16%</td>
<td>N/A</td>
<td>13%</td>
<td>14%</td>
<td>16%</td>
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<tr>
<td>Navy News Service</td>
<td>8%</td>
<td>9%</td>
<td>10%</td>
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<td>19%</td>
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<tr>
<td>BUPERS ACCESS</td>
<td>-</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>-</td>
<td>7%</td>
<td>8%</td>
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<td>Other</td>
<td>4%</td>
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</tr>
<tr>
<td>Life Line</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>N/A</td>
<td>3%</td>
<td>4%</td>
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<tr>
<td>Perspective</td>
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<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>56%</td>
<td>57%</td>
<td>58%</td>
</tr>
<tr>
<td>Early Bird</td>
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<td>-</td>
<td>-</td>
<td>1%</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

(Q35) If you have used the BUPERS ACCESS computer bulletin board, please rate the system.

- Q35a Easy to use
- Q35b Gave me information I needed
- Q35c Easier to communicate with detailer
- Q35d Reduced the number of calls I make to my detailer
(Q36) Effectiveness of each method of interacting with detailer (Officers).

(Q36) Effectiveness of each method of interacting with detailer (Enlisted).
(Q38)
Are you aware of Overseas Tour Extension Incentives Program (OTEEP)?

(Q39)
Are you currently on sea duty or within one year of returning to sea duty?
(Q40) Would you be interested in extending sea duty beyond 5 consectutive years if compensation was increased?

(Q41) I would extend beyond 5 consectutive years if sea pay remained the same and a bonus of $3,000 were offered.
(Q42) If I agree to extend on sea duty and am transferred to a new command, it would be important to me to remain in the same location.

(Q43a) Deployment Support Programs quality.
(Q43b) Family Service Center quality.

(Q43c) Exceptional Family Member Program quality.
(Q43d)
FSC Relocation Assistance Program quality.

(Q43e)
Transition Assistance Management Program quality.
(Q43f) Sexual Assault Victim Assistance Program quality.

(Q43g) Sexual Assault Awareness Prevention Program quality.
(Q43h)
Housing Referral Services quality.

(Q43i)
Housing Management Services quality.
(Q43I)
Family Service Centers overall quality.

(Q44a)
Navy Family Support Services improve quality of life for me and my family.
(Q44b)
I am satisfied with the quality of Family Support Services in the Navy.

(Q44c)
I am satisfied with the availability of Family Support Services in the Navy.
(Q48a)
My present living conditions are having a positive effect on my job performance.

(Q48b)
My present living conditions favorably affect my retention decision.
(Q48c) In general I can afford the things I or my family need(s).

(Q48d) Overall, I am satisfied with my quality of life.
(Q51)
Does your spouse take care of children during your regular work day/shift?

(Q54)
Do you feel that your child care needs interfere with job performance?
(Q56) I am satisfied with my current child care arrangements.

(Q71c) I am generally satisfied with my current job.
(Q71d)
In general, I like the work I do in the Navy.

(Q71e)
I am satisfied with physical working conditions.
(Q71f)
I am satisfied with my career development.

(Q71g)
I enjoy my career in the Navy.
(Q71h)
I am glad I chose the Navy over other organizations.

(Q72a)
I think I am adequately paid for the job I do.
(Q72b)
The amount I am paid is an important reason for me to stay in the Navy.

(Q72c)
Retirement pay is an important reason for me to stay in the Navy until retirement.
(Q73)
What are your Navy career plans?

(Q74)
What were your Navy career plans 12 months ago?
(Q75d) Quality of leadership/management.

(Q80a) Downsizing will be carried out in a way that is fair to all members including women and racial minorities.
(Q80d) After downsizing Navy will be capable of carrying out its mission efficiently and effectively.

(Q81c) If offered a separation bonus to leave before my current enlistment/obligation is up, I would accept it.
(Q81d) I would leave at the end of my current enlistment/obligation if suitable civilian employment were available.

(Q82) Current assigned base or ship will close due to downsizing.
(Q83a)
Something is being done to improve equal opportunity in the Navy.

Enlisted

Officer

Percent of Agreement

Year

90 91 92 93 94

79 83 85 78 74

69 71 74 74 68

58 56 62 60 58

Male Female

(Q83a)
Something is being done to improve equal opportunity in the Navy.

Enlisted

Officers

Percent of Agreement

Year

90 91 92 93 94

82 82 85 79 75

78 79 79 77 74

62 54 64 62 53

White Black Other
(Q83a)
Something is being done to improve equal opportunity in the Navy.

(Q83b)
If I went to Captain's Mast I would receive fair and equitable treatment.
(Q83c)
I feel that everyone is treated equally on promotions and advancements.

(Q83d)
Recommendations about reenlistment eligibility are fair.
(Q83e)
Gender discrimination is not tolerated at my command.

(Q83f)
Racial discrimination is not tolerated at my command.

<table>
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<th>Officer</th>
<th></th>
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<td></td>
<td></td>
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<tr>
<td>Agree</td>
<td>79%</td>
<td>79%</td>
<td>71%</td>
<td>93%</td>
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<td>Neither</td>
<td>13%</td>
<td>12%</td>
<td>13%</td>
<td>6%</td>
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<tr>
<td>Black</td>
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<tr>
<td>Agree</td>
<td>56%</td>
<td>50%</td>
<td>52%</td>
<td>68%</td>
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<tr>
<td>Disagree</td>
<td>20%</td>
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<td>12%</td>
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<td>27%</td>
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</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Agree</td>
<td>71%</td>
<td>68%</td>
<td>67%</td>
<td>80%</td>
</tr>
<tr>
<td>Disagree</td>
<td>10%</td>
<td>12%</td>
<td>13%</td>
<td>5%</td>
</tr>
<tr>
<td>Neither</td>
<td>19%</td>
<td>20%</td>
<td>18%</td>
<td>15%</td>
</tr>
</tbody>
</table>
(Q83g) I would have been less likely to join the Navy if I knew women were equally likely as men to serve aboard ship.

(Q84) I am aware of the new SECNAV instruction on sexual harassment.
(Q84)
I am aware of the new SECNAV instruction on sexual harassment.

(Q85a)
I understand Navy’s definition on sexual harassment.
(Q85b) I understand regulations about sexual harassment.

(Q85c) Personnel at my command understand definition and regulations on sexual harassment.
(Q85d)
My sexual harassment complaint would get a fair hearing.

(Q85e)
Sexual harassment is not tolerated at my command.
(Q85f) I understand my rights and responsibilities concerning sexual harassment.

(Q85g) I understand the complaint/grievance procedures I would use to report an incident of sexual harassment.
(Q86) I am aware of the new DON counseling line.

(Q88) How much do you agree or disagree with the following statements about conduct at command events?

- Q88a Alcohol abuse not tolerated
- Q88b Sexually suggestive behavior not tolerated
- Q88c Command members not pressured to participate
- Q88d Events uphold high standards

Legend:
- ● Enlisted
- ▲ Officer

Graphs show the percent of agreement for each statement over the years 1993 and 1994.
(Q90a) The Navy's random urinalysis program is a very effective tool for identification of drug users.

(Q90b) Existing regulations on the use and abuse of alcohol should be more strictly enforced.
(Q90c)
Penalties for the abuse of alcohol at my command are sufficient.

(Q90e)
At my command the difference between alcohol use and alcohol abuse is clearly understood.
(Q90f) Treatment for problems related to alcohol abuse has a negative effect on my Navy career.

(Q90g) Access to a Counseling and Assistance Center is readily available for my command.
(Q91a)
I know where tobacco users can go to get help quitting tobacco use.

(Q91d)
The use of healthy stress management/stress reduction skills is encouraged at my command.
(Q91e)
I know where to get help for someone who I believe is suicidal.

(Q90d)
Policies on alcohol use/abuse are applied fairly across paygrades.
(Q95) How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

![Graph showing the percent received of each source for Enlisted and Officer groups over the years 1992, 1993, and 1994.]

Legend:
- ★ Q95a Military classroom
- ▲ Q95b Commercial media
- ● Q95c Drug counselors
- □ Q95d AFRT
- ○ Q95e Chaplains
- ✶ Q95f Training videos
- ○ Q95g STD clinic
Appendix A

Navy-wide Personnel Survey
1994
Navy-wide Personnel Survey 1994
PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301, Title 10, U.S. Code 5031, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-23, which expires on 31 March 1995.

PURPOSE:
The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel polices, procedures, and programs.

ROUTINE USES:
The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

ANONYMITY:
All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual. Personal identifiers may be used to conduct follow-on research.

PARTICIPATION:
Completion of this questionnaire is entirely voluntary. 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.

You may make any comments you wish at the end of the survey. Please complete the survey within the next 5 days and return it in the envelope provided.

If you have any questions, you may contact:
Dave Tyburski
(619) 553-7653 or DSN 553-7653
Navy Personnel Research and Development Center
Survey Operations Center
53335 Ryne Road
Code 163
San Diego, CA 92152-7250

THANK YOU FOR YOUR TIME AND EFFORT!
You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

* USE NO. 2 PENCIL ONLY.
* Do NOT use ink, ballpoint or felt tip pens.
* Erase cleanly and completely any changes you make.
* Make black marks that fill the circle.
* Do not make stray marks on the form.

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

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

```
Years  Months
0 9 0 1
● ● 1 1 3 3 3 3 3 3 7 7 1 0 0
```

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current marital status?
   ○ Never been married
   ○ Married
   ● Separated/divorced
   ○ Widowed

3. How much do you AGREE or DISAGREE with the following statements?

   a. I think that recruiting duty is good duty
5. What is your religious preference?
   - Catholic
   - Protestant (Baptist, Methodist, Lutheran, etc.)
   - Jewish
   - Orthodox churches (Greek, Russian, etc.)
   - Muslim
   - Buddhist
   - Mormon
   - Hittite
   - Other religion not listed
   - No religious preference

6. What was your marital status when you first entered the Navy?
   - Single and never married
   - Married for the first time
   - Remarried, was divorced
   - Remarried, was widowed
   - Legally separated or filing for divorce
   - Divorced
   - Widowed

7. What is your current marital status?
   - Single and never married
   - Married for the first time
   - Remarried, was divorced
   - Remarried, was widowed
   - Legally separated or filing for divorce
   - Divorced
   - Widowed
   - If you have NO SPOUSE, fill in the circle and skip to Question 13.
   - If you have a NON-MILITARY spouse, fill in the circle and skip to Question 9.

8. If you have an ACTIVE DUTY MILITARY spouse, do either you or your spouse have any family members enrolled in DEERS? (SELECT AS MANY ANSWERS AS APPLY.)
   - No, neither of us has any family members enrolled in DEERS
   - Child(ren) living with one or both of us
   - Child(ren) not living with either or both of us
   - Child(ren) living part-time with one or both of us (i.e., joint custody with ex-spouse)
   - Legal ward(s) living with one or both of us
   - Parent(s) or other relative(s)
9. If you have a NON-MILITARY spouse, do you have any family members enrolled in DEERS? (SELECT AS MANY ANSWERS AS APPLY.)
   ○ No, I have no family members enrolled in DEERS
   ○ Spouse (non-military)
   ○ Child(ren) living with me
   ○ Child(ren) not living with me
   ○ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
   ○ Legal ward(s) living with me
   ○ Parent(s) or other relative(s)

10. Is your spouse employed full- or part-time? (Count military reserve status as part-time employment.)
   ○ Does not apply/my spouse is not employed
   ○ Full-time
   ○ Part-time

11. What is your spouse's employment situation?
   ○ Military
   ○ Civil Service
   ○ Civilian job
   ○ Self-employed
   ○ Not employed by choice
   ○ Not employed, but actively job hunting
   ○ Not employed for other reasons (e.g., medical reasons)

12. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:
   ○ None, my spouse is not employed
   ○ Half or less than half of my contribution
   ○ About three-fourths of my contribution
   ○ About equal to my contribution
   ○ Greater than my contribution

13. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for which you have joint custody.)
   ○ No children/No children under 21 years of age living in your household, fill in the circle and skip to Question 14.

<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>
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<tr>
<td>e. 3 through 5 yrs</td>
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<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>

14. Do you or any of the family members in your household qualify for food stamps?
   ○ No
   ○ Yes
   ○ Don't know

15. Are you or any of the family members of your household currently receiving food stamps?
   ○ No
   ○ Yes

16. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)? (SELECT AS MANY ANSWERS AS APPLY.)
   ○ No
   ○ Yes, Navy
   ○ Yes, Marine Corps
   ○ Yes, Air Force
   ○ Yes, Army
   ○ Yes, Coast Guard
   ○ Other
17. Are you accompanied by the family members in your household on your present assignment?
- Does not apply/no family members
- Yes, accompanied
- Temporarily unaccompanied (family members will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because family members were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

Answer Question 18 only if you selected this answer. Otherwise, skip to Question 19.

18. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?
(SELECT UP TO 3 RESPONSES.)
- Spouse employment
- Home ownership
- Availability of military family housing
- Availability of civilian housing
- Cost of civilian housing
- Spouse’s education
- Children’s schools
- Ties to the community
- Family members prefer to remain in another location
- Costs associated with moving
- Your work schedule
- Availability of health care and education services for special needs
- Availability of activities/facilities for family members/child care
- Inadequate time to make moving arrangements
- Length of new duty assignment
- Personal reasons
- Other

19. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

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20. What is your current military status?
- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

21. What is your paygrade?
- E-1
- W-1
- O-1
- E-2
- W-2
- O-2
- E-3
- W-3
- O-3
- E-4
- W-4
- O-4
- E-5
- W-5
- O-5
- E-6
- O-6
- E-7
- 0-1E
- O-7 or above
- E-8
- O-2E
- E-9
- O-3E

22. How long have you been in your current paygrade?

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23. What is your designator?
   ○ Does not apply/I am enlisted
   ○ ○ ○ ○
   1 1 1 1
   2 2 2 2
   3 3 3 3
   4 4 4 4
   5 5 5 5
   6 6 6 6
   7 7 7 7
   8 8 8 8
   9 9 9 9

24. 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
   □ □ □ □
   A A A A
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   W W W W
   X X X X
   Y Y Y Y
   Z Z Z Z

26. What is your current billet?
   ○ Sea duty
   ○ Shore duty
   ○ Other (e.g., neutral duty, Duty Under Instruction)

27. To what type of ship/activity are you currently assigned?
   (SELECT MORE THAN 1 ANSWER IF APPLICABLE.)
   ○ Shore or Staff Command
   ○ Afloat staff
   ○ Training Command
   ○ Aviation Squadron (deployed to ships)
   ○ Aviation Squadron (deployed to shore)
   ○ Carrier based A/C Squadron/Detachment
   ○ Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
   ○ Cruiser
   ○ Destroyer types (includes frigates)
   ○ Minecraft
   ○ Submarine
   ○ Tender/Repair ship
   ○ Reserve Unit
   ○ Service Force ship
   ○ Amphibious ship
   ○ Amphibious craft
   ○ Other___________________________

28. In which FLEET are you now homeported?
   ○ Not assigned to a fleet
   ○ 2nd Fleet, Atlantic
   ○ 3rd Fleet, Pacific
   ○ 6th Fleet, Mediterranean
   ○ 7th Fleet, Far East
   ○ Don't know

29. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)
   ○ Alaska or Hawaii
   ○ CONUS (continental U.S., excluding Alaska and Hawaii)
   ○ Europe
   ○ Far East
   ○ Caribbean
   ○ Middle East
   ○ South or Central America
   ○ Other___________________________
30. 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.)

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31. In which of the following general categories of news sources do you find most of your information about the Navy? (SELECT 1 ANSWER.)
- Navy focused (base newspaper, Navy News Service, Navy-Marine Corps News (TV), All Hands, etc.)
- Navy Times
- Local or national newspaper
- Local or national television

32. On which Navy focused source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.? (SELECT AS MANY ANSWERS AS APPLY.)
- Navy-Marine Corps News (TV)
- All Hands magazine
- Navy News Service
- Perspective magazine
- Link magazine
- Navy Times
- Base/station/ship newspaper
- Briefings/word from chain of command (e.g., Commanding Officer, Division Officer, LPO, Career Counselor)
- Plan of the Day/Week
- Earlybird
- Shipmates/word of mouth
- Message board (NAVADMINs, NAVOPs, ALNAVs, other messages)
- BUPERS ACCESS/electronic bulletin board
- Other ____________________________

33. How far in advance of your last change of station or actual rotation date did you receive your orders?
- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months
- Did not receive orders in advance

34. Were your last orders issued early enough to allow complete preparations for your PCS move?
- Move not required/new duty station in same geographic location
- Yes
- No

35. 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:
- Have not used (skip to Question 36)

   ![Rating Scale]

   a. The system is easy to use
   b. The system gave me the information I needed
   c. The system made it easier to communicate with my detailer
   d. The system has reduced the number of calls I make to my detailer
36. How effective do you feel each of the following methods is for interacting with your detailer?

- Preference Card/Form
- Enlisted Personnel Action Request (NAVPERS 1306/7)
- Letter/FAX
- Telephone
- Personal visit
- Detailer field trip
- BUPERS ACCESS
- Naval message
- Command Career Counselor/Representative

37. If you have NOT used night detailing (2nd and 4th Wednesdays until 2200) to contact your detailer, why not? (SELECT THE 1 MOST IMPORTANT REASON.)
- Does not apply/I have used it
- I have never heard of it
- Normal detailing hours are enough
- I was unaware of the days and times that night detailing is available
- I am not allowed to take time away from work
- Detailer on duty is not my detailer, unable to help me
- I am unable to access BUPERS by telephone
- Other _______________________

38. Are you aware of the Overseas Tour Extension Incentives Program (OTEIP)?
- Yes
- No

39. Are you currently on sea duty or within one year of going on/returning to sea duty?
- Yes
- No

40. Would you be interested in extending on sea duty beyond 5 consecutive years if compensation was increased?
- Does not apply
- I would be very interested
- I would be somewhat interested
- I would NOT be interested

If you selected this answer, skip to Question 43.

41. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately $3000/year were offered.
- Does not apply/do not receive sea pay
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

42. If I agree to extend on sea duty and am transferred to a new command, it would be important to me to remain in the same location (homeport).
- Does not apply
- Very unimportant
- Unimportant
- Neither important nor unimportant
- Important
- Very important

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.
QUALITY OF LIFE PROGRAMS

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

43. A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.

B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

a. Deployment Support Programs
b. Family Service Center (FSC) Counseling (personal, family, marital)
c. Exceptional Family Member (EFM) Program
d. FSC Relocation Assistance Program (RAP)
e. Transition Assistance Management Program (TAMP)
f. Sexual Assault Victim Assistance Program
g. Sexual Assault Awareness and Prevention Program
h. Housing Referral Services
i. Housing Management Services
j. FSC Marriage Improvement Workshops
k. New Parent Support Team
l. Family Service Centers-overall

44. How much do you AGREE or DISAGREE with the statements that follow about Service Member and Family Support programs/services you have used WHILE IN THE NAVY? (For a brief listing of services, see Question 43.)

a. Navy Service Member and Family Support services improve the quality of life for me (my family)
b. I am satisfied with the quality of Service Member and Family Support services in the Navy
c. I am satisfied with the availability of Service Member and Family Support services in the Navy
45. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

   a. Fitness equipment
   b. Fitness activities
   c. Entertainment tickets/local tours
   d. Board/table games
   e. Recreation/sports gear issue
   f. Base recreation activities when in port
   g. Lounges

46. Which of the following SHIPBOARD recreation programs are IMPORTANT to you in contributing to your quality of life? (SELECT UP TO 4 ANSWERS.)

   - Information, Ticket and Tours (ITT)
   - Library services
   - Recreation/sports equipment gear issue
   - Crafts and hobby programs
   - TV/movies
   - Special events
   - Fitness equipment facility
   - Board/table games
   - Video games
   - Does not apply/have not used

47. Which BEST describes your current living arrangements?

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

48. How much do you AGREE or DISAGREE with the following statements?

   a. My present living arrangements are having a positive effect on my job performance
   b. My present living arrangements are having a positive effect on my decision to stay in the Navy
   c. In general, I can afford the things I or my family need(s)
   d. Overall, I am satisfied with my quality of life

49. How IMPORTANT to you are these Navy sponsored YOUTH (ages 6-17) recreation programs?

   - Before/after school programs
   - Sports and fitness programs
   - Recreational/social activities
   - Day camps
   - Personal development programs
   - Teen programs

If you have NO CHILDREN, fill in the circle and skip to Question 57.

If you have children living with you full- or part-time (i.e., joint custody with ex-spouse), answer the following questions based on the times you have children living WITH you.
50. How SATISFIED are you with the OVERALL QUALITY of Navy sponsored YOUTH (ages 6-17) recreation programs at your base?

- Before/after school programs
- Sports and fitness programs
- Recreational/social activities
- Day camps
- Personal development programs
- Teen programs

52. Who is the PRIMARY caregiver for your youngest child during your regular work day/shift?

(SELECT 1 ANSWER.)
- 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

53. If you are NOT using military child care centers or family home care, why not?

(SELECT 1 ANSWER.)
- Does not apply/I am using such care
- Don't need it/have other arrangements
- 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 substandard
- Restricted hours/no overnight care
- Too expensive
- Other

54. Do you feel that child care needs interfere with your ability to perform your job?

- Never
- Rarely
- Sometimes
- Often
- Very often

55. In what way do child care needs interfere with your performance?

(SELECT THE 1 MOST IMPORTANT ANSWER.)
- Does not apply/does not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billets choices
- Needs cause friction with coworkers/supervisors
- Raises general stress level/anxiety
- Other

56. I am satisfied with my current child care arrangements.

- Does not apply/have not used
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree
61. In the rightsizing environment, some Navy Campus offices will need to be closed or relocated. Which areas do you think will need a Navy Campus office the most?
(SELECT UP TO 2 ANSWERS.)
- Major homeports (CONUS and Alaska/Hawaii)
- Isolated sites (CONUS and Alaska/Hawaii)
- Isolated sites (overseas)
- Major installations (overseas)
- No opinion/do not use Navy Campus

57. Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, Dantes, etc.)?
- Yes
- No
- Don't know

58. Which of the following BEST describes how you feel you should be able to use Tuition Assistance?
(SELECT 1 ANSWER.)
- I should only be able to take courses in a degree program related to my Navy rating/subspecialty
- I should be able to take courses I need to achieve a degree in a field not related to my Navy rating/subspecialty
- I should be able to take whatever courses I want, even if they are not part of a degree program

59. Why don't you use Tuition Assistance (TA)?
(SELECT UP TO 3 ANSWERS.)
- Does not apply/I do use TA
- TA does not cover enough tuition costs
- Cannot use for second degree of same level
- Not interested/don't want to go to school
- Classes not available on my base
- My work hours are too long/don't have the time
- It conflicts with time with my family
- My command doesn't support education
- Deployed; using PACE
- Other

60. If you were stationed at a site which did not have an education specialist or an education center, which of the following would be most useful to you for getting educational information?
(SELECT 1 ANSWER.)
- Does not apply/not interested in getting this information
- Video tape
- Computer bulletin board
- Telephone hotline
- BUPERS ACCESS
- Other

62. How do you rate the Sponsor forum on BUPERS ACCESS?
- Not used/no experience
- Never heard of it
- Very poor
- Poor
- Average
- Good
- Very good

63. Have you served as a sponsor at your present command?
- Yes
- No

If you selected this answer, skip to Question 66.

64. How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?
- I did not receive any formal sponsor training
- Very poor
- Poor
- Average
- Good
- Very good

If you selected this answer, skip to Question 66.

65. Where was the sponsor training provided?
- Family Service Center
- My present command with command instructors
- My present command with Family Service Center instructors
- Other
66. Does you present command formally recognize sponsors for a job well done?
   ○ Don’t know/not aware
   ○ Never
   ○ Rarely
   ○ Sometimes
   ○ Often
   ○ Very often

67. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?
   ○ I did not want a sponsor
   ○ I was not assigned a sponsor
   ○ Very dissatisfied
   ○ Dissatisfied
   ○ Neither satisfied nor dissatisfied
   ○ Satisfied
   ○ Very satisfied

If you selected either of these answers, skip to Question 69.

68. If you had a sponsor assigned, did any of the following occur during your last PCS transfer? (SELECT AS MANY ANSWERS AS APPLY.)
   ○ Sponsor transferred before I arrived
   ○ I did not receive welcome package
   ○ I did not receive a letter from the command
   ○ Sponsor did not meet me on arrival
   ○ Sponsor did not help me
   ○ No, none of these occurred

70. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.
   ○ Does not apply/I have not used
   ○ Strongly disagree
   ○ Disagree
   ○ Neither agree nor disagree
   ○ Agree
   ○ Strongly agree

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and PSD/Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

71. How much do you AGREE or DISAGREE with the following statements?

   a. I am satisfied with the quality of leadership at my command
   b. My command supports command events
   c. I am generally satisfied with my current job
   d. In general, I like the work I do in the Navy
   e. I am satisfied with my physical working conditions
   f. I am satisfied with my career development
   g. I enjoy my career in the Navy
   h. I am glad I chose to join the Navy instead of other alternatives I was considering
72. How much do you AGREE or DISAGREE with the following statements?

a. I think I am adequately paid for the job I do  
   - [ ] Strongly Agree  [ ] Agree  - [ ] Neither Agree nor Disagree  - [ ] Disagree  - [ ] Strongly Disagree

b. The amount I am paid is an important reason for me to stay in the Navy  
   - [ ] Strongly Agree  [ ] Agree  - [ ] Neither Agree nor Disagree  - [ ] Disagree  - [ ] Strongly Disagree

c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement  
   - [ ] Strongly Agree  [ ] Agree  - [ ] Neither Agree nor Disagree  - [ ] Disagree  - [ ] Strongly Disagree

73. 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
   - [ ] Eligible to retire now and want to stay
   - [ ] Not being allowed to stay

74. What were your Navy career plans 12 MONTHS AGO?
   - [ ] Definitely decided to stay in the Navy at least until eligible to retire
   - [ ] Probably stay in the Navy at least until eligible to retire
   - [ ] Didn't know if I would 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
   - [ ] Was eligible to retire and had decided to leave
   - [ ] Was eligible to retire, but had made no decision to leave
   - [ ] Was eligible to retire, but wanted to stay
   - [ ] Not allowed to stay
   - [ ] I was not in the Navy 12 months ago

75. How SATISFIED or DISSATISFIED are you with the following aspects of your career?

   a. Promotion/advancement opportunities  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   b. Family separation  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   c. Pay (basic)  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   d. Quality of leadership/management  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   e. Quality of Navy life  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   f. Fair performance evaluation  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

   g. Job security  
      - [ ] Very Satisfied  [ ] Satisfied  - [ ] Neither Satisfied nor Dissatisfied  - [ ] Dissatisfied  - [ ] Very Dissatisfied

76. Which of the above (from Question 75) would be your MOST important reason for leaving or thinking of leaving the Navy?

   a. b. c. d. e. f. g.
   - [ ] If you are an Officer, fill in the circle and skip to Question 80.

77. Will you be taking a reenlistment action within the next 12 months?
   - [ ] Yes
   - [ ] No

78. How likely is it that you will reenlist at your next decision point?
   - [ ] Very unlikely
   - [ ] Unlikely
   - [ ] Undecided
   - [ ] Likely
   - [ ] Very likely

79. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?
   - [ ] Does not apply/am serving my first enlistment
   - [ ] SRB not available in my rate
   - [ ] No influence at all
   - [ ] Minimal influence
   - [ ] Significant influence
80. How much do you AGREE or DISAGREE with the following statements?

- a. Downsizing will be carried out in a way that is fair to all members, including women and racial minorities
- b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups
- c. As a result of downsizing, the best-performing people will leave the Navy
- d. After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively
- e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels
- f. Downsizing has decreased my level of job satisfaction
- g. I am less likely to choose to stay in the Navy until eligible to retire because of downsizing
- h. I would be more likely to leave the Navy if the level of service and availability of support programs are reduced
- i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy
- j. The value of the retiree’s benefits is declining
- k. I expect that my family and I will have full access to military medical care when I retire
- l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility

81. How much do you AGREE or DISAGREE with the following statements?

- a. My civilian friends understand and respect the job I do
- b. I feel the public strongly supports the military and its mission
- c. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it
- d. I would leave the Navy at the end of my current enlistment if suitable civilian employment was available
- e. My command’s mission requirements have decreased as manning levels have decreased
- f. My unit’s mission requirements have increased as a result of downsizing
- g. My workload has increased as a result of downsizing
- h. Downsizing will delay my advancement

82. Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?
- ☐ Yes
- ☐ No
- ☐ Don’t know
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.

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.

83. How much do you AGREE or DISAGREE with the following statements?

- I think something is being done to improve equal opportunity in the Navy
- I feel if I went to Captain's Mast I would receive fair and equitable treatment
- I feel that everyone is treated equally when it comes to promotions and advancements
- At my command, recommendations about reenlistment eligibility are fair
- Gender discrimination is not tolerated at my command
- Racial discrimination is not tolerated at my command
- I would have been less likely to JOIN the Navy if I knew women were equally likely as men to serve aboard ship
- I am more likely to leave the Navy because women have been assigned to combat roles on an equal basis with men
- I feel women have the ability to successfully carry out the duties of their combat roles in the Navy
- I feel women are fully accepted in their combat roles in the Navy

84. I am aware of the new SECNAV instruction on sexual harassment, dated January 1993, which expanded definitions and described a range of behaviors in terms of a traffic light (green light, yellow light, red light).

- Yes
- No

85. How much do you AGREE or DISAGREE with the following statements on sexual harassment?

- I understand the Navy's definition of sexual harassment
- I understand the Navy's regulations about sexual harassment
- Personnel at my command understand the definition of and regulations on sexual harassment
- If I had a sexual harassment complaint, I feel my complaint would get a fair hearing
- Sexual harassment is not tolerated at my command
- I understand my rights and responsibilities concerning sexual harassment
- I understand the complaint/grievance procedures I would use to report an incident of sexual harassment

86. I am aware of the new DoN toll-free advice and counseling telephone line (1-800-253-0931) for sexual harassment.

- Yes
- No
87. How much do you AGREE or DISAGREE with the following statements?

a. People should always tell the truth even though it may hurt them or other people
b. Sometimes you have to bend or break the rules in order to get the job done
c. Responsibility is a key quality of an effective Navy man or woman
d. It is important that people know and do their jobs well
e. Being a team player is more important than individual accomplishment
f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors
g. Concern for the well-being of shipmates is important
h. Everyone should serve his or her country in some way or another
i. People should always report others who engage in sexual harassment
j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making

88. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command
b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events
c. Command members are not pressured to participate in command events
d. Command events are conducted in a manner which upholds high professional standards
e. Participants are involved in the planning of command events

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, EO, Sexual Harassment, and Command Events.
HEALTH ISSUES

NAVY DRUG and ALCOHOL PROGRAM POLICIES

89. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.
   - ADAMS is not available at my command
   - Don't know
   - Strongly disagree
   - Disagree
   - Neither agree nor disagree
   - Agree
   - Strongly agree

90. How much do you AGREE or DISAGREE with the following statements on the Navy's drug and alcohol policies?

   - The Navy's random urinalysis program is a very effective tool for identification of drug users
   - Existing regulations on the use and abuse of alcohol should be more strictly enforced
   - Penalties for the abuse of alcohol at my command are sufficient
   - At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades
   - At my command, the difference between alcohol use and alcohol abuse is clearly understood
   - Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy)
   - Access to a Counselling and Assistance Center (CAAC) is readily available for my command
   - Alcohol abuse awareness and de glamorization efforts are noticeable at my command

HEALTH PROMOTION PROGRAMS

91. How much do you AGREE or DISAGREE with the following statements about health promotion programs?

   a. I know where a tobacco user can go to get assistance in quitting tobacco use
   b. My command enforces the restricted-smoking policy
   c. Physical Training periods on duty time should be required
   d. The use of healthy stress management/stress reduction skills is encouraged at my command
   e. I know where to get help for someone from my command I believe is suicidal
   f. I would exercise more if time were provided in my work schedule

92. What are the most important reasons you exercise on a regular basis (at least three times a week)?
   (SELECT UP TO 2 ANSWERS.)
   - I do not exercise on a regular basis
   - To pass/do well on the PRT
   - To control my weight
   - To become/remain fit and healthy
   - To reduce stress/make me feel better
   - For the enjoyment of participating in sports
   - Regular exercise is required at my command

93. What are the most important reasons for you to stop using tobacco products?
   (SELECT UP TO 2 ANSWERS.)
   - Does not apply/I do not use tobacco products
   - I am not trying/do not plan to stop using tobacco products
   - Expense of tobacco products
   - Peer pressure/social pressure
   - Detriment to my health/my family's health
   - Inconvenience
   - My command is a smoke-free command
   - Personal desire to quit smoking
   - Other
HIV/AIDS EDUCATION

94. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT AS MANY ANSWERS AS APPLY.)
   ○ Yes, Navy training
   ○ Yes, other military service training
   ○ Yes, civilian (local community) training
   ○ No

95. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

   a. Military classroom training
   b. Commercial media (TV, radio, newspapers, magazines)
   c. Drug/alcohol counselors/training
   d. Armed Forces Radio and Television
   e. Chaplains
   f. Training videos
   g. Counseling/treatment at Sexually Transmitted Disease (STD) Clinic

   THIS NEXT QUESTION IS OPTIONAL.

96. What is your Social Security Number? It will help us with follow-on research. Your confidentiality will be maintained.

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Thank you for completing this survey! Please place it in the envelope provided and mail it as soon as possible.
Distribution List

Chief of Naval Personnel (PERS-00), (PERS-00H) (3), (PERS-00T), (PERS-00W/2W), (PERS-013), (PERS-2), (PERS-5), (PERS-6), (PERS-8), (PERS-9)
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