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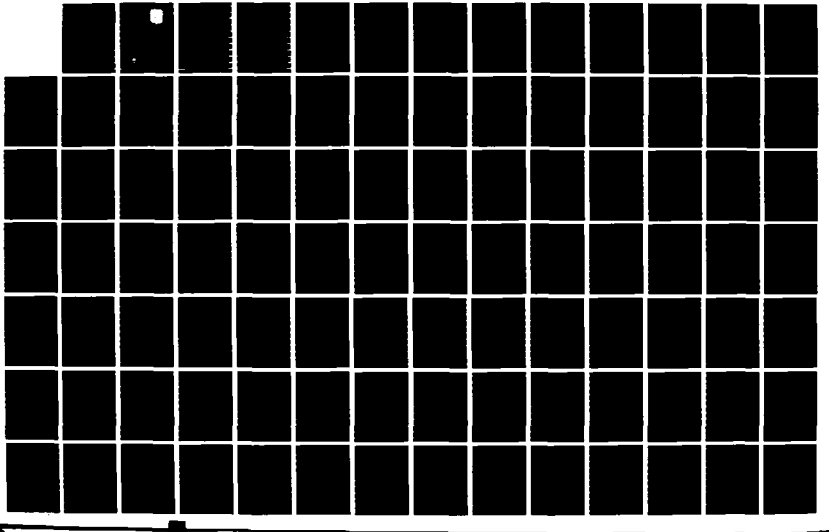

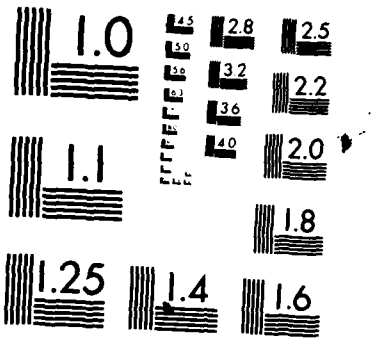

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DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION WHY SUCCESSFUL OFFICERS STAY

BY

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12 MAY 1986

US ARMY WAR COLLEGE, CARLISLE BARRACKS, PA 17013

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USAWC MILITARY STUDIES PROGRAM PAPER

DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION WHY SUCCESSFUL OFFICERS STAY

AN INDIVIDUAL STUDY PROJECT

by

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ABSTRACT

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PREFACE

This Individual Study Project was produced under the aegis of the US Army War College Department of Command, Leadership, and Management, (DCLM). The scope, general direction, and analysis methodology were developed based on suggestions from the US Army Research Institute for the Behavioral and Social Sciences, (USARI), Alexandria, VA. While the hypotheses and concerns expressed by the author are of his own design, reaching an "endpoint" could not have been accomplished without the assistance of many helpful persons. The author is especially indebted to Ms. Mary Anne Miller, USAWC Information Technology Division, without whose patience and tireless efforts on the computer, the study and subsequent analysis could not have been accomplished; Dr. Jerry Ball, Department of Academic Affairs, whose assistance in my reaching a modicum of understanding of the "voodoo" world of statistical analysis was most appreciated; and Dr. Glenda Nogami, USARI, who provided the spark and encouragement of an idea, and the basic direction that kept me going.

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CHAPTER I

INTRODUCTION

Background

> In the past most of our plans, programs, and policies focused on basic needs or on correcting dysfunctions. *Our concentration now and in the future is to capitalize on what is working well, by drawing on the characteristics of our many healthy families and transmitting these characteristics to those needing assistance.*
>
> 1

During the dozen years following the creation of the "All Volunteer Army", extensive research has been conducted to identify family-related and other factors which cause personnel to become disenchanted with and/or leave military service. The identification of these "irritants", and programs to eliminate them has unquestionably added to improvement in Quality of Life for soldiers and their families. A review of the survey instruments used by the Department of the Army leaves one with the distinct feeling that a great deal has been done to find out why the disenchanted left the Army, but that little research has been conducted to identify the family-related, and other, factors which influenced personnel to remain in the Army. To the extent that some of the disenchanted and those that stayed might have been successful soldiers, it is important that the Army identify just what factors might have caused them to stay, or are causing them to stay. Stated differently, to ensure that our Army is successful in retaining the "cream of the crop",

these critical family-related and other factors should be identified, and where applicable, capitalized upon.

An attempt to examine the issue of why successful soldiers stay is appropriate for a variety of reasons. It is wholly correct to catalog the "wrongs" of our Army which have influenced both desirable and undesirable performers to leave the service. It is also important that we understand some of the reasons that may have been positive retention factors for successful military people. It is possible that some programs are over-stated, and either not attractive to successful soldiers, ineffective retainer tools of successful soldiers, or both. And, there may be other reasons for retention forthcoming as well. Stated figuratively, it is important that we seek to determine why the jar is half full, rather than why it is half empty. In as much as the family is an integral part of the Total Army, the results of such a study will have intrinsic value to military retention, readiness, and wellness.

The study supports the Army Family Action Plan II specific research goal and, most importantly, "Objective Two": Describe relationships between retention and family factors:

> The relationship between families and retention is uncertain. Because of the number of married soldiers has increased in recent years, it appears that family satisfaction affects the soldier's decision to stay in the Active Army, Army National Guard, and U.S. Army Reserve. Questions to be answered include the following:
>
> (a) Where are the Army's greatest retention problems? Where will they be in 1990?
> (b) Why do soldiers and families say they would leave the Army? When and how is that decision made?
> (c) What are the characteristics of soldiers and families that leave? Those that stay?
> (d) What are family procedures and policies which are

associated with high retention? (e) What Army family services and programs are most critical to retention?
(f) What is the range of family related policy changes and programs which would be most instrumental in improving retention?
2

The aspect which this study focuses upon is the retention of successful personnel, and their relationships to family-related and other factors.

Hypotheses

It is the opinion of the author that a majority of successful U. S. Army Commissioned Officers are not personally attracted by family program initiatives which are sponsored by the Department of the Army; and that in of themselves these initiatives are not important contributors to their personal, positive career commitment attitudes. Not paradoxically, a majority of successful officers will find these same initiatives important to the Army as a whole. However, family program initiatives which emanate from unit level, (division and below), will be considered by this group to be more meaningful and effective to soldiers and their families than programs or benefits which emanate from higher levels.

For sake of convenience, family-related issues (variables) would be considered by this population as being either: Category I, "contributing to a positive career commitment attitude"; Category II, "not affecting a career commitment attitude"; or Category III, "contributing to a negative career commitment attitude".

Specific predictions (hypotheses) were made of how the population would respond to questions that addressed a variety of situations related

to each Category. Significantly, the study hypothesized that other factors could identified which contributed to a stronger positive career commitment attitude than purely family-related ones. An initial hypothetical breakout follows:

CATEGORY I: (Contributes to a positive career committment attitude)

(a) Opportunity for family to experience diversity of surroundings, location, and travel.

(b) Education opportunities for children and spouse.

(c) Opportunities for home ownership.

(d) Commitment and community involvement by family members.

(e) The opportunity for "adventure" in foreign lands.

(f) Service in organizations that demonstrated genuine caring.

(g) Availability of services and opportunities in the community surrounding the installation.

(h) A pay system that is adequate.

CATEGORY II: (Does not affect a career committment attitude)

(a) Availability of government housing.

(b) Availability of child-care centers.

(c) The services provided by Army Community Service (ACS).

(d) The services provided by the Chaplaincy.

(e) Weight allowances during PCS moves.

(f) Adequacy of Medical/Dental Care for Families.

(g) The CHAMPUS program.

CATEGORY III: (Contributes to negative career committment attitudes)

(a) Long work periods away from family members.

(b) Peacetime unaccompanied tours.

(c) Assignments to undesirable regions, installations and

locations.

Investigative Methodology

Ideally, to completely test the hypotheses, the study should survey both enlisted and officer soldiers who had reached a similar accepted level of "success" in their careers. Likewise the spouses of these soldiers should be surveyed to determine their attitudes and contribution to the retention process. Such a methodology would involve three separate, but related, surveys conducted on a national basis. The first order of business was to limit the scope of the study to a manageable level, with a valid framework left for a follow-on study by others to obtain a picture of the complete population: officer, enlisted, spouse. (This framework is discussed in the Conclusions and Recommendations chapter of the study). To obtain a "successful" population capable of being surveyed within the time allotted for the study became the second task.

Several conventions were used to arrive at the survey population. First, the scope of the survey was limited to commissioned officers. Next, "success" was determined to be the arrival of a commissioned officer at an external selection point in his or her career - selection for attendance at a Senior Service College. The target population chosen was the Active Army Officers of the U.S. Army War College Class of 1986. Officers from sister services, Reservists and National Guardsmen on active duty, were not be surveyed. The target population is unique in that it represents a "successful" group which has made a positive career commitment to stay in the Army. Their level of success can best be understood by the repeated external selections which they have sustained,

(selection to: Lieutenant Colonel; Battalion Command in most cases; Colonel in some cases; and the US Army War College), marks the population at close to the top of an ever decreasing pyramid - roughly the top 5% of the U.S. Army Commissioned Officer Corps.

The survey instrument, composed of 52 questions, was designed to be entirely objective to aid in ease of administration, acceptance by the population, and statistical analysis. Questions were chosen that described the population (11); gauged their agreement-disagreement-with-midpoint on statements related to family programs and Army life (13); and which described the strength of incentive-disincentive-with-midpoint to stay in the Army that certain family-related and other subject areas posed (28). Survey respondents were asked to place their responses on mark-sense forms, and space was provided for spontaneous written comments, but not to any specific questions. 174 commissioned officers comprised the population. 173 surveys were sent out, (the author was not surveyed), and 145 were returned completed. Two of the completed surveys were unfortunately returned two weeks after the "deadline" and were not included in the automated statistical analysis. However, the responses of these two late arrivals generally fell within the mode of the rest. Thus the considered return rate was 82.7%, (143 of 173). Subjective comments, found in Appendix 2, filled nearly 3 typewritten pages.

Statistical manipulation and analysis were performed using the Statistical Program for the Social Sciences-X, (SPSS-x), on the Honeywell DPS 8/7 mainframe computer, and SPSS/PC+ on an IBM-PC. First, frequency responses were determined, and the 41 independent variables were cross-tabbed by the demographic questions. Second, a factor analysis was

conducted to identify factors, (new variables), affecting retention which could explain the data. Three extractions were used, (principal axis factoring, principal components analysis, and unweighted least squares), and Varimax rotation for each extraction. Third, the newly identified variables, (12 in this case) were cross-tabulated with the demographic data. Fourth, a condescriptive procedure was run to compute univariate summary statistics and standardized variables for the original 52 questions, (variables), and the 12 new variables, (factors affecting retention). Finally, a one-way analysis of variance, (ANOVA), was conducted between the new variables and the demographic data.

Assumptions

The following two assumptions apply to the study. First, the target population represents U.S. Army commissioned officers with similar "successful" credentials; it does not represent all commissioned officers. Second, the personnel that responded to the survey questionnaire, (143), are representative of the entire population, (174), of the U.S. Army War College Class of 1986.

Purpose

It is the purpose of this study, and the survey that was developed to support it, to identify family-related and other factors that are key to the retention of successful U. S. Army Officers. It is postulated that certain uncataloged family-related and other factors can be very instrumental in the retention of successful commissioned officers. To the extent that these factors can be identified, they may prove beneficial for inclusion within, or as reinforcement of, existing Army

Family Programs. The study will provide information gained by survey of commissioned officers who have reached an accepted level of "success" in their Army careers, research of pertinent literature and sources, and conclusions and recommendations determined from analysis of the data.

Recommendations for action will be aimed at all appropriate levels from Department of the Army to battalion. While the study is limited to consideration of issues involving a very select group of commissioned officers, conclusions may be appropriate to the retention of successful soldiers of other ranks if similar results are obtained from them upon further study. It is anticipated that this study may represent a preliminary examination of a much larger population or populations at various points in their careers.

ENDNOTES

1. US Department of the Army, Department of the Army Pamphlet 608-41, 20 May 1985, The Army Family Action Plan II, p 4.

2. Ibid., p, 13.

CHAPTER II

ANALYSIS AND DISCUSSION OF RESULTS

Examination of the survey response frequency results provided a wealth of information concerning the Class of 1986, their attitudes about their Army careers, their families, and what motivated them to make the Army their chosen profession. The "typical" respondent, as described by the mode, is a white, male, Lieutenant Colonel, without a history of military tradition in his family, who is married for the first time, lives with his spouse, and has two dependants in addition to her. He has served as a commissioned officer for a little more than 20 years on active duty, has a Master's Degree, plans to retire from the Army after serving 30 years, and expects to attain the rank of Colonel before doing so.

Not only does this description provide a rather bland picture of the successful officers that they are, but such simplistic references belie the real makeup of this population, and the purpose of the study. What follows is a discussion of the meanings of measured response frequencies, correlation of data through cross-tabulation, a search for factors that explain the data, and other analyses.

The timing of the survey and the attitude of the class toward it are worth mentioning. The survey was administered between 27 January and 7 February 1986. The general mood of the class at the time appeared to be good, and attitudes generally positive. As the analysis will point

out, the feeling of the population toward the Army in most all categories was extremely positive. The survey was taken shortly before many of the probable implications of the Gramm-Rudman-Hollings deficit reduction legislation on the Army were announced, and which were subsequently widely discussed and debated by members of the class. It would be interesting to see if attitudes on retention would remain the same should the same survey be administered again today. But the uncertainty created by the far-reaching implications of the legislation is probably, in of itself, a transitory thing. Only time will tell, and should some of the proposals come to pass, a whole new set of attitudes will be created and acted upon by this population.

NOTE: The analysis and discussion which follows is based upon close examination of hundreds of pages of printouts provided by various SPSS routines. Appendix 3 contains the printouts from which the discussion emanates roughly the same order that it is discussed.

Discussion of Response Frequencies

The survey population is in many ways unique, but for a study of family-related issues it presents another "uniqueness" among most other populations -- it appears to be an extremely family oriented group. Fully 97.2% of the group has at one time been married, while 81.8% are still married for the first time. Only 14% had experienced divorce, and all but one individual in this category had remarried. The surveyed population has 318 dependents, or about 2.2 each, excluding a spouse. 18.3% of the population was raised in a military home, i.e., one of their parents was a service member during their formative years. In an era, and especially in a type occupation where the importance of spousal

careers can often cause families to be separated for the advancement of each of the partners' careers, this group seems typical. 7.2% left a spouse somewhere else to attend this military school. These families seem to like the Army and its lifestyle, with 68.5% in agreement, and only 18.2 somewhat undecided about the issue. 11.2% stated that their families did not like the Army. It is little wonder then that this population should relate to the military family question. Just how much family-related issues played in their career decision process remains to be examined.

General Retention Factors

The broad subject of retention necessarily begs the questions: "why do people want to become soldiers; and once having made the choice, why do they wish to remain soldiers?" The study reveals that the majority of successful officers, (57.4%), never planned to become soldiers in their early career formulation days, while only 29.4% had military career intentions all along; and the remainder, (13.3%), were not really certain what their military career plans were when they first joined the Army. Once that career decision had been made, however, 79.7% stated that they remain committed to the Army life style and way of life. Strong incentives to their decisions to stay in included: the opportunity to serve with soldiers, (93.0%); a feeling of patriotism, (91.6%); the opportunity to command, (90.2%), and uniqueness of the military as a profession, (88.8%).

Job Satisfaction

At this point in their careers, this appears to be a happy, well satisfied group. 60.9% have served for 20 years or more. 98.6% state

that they enjoy their military career, the majority of them very strongly so. An even higher number, 99.4% believe that they are doing something useful by being in the military. The survey gave them an opportunity to describe job satisfaction in different ways: as an incentive to stay in, 97.9% agreed that the importance of what they perceived they were doing as being significant to the decision; and an equal 97.9% felt that plain old satisfaction with their job provided incentive enough to make the Army a career. While the group has been steadily "whittled" away by attrition and the selection process over their 20-plus years to a point where a member of it represents the top five per-cent of the pyramid of their peers, it is safe to state that few professions have such a satisfied middle management echelon. This contrasts sharply with a study of comparable Air War College students by Anderson in 1980. Nearly 75% found their profession to be totally unappealing.[1]

Career Intentions

These feelings of satisfaction among a successful, productive group of professional soldiers have some long term benefits for the Army. The largest sub-group of the study, (61), has served for an average of 20.5 years. An almost equal number, (68, nearly 50%), plans to stay in the Army for 30 or more years. (Anderson reports that less than 22% of Air Force officers have similar intentions.)[2] Another block of 46 plans to remain for 26-29 years. (The 26 year point provides the last automatic pay raise for years of service at the grade of Colonel, and provides a natural decision station.) So it is safe to presume that more than half of the group will serve the Army for another 5.5 years, with at least 40% serving a minimum of 10 years longer. (The Cross-tabulation section will

discuss who this group is composed of from within the study group.)

Promotion

76.1% of the class expects that the highest rank they will attain is that of Colonel. That is a very reasonable expectation. While precise figures are not available, the promotion of LTC's to the next rank following attendance at a Senior Service College is virtually assured. Interestingly enough, 32 students expect to attain General Officer rank before retiring. Again, there are so many variables involved that a precise prediction of chances for General Officer selection is impossible. A figure widely quoted by senior personnel management officers is that a U.S. Army War College student's chances for being promoted to General Officer rank are roughly 1 in 4. For a group the size of those responding to the survey that would mean about 36 will attain one to four stars. Perhaps there are at least four students in this study with more modest expectations!!

Family-Related Factors

The importance of family-related factors in the retention question was addressed in various ways: security was examined; direct references to the relationship were made; the importance of the level of sponsorship of various family programs were tested; and the strength of incentive of selected programs and subject area themselves upon retention was gauged. The most striking and significant feature of the responses of this successful group of Army officers is that they suggest that family-related programs, particularly as they affected the group, had little to do with their decisions to make the Army a career.

Family Security

On the negative side, only 39.9% felt that their families were more secure in the Army than in civilian life. An equal number were not so sure about the issue, and 21.3% felt civilian life was a more secure environment for families. But it must be pointed out that the "security" of a family is determined in a variety of ways. The most accepted gauge is economic security among the hierarchy of needs. The existence of an adequate military pay and allowance system was cited as a strong incentive to stay in by 59.4% of the group, while 35% did not feel the pay system was an incentive. (91% of the USAF officers studied by Andersen felt pay was a poor incentive to them.)[3] The security provided by the military retirement system, and its adequacy was listed as a strong incentive by 90.9%. Only 5.6% were reluctant to cite it as an incentive. A related security blanket, and practically a "sure bet" for a successful group of officers, is the promotion system. 79.9% felt it was a strong incentive to the retention question.

The Army's Concern for Families

When asked whether the Army's concern for families was instrumental in their decision to stay in, only 6.3% answered in the affirmative. More than three-fourths stated that family programs were not considered at all in their decision. The group's previously stated closeness to soldiers and their general like for them, the desirability of the command experience and unit involvement, showed through once again. The group feels strongly, (88.2%), that the programs and type of concern for families expressed by the Army are important for soldiers and their families. But that opinion, when contrasted with the lack of importance of this concern to themselves described above, appears to be a purely

reflexive one. The group believes in its own ability to solve family-related issues, and suggests some suspicion in the effectiveness of the Department of the Army in providing for these programs. 65.3% felt that family programs which emanate from unit level, (maneuver division and below), were both more effective and meaningful to soldiers than those which emanate from higher levels. Only 11.9% sided with headquarters far removed from the "trenches" in developing effective family-related programs. Examined from a slightly different perspective, 54.5% felt that a functioning unit-level family support system paid more dividends to Army families than more costly initiatives that require Army funding. However, 18.2% were more comfortable with the effectiveness of more costly Department of the Army family program initiatives. Anderson found that USAF officer opt for DAF solutions by a margin of 5:1.[4]

Retirement

When programs and services were considered by the group for the strength as incentives to stay in, none showed as strongly as the military retirement system. As discussed above 90.9% felt that it was a strong incentive. This program received the strongest endorsement of all programs and services discussed in the survey. That should not be a startling statistic from this group, as practically 100% will benefit from it, and they might be influenced by their relative closeness, (less than 10 years in most cases), to receiving it. This, despite all the worrisome discussion of changes to the retirement system that may prove to be disincentives to future generations. The next strongest program as a retention incentive were opportunities for promotion in the Army. 79.9% were attracted by this program as a strong incentive to stay.

Travel

While not specifically a program or service, the opportunity for the family to travel and live in foreign countries is thought of by most in the group as being an attractive idea for themselves and their families. Living in foreign lands was an attractive retention incentive for 76.2%, while family travel opportunities provided strong incentive for 67.8% to stay in. However 18.9% were not attracted by foreign living, and 24.5% did not feel that traveling, (perhaps to include frequent permanent change of station moves), provided much of an incentive.

Medical, PX and Commissary

In the strict sense of family-related programs, benefits and services, only three provided relatively strong incentives for retention for more than 50% of the survey population. The adequacy of family medical and dental care was attractive to 59.4%, but 33.6% did not feel the system provided an incentive. Commissary services and the Post Exchange System were strong incentives to 59.8% and 52.4% respectively, while more than 26% in each instance were of the opposite view point. Each of these programs are affected by the combined forces of criticism by legislative lobbyists, Congress, budgetary decisions which limit the scope of service, and off-post competition which, in many cases, provides more variety at a reasonable prices.

Physical Family Separation

The subject areas most "devastating" to a family's incentive to remain on active duty involve physical separation of the officer from his family. Two questions attempted to measure these areas by strength of an incentive to stay in. 78.4% indicated that time away from their family

did not provide an incentive to stay in. Oddly 2.8% stated that time away from the family did provide an incentive for retention. (Cross-tabs discussed at length later, reveals that the four individuals who make up this sub-group are married for the first time. One can only speculate that they either need some "space" from time to time, or that they are headed for another marital category!) Unaccompanied tours provided a disincentive for retention to 82.5% of the group. (This time, 3 individuals, all married for the first time feel that unaccompanied tours are strong incentives for staying in.)

The subject of family separation as a disincentive for officer retention has considerable support in surveys conducted over the last 15 years. Two DA surveys, conducted in 1969 and 1971, show that 70.2% and 70.9% respectively of those surveyed considered family separation an influence to leave the Army.[5] Foley's survey of the Command and General Staff College Class of 1976, found that family separation was an influence to leave the service for 79.3%.[6] Anderson found that family separation was the second most negative retention factor for successful USAF officers.[7]

One program, on-post physical readiness centers and gymnasiums, received "mixed reviews". 39.9% regarded them as strong incentives, and 37.1% felt they were not strong incentives. This is a surprising result considering the Army's emphasis upon physical readiness and the zeal with which these facilities have been built during the last five years.

Negative Factors for Families

From this point onward in the survey results, nine strictly family-related programs were addressed in the strongest terms as not providing

an incentive to stay in. 93.7% were not impressed by their ability to own a home that service in the Army provided. In a slightly different sense, the existence of child care centers were attractive incentives for only 9.2%, not attractive incentives for 76.1% 71.4% were of the opinion that the services provided by Army Community Services were not strong retention incentives. CHAMPUS, particularly as it pertained to family health care, appealed to only 25.9%, and not to 59.5% Only 25.2% were of the opinion that Chaplaincy services were a strong force for retention; more than half, 54.6% felt that the Chaplaincy provided little incentive.

Educational opportunities for family and spouse were deemed not a strong incentive by 65.8%; the opportunity for the family to get involved in community activities was not an attraction for 63%; and the availability of services in the off-post community was viewed as not a strong retention incentive for 60.9% 53.6% were not attracted to an Army career by the opportunity to live in government quarters, yet it was an attractive idea for 31.7%.

A picture of what motivates the Army's top commissioned performers to remain in the service is beginning to emerge. But now the search must turn to find any relationships that exist among the respondents. Cross-tabulation provides such a tool.

Initial Cross-Tabulation Results

The previous section discussed response frequencies to most question areas in the survey. To see if their were relationships among the results, a simple cross-tabulation was done using the SPSS/PC+ program version. Since the job satisfaction exhibited by this group seemed

extraordinarily high, the results of four seemingly related questions, (14, 18, 45, 50), cross-tabbed by five demographic questions, (1, 4, 5, 8, 9), were examined. The demographic questions related to: rank; belonging to a military family; years active federal commissioned service, (AFCS); years planned to stay before retiring; and highest rank expected to achieve.

It must be emphasized that these four related questions all reflect a very high per-cent agreement with a positively worded statement about job satisfaction, or strength of it as an incentive to stay in, (97.9% to 99.3%). Thus, the value of this examination is to take a closer look at individual parts for potential differences and similarities.

Job Satisfaction

Colonels are in stronger agreement that they enjoy their military careers than Lieutenant Colonels, (60.0% to 48.3%). Soldiers from non-military families, (i.e., soldiers who were not "Army brats"), show stronger tendency that they enjoy their careers than do those from the military family tradition, (52.1% to 42.3%). The two sub-groups that show strongest career enjoyment based upon years of service are those that have served 17 years or less, (often referred to as "fast burners"), and those with between 22-23 years of service. It should not be a surprize that those who enjoy their careers the most want to stay the longest; those desiring to remain 30 years or more before retiring express the strongest satisfaction level. The one individual who expects to attain full General rank quite expectantly enjoys his career. The group that expects to reach Major General, however, relates the highest attitude among measurably large groups.

with 17 years or less AFCS are most prone to view job importance as an incentive to stay, as do those who plan to stay in the Army 30 years or more. Those who feel destined to reach General Officer rank look strongly at job importance as important to retention, but their attitude is not so markedly different as in the other areas detailed above.

Question 50, (job satisfaction as an incentive to stay in), when cross-tabbed by the same five demographic questions, provided results that were interesting because of their lack of differentiation. It was the only question of this group that contained respondents, (3), who stated that job satisfaction was not an incentive to stay in. However, the importance of the question lies in the fact that job satisfaction is important to retention no matter how one slices it by demography, (true in at least 97.8% of cases).

Other Than Family-Related Factors

Other non-family-related variables that measured to be strong retention issues included: the opportunity to serve with soldiers, (question 46); a feeling of patriotism for country, (33); and the opportunity to command, (40). Each was examined against the same five demographic variables. Again response frequencies were quite high, and ranged from 90.2% to 93.0%.

Feelings of Patriotism

Colonels expressed stronger opinions than LTC's that feelings of patriotism were important incentives to them, 54.2% to 40.2% In fact 8.6% of the LTC's were either not certain about their attitudes toward patriotism and retention, or not motivated by it. Those coming from military families had only a 5.7% edge over those who were not "Army

brats", probably not significant; but interestingly 11 individuals who were not from military backgrounds, (9.5%), were not motivated by patriotic feelings. AFCS did not have any measurable effect upon patriotic motivation toward staying in. The sub-group which planned to stay in the Army 24-25 years had a less strong tendency toward patriotism as motivation for staying in than did other sub-groups. Only those who aspired to the rank of Colonel showed a dip in the patriotism factor, 89.7% compared to near 100% for others.

Opportunity for Command

Only about 25% of all LTC's and much less than one-half that many COL's are ever selected to command units in the Army. Command is regarded to be the single most important road to and measure of success, even though the dual tracked Officer Personnel Management System attempts to slightly soften its importance. Command is important because it is made possible for LTC's and COL's only by external board selection, and it is almost always a prerequisite for other selections. (Only 2 Colonels, on a recent Brigadier General promotion list, who had not commanded at that level were selected for promotion.) So, attitudes about command opportunities among this group, particularly as they affect retention should be of interest.

Rank

Rank causes a slight split in attitude about the incentive that command opportunity provides. 91.5% of LTC's were still motivated by it, but only 84% of COL's were, reflecting, perhaps, an opportunity diminished by the smaller number of Colonel-level commands. No appreciable difference is noted for officers who came from military

families, when compared to those who did not. Length of AFCS, years planned to stay in, or highest expected rank appear not to stratify this variable. Thus, by all measures, command opportunity remains to be an important retention incentive to successful commissioned officers.

Serving with Soldiers

The opportunity to serve with soldiers is what the business of being in the Army is all about. Little should come ahead of the professional officer's devotion to them and their welfare. Rank does not appear to greatly differentiate an officer's perception of serving with soldiers as an incentive to stay in. The same appears to be true for respondents with respect to military family background. The sub-group with 17 years or less of AFCS showed the lowest preference among the rest, 84.6% to greater than 91.7%. Years planned to remain on active duty did not stratify the results appreciably. There appears to be a slight lessening of serving with soldiers as a retention incentive for those aspiring to all categories of General Officer rank, (87.5%), when compared to those aspiring to become a Colonel, (94.3%). This probably reflects the fact that as one rises in rank his opportunity for association with junior soldiers is lessened.

Level of Family-Related Program

Question 13, 19 and 30 deal with various attitudes on the level from which Army family programs emanate in general, and the effectiveness of unit sponsored programs in particular. In general a majority of the population demonstrated a preference for the effectiveness of small unit programs. Colonels showed greater faith in programs which sprung from division level and below than did LTC's, (76% to 63.2%), with more than

one-third of the LTC somewhat suspicious of the effectiveness of small-unit family programs. Those from military families tended to be slightly more supportive of unit-level initiatives. Those serving between 20-21 years AFCS, the mode of the class, showed marked less approval of unit level family programs than any other sub-group. Only 52.5% were supportive, while the other sub-groups of significant size measured a 74.4% to 78.3% approval rate. Those desiring to stay in for 30 years or more show the most consistent support for unit level programs. Rank expected before retirement does not appear to stratify feelings toward the level of family program and its effectiveness.

The next question compared Army-level family programs with unit-level ones. A simple majority, (54.5%), of the population showed preference for the effectiveness of unit level programs. Rank played little difference in opinion, and the distribution of agreement-disagreement responses approached bell shape, with a slight skew toward agreement. Once again, those from military family backgrounds showed a small preference for unit-level programs, (61.6%), when compared to those not from military families, (53%), and only one-half the rate of disapproval. When compared to years AFCS, an increasing trend toward disapproval emerges as one serves longer. 61.6% of those with 17 years service or less opt for unit level programs, while 53.2% of those serving for 22 years or more voice approval. On the other hand, only 31% of those who desire to stay in the Army for 25 years or less, demonstrate their support for unit-level over Army-level programs; compared to those who wish to stay 26 year or more, (60.5%). There may be a significant difference at this natural career break point, and it may reflect a dissatisfaction based upon an unsatisfactory experience with a unit-level

family program. Level of rank to which one aspires appears not to affect the population's opinion on program level.

Another question in this series, (30), examined the strength of incentive to stay in provided by belonging to a unit which showed genuine concern for soldiers. The population related relatively strong support for the notion, (66.4%). COL's were only slightly more positively affected by a caring unit, (72%), than LTC's, (65.2%). Coming from a military family or not made no difference on one's opinion. Those with 21 years or less AFCS feel stronger about caring units as an incentive to stay, (70.2%), than those with 22 years or more, (57.7%), probably reflecting being in small units when caring was not a priority. Those planning to stay 30 years or more before retirement displayed much higher inclination toward caring units than any other sub-group, by over 13 percent. Our aspiring General Officers are much more supportive of and attracted by caring units, (87.5%), than aspiring Colonels, (58.9%). This spread of nearly 30 per-centage points may be significant considering that, if these officers are accurate in the prediction of the rank they attain, and assuming that they will then be in positions of high policy making authority, they will likely push and manage the management of family programs downward, rather than upward.

Beyond examination of the level from which the family program evolved, various programs, services and subject areas of interest were also studied through cross-tabulation. By visual examination of the variables that appear to be related, and which generally conform to the groupings of the hypotheses, four distinct groups emerge, and they will be discussed in the order: economic factors; traditional benefits;

mobility; and social services.

Family-Related Economic Factors

Considered here are the adequacy of the pay and allowance system; the adequacy of the retirement system; and the opportunity for promotion; all from the standpoint of their strength of incentive to stay in the Army.

Pay and Allowances

COL's and LTC's are of nearly equal opinion on the value of the pay and allowance system as an incentive, varying from a 56% to 60.7% rate. Similar agreement was found among families from military and non-military backgrounds. A relationship exists between years AFCS and beliefs about the adequacy of the pay and allowance system. 42.2% of those with 17 years or less viewed pay as an incentive, while among those with 22 years and over, 73.1% viewed the system as an incentive. This probably reflects the younger officer's deeper familiarity with pay scales in civilian industry and perhaps because this sub-group, (17 years or less AFCS), is composed largely of "fast-burners", they realize their true market worth. Those who plan to leave the Army soon, i.e., between 22-25 years service, seem to be making that choice on economic grounds. (This seems to conform nicely to the model for satisfaction of basic needs prior to those of a higher order.) 51.9% of these people do not see the pay system as an incentive to stay.

The attitude shifts dramatically at the 26 year retention point to where 67.5% see pay as an incentive. Those who aspire to make Colonel rank seem "to be in it for the money", as 64.2% are attracted by the pay

incentive! Of the 31 who expect to be promoted to BG, MG or LTG, only 45.2% see an economic incentive with an equal number seeing no monetary incentive at all. Again this group is realistic viewing issues of comparable compensation for level of responsibility, and the mandated "pay cap" that has, by that time, limited practically all but the most junior General Officers to $68688 annual salary.

The Retirement System

The popularity of the retirement system is hard to challenge. This population views it as a very real incentive by a margin of 90.9% to 5.6%. Rank and military family background appear to have little to do with this opinion. The sub-group with 17 years or less AFCS had 100% agreement in the system's adequacy as an incentive, while those between 18-19 years registered only 81.4%. There seems to be, with the exception of the 18-19 year sub-group, an inverse relationship, however slight, between years AFCS and view of the retirement system's adequacy as an incentive to stay in the Army. Based upon the view toward the pay system, one would expect the opposite result to be the case. With respect to the number of years one plans to stay in the service, there is a different relationship -- one that is expected. Those wishing to leave as early as possible, view the retirement system incentive in a more negative light than do those who wish to stay for 30 year or more, (74.1% to 97.1%). Those aspiring to become MG through GEN quite rightly see the incentive that the retirement system gives them in particular. Even though their pay is "capped" while on active duty, they still accrue raises at the 75% retirement pay rate after 30 years. So, it is not surprising that 96.9% of them see the system as an incentive, while a smaller number of Colonels so view it.

The Promotion System

Within the 30 years or more that this population expects to serve the vast majority will receive only five promotions, (from 2LT to 1LT, CPT, MAJ, LTC, and COL). A very select few will get as many as four more. So promotion, its possibilities, and all of its promise, is as close to an ultimate event as the military services have. While support for the system is large in this group, (79.9% view it as an incentive to stay), one could expect a successful group, such as this, that has passed through the winnowing process relatively unscathed to show even more enthusiasm for the promotion system. COL's viewed it as less of an incentive than did LTC's, (70.8% to 81.8%), reflecting their diminished chances of receiving further promotion. Military family background made little difference in one's opinion. With respect to years AFCS no trends were apparent, with the 18-19 year group, (68.3%), sticking out again. These officers are in or approaching their first time eligibility for selection "below the zone" to Colonel. The Army has been reluctant in past years to select from below the zone, and their apprehension at the chance for selection is probably reflected here. An interesting break occurs in thinking about promotion opportunity as an incentive when contrasted by years one plans to stay in the Army. The break point is again at 26 years. For those desiring to retire as soon as possible, (22-25 years), only 55.6% evoke the promotion incentive, while 90.8% of those who plan to stay for 30 years or more are lured by the prospect of promotion. As would be expected nearly ninety per cent of those who expect to achieve General Officer rank are attracted by the promotion system, nearly 12% higher than for those expecting to reach Colonel.

Family-Related Benefits

Traditional benefits of a career in the Army include its Medical and Dental coverage, and the privileges of Post Exchange and Commissary shopping. As three separate entities, this group sees them as incentives with barely a majority vote. One can expect to see some volatile swings in opinion concerning these three benefits when they are dissected by the demographic variables.

Medical Benefits

The medical system has, over the years, suffered structure cuts, reduced service for family members and retirees, and the uncertainties of "contracting-out". Only 55.9% of the LTC's see the system as an incentive, compared to 76.0% of the COL's. 35.6% of the LTC's see the system as negative motivation for retention. Only 46.2% of respondents from military families view the medical/dental system as an incentive, compared to 62.4% of those from non-military backgrounds. This might reflect their first-hand knowledge of benefit erosion over an extended period. Generally, one's opinion of the system as an incentive decreases as years AFCS increases, with the exception of the 18-19 year sub-group that once again stands out with low scores, (48.9% agreement - 20-25 points lower than others). Generally, the longer one desires to stay in the military, the higher is the incentive value of the medical/dental system, the break point again at 26 years. 61.9% of those who expect to make either COL or BG see the system as a benefit, and yet only 47.6% of those who expect to reach MG, LTG, or GEN feel that way.

Commissary Privileges

It is safe to say that officers are seldom commissary shoppers,

leaving that chore to the spouse! But they do have opinions on this benefit which they seldom personally use. There is little disagreement between LTC's and COL's about the incentive value of the commissary. More LTC's see the commissary as a negative incentive, at rate 2-1/2 times that for COL's. Again officers from military family backgrounds see the erosion in the commissary advantage, with 53.8% in approval, while 60.7% from non-military family backgrounds believe the system is a positive incentive. (Even though this difference is small, it shows a trend for perception of incentive between benefit variables.) The trend toward an increasingly strong view of the commissary as an incentive is present as one has more years of AFCS, with the exception again of the 18-19 year sub-group, which showed only a 37.2% approval rate. Those planning to retire before the 25 year mark show consistently small approval rates for the commissary as an incentive, (41.4%), as they do in other benefit areas. The high point is with the 26-27 year sub-group. Those expecting to reach MG and above before retiring seem less enthralled with the commissary as an incentive to stay around, (38.1%), than do the COL and BG destined, (63.6%), adding support to the popular belief that it is somewhat "tacky" for high ranking officers to spend time in the commissary!!

Post Exchange Privileges

The Post Exchange system received fairly low overall acceptance, (52.4%), as a retention incentive, probably due to the perception that there is similar quantity and value available elsewhere. Rank has very little effect upon the issue. Those from military family backgrounds continue the trend of long term recognition of benefit erosion, with 42.3% seeing an incentive, while those from non-military backgrounds, are

more prone to see the PX as an incentive, (53.9%). Again, as the number of years AFCS increase so does acceptance of the PX system as an incentive, with the exception of the 18-19 year sub-group, (only 35.6%). Planning to retire before the 26 year point shades one's view of the incentive of the PX system to remain on active duty. Little more than 41% are attracted by it. Of the 17 officers who expect to be promoted to Major General only 6, (35.3%), are attracted by the prospects of PX shopping. COL and BG aspirants will remain the best customers, (54.2% and 63.6% respectively).

Family-Related Mobility Factors

It is not uncommon for an officer and his family, who have served for twenty years or more, to have moved 15 times of more. Each move was done at considerable expense to the family: monetary; to "roots" that never seem to get established; to the childrens' friendships; and often to the marriage itself. Some of the moves have created geographical bachelors out of both spouses. Sometimes, duty within one of the moves caused family strain. Four areas were examined for their value as an incentive: the opportunity for the family to travel; the experience of living in foreign lands; long periods in the field away from the family; and peacetime unaccompanied tours. While these have been discussed to some degree beginning on page 12, a closer examination of the component parts will prove useful.

Travel Opportunities

COL's and LTC's are of nearly equal mind about the opportunity for their families to travel as an incentive, (67.8% - 68.0%), as are military families and non-military families. Those in the 22-23 years

AFCS sub-group report the lowest acceptance of family travel as an incentive, (54.2%), probably because of the disadvantage it poses for their high school age children. The family travel incentive is fairly evenly viewed regardless how long one desires to remain on active duty. Those who aspire to become Brigadiers see the family travel incentive in the strongest light, (90.0%), followed by MG's at 68.5% (Realistically these officers will have, by that time, a family consisting largely of only a spouse; perhaps they look forward to being able to travel exclusively with him or her.)

Foreign Living

The incentive of experiences living in foreign lands is a fairly popular one for this population, (76.2%). COL's are much more agreeable to the idea, (92.0%), than are LTC's, (72.9%). Military and non-military backgrounded families view the positive incentive aspects equally, (76%), but respondents from families without military beginnings are twice as likely to see foreign living as a negative incentive. For significantly-sized sub-groups, the incentive for foreign living decreases as years of AFCS increase, to the point where only 54.2% of the 22-23 year sub-group sees it as an incentive, again probably reflecting concern over moving high school age children. There appears to be a steadily increasing view of foreign living as an incentive the longer one plans to remain on active duty, up to the over 30 year point. It then drops from 84.6% for the 30 year group, to 66.8% Those destined to become General Officers appear slightly more inclined to welcome service overseas than do Colonel aspirants, (75.0% - 66.3%).

Family Separation

While the previously discussed mobility factors had high incentive value, those involving family separation, in its various forms, had quite the opposite worth. 78.4% view long periods away from the family, such as field duty and TDY, to have negative incentive value. Rank made no difference in viewpoint. Officers from military family backgrounds were less likely to accept view family separation as a negative factor, (61.5%), compared to those with non-military family influences, (82.1%); but, the military background sub-group had a huge "undecided-not sure" attitude, perhaps reflecting the uncertainty of a missing parent during their own childhood. Those with 17 years of less AFCS, and those with 20-21 years felt strongest about time away from the family, (84.6% - 86.9%). The time one plans to remain on active duty, and the rank one expects to achieve before leaving, does not appear to differentiate the negative perception of this issue to any degree.

Peacetime Unaccompanied Tours

Peacetime unaccompanied tours are the least popular of all among family mobility factors, with 81.5% viewing them as negative incentives. Colonels seem to have somewhat less of a problem with this issue, (72.0%), than do LTC's, (84.7%). Those from military family beginnings again have a less strong negative feeling about unaccompanied tours, (65.4%), and retain a 3:1 undecided emotion about the issue, when compared to the other group. The sub-group with 20-21 years expressed the strongest negative feelings about unaccompanied tours, (91.8%), probably because most have been in long enough to have served 2 or 3 already, and will stay long enough to get yet another one. This seems to be borne out by examining how long one plans to stay in the Army. The

high points of negative feeling are reached at the 26 and 30 year marks, (92.1% - 88.5%). Expected rank to be achieved appears to make little difference on attitude toward the undesirability of unaccompanied tours as retention incentives.

Family-Related Social Services

The existence of the U.S. Armed Forces as a huge social services organization as well should not come as a surprise. A significant proportion of the budget and annual outlays are dedicated to social services for military families. Some have already been discussed, such as the medical and dental care system, under other arbitrary categories. Four that seem undeniably wedded to Army family policy were examined: the availability of government housing; the availability of child-care centers; the services provided by the Army Community Services (ACS), and the services provided by the Chaplaincy, all in the context as incentives for retention. As a category these are not strong incentive programs for this population of successful Army officers, their value as strong incentives ranging from 9.1% to 31.7%.

Family Housing

The availability of family housing provided the strongest incentive of this category of social services. LTC's were least attracted by the availability of government quarters, (30.5%). Fewer officers from military backgrounds view the government quarters issue as a negative incentive, (42.3%), than did officers whose family had no military background, (56.0%). Housing availability provided the greatest incentive to those with 20-21 years AFCS, (36.6%), and was viewed most strongly as a negative incentive to the 18-19 year subgroup. Those

planning to stay in the Army for more that 30 years see availability of government quarters as a relatively strong incentive, (56.3%), an apex of popularity in the family housing issue. (What families desiring to stay in the Army for 30 or more years really want in government quarters is that chance to live in the "big old quarters" associated with higher rank at most every installation.) Those with the largest expression that quarters are not an incentive to stay, were those in the 25 years or less group, (69.0%). No particular trends emerged for rank sub-groupings with respect to the housing availability issue.

Child Care Services

Day care centers may appeal to some groups within the military services, but hardly any other issue provides less of an incentive to stay in for this population of successful officers. That is not to say that this group does not, or has not in the past used them. In former times the "Post Nursery", as it was called, was run by the Officer's Club, the NCO Club, or a consortium of both. Now the names have been changed, the service has a more professional atmosphere, they are run by appropriated and non-appropriated funds from within the community operating budget, and they are big business. A popular stereotype, perhaps not entirely fair, holds that they are an indispensable godsend for the unwed female soldier. More typically they serve working spouses, and single soldiers of either sex.

With respect to day care centers, COL's find them less attractive, (88.0%), than do LTC's, (74.4%); and as a sign of their closeness to social issues, 11 LTC's, (9.4%), saw them as incentives. Officers from military family backgrounds see day care centers as less of a negative

incentive than do their counter parts by 12 per-centage points but, as in many issues discussed here, many remain highly undecided. As might be presumed, officers with the least number of years AFCS find higher incentive value in day care, (23.1%), than any other sub-group, and smallest rate of viewing the issue negatively, (53.9%). Relationships concerning the subject and years remaining on active duty are not readily apparent. 15.6% of those who believe they will become General Officers see day care as an attraction, twice the rate of those who view the rank of Colonel as their limit of advance.

Army Community Services

The Army Community Service, (ACS), was formed over 15 years ago primarily to assist Army families in need, under a variety of circumstances. Since then it has transformed from an all-volunteer "lending closet" to a funded agency that has a significant proportion of paid "professional" staff. Some old time volunteers resent that transformation because they prefer the volunteer nature of such organizations and continue doing so for no reason but the duty and good feeling of it all, and because of an incursion of what appear to be very inefficient, unempathetic "social welfare types".

Rank appears to make little difference in explaining why ACS is held in such low esteem as an incentive for retention. Former relationships shown for officers from military and non-military family backgrounds continue for this issue: higher rejection by those of non-military family background; and more uncertainty on the question by those with military family beginnings. Similarly, those with 17 years AFCS or less are the strongest believers that ACS provides and incentive to stay, (15.4%).

Neither years of planned service, nor the rank to which one aspires appear to affect ones opinion of ACS as an incentive.

Chaplain Services

The services provided by the Chaplaincy range from chapel services with all the Sacraments of the three major religions, good works in the community at large, staff guidance and counsel to units, to spiritual comfort on the battlefield. While the first two services are not unique to the military, the last two are wholly so. Both ranks view the positive aspects of the Chaplaincy's works similarly, but, LTC's were more prone to take a negative view. Officers with military family backgrounds were more inclined to view the Chaplaincy as a positive incentive, (32%), but still retaining a large undecided position, (40%). Those with 18-19 years AFCS were more inclined to see the Chaplain's works as an incentive to stay in, (33.3%). Interestingly, those planning to retire as soon as possible, (22-25 years) have the highest opinion of Chaplaincy services as an incentive, (44.4%). Those who expect to become BG's before they retire have the highest view of the subject as an incentive, (45.5%).

Factor Analysis - Identifying New Variables

The discussion in the previous section was centered on trying to describe family-related and other factors with observable or logical interrelationships. That was done with little more regard for statistical relationship than that which one could "eyeball". That makes for a good starting point, and perhaps some lively cocktail party discussion, but often it is questionable science. SPSS provides such a

statistical technique to assist in finding factors, (new variables), which can explain the data in an interrelated way - factor analysis. "Factor analysis is a statistical technique used to identify a relatively small number of factors that can be used to represent relationships among sets of many interrelated variables. The basic assumption of factor analysis is that underlying dimensions, or factors, can be used to explain complex phenomena. Observed correlations between variables result from their sharing these factors."[8]

The Procedure

SPSS takes the data through a four-step process which will be discussed in summary form here. Selected statistical printouts can be found in Appendix 3-4-1. The program initially computed a correlation matrix for all 52 variables to identify variables that do not appear to be related to each other, and gain some insight from the statistics provided about the appropriateness of using the factor analysis model. The program provides several aides to evaluate the value of the data. Bartlett's test of sphericity value was 2615.3877, with an associated significance level of .00000. The literature recommends to accept that the population of the correlation matrix is an identity when the test value is quite large and the level of significance quite small.[9] Thus, based upon this test, the data and use of the factor model has merit. Another test of the data is the partial correlation coefficient, determined by comparing the proportion of relatively small coefficients from the matrix of anti-image correlations. Ideally there will be a higher proportion of small coefficients. Since no numerical guidance was provided, coefficients above .75 were considered to be large. Only 26.8% fell into this criterion, lending confidence to the data. Finally, the

program provides the Kaiser-Meyer-Olkin measure of sampling adequacy index. Measurements in the 0.90's can be characterized as marvelous, in the 0.80's as meritorious, in the 0.70's as middling, in the 0.60's as mediocre, in the 0.50's as miserable, and below 0.5 as unacceptable.[10] The computed value for this study was a stunning 0.69999, about as close to "middling" as one can get, and still be mediocre!

The next steps, extraction and then rotation, have the objectives to first determine the factors needed to explain or describe the data, and then, through rotation, to transform the data into something this is easy to interpret. Three methods of extraction were selected for use in the program: principal axis factoring; principal components factoring; and unweighted least squares. Varimax rotation was selected. The principal axis factoring extraction method, with varimax rotation produced the most interpretable results, and will be discussed here.

Thirteen factors emerged, shown in Table 2-1, which describe 71.2% of the data. Coefficients with a value less than 0.5 were blanked, thus note that factor number 12 did not register a value. Factors were not considered where Eigenvalues below 1.0 occurred. Note the scree plot found in Appendix 3-4-18. If one selects the point where the steep slope tapers off to a gradual one, (the scree), between 5 and 7 factors appear to cause the greatest variance on the data. In order of Eigenvalue magnitude, factor 1 explains more of the data, than does factor 2, and so on. All 13 factors describe 100% of the data.

The New Variables

The 12 factors, (new variables). identified by the analysis are discussed below, together with their new names, and the former variable

names and question numbers, which when combined together, make up the new factor or new variable.

TABLE 2-1

NEW VARIABLE	FACTOR #	OLD VARIABLES INCLUDED	QUESTION #
Social Services	1	Services by Chaplaincy	37
		Services by ACS	36
		Child Care Available	35
		+ Three Coefficients <=0.5	
Job Commitment and Satisfaction	2	Importance of What I Do	45
		Satisfied with My Job	50
		Serve with Soldiers	46
		Feeling of Patriotism	33
		+ One Coefficient <=0.5	
Traditional Benefits	3	Retirement System	49
		Commissary Services	47
		Medical/Dental Care	38
		Opportunity for Promotion	52
		Adequate Pay	32
		PX Services	48
		+ One Coefficient <=0.5	
Absence from Family	4	Undesirable Posts	43
		Unaccompanied Tours	42
		Time Away from Family	41
Family Program Level	5	Unit Programs Effective	13
		Unit Programs Effective	19
		Unit That Is Concerned	30
Peripheral Attractions	6	Educational Opportunities	26
		Community Involvement	28
		+ One Coefficient <=0.5	
Satisfaction and Fulfillment	7	Enjoy Military Career	14
		Doing Something Useful	18
Travel Opportunities	8	Opportunities to Travel	25
		Foreign Living	29
Career Planning	9	Able to Plan My Life	24
		+ Two Coefficients <=0.5	
Command Opportunities	10	Opportunity to Command	40
Family-Related Feelings	11	Family Likes the Army	22
		+ One Coefficient <=0.5	

(Continued)

NEW VARIABLE	FACTOR #	OLD VARIABLES INCLUDED	QUESTION #
Perceptions of the Army	12	Two Coefficients <=0.5	
Importance of Family Programs to Soldiers	13	Family Programs Important	15

Table 2-1 New Variables

The model holds that Factor 1, (Social Services), explains a higher proportion of the total variance than does Factor 13, (Importance of Family Programs to Soldiers). (See Appendix 3 for details). SPSS computes both "initial" and "final" statistics, the latter of which produces the maximum likelihood solution. Simply stated, if Eigenvalues of 1.0 or greater are accepted as the decision point to consider the relevance of a factor then, in the maximum likelihood solution, only 8 factors are available to explain or represent 49.7% of the data.

The data provided by the factor analysis technique are significant to the study. The new variable, Social Services, is the most important factor represented by the study in explaining the results. Recall from previous discussion, that reaction to these services by this successful group of officers as retention incentives was wholly negative, or at least not important to the decision process for retention. Factor 2, Job Satisfaction and Commitment, was the most positively significant factor represented as a retention incentive, followed by Traditional Benefits, Factor 3. The next logical step was to examine the new variables through cross-tabulation against the demographic data in a manner similar to the initial cross-tabs examination.

Cross-Tabulation of New Variables

A different presentation technique will be conducted for the new factors than was done in the initial cross-tablulation results, albeit in a much more summarized form. For it should be apparent by examination of the new variable titles that there exists a closeness to the initial "eyeballed" groupings. However, three additional manipulations of the data were performed in an attempt to normalize what appeared at first to be problems with the results.

First, chi-square and Cramer's V statistics were requested in order to provide a basis to help judge validity and significance of the data. Next, response values were altered from 0-4 to 1-5, believing that the zero may have played some effect upon computer calculations. This proved to be an erroneous presumption on the author's part and the manipulation itself had no effect on the data. Finally, in an attempt to reduce the degrees of freedom, (ultimately the numbers of cells in the cross-tabs matrix with less than 5 responses), certain data were combined, or transformed. For instance, question 10 asked for the number of dependents other than the spouse, and provided for choosing up to 9. Since no one selected more than 6, and only 8 chose four, as many as 15 cells with less than 5 responses could be eliminated by rolling up all the last several categories into "3 or more". This little manipulation had an expected, acceptable effect on the data, and lent more confidence to the results.

The matrix printouts are found in Appendix 3. Generally there is significance in or between the data if the chi-squared significance coefficient is <=.050. That is not to say that findings are invalid if

the values are >.05, merely that there is no significant difference represented among the variables. The values 1-5 across the top of the matrix represent a decreasing strength of an incentive to stay in the Army as the value increases, with a neutral point, (3). Table 2-2 provides a tabular portrayal of the first 8 new variables cross-tabulated by nine demographic variables. (Underlined values highlight areas where a potentially significant difference exists among the variables.)

TABLE 2-2

		<----------CHI-SQUARE SIGNIFICANCE COEFFICIENT---------->								
FCTR:	MEAN	RANK	ETHN	MLFM	AFCS	TPSP	YRST	RKEX	DEPS	EDLV
1	3.66	.623	.142	.257	.128	.921	.418	.195	.484	.172
2	1.29	.535	.875	.414	.894	.732	.261	.999	.751	.000
3	2.05	.170	.443	.314	.231	.867	.230	.869	.666	.253
4	4.04	.227	.901	.086	.659	.895	.499	.967	.487	.031
5	2.20	.528	.919	.952	.607	.018	.204	.782	.936	.992
6	3.53	971	.736	.934	.135	.904	.496	.500	.805	.934
7	1.39	.087	.255	.740	.469	.509	.044	.080	.466	.174
8	2.22	.504	.450	.481	.777	.258	.826	.557	.592	.819

RANK = Rank
ETHN = Ethnic Group
MLFM = Military Family
AFCS = Active Federal Commissioned Service
TPSP = Temporarily Separated from Spouse
YRST = Years Planned to Stay
RKEX = Expected Rank
DEPS = Number of Dependents
EDLV = Educational Level

From Table 2-2 one can generalize that there will be little difference found in retention attitudes for the eight new factors among ethnic groups, based upon years AFCS, or based upon the number of dependents in the family. Table 2-2 suggests that rank may delineate the overall Satisfaction and Fulfillment factor. In fact, 76.0% of Colonels, compared with 57.6% of LTC's, show strong agreement in factor. Similarly

the table points to differentiation in the Military Family Background factor, and the area of Absence from Family. A review of the matrix printout confirms that 75.9% of those officers from non-military family backgrounds view the absence from family issue as a negative incentive to retention, while only 57.7% of those from military families do so. (As identified earlier, factor analysis does not diminish the high percentage of uncertainty with which the military family background group views this particular issue.)

Temporary Separation from Spouse

The demographic factor of temporary separation from one's spouse was examined. In most new factor areas this issue seemed to make little impact upon opinion. One factor, Family Program Level, did produce some stratification that appears to be significant. Recall that temporary separation for this group usually involves leaving the family at or near a former duty station for the spouse's career enhancement, or educational continuity for the children. The sub-group does not include those who are legally separated. This is a small sub-group, (10), and one must be cognizant of the power that small numbers have in biasing an analysis. Never-the-less, only 40% of this small sub-group see small unit programs as an incentive to stay in, compared to 70.4% of those officers whose family unit is together. 50% of this temporarily separated group showed uncertainty about the strength of incentive that small unit programs had, compared to only 19.5% of those who are attending the course with their spouse.

Career Intentions

The number of years that one plans to remain on active duty appears

to effect ones opinion of the Satisfaction and Fulfillment factor as an incentive. But since everyone was in the "definitely to probably an incentive to stay", positive categories, the data only confirms that which should be obvious: if an officer finds fulfillment in a profession, he will likely continue it. The particular rank expected to be achieved before retirement also appears to have a significant effect upon how one views Satisfaction and Fulfillment. Again, only a difference in degrees of positiveness was displayed here.

Level of Education

One final demographic variable, Educational Level, highlighted two new areas with potentially significant differentiated results. The value of Job Commitment and Satisfaction as incentives appear to decrease, (ever so slightly), as educational level increases from the bachelor toward the doctoral level. But one must be wary of small numbers here once again, even though the statistics provided to judge validity are strong by any measure. With regard to the Absence from Family factor measured against this variable, several interesting relations appear. 85.7% of those with doctoral level education see absence from their families as strong negative incentives, while only 46.7% of those with bachelor degrees do. A similar 46.7% with bachelor degrees are uncertain on this issue, while only 14.3% with doctoral degrees show uncertainty.

One-Way Analysis of Variance (ANOVA)

Up to this point we have assembled a considerable amount of data on the subject, but in order to determine if it is attributable to anything other than chance distribution, a one-way analysis of variance, (ANOVA),

was conducted. The procedure tests the Null Hypothesis which states that there are no true differences between sub-groups attributable to the variables being considered. To succeed in a rejection of the Null Hypothesis would lead us to believe that differences do exist between the variables. Statistics provided by the procedure assist in rejecting the Null Hypothesis; the F ratio; and F probability. (It is not undesirable to not find differences between various groups, i.e., to support the Null Hypothesis.) "The observed significance level is the probability of obtaining an F statistic at least as large as the one calculated when all population means are equal. If this probability is small enough, the hypothesis that all population means are equal is rejected."[11]

The Procedure

An F probability of 0.035 means that chance distribution explains the results only 35 times out of 1000 -- a good basis for rejecting the Null Hypothesis in this example. Table 2-3 provides a matrix comparing the twelve new variables determined by factor analysis with all 11 demographic factors. F ratios >1.0, with an associated F probability of <=0.15, were selected as ones which reject the Null Hypothesis, or which contain results within sub-groups that are possibly significantly different. In other words, only 15% or less of the differences observed between groups will be attributable to chance. Matrix cells left blank indicate that the Null Hypothesis is supported, or that the explanation for the data could be due to chance alone, or that no differences exist between sub-groups. Four new variables, in addition to those used in Table 2-2 are: 9 - Able to Plan Life; 10 - Opportunity to Command; 11 - Family Likes Army; and 13 - Family Programs Important. Demographic variables not used in Table 2-2 include: SEX; and MARR - Marital Status.

ONE-WAY ANALYSIS OF VARIANCE

NEW FACTOR	<----------Demographic Factors (F Ratio / F Prob.)----------> RANK	SEX	ETHN	MLPM	AFCS	MARR	TPSP	YRST	RKEX	DEPS	EDLV
1						1.77 .12			1.85 .11		
2				2.57 .11				1.71 .12			<u>4.41</u> <u>.01</u>
3											
4	3.05 .08	7.34 .01		<u>2.85</u> <u>.09</u>						1.93 .13	<u>2.62</u> <u>.05</u>
5											
6					2.92 .02						
7	<u>2.94</u> <u>.09</u>	3.37 .07						<u>2.25</u> <u>.04</u>	<u>2.03</u> <u>.08</u>		
8	2.23 .14										
9		2.20 .14	2.56 .11					1.99 .07	2.08 .07		
10		2.18 .14								1.93 .13	10.48 <.00
11	2.33 .13					2.39 .04	2.17 .14				
13			4.55 .03						3.08 .01		

Table 2-3 One-Way Analysis of Variance

Comparison of Tables 2-2 and 2-3 show a "validation" of underlined chi-square significance coefficients, in that they also appear underlined in corresponding F statistic cells in Table 2-3. The cell at the intersection of "Temporary Separation from Spouse", and new factor 5, "Family Program Level", is highlighted by Table 2-2, but not in the one-

way ANOVA matrix. Inspection of one-way ANOVA printouts shows however, that chance explains only 17% of the results, very close to the arbitrary standard set in the study. By including the sex and marital status demographic factors, and the four not previously considered new variables, 16 additional areas emerge where potentially significant differences among sub-groups occur. It should be pointed out that the last four of the twelve new variables determined by factor analysis account for only 6.7% of the data in a progressively smaller amount. So their significance should be considered to be represented by correspondingly smaller values.

Another caution exists in the process of interpreting this data. Initially the sex variable was to be excluded because the entire population contained only 3 females, and inspection of the response frequencies revealed that 5 had responded. This disturbing bit of information means that either >=2 but <=5 males incorrectly scored the mark sense forms, or equally described sets of wives took the survey! The latter hypothesis is considered the least likely, albeit the least desirable for the validity of the survey. What results from inclusion of the sex factor is a matter of interest only, and is most probably not statistically significant. It reflects, however, only one difficulty in obtaining meaningful data from such a small, important segment of this successful population, one that tends to be under represented not only by sheer lack of numbers, i.e., the female officer.

"A significant F statistic indicates only that the population means are probably unequal. It does not pinpoint where the differences are."[12] The Scheffe multiple comparison procedure is available to help determine

which sub-groups are different from each other. That test was not included in this one-way ANOVA routine. However, the visual inspection method, while providing very little protection, can probably be used when the number of sub-groups and matrix cells is relatively small.

Analysis of Highlighted Results

The sub-section that follows will complement the other sub-sections preceding it, in that the discussion will cover those areas of significant differences highlighted by the one-way ANOVA technique not previously discussed, where discussion is possible.

The Importance of Rank

Rank has some impact upon how this group perceives their family's view of liking or disliking the Army. 88% of the Colonels feel their families like the Army, while of the LTC's, only 64.5% are in agreement. It is entirely possible that age of children is again a factor here. Presuming that LTC's have younger children who must suffer the disadvantages of several schools in as many years, their attitude will be correspondingly negative. The sex factor will not be discussed for reasons stated previously.

Ethnic Groups

Ethnic grouping was examined in the study as a demographic variable. The traditional groupings of White, Black, Hispanic, Oriental, and Other were selected to describe the population. Initial frequency responses suggested that Hispanics were considering themselves to be White for purposes of this classification, and that Orientals might be chosing the Other category. Data was transformed into "White" and "Non-White" categories so that some use could be made of it. Visual analysis done

previously showed little reason to suspect differences between the groups for the variables. In the ANOVA matrices however, two relationships emerged. 76.9% of Non-Whites felt positively that they had been able to plan their lives in the Army, while only 51.5% of Whites had that reaction. Whites disagreed with this statement much more strongly, (27.7% to 7.7%), than did Non-Whites. ANOVA and transformation of data also highlighted the apparent fact that Non-Whites tended to be slightly more supportive of the concept of the importance of family programs for soldiers and their families, (100% to 86.9%).

Marital Status

Marital status has some effect upon how this group views the Social Services factor. 70% of the officers who had remarried, (after either being widowed of divorced), felt that this variable was not a strong incentive for them, while 57.8% of those married for the first time were of similar feelings. Even though some relationship appears to be possible between marital status and how the family likes the Army, it was not apparent to visual inspection.

Geographical bachelors have weaker views, (50%), that their families like the Army, than do those whose families live with them, (72.7%); and they show much stronger disagreement with the notion that their family likes the Army, 30% to 10.2%. This shouldn't be surprising, as spouses pursuing careers, and the demands of properly educating children are among two of many great strains placed upon mobile Army Families.

Career Planning

The years one plans to stay on active duty before retirement affects one's perception of ability to plan one's Army career. 60.3% of those

who desire to stay 30 years or more agree with their ability to career plan, compared to only 41.4% of those planning to stay for 25 years or less before retiring. The rank one expects to achieve before retirement is also a factor on how one perceives his/her career planning ability. Those believing they will make General Officer rank are more strongly positive in their planning ability in the Army, (62.5%), than those who feel they will only reach Colonel, (51.9%). (Interestingly enough, two officers in the Class of 1986 believe they will not advance beyond their present rank of LTC, and they both disagree with the concept of being able to plan one's life in the Army.

Opportunity to Command

Those with three or more dependents see opportunity to command in a stronger light, (96.0%), as an incentive to stay in the Army than do those with fewer dependents, so that of those with no dependents, the number is reduced to 80% -- a relationship that tends to underscore the heavy family orientation of this particular population of successful officers. The view of command opportunity as an incentive for retention also appears to be strongly affected by education level. Of those from Law, Medical, and miscellaneous Doctoral disciplines, only 54.5% were attracted by the prospects of command, while 92.4% of those with Bachelor and Master degrees were attracted by command. These figures reflect the real prospects of command for officers from the specialty branches, where command is seldom either a possibility or "required" to be considered "successful".

ENDNOTES

1. Kenneth A. Anderson, LTC, Retention Survey: Class of 1980, p. 41.

2. Ibid., p. 4.

3. Ibid., p. 40.

4. Ibid., p. 41,

5. Department of the Army, Survey Estimate of Retention of Army Personnel. (Washington: Government Printing Office, 1969), p.31; and Department of the Army, Survey Estimate of Retention of Army Personnel, (Washington: Government Printing Office, 1971), p. 11.

6. James J. Foley, Jr., MAJ, The Erosion of Fringe Benefits and its Negative Effect on Attitudes and Career Intentions of Regular Army Officers, p. 104.

7. Anderson, p. 44.

8. Marija J. Norusis, "Identifying Dimensions of Communities: Factor Analysis," SPSS/PC+, 1986, p. B-41.

9. Ibid., p. B-44.

10. Ibid., p. B-45.

11. Marija J. Norusis, "What's Your Proof? One-Way Analysis of Variance," SPSS-x Introductory Statistics Guide, 1983, p. 111.

12. Ibid., p. 111.

CHAPTER III

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS

The Hypotheses

To develop basic conclusions from all of these observations, it is necessary to revisit the hypotheses that were formed prior to constructing the survey and analyze the results. By comparing those early "best guesses" to the survey results it will be possible to state which of these hypotheses were "supported", and which were "not supported". The study hypothesized in both general and specific areas. The general hypothesis includes that:

(1) The majority of successful officers are not personally attracted by family program initiatives.

(2) These programs are not important contributors to their personal, positive career commitment attitudes.

(3) A majority of these officers will find family program initiatives important to the Army as a whole.

(4) Family programs which emanate from small unit level are more meaningful and effective for soldiers and their families.

(5) Other factors could be identified which contribute to a stronger positive career commitment attitude for successful officers than purely family-related ones.

It is possible to develop a "scorecard" of sorts for these five general hypotheses based upon the results of the survey.

Item #1 was *supported*, in that almost the entire spectrum of family program initiatives received little positive identification from this group. A new factor, Social Services, emerged from analysis which appears to provide the single most negative retention incentive for this population uncovered in the study.

Item #2 , being somewhat related to item #1, was solidly *supported* by the survey. Only 6.3% of this population is personally attracted by family programs, the vast majority, 75.6%, are not.

Item #3 was *supported* by 88.2% of the population who agree with the importance of family programs for the Army, and this question emerged in the study as a new factor, albeit a minor one, to explain the data.

Item #4 was solidly *supported* by both the response frequency to several questions, and it emerged as a new variable. Over 62% of the group agrees with the notion that small unit programs are a vital and very effective means of demonstrating care and concern for soldiers and their families. They see in them a strong retention incentive value as well.

While Item #5 did not specify what "other factors" might be involved, the survey was constructed to attempt to find some of them. The importance of Job Commitment and Satisfaction, the Traditional Benefits, (to include an adequate pay and retirement system), Travel, and Career Fulfillment, are some of the most positive retention attractions going for the Army, and the survey places these identified factors into a value relationship with purely family-related initiatives. Of considerable importance is the interrelation of these "other factors" to

family programs, either because they are family-related in of themselves, or because they are closely tied to family programs.

The more specific predictions lend themselves to discussion in tabular format. Table 3-1 summarizes performance of the specific hypotheses in their three categories.

Table 3-1. Performance of Specific Hypotheses

HYPOTHESIS	ANALYSIS RESULTS SUMMARY	SPT/NOT SPT
CATEGORY I: (Contributes to a positive career commitment attitude)		
(a) Opportunity for family to experience diversity of surroundings, location, and travel.	New Factor #8; Fairly strong incentive to a majority of all groups.	SPT
(b) Education opportunity for children and spouse.	Negative Incentive New Factor #6	NOT SPT
(c) Opportunities for home ownership.	Very Negative Incentive	NOT SPT
(d) Commitment and community involvement by family members.	Negative Incentive New Factor #6	NOT SPT
(e) The opportunity for "adventure" in foreign lands.	New Factor #8. Fairly strong incentive.	SPT
(f) Service in organizations that demonstrated genuine caring.	Fairly strong incentive; part of New Factor #5	SPT
(g) Availability of service and opportunity in community surrounding the installation.	Not an Incentive	NOT SPT
(h) A pay system that is adequate.	New Factor #3 Strong Incentive	SPT
CATEGORY II: (Does not affect a career commitment attitude)		
(a) Availability of government housing.	Negative Incentive	NOT SPT
(b) Availability of child-care centers.	Very Negative Incentive	NOT SPT

(Continued)

HYPOTHESIS	ANALYSIS RESULTS SUMMARY	SPT/NOT SPT
(c) The services provided by Army Community Service (ACS).	Negative Incentive	NOT SPT
(d) The services provided by the Chaplaincy.	Negative Incentive	NOT SPT
(e) Weight allowances during PCS moves.	Not tested separately	
(f) Adequacy of Medical /Dental Care for Families.	Almost Neutral	SPT
(g) The CHAMPUS program.	Negative Incentive	NOT SPT
CATEGORY III: (Contributes to negative career commitment attitudes)		
(a) Long work periods away from family members.	Very Negative Incentive New Factor #4	SPT
(b) Peacetime unaccompanied tours.	Very Negative Incentive New Factor #4	SPT
(c) Assignments to undesirable regions, installations and locations.	Very Negative Incentive New Factor #4	SPT

Table 3-1. Performance of Specific Hypotheses

Discussion

While specific hypotheses were not supported in a number of cases, some very interesting relationships did emerge with respect to this group, representing the Army's top performers among commissioned officers in their bracket. Note that Category II variables were thought to have neutral, or no effect upon retention. Somewhat unexpectedly they proved to be negative factors for these officers.

The population under study is one with strong family orientation. As was discovered, over 97% of the group had been married at one time,

96% are married as of the survey, and nearly 82% are still married to their first spouse. And this is a group whose families strongly approves of the Army - they like it! There is no question that this group is highly affected by family action plan initiatives, probably more so than any other group, because of the high proportion of families in it. But the survey results demonstrate that family-related programs are not instrumental in causing this group to stay in the Army. On the other hand, certain factors which impact upon the family, Absence from Family for example, are demonstrated to be seriously negative retention factors. Whether they are strong enough to cause this particular group to actually separate or retire is not clear. But the Absence from Family factor is strong enough, and has historically been, that it may affect fully successful officers prior to their ever reaching this particular point of success in their careers, (the Army War College), and cause them to leave.

The study has shown beyond reasonable doubt that this group is extremely well pleased with its career choice. That apparently speaks very well for the time and effort that the Army has placed into improving a personnel management system which gives multiple roads to success and job satisfaction. Just as vitally, this population is convinced of the importance of its labors serving the nation. Patriotism and service are not foreign ideals to these respondents. (One only has to see this War College Class in a mass assembly to be able to witness their genuine, quiet emotional responses to a subject with only the slightest bit of patriotic reference. Burly infantrymen, with two or three combat tours behind them, who are easily made misty-eyed by mention of what it is they are willing to fight for.) It's a group which feels, as one of their

strongest responses, the positive call of serving with soldiers, not just with their contemporaries, but with "soldiers", that which makes an Army. That, after all, is so very important: certainly to the defense of the Nation. The factor of Job Commitment and Satisfaction is the strongest one identified by the study as a positive retention incentive for successful commissioned officers. This quality of "liking what we do" has positive effects upon everything the Army does, to include the success of family programs.

The Traditional Benefits and privileges associated with military service are also seen as strong incentive factors for retention by this group. The retirement system, commissary, medical/dental care, promotion opportunities, and adequate pay system, and the post exchange are all seen in a positive light. But all is not totally well in Camelot. While the retirement system has almost universally strong backing, particularly from those destined to the Army's highest positions of service, other areas of benefit and privilege are losing support among the younger officers in this group. (If their are any "young" officers in this group, and there are upwards of 53 of them, it is because they have been super successful performers, selected to attend here a little before their time, so to speak.) Nearly 42% of these people expressed some doubts about the value of our traditional benefits, presumably either because they have been weakened over the years, or because of growing negative comparability with similar benefits available in the private sector. Medical/Dental care and pay adequacy appear to be two areas that would fall into this category. The Commissary and Post Exchange are privileges that do receive heavy competition from the private sector from which this group can freely partake.

Like each of the factors identified, Traditional Benefits has a direct relationship to the family. Every category, to the extent that it is strong or weak, affects the families that are directly or indirectly supported by it. It does not appear that the Army Leadership need go too far beyond the basic, traditional list of benefits and privileges to find ways of making positive impacts upon families, and most importantly retaining successful officers.

The group, largely due to the confidence it has developed in itself by years of demonstrated successful performance, has the belief that it can best solve the problems of families at unit level. That does not mean that it does not need and appreciate the support of the levels above maneuver division. But military units can devote considerably well spent time to actively demonstrating that it cares for the families that are an integral part of it. The individual soldier's, and his/her family's, appreciation that the Army cares is not bolstered near as much by the ribbon cutting ceremony at a new day care center, as it is by a unit level family action plan that works. It is axiomatic that for a unit to function successfully it needs, among other things, a functioning family care plan. That is what this group has been involved in, witnessed and believes to be the most workable and effective case. The question which must be asked is: which initiative, the day care center, (for instance), or the functioning unit level family action program contributes the most to retention of successful soldiers. The study tends to exclude the day care center with respect to successful officers, but for the case of all soldiers, further examination is needed. What is important here is the revelation that bigger schemes are not necessarily always better ones; that focus upon basic needs is still necessary, and that proper focus

works.

This group likes the adventure of travel and living in foreign lands that this career affords to them and their families. Even with the associated disadvantages and hazards that they may subjected them to, Travel Opportunities remain a significant retention incentive.

As touched upon above, the Social Services that are provided by the Army do not provide incentive for this group to stay in. There may be many reasons for this, economic status among them, and the data is wholly inconclusive so as to be able to apply the relationship to all successful soldiers, officer and enlisted. It appears necessary to further examine the value of placing so much energy and resources into these projects in the first place, and then to examine how they are being administered. One would think that the Army Community Services would have received at least mild approval from a group such as this. That they received such a strongly negative endorsement, (71.4%), should raise eyebrows, and get the researchers out into the field to find out precisely what is wrong.

RECOMMENDATIONS

The recommendations that spring from this study are relatively modest. As was discussed in Chapter I, the scope of the project was deliberately made narrow to allow it to be completed in the first place. It was a given that this limitation placed upon the study affected its applicability to other populations within the Army. However the implications for other groups, raised by studying this successful one, should provide the genesis of a more comprehensive study. The premises and methodology are in place. What is needed is an interest to pursue

the logical questions: What about successful enlisted soldiers? What about mid-career successful officers, NCO's and soldiers? And, what is the opinion of the spouses of these groups? What is it that attracts these groups to make the Army a career and profession. What makes top performers, at any point in their careers, leave the Army? The immediate action groups should be the U.S. Army War College Military Studies Program, the U.S. Army Research Institute, and the Department of the Army itself.

The Department of the Army, having pledged "to capitalize on what is working well", should begin reexamining the basic privileges and benefits that make the Army attractive to successful soldiers and their families. The value of the retirement and medical/dental systems as traditional retention incentives are hard to deny. This study reinforces for the Army the apprehensions that many demonstrate about the longevity of these systems, given the attention from a variety of counter special interest groups, and Congress, to pare them back. Now the reinforcement comes from a relatively senior group of officers, both about their value as incentives, and in their apprehension that they have been weakened. DA must ensure that every program, whether it be medical force structure, or ones directly related to the medical benefit, be examined for its potential to affect the retention of successful soldiers.

Those successful Officers who are most prone to leave, do so at the point that they feel they still have enough time to launch another successful career. Thus, advertising to these groups the high probability for eventual career satisfaction, as evidenced by the feeling of this group, might well have tremendous pay off. While examining what

is going well, DA must give special emphasis and support to the development of unit level programs. Much of this has already been accomplished from field resources, and DA should underwrite the effort with standardized unit level packages that build upon the proven working programs in use today in various commands. It is sad commentary that these programs, ones with high potential as retention incentives, all too often are built from scratch by each successive commander, don't exist in many cases, work by trial and error, or exist by force of luck.

Small units, particularly those between maneuver division and battalion level are, the most effective agents for family program development and execution. Commanders must ensure that each element under their trust has a working system that tends to the care of its families particularly during those times that provide the greatest single negative incentives to retention, the absence of the soldier from his family. It is obvious that time in the field is important to the Army Mission. But it must be well-spent productive time, and families must be convinced of its necessity. If they are not, no number of day care centers will make the difference. Beyond closely examining field duty for wasted time, commanders can convince the family of the necessity to train in the field, or at least lessen its pain to the family, by making available those outreach services that only a unit of families can provide.

APPENDIX 1

THE SURVEY INSTRUMENT

On the following questions, 1 - 11, select the answer pertaining to you which is correct, or most nearly correct. Please mark the corresponding block on the Scan-Tron form with a #2 pencil only.

1. What is your current rank?

(0)	Lieutenant Colonel	118
(1)	Colonel	25
(2)	Other	0

2. Are you Male or Female?

(0)	Male	138
(1)	Female	5

3. What do you consider to be your main racial or ethnic group?

(0)	Black	11
(1)	White	130
(2)	Hispanic	0
(3)	Oriental	0
(4)	Other	2

4. Do you come from a "military family"? (i.e., were you a "service brat"?)

(0)	Yes	26
(1)	No	116

5. How many years of Active Federal Commissioned Service have you completed as of January 1986? (Nearest full year.)

(0)	17 years or less	13
(1)	18 - 19 years	43
(2)	20 - 21 years	61
(3)	22 - 23 years	24
(4)	24 years or more	2

6. What is your marital status?

(0)	Single, never married.	4
(1)	Married for the first time.	117
(2)	Remarried, was divorced.	19
(3)	Remarried, was widowed.	1
(4)	Legally separated.	1
(5)	Widowed.	0
(6)	Divorced.	1

7. While you are attending the Army War College, are you geographically separated from your spouse either as a "road-runner" or in another temporary manner?

(0)	Yes	10
(1)	No	128
(2)	I do not have a spouse.	5

8. How many years do you intend to remain on active duty?

(0)	Less than 20 years.	0
(1)	20 - 21 years	2
(2)	22 - 23 years	4
(3)	24 - 25 years	23
(4)	26 - 27 years	38
(5)	28 - 29 years	8
(6)	30 years	52
(7)	More than 30 years	16

9. What is the highest military rank that you expect to attain before you retire from active duty?

(0)	Lieutenant Colonel	2
(1)	Colonel	108
(2)	Brigadier General	11
(3)	Major General	19
(4)	Lieutenant General	1
(5)	General	1

10. How many dependents do you and your spouse have? (Do not include yourself or your spouse. For the purpose of this survey, a dependent is anyone related to you by blood, marriage, or adoption, and who depends upon you for over half of their support.)

(0)	None	10	(5)	5	5
(1)	1	19	(6)	6	2
(2)	2	64	(7)	7	0
(3)	3	34	(8)	8	0
(4)	4	8	(9)	9 or more.	0

11. What is your highest educational level achieved?

(0)	Baccalaureate (BA or BS) Degree	15
(1)	Master's Degree (MA, MS, MBA, etc.)	116
(2)	Law Degree (LLD)	4
(3)	Doctorate (PhD, DDS, MD, etc.)	7
(4)	Other	1

PLEASE TURN TO THE NEXT PAGE.

Please answer questions 12 - 24 by choosing the answer that shows how much you AGREE or DISAGREE with each statement. Then mark the number on the Scan-Tron form that corresponds to your desired response. Use only a #2 pencil.

12. Life in the military is about what I expected it to be.

(0)	Strongly Agree	19
(1)	Agree	96
(2)	Neither Agree nor Disagree	15
(3)	Disagree	10
(4)	Strongly Disagree	2

13. Family programs which emanate from unit level, (maneuver division and below), are more effective and meaningful to soldiers than those which emanate from higher levels.

(0)	Strongly Agree	32
(1)	Agree	62
(2)	Neither Agree nor Disagree	32
(3)	Disagree	15
(4)	Strongly Disagree	2

14. I enjoy what I am doing in my military career.

(0)	Strongly Agree	72
(1)	Agree	69
(2)	Neither Agree nor Disagree	2
(3)	Disagree	0
(4)	Strongly Disagree	0

15. The programs and the type of concern for families expressed by the Army are important for the soldiers and their families.

(0)	Strongly Agree	61
(1)	Agree	65
(2)	Neither Agree nor Disagree	14
(3)	Disagree	3
(4)	Strongly Disagree	0

16. I had always planned to be a professional soldier.

(0)	Strongly Agree	15
(1)	Agree	27
(2)	Neither Agree nor Disagree	19
(3)	Disagree	61
(4)	Strongly Disagree	21

17. If there is a conflict between our family's needs and the Army's needs, there is no question that the Army comes first.

(0)	Strongly Agree	18
(1)	Agree	41
(2)	Neither Agree nor Disagree	39
(3)	Disagree	39
(4)	Strongly Disagree	6

18. I feel like I am doing something useful with my life.

(0)	Strongly Agree	71
(1)	Agree	71
(2)	Neither Agree nor Disagree	1
(3)	Disagree	0
(4)	Strongly Disagree	0

19. A functioning unit-level family support system pays more dividends to Army families than more costly initiatives that require Army funding.

(0)	Strongly Agree	25
(1)	Agree	53
(2)	Neither Agree nor Disagree	39
(3)	Disagree	19
(4)	Strongly Disagree	7

20. All things considered, my family is more secure in the Army than they would be in civilian life.

(0)	Strongly Agree	15
(1)	Agree	42
(2)	Neither Agree nor Disagree	57
(3)	Disagree	22
(4)	Strongly Disagree	7

21. The Army's concern for families was instrumental in my decision to stay in the Army.

(0)	Strongly Agree	2
(1)	Agree	7
(2)	Neither Agree nor Disagree	26
(3)	Disagree	69
(4)	Strongly Disagree	39

22. My family likes being a part of the Army.

(0)	Strongly Agree	13
(1)	Agree	85
(2)	Neither Agree nor Disagree	29
(3)	Disagree	14
(4)	Strongly Disagree	2

23. I am committed to the lifestyle of the Army.

(0)	Strongly Agree	26
(1)	Agree	88
(2)	Neither Agree nor Disagree	20
(3)	Disagree	8
(4)	Strongly Disagree	1

24. So far in my career in the Army, I have been able to plan my life.

(0)	Strongly Agree	6
(1)	Agree	71
(2)	Neither Agree nor Disagree	29
(3)	Disagree	29
(4)	Strongly Disagree	8

THE FOLLOWING INSTRUCTIONS APPLY TO QUESTIONS 25 - 52 ON THE NEXT TWO PAGES:

How strong of an **INCENTIVE** were the following programs, subject areas, and/or services to **YOU** in your decision to stay in the Army? Apply the scale of **STRENGTH OF INCENTIVE** to the items listed in the left column by selecting the appropriate number from the scale below. Next mark it on the Scan-Tron sheet with a #2 pencil.

(0) Definitely an Incentive to stay.
(1) Probably an Incentive to stay.
(2) No opinion/Don't know about this item.
(3) Probably not an Incentive to stay.
(4) Definitely not an Incentive to stay.

		(0)	(1)	(2)	(3)	(4)
25.	Opportunity for family to travel.	22	75	11	30	5
26.	Educational opportunities for children and spouse.	3	23	23	48	46
27.	Opportunities for home ownership.	3	3	3	39	95
28.	Community involvement by family members.	1	23	29	57	33
29.	Experience of living in foreign lands.	22	87	7	22	5
30.	Service in units that showed genuine concern.	24	71	22	19	7
31.	Availability of services in off-post community.	2	17	37	58	29
32.	An adequate pay and allowance system.	20	65	8	37	13
33.	A feeling of patriotism for my country.	61	70	5	5	2
34.	Availability of government housing.	6	39	21	39	37
35.	Availability of child-care centers.	1	12	21	42	66
36.	The services provided by Army Community Services.	1	12	28	43	59

37.	The services provided by the Chaplaincy.	(0) 5	(1) 31	(2) 29	(3) 39	(4) 39
38.	Adequacy of Family Medical and Dental care.	(0) 17	(1) 68	(2) 10	(3) 31	(4) 17
39.	The adequacy of the family CHAMPUS Program.	(0) 7	(1) 30	(2) 21	(3) 43	(4) 42
40.	The opportunity to command.	(0) 79	(1) 50	(2) 7	(3) 3	(4) 4
41.	Long periods in the field away from my family.	(0) 3	(1) 1	(2) 27	(3) 54	(4) 58
42.	Peacetime unaccompanied tours.	(0) 3	(1) 0	(2) 22	(3) 44	(4) 58
43.	Assignments to undesirable regions, posts, locations.	(0) 3	(1) 1	(2) 21	(3) 50	(4) 68
44.	On-post gymnasiums/physical fitness centers.	(0) 7	(1) 50	(2) 33	(3) 31	(4) 22
45.	The importance of what I am doing.	(0) 89	(1) 51	(2) 0	(3) 0	(4) 3
46.	The opportunity to serve with soldiers.	(0) 80	(1) 53	(2) 7	(3) 2	(4) 1
47.	Commissary services.	(0) 12	(1) 73	(2) 19	(3) 27	(4) 12
48.	Post Exchange services.	(0) 10	(1) 65	(2) 29	(3) 28	(4) 11
49.	Adequacy of the Retirement system.	(0) 51	(1) 79	(2) 5	(3) 6	(4) 2
50.	Satisfaction with my job.	(0) 87	(1) 53	(2) 0	(3) 1	(4) 2
51.	The "uniqueness" of the military profession.	(0) 56	(1) 71	(2) 11	(3) 2	(4) 3
52.	The opportunity for promotion.	(0) 36	(1) 75	(2) 13	(3) 13	(4) 2

YOUR ADDITIONAL COMMENTS ON THE BACK OF THIS FORM WILL BE APPRECIATED.

APPENDIX 2

SUBJECTIVE COMMENTS

- Another item which influences retention or separation is the opportunity to do different things. Even within a certain field - allows one to avoid the civilian "rut".

- #9 - What is the highest military rank that you expect to attain..., or hope?...think you're qualified for?

- #19 - Need both unit-level family support systems, and Army initiatives. Need dollars.

- #24 - Financial planning is very difficult. 05/06 underpaid (generally) for level of responsibility.

- Why don't you have/get some wife participation?

- Some of your answers do not cover the question. Example: #6 - How about married for 2nd, 3rd, etc times; I'll bet we have some. #41 - I don't mind being in the field; in fact I enjoy maneuvers etc - I do not necessarily enjoy being away from my family. #42 - Again, I can put up with an unaccompanied tour as part of what I owe/responsibility, but I do not like it. There are benefits - ie, ability to devote yourself 100% to the job. #37-52 you need to put the 0 to 4 choices on the page to prevent constant turning back and forth. Good luck.

- The Army still refuses to consider the family when making assignments.

- The only "worry" I have are the future army regulatory provisions on how to babysit military society and then...how to inspect the commander's performance on a checksheet.

- Questions 25-52 ask about incentives to remain in the Army as they relate to "services" offered; the assumption being that these "services: exist to a high degree in all places. This is unfortunately an erroneous assumption and will invalidate some of your results. You should have asked us to "rate" these services in general and then ask us about their utility as an incentive.

- #15 - Bad question!!

- The questions in this survey, and hence any results, are loaded with ambiguity. Also, if you want to know the adequacy/impact of family programs, you should ask the family member, not the service member.

- #5 - "17 years or fewer"; less is an adverb (degree), fewer is an adjective (number).

- #15 - Some [Army family programs] sometime raise unrealistic expectations.

- #17 - [Army comes first] depends on degree of need.

- #26 - DODDS is universally below by standards.

- #27 - [Opportunities for home ownership] and sell with little notice and no assistance. (definitely not an incentive to stay).

- #32 - [An adequate pay and allowance system] it's not comparable to responsibilities in civilian sector.

- #34 - [Availability of government housing] is unpredictable, therefore hard to roll-over the last sale, etc.

- #38 - [Adequacy of Family Medical and Dental care] has been eroded.

- #49 - [Retirement system]; but will it stay?

- #52 - [The opportunity for promotion] - but why are we denying accelerated promotion and early command to many?

- Believe "Year of Family" and DA directed Family program essentially a failure.

- As will always be the case, the needs of the army must take precedence over the family consideration. - unless it is a life threatening dilemma.

- CHAMPUS and Dental service inadequate, whereas Armed Services once a model for med/dental care not longer the case. I have family members employed by large corporations, Du Pont, Hercules etc that provide for their employees far superior health care packages for instance, dental and orthodontics for dependants.

- Believe most of us that achieve this level - are professionals - attraction to stay not related to "programs" we stay because of a higher calling of service!

- The lower the grade, the more important are privileges such as PX, etc.

- #12 - We are losing more and more privileges.

- #13 - High level programs are "lip service" - an Army P. R. Campaign. They don't work in the field. What makes things work is command involvement.

- #20 - It's changing; we keep losing benefits.

- #34 - There is not even enough housing here at the War College!!!

- #38 - Family Medical and Dental care is becoming a joke.

- #39 - CHAMPUS - red tape.

- #12 - I know no other to compare it too!

- #13 - [Unit-level family programs] lacks the stamp of "officialdom" of the system - too informal.

- #19 - [Army family initiatives] are too sporadic and disjointed. Confuses the soldier and his leadership.

- #22 - My wife likes the Army; my children no.

- Many answers do not reflect my feelings on the item or program, but merely that it has not affected me or my family. I strongly support family programs and morale support activities as very important. Medical, commissary and PX are as well. I think and insurance program for dependant medical care might be the answer for that problem.

- While lower level family programs are more effective, they must be top driven, supported and coordinated. Spousal responsibilities must be acknowledged and appreciated.

- Forget all the other family programs except -medical/dental - we don't have them now.

- We have two kinds of income - financial and psychic. If the first is reasonably adequate - it is the second that determines "retention" - Things like serving with soldiers, job satisfaction, etc, are psychic income; ergo, the higher the psychic income, the larger the retention.

- Family programs should seek to make families independent, not dependent. This is, teach them how to manage money, care for children, determine if schools are adequate, etc. This is best done by top-down programs - programs that the community puts into place.

- Some of your units are bogging down in family stuff over and above a good sponsorship program, or a solid monthly newsletter.

- A chain of concern is humane and good business, but it varies from unit to unit. We're moving into an era where even brigade commanders' wives work, and make no apologies - many battalion commander's wives do so as well. We should prepare for the development of this trend and put institutional, not local, programs in place. Give people something they can count on where ever they are and be prepared to staff it with civilians and pay for it.

- Units will always help where they can, but their main mission, to train hard, often gets set aside because they have to do for families what, I believe, community organizations should do.

- If asked what the best thing a unit could do for families is, I'd say to treat the "old man" decently on the job and try to get him home in time to enjoy his family. There is no substance for his presence.

APPENDIX 3

SELECTED STATISTICAL PRINTOUTS

NOTE: The printouts appear in approximately the same order as they are discussed in the study text. Occasionally the order of the printouts has been adjusted within a particular sub-appendix to facilitate the most efficient page layout.

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

RANK

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	118	82.5	82.5	82.5
	1	25	17.5	17.5	100.0
	TOTAL	143	100.0	100.0	

MEAN	.175	STD ERR	.032	MEDIAN	0.0
MODE	0.0	STD DEV	.381	VARIANCE	.145
KURTOSIS	1.008	S E KURT	1.987	SKEWNESS	1.730
S E SKEW	.203	RANGE	1.000	MINIMUM	0.0
MAXIMUM	1.000	SUM	25.000		

VALID CASES 143 MISSING CASES 0

SEX

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	138	96.5	96.5	96.5
	1	5	3.5	3.5	100.0
	TOTAL	143	100.0	100.0	

MEAN	.035	STD ERR	.015	MEDIAN	0.0
MODE	0.0	STD DEV	.184	VARIANCE	.034
KURTOSIS	24.527	S E KURT	1.987	SKEWNESS	5.117
S E SKEW	.203	RANGE	1.000	MINIMUM	0.0
MAXIMUM	1.000	SUM	5.000		

VALID CASES 143 MISSING CASES 0

18 FEB 96 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q03 ETHNIC

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	11	7.7	7.7	7.7
	1	130	90.9	90.9	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.965	STD ERR	.038	MEDIAN	1.000
MODE	1.000	STD DEV	.451	VARIANCE	.203
KURTOSIS	28.887	S E KURT	1.987	SKEWNESS	5.505
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	138.000		

VALID CASES 143 MISSING CASES 0

: :

Q04 MILITARY FAMILY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	26	18.2	18.3	18.3
	1	116	81.1	81.7	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	.817	STD ERR	.033	MEDIAN	1.000
MODE	1.000	STD DEV	.388	VARIANCE	.151
KURTOSIS	.754	S E KURT	1.987	SKEWNESS	-1.656
S E SKEW	.203	RANGE	1.000	MINIMUM	0.0
MAXIMUM	1.000	SUM	116.000		

VALID CASES 142 MISSING CASES 1

19 FEB 84 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

205 AFCS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	13	9.1	9.1	9.1
	1	43	30.1	30.1	39.2
	2	61	42.7	42.7	81.8
	3	24	16.8	16.8	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.713	STD ERR	.075	MEDIAN	2.000
MODE	2.000	STD DEV	.901	VARIANCE	.812
KURTOSIS	-.343	S E KURT	1.087	SKEWNESS	-.044
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	245.000		

VALID CASES 143 MISSING CASES 0

: :

204 MARITAL STATUS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	4	2.8	2.8	2.8
	1	117	81.8	81.8	84.6
	2	19	13.3	13.3	97.9
	3	1	.7	.7	98.6
	4	1	.7	.7	99.3
	6	1	.7	.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.175	STD ERR	.053	MEDIAN	1.000
MODE	1.000	STD DEV	.632	VARIANCE	.399
KURTOSIS	26.193	S E KURT	1.087	SKEWNESS	4.000
S E SKEW	.203	RANGE	6.000	MINIMUM	0.0
MAXIMUM	6.000	SUM	168.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q07 TEMP SEP FROM SPOUSE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	7.0	7.0	7.0
	1	128	89.5	89.5	96.5
	2	5	3.5	3.5	100.0
	TOTAL	143	100.0	100.0	

MEAN	.965	STD ERR	.027	MEDIAN	1.000
MODE	1.000	STD DEV	.323	VARIANCE	.104
KURTOSIS	6.648	S E KURT	1.007	SKEWNESS	-.729
S E SKEW	.203	RANGE	2.000	MINIMUM	0.0
MAXIMUM	2.000	SUM	138.000		

VALID CASES 143 MISSING CASES 0

Q08 YEARS TO STAY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	2	1.4	1.4	1.4
	2	4	2.8	2.8	4.2
	3	23	16.1	16.1	20.3
	4	38	26.6	26.6	46.9
	5	8	5.6	5.6	52.4
	6	52	36.4	36.4	88.8
	7	16	11.2	11.2	100.0
	TOTAL	143	100.0	100.0	

MEAN	4.860	STD ERR	.124	MEDIAN	5.000
MODE	6.000	STD DEV	1.480	VARIANCE	2.192
KURTOSIS	-.875	S E KURT	1.007	SKEWNESS	-.324
S E SKEW	.203	RANGE	6.000	MINIMUM	1.000
MAXIMUM	7.000	SUM	695.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

009 HIGHEST EXPECTED RANK

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	2	1.4	1.4	1.4
	1	108	75.5	76.1	77.5
	2	11	7.7	7.7	85.2
	3	19	13.3	13.4	98.6
	4	1	.7	.7	99.3
	5	1	.7	.7	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	1.380	STD ERR	.068	MEDIAN	1.000
MODE	1.000	STD DEV	.814	VARIANCE	.663
KURTOSIS	3.010	S E KURT	1.087	SKEWNESS	1.834
S E SKEW	.203	RANGE	5.000	MINIMUM	0.0
MAXIMUM	5.000	SUM	196.000		

VALID CASES 142 MISSING CASES 1

- -

010 DEPENDENTS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	7.0	7.0	7.0
	1	19	13.3	13.4	20.4
	2	64	44.8	45.1	65.5
	3	34	23.8	23.9	89.4
	4	8	5.6	5.6	95.1
	5	5	3.5	3.5	98.6
	6	2	1.4	1.4	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	2.239	STD ERR	.098	MEDIAN	2.000
MODE	2.000	STD DEV	1.173	VARIANCE	1.375
KURTOSIS	1.144	S E KURT	1.087	SKEWNESS	.539
S E SKEW	.203	RANGE	6.000	MINIMUM	0.0
MAXIMUM	6.000	SUM	318.000		

VALID CASES 142 MISSING CASES 1

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q11 EDUCATIONAL LEVEL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	15	10.5	10.5	10.5
	1	116	81.1	81.1	91.6
	2	4	2.8	2.8	94.4
	3	7	4.9	4.9	99.3
	4	1	.7	.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.042	STD ERR	.052	MEDIAN	1.000
MODE	1.000	STD DEV	.622	VARIANCE	.387
KURTOSIS	6.492	S E KURT	1.987	SKEWNESS	1.886
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	149.000		

VALID CASES 143 MISSING CASES 0

Q12 MIL LIFE AS EXPECTED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	19	13.3	13.4	13.4
	1	96	67.1	67.6	81.0
	2	15	10.5	10.6	91.5
	3	10	7.0	7.0	98.6
	4	2	1.4	1.4	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	1.155	STD ERR	.067	MEDIAN	1.000
MODE	1.000	STD DEV	.793	VARIANCE	.628
KURTOSIS	2.342	S E KURT	1.987	SKEWNESS	1.275
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	164.000		

VALID CASES 142 MISSING CASES 1

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q13 UNITS PROGS EFFECTIVE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	32	22.4	22.4	22.4
	1	62	43.4	43.4	65.7
	2	32	22.4	22.4	88.1
	3	15	10.5	10.5	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.252	STD ERR	.081	MEDIAN	1.000
MODE	1.000	STD DEV	.968	VARIANCE	.936
KURTOSIS	-.189	S E KURT	1.087	SKEWNESS	.562
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	179.000		

VALID CASES 143 MISSING CASES 0

: :

Q14 ENJOY MILITARY CAREER

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	72	50.3	50.3	50.3
	1	69	48.3	48.3	98.6
	2	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.510	STD ERR	.044	MEDIAN	0.0
MODE	0.0	STD DEV	.529	VARIANCE	.280
KURTOSIS	-1.310	S E KURT	1.087	SKEWNESS	.247
S E SKEW	.203	RANGE	2.000	MINIMUM	0.0
MAXIMUM	2.000	SUM	73.000		

VALID CASES 143 MISSING CASES 0

18 FEB 84 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

215 FAM PROG IMPORTANT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	61	42.7	42.7	42.7
	1	65	45.5	45.5	88.1
	2	14	9.8	9.8	97.9
	3	3	2.1	2.1	100.0
	TOTAL	143	100.0	100.0	

MEAN	.713	STD ERR	.061	MEDIAN	1.000
MODE	1.000	STD DEV	.728	VARIANCE	.530
KURTOSIS	.510	S E KURT	1.987	SKEWNESS	.835
S E SKEW	.203	RANGE	3.000	MINIMUM	0.0
MAXIMUM	3.000	SUM	102.000		

VALID CASES 143 MISSING CASES 0

216 PLANNED TO SOLDIER

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	15	10.5	10.5	10.5
	1	27	18.9	18.9	29.4
	2	19	13.3	13.3	42.7
	3	61	42.7	42.7	85.3
	4	21	14.7	14.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.322	STD ERR	.103	MEDIAN	3.000
MODE	3.000	STD DEV	1.237	VARIANCE	1.530
KURTOSIS	-.873	S E KURT	1.987	SKEWNESS	-.500
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	332.000		

VALID CASES 143 MISSING CASES 0

18 FEB 94 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

317 ARMY COMES FIRST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	18	12.6	12.6	12.6
	1	41	28.7	28.7	41.3
	2	39	27.3	27.3	68.5
	3	39	27.3	27.3	95.8
	4	6	4.2	4.2	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.818	STD ERR	.092	MEDIAN	2.000
MODE	1.000	STD DEV	1.098	VARIANCE	1.206
KURTOSIS	-.907	S E KURT	1.097	SKEWNESS	-.020
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	260.000		

VALID CASES 143 MISSING CASES 0

: :

Q18 DOING SOMETHING USEFUL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	71	49.7	49.7	49.7
	1	71	49.7	49.7	99.3
	2	1	.7	.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	.510	STD ERR	.043	MEDIAN	1.000
MODE	0.0	STD DEV	.515	VARIANCE	.266
KURTOSIS	-1.627	S E KURT	1.097	SKEWNESS	.116
S E SKEW	.203	RANGE	2.000	MINIMUM	0.0
MAXIMUM	2.000	SUM	73.000		

VALID CASES 143 MISSING CASES 0

FILE:

319 UNIT PROG EFFECTIVE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	25	17.5	17.5	17.5
	1	53	37.1	37.1	54.5
	2	39	27.3	27.3	81.8
	3	19	13.3	13.3	95.1
	4	7	4.9	4.9	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.510	STD ERR	.090	MEDIAN	1.000
MODE	1.000	STD DEV	1.080	VARIANCE	1.167
KURTOSIS	-.377	S E KURT	1.987	SKEWNESS	.465
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	216.000		

VALID CASES 143 MISSING CASES 0

: :

323 FAMILY SECURE IN ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	15	10.5	10.5	10.5
	1	42	29.4	29.4	39.9
	2	57	39.9	39.9	79.7
	3	22	15.4	15.4	95.1
	4	7	4.9	4.9	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.748	STD ERR	.084	MEDIAN	2.000
MODE	2.000	STD DEV	1.007	VARIANCE	1.007
KURTOSIS	-.255	S E KURT	1.987	SKEWNESS	.186
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	250.000		

VALID CASES 143 MISSING CASES 0

1R FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q21 FAM PROG-MY STAYING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	2	1.4	1.4	1.4
	1	7	4.9	4.9	6.3
	2	26	18.2	18.2	24.5
	3	69	48.3	48.3	72.7
	4	39	27.3	27.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.951	STD ERR	.074	MEDIAN	3.000
MODE	3.000	STD DEV	.883	VARIANCE	.779
KURTOSIS	.836	S E KURT	1.087	SKEWNESS	-.838
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	422.000		

VALID CASES 143 MISSING CASES 0

: :

Q22 FAMILY LIKES THE ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	13	9.1	9.1	9.1
	1	85	59.4	59.4	68.5
	2	29	20.3	20.3	88.8
	3	14	9.8	9.8	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.350	STD ERR	.070	MEDIAN	1.000
MODE	1.000	STD DEV	.833	VARIANCE	.694
KURTOSIS	.784	S E KURT	1.087	SKEWNESS	.807
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	193.000		

VALID CASES 143 MISSING CASES 0

FILE:

Q23 COMMITTED TO ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	26	18.2	18.2	18.2
	1	[illegible]	61.5	61.5	79.7
	2	[illegible]	[illegible]	[illegible]	[illegible]
	3	8	5.6	5.6	[illegible]
	4	[illegible]	[illegible]	[illegible]	[illegible]
	TOTAL	143	100.0	100.0	

MEAN	1.091	STD ERR	.065	MEDIAN	1.000
MODE	1.000	STD DEV	.777	VARIANCE	.604
KURTOSIS	1.529	S E KURT	1.087	SKEWNESS	.935
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	156.000		

VALID CASES 143 MISSING CASES 0

Q24 ABLE TO PLAN MY LIFE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	6	4.2	4.2	4.2
	1	71	49.7	49.7	53.8
	2	29	20.3	20.3	74.1
	3	29	20.3	20.3	94.4
	4	8	5.6	5.6	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.734	STD ERR	.085	MEDIAN	1.000
MODE	1.000	STD DEV	1.014	VARIANCE	1.027
KURTOSIS	-.557	S E KURT	1.087	SKEWNESS	.638
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	248.000		

VALID CASES 143 MISSING CASES 0

19 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q25 OPPORTUNITY TO TRAVEL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	22	15.4	15.4	15.4
	1	75	52.4	52.4	67.8
	2	11	7.7	7.7	75.5
	3	30	21.0	21.0	96.5
	4	5	3.5	3.5	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.448	STD ERR	.091	MEDIAN	1.000
MODE	1.000	STD DEV	1.092	VARIANCE	1.193
KURTOSIS	-.549	S E KURT	1.987	SKEWNESS	.679
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	207.000		

VALID CASES 143 MISSING CASES 0

Q26 EDUC OPPORTUNITY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	3	2.1	2.1	2.1
	1	23	16.1	16.1	18.2
	2	23	16.1	16.1	34.3
	3	48	33.6	33.6	67.8
	4	46	32.2	32.2	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.776	STD ERR	.094	MEDIAN	3.000
MODE	3.000	STD DEV	1.120	VARIANCE	1.274
KURTOSIS	-.715	S E KURT	1.987	SKEWNESS	-.591
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	397.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q27 OWN A HOME

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	3	2.1	2.1	2.1
	1	3	2.1	2.1	4.2
	2	3	2.1	2.1	6.3
	3	39	27.3	27.3	33.6
	4	95	66.4	66.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.538	STD ERR	.069	MEDIAN	4.000
MODE	4.000	STD DEV	.820	VARIANCE	.673
KURTOSIS	6.985	S E KURT	1.987	SKEWNESS	-2.454
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	506.000		

VALID CASES 143 MISSING CASES 0

Q28 COMMUNITY INVOLVEMENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	23	16.1	16.1	16.8
	2	29	20.3	20.3	37.1
	3	57	39.9	39.9	76.9
	4	33	23.1	23.1	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.685	STD ERR	.086	MEDIAN	3.000
MODE	3.000	STD DEV	1.024	VARIANCE	1.048
KURTOSIS	-.770	S E KURT	1.987	SKEWNESS	-.413
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	384.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q29 FOREIGN LIVING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	22	15.4	15.4	15.4
	1	87	60.8	60.8	76.2
	2	7	4.9	4.9	81.1
	3	22	15.4	15.4	96.5
	4	5	3.5	3.5	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.308	STD ERR	.086	MEDIAN	1.000
MODE	1.000	STD DEV	1.022	VARIANCE	1.046
KURTOSIS	.362	S E KURT	1.987	SKEWNESS	1.034
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	187.000		

VALID CASES 143 MISSING CASES 0

Q30 UNIT THAT'S CONCERNED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	24	16.8	16.8	16.8
	1	71	49.7	49.7	66.4
	2	22	15.4	15.4	81.8
	3	19	13.3	13.3	95.1
	4	7	4.9	4.9	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.399	STD ERR	.089	MEDIAN	1.000
MODE	1.000	STD DEV	1.069	VARIANCE	1.143
KURTOSIS	-.016	S E KURT	1.987	SKEWNESS	.794
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	200.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q31 SERVICES OFF POST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	2	1.4	1.4	1.4
	1	17	11.9	11.9	13.3
	2	37	25.9	25.9	39.2
	3	58	40.6	40.6	79.7
	4	29	20.3	20.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.664	STD ERR	.082	MEDIAN	3.000
MODE	3.000	STD DEV	.978	VARIANCE	.957
KURTOSIS	-.405	S E KURT	1.087	SKEWNESS	-.425
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	381.000		

VALID CASES 143 MISSING CASES 0

Q32 ADEQUATE PAY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	20	14.0	14.0	14.0
	1	65	45.5	45.5	59.4
	2	8	5.6	5.6	65.0
	3	37	25.9	25.9	90.9
	4	13	9.1	9.1	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.706	STD ERR	.104	MEDIAN	1.000
MODE	1.000	STD DEV	1.249	VARIANCE	1.561
KURTOSIS	-1.107	S E KURT	1.087	SKEWNESS	.421
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	244.000		

VALID CASES 143 MISSING CASES 0

1R FRR R6 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

233 FEELING OF PATRIOTISM

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	61	42.7	42.7	42.7
	1	70	49.0	49.0	91.6
	2	5	3.5	3.5	95.1
	3	5	3.5	3.5	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.720	STD ERR	.068	MEDIAN	1.000
MODE	1.000	STD DEV	.809	VARIANCE	.654
KURTOSIS	3.758	S E KURT	1.987	SKEWNESS	1.609
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	103.000		

VALID CASES 143 MISSING CASES 0

234 GOV HOUSING AVAILABLE

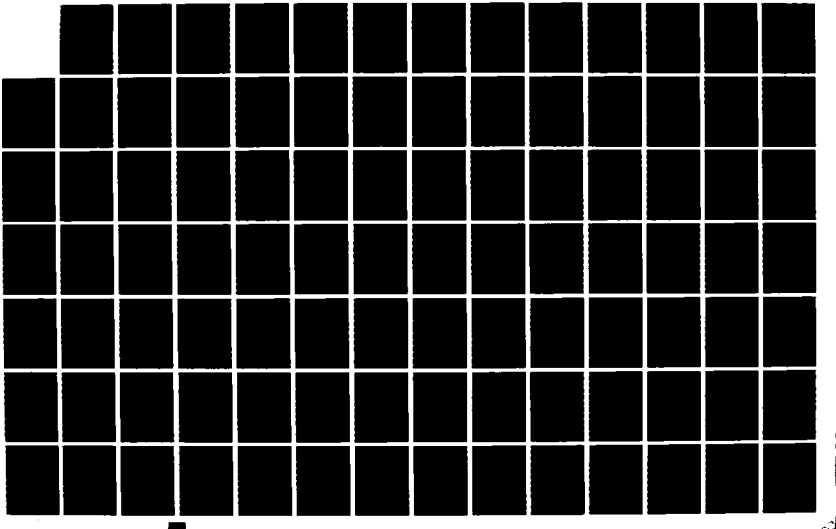
VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	6	4.2	4.2	4.2
	1	39	27.3	27.5	31.7
	2	21	14.7	14.8	46.5
	3	39	27.3	27.5	73.9
	4	37	25.9	26.1	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

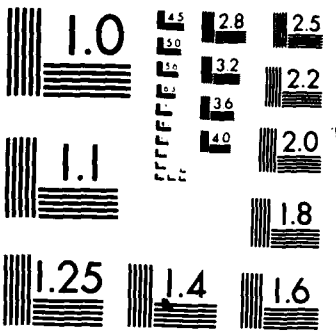
MEAN	2.437	STD ERR	.106	MEDIAN	3.000
MODE	1.000	STD DEV	1.257	VARIANCE	1.581
KURTOSIS	-1.279	S E KURT	1.987	SKEWNESS	-.202
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	346.000		

VALID CASES 142 MISSING CASES 1

AD-A170 780 DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION: WHY SUCCESSFUL OFFICERS STAY(U) ARMY WAR COLL CARLISLE BARRACKS PA T P ROSS 12 MAY 86 2/3

UNCLASSIFIED F/G 5/9 NL





18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

235 CHILD CARE AVAILABLE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	12	8.4	8.5	9.2
	2	21	14.7	14.8	23.9
	3	42	29.4	29.6	53.5
	4	66	46.2	46.5	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	3.127	STD ERR	.084	MEDIAN	3.000
MODE	4.000	STD DEV	1.003	VARIANCE	1.005
KURTOSIS	-.037	S E KURT	1.087	SKEWNESS	-.944
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	444.000		

VALID CASES 142 MISSING CASES 1

: :

236 SERVICES BY ACS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	12	8.4	8.4	9.1
	2	28	19.6	19.6	28.7
	3	43	30.1	30.1	58.7
	4	59	41.3	41.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.028	STD ERR	.084	MEDIAN	3.000
MODE	4.000	STD DEV	1.007	VARIANCE	1.013
KURTOSIS	-.410	S E KURT	1.087	SKEWNESS	-.720
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	433.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - Etc ROSS

FILE:

Q37 SERVICES BY CHAPLAINCY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	5	3.5	3.5	3.5
	1	31	21.7	21.7	25.2
	2	29	20.3	20.3	45.5
	3	39	27.3	27.3	72.7
	4	39	27.3	27.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.531	STD ERR	.101	MEDIAN	3.000
MODE	3.000	STD DEV	1.203	VARIANCE	1.448
KURTOSIS	-1.097	S E KURT	1.987	SKEWNESS	-.284
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	362.000		

VALID CASES 143 MISSING CASES 0

Q38 MEDICAL/DENTAL CARE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	17	11.9	11.9	11.9
	1	68	47.6	47.6	59.4
	2	10	7.0	7.0	66.4
	3	31	21.7	21.7	88.1
	4	17	11.9	11.9	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.741	STD ERR	.105	MEDIAN	1.000
MODE	1.000	STD DEV	1.260	VARIANCE	1.588
KURTOSIS	-1.032	S E KURT	1.987	SKEWNESS	.502
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	249.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q30 CHAMPUS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	4.9	4.9	4.9
	1	30	21.0	21.0	25.9
	2	21	14.7	14.7	40.6
	3	43	30.1	30.1	70.6
	4	42	29.4	29.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.580	STD ERR	.104	MEDIAN	3.000
MODE	3.000	STD DEV	1.247	VARIANCE	1.555
KURTOSIS	-1.024	S E KURT	1.987	SKEWNESS	-.440
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	369.000		

VALID CASES 143 MISSING CASES 0

Q40 OPPORT TO COMMAND

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	79	55.2	55.2	55.2
	1	50	35.0	35.0	90.2
	2	7	4.9	4.9	95.1
	3	3	2.1	2.1	97.2
	4	4	2.8	2.8	100.0
	TOTAL	143	100.0	100.0	

MEAN	.622	STD ERR	.075	MEDIAN	0.0
MODE	0.0	STD DEV	.894	VARIANCE	.800
KURTOSIS	4.448	S E KURT	1.987	SKEWNESS	1.960
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	89.000		

VALID CASES 143 MISSING CASES 0

3-1-20

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

341 TIME AWAY FROM FAN

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	3	2.1	2.1	2.1
	1	1	.7	.7	2.8
	2	27	18.9	18.9	21.7
	3	54	37.8	37.8	59.4
	4	58	40.6	40.6	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.140	STD ERR	.075	MEDIAN	3.000
MODE	4.000	STD DEV	.893	VARIANCE	.797
KURTOSIS	1.442	S E KURT	1.987	SKEWNESS	-1.062
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	449.000		

VALID CASES 143 MISSING CASES 0

: :

342 UNACCOMPANIED TOURS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	3	2.1	2.1	2.1
	2	22	15.4	15.4	17.5
	3	44	30.8	30.8	48.3
	4	74	51.7	51.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.301	STD ERR	.074	MEDIAN	4.000
MODE	4.000	STD DEV	.880	VARIANCE	.775
KURTOSIS	2.280	S E KURT	1.987	SKEWNESS	-1.383
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	472.000		

VALID CASES 143 MISSING CASES 0

3-1-21

18 FEB 88 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

043 UNDESIREABLE POSTS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	2.1	2.1	2.1
	1	1	.7	.7	2.8
	2	21	14.7	14.7	17.5
	3	50	35.0	35.0	52.4
	4	68	47.6	47.6	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.252	STD ERR	.074	MEDIAN	3.000
MODE	4.000	STD DEV	.884	VARIANCE	.781
KURTOSIS	2.162	S E KURT	1.007	SKEWNESS	-1.325
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	465.000		

VALID CASES 143 MISSING CASES 0

: :

044 PHYS FITNESS CENTERS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	4.9	4.9	4.9
	1	50	35.0	35.0	39.9
	2	33	23.1	23.1	62.9
	3	31	21.7	21.7	84.6
	4	22	15.4	15.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.077	STD ERR	.098	MEDIAN	2.000
MODE	1.000	STD DEV	1.175	VARIANCE	1.381
KURTOSIS	-1.059	S E KURT	1.007	SKEWNESS	.245
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	297.000		

VALID CASES 143 MISSING CASES 0

3-1-22

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q45 IMPORT OF WHAT I DO

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	89	62.2	62.2	62.2
	1	51	35.7	35.7	97.9
	4	3	2.1	2.1	100.0
	TOTAL	143	100.0	100.0	

MEAN	.441	STD ERR	.050	MEDIAN	0.0
MODE	0.0	STD DEV	.708	VARIANCE	.502
KURTOSIS	11.233	S E KURT	1.987	SKEWNESS	2.745
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	63.000		

VALID CASES 143 MISSING CASES 0

Q46 SERVE WITH SOLDIERS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	80	55.9	55.9	55.9
	1	53	37.1	37.1	93.0
	2	7	4.9	4.9	97.9
	3	2	1.4	1.4	99.3
	4	1	.7	.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	.539	STD ERR	.060	MEDIAN	0.0
MODE	0.0	STD DEV	.720	VARIANCE	.518
KURTOSIS	4.004	S E KURT	1.987	SKEWNESS	1.646
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	77.000		

VALID CASES 143 MISSING CASES 0

3-1-23

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q47 COMMISSARY SERVICES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	12	8.4	8.4	8.4
	1	73	51.0	51.0	59.4
	2	19	13.3	13.3	72.7
	3	27	18.9	18.9	91.6
	4	12	8.4	8.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.678	STD ERR	.094	MEDIAN	1.000
MODE	1.000	STD DEV	1.130	VARIANCE	1.276
KURTOSIS	-.420	S E KURT	1.087	SKEWNESS	.662
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	240.000		

VALID CASES 143 MISSING CASES 0

: :

Q48 PX SERVICES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	7.0	7.0	7.0
	1	65	45.5	45.5	52.4
	2	29	20.3	20.3	72.7
	3	28	19.6	19.6	92.3
	4	11	7.7	7.7	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.755	STD ERR	.091	MEDIAN	1.000
MODE	1.000	STD DEV	1.090	VARIANCE	1.196
KURTOSIS	-.649	S E KURT	1.087	SKEWNESS	.535
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	251.000		

VALID CASES 143 MISSING CASES 0

18 FEB 85 FREQUENCIES
STUDENT RESEARCH PROJECT - [illegible] ROSS

FILE:

049 RETIREMENT SYSTEM

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	51	35.7	35.7	35.7
	1	79	55.2	55.2	90.9
	2	5	3.5	3.5	94.4
	3	6	4.2	4.2	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.804	STD ERR	.067	MEDIAN	1.000
MODE	1.000	STD DEV	.807	VARIANCE	.652
KURTOSIS	3.508	S E KURT	1.087	SKEWNESS	1.513
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	115.000		

VALID CASES 143 MISSING CASES 0

050 SATISFIED WITH MY JOB

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	87	60.8	60.8	60.8
	1	53	37.1	37.1	97.9
	3	1	.7	.7	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.448	STD ERR	.057	MEDIAN	0.0
MODE	0.0	STD DEV	.678	VARIANCE	.460
KURTOSIS	9.746	S E KURT	1.087	SKEWNESS	2.457
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	64.000		

VALID CASES 143 MISSING CASES 0

18 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q51 UNIQUENESS OF MIL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	56	39.2	39.2	39.2
	1	71	49.7	49.7	88.8
	2	11	7.7	7.7	96.5
	3	2	1.4	1.4	97.9
	4	3	2.1	2.1	100.0
	TOTAL	143	100.0	100.0	

MEAN	.776	STD ERR	.068	MEDIAN	1.000
MODE	1.000	STD DEV	.817	VARIANCE	.668
KURTOSIS	3.821	S E KURT	1.987	SKEWNESS	1.535
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	111.000		

VALID CASES 143 MISSING CASES 0

Q52 OPPORTUNITY FOR PROMO

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	36	25.2	25.0	25.0
	1	75	52.4	54.0	79.0
	2	13	9.1	9.4	88.2
	3	13	9.1	9.4	97.6
	4	2	1.4	1.4	100.0
	-9	4	2.8	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	1.065	STD ERR	.079	MEDIAN	1.000
MODE	1.000	STD DEV	.926	VARIANCE	.858
KURTOSIS	.012	S E KURT	1.986	SKEWNESS	1.036
S E SKEW	.206	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	148.000		

VALID CASES 139 MISSING CASES 4

3-1-26

VARIABLE Q51 UNIQUENESS OF MIL

MEAN	1.776	S.E. MEAN	.048	STD DEV	.817
VARIANCE	.668	KURTOSIS	3.821	S.E. KURT	1.997
SKEWNESS	1.535	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	254.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE Q52 OPPORTUNITY FOR PROMO

MEAN	2.065	S.E. MEAN	.079	STD DEV	.926
VARIANCE	.858	KURTOSIS	.912	S.E. KURT	1.995
SKEWNESS	1.036	S.E. SKEW	.206	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	287.000

VALID OBSERVATIONS = 139 MISSING OBSERVATIONS = 4

VARIABLE SOCSVC

MEAN	3.662	S.E. MEAN	.085	STD DEV	1.017
VARIANCE	1.034	KURTOSIS	-.630	S.E. KURT	1.987
SKEWNESS	-.347	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	520.000

VALID OBSERVATIONS = 142 MISSING OBSERVATIONS = 1

VARIABLE JOBCOM

MEAN	1.287	S.E. MEAN	.051	STD DEV	.612
VARIANCE	.375	KURTOSIS	12.991	S.E. KURT	1.997
SKEWNESS	3.105	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	184.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE BENEFIT

MEAN	2.050	S.E. MEAN	.070	STD DEV	.828
VARIANCE	.686	KURTOSIS	-.496	S.E. KURT	1.996
SKEWNESS	.371	S.E. SKEW	.206	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	285.000

VALID OBSERVATIONS = 139 MISSING OBSERVATIONS = 4

VARIABLE ABSENCE

MEAN	4.042	S.E. MEAN	.075	STD DEV	.895
VARIANCE	.801	KURTOSIS	.856	S.E. KURT	1.987
SKEWNESS	-.800	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	578.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE PROGRAM

MEAN	2.203	S.E. MEAN	.078	STD DEV	.931
VARIANCE	.867	KURTOSIS	.133	S.E. KURT	1.987
SKEWNESS	.645	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	315.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE ATTRACT

MEAN	3.531	S.E. MEAN	.080	STD DEV	.955
VARIANCE	.913	KURTOSIS	-.587	S.E. KURT	1.987
SKEWNESS	-.214	S.E. SKEW	.203	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	505.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE SATIS

MEAN	1.392	S.E. MEAN	.041	STD DEV	.490
VARIANCE	.240	KURTOSIS	-1.824	S.E. KURT	1.987
SKEWNESS	.449	S.E. SKEW	.203	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	199.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE TRAVEL

MEAN	2.217	S.E. MEAN	.079	STD DEV	.950
VARIANCE	.903	KURTOSIS	-.533	S.E. KURT	1.987
SKEWNESS	.550	S.E. SKEW	.203	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	317.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

Crosstabulation: Q01 RANK
By Q14 ENJOY MILITARY CAREER

Q14->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
Q01					
0 LTC		57	59	2	118
		48.3	50.0	1.7	82.5
		79.2	85.5	100.0	
1 CDL		15	10		25
		60.0	40.0		17.5
		20.8	14.5		
Column Total		72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q14 ENJOY MILITARY CAREER

Q14->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
Q04					
0 YES		11	15		26
		42.3	57.7		18.2
		15.3	21.7		
1 NO		61	54	2	117
		52.1	46.2	1.7	81.8
		84.7	78.3	100.0	
Column Total		72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q14 ENJOY MILITARY CAREER

Q14->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
Q05					
0 17 YEARS OR LESS		7	6		13
		53.8	46.2		9.1
		9.7	8.7		
1 18-19 YEARS		21	20	2	43
		48.8	46.5	4.7	30.1
		29.2	29.0	100.0	
2 20-21 YEARS		30	31		61
		49.2	50.8		42.7
		41.7	44.9		
3 22-23 YEARS		13	11		24
		54.2	45.8		16.8
		18.1	15.9		
4 24 YEARS OR MORE		1	1		2
		50.0	50.0		1.4
		1.4	1.4		
Column Total		72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q14 ENJOY MILITARY CAREER

Q08	Count / Row Pct / Col Pct	STRONG AGREE (0)	AGREE (1)	NEITHER (2)	Row Total
1 20-21 YEARS		1 / 50.0 / 1.4	1 / 50.0 / 1.4		2 / 1.4
2 22-23 YEARS		1 / 25.0 / 1.4	3 / 75.0 / 4.3		4 / 2.8
3 24-25 YEARS		11 / 47.8 / 15.3	10 / 43.5 / 14.5	2 / 8.7 / 100.0	23 / 16.1
4 26-27 YEARS		15 / 39.5 / 20.8	23 / 60.5 / 33.3		38 / 26.6
5 28-29 YEARS		4 / 50.0 / 5.6	4 / 50.0 / 5.8		8 / 5.6
6 30 YEARS		29 / 55.8 / 40.3	23 / 44.2 / 33.3		52 / 36.4
7 MT 30 YEARS		11 / 68.8 / 15.3	5 / 31.3 / 7.2		16 / 11.2
Column Total		72 / 50.3	69 / 48.3	2 / 1.4	143 / 100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q14 ENJOY MILITARY CAREER

Q09	Count / Row Pct / Col Pct	STRONG AGREE (0)	AGREE (1)	NEITHER (2)	Row Total
0 LTC		1 / 50.0 / 1.4	1 / 50.0 / 1.5		2 / 1.4
1 COL		52 / 48.6 / 73.2	53 / 49.5 / 77.9	2 / 1.9 / 100.0	107 / 75.9
2 BG		4 / 36.4 / 5.6	7 / 63.6 / 10.3		11 / 7.8
3 MG		13 / 68.4 / 18.3	6 / 31.6 / 8.8		19 / 13.5
4 LTG			1 / 100.0 / 1.5		1 / .7
5 GEN		1 / 100.0 / 1.4			1 / .7
Column Total		71 / 50.4	68 / 48.2	2 / 1.4	141 / 100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q18 DOING SOMETHING USEFUL

Q01	Q18->	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
0 LTC	Count	53	64	1	118
	Row Pct	44.9	54.2	.8	82.5
	Col Pct	74.6	90.1	100.0	
1 COL	Count	18	7		25
	Row Pct	72.0	28.0		17.5
	Col Pct	25.4	9.9		
Column Total		71	71	1	143
		49.7	49.7	.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q18 DOING SOMETHING USEFUL

Q05	Q18->	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
0 17 YEARS OR LESS	Count	11	2		13
	Row Pct	84.6	15.4		9.1
	Col Pct	15.5	2.8		
1 18-19 YEARS	Count	20	22	1	43
	Row Pct	46.5	51.2	2.3	30.1
	Col Pct	28.2	31.0	100.0	
2 20-21 YEARS	Count	26	35		61
	Row Pct	42.6	57.4		42.7
	Col Pct	36.6	49.3		
3 22-23 YEARS	Count	13	11		24
	Row Pct	54.2	45.8		16.8
	Col Pct	18.3	15.5		
4 24 YEARS OR MORE	Count	1	1		2
	Row Pct	50.0	50.0		1.4
	Col Pct	1.4	1.4		
Column Total		71	71	1	143
		49.7	49.7	.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q18 DOING SOMETHING USEFUL

Q04	Q18->	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
0 YES	Count	12	14		26
	Row Pct	46.2	53.8		18.2
	Col Pct	16.9	19.7		
1 NO	Count	59	57	1	117
	Row Pct	50.4	48.7	.9	81.8
	Col Pct	83.1	80.3	100.0	
Column Total		71	71	1	143
		49.7	49.7	.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q18 DOING SOMETHING USEFUL

Q08	Q18->	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
1 20-21 YEARS	Count	1	1		2
	Row Pct	50.0	50.0		1.4
	Col Pct	1.4	1.4		
2 22-23 YEARS	Count	1	2	1	4
	Row Pct	25.0	50.0	25.0	2.8
	Col Pct	1.4	2.8	100.0	
3 24-25 YEARS	Count	8	15		23
	Row Pct	34.8	65.2		16.1
	Col Pct	11.3	21.1		
4 26-27 YEARS	Count	13	25		38
	Row Pct	34.2	65.8		26.6
	Col Pct	18.3	35.2		
5 28-29 YEARS	Count	6	2		8
	Row Pct	75.0	25.0		5.6
	Col Pct	8.5	2.8		
6 30 YEARS	Count	30	22		52
	Row Pct	57.7	42.3		36.4
	Col Pct	42.3	31.0		
7 MT 30 YEARS	Count	12	4		16
	Row Pct	75.0	25.0		11.2
	Col Pct	16.9	5.6		
Column Total		71	71	1	143
		49.7	49.7	.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q18 DOING SOMETHING USEFUL

Q09 \ Q18->	STRONG AGREE 0	AGREE 1	NEITHER 2	Row Total
0 LTC	1 / 50.0 / 1.4	1 / 50.0 / 1.4		2 / 1.4
1 COL	48 / 44.9 / 68.6	58 / 54.2 / 82.9	1 / .9 / 100.0	107 / 75.9
2 BG	5 / 45.5 / 7.1	6 / 54.5 / 8.6		11 / 7.8
3 MG	14 / 73.7 / 20.0	5 / 26.3 / 7.1		19 / 13.5
4 LTG	1 / 100.0 / 1.4			1 / .7
5 GEN	1 / 100.0 / 1.4			1 / .7
Column Total	70 / 49.6	70 / 49.6	1 / .7	141 / 100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q45 IMPORT OF WHAT I DO

Q01 \ Q45->	DEF INCENTIVE 0	PROB INCENTIVE 1	DEF NOT INCENTIV 4	Row Total
0 LTC	72 / 61.0 / 80.9	44 / 37.3 / 86.3	2 / 1.7 / 66.7	118 / 82.5
1 COL	17 / 68.0 / 19.1	7 / 28.0 / 13.7	1 / 4.0 / 33.3	25 / 17.5
Column Total	89 / 62.2	51 / 35.7	3 / 2.1	143 / 100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q45 IMPORT OF WHAT I DO

Q04 \ Q45->	DEF INCENTIVE 0	PROB INCENTIVE 1	DEF NOT INCENTIV 4	Row Total
0 YES	22 / 84.6 / 24.7	4 / 15.4 / 7.8		26 / 18.2
1 NO	67 / 57.3 / 75.3	47 / 40.2 / 92.2	3 / 2.6 / 100.0	117 / 81.8
Column Total	89 / 62.2	51 / 35.7	3 / 2.1	143 / 100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q45 IMPORT OF WHAT I DO

Q05 \ Q45->	DEF INCENTIVE 0	PROB INCENTIVE 1	DEF NOT INCENTIV 4	Row Total
0 17 YEARS OR LESS	9 / 69.2 / 10.1	4 / 30.8 / 7.8		13 / 9.1
1 18-19 YEARS	29 / 67.4 / 32.6	13 / 30.2 / 25.5	1 / 2.3 / 33.3	43 / 30.1
2 20-21 YEARS	34 / 55.7 / 38.2	26 / 42.6 / 51.0	1 / 1.6 / 33.3	61 / 42.7
3 22-23 YEARS	16 / 66.7 / 18.0	7 / 29.2 / 13.7	1 / 4.2 / 33.3	24 / 16.8
4 24 YEARS OR MORE	1 / 50.0 / 1.1	1 / 50.0 / 2.0		2 / 1.4
Column Total	89 / 62.2	51 / 35.7	3 / 2.1	143 / 100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q45 IMPORT OF WHAT I DO

Q08 \ Q45->	DEF INCENTIVE 0	PROB INCENTIVE 1	DEF NOT INCENTIV 4	Row Total
1 20-21 YEARS	1 / 50.0 / 1.1	1 / 50.0 / 2.0		2 / 1.4
2 22-23 YEARS	4 / 100.0 / 4.5			4 / 2.8
3 24-25 YEARS	13 / 56.5 / 14.6	8 / 34.8 / 15.7	2 / 8.7 / 66.7	23 / 16.1
4 26-27 YEARS	20 / 52.6 / 22.5	18 / 47.4 / 35.3		38 / 26.6
5 28-29 YEARS	5 / 62.5 / 5.6	2 / 25.0 / 3.9	1 / 12.5 / 33.3	8 / 5.6
6 30 YEARS	34 / 65.4 / 38.2	18 / 34.6 / 35.3		52 / 36.4
7 MT 30 YEARS	12 / 75.0 / 13.5	4 / 25.0 / 7.8		16 / 11.2
Column Total	89 / 62.2	51 / 35.7	3 / 2.1	143 / 100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q50 SATISFIED WITH MY JOB

Q01 \ Q50->	DEF INCENTIVE 0	PROB INCENTIVE 1	PROB NOT INCENTI 3	DEF NOT INCENTIV 4	Row Total
0 LTC	69 / 58.5 / 79.3	47 / 39.8 / 90.4	1 / .8 / 100.0	1 / .8 / 50.0	118 / 83.1
1 COL	18 / 75.0 / 20.7	5 / 20.8 / 9.6		1 / 4.2 / 50.0	24 / 16.9
Column Total	87 / 61.3	52 / 36.6	1 / .7	2 / 1.4	142 / 100.0

Number of Missing Observations = 1

Crosstabulation: Q04 MILITARY FAMILY
By Q50 SATISFIED WITH MY JOB

Q04 \ Q50->	DEF INCENTIVE 0	PROB INCENTIVE 1	PROB NOT INCENTI 3	DEF NOT INCENTIV 4	Row Total
0 YES	15 / 60.0 / 17.2	10 / 40.0 / 19.2			25 / 17.6
1 NO	72 / 61.5 / 82.8	42 / 35.9 / 80.8	1 / .9 / 100.0	2 / 1.7 / 100.0	117 / 82.4
Column Total	87 / 61.3	52 / 36.6	1 / .7	2 / 1.4	142 / 100.0

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
By Q50 SATISFIED WITH MY JOB

Q05 \ Q50->	DEF INCENTIVE 0	PROB INCENTIVE 1	PROB NOT INCENTI 3	DEF NOT INCENTIV 4	Row Total
0 17 YEARS OR LESS	8 / 61.5 / 9.2	5 / 38.5 / 9.6			13 / 9.2
1 18-19 YEARS	24 / 55.8 / 27.6	18 / 41.9 / 34.6	1 / 2.3 / 100.0		43 / 30.3
2 20-21 YEARS	36 / 59.0 / 41.4	24 / 39.3 / 46.2		1 / 1.6 / 50.0	61 / 43.0
3 22-23 YEARS	18 / 78.3 / 20.7	4 / 17.4 / 7.7		1 / 4.3 / 50.0	23 / 16.2
4 24 YEARS OR MORE	1 / 50.0 / 1.1	1 / 50.0 / 1.9			2 / 1.4
Column Total	87 / 61.3	52 / 36.6	1 / .7	2 / 1.4	142 / 100.0

Number of Missing Observations = 1

Crosstabulation: Q08 YEARS TO STAY
By Q50 SATISFIED WITH MY JOB

Q08 \ Q50->	DEF INCENTIVE 0	PROB INCENTIVE 1	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS	1	1			2
	50.0	50.0			1.4
	1.1	1.9			
2 22-23 YEARS	3	1			4
	75.0	25.0			2.8
	3.4	1.9			
3 24-25 YEARS	13	8	1	1	23
	56.5	34.8	4.3	4.3	16.2
	14.9	15.4	100.0	50.0	
4 26-27 YEARS	23	15			38
	60.5	39.5			26.8
	26.4	28.8			
5 28-29 YEARS	5	2		1	8
	62.5	25.0		12.5	5.6
	5.7	3.8		50.0	
6 30 YEARS	32	19			51
	62.7	37.3			35.9
	36.8	36.5			
7 MT 30 YEARS	10	6			16
	62.5	37.5			11.3
	11.5	11.5			
Column Total	87	52	1	2	142
	61.3	36.6	.7	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q50 SATISFIED WITH MY JOB

Q09 \ Q50->	DEF INCENTIVE 0	PROB INCENTIVE 1	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	1	1			2
	50.0	50.0			1.4
	1.2	2.0			
1 COL	66	37	1	2	106
	62.3	34.9	.9	1.9	75.7
	76.7	72.5	100.0	100.0	
2 BG	6	5			11
	54.5	45.5			7.9
	7.0	9.8			
3 MG	12	7			19
	63.2	36.8			13.6
	14.0	13.7			
4 LTG		1			1
		100.0			.7
		2.0			
5 GEN	1				1
	100.0				.7
	1.2				
Column Total	86	51	1	2	140
	61.4	36.4	.7	1.4	100.0

Number of Missing Observations = 3

Crosstabulation: Q01 RANK
By Q33 FEELING OF PATRIOTISM

Q01 \ Q33->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	47	60	5	3	2	117
	40.2	51.3	4.3	2.6	1.7	83.0
	78.3	87.0	100.0	60.0	100.0	
1 COL	13	9		2		24
	54.2	37.5		8.3		17.0
	21.7	13.0		40.0		
Column Total	60	69	5	5	2	141
	42.6	48.9	3.5	3.5	1.4	100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q33 FEELING OF PATRIOTISM

Q04 \ Q33->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES	14	11	1			26
	53.8	42.3	3.8			18.4
	23.3	15.9	20.0			
1 NO	46	58	4	5	2	115
	40.0	50.4	3.5	4.3	1.7	81.6
	76.7	84.1	80.0	100.0	100.0	
Column Total	60	69	5	5	2	141
	42.6	48.9	3.5	3.5	1.4	100.0

Number of Missing Observations = 2

Crosstabulation: Q05 AFCS
By Q33 FEELING OF PATRIOTISM

Page

Q05	Count / Row Pct / Col Pct	Q33-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS		5	6	1			12
		41.7	50.0	8.3			8.5
		8.3	8.7	20.0			
1 18-19 YEARS		15	22	2	3	1	43
		34.9	51.2	4.7	7.0	2.3	30.5
		25.0	31.9	40.0	60.0	50.0	
2 20-21 YEARS		30	28	2		1	61
		49.2	45.9	3.3		1.6	43.3
		50.0	40.6	40.0		50.0	
3 22-23 YEARS		8	13		2		23
		34.8	56.5		8.7		16.3
		13.3	18.8		40.0		
4 24 YEARS OR MORE		2					2
		100.0					1.4
		3.3					
Column Total		60	69	5	5	2	141
		42.6	48.9	3.5	3.5	1.4	100.0

Number of Missing Observations = 2

Crosstabulation: Q08 YEARS TO STAY
By Q33 FEELING OF PATRIOTISM

Page

Q08	Count / Row Pct / Col Pct	Q33-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
1 20-21 YEARS			2				2
			100.0				1.4
			2.9				
2 22-23 YEARS		2	2				4
		50.0	50.0				2.8
		3.3	2.9				
3 24-25 YEARS		7	12	1	2	1	23
		30.4	52.2	4.3	8.7	4.3	16.3
		11.7	17.4	20.0	40.0	50.0	
4 26-27 YEARS		11	24	2	1		38
		28.9	63.2	5.3	2.6		27.0
		18.3	34.8	40.0	20.0		
5 28-29 YEARS		2	3		1	1	7
		28.6	42.9		14.3	14.3	5.0
		3.3	4.3		20.0	50.0	
6 30 YEARS		30	19	1	1		51
		58.8	37.3	2.0	2.0		36.2
		50.0	27.5	20.0	20.0		
7 MT 30 YEARS		8	7	1			16
		50.0	43.8	6.3			11.3
		13.3	10.1	20.0			
Column Total		60	69	5	5	2	141
		42.6	48.9	3.5	3.5	1.4	100.0

Number of Missing Observations = 2

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q33 FEELING OF PATRIOTISM

Q09	Count / Row Pct / Col Pct	Q33-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC	Count		2				2
	Row Pct		100.0				1.4
	Col Pct		3.0				
1 COL	Count	45	50	5	5	1	106
	Row Pct	42.5	47.2	4.7	4.7	.9	76.3
	Col Pct	75.0	74.6	100.0	100.0	50.0	
2 BG	Count	6	5				11
	Row Pct	54.5	45.5				7.9
	Col Pct	10.0	7.5				
3 MG	Count	7	10			1	18
	Row Pct	38.9	55.6			5.6	12.9
	Col Pct	11.7	14.9			50.0	
4 LTG	Count	1					1
	Row Pct	100.0					.7
	Col Pct	1.7					
5 GEN	Count	1					1
	Row Pct	100.0					.7
	Col Pct	1.7					
Column Total	Count	60	67	5	5	2	139
	Row Pct	43.2	48.2	3.6	3.6	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: Q01 RANK
By Q40 OPPOR TO COMMAND

Q01	Count / Row Pct / Col Pct	Q40-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC	Count	67	41	4	3	3	118
	Row Pct	56.8	34.7	3.4	2.5	2.5	82.5
	Col Pct	84.8	82.0	57.1	100.0	75.0	
1 COL	Count	12	9	3		1	25
	Row Pct	48.0	36.0	12.0		4.0	17.5
	Col Pct	15.2	18.0	42.9		25.0	
Column Total	Count	79	50	7	3	4	143
	Row Pct	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q40 OPPOR TO COMMAND

Q04	Count / Row Pct / Col Pct	Q40-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 YES	Count	12	11	2	1		26
	Row Pct	46.2	42.3	7.7	3.8		18.2
	Col Pct	15.2	22.0	28.6	33.3		
1 NO	Count	67	39	5	2	4	117
	Row Pct	57.3	33.3	4.3	1.7	3.4	81.8
	Col Pct	84.8	78.0	71.4	66.7	100.0	
Column Total	Count	79	50	7	3	4	143
	Row Pct	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q40 OPPOR TO COMMAND

Q05	Count / Row Pct / Col Pct	Q40-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS	Count	6	6	1			13
	Row Pct	46.2	46.2	7.7			9.1
	Col Pct	7.6	12.0	14.3			
1 18-19 YEARS	Count	21	17	3		2	43
	Row Pct	48.8	39.5	7.0		4.7	30.1
	Col Pct	26.6	34.0	42.9		50.0	
2 20-21 YEARS	Count	38	17	2	2	2	61
	Row Pct	62.3	27.9	3.3	3.3	3.3	42.7
	Col Pct	48.1	34.0	28.6	66.7	50.0	
3 22-23 YEARS	Count	13	9	1	1		24
	Row Pct	54.2	37.5	4.2	4.2		16.8
	Col Pct	16.5	18.0	14.3	33.3		
4 24 YEARS OR MORE	Count	1	1				2
	Row Pct	50.0	50.0				1.4
	Col Pct	1.3	2.0				
Column Total	Count	79	50	7	3	4	143
	Row Pct	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q40 OPPOR TO COMMAND

Q08 \ Q40->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS	Count 0	2	0	0	0	2
	Row Pct	100.0				1.4
	Col Pct	4.0				
2 22-23 YEARS	Count 2	2	0	0	0	4
	Row Pct 50.0	50.0				2.8
	Col Pct 2.5	4.0				
3 24-25 YEARS	Count 10	8	3	0	2	23
	Row Pct 43.5	34.8	13.0		8.7	16.1
	Col Pct 12.7	16.0	42.9		50.0	
4 26-27 YEARS	Count 17	18	2	1	0	38
	Row Pct 44.7	47.4	5.3	2.6		26.6
	Col Pct 21.5	36.0	28.6	33.3		
5 28-29 YEARS	Count 4	3	1	0	0	8
	Row Pct 50.0	37.5	12.5			5.6
	Col Pct 5.1	6.0	14.3			
6 30 YEARS	Count 33	15	1	1	2	52
	Row Pct 63.5	28.8	1.9	1.9	3.8	36.4
	Col Pct 41.8	30.0	14.3	33.3	50.0	
7 MT 30 YEARS	Count 13	2	0	1	0	16
	Row Pct 81.3	12.5		6.3		11.2
	Col Pct 16.5	4.0		33.3		
Column Total	79	50	7	3	4	143
	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q46 SERVE WITH SOLDIERS

Q01 \ Q46->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 64	46	5	1	1	117
	Row Pct 54.7	39.3	4.3	.9	.9	82.4
	Col Pct 81.0	86.8	71.4	50.0	100.0	
1 COL	Count 15	7	2	1	0	25
	Row Pct 60.0	28.0	8.0	4.0		17.6
	Col Pct 19.0	13.2	28.6	50.0		
Column Total	79	53	7	2	1	142
	55.6	37.3	4.9	1.4	.7	100.0

Number of Missing Observations = 1

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q40 OPPOR TO COMMAND

Q09 \ Q40->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 0	2	0	0	0	2
	Row Pct	100.0				1.4
	Col Pct	4.0				
1 COL	Count 57	38	6	2	4	107
	Row Pct 53.3	35.5	5.6	1.9	3.7	75.9
	Col Pct 74.0	76.0	85.7	66.7	100.0	
2 BB	Count 6	3	1	1	0	11
	Row Pct 54.5	27.3	9.1	9.1		7.8
	Col Pct 7.8	6.0	14.3	33.3		
3 MB	Count 12	7	0	0	0	19
	Row Pct 63.2	36.8				13.5
	Col Pct 15.6	14.0				
4 LTB	Count 1	0	0	0	0	1
	Row Pct 100.0					.7
	Col Pct 1.3					
5 BEN	Count 1	0	0	0	0	1
	Row Pct 100.0					.7
	Col Pct 1.3					
Column Total	77	50	7	3	4	141
	54.6	35.5	5.0	2.1	2.8	100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q46 SERVE WITH SOLDIERS

Q04 \ Q46->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES	Count 16	9	1	0	0	26
	Row Pct 61.5	34.6	3.8			18.3
	Col Pct 20.3	17.0	14.3			
1 NO	Count 63	44	6	2	1	116
	Row Pct 54.3	37.9	5.2	1.7	.9	81.7
	Col Pct 79.7	83.0	85.7	100.0	100.0	
Column Total	79	53	7	2	1	142
	55.6	37.3	4.9	1.4	.7	100.0

Number of Missing Observations = 1

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q46 SERVE WITH SOLDIERS

Q09	Q46-> Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC			2 100.0 3.8				2 1.4
1 COL		58 54.7 75.3	42 39.6 79.2	4 3.8 57.1	1 .9 50.0	1 .9 100.0	106 75.7
2 BB		5 45.5 6.5	4 36.4 7.5	1 9.1 14.3	1 9.1 50.0		11 7.9
3 MB		12 63.2 15.6	5 26.3 9.4	2 10.5 28.6			19 13.6
4 LTB		1 100.0 1.3					1 .7
5 BEN		1 100.0 1.3					1 .7
Column Total		77 55.0	53 37.9	7 5.0	2 1.4	1 .7	140 100.0

Number of Missing Observations = 3

Crosstabulation: Q08 YEARS TO STAY
By Q46 SERVE WITH SOLDIERS

Q08	Q46-> Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS			2 100.0 3.8				2 1.4
2 22-23 YEARS		3 75.0 3.8	1 25.0 1.9				4 2.8
3 24-25 YEARS		11 47.8 13.9	9 39.1 17.0	2 8.7 28.6		1 4.3 100.0	23 16.2
4 26-27 YEARS		18 47.4 22.8	17 44.7 32.1	3 7.9 42.9			38 26.8
5 28-29 YEARS		4 50.0 5.1	3 37.5 5.7		1 12.5 50.0		8 5.6
6 30 YEARS		31 60.8 39.2	18 35.3 34.0	1 2.0 14.3	1 2.0 50.0		51 35.9
7 MT 30 YEARS		12 75.0 15.2	3 18.8 5.7	1 6.3 14.3			16 11.3
Column Total		79 55.6	53 37.3	7 4.9	2 1.4	1 .7	142 100.0

Number of Missing Observations = 1

3-2-11

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q45 IMPORT OF WHAT I DO

Q09	Q45->	DEF INCENTIVE 0	PROB INCENTIVE 1	DEF NOT INCENTIV 4	Row Total
0 LTC	Count	1	1		2
	Row Pct	50.0	50.0		1.4
	Col Pct	1.1	2.0		
1 COL	Count	66	38	3	107
	Row Pct	61.7	35.5	2.8	75.9
	Col Pct	75.0	76.0	100.0	
2 BG	Count	7	4		11
	Row Pct	63.6	36.4		7.8
	Col Pct	8.0	8.0		
3 MG	Count	12	7		19
	Row Pct	63.2	36.8		13.5
	Col Pct	13.6	14.0		
4 LTG	Count	1			1
	Row Pct	100.0			.7
	Col Pct	1.1			
5 GEN	Count	1			1
	Row Pct	100.0			.7
	Col Pct	1.1			
Column Total		88	50	3	141
		62.4	35.5	2.1	100.0

Number of Missing Observations = 2

Crosstabulation: Q05 AFCS
By Q46 SERVE WITH SOLDIERS

Q05	Q46->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTI 3	DEF NOT INCENTIV 4	Row Total
0 17 YEARS OR LESS	Count	8	3	2			13
	Row Pct	61.5	23.1	15.4			9.2
	Col Pct	10.1	5.7	28.6			
1 18-19 YEARS	Count	24	17	2			43
	Row Pct	55.8	39.5	4.7			30.3
	Col Pct	30.4	32.1	28.6			
2 20-21 YEARS	Count	30	26	2	1	1	60
	Row Pct	50.0	43.3	3.3	1.7	1.7	42.3
	Col Pct	38.0	49.1	28.6	50.0	100.0	
3 22-23 YEARS	Count	16	6	1	1		24
	Row Pct	66.7	25.0	4.2	4.2		16.9
	Col Pct	20.3	11.3	14.3	50.0		
4 24 YEARS OR MORE	Count	1	1				2
	Row Pct	50.0	50.0				1.4
	Col Pct	1.3	1.9				
Column Total		79	53	7	2	1	142
		55.6	37.3	4.9	1.4	.7	100.0

Number of Missing Observations = 1

Crosstabulation: Q01 RANK
By Q13 UNITS PROGS EFFECTIVE

Q01	Count / Row Pct / Col Pct	Q13-> 0 STRONGLY AGREE	1 AGREE	2 NEITHER	3 DISAGREE	4 STRONGLY DISAGREE	Row Total
0 LTC		28	46	27	14	2	117
		23.9	39.3	23.1	12.0	1.7	82.4
		87.5	75.4	84.4	93.3	100.0	
1 COL		4	15	5	1		25
		16.0	60.0	20.0	4.0		17.6
		12.5	24.6	15.6	6.7		
Column Total		32	61	32	15	2	142
		22.5	43.0	22.5	10.6	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q08 YEARS TO STAY
By Q13 UNITS PROGS EFFECTIVE

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Q08	Count / Row Pct / Col Pct	Q13-> 0 STRONGLY AGREE	1 AGREE	2 NEITHER	3 DISAGREE	4 STRONGLY DISAGREE	Row Total
1 20-21 YEARS			2				2
			100.0				1.4
			3.3				
2 22-23 YEARS			3			1	4
			75.0			25.0	2.8
			4.9			50.0	
3 24-25 YEARS		4	9	8	2		23
		17.4	39.1	34.8	8.7		16.2
		12.5	14.8	25.0	13.3		
4 26-27 YEARS		9	16	10	3		38
		23.7	42.1	26.3	7.9		26.8
		28.1	26.2	31.3	20.0		
5 28-29 YEARS		2	4	1	1		8
		25.0	50.0	12.5	12.5		5.6
		6.3	6.6	3.1	6.7		
6 30 YEARS		14	19	12	6	1	52
		26.9	36.5	23.1	11.5	1.9	36.6
		43.8	31.1	37.5	40.0	50.0	
7 MT 30 YEARS		3	8	1	3		15
		20.0	53.3	6.7	20.0		10.6
		9.4	13.1	3.1	20.0		
Column Total		32	61	32	15	2	142
		22.5	43.0	22.5	10.6	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q04 MILITARY FAMILY
By Q13 UNITS PROGS EFFECTIVE

Q04	Count / Row Pct / Col Pct	Q13-> 0 STRONGLY AGREE	1 AGREE	2 NEITHER	3 DISAGREE	4 STRONGLY DISAGREE	Row Total
0 YES		7	12	3	4		26
		26.9	46.2	11.5	15.4		18.3
		21.9	19.7	9.4	26.7		
1 NO		25	49	29	11	2	116
		21.6	42.2	25.0	9.5	1.7	81.7
		78.1	80.3	90.6	73.3	100.0	
Column Total		32	61	32	15	2	142
		22.5	43.0	22.5	10.6	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
By Q13 UNITS PROGS EFFECTIVE

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Q05	Count / Row Pct / Col Pct	Q13-> 0 STRONGLY AGREE	1 AGREE	2 NEITHER	3 DISAGREE	4 STRONGLY DISAGREE	Row Total
0 17 YEARS OR LESS		4	6	2	1		13
		30.8	46.2	15.4	7.7		9.2
		12.5	9.8	6.3	6.7		
1 18-19 YEARS		13	19	7	3	1	43
		30.2	44.2	16.3	7.0	2.3	30.3
		40.6	31.1	21.9	20.0	50.0	
2 20-21 YEARS		7	25	19	9	1	61
		11.5	41.0	31.1	14.8	1.6	43.0
		21.9	41.0	59.4	60.0	50.0	
3 22-23 YEARS		8	10	4	1		23
		34.8	43.5	17.4	4.3		16.2
		25.0	16.4	12.5	6.7		
4 24 YEARS OR MORE			1		1		2
			50.0		50.0		1.4
			1.6		6.7		
Column Total		32	61	32	15	2	142
		22.5	43.0	22.5	10.6	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q13 UNITS PROGS EFFECTIVE

Q09 \ Q13->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
0 LTC			2				2
			100.0				1.4
			3.3				
1 COL		25	45	26	9	2	107
		23.4	42.1	24.3	8.4	1.9	76.4
		80.6	73.8	83.9	60.0	100.0	
2 BB			7	1	3		11
			63.6	9.1	27.3		7.9
			11.5	3.2	20.0		
3 MB		5	7	4	3		19
		26.3	36.8	21.1	15.8		13.6
		16.1	11.5	12.9	20.0		
4 LTB		1					1
		100.0					.7
		3.2					
Column Total		31	61	31	15	2	140
		22.1	43.6	22.1	10.7	1.4	100.0

Number of Missing Observations = 3

Crosstabulation: Q04 MILITARY FAMILY
By Q19 UNIT PROG EFFECTIVE

Q04 \ Q19->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
0 YES		4	10	7	2	1	26
		23.1	38.5	26.9	7.7	3.8	18.2
		24.0	18.9	17.9	10.5	14.3	
1 NO		19	43	32	17	6	117
		16.2	36.8	27.4	14.5	5.1	81.8
		76.0	81.1	82.1	89.5	85.7	
Column Total		25	53	39	19	7	143
		17.5	37.1	27.3	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q19 UNIT PROG EFFECTIVE

Q01 \ Q19->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
0 LTC		21	45	31	16	5	118
		17.8	38.1	26.3	13.6	4.2	82.5
		84.0	84.9	79.5	84.2	71.4	
1 COL		4	8	8	3	2	25
		16.0	32.0	32.0	12.0	8.0	17.5
		16.0	15.1	20.5	15.8	28.6	
Column Total		25	53	39	19	7	143
		17.5	37.1	27.3	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q19 UNIT PROG EFFECTIVE

Q05 \ Q19->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
0 17 YEARS OR LESS		3	5	3	1	1	13
		23.1	38.5	23.1	7.7	7.7	9.1
		12.0	9.4	7.7	5.3	14.3	
1 18-19 YEARS		12	12	13	5	1	43
		27.9	27.9	30.2	11.6	2.3	30.1
		48.0	22.6	33.3	26.3	14.3	
2 20-21 YEARS		7	25	15	11	3	61
		11.5	41.0	24.6	18.0	4.9	42.7
		28.0	47.2	38.5	57.9	42.9	
3 22-23 YEARS		3	10	7	2	2	24
		12.5	41.7	29.2	8.3	8.3	16.8
		12.0	18.9	17.9	10.5	28.6	
4 24 YEARS OR MORE			1	1			2
			50.0	50.0			1.4
			1.9	2.6			
Column Total		25	53	39	19	7	143
		17.5	37.1	27.3	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q19 UNIT PROG EFFECTIVE

Q08 \ Q19->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
1 20-21 YEARS				2			2
				100.0			1.4
				5.1			
2 22-23 YEARS			1	1	1	1	4
			25.0	25.0	25.0	25.0	2.8
			1.9	2.6	5.3	14.3	
3 24-25 YEARS		3	5	11	3	1	23
		13.0	21.7	47.8	13.0	4.3	16.1
		12.0	9.4	28.2	15.8	14.3	
4 26-27 YEARS		7	15	11	4	1	38
		18.4	39.5	28.9	10.5	2.6	26.6
		28.0	28.3	28.2	21.1	14.3	
5 28-29 YEARS			5	3			8
			62.5	37.5			5.6
			9.4	7.7			
6 30 YEARS		11	21	9	7	4	52
		21.2	40.4	17.3	13.5	7.7	36.4
		44.0	39.6	23.1	36.8	57.1	
7 MT 30 YEARS		4	6	2	4		16
		25.0	37.5	12.5	25.0		11.2
		16.0	11.3	5.1	21.1		
Column Total		25	53	39	19	7	143
		17.5	37.1	27.3	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q30 UNIT THAT IS CONCERNED

Q01 \ Q30->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC		20	57	18	17	6	118
		16.9	48.3	15.3	14.4	5.1	82.5
		83.3	80.3	81.8	89.5	85.7	
1 COL		4	14	4	2	1	25
		16.0	56.0	16.0	8.0	4.0	17.5
		16.7	19.7	18.2	10.5	14.3	
Column Total		24	71	22	19	7	143
		16.8	49.7	15.4	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q19 UNIT PROG EFFECTIVE

Q09 \ Q19->	Count / Row Pct / Col Pct	STRONG AGREE 0	AGREE 1	NEITHER 2	DISAGREE 3	STRONG DISAGREE 4	Row Total
0 LTC				2			2
				100.0			1.4
				5.1			
1 COL		18	40	31	12	6	107
		16.8	37.4	29.0	11.2	5.6	75.9
		75.0	75.5	79.5	66.7	85.7	
2 BG		2	4	3	2		11
		18.2	36.4	27.3	18.2		7.8
		8.3	7.5	7.7	11.1		
3 MG		2	9	3	4	1	19
		10.5	47.4	15.8	21.1	5.3	13.5
		8.3	17.0	7.7	22.2	14.3	
4 LTG		1					1
		100.0					.7
		4.2					
5 GEN		1					1
		100.0					.7
		4.2					
Column Total		24	53	39	18	7	141
		17.0	37.6	27.7	12.8	5.0	100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q29 FOREIGN LIVING

Q04 \ Q29->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES		1	19	3	2	1	26
		3.8	73.1	11.5	7.7	3.8	18.2
		4.5	21.8	42.9	9.1	20.0	
1 NO		21	68	4	20	4	117
		17.9	58.1	3.4	17.1	3.4	81.8
		95.5	78.2	57.1	90.9	80.0	
Column Total		22	87	7	22	5	143
		15.4	60.8	4.9	15.4	3.5	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 By Q30 — AFCS UNIT THAT IS CONCERNED — Page

Q30-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q05						
0 17 YEARS OR LESS	5	5	3			13
	38.5	38.5	23.1			9.1
	20.8	7.0	13.6			
1 18-19 YEARS	8	21	8	5	1	43
	18.6	48.8	18.6	11.6	2.3	30.1
	33.3	29.6	36.4	26.3	14.3	
2 20-21 YEARS	7	34	4	11	5	61
	11.5	55.7	6.6	18.0	8.2	42.7
	29.2	47.9	18.2	57.9	71.4	
3 22-23 YEARS	4	10	7	2	1	24
	16.7	41.7	29.2	8.3	4.2	16.8
	16.7	14.1	31.8	10.5	14.3	
4 24 YEARS OR MORE		1		1		2
		50.0		50.0		1.4
		1.4		5.3		
Column Total	24	71	22	19	7	143
	16.8	49.7	15.4	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 By Q30 — YEARS TO STAY UNIT THAT IS CONCERNED — Page

Q30-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q08						
1 20-21 YEARS	1	1				2
	50.0	50.0				1.4
	4.2	1.4				
2 22-23 YEARS	2	1		1		4
	50.0	25.0		25.0		2.8
	8.3	1.4		5.3		
3 24-25 YEARS	2	11	4	4	2	23
	8.7	47.8	17.4	17.4	8.7	16.1
	8.3	15.5	18.2	21.1	28.6	
4 26-27 YEARS	6	22	6	3	1	38
	15.8	57.9	15.8	7.9	2.6	26.6
	25.0	31.0	27.3	15.8	14.3	
5 28-29 YEARS	1	2	2	2	1	8
	12.5	25.0	25.0	25.0	12.5	5.6
	4.2	2.8	9.1	10.5	14.3	
6 30 YEARS	9	23	9	9	2	52
	17.3	44.2	17.3	17.3	3.8	36.4
	37.5	32.4	40.9	47.4	28.6	
7 MT 30 YEARS	3	11	1		1	16
	18.8	68.8	6.3		6.3	11.2
	12.5	15.5	4.5		14.3	
Column Total	24	71	22	19	7	143
	16.8	49.7	15.4	13.3	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q30 UNIT THAT IS CONCERNED

Q30-> / Q09	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC		1 50.0 4.3	1 50.0 1.4				2 1.4
1 COL		16 15.0 69.6	47 43.9 67.1	19 17.8 86.4	18 16.8 94.7	7 6.5 100.0	107 75.9
2 BG		2 18.2 8.7	8 72.7 11.4	1 9.1 4.5			11 7.8
3 MG		4 21.1 17.4	12 63.2 17.1	2 10.5 9.1	1 5.3 5.3		19 13.5
4 LTG			1 100.0 1.4				1 .7
5 GEN			1 100.0 1.4				1 .7
	Column Total	23 16.3	70 49.6	22 15.6	19 13.5	7 5.0	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q49 RETIREMENT SYSTEM

Q49-> / Q01	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC		40 33.9 78.4	67 56.8 84.8	5 4.2 100.0	4 3.4 66.7	2 1.7 100.0	118 82.5
1 COL		11 44.0 21.6	12 48.0 15.2		2 8.0 33.3		25 17.5
	Column Total	51 35.7	79 55.2	5 3.5	6 4.2	2 1.4	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q49 RETIREMENT SYSTEM

Q49-> / Q04	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 YES		9 34.6 17.6	14 53.8 17.7	2 7.7 40.0		1 3.8 50.0	26 18.2
1 NO		42 35.9 82.4	65 55.6 82.3	3 2.6 60.0	6 5.1 100.0	1 .9 50.0	117 81.8
	Column Total	51 35.7	79 55.2	5 3.5	6 4.2	2 1.4	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q49 RETIREMENT SYSTEM

Q49-> / Q08	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
1 20-21 YEARS			2 100.0 2.5				2 1.4
2 22-23 YEARS		1 25.0 2.0	1 25.0 1.3	1 25.0 20.0	1 25.0 16.7		4 2.8
3 24-25 YEARS		6 26.1 11.8	12 52.2 15.2		3 13.0 50.0	2 8.7 100.0	23 16.1
4 26-27 YEARS		15 39.5 29.4	22 57.9 27.8		1 2.6 16.7		38 26.6
5 28-29 YEARS		3 37.5 5.9	2 25.0 2.5	2 25.0 40.0	1 12.5 16.7		8 5.6
6 30 YEARS		19 36.5 37.3	32 61.5 40.5	1 1.9 20.0			52 36.4
7 MT 30 YEARS		7 43.8 13.7	8 50.0 10.1	1 6.3 20.0			16 11.2
	Column Total	51 35.7	79 55.2	5 3.5	6 4.2	2 1.4	143 100.0

Number of Missing Observations = 0

3-2-16

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q49 RETIREMENT SYSTEM

Q49->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q09							
0 LTC			2				2
			100.0				1.4
			2.6				
1 COL		37	59	4	6	1	107
		34.6	55.1	3.7	5.6	.9	75.9
		72.5	76.6	80.0	100.0	50.0	
2 BB		5	5			1	11
		45.5	45.5			9.1	7.8
		9.8	6.5			50.0	
3 MB		8	10	1			19
		42.1	52.6	5.3			13.5
		15.7	13.0	20.0			
4 LTB			1				1
			100.0				.7
			1.3				
5 GEN		1					1
		100.0					.7
		2.0					
Column Total		51	77	5	6	2	141
		36.2	54.6	3.5	4.3	1.4	100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q52 OPPORTUNITY FOR PROMO

Q52->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q01							
0 LTC		27	67	10	9	2	115
		23.5	58.3	8.7	7.8	1.7	82.7
		75.0	89.3	76.9	69.2	100.0	
1 COL		9	8	3	4		24
		37.5	33.3	12.5	16.7		17.3
		25.0	10.7	23.1	30.8		
Column Total		36	75	13	13	2	139
		25.9	54.0	9.4	9.4	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: Q04 MILITARY FAMILY
By Q52 OPPORTUNITY FOR PROMO

Q52->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q04							
0 YES		4	15	3	3		25
		16.0	60.0	12.0	12.0		18.0
		11.1	20.0	23.1	23.1		
1 NO		32	60	10	10	2	114
		28.1	52.6	8.8	8.8	1.8	82.0
		88.9	80.0	76.9	76.9	100.0	
Column Total		36	75	13	13	2	139
		25.9	54.0	9.4	9.4	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: Q05 AFCS
By Q52 OPPORTUNITY FOR PROMO

Q52->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q05							
0 17 YEARS OR LESS		5	6	1			12
		41.7	50.0	8.3			8.6
		13.9	8.0	7.7			
1 18-19 YEARS		7	21	7	6		41
		17.1	51.2	17.1	14.6		29.5
		19.4	28.0	53.8	46.2		
2 20-21 YEARS		14	37	4	3	2	60
		23.3	61.7	6.7	5.0	3.3	43.2
		38.9	49.3	30.8	23.1	100.0	
3 22-23 YEARS		10	9	1	4		24
		41.7	37.5	4.2	16.7		17.3
		27.8	12.0	7.7	30.8		
4 24 YEARS OR MORE			2				2
			100.0				1.4
			2.7				
Column Total		36	75	13	13	2	139
		25.9	54.0	9.4	9.4	1.4	100.0

Number of Missing Observations = 4

3-2-17

Crosstabulations: Q08 YEARS TO STAY
By Q52 OPPORTUNITY FOR PROMO

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Q52-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q08						
1 20-21 YEARS	1 50.0 2.8			1 50.0 7.7		2 1.4
2 22-23 YEARS	1 25.0 2.8		2 50.0 15.4	1 25.0 7.7		4 2.9
3 24-25 YEARS	6 26.1 16.7	8 34.8 10.7	3 13.0 23.1	4 17.4 30.8	2 8.7 100.0	23 16.5
4 26-27 YEARS	7 18.4 19.4	24 63.2 32.0	3 7.9 23.1	4 10.5 30.8		38 27.3
5 28-29 YEARS	1 14.3 2.8	4 57.1 5.3	1 14.3 7.7	1 14.3 7.7		7 5.0
6 30 YEARS	16 32.0 44.4	28 56.0 37.3	4 8.0 30.8	2 4.0 15.4		50 36.0
7 MT 30 YEARS	4 26.7 11.1	11 73.3 14.7				15 10.8
Column Total	36 25.9	75 54.0	13 9.4	13 9.4	2 1.4	139 100.0

Number of Missing Observations = 4

Crosstabulations: Q01 RANK
By Q32 ADEQUATE PAY

Q32-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q01						
0 LTC	17 14.5 85.0	54 46.2 83.1	5 4.3 71.4	31 26.5 83.8	10 8.5 76.9	117 82.4
1 COL	3 12.0 15.0	11 44.0 16.9	2 8.0 28.6	6 24.0 16.2	3 12.0 23.1	25 17.6
Column Total	20 14.1	65 45.8	7 4.9	37 26.1	13 9.2	142 100.0

Number of Missing Observations = 1

Crosstabulations: Q09 HIGHEST EXPECTED RANK
By Q52 OPPORTUNITY FOR PROMO

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Q52-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q09						
0 LTC	1 50.0 2.9			1 50.0 7.7		2 1.5
1 COL	26 24.3 74.3	57 53.3 77.0	12 11.2 92.3	10 9.3 76.9	2 1.9 100.0	107 78.1
2 BG	3 30.0 8.6	5 50.0 6.8	1 10.0 7.7	1 10.0 7.7		10 7.3
3 MG	4 25.0 11.4	11 68.8 14.9		1 6.3 7.7		16 11.7
4 LTG		1 100.0 1.4				1 .7
5 GEN	1 100.0 2.9					1 .7
Column Total	35 25.5	74 54.0	13 9.5	13 9.5	2 1.5	137 100.0

Number of Missing Observations = 6

Crosstabulations: Q04 MILITARY FAMILY
By Q32 ADEQUATE PAY

Q32-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q04						
0 YES		14 56.0 21.5	2 8.0 28.6	8 32.0 21.6	1 4.0 7.7	25 17.6
1 NO	20 17.1 100.0	51 43.6 78.5	5 4.3 71.4	29 24.8 78.4	12 10.3 92.3	117 82.4
Column Total	20 14.1	65 45.8	7 4.9	37 26.1	13 9.2	142 100.0

Number of Missing Observations = 1

3-2-18

Crosstabulation: Q05 By Q32 — AFCS ADEQUATE PAY — Page

Q05	Count / Row Pct / Col Pct	Q32 = 0 DEF INCENTIVE	Q32 = 1 PROB INCENTIVE	Q32 = 2 NO OPINION	Q32 = 3 PROB NOT INCENTIVE	Q32 = 4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS	Count	2	4		7		13
	Row Pct	15.4	30.8		53.8		9.2
	Col Pct	10.0	6.2		18.9		
1 18-19 YEARS	Count	7	14	2	14	5	42
	Row Pct	16.7	33.3	4.8	33.3	11.9	29.6
	Col Pct	35.0	21.5	28.6	37.8	38.5	
2 20-21 YEARS	Count	10	29	2	14	6	61
	Row Pct	16.4	47.5	3.3	23.0	9.8	43.0
	Col Pct	50.0	44.6	28.6	37.8	46.2	
3 22-23 YEARS	Count	1	16	3	2	2	24
	Row Pct	4.2	66.7	12.5	8.3	8.3	16.9
	Col Pct	5.0	24.6	42.9	5.4	15.4	
4 24 YEARS OR MORE	Count		2				2
	Row Pct		100.0				1.4
	Col Pct		3.1				
Column Total	Count	20	65	7	37	13	142
	Col Pct	14.1	45.8	4.9	26.1	9.2	100.0

Number of Missing Observations = 1

Crosstabulation: Q09 By Q32 — HIGHEST EXPECTED RANK ADEQUATE PAY — Page

Q09	Count / Row Pct / Col Pct	Q32 = 0 DEF INCENTIVE	Q32 = 1 PROB INCENTIVE	Q32 = 2 NO OPINION	Q32 = 3 PROB NOT INCENTIVE	Q32 = 4 DEF NOT INCENTIVE	Row Total
0 LTC	Count	1	1				2
	Row Pct	50.0	50.0				1.4
	Col Pct	5.0	1.5				
1 COL	Count	16	52	4	22	12	106
	Row Pct	15.1	49.1	3.8	20.8	11.3	75.7
	Col Pct	80.0	80.0	57.1	62.9	92.3	
2 BB	Count	2	4	1	3	1	11
	Row Pct	18.2	36.4	9.1	27.3	9.1	7.9
	Col Pct	10.0	6.2	14.3	8.6	7.7	
3 MB	Count	1	7	2	9		19
	Row Pct	5.3	36.8	10.5	47.4		13.6
	Col Pct	5.0	10.8	28.6	25.7		
4 LTB	Count				1		1
	Row Pct				100.0		.7
	Col Pct				2.9		
5 BEN	Count		1				1
	Row Pct		100.0				.7
	Col Pct		1.5				
Column Total	Count	20	65	7	35	13	140
	Col Pct	14.3	46.4	5.0	25.0	9.3	100.0

Number of Missing Observations = 3

3-2-19

Crosstabulation: Q08 YEARS TO STAY
By Q32 ADEQUATE PAY

- - - - Page

Q08 \ Q32->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS	1 50.0 5.0	1 50.0 1.5				2 1.4
2 22-23 YEARS	1 25.0 5.0			2 50.0 5.4	1 25.0 7.7	4 2.8
3 24-25 YEARS	4 17.4 20.0	8 34.8 12.3		5 21.7 13.5	6 26.1 46.2	23 16.2
4 26-27 YEARS	8 21.6 40.0	17 45.9 26.2	2 5.4 28.6	7 18.9 18.9	3 8.1 23.1	37 26.1
5 28-29 YEARS		3 37.5 4.6	1 12.5 14.3	3 37.5 8.1	1 12.5 7.7	8 5.6
6 30 YEARS	5 9.6 25.0	27 51.9 41.5	2 3.8 28.6	16 30.8 43.2	2 3.8 15.4	52 36.6
7 MT 30 YEARS	1 6.3 5.0	9 56.3 13.8	2 12.5 28.6	4 25.0 10.8		16 11.3
Column Total	20 14.1	65 45.8	7 4.9	37 26.1	13 9.2	142 100.0

Number of Missing Observations = 1

Crosstabulation: Q01 RANK
By Q38 MEDICAL/DENTAL CARE

Q01 \ Q38->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	15 12.7 88.2	51 43.2 75.0	10 8.5 100.0	27 22.9 87.1	15 12.7 88.2	118 82.5
1 COL	2 8.0 11.8	17 68.0 25.0		4 16.0 12.9	2 8.0 11.8	25 17.5
Column Total	17 11.9	68 47.6	10 7.0	31 21.7	17 11.9	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q38 MEDICAL/DENTAL CARE

Q04 \ Q38->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES		12 46.2 17.6	5 19.2 50.0	6 23.1 19.4	3 11.5 17.6	26 18.2
1 NO	17 14.5 100.0	56 47.9 82.4	5 4.3 50.0	25 21.4 80.6	14 12.0 82.4	117 81.8
Column Total	17 11.9	68 47.6	10 7.0	31 21.7	17 11.9	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCB
By Q38 MEDICAL/DENTAL CARE

- - - - Page

Q05 \ Q38->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 17 YEARS OR LESS	3 23.1 17.6	6 46.2 8.8	2 15.4 20.0	2 15.4 6.5		13 9.1
1 18-19 YEARS	6 14.0 35.3	15 34.9 22.1	3 7.0 30.0	11 25.6 35.5	8 18.6 47.1	43 30.1
2 20-21 YEARS	5 8.2 29.4	33 54.1 48.5	3 4.9 30.0	15 24.6 48.4	5 8.2 29.4	61 42.7
3 22-23 YEARS	3 12.5 17.6	12 50.0 17.6	2 8.3 20.0	3 12.5 9.7	4 16.7 23.5	24 16.8
4 24 YEARS OR MORE		2 100.0 2.9				2 1.4
Column Total	17 11.9	68 47.6	10 7.0	31 21.7	17 11.9	143 100.0

Number of Missing Observations = 0

3-2-20

Crosstabulation: Q08 YEARS TO STAY
By Q38 MEDICAL/DENTAL CARE

Q08 \ Q38->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS	Count 0	1	1			2
	Row Pct 0.0	50.0	50.0			1.4
	Col Pct 0.0	1.5	10.0			
2 22-23 YEARS	Count 1				3	4
	Row Pct 25.0				75.0	2.8
	Col Pct 5.9				17.6	
3 24-25 YEARS	Count 3	8		9	3	23
	Row Pct 13.0	34.8		39.1	13.0	16.1
	Col Pct 17.6	11.8		29.0	17.6	
4 26-27 YEARS	Count 5	21	1	9	2	38
	Row Pct 13.2	55.3	2.6	23.7	5.3	26.6
	Col Pct 29.4	30.9	10.0	29.0	11.8	
5 28-29 YEARS	Count	3	1	2	2	8
	Row Pct	37.5	12.5	25.0	25.0	5.6
	Col Pct	4.4	10.0	6.5	11.8	
6 30 YEARS	Count 5	27	4	10	6	52
	Row Pct 9.6	51.9	7.7	19.2	11.5	36.4
	Col Pct 29.4	39.7	40.0	32.3	35.3	
7 MT 30 YEARS	Count 3	8	3	1	1	16
	Row Pct 18.8	50.0	18.8	6.3	6.3	11.2
	Col Pct 17.6	11.8	30.0	3.2	5.9	
Column Total	17 11.9	68 47.6	10 7.0	31 21.7	17 11.9	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q47 COMMISSARY SERVICES

Q01 \ Q47->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 9	60	13	25	11	118
	Row Pct 7.6	50.8	11.0	21.2	9.3	82.5
	Col Pct 75.0	82.2	68.4	92.6	91.7	
1 COL	Count 3	13	6	2	1	25
	Row Pct 12.0	52.0	24.0	8.0	4.0	17.5
	Col Pct 25.0	17.8	31.6	7.4	8.3	
Column Total	12 8.4	73 51.0	19 13.3	27 18.9	12 8.4	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q38 MEDICAL/DENTAL CARE

Q09 \ Q38->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count	1	1			2
	Row Pct	50.0	50.0			1.4
	Col Pct	1.5	10.0			
1 COL	Count 11	54	6	21	15	107
	Row Pct 10.3	50.5	5.6	19.6	14.0	75.9
	Col Pct 64.7	80.6	60.0	70.0	88.2	
2 BG	Count 3	5		3		11
	Row Pct 27.3	45.5		27.3		7.8
	Col Pct 17.6	7.5		10.0		
3 MG	Count 3	6	3	6	1	19
	Row Pct 15.8	31.6	15.8	31.6	5.3	13.5
	Col Pct 17.6	9.0	30.0	20.0	5.9	
4 LTG	Count	1				1
	Row Pct	100.0				.7
	Col Pct	1.5				
5 GEN	Count				1	1
	Row Pct				100.0	.7
	Col Pct				5.9	
Column Total	17 12.1	67 47.5	10 7.1	30 21.3	17 12.1	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q47 COMMISSARY SERVICES

Q04 \ Q47->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES	Count 1	13	5	5	2	26
	Row Pct 3.8	50.0	19.2	19.2	7.7	18.2
	Col Pct 8.3	17.8	26.3	18.5	16.7	
1 NO	Count 11	60	14	22	10	117
	Row Pct 9.4	51.3	12.0	18.8	8.5	81.8
	Col Pct 91.7	82.2	73.7	81.5	83.3	
Column Total	12 8.4	73 51.0	19 13.3	27 18.9	12 8.4	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q47 COMMISSARY SERVICES

Page

Q47-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q05						
0 17 YEARS OR LESS		7 53.8 9.6	4 30.8 21.1	2 15.4 7.4		13 9.1
1 18-19 YEARS	4 9.3 33.3	12 27.9 16.4	6 14.0 31.6	13 30.2 48.1	8 18.6 66.7	43 30.1
2 20-21 YEARS	5 8.2 41.7	34 55.7 46.6	8 13.1 42.1	11 18.0 40.7	3 4.9 25.0	61 42.7
3 22-23 YEARS	3 12.5 25.0	18 75.0 24.7	1 4.2 5.3	1 4.2 3.7	1 4.2 8.3	24 16.8
4 24 YEARS OR MORE		2 100.0 2.7				2 1.4
Column Total	12 8.4	73 51.0	19 13.3	27 18.9	12 8.4	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q47 COMMISSARY SERVICES

Page

Q47-> / Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
Q08						
1 20-21 YEARS		1 50.0 1.4		1 50.0 3.7		2 1.4
2 22-23 YEARS		1 25.0 1.4	1 25.0 5.3	1 25.0 3.7	1 25.0 8.3	4 2.8
3 24-25 YEARS	2 8.7 16.7	8 34.8 11.0	5 21.7 26.3	3 13.0 11.1	5 21.7 41.7	23 16.1
4 26-27 YEARS	2 5.3 16.7	27 71.1 37.0	3 7.9 15.8	5 13.2 18.5	1 2.6 8.3	38 26.6
5 28-29 YEARS		3 37.5 4.1		4 50.0 14.8	1 12.5 8.3	8 5.6
6 30 YEARS	6 11.5 50.0	25 48.1 34.2	6 11.5 31.6	12 23.1 44.4	3 5.8 25.0	52 36.4
7 MT 30 YEARS	2 12.5 16.7	8 50.0 11.0	4 25.0 21.1	1 6.3 3.7	1 6.3 8.3	16 11.2
Column Total	12 8.4	73 51.0	19 13.3	27 18.9	12 8.4	143 100.0

Number of Missing Observations = 0

3-2-22

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q47 COMMISSARY SERVICES

Q09 \ Q47->	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC			1 50.0 1.4		1 50.0 3.8		2 1.4
1 COL		10 9.3 83.3	57 53.3 79.2	11 10.3 57.9	19 17.8 73.1	10 9.3 83.3	107 75.9
2 BG			8 72.7 11.1	2 18.2 10.5		1 9.1 8.3	11 7.8
3 MG		2 10.5 16.7	5 26.3 6.9	6 31.6 31.6	6 31.6 23.1		19 13.5
4 LTG			1 100.0 1.4				1 .7
5 GEN						1 100.0 8.3	1 .7
Column Total		12 8.5	72 51.1	19 13.5	26 18.4	12 8.5	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q48 PX SERVICES

Q01 \ Q48->	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC		8 6.9 88.9	52 44.8 81.3	22 19.0 75.9	24 20.7 85.7	10 8.6 90.9	116 82.3
1 COL		1 4.0 11.1	12 48.0 18.8	7 28.0 24.1	4 16.0 14.3	1 4.0 9.1	25 17.7
Column Total		9 6.4	64 45.4	29 20.6	28 19.9	11 7.8	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q48 PX SERVICES

Q04 \ Q48->	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 YES			11 42.3 17.2	9 34.6 31.0	3 11.5 10.7	3 11.5 27.3	26 18.4
1 NO		9 7.8 100.0	53 46.1 82.8	20 17.4 69.0	25 21.7 89.3	8 7.0 72.7	115 81.6
Column Total		9 6.4	64 45.4	29 20.6	28 19.9	11 7.8	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q05 AFCS
By Q48 PX SERVICES

Q05 \ Q48->	Count / Row Pct / Col Pct	0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS			6 46.2 9.4	4 30.8 13.8	3 23.1 10.7		13 9.2
1 18-19 YEARS		2 4.9 22.2	13 31.7 20.3	8 19.5 27.6	11 26.8 39.3	7 17.1 63.6	41 29.1
2 20-21 YEARS		4 6.6 44.4	28 45.9 43.8	15 24.6 51.7	11 18.0 39.3	3 4.9 27.3	61 43.3
3 22-23 YEARS		3 12.5 33.3	15 62.5 23.4	2 8.3 6.9	3 12.5 10.7	1 4.2 9.1	24 17.0
4 24 YEARS OR MORE			2 100.0 3.1				2 1.4
Column Total		9 6.4	64 45.4	29 20.6	28 19.9	11 7.8	141 100.0

Number of Missing Observations = 2

3-2-23

Crosstabulation: Q08 YEARS TO STAY
By Q48 PX SERVICES

Q08 \ Q48->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS			1 50.0 3.4	1 50.0 3.6		2 1.4
2 22-23 YEARS		1 25.0 1.6		2 50.0 7.1	1 25.0 9.1	4 2.8
3 24-25 YEARS	2 8.7 22.2	9 39.1 14.1	6 26.1 20.7	2 8.7 7.1	4 17.4 36.4	23 16.3
4 26-27 YEARS	2 5.3 22.2	21 55.3 32.8	7 18.4 24.1	7 18.4 25.0	1 2.6 9.1	38 27.0
5 28-29 YEARS		3 42.9 4.7		3 42.9 10.7	1 14.3 9.1	7 5.0
6 30 YEARS	3 5.9 33.3	23 45.1 35.9	10 19.6 34.5	13 25.5 46.4	2 3.9 18.2	51 36.2
7 MT 30 YEARS	2 12.5 22.2	7 43.8 10.9	5 31.3 17.2		2 12.5 18.2	16 11.3
Column Total	9 6.4	64 45.4	29 20.6	28 19.9	11 7.8	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q04 MILITARY FAMILY
By Q41 TIME AWAY FROM FAM

Q04 \ Q41->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES			10 38.5 37.0	9 34.6 16.7	7 26.9 12.1	26 18.2
1 NO	3 2.6 100.0	1 .9 100.0	17 14.5 63.0	45 38.5 83.3	51 43.6 87.9	117 81.8
Column Total	3 2.1	1 .7	27 18.9	54 37.8	58 40.6	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q48 PX SERVICES

Q09 \ Q48->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC			1 50.0 3.4	1 50.0 3.7		2 1.4
1 COL	7 6.5 77.8	51 47.7 81.0	19 17.8 65.5	22 20.6 81.5	8 7.5 72.7	107 77.0
2 BG		7 63.6 11.1	2 18.2 6.9	1 9.1 3.7	1 9.1 9.1	11 7.9
3 MG	2 11.8 22.2	4 23.5 6.3	7 41.2 24.1	3 17.6 11.1	1 5.9 9.1	17 12.2
4 LTG		1 100.0 1.6				1 .7
5 GEN					1 100.0 9.1	1 .7

Crosstabulation: Q02 SEX
By Q41 TIME AWAY FROM FAM

Q02 \ Q41->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 MALE	3 2.2 100.0	1 .7 100.0	23 16.7 85.2	53 38.4 98.1	58 42.0 100.0	138 96.5
1 FEMALE			4 80.0 14.8	1 20.0 1.9		5 3.5
Column Total	3 2.1	1 .7	27 18.9	54 37.8	58 40.6	143 100.0

Number of Missing Observations = 0

3-2-24

Crosstabulation: Q05 AFCS
By Q41 TIME AWAY FROM FAM

Q05	Q41->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0	Count			2	4	7	13
17 YEARS OR LESS	Row Pct			15.4	30.8	53.8	9.1
	Col Pct			7.4	7.4	12.1	
1	Count	1	1	11	11	19	43
18-19 YEARS	Row Pct	2.3	2.3	25.6	25.6	44.2	30.1
	Col Pct	33.3	100.0	40.7	20.4	32.8	
2	Count	1		7	30	23	61
20-21 YEARS	Row Pct	1.6		11.5	49.2	37.7	42.7
	Col Pct	33.3		25.9	55.6	39.7	
3	Count	1		7	7	9	24
22-23 YEARS	Row Pct	4.2		29.2	29.2	37.5	16.8
	Col Pct	33.3		25.9	13.0	15.5	
4	Count				2		2
24 YEARS OR MORE	Row Pct				100.0		1.4
	Col Pct				3.7		
Column Total		3	1	27	54	58	143
		2.1	.7	18.9	37.8	40.6	100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
By Q42 UNACCOMPANIED TOURS

Q01	Q42->	DEF INCENTIVE 0	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0	Count	2	16	38	62	118
LTC	Row Pct	1.7	13.6	32.2	52.5	82.5
	Col Pct	66.7	72.7	86.4	83.8	
1	Count	1	6	6	12	25
COL	Row Pct	4.0	24.0	24.0	48.0	17.5
	Col Pct	33.3	27.3	13.6	16.2	
Column Total		3	22	44	74	143
		2.1	15.4	30.8	51.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q41 TIME AWAY FROM FAM

Q08	Q41->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1	Count			1		1	2
20-21 YEARS	Row Pct			50.0		50.0	1.4
	Col Pct			3.7		1.7	
2	Count			1	1	2	4
22-23 YEARS	Row Pct			25.0	25.0	50.0	2.8
	Col Pct			3.7	1.9	3.4	
3	Count	2	1	3	8	9	23
24-25 YEARS	Row Pct	8.7	4.3	13.0	34.8	39.1	16.1
	Col Pct	66.7	100.0	11.1	14.8	15.5	
4	Count			7	15	16	38
26-27 YEARS	Row Pct			18.4	39.5	42.1	26.6
	Col Pct			25.9	27.8	27.6	
5	Count	1		2	3	2	8
28-29 YEARS	Row Pct	12.5		25.0	37.5	25.0	5.6
	Col Pct	33.3		7.4	5.6	3.4	
6	Count			9	22	21	52
30 YEARS	Row Pct			17.3	42.3	40.4	36.4
	Col Pct			33.3	40.7	36.2	
7	Count			4	5	7	16
MT 30 YEARS	Row Pct			25.0	31.3	43.8	11.2
	Col Pct			14.8	9.3	12.1	
Column Total		3	1	27	54	58	143
		2.1	.7	18.9	37.8	40.6	100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q42 UNACCOMPANIED TOURS

Q04	Q42->	DEF INCENTIVE 0	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0	Count		9	9	8	26
YES	Row Pct		34.6	34.6	30.8	18.2
	Col Pct		40.9	20.5	10.8	
1	Count	3	13	35	66	117
NO	Row Pct	2.6	11.1	29.9	56.4	81.8
	Col Pct	100.0	59.1	79.5	89.2	
Column Total		3	22	44	74	143
		2.1	15.4	30.8	51.7	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 By Q41 — HIGHEST EXPECTED RANK TIME AWAY FROM FAM

Q09	Count / Row Pct / Col Pct	Q41-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC				1 50.0 3.7		1 50.0 1.7	2 1.4
1 COL		3 2.8 100.0	1 .9 100.0	19 17.8 70.4	40 37.4 76.9	44 41.1 75.9	107 75.9
2 BS				1 9.1 3.7	6 54.5 11.5	4 36.4 6.9	11 7.8
3 MS				5 26.3 18.5	6 31.6 11.5	8 42.1 13.8	19 13.5
4 LTB						1 100.0 1.7	1 .7
5 BEN				1 100.0 3.7			1 .7
	Column Total	3 2.1	1 .7	27 19.1	52 36.9	58 41.1	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q05 By Q42 — AFCS UNACCOMPANIED TOURS

Q05	Count / Row Pct / Col Pct	Q42-> 0 DEF INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS			2 15.4 9.1	2 15.4 4.5	9 69.2 12.2	13 9.1
1 18-19 YEARS		1 2.3 33.3	10 23.3 45.5	10 23.3 22.7	22 51.2 29.7	43 30.1
2 20-21 YEARS		1 1.6 33.3	4 6.6 18.2	24 39.3 54.5	32 52.5 43.2	61 42.7
3 22-23 YEARS		1 4.2 33.3	6 25.0 27.3	6 25.0 13.6	11 45.8 14.9	24 16.8
4 24 YEARS OR MORE				2 100.0 4.5		2 1.4
	Column Total	3 2.1	22 15.4	44 30.8	74 51.7	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q42 UNACCOMPANIED TOURS

Q08 \ Q42->	DEF INCENTIVE 0	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS		1 50.0 4.5		1 50.0 1.4	2 1.4
2 22-23 YEARS		1 25.0 4.5	1 25.0 2.3	2 50.0 2.7	4 2.8
3 24-25 YEARS	2 8.7 66.7	4 17.4 18.2	5 21.7 11.4	12 52.2 16.2	23 16.1
4 26-27 YEARS		3 7.9 13.6	12 31.6 27.3	23 60.5 31.1	38 26.6
5 28-29 YEARS	1 12.5 33.3	2 25.0 9.1	3 37.5 6.8	2 25.0 2.7	8 5.6
6 30 YEARS		6 11.5 27.3	21 40.4 47.7	25 48.1 33.8	52 36.4
7 MT 30 YEARS		5 31.3 22.7	2 12.5 4.5	9 56.3 12.2	16 11.2
Column Total	3 2.1	22 15.4	44 30.8	74 51.7	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q42 UNACCOMPANIED TOURS

Q09 \ Q42->	DEF INCENTIVE 0	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC		1 50.0 4.5		1 50.0 1.4	2 1.4
1 COL	3 2.8 100.0	14 13.1 63.6	34 31.8 79.1	56 52.3 76.7	107 75.9
2 BG		2 18.2 9.1	5 45.5 11.6	4 36.4 5.5	11 7.8
3 MG		4 21.1 18.2	4 21.1 9.3	11 57.9 15.1	19 13.5
4 LTG				1 100.0 1.4	1 .7
5 GEN		1 100.0 4.5			1 .7
Column Total	3 2.1	22 15.6	43 30.5	73 51.8	141 100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q25 OPPORTUNITY TO TRAVEL

Q01 \ Q25->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	16 13.6 72.7	64 54.2 85.3	8 6.8 72.7	26 22.0 86.7	4 3.4 80.0	118 82.5
1 COL	6 24.0 27.3	11 44.0 14.7	3 12.0 27.3	4 16.0 13.3	1 4.0 20.0	25 17.5
Column Total	22 15.4	75 52.4	11 7.7	30 21.0	5 3.5	143 100.0

Number of Missing Observations = 0

Crosstabulation: Q04 MILITARY FAMILY
By Q25 OPPORTUNITY TO TRAVEL

Q04 \ Q25->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES	4 15.4 18.2	14 53.8 18.7	3 11.5 27.3	5 19.2 16.7		26 18.2
1 NO	18 15.4 81.8	61 52.1 81.3	8 6.8 72.7	25 21.4 83.3	5 4.3 100.0	117 81.8
Column Total	22 15.4	75 52.4	11 7.7	30 21.0	5 3.5	143 100.0

Number of Missing Observations = 0

3-2-27

Crosstabulation: Q05 AFCS
By Q25 OPPORTUNITY TO TRAVEL

Page

Q05	Count / Row Pct / Col Pct	Q25-> DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0		1	8	2	2		13
17 YEARS OR LESS		7.7	61.5	15.4	15.4		9.1
		4.5	10.7	18.2	6.7		
1		6	22	3	9	3	43
18-19 YEARS		14.0	51.2	7.0	20.9	7.0	30.1
		27.3	29.3	27.3	30.0	60.0	
2		11	34	3	12	1	61
20-21 YEARS		18.0	55.7	4.9	19.7	1.6	42.7
		50.0	45.3	27.3	40.0	20.0	
3		3	10	3	7	1	24
22-23 YEARS		12.5	41.7	12.5	29.2	4.2	16.8
		13.6	13.3	27.3	23.3	20.0	
4		1	1				2
24 YEARS OR MORE		50.0	50.0				1.4
		4.5	1.3				
Column Total		22	75	11	30	5	143
		15.4	52.4	7.7	21.0	3.5	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
By Q25 OPPORTUNITY TO TRAVEL

Page

Q08	Count / Row Pct / Col Pct	Q25-> DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1				1	1		2
20-21 YEARS				50.0	50.0		1.4
				9.1	3.3		
2		1	2		1		4
22-23 YEARS		25.0	50.0		25.0		2.8
		4.5	2.7		3.3		
3		5	10	2	5	1	23
24-25 YEARS		21.7	43.5	8.7	21.7	4.3	16.1
		22.7	13.3	18.2	16.7	20.0	
4		6	21	2	7	2	38
26-27 YEARS		15.8	55.3	5.3	18.4	5.3	26.6
		27.3	28.0	18.2	23.3	40.0	
5		2	3	1	2		8
28-29 YEARS		25.0	37.5	12.5	25.0		5.6
		9.1	4.0	9.1	6.7		
6		7	31	1	12	1	52
30 YEARS		13.5	59.6	1.9	23.1	1.9	36.4
		31.8	41.3	9.1	40.0	20.0	
7		1	8	4	2	1	16
MT 30 YEARS		6.3	50.0	25.0	12.5	6.3	11.2
		4.5	10.7	36.4	6.7	20.0	
Column Total		22	75	11	30	5	143
		15.4	52.4	7.7	21.0	3.5	100.0

Number of Missing Observations = 0

3-2-28

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q25 OPPORTUNITY TO TRAVEL

Q09 \ Q25->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 0	Count 1	Count 1	Count 1	Count 0	2
	Row Pct 0.0	Row Pct 50.0	Row Pct 50.0	Row Pct 50.0	Row Pct 0.0	1.4
	Col Pct 0.0	Col Pct 0.0	Col Pct 9.1	Col Pct 3.3	Col Pct 0.0	
1 COL	Count 18	Count 53	Count 7	Count 25	Count 4	107
	Row Pct 16.8	Row Pct 49.5	Row Pct 6.5	Row Pct 23.4	Row Pct 3.7	75.9
	Col Pct 81.8	Col Pct 72.6	Col Pct 63.6	Col Pct 83.3	Col Pct 80.0	
2 BG	Count 3	Count 7	Count 0	Count 1	Count 0	11
	Row Pct 27.3	Row Pct 63.6	Row Pct 0.0	Row Pct 9.1	Row Pct 0.0	7.8
	Col Pct 13.6	Col Pct 9.6	Col Pct 0.0	Col Pct 3.3	Col Pct 0.0	
3 MG	Count 1	Count 12	Count 2	Count 3	Count 1	19
	Row Pct 5.3	Row Pct 63.2	Row Pct 10.5	Row Pct 15.8	Row Pct 5.3	13.5
	Col Pct 4.5	Col Pct 16.4	Col Pct 18.2	Col Pct 10.0	Col Pct 20.0	
4 LTG	Count 0	Count 1	Count 0	Count 0	Count 0	1
	Row Pct 0.0	Row Pct 100.0	Row Pct 0.0	Row Pct 0.0	Row Pct 0.0	.7
	Col Pct 0.0	Col Pct 1.4	Col Pct 0.0	Col Pct 0.0	Col Pct 0.0	
5 GEN	Count 0	Count 0	Count 1	Count 0	Count 0	1
	Row Pct 0.0	Row Pct 0.0	Row Pct 100.0	Row Pct 0.0	Row Pct 0.0	.7
	Col Pct 0.0	Col Pct 0.0	Col Pct 9.1	Col Pct 0.0	Col Pct 0.0	
Column Total	22	73	11	30	5	141
	15.6	51.8	7.8	21.3	3.5	100.0

Number of Missing Observations = 2

Crosstabulation: Q01 RANK
By Q29 FOREIGN LIVING

Q01 \ Q29->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 18	Count 68	Count 7	Count 20	Count 5	118
	Row Pct 15.3	Row Pct 57.6	Row Pct 5.9	Row Pct 16.9	Row Pct 4.2	82.5
	Col Pct 81.8	Col Pct 78.2	Col Pct 100.0	Col Pct 90.9	Col Pct 100.0	
1 COL	Count 4	Count 19	Count 0	Count 2	Count 0	25
	Row Pct 16.0	Row Pct 76.0	Row Pct 0.0	Row Pct 8.0	Row Pct 0.0	17.5
	Col Pct 18.2	Col Pct 21.8	Col Pct 0.0	Col Pct 9.1	Col Pct 0.0	
Column Total	22	87	7	22	5	143
	15.4	60.8	4.9	15.4	3.5	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCB
By Q29 FOREIGN LIVING

Q05 \ Q29->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 17 YEARS OR LESS	Count 1	Count 9	Count 2	Count 1	Count 0	13
	Row Pct 7.7	Row Pct 69.2	Row Pct 15.4	Row Pct 7.7	Row Pct 0.0	9.1
	Col Pct 4.5	Col Pct 10.3	Col Pct 28.6	Col Pct 4.5	Col Pct 0.0	
1 18-19 YEARS	Count 3	Count 27	Count 1	Count 10	Count 2	43
	Row Pct 7.0	Row Pct 62.8	Row Pct 2.3	Row Pct 23.3	Row Pct 4.7	30.1
	Col Pct 13.6	Col Pct 31.0	Col Pct 14.3	Col Pct 45.5	Col Pct 40.0	
2 20-21 YEARS	Count 13	Count 36	Count 2	Count 7	Count 3	61
	Row Pct 21.3	Row Pct 59.0	Row Pct 3.3	Row Pct 11.5	Row Pct 4.9	42.7
	Col Pct 59.1	Col Pct 41.4	Col Pct 28.6	Col Pct 31.8	Col Pct 60.0	
3 22-23 YEARS	Count 5	Count 13	Count 2	Count 4	Count 0	24
	Row Pct 20.8	Row Pct 54.2	Row Pct 8.3	Row Pct 16.7	Row Pct 0.0	16.8
	Col Pct 22.7	Col Pct 14.9	Col Pct 28.6	Col Pct 18.2	Col Pct 0.0	
4 24 YEARS OR MORE	Count 0	Count 2	Count 0	Count 0	Count 0	2
	Row Pct 0.0	Row Pct 100.0	Row Pct 0.0	Row Pct 0.0	Row Pct 0.0	1.4
	Col Pct 0.0	Col Pct 2.3	Col Pct 0.0	Col Pct 0.0	Col Pct 0.0	
Column Total	22	87	7	22	5	143
	15.4	60.8	4.9	15.4	3.5	100.0

Number of Missing Observations = 0

3-2-29

Crosstabulations: Q08 YEARS TO STAY
By Q29 FOREIGN LIVING

Q08 \ Q29->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS	Count 0	1	0	1	0	2
	Row Pct 0.0	50.0	0.0	50.0	0.0	1.4
	Col Pct 0.0	1.1	0.0	4.5	0.0	
2 22-23 YEARS	Count 1	2	0	0	1	4
	Row Pct 25.0	50.0	0.0	0.0	25.0	2.8
	Col Pct 4.5	2.3	0.0	0.0	20.0	
3 24-25 YEARS	Count 2	12	0	5	4	23
	Row Pct 8.7	52.2	0.0	21.7	17.4	16.1
	Col Pct 9.1	13.8	0.0	22.7	80.0	
4 26-27 YEARS	Count 6	24	2	6	0	38
	Row Pct 15.8	63.2	5.3	15.8	0.0	26.6
	Col Pct 27.3	27.6	28.6	27.3	0.0	
5 28-29 YEARS	Count 2	4	0	2	0	8
	Row Pct 25.0	50.0	0.0	25.0	0.0	5.6
	Col Pct 9.1	4.6	0.0	9.1	0.0	
6 30 YEARS	Count 10	34	2	6	0	52
	Row Pct 19.2	65.4	3.8	11.5	0.0	36.4
	Col Pct 45.5	39.1	28.6	27.3	0.0	
7 MT 30 YEARS	Count 1	10	3	2	0	16
	Row Pct 6.3	62.5	18.8	12.5	0.0	11.2
	Col Pct 4.5	11.5	42.9	9.1	0.0	
Column Total	22 15.4	87 60.8	7 4.9	22 15.4	5 3.5	143 100.0

Number of Missing Observations = 0

Crosstabulations: Q01 RANK
By Q34 GOV HOUSING AVAILABLE

Q01 \ Q34->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 5	31	17	32	33	118
	Row Pct 4.2	26.3	14.4	27.1	28.0	83.1
	Col Pct 83.3	79.5	81.0	82.1	89.2	
1 COL	Count 1	8	4	7	4	24
	Row Pct 4.2	33.3	16.7	29.2	16.7	16.9
	Col Pct 16.7	20.5	19.0	17.9	10.8	
Column Total	6 4.2	39 27.5	21 14.8	39 27.5	37 26.1	142 100.0

Number of Missing Observations = 1

Crosstabulations: Q09 HIGHEST EXPECTED RANK
By Q29 FOREIGN LIVING

Q09 \ Q29->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC	Count 0	1	0	1	0	2
	Row Pct 0.0	50.0	0.0	50.0	0.0	1.4
	Col Pct 0.0	1.2	0.0	4.5	0.0	
1 COL	Count 16	65	4	18	4	107
	Row Pct 15.0	60.7	3.7	16.8	3.7	75.9
	Col Pct 76.2	75.6	57.1	81.8	80.0	
2 BG	Count 3	7	0	0	1	11
	Row Pct 27.3	63.6	0.0	0.0	9.1	7.8
	Col Pct 14.3	8.1	0.0	0.0	20.0	
3 MB	Count 2	11	3	3	0	19
	Row Pct 10.5	57.9	15.8	15.8	0.0	13.5
	Col Pct 9.5	12.8	42.9	13.6	0.0	
4 LTB	Count 0	1	0	0	0	1
	Row Pct 0.0	100.0	0.0	0.0	0.0	.7
	Col Pct 0.0	1.2	0.0	0.0	0.0	
5 GEN	Count 0	1	0	0	0	1
	Row Pct 0.0	100.0	0.0	0.0	0.0	.7
	Col Pct 0.0	1.2	0.0	0.0	0.0	
Column Total	21 14.9	86 61.0	7 5.0	22 15.6	5 3.5	141 100.0

Number of Missing Observations = 2

Crosstabulations: Q04 MILITARY FAMILY
By Q34 GOV HOUSING AVAILABLE

Q04 \ Q34->	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES	Count 1	8	6	5	6	26
	Row Pct 3.8	30.8	23.1	19.2	23.1	18.3
	Col Pct 16.7	20.5	28.6	12.8	16.2	
1 NO	Count 5	31	15	34	31	116
	Row Pct 4.3	26.7	12.9	29.3	26.7	81.7
	Col Pct 83.3	79.5	71.4	87.2	83.8	
Column Total	6 4.2	39 27.5	21 14.8	39 27.5	37 26.1	142 100.0

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
By Q34 GOV HOUSING AVAILABLE

Page

Q05	Count / Row Pct / Col Pct	Q34-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 17 YEARS OR LESS		2	1	3	4	3	13
		15.4	7.7	23.1	30.8	23.1	9.2
		33.3	2.6	14.3	10.3	8.1	
1 18-19 YEARS		1	9	5	11	17	43
		2.3	20.9	11.6	25.6	39.5	30.3
		16.7	23.1	23.8	28.2	45.9	
2 20-21 YEARS		2	20	7	20	11	60
		3.3	33.3	11.7	33.3	18.3	42.3
		33.3	51.3	33.3	51.3	29.7	
3 22-23 YEARS		1	7	6	4	6	24
		4.2	29.2	25.0	16.7	25.0	16.9
		16.7	17.9	28.6	10.3	16.2	
4 24 YEARS OR MORE			2				2
			100.0				1.4
			5.1				
Column Total		6	39	21	39	37	142
		4.2	27.5	14.8	27.5	26.1	100.0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q34 GOV HOUSING AVAILABLE

Page

Q09	Count / Row Pct / Col Pct	Q34-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC			1			1	2
			50.0			50.0	1.4
			2.6			2.7	
1 COL		5	28	17	26	30	106
		4.7	26.4	16.0	24.5	28.3	75.7
		83.3	73.7	81.0	68.4	81.1	
2 BG		1	3		4	3	11
		9.1	27.3		36.4	27.3	7.9
		16.7	7.9		10.5	8.1	
3 MG			5	4	8	2	19
			26.3	21.1	42.1	10.5	13.6
			13.2	19.0	21.1	5.4	
4 LTG			1				1
			100.0				.7
			2.6				
5 GEN						1	1
						100.0	.7
						2.7	
Column Total		6	38	21	38	37	140
		4.3	27.1	15.0	27.1	26.4	100.0

Crosstabulation: Q08 YEARS TO STAY
By Q34 GOV HOUSING AVAILABLE

Page

Q08	Count / Row Pct / Col Pct	Q34-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
1 20-21 YEARS			1			1	2
			50.0			50.0	1.4
			2.6			2.7	
2 22-23 YEARS						4	4
						100.0	2.8
						10.8	
3 24-25 YEARS		1	5	2	7	8	23
		4.3	21.7	8.7	30.4	34.8	16.2
		16.7	12.8	9.5	17.9	21.6	
4 26-27 YEARS		1	11	6	13	7	38
		2.6	28.9	15.8	34.2	18.4	26.8
		16.7	28.2	28.6	33.3	18.9	
5 28-29 YEARS				4		4	8
				50.0		50.0	5.6
				19.0		10.8	
6 30 YEARS		4	13	7	15	12	51
		7.8	25.5	13.7	29.4	23.5	35.9
		66.7	33.3	33.3	38.5	32.4	
7 MT 30 YEARS			9	2	4	1	16
			56.3	12.5	25.0	6.3	11.3
			23.1	9.5	10.3	2.7	
Column Total		6	39	21	39	37	142
		4.2	27.5	14.8	27.5	26.1	100.0

Crosstabulation: Q01 RANK
By Q35 CHILD CARE AVAILABLE

Q01	Count / Row Pct / Col Pct	Q35-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
0 LTC		1	10	19	32	55	117
		.9	8.5	16.2	27.4	47.0	82.4
		100.0	83.3	90.5	76.2	83.3	
1 COL			2	2	10	11	25
			8.0	8.0	40.0	44.0	17.6
			16.7	9.5	23.8	16.7	
Column Total		1	12	21	42	66	142
		.7	8.5	14.8	29.6	46.5	100.0

Crosstabulation: Q04 MILITARY FAMILY
By Q35 CHILD CARE AVAILABLE

Q04	Count / Row Pct / Col Pct	Q35-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
YES	0		2 7.7 16.7	7 26.9 33.3	4 15.4 9.5	13 50.0 19.7	26 18.3
NO	1	1 .9 100.0	10 8.6 83.3	14 12.1 66.7	38 32.8 90.5	53 45.7 80.3	116 81.7
Column Total		1 .7	12 8.5	21 14.8	42 29.6	66 46.5	142 100.0

Crosstabulation: Q08 YEARS TO STAY
By Q35 CHILD CARE AVAILABLE

Page

Q08	Count / Row Pct / Col Pct	Q35-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
20-21 YEARS	1			1 50.0 4.8	1 50.0 2.4		2 1.4
22-23 YEARS	2		1 25.0 8.3		1 25.0 2.4	2 50.0 3.0	4 2.8
24-25 YEARS	3	1 4.5 100.0	1 4.5 8.3	1 4.5 4.8	7 31.8 16.7	12 54.5 18.2	22 15.5
26-27 YEARS	4		3 7.9 25.0	4 10.5 19.0	14 36.8 33.3	17 44.7 25.8	38 26.8
28-29 YEARS	5		1 12.5 8.3	2 25.0 9.5	1 12.5 2.4	4 50.0 6.1	8 5.6
30 YEARS	6		3 5.8 25.0	9 17.3 42.9	13 25.0 31.0	27 51.9 40.9	52 36.6
MT 30 YEARS	7		3 18.8 25.0	4 25.0 19.0	5 31.3 11.9	4 25.0 6.1	16 11.3
Column Total		1 .7	12 8.5	21 14.8	42 29.6	66 46.5	142 100.0

Crosstabulation: Q05 AFCS
By Q35 CHILD CARE AVAILABLE

Page

Q05	Count / Row Pct / Col Pct	Q35-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
17 YEARS OR LESS	0		3 23.1 25.0	3 23.1 14.3	3 23.1 7.1	4 30.8 6.1	13 9.2
18-19 YEARS	1	1 2.4 100.0	2 4.8 16.7		13 31.0 31.0	26 61.9 39.4	42 29.6
20-21 YEARS	2		4 6.6 33.3	12 19.7 57.1	21 34.4 50.0	24 39.3 36.4	61 43.0
22-23 YEARS	3		3 12.5 25.0	6 25.0 28.6	4 16.7 9.5	11 45.8 16.7	24 16.9
24 YEARS OR MORE	4				1 50.0 2.4	1 50.0 1.5	2 1.4
Column Total		1 .7	12 8.5	21 14.8	42 29.6	66 46.5	142 100.0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q35 CHILD CARE AVAILABLE

Page

Q09	Count / Row Pct / Col Pct	Q35-> 0 DEF INCENTIVE	1 PROB INCENTIVE	2 NO OPINION	3 PROB NOT INCENTIVE	4 DEF NOT INCENTIVE	Row Total
LTC	0			1 50.0 4.8	1 50.0 2.5		2 1.4
COL	1	1 .9 100.0	7 6.6 58.3	16 15.1 76.2	28 26.4 70.0	54 50.9 81.8	106 75.7
BG	2		1 9.1 8.3	2 18.2 9.5	3 27.3 7.5	5 45.5 7.6	11 7.9
MG	3		3 15.8 25.0	2 10.5 9.5	8 42.1 20.0	6 31.6 9.1	19 13.6
LTG	4		1 100.0 8.3				1 .7
GEN	5					1 100.0 1.5	1 .7
Column Total		1 .7	12 8.6	21 15.0	40 28.6	66 47.1	140 100.0

Crosstabulation: Q01 RANK
By Q36 SERVICES BY ACS

Q01	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC		1	11	22	34	50	118
		.8	9.3	18.6	28.8	42.4	82.5
		100.0	91.7	78.6	79.1	84.7	
1 COL			1	6	9	9	25
			4.0	24.0	36.0	36.0	17.5
			8.3	21.4	20.9	15.3	
Column Total		1	12	28	43	59	143
		.7	8.4	19.6	30.1	41.3	100.0

Crosstabulation: Q05 AFCS
By Q36 SERVICES BY ACS

Page

Q05	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 17 YEARS OR LESS			2	4	2	5	13
			15.4	30.8	15.4	38.5	9.1
			16.7	14.3	4.7	8.5	
1 18-19 YEARS		1	4	3	12	23	43
		2.3	9.3	7.0	27.9	53.5	30.1
		100.0	33.3	10.7	27.9	39.0	
2 20-21 YEARS			3	15	23	20	61
			4.9	24.6	37.7	32.8	42.7
			25.0	53.6	53.5	33.9	
3 22-23 YEARS			3	6	6	9	24
			12.5	25.0	25.0	37.5	16.8
			25.0	21.4	14.0	15.3	
4 24 YEARS OR MORE						2	2
						100.0	1.4
						3.4	
Column Total		1	12	28	43	59	143
		.7	8.4	19.6	30.1	41.3	100.0

Crosstabulation: Q04 MILITARY FAMILY
By Q36 SERVICES BY ACS

Q04	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES			2	8	5	11	26
			7.7	30.8	19.2	42.3	18.2
			16.7	28.6	11.6	18.6	
1 NO		1	10	20	38	48	117
		.9	8.5	17.1	32.5	41.0	81.8
		100.0	83.3	71.4	88.4	81.4	
Column Total		1	12	28	43	59	143
		.7	8.4	19.6	30.1	41.3	100.0

Crosstabulation: Q08 YEARS TO STAY
By Q36 SERVICES BY ACS

Page

Q08	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
1 20-21 YEARS				1	1		2
				50.0	50.0		1.4
				3.6	2.3		
2 22-23 YEARS			1		1	2	4
			25.0		25.0	50.0	2.8
			8.3		2.3	3.4	
3 24-25 YEARS		1	2	6	5	9	23
		4.3	8.7	26.1	21.7	39.1	16.1
		100.0	16.7	21.4	11.6	15.3	
4 26-27 YEARS			2	4	17	15	38
			5.3	10.5	44.7	39.5	26.6
			16.7	14.3	39.5	25.4	
5 28-29 YEARS			1	2	3	2	8
			12.5	25.0	37.5	25.0	5.6
			8.3	7.1	7.0	3.4	
6 30 YEARS			4	11	11	26	52
			7.7	21.2	21.2	50.0	36.4
			33.3	39.3	25.6	44.1	
7 MT 30 YEARS			2	4	5	5	16
			12.5	25.0	31.3	31.3	11.2
			16.7	14.3	11.6	8.5	
Column Total		1	12	28	43	59	143
		.7	8.4	19.6	30.1	41.3	100.0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q36 SERVICES BY ACS

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Q09 \ Q36->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC				1	1		2
				50.0	50.0		1.4
				3.6	2.4		
1 COL		1	9	22	23	52	107
		.9	8.4	20.6	21.5	48.6	75.9
		100.0	75.0	78.6	56.1	88.1	
2 BG			2	1	8		11
			18.2	9.1	72.7		7.8
			16.7	3.6	19.5		
3 MG			1	4	8	6	19
			5.3	21.1	42.1	31.6	13.5
			8.3	14.3	19.5	10.2	
4 LTG					1		1
					100.0		.7
					2.4		
5 GEN						1	1
						100.0	.7
						1.7	
Column Total		1 .7	12 8.5	28 19.9	41 29.1	59 41.8	141 100.0

Crosstabulation: Q04 MILITARY FAMILY
By Q37 SERVICES BY CHAPLAINCY

Q04 \ Q37->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 YES			8	10		7	25
			32.0	40.0		28.0	17.6
			26.7	34.5		17.9	
1 NO		5	22	19	39	32	117
		4.3	18.8	16.2	33.3	27.4	82.4
		100.0	73.3	65.5	100.0	82.1	
Column Total		5 3.5	30 21.1	29 20.4	39 27.5	39 27.5	142 100.0

Crosstabulation: Q01 RANK
By Q37 SERVICES BY CHAPLAINCY

Q01 \ Q37->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 LTC		5	23	22	35	32	117
		4.3	19.7	18.8	29.9	27.4	82.4
		100.0	76.7	75.9	89.7	82.1	
1 COL			7	7	4	7	25
			28.0	28.0	16.0	28.0	17.6
			23.3	24.1	10.3	17.9	
Column Total		5 3.5	30 21.1	29 20.4	39 27.5	39 27.5	142 100.0

Crosstabulation: Q05 AFCB
By Q37 SERVICES BY CHAPLAINCY

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Q05 \ Q37->	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
0 17 YEARS OR LESS			3	5	4	1	13
			23.1	38.5	30.8	7.7	9.2
			10.0	17.2	10.3	2.6	
1 18-19 YEARS		3	11	2	10	16	42
		7.1	26.2	4.8	23.8	38.1	29.6
		60.0	36.7	6.9	25.6	41.0	
2 20-21 YEARS		2	9	18	19	13	61
		3.3	14.8	29.5	31.1	21.3	43.0
		40.0	30.0	62.1	48.7	33.3	
3 22-23 YEARS			7	4	5	8	24
			29.2	16.7	20.8	33.3	16.9
			23.3	13.8	12.8	20.5	
4 24 YEARS OR MORE					1	1	2
					50.0	50.0	1.4
					2.6	2.6	
Column Total		5 3.5	30 21.1	29 20.4	39 27.5	39 27.5	142 100.0

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Crosstabulation: Q08 YEARS TO STAY
By Q37 SERVICES BY CHAPLAINCY

Page

Q08	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
20-21 YEARS	1			1	1		2
				50.0	50.0		1.4
				3.4	2.6		
22-23 YEARS	2		2			2	4
			50.0			50.0	2.8
			6.7			5.1	
24-25 YEARS	3	4	6	3	4	6	23
		17.4	26.1	13.0	17.4	26.1	16.2
		80.0	20.0	10.3	10.3	15.4	
26-27 YEARS	4		6	8	12	12	38
			15.8	21.1	31.6	31.6	26.8
			20.0	27.6	30.8	30.8	
28-29 YEARS	5		4		2	2	8
			50.0		25.0	25.0	5.6
			13.3		5.1	5.1	
30 YEARS	6	1	9	11	16	14	51
		2.0	17.6	21.6	31.4	27.5	35.9
		20.0	30.0	37.9	41.0	35.9	
MT 30 YEARS	7		3	6	4	3	16
			18.8	37.5	25.0	18.8	11.3
			10.0	20.7	10.3	7.7	
Column Total		5	30	29	39	39	142
		3.5	21.1	20.4	27.5	27.5	100.0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q37 SERVICES BY CHAPLAINCY

Page

Q09	Count / Row Pct / Col Pct	DEF INCENTIVE 0	PROB INCENTIVE 1	NO OPINION 2	PROB NOT INCENTIVE 3	DEF NOT INCENTIVE 4	Row Total
LTC	0			1	1		2
				50.0	50.0		1.4
				3.4	2.7		
COL	1	5	21	19	27	34	106
		4.7	19.8	17.9	25.5	32.1	75.7
		100.0	70.0	65.5	73.0	87.2	
BG	2		5	4	2		11
			45.5	36.4	18.2		7.9
			16.7	13.8	5.4		
MG	3		3	5	7	4	19
			15.8	26.3	36.8	21.1	13.6
			10.0	17.2	18.9	10.3	
LTG	4		1				1
			100.0				.7
			3.3				
GEN	5					1	1
						100.0	.7
						2.6	
Column Total		5	30	29	37	39	140
		3.6	21.4	20.7	26.4	27.9	100.0

001 BANK BY 005 AGES

005

COUNT / ROW PCT / COL PCT	17 YEARS OR LESS	18-19 YEARS	20-21 YEARS	22-23 YEARS	24 YEARS OR MORE	ROW TOTAL
001	0	1	2	3	4	
0 LIEUTENANT COLON	12 / 10.2 / 92.3	37 / 31.4 / 86.0	54 / 45.8 / 88.5	14 / 11.9 / 58.3	1 / .8 / 50.0	118 82.5
1 COLONEL	1 / 4.0 / 7.7	6 / 24.0 / 14.0	7 / 28.0 / 11.5	10 / 40.0 / 41.7	1 / 4.0 / 50.0	25 17.5
COLUMN TOTAL	13 / 9.1	43 / 30.1	61 / 42.7	24 / 16.8	2 / 1.4	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
13.95695	4	0.0074	0.350	4 OF 10 (40.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.31241	

001 BANK BY 006 MARITAL STATUS

006

COUNT / ROW PCT / COL PCT	SINGLE	MARRIED 1ST TIME	REMARRIED(DIV)	REMARRIED(WID)	LEGALLY SEP	DIVORCED	ROW TOTAL
001	0	1	2	3	4	5	6
0 LIEUTENANT COLON	4 / 3.4 / 100.0	96 / 81.4 / 82.1	16 / 13.6 / 84.2	1 / .8 / 100.0	1 / .8 / 100.0		118 82.5
1 COLONEL		21 / 84.0 / 17.9	3 / 12.0 / 15.8			1 / 4.0 / 100.0	25 17.5
COLUMN TOTAL	4 / 2.8	117 / 81.8	19 / 13.3	1 / .7	1 / .7	1 / .7	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
6.04657	5	0.3017	0.175	9 OF 12 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20563	

001 BANK BY 007 TEMP SEP FROM SPOUSE

007

COUNT / ROW PCT / COL PCT	YES	NO	ROW TOTAL
001	0	1	
0 LIEUTENANT COLON	5 / 4.4 / 50.0	109 / 95.6 / 85.2	114 82.6
1 COLONEL	5 / 20.8 / 50.0	19 / 79.2 / 14.8	24 17.4
COLUMN TOTAL	10 / 7.2	128 / 92.8	138 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
5.72009	1	0.0168	1.739	1 OF 4 (25.0%)
7.97954	1	0.0047	(BEFORE YATES CORRECTION)	

STATISTIC	VALUE	SIGNIFICANCE
PHI	0.24046	

NUMBER OF MISSING OBSERVATIONS = 5

. . 001 . . . RANK . . . . BY 008 . . . YEARS TO STAY . .

001	COUNT / ROW PCT / COL PCT	008: 20-21 YEARS (1)	22-23 YEARS (2)	24-25 YEARS (3)	26-27 YEARS (4)	28-29 YEARS (5)	30 YEARS (6)	OVER 30 YEARS (7)	ROW TOTAL
LIEUTENANT COLON	0	2 / 1.7 / 100.0	4 / 3.4 / 100.0	20 / 16.9 / 87.0	30 / 25.4 / 78.9	6 / 5.1 / 75.0	41 / 34.7 / 78.8	15 / 12.7 / 93.8	118 / 82.5
COLONEL	1			3 / 12.0 / 13.0	8 / 32.0 / 21.1	2 / 8.0 / 25.0	11 / 44.0 / 21.2	1 / 4.0 / 6.3	25 / 17.5
COLUMN TOTAL		2 / 1.4	4 / 2.8	23 / 16.1	38 / 26.6	8 / 5.6	52 / 36.4	16 / 11.2	143 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
4.11967	6	0.6605	0.350	7 OF 14 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.16973	

. . 001 . . . RANK . . . . BY 009 . . . HIGHEST EXPECTED RANK

001	COUNT / ROW PCT / COL PCT	009: LTC (0)	COL (1)	BG (2)	MG (3)	LTG (4)	GEN (5)	ROW TOTAL
LIEUTENANT COLON	0	2 / 1.7 / 100.0	90 / 76.9 / 83.3	7 / 6.0 / 63.6	16 / 13.7 / 84.2	1 / .9 / 100.0	1 / .9 / 100.0	117 / 82.4
COLONEL	1		18 / 72.0 / 16.7	4 / 16.0 / 36.4	3 / 12.0 / 15.8			25 / 17.6
COLUMN TOTAL		2 / 1.4	108 / 76.1	11 / 7.7	19 / 13.4	1 / .7	1 / .7	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
3.63173	5	0.6036	0.176	8 OF 12 (66.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.15992	

NUMBER OF MISSING OBSERVATIONS = 1

. . 001 . . . RANK . . . . BY 010 . . . DEPENDENTS

001	COUNT / ROW PCT / COL PCT	010: NONE (0)	ONE (1)	TWO (2)	THREE OR MORE (3)	ROW TOTAL
LIEUTENANT COLON	0	8 / 6.8 / 80.0	15 / 12.8 / 78.9	54 / 46.2 / 84.4	40 / 34.2 / 81.6	117 / 82.4
COLONEL	1	2 / 8.0 / 20.0	4 / 16.0 / 21.1	10 / 40.0 / 15.6	9 / 36.0 / 18.4	25 / 17.6
COLUMN TOTAL		10 / 7.0	19 / 13.4	64 / 45.1	49 / 34.5	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
0.38782	3	0.9427	1.761	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.05226	

NUMBER OF MISSING OBSERVATIONS = 1

001 - RANK BY 011 - EDUCATIONAL LEVEL

011

COUNT / ROW PCT / COL PCT	BA,BS (0)	MA,MS,MBA LLB (1)	PHD,MDS, MD (2)	(3)	ROW TOTAL
001					
0 LIEUTENANT COLONEL	10 / 8.5 / 66.7	103 / 87.3 / 88.8	2 / 1.7 / 50.0	2 / 1.7 / 28.6	117 / 82.4
1 COLONEL	5 / 20.0 / 33.3	13 / 52.0 / 11.2	2 / 8.0 / 50.0	5 / 20.0 / 71.4	25 / 17.6
COLUMN TOTAL	15 / 10.6	116 / 81.7	4 / 2.8	7 / 4.9	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
22.70489	3	0.0000	0.704	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.39987	

003 - ETHNIC BY 005 - AGES

005

COUNT / ROW PCT / COL PCT	17 YEARS OR LESS (0)	18-19 YEARS (1)	20-21 YEARS (2)	22-23 YEARS (3)	24 YEARS OR MORE (4)	ROW TOTAL
003						
0 NON WHITE	1 / 7.7 / 7.7	6 / 46.2 / 14.0	4 / 30.8 / 6.6	2 / 15.4 / 8.3		13 / 9.1
1 WHITE	12 / 9.2 / 92.3	37 / 28.5 / 86.0	57 / 43.8 / 93.4	22 / 16.9 / 91.7	2 / 1.5 / 100.0	130 / 90.9
COLUMN TOTAL	13 / 9.1	43 / 30.1	61 / 42.7	24 / 16.8	2 / 1.4	143 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
1.95144	4	0.7447	0.182	5 OF 10 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.11682	

003 - ETHNIC BY 008 - YEARS TO STAY

008

COUNT / ROW PCT / COL PCT	20-21 YEARS (1)	22-23 YEARS (2)	24-25 YEARS (3)	26-27 YEARS (4)	28-29 YEARS (5)	30 YEARS OVER (6)	(7)	ROW TOTAL
003								
0 NON WHITE			6 / 46.2 / 26.1	2 / 15.4 / 5.3		2 / 15.4 / 3.8	3 / 23.1 / 13.6	13 / 9.1
1 WHITE	2 / 1.5 / 100.0	4 / 3.1 / 100.0	17 / 13.1 / 73.9	36 / 27.7 / 94.7	8 / 6.2 / 100.0	50 / 38.5 / 96.2	13 / 10.0 / 81.3	130 / 90.9
COLUMN TOTAL	2 / 1.4	4 / 2.8	23 / 16.1	38 / 26.6	8 / 5.6	52 / 36.4	16 / 11.2	143 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
13.64983	6	0.0338	0.182	9 OF 14 (64.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.30896	

B03 . . . ETHNIC . . . . . BY . B09 . . . HIGHEST EXPECTED RANK

COUNT / ROW PCT / COL PCT	B09 LTC	COL	BG	MG	LTG	GEN	ROW TOTAL
B03	0	1	2	3	4	5	
0 NON WHITE		8	3	1		1	13
		61.5	23.1	7.7		7.7	9.2
		7.4	27.3	9.1		100.0	
1 WHITE	2	100	8	18	1		129
	1.6	77.5	6.2	14.0	.8		90.8
	100.0	92.6	72.7	94.7	100.0		
COLUMN TOTAL	2	108	11	19	1	1	142
	1.4	76.1	7.7	13.4	.7	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
15.30955	5	0.0091	0.092	8 OF 12 (66.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.32835	

B03 . . . ETHNIC . . . . . BY . B10 . . . DEPENDENTS

COUNT / ROW PCT / COL PCT	B10 NONE	ONE	TWO	THREE OR MORE	ROW TOTAL
B03	0	1	2	3	
0 NON WHITE	2	3	5	3	13
	15.4	23.1	38.5	23.1	9.2
	20.0	15.8	7.6	6.1	
1 WHITE	8	16	59	46	129
	6.2	12.4	45.7	35.7	90.8
	80.0	84.2	92.2	93.9	
COLUMN TOTAL	10	19	64	49	142
	7.0	13.4	45.1	34.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
3.10025	3	0.3764	0.915	3 OF 8 (37.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14776	

B03 . . . ETHNIC . . . . . BY . B11 . . . EDUCATIONAL LEVEL

COUNT / ROW PCT / COL PCT	B11 BA,BS	MA,MS,MB	LLD	PHD,DDS, MD	ROW TOTAL
B03	0	1	2	3	
0 NON WHITE		12	1		13
		92.3	7.7		9.2
		10.3	25.0		
1 WHITE	15	104	3	7	129
	11.6	80.6	2.3	5.4	90.8
	100.0	89.7	75.0	100.0	
COLUMN TOTAL	15	116	4	7	142
	10.6	81.7	2.8	4.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
5.62205	3	0.1305	0.366	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19971	

Q04 . . . MILITARY FAMILY . . . . . BY Q05 . . . AGE

Q04	Q05	17 YEARS OR LESS	18-19 YEARS	20-21 YEARS	22-23 YEARS	24 YEARS OR MORE	ROW TOTAL
YES	0	2	12	7	5		26
		7.7	46.2	26.9	19.2		18.3
		16.7	27.9	11.5	20.8		
NO	1	10	31	54	19	2	116
		8.6	26.7	46.6	16.4	1.7	81.7
		83.3	72.1	88.5	79.2	100.0	
COLUMN TOTAL		12	43	61	24	2	142
		8.5	30.3	43.0	16.9	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
5.12492	4	0.2747	0.366	4 OF 10 (40.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.18998	

Q04 . . . MILITARY FAMILY . . . . . BY Q06 . . . MARITAL STATUS

Q04	Q06	SINGLE	MARRIED 1ST TIME	REMARRIED D(DIV)	REMARRIED D(WID)	LEGALLY SEP	DIVORCED	ROW TOTAL
YES	0		24	2				26
			92.3	7.7				18.3
			20.7	10.5				
NO	1	4	92	17	1	1	1	116
		3.4	79.3	14.7	.9	.9	.9	81.7
		100.0	79.3	89.5	100.0	100.0	100.0	
COLUMN TOTAL		4	116	19	1	1	1	142
		2.8	81.7	13.4	.7	.7	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
2.77777	5	0.7342	0.183	9 OF 12 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13996	

Q04 . . . MILITARY FAMILY . . . . . BY Q08 . . . YEARS TO STAY

Q04	Q08	20-21 YEARS	22-23 YEARS	24-25 YEARS	26-27 YEARS	28-29 YEARS	30 YEARS OVER 30 YEARS	ROW TOTAL
YES	0			3	6		11	6	26
				11.5	23.1		42.3	23.1	18.3
				33.0	15.8		21.6	37.5	
NO	1	2	4	20	32	8	40	10	116
		1.7	3.4	17.2	27.6	6.9	34.5	8.6	81.7
		100.0	100.0	87.0	84.2	100.0	78.4	62.5	
COLUMN TOTAL		2	4	23	38	8	51	16	142
		1.4	2.8	16.2	26.8	5.6	35.9	11.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
8.02721	6	0.2361	0.366	7 OF 14 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.23776	

B04 . . . MILITARY FAMILY . . . . . BY . B09 . . . HIGHEST EXPECTED RANK

COUNT / ROW PCT / COL PCT	B09 ILTC	COL	B6	M6	LTG	GEN	ROW TOTAL
B04	2	3	4	5	6	7	
0 YES	18	2	5	1			26
	69.2	7.7	19.2	3.8			18.4
	16.8	18.2	26.3	100.0			
1 NO	2	89	9	14		1	115
	1.7	77.4	7.8	12.2		.9	81.6
	100.0	83.2	81.8	73.7		100.0	
COLUMN TOTAL	2 1.4	107 75.9	11 7.8	19 13.5	1 .7	1 .7	141 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
4.07160	5	0.5393	0.184	8 OF 12 (66.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20751	

B04 . . . MILITARY FAMILY . . . . . BY . B10 . . . DEPENDENTS

COUNT / ROW PCT / COL PCT	B10 NONE	ONE	TWO	THREE OR MORE	ROW TOTAL
B04	1	2	3	4	
0 YES	3	11.5	14	9	26
	11.5	15.8	21.9	18.8	18.4
1 NO	16	16	50	39	115
	13.9	13.9	43.5	33.9	81.6
	84.2	84.2	78.1	81.3	
COLUMN TOTAL	19 13.5	19 13.5	64 45.4	48 34.0	141 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
2.85487	3	0.4145	1.844	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14229	

Q05 . . . AFES . . . . . BY . Q08 . . . YEARS TO STAY . .

Q05	Q08 20-21 YEARS	22-23 YEARS	24-25 YEARS	26-27 YEARS	28-29 YEARS	30 YEARS OVER 30	ROW TOTAL
0	1	1	1	2		5	3	13
17 YEARS OR LESS	7.7	7.7	7.7	15.4		38.5	23.1	9.1
	50.0	25.0	4.3	5.3		9.6	18.8	
1	1	3	13	10	1	10	5	63
18-19 YEARS	2.3	7.0	30.2	23.3	2.3	23.3	11.6	30.1
	50.0	75.0	56.5	26.3	12.5	19.2	31.3	
2			9	13	3	20	7	61
20-21 YEARS			14.8	21.3	4.9	47.5	11.5	42.7
			39.1	34.2	37.5	55.8	43.8	
3				12	4	7	1	24
22-23 YEARS				50.0	16.7	29.2	4.2	16.8
				31.6	50.0	13.5	6.3	
4				1		1		2
24 YEARS OR MORE				50.0		50.0		1.4
				2.6		1.9		
COLUMN TOTAL	2	4	23	38	8	52	16	143
	1.4	2.8	16.1	26.6	5.6	36.4	11.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
42.85344	24	0.0103	0.028	26 OF 35 (74.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.27371	

Q05 . . . AFES . . . . . BY . Q09 . . . HIGHEST EXPECTED BANK

Q05	Q09 LTC	COL	RG	MG	LTG	GEN	ROW TOTAL
0	1	7		4	1		13
17 YEARS OR LESS	7.7	53.8		30.8	7.7		9.1
	50.0	6.5		21.1	100.0		
1	1	30	4	7			42
18-19 YEARS	2.4	71.4	9.5	16.7			29.6
	50.0	27.8	36.4	36.8			
2		48	6	7			61
20-21 YEARS		78.7	9.8	11.5			43.0
		44.4	54.5	36.8			
3		21	1	1		1	24
22-23 YEARS		87.5	4.2	4.2		4.2	16.9
		19.4	9.1	5.3		100.0	
4		2					2
24 YEARS OR MORE		100.0					1.4
		1.8					
COLUMN TOTAL	2	108	11	19	1	1	142
	1.4	76.1	7.7	13.4	.7	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
28.87940	20	0.0902	0.014	24 OF 30 (80.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.22549	

Q05 AGES BY Q11 EDUCATIONAL LEVEL

Q05	Q11	IBA,BS	MA,MS,MB	LLD	PHD,DDS, MD	ROW TOTAL
17 YEARS OR LESS	0	0	10	0	2	12
		0.0	83.3	0.0	16.7	8.5
		0.0	8.6	0.0	28.6	
18-19 YEARS	1	3	35	1	4	43
		7.0	81.4	2.3	9.3	30.3
		20.0	30.2	25.0	57.1	
20-21 YEARS	2	5	53	3	0	61
		8.2	86.9	4.9	0.0	43.0
		33.3	45.7	75.0	0.0	
22-23 YEARS	3	7	17	0	0	24
		29.2	70.8	0.0	0.0	16.9
		46.7	14.7	0.0	0.0	
24 YEARS OR MORE	4	0	1	0	1	2
		0.0	50.0	0.0	50.0	1.4
		0.0	0.9	0.0	14.3	
COLUMN TOTAL		15	116	4	7	142
		10.6	81.7	2.8	4.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
30.50330	12	0.0023	0.056	15 OF 20 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.26759	

Q06 MARITAL STATUS BY Q03 ETHNIC

Q06	Q03	NON WHIT IE	WHITE	ROW TOTAL
SINGLE	0	2	2	4
		50.0	50.0	2.8
		15.4	1.5	
MARRIED 1ST TIME	1	8	109	117
		6.8	93.2	81.8
		61.5	83.8	
REMARRIED(DIV)	2	1	18	19
		5.3	94.7	13.3
		7.7	13.8	
REMARRIED(WID)	3	1	0	1
		100.0	0.0	.7
		7.7	0.0	
LEGALLY SEP	4	1	0	1
		100.0	0.0	.7
		7.7	0.0	
DIVORCED	6	0	1	1
		0.0	100.0	.7
		0.0	0.8	
COLUMN TOTAL		13	130	143
		9.1	90.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
29.25565	5	0.0000	0.091	9 OF 12 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.45231	

Q08 - YEARS TO STAY - BY - Q09 - HIGHEST EXPECTED RANK

Q08 / COUNT / ROW PCT / COL PCT	Q09 ILTC (0)	COL (1)	BG (2)	MG (3)	LTG (4)	GEN (5)	ROW TOTAL
1 20-21 YEARS	2 / 100.0 / 100.0						2 / 1.4
2 22-23 YEARS		4 / 100.0 / 3.7					4 / 2.8
3 24-25 YEARS		20 / 87.0 / 18.5	2 / 8.7 / 18.2	1 / 4.3 / 5.3			23 / 16.2
4 26-27 YEARS		34 / 91.9 / 31.5	3 / 8.1 / 27.3				37 / 26.1
5 28-29 YEARS		7 / 87.5 / 6.5		1 / 12.5 / 5.3			8 / 5.6
6 30 YEARS		40 / 76.9 / 37.0	5 / 9.6 / 45.5	7 / 13.5 / 36.8			52 / 36.6
7 OVER 30 YEARS		3 / 18.8 / 2.8	1 / 6.3 / 9.1	10 / 62.5 / 52.6	1 / 6.3 / 100.0	1 / 6.3 / 100.0	16 / 11.3
COLUMN TOTAL	2 / 1.4	108 / 76.1	11 / 7.7	19 / 13.4	1 / .7	1 / .7	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
203.61376	30	0.	0.014	36 OF 42 (85.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.53552	

- F A C T O R   A N A L Y S I S -

ANALYSIS NUMBER 1 LISTWISE DELETION OF CASES WITH MISSING VALUES

	MEAN	STD DEV	LABEL
212	1.16176	.78145	MIL LIFE AS EXPECTED
213	1.22794	.96586	UNITS PROGS EFFECTIVE
214	.50735	.53050	ENJOY MILITARY CAREER
215	.70588	.73140	FAM PROG IMPORTANT
216	2.33088	1.24755	PLANNED TO SOLDIER
217	1.83088	1.18563	ARMY COMES FIRST
218	.52941	.51555	DOING SOMETHING USEFUL
219	1.54412	1.09455	UNIT PROG EFFECTIVE
220	1.75735	1.10735	FAMILY SECURE IN ARMY
221	2.94853	.88878	FAM PROG-MY STAYING
222	1.36765	.84159	FAMILY LIKES THE ARMY
223	1.11029	.78573	COMMITTED TO ARMY
224	1.72794	.92275	ABLE TO PLAN MY LIFE
225	1.45588	1.09455	OPPORTUNITY TO TRAVEL
226	2.78676	1.14444	EDUC OPPORTUNITY
227	3.54412	.82433	OWN A HOME
228	2.69118	1.13668	COMMUNITY INVOLVEMENT
229	1.27941	1.11878	FOREIGN LIVING
230	1.39706	1.04305	UNIT THAT'S CONCERNED
231	2.66176	.99048	SERVICES OFF POST
232	1.72059	1.25722	ADEQUATE PAY
233	.69118	.71597	FEELING OF PATRIOTISM
234	2.45588	1.25236	GOV HOUSING AVAILABLE
235	3.14706	1.00022	CHILD CARE AVAILABLE
236	3.06618	.92772	SERVICES BY ACS
237	2.58824	1.18028	SERVICES BY CHAPLAINCY
238	1.72059	1.26310	MEDICAL/DENTAL CARE
239	2.56618	1.25720	CHAMPUS
240	.61765	.84117	OPPORT TO COMMAND
241	3.17647	.85965	TIME AWAY FROM FAM
242	3.34559	.87780	UNACCOMPANIED TOURS
243	3.29412	.84631	UNDESIREABLE POSTS
244	2.11029	1.17172	PHYS FITNESS CENTERS
245	.42647	.55129	IMPORT OF WHAT I DO
246	.53676	.65564	SERVE WITH SOLDIERS
247	1.66176	1.13020	COMMISSARY SERVICES
248	1.79412	1.08045	PX SERVICES
249	.80882	.76512	RETIREMENT SYSTEM
250	.63382	.61707	SATISFIED WITH MY JOB
251	.77206	.77005	UNIQUENESS OF MIL
252	1.03676	.83780	OPPORTUNITY FOR PROMO

NUMBER OF CASES = 136

25 FEB 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

CORRELATION MATRIX:

	012	013	014	015	016	017	018	019	020	021	022	023
012	1.00000											
013	-.18633	1.00000										
014	-.00289	.29307	1.00000									
015	.09681	.11556	.12015	1.00000								
016	.24102	.23817	-.02428	-.02244	1.00000							
017	.04122	.24807	-.00626	-.02579	.18920	1.00000						
018	.04326	.26156	.59151	-.16050	.24380	.12145	1.00000					
019	.06954	.58051	.14614	-.07610	.25233	.25308	.15520	1.00000				
020	.21961	.15626	-.12118	.08378	.24708	.12476	.13508	.17438	1.00000			
021	.11823	.08280	-.17986	.10187	.10232	.03607	.04324	.09753	.20033	1.00000		
022	.13416	.18775	.22618	.18808	.01733	.08477	.26512	.10288	.31573	.25326	1.00000	
023	.11549	.23380	.25572	.14772	.18144	.27386	.34851	.16225	.24031	.10012	.44471	1.00000
024	.38859	-.11073	.17838	.18351	.16773	-.03919	.13780	-.10020	-.33850	.20021	.34865	.22422
025	-.01707	-.00002	-.09624	.00218	.11113	-.02191	.12046	-.10066	-.01085	.04214	.13835	.01001
026	-.01084	-.00261	-.00350	.05725	-.19505	-.01135	.12908	-.04000	.03344	.33151	.18047	.22405
027	.12693	-.07320	-.02616	-.00530	-.01070	.04565	.10150	-.02680	.16000	.10028	.00307	.10257
028	.01641	-.02535	.04458	-.13046	.07961	-.00501	.11416	.03160	.06240	.26405	.22453	.24224
029	.00801	-.10387	.10684	.07204	.13200	-.05123	.22621	.34013	.04721	.10704	.23023	.25088
030	.13611	.31521	-.13027	-.17035	.14833	.04578	.23533	.14300	.00344	.10427	.18337	-.13342
031	.15734	-.01150	-.00033	-.01564	-.08525	-.10485	.06314	-.02753	.18440	-.16520	-.03813	-.03737
032	-.09158	-.16677	.00310	-.04975	-.06341	-.02402	.04706	-.06634	-.16248	-.01207	-.01621	.07642
033	-.08226	-.01530	-.04508	.05165	.23005	-.07535	.14538	-.01086	-.03282	.07270	-.03150	.00836
034	.06700	-.12041	-.08313	.01807	.04071	-.07549	.03444	-.15058	.18228	.16730	.03084	.11413
035	.18731	.08006	-.02007	-.02018	.00131	-.05870	-.09210	-.00080	.03568	.20023	.02320	.12059
036	.18567	-.02266	-.04901	-.03403	.05964	-.07849	-.02541	-.06713	.03820	.21260	.27467	-.00007
037	.17582	-.05056	-.01865	-.06361	.06755	-.06581	.12863	-.00406	.12621	.28815	.15027	-.01446
038	.21123	-.03241	-.03625	-.06272	.02427	-.06172	-.10234	-.04460	.10545	.12546	-.13014	-.07605
039	-.16006	-.08876	-.17843	-.08338	.01463	-.03787	-.05445	-.02008	.00758	.20163	-.02316	-.06368
040	-.00647	-.00131	-.07487	.23172	-.12553	.02540	-.02454	-.00555	.17406	.07088	.08297	.10415
041	.06746	-.01344	.06210	.01267	-.02031	.07084	.10520	-.00403	.13535	.11862	.10610	.10030
042	-.04975	-.01568	.05257	.02224	-.07405	.14618	.13021	-.03404	.11765	.08375	.15053	.15547
043	-.10633	-.02101	.04475	.03316	-.00840	-.00507	.15015	-.12636	.10105	.13878	.10489	.21872
044	-.06127	-.00274	.02848	.08134	-.05040	-.03181	.07429	-.13378	.14836	.21888	.26656	.17079
045	-.00556	-.03702	.11040	.10075	.15324	-.03343	.00473	-.05775	.03470	.14058	.03517	.06663
046	-.02576	-.06176	.14607	-.26528	.17702	-.00354	.02237	-.07401	.15143	.12217	.13702	.22588
047	.17144	-.11885	.06505	-.00434	.07471	-.02085	.06805	-.16150	.32425	.06153	.11413	.17578
048	.21342	-.09586	.05300	-.05796	.06130	-.05471	.10318	-.16626	.31862	.08078	.16305	.20844
049	-.18938	-.06088	.02176	-.02180	.14437	-.03420	.05102	.01800	.14113	.03080	.02365	.17087
050	-.02372	-.00557	.22770	.12067	.07105	-.01130	.13423	.04276	.04335	.13556	.03547	.28392
051	-.01100	-.07041	.24605	.05046	.14577	-.05018	.19202	.05066	.15553	.06852	.12455	.17449
052	.12971	-.02482	.11607	.08426	.10140	-.05437	.11767	.01718	.23108	.16020	.17805	.27772

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

- F A C T O R   A N A L Y S I S -

	Q36	Q37	Q38	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q50	-.15525	-.19896	-.09480	-.05160	.17506	-.27197	-.20215	-.16141	-.02569	.73427	.40288	.12609
Q51	.01002	.04085	.02792	-.05633	.24653	-.00474	-.04965	-.03266	.08455	.30730	.40919	.27354
Q52	.26187	.05591	.41411	.30227	.29658	.03052	.05102	.12472	.23553	.23592	.31379	.60655

	Q48	Q49	Q50	Q51	Q52
Q48	1.00000				
Q49	.31677	1.00000			
Q50	.10079	.25561	1.00000		
Q51	.24103	.17489	.46917	1.00000	
Q52	.39402	.38773	.30526	.39333	1.00000

>WARNING 11302
>THE CORRELATION MATRIX IS ILL-CONDITIONED.

DETERMINANT OF CORRELATION MATRIX = .0000000

INVERSE OF CORRELATION MATRIX:

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q12	1.55717								
Q13	-.28802	2.88803							
Q14	-.07427	-.59932	2.46578						
Q15	-.05609	-.30041	.01255	1.53944					
Q16	-.32014	-.20217	.38459	.17017	1.77508				
Q17	.07303	-.58824	-.33624	-.16952	-.08150	1.51840			
Q18	.11902	-.15924	-1.30072	-.21142	-.40521	-.12378	2.30836		
Q19	-.24868	-1.41751	-.03715	-.47514	-.27646	-.45005	.10032	2.28089	
Q20	-.04639	-.14761	-.14485	-.07802	-.35031	-.11554	-.12117	-.21012	1.74306
Q21	-.04704	-.10971	.67542	-.15951	.17696	-.22520	-.12228	-.10301	-.34106
Q22	-.04000	-.04098	-.04849	-.14057	-.34525	-.06011	-.21077	-.00223	-.35597
Q23	-.14206	-.04201	-.10825	-.05405	-.17575	-.64518	-.22474	-.32611	-.28602
Q24	-.37540	.07677	-.46027	-.10520	-.10020	-.12417	.32451	.06017	-.26647
Q25	-.00769	-.04349	-.27213	-.07246	-.25196	-.30712	.27563	.07857	.23782
Q26	-.33578	-.01409	-.08402	-.07806	-.38510	.17483	-.04880	-.10107	-.10080
Q27	-.09350	.26705	-.34973	-.24166	-.11040	.10366	-.26632	-.00067	-.25702
Q28	-.02045	.17504	-.43233	-.30317	-.03054	.00205	-.15565	-.03032	-.16553
Q29	-.12263	-.58753	.38469	-.01054	-.09043	.28341	-.56327	-.47788	-.10961
Q30	-.09359	-.02650	-.24610	-.10586	-.01272	-.07752	-.20584	-.00628	-.24787
Q31	-.06935	.30137	-.10247	-.03275	-.04010	-.44480	-.10548	-.35635	-.20038

25 FEB 85 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

F A C T O R   A N A L Y S I S

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q32	-.03992	.32357	-.02205	-.00065	-.25172	-.17240	-.37117	-.20698	-.11923
Q33	.16247	-.07711	-.00291	-.03433	-.36489	-.14187	-.19836	.02523	-.22232
Q34	-.22342	-.02611	.02109	-.00274	-.20727	.02340	-.08654	-.26027	-.30660
Q35	-.20267	-.22231	-.34203	-.12573	-.24098	.12522	-.42857	-.26733	.14231
Q36	-.10216	-.20369	-.41054	-.00145	-.44021	.03526	-.70381	-.46585	-.16944
Q37	-.29866	.58878	-.35180	-.03463	.01287	-.09127	-.56580	-.41200	-.12248
Q38	-.16965	-.18032	-.20413	-.22020	.04620	-.05035	-.01259	-.16262	-.10965
Q39	-.12236	-.11850	.20785	-.22215	-.13130	-.10005	-.17134	-.17765	-.31138
Q40	-.17494	-.35021	-.37240	-.42693	-.11164	-.12205	.00250	-.35580	-.22966
Q41	-.04100	-.85406	-.49143	-.30813	-.37563	-.24179	-.66210	-.58570	.02830
Q42	-.33667	.70942	-.10863	-.23534	-.35557	-.63185	-.15280	-.65601	-.35710
Q43	.60075	-.25593	-.15311	-.11984	.03526	.22163	-.15882	.48475	-.30874
Q44	.11316	-.24165	-.14863	-.03357	-.10050	.07338	.14258	.21638	.12751
Q45	.02436	-.18468	-.11872	-.20220	-.20307	-.24663	.02519	-.62770	-.20784
Q46	.12864	.15611	-.45805	-.34033	-.18380	-.03216	.51000	-.20882	-.10750
Q47	-.06980	-.28769	-.31215	-.00985	-.30718	-.14723	-.48755	.33613	-.20706
Q48	-.12564	-.35164	.36370	-.40071	-.35352	-.47078	-.45201	-.36080	.03330
Q49	-.06993	.27183	-.11290	-.11447	-.21201	-.19709	-.00976	-.10765	.00208
Q50	-.05690	-.32738	-.57549	-.12772	.17008	-.23810	-.03863	-.36653	-.20782
Q51	.03215	-.13207	-.20677	.00561	.15294	-.08808	-.35325	.11911	-.32816
Q52	.08183	.04451	.16519	.06774	.00211	.25757	-.18061	.09494	-.11546

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q21	1.84831								
Q22	-.07637	1.08107							
Q23	-.25116	-.55138	2.51720						
Q24	-.16962	-.53328	-.24906	1.02306					
Q25	-.07013	-.07200	-.57087	-.06583	2.33030				
Q26	-.36366	-.10302	-.27068	-.11155	-.36214	2.02888			
Q27	-.34840	-.11732	-.34200	-.17810	-.09433	-.21430	2.51865		
Q28	-.40933	-.23350	-.20365	.20703	-.16054	-.26005	-.76536	2.13828	
Q29	-.02553	-.14327	-.40415	.05737	-1.46350	-.23400	.40076	-.21512	2.57107
Q30	-.02656	-.04035	.34743	-.01184	-.06874	-.02773	-.13205	-.34707	-.26524
Q31	-.07963	.28985	.52630	-.36522	-.00429	-.34610	-.60145	-.07525	-.08410
Q32	-.25294	-.18748	.01030	-.01008	.54612	-.11144	-.62822	.31681	-.61177
Q33	-.28102	-.02570	.23953	-.03835	.08458	.13187	-.00942	.04495	-.20776
Q34	-.19005	-.00307	-.05060	-.21147	.17360	-.07354	-.02826	-.05216	-.17220
Q35	-.04470	-.53975	-.27471	-.22010	.05848	-.56455	-.20763	-.13708	-.07718
Q36	-.09840	-.30035	.30007	-.43283	-.08326	-.36780	.13597	-.16753	-.28090
Q37	-.10388	-.13825	.29450	-.00457	-.21617	-.26021	-.11367	-.20705	.02563
Q38	-.01763	-.18283	.07744	-.10074	-.23473	-.14034	-.29455	.23142	.08391
Q39	-.43000	.18600	.50656	-.41247	.14000	-.37205	-.12063	-.00731	-.10806
Q40	-.20720	-.17404	-.05414	.11296	-.32279	-.20307	-.07771	-.31685	-.15205
Q41	-.25915	-.15865	-.33010	-.22071	-.12307	-.26253	-.58182	.20863	-.30277
Q42	.13102	.33375	.60743	-.30734	.75735	-.11470	-.20621	.03053	-.36812

3-4-5

- F A C T O R   A N A L Y S I S -

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q43	-.05930	-.03967	-.87206	.19691	-.67752	.50013	-.25361	-.64996	-.21166
Q44	-.21624	-.20002	-.13216	-.09749	-.07756	.07062	-.23293	-.01531	-.15733
Q45	-.00819	-.03393	-.26540	-.14262	-.37331	-.17858	-.42725	-.26151	-.15862
Q46	-.02937	-.03126	-.31705	.21457	.40655	-.10329	-.11730	-.46238	-.22531
Q47	-.58259	-.23860	-.13151	-.33718	-.25780	-.25429	-.75716	-.87452	-.38650
Q48	-.29946	-.21069	-.50519	-.21757	-.04675	.75001	-.33592	-.72415	-.37842
Q49	-.17002	.27030	-.17401	-.34027	.22338	.01702	-.11088	-.07023	-.39112
Q50	-.53709	-.29633	.23056	.05143	-.23475	-.12007	-.63283	.53478	-.61515
Q51	.03559	-.25939	-.36766	-.21543	-.15866	-.03529	-.36575	-.01539	-.19940
Q52	.01096	.34261	-.31569	-.31256	-.27050	-.18348	.19150	-.37337	.35258

	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38
Q30	2.25870								
Q31	-.29912	2.35731							
Q32	-.31474	-.11134	2.06315						
Q33	.01207	-.21897	-.21136	1.78182					
Q34	.30635	-.17161	-.26798	-.18742	1.98666				
Q35	-.00929	-.18176	-.23523	-.26153	-.70014	-3.47317			
Q36	-.14265	-.41305	-.26268	-.31345	-.70103	-2.54731	-4.17730		
Q37	-.30252	.04847	-.06369	-.22980	-.59683	-.44907	-1.15445	2.00005	
Q38	-.42635	-.33325	-.11537	-.10116	-.67151	-.09331	-.14397	-.08541	2.41250
Q39	-.29513	-.02004	.02504	-.37649	-.13821	.18582	-.32225	-.19709	-.30376
Q40	-.31638	-.24665	.42550	-.41380	-.31767	-.53100	-.35811	-1.06665	.10092
Q41	-.04528	-.30167	.06730	-.18782	-.32238	-.00140	-.07124	-1.13879	.17301
Q42	-.12742	-.30125	-.30307	-.07789	-.12026	-.00235	-.38034	-.40353	-.44449
Q43	-.39687	-.03727	-.31353	-.11819	-.30840	-.28070	-.33432	-.23898	-.18658
Q44	-.39970	-.12403	-.08967	-.02366	-.28660	-.22094	-.46274	-.35001	-.37420
Q45	-.13025	-.13554	-.43608	-.20212	-.04734	-.04230	.33156	-.54426	-.38693
Q46	-.31827	-.22401	-.40617	-.10823	-.30913	-.26538	.31450	-.29503	-.38163
Q47	-.12136	-.21006	-.42739	-.44192	-.21504	-.28186	-.44881	-.14457	-.53381
Q48	-.44050	-.76290	-.16303	-.48022	-.36033	-.39160	-.32323	-.40545	-.25674
Q49	-.27369	.33087	-.00942	-.17941	-.33260	.17202	-.15093	.06106	-.12980
Q50	-.11305	.13505	.20770	-.13372	-.19830	.17515	-.27975	-.10537	.14532
Q51	-.16724	.31476	-.20743	-.15103	-.17033	.00707	-.02144	-.20832	-.16626
Q52	-.10504	.19676	-.64300	.07891	.03774	.27122	-.56708	.50063	-.60410

	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q39	2.32726								
Q40	-.29617	2.48237							
Q41	.41080	-.01015	-4.66021						
Q42	-.03763	-.29568	-2.35373	4.83565					
Q43	-.29704	-.30261	-1.06429	-1.20267	3.20810				
Q44	.12443	-.45471	.47558	-.25597	-.24761	2.00157			

- F A C T O R A N A L Y S I S -

	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q45	-.16946	-.28856	.21824	-.30535	-.53108	-.11124	3.84646		
Q46	-.00900	-.63488	-.60315	-.05593	-.34032	-.26373	-1.03316	2.72003	
Q47	-.96879	-.38293	-.55220	-.00032	.58677	-.71865	1.04924	-.04231	2.36406
Q48	-.48123	-1.00512	-.52899	-.62278	.24741	.01470	-.53125	-.36933	-5.42863
Q49	-.06136	.53950	-.60075	.70006	-.15627	.12851	-.13106	-.26187	-.25280
Q50	.00061	-.25062	-.12316	-.86053	-.47866	.04846	-2.00372	-.11518	-.75655
Q51	-.19200	-.16201	-.62598	-.32093	.02951	.26334	.04627	-.14207	-.52356
Q52	-.26302	-.29115	-.10770	-.61497	.56100	.02650	.25825	-.47353	.30987

	Q48	Q49	Q50	Q51	Q52
Q48	2.35443				
Q49	-.21310	2.04192			
Q50	.46267	-.34261	3.65768		
Q51	-.18490	-.03900	-.50103	1.86513	
Q52	-.21816	-.39709	-.44362	-.48512	2.47008

KAISER-MEYER-OLKIN MEASURE OF SAMPLING ADEQUACY = .60905

BARTLETT TEST OF SPHERICITY = 2615.3877, SIGNIFICANCE = .00000

THERE ARE 110 (6.7%) OFF-DIAGONAL ELEMENTS OF AIC MATRIX > 0.09

ANTI-IMAGE COVARIANCE MATRIX:

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q12	.64219								
Q13	-.06402	.34514							
Q14	-.01934	-.07023	.40556						
Q15	-.02379	-.06750	.00331	.65001					
Q16	-.11576	-.03940	.08782	.06558	.54307				
Q17	.03127	-.13609	-.09080	-.07257	-.03022	.65855			
Q18	.03312	-.02253	-.22856	-.25054	-.12081	-.03532	.43327		
Q19	-.06974	-.21429	-.00587	-.13488	-.05077	-.17960	.01898	.43672	
Q20	-.01712	-.02936	-.03376	-.01047	-.11627	-.04373	-.03017	-.05501	.57470
Q21	-.01666	-.02055	.14820	-.05238	.05366	-.00001	-.02086	-.02213	-.10537
Q22	-.01207	-.00872	-.00002	-.04035	-.00813	-.02207	-.04619	-.02032	-.10208
Q23	-.03624	-.00590	-.03194	-.01306	-.03031	-.16870	-.03868	-.05623	-.16486
Q24	-.12536	.01382	-.00707	-.06621	-.05569	-.04252	.02311	.01117	-.17240
Q25	-.00211	-.00467	-.04718	-.02018	-.06062	-.08447	.05115	.01167	.15830
Q26	-.10674	-.00256	-.01609	-.01248	-.10689	.05740	-.01440	-.04132	-.02575
Q27	-.02131	.03620	.05615	-.06237	.02671	.02710	-.04581	-.00013	-.05885

F A C T O R   A N A L Y S I S

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q28	-.00614	.02968	-.08200	-.11052	-.00804	.00001	-.03154	-.00803	-.04476
Q29	-.02947	-.07611	.05830	-.00256	-.01605	.06985	-.00132	-.06465	-.02353
Q30	-.02376	-.14128	-.04412	-.03065	-.00307	-.02260	-.03948	-.01841	-.06276
Q31	-.02165	.05071	-.02010	-.01035	-.01746	-.14238	-.02226	-.07566	-.02276
Q32	-.01255	.05482	-.00456	-.00307	-.05072	-.05405	-.00651	-.06345	-.03101
Q33	.05956	-.01498	-.00065	-.01252	-.11531	-.05244	-.06823	.00618	-.07176
Q34	-.07229	-.01455	.00431	-.00090	-.05801	.00774	-.01889	-.05722	-.00133
Q35	-.03747	-.02216	-.03004	-.03663	-.03802	.02374	-.05345	-.03341	.02355
Q36	-.01571	-.01658	-.03086	-.01423	-.05034	.00556	-.08233	-.04461	-.02317
Q37	-.06414	.04816	-.04772	-.00752	.02242	-.02010	-.08199	-.05013	-.02354
Q38	-.04516	-.02587	-.04945	-.06189	.01547	-.01374	-.00224	-.02265	-.02512
Q39	-.03376	-.01762	.05190	-.05470	-.03179	-.03111	-.03107	-.03336	-.07564
Q40	-.04526	-.04883	-.06200	-.11170	-.02532	-.03238	.00044	-.06240	-.05317
Q41	-.00565	-.06346	-.04222	-.04298	-.04539	-.03417	-.04226	-.05407	.00849
Q42	-.04471	.05078	-.00911	-.03164	-.04160	-.08475	-.01373	-.05015	-.00479
Q43	.02640	-.02216	-.01553	-.01770	.00402	.03650	-.01721	.05295	-.05732
Q44	.03474	-.03999	-.02882	-.01042	-.05131	.02310	.02953	.04518	.03503
Q45	.00407	-.01660	-.01252	-.03418	-.02073	-.04223	.00847	-.07128	-.00117
Q46	.03037	.01987	-.06830	-.08173	-.03807	-.00779	.08257	-.03353	-.00150
Q47	-.00610	-.01352	-.01710	-.00074	-.02340	-.01317	-.02860	.01082	-.05525
Q48	-.01097	-.01655	.02006	-.04417	-.02707	-.04296	-.03846	-.02143	.00237
Q49	-.02190	.04608	-.02242	-.03646	-.05846	-.06356	-.02112	-.04223	.00259
Q50	-.01057	-.03277	-.06750	-.02401	.02031	-.04535	-.03486	-.04524	-.00130
Q51	.01107	-.02469	-.04470	.03325	.01508	-.03142	-.01232	.00213	-.00858
Q52	.02162	.00634	.02757	.01812	.02134	.06980	-.03220	.01706	-.02754

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q21	-.54106								
Q22	-.02086	-.50478							
Q23	-.05308	-.11057	-.30727						
Q24	-.04772	-.13228	-.05143	-.52001					
Q25	-.01622	-.01556	-.09604	-.01463	-.42745				
Q26	-.02698	-.04875	-.05476	-.02859	-.07630	-.49288			
Q27	-.07494	-.02351	-.05306	-.03677	-.01601	-.04194	-.39776		
Q28	-.10332	-.05514	-.03284	.05035	-.03380	-.05904	-.13851	-.44742	
Q29	-.00517	-.02707	-.06000	.01323	-.23415	-.04310	.06080	-.03744	-.37426
Q30	-.00636	-.00902	.06110	-.00273	-.01203	-.00605	-.02321	-.07205	-.04063
Q31	-.02094	.07112	.10165	-.00224	-.00099	-.08292	-.11632	-.01711	-.01532
Q32	-.06698	-.04652	.00200	-.00257	.11384	-.02480	-.08321	.07226	-.02524
Q33	-.08533	-.00756	.05343	-.01117	.02070	.03648	-.00216	.01752	-.01801
Q34	-.05181	-.02390	-.01103	-.05564	.03741	-.01826	-.00565	-.01223	-.03247
Q35	-.00698	-.07845	-.03142	-.03432	.00722	-.08012	-.02371	-.01858	-.00832
Q36	-.01276	-.04825	.02068	-.05788	-.00852	-.04740	.01037	-.01652	-.02588
Q37	-.01980	-.02374	.03781	-.01535	-.03000	-.04478	.01537	-.04563	.10260
Q38	-.00305	-.03826	.01200	.04002	-.04150	.02867	-.04840	.04486	.01381

25 FEB 85   BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q39	-.00997	.06734	.08667	-.00215	.02055	-.07808	-.02211	.01054	.01607
Q40	.06479	.03539	.00866	.02364	.05558	-.04032	-.01243	-.05060	-.00799
Q41	-.03009	-.01716	-.02801	.03244	-.01587	-.02777	-.05909	.08012	-.02658
Q42	.01476	.03484	.04920	-.04232	.05695	-.01170	-.02432	.00382	-.02810
Q43	.00802	.00486	-.08226	.01353	-.02244	.06165	.02417	-.05133	.01298
Q44	-.05594	-.07238	-.02510	.02175	.01585	.01876	-.04422	.00342	-.02815
Q45	.00115	-.00444	-.02534	-.01228	-.04140	.02288	.06425	-.03172	.00568
Q46	-.00564	-.00580	-.04585	.04112	.06389	-.01872	-.01712	.02051	-.03100
Q47	.04280	.01636	-.00200	.02805	.01407	-.01701	.04082	-.05566	-.00620
Q48	-.02122	-.01445	-.03215	-.01539	-.05503	.05026	-.00196	.04605	.01926
Q49	.04505	.06682	-.03385	-.08803	.04676	.03411	-.02156	-.01598	-.07168
Q50	-.08418	.06325	.02252	.00774	.02002	.01840	-.04022	.07241	-.04594
Q51	.01032	-.04903	.01441	.06012	-.03632	-.00032	-.00980	.00386	-.02100
Q52	.00242	.00881	-.05161	-.06838	-.04918	-.03721	.03120	-.07185	.05630

	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38
Q30	.44271								
Q31	-.06437	.48607							
Q32	-.06820	-.02649	.48044						
Q33	.00300	.06001	-.05806	.56122					
Q34	.06834	-.04203	-.06600	.05300	.50387				
Q35	.00106	.02534	.03315	-.04225	-.10157	.28792			
Q36	-.01512	-.04817	-.02841	.04211	.08467	-.17557	.23039		
Q37	-.04479	.00788	.01043	-.04295	-.09809	.04333	-.09244	.33644	
Q38	-.07824	.06064	-.02341	-.04447	-.08796	-.01185	-.01428	.01187	.51451
Q39	.05614	-.00625	.00546	.07301	.02007	.02299	-.03315	-.02701	-.16084
Q40	-.05642	.05221	.08389	-.00355	-.06648	.06150	-.03453	.14371	.03823
Q41	-.00430	-.03145	.00707	.02262	-.03486	-.00010	.03366	-.08173	.01539
Q42	-.01167	.03033	.03068	-.00003	-.01347	-.00014	-.01030	.03416	.03810
Q43	-.04395	-.00453	-.03838	-.01658	.05021	-.02086	.02005	-.01008	-.01014
Q44	-.08431	-.02903	-.02075	.00635	-.06006	.03153	-.05206	-.05611	.01670
Q45	-.01490	-.01713	-.08135	-.10244	.03882	-.00317	.02437	-.04782	-.00274
Q46	-.05180	-.04003	.08800	.02027	-.01484	-.02800	.02240	-.03632	.01244
Q47	-.00730	.01302	-.02840	-.03367	.01478	-.01102	.02100	.00657	-.03568
Q48	.02652	-.05042	-.01085	.03444	-.02530	-.01533	-.01052	-.02252	.00320
Q49	-.05934	.07876	-.00202	-.04030	-.08207	.02425	-.01082	.01000	-.02516
Q50	-.01447	.02755	.02031	.01676	.02744	.01458	-.01037	.01807	.05566
Q51	-.03986	.00385	.05443	-.04545	-.04845	.01512	-.00278	-.05353	.03651
Q52	-.01214	.03736	-.12052	.01002	.00782	.03213	-.05586	.06803	-.06803

	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q39	.42962								
Q40	-.05122	.40284							

F A C T O R A N A L Y S I S

	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q41	.03789	-.07868	.21458						
Q42	.00334	.06627	-.10443	.20487					
Q43	-.09574	-.03049	-.05676	-.10767	.25011				
Q44	.02556	-.08759	.06521	-.02559	-.02061	.42911			
Q45	-.01903	-.03022	.01217	-.02124	.03457	-.01387	.25039		
Q46	-.00126	-.09403	.05468	-.00419	-.03306	.04284	-.09875	.36766	
Q47	-.05653	.02097	-.01609	-.00031	.02333	-.04545	.03753	-.00211	.13570
Q48	.02912	-.05506	.01543	-.01180	.03929	.00002	-.01880	-.01765	-.10393
Q49	-.01291	.10643	-.06408	.08131	.01900	.03000	.01658	.04715	-.01681
Q50	.00008	.02220	-.00764	.05221	-.03462	.00670	-.15066	-.01225	-.02263
Q51	.04423	-.03597	.04099	-.06212	.03306	.06750	.03617	-.02801	-.13812
Q52	-.04651	-.04826	-.00052	-.05233	.05774	.00523	.02870	-.07165	.01732

	Q48	Q49	Q50	Q51	Q52
Q48	.13597				
Q49	-.01410	.48972			
Q50	.01819	-.05133	.28021		
Q51	.01349	-.01050	-.07760	.57616	
Q52	-.01221	-.08021	-.05280	-.10723	.41151

ANTI-IMAGE CORRELATION MATRIX:

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23
Q12	.68927											
Q13	-.13579	.52477										
Q14	.03792	-.18745	.51003									
Q15	-.03682	-.14259	.20645	.52273								
Q16	-.19251	-.09026	.18378	.10839	.58219							
Q17	.04908	-.28085	.17377	.11001	-.04063	.37890						
Q18	.06278	-.05818	-.54524	-.11220	-.24450	-.04612	.50922					
Q19	.13170	-.55113	.01305	.25315	-.10239	.24194	.04366	.44330				
Q20	-.02917	-.06586	-.16003	-.01713	-.20647	-.07198	.06767	-.10091	.25462			
Q21	-.02926	-.04749	.11679	-.08025	.00719	.01500	-.06163	-.04565	-.10768	.66748		
Q22	-.02278	-.02085	.02103	-.08566	.19406	-.03084	-.00957	-.04320	-.10119	-.03091	.71043	
Q23	-.07175	-.01591	-.07057	-.02747	-.08312	-.37990	-.09324	-.13500	.13571	-.11446	-.24431	.57617
Q24	-.21694	.03257	-.21137	-.11354	-.10222	.07266	.15403	.02343	-.14570	-.08007	-.27322	-.11316
Q25	-.00403	.01669	-.11331	-.07920	-.12314	-.16208	.11962	.03305	.11763	.03373	-.03345	.23525
Q26	.19901	-.00613	-.03727	-.02205	-.20299	.10076	.03170	.08006	.34878	-.18770	-.03473	-.12376
Q27	-.04224	.03371	.13026	-.12277	.05657	.05731	-.11046	-.00025	-.12321	.14148	.05252	-.13586
Q28	.01121	.07773	-.19878	.21678	-.01567	.00166	.07006	-.01777	.08433	-.20540	-.11342	-.09778
Q29	-.06012	.21147	.14907	-.00529	.07602	.14070	-.22679	-.16488	-.05074	-.01140	-.06227	-.15586

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

F A C T O R   A N A L Y S I S

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23
Q30	-.04457	-.34260	.10628	-.05670	-.00415	.06186	-.00015	.04231	.12222	.01370	-.31028	.14570
Q31	-.03875	.12362	-.06548	-.01841	-.02574	-.25166	-.06850	-.16418	-.05253	-.04084	.14357	.23131
Q32	-.02238	.13318	-.31023	-.00564	.13216	-.30479	.01436	-.13723	-.05845	.13016	.10812	.20454
Q33	.09754	.03398	-.30170	.02074	-.23512	-.28625	-.09781	.31249	.12512	-.15485	-.31621	.11315
Q34	.12709	.01090	.00953	-.00157	-.11040	.01348	.04043	.12209	-.00247	-.08023	-.34739	.02667
Q35	-.08715	-.07018	.11688	-.08467	.09666	.05453	-.15137	-.29480	.05789	.01768	.23577	-.19291
Q36	.06006	-.35867	-.12702	.03637	-.16162	.31433	.25565	.14416	.34248	-.33545	-.13882	.30559
Q37	-.13861	.20333	.12956	-.01613	.00558	.04283	-.21538	-.15740	-.05370	-.04410	-.35680	.10373
Q38	-.08753	.06830	-.12060	-.11923	.03202	-.02631	-.00533	-.06919	-.05352	-.00835	-.38363	.02980
Q39	-.06427	-.04571	.12436	.12110	.06463	-.05840	-.07303	-.37696	.15625	-.20733	.38653	.20929
Q40	-.08898	.13977	.15339	-.21867	-.15317	-.36286	.20104	-.14024	-.11151	.13870	.17848	.12146
Q41	-.01572	-.23276	-.14607	.11508	.13057	.30080	.14000	.17033	.00996	-.08830	-.35215	-.30003
Q42	-.12269	.18083	-.03146	-.08629	-.12133	-.23317	-.04576	-.10681	.01969	.04613	.13783	.17411
Q43	.24076	.07530	.04876	.04399	.01323	.08985	-.05228	.16021	-.15118	.02181	.31347	-.26256
Q44	.06270	-.09831	-.36545	-.01869	.30803	.34118	.36689	.30887	.34484	-.10308	-.14736	-.35759
Q45	.00995	-.05534	.33855	.08316	-.07760	.10205	.02523	.21156	.00303	.00307	-.31225	-.07886
Q46	.06251	.05560	-.17687	-.16637	-.08367	-.01583	.20714	-.08367	-.00340	-.01265	-.01366	-.11998
Q47	.02064	.06237	-.07325	-.00248	-.08606	-.34473	.11829	.38137	-.10777	.15731	.35242	-.33055
Q48	-.03713	-.07522	.38543	.14856	.09782	.14357	-.15847	.38204	.33847	-.37826	-.35516	-.13883
Q49	-.03022	.11102	.35032	-.06658	-.11133	-.11192	.06505	-.30131	.30117	.08751	.13680	-.07675
Q50	-.02452	.10358	-.19700	-.05538	.07263	-.10301	-.01367	-.12055	.00310	-.21281	.11322	.08120
Q51	.01886	-.05728	-.09606	.05633	.02900	-.05788	.02567	.00441	-.01563	.01916	-.13662	.03121
Q52	.04207	.01583	.36748	.03513	.06636	.13608	-.37626	.34025	-.35666	.33513	.31033	-.12766

	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35
Q24	.65383											
Q25	-.03102	.47265										
Q26	.05648	-.16623	.77344									
Q27	-.08003	-.03986	-.30480	.80013								
Q28	.10209	.07580	-.12485	-.32143	.60047							
Q29	.02008	-.58547	-.12056	.15795	-.30072	.58627						
Q30	.03568	-.32073	.31205	.05536	-.15836	-.30083	.28531					
Q31	-.18351	-.00218	-.16940	-.26422	-.03598	.03501	-.13876	.75676				
Q32	.00508	.24888	-.05475	-.18877	.15061	-.17581	-.14651	-.35631	.73662			
Q33	-.02072	.34265	.35036	.03456	.03630	.04127	.30602	.11480	-.11377	.72134		
Q34	.10835	.08361	.33665	-.01264	.02531	-.37479	.14460	-.08603	-.13308	.30036	.77540	
Q35	-.08868	.02050	-.21267	-.07013	-.05063	.02533	.00206	.06774	.00831	-.10513	-.26667	.75031
Q36	.15271	.02663	.12634	.03267	-.04070	-.08667	-.04444	-.16120	-.08703	.11680	.26378	-.56876
Q37	-.03608	-.08176	-.10070	.04135	-.11783	.30070	-.11640	.31256	.32577	-.30016	-.25731	.13043
Q38	.08809	-.00881	.36343	-.11053	.10190	.33576	-.19264	.13590	-.35104	-.00210	-.18860	-.33431
Q39	-.19404	.06806	-.17163	-.05354	.04362	.03732	.12072	-.01368	.01107	.15951	.36631	.06536
Q40	.05166	.13396	-.00060	-.03108	-.13757	-.02056	-.13361	.11700	.18806	-.10625	-.14312	.18084
Q41	.09711	-.05261	-.38578	-.10001	.25222	-.38778	-.01306	-.30763	.32181	.36518	-.11531	-.30042
Q42	-.12800	.22518	-.33665	-.08600	.31220	-.10132	-.07855	.12606	.00662	-.02650	-.34172	-.00057
Q43	.03751	-.22153	.17560	.07671	-.15000	.06530	-.13206	-.01200	-.10070	-.04625	.14163	-.07774

25 FEB 85 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

	024	025	026	027	028	029	030	031	032	033	034	035
044	.04363	.03596	.03865	-.10140	.00724	-.06655	-.19725	-.06023	-.04209	.01226	-.14057	.08498
045	-.05244	-.12445	.06702	.20152	-.09119	.01822	-.04410	-.06818	-.22722	-.26810	.02437	-.01157
046	.09382	.16117	-.04307	-.04481	.19172	-.08757	-.12840	-.00470	.20058	.04442	-.03648	-.08634
047	.10554	.06213	-.26577	.17591	-.22080	-.01905	-.02076	.05620	-.11115	-.12197	.05659	-.05573
048	-.05787	-.22825	.10416	-.00835	.19261	.08537	.10908	-.10513	-.06206	.13265	-.29467	-.07750
049	-.17622	.10227	.00836	-.04890	-.03761	-.16744	-.12744	.16143	-.00412	-.09366	-.14522	.06459
050	.01995	.08254	.04873	-.14667	.10761	-.13658	-.06065	.07347	.07791	.06061	.07188	.05054
051	.11386	-.07585	-.01817	-.02124	.02771	-.04166	-.08182	.00753	.10525	-.08285	-.03521	.03849
052	-.14782	-.11726	-.08263	.07741	-.16370	.13837	-.04493	.08353	-.28861	.03760	.01718	.00336

	036	037	038	039	040	041	042	043	044	045	046	047
036	.73517											
037	-.32671	.71150										
038	-.04532	.03188	.81425									
039	-.10335	-.07126	-.38112	.71000								
040	-.11121	.30152	.08133	-.12322	.52109							
041	.01615	-.33507	.05460	.12477	-.26759	.72006						
042	-.08676	.12081	.13014	.01122	.22960	-.40575	.60047					
043	.08105	-.06009	-.05943	-.26159	-.00606	-.26101	-.45477	.71238				
044	-.15655	-.14032	.03303	.05640	-.19020	.20758	-.08045	-.09562	.84315			
045	.00770	-.14348	-.02759	-.05654	-.00330	.05155	-.00167	.13543	-.03022	.72104		
046	.09335	-.10379	.03187	-.00318	-.24433	.10460	-.01517	-.11190	.10219	-.31941	.74001	
047	.11698	.03081	-.15037	-.23402	.08035	-.00626	-.00007	.12457	-.18306	.10021	-.00345	.72216
048	-.05832	-.10550	.01347	.11632	-.23525	.00036	-.07780	.06480	.03359	-.09308	-.12317	-.76481
049	-.05788	.02477	-.05907	-.02815	.23063	-.10766	.25457	.05300	.06218	.04476	.11113	-.26519
050	-.07361	.06076	.16077	.00021	.08555	-.07068	.21265	-.12874	.01802	-.56043	-.03756	-.14053
051	-.00776	-.12435	.07744	.02215	-.07762	.14445	-.12651	.01080	.13333	.01453	-.26338	-.14127
052	-.17790	.18573	-.14600	-.11067	-.11854	-.03273	-.17047	.17908	.01173	.08774	-.18621	.17325

	048	049	050	051	052
048	.72736				
049	-.05490	.71062			
050	.00175	-.13430	.72466		
051	.04005	-.02040	-.10720	.82000	
052	-.05160	-.17867	-.15304	-.22787	.78420

MEASURES OF SAMPLING ADEQUACY (MSA) ARE PRINTED ON THE DIAGONAL.

- F A C T O R   A N A L Y S I S -

CORRELATION SIGNIFICANCE MATRIX:

' . ' IS PRINTED FOR DIAGONAL ELEMENTS.

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q12	.								
Q13	.01492	.							
Q14	.49669	.00027	.						
Q15	.13110	.08827	.08176	.					
Q16	.00235	.00261	.38052	.30760	.				
Q17	.31689	.00173	.48030	.38284	.01365	.			
Q18	.30850	.00106	.00003	.23389	.00211	.07249	.		
Q19	.21057	.00000	.04477	.18090	.00152	.26070	.03550	.	
Q20	.00510	.03464	.07095	.16726	.00186	.07392	.05844	.02115	.
Q21	.08429	.16903	.01807	.11806	.11703	.33456	.30654	.12031	.00722
Q22	.05970	.01432	.00405	.01378	.42066	.16323	.00027	.11464	.00270
Q23	.09029	.00951	.00133	.04375	.01715	.00063	.00072	.02056	.00171
Q24	.00000	.00968	.01886	.01623	.02547	.32527	.05482	.10283	.00003
Q25	.42134	.12560	.13251	.48007	.00887	.40006	.08122	.10183	.40025
Q26	.45016	.48706	.48388	.25395	.01143	.44781	.06575	.32154	.20756
Q27	.07059	.10852	.38123	.13465	.45081	.20886	.11082	.37838	.02453
Q28	.42481	.38476	.30317	.06533	.17844	.47280	.00285	.35712	.23490
Q29	.46311	.11441	.10780	.20220	.06277	.27684	.00474	.28501	.21844
Q30	.05704	.00002	.05202	.02369	.02507	.29832	.00231	.06721	.14590
Q31	.03366	.44716	.45708	.42831	.16187	.11221	.23250	.37518	.01581
Q32	.14447	.02615	.48570	.28258	.23165	.39265	.29321	.22144	.02938
Q33	.17051	.42984	.30112	.27520	.00245	.10163	.04543	.45002	.35224
Q34	.21610	.06559	.16708	.41728	.28273	.34082	.33680	.03082	.01683
Q35	.01449	.17708	.36652	.36726	.14510	.24830	.14312	.40433	.34004
Q36	.01522	.30670	.28107	.34705	.24510	.18184	.38451	.21873	.32040
Q37	.02030	.24540	.41470	.23005	.21720	.22326	.06770	.13802	.02158
Q38	.00678	.35397	.33760	.23409	.38103	.23765	.14249	.30832	.01087
Q39	.02394	.15206	.01083	.16723	.42370	.33080	.26448	.40424	.12220
Q40	.47019	.40304	.10316	.00332	.07267	.38456	.38838	.47445	.02135
Q41	.21760	.43736	.23620	.44270	.40720	.17775	.11144	.13580	.05807
Q42	.28250	.42812	.27166	.30048	.10578	.04474	.05300	.33442	.08526
Q43	.10806	.14362	.30247	.35077	.44002	.13544	.24050	.07133	.11870
Q44	.23020	.48736	.37104	.17325	.27020	.35656	.19530	.06024	.04237
Q45	.47437	.33056	.08203	.10160	.03744	.34060	.13631	.25208	.34418
Q46	.38208	.23752	.04486	.00088	.01041	.48348	.20120	.10501	.03015
Q47	.02208	.08407	.22277	.13730	.10367	.36030	.21558	.03014	.00006
Q48	.00630	.13345	.26654	.25136	.23884	.26350	.11537	.02452	.00008
Q49	.01403	.24069	.40083	.40056	.04678	.43440	.27414	.41315	.05253
Q50	.32200	.47432	.00302	.08085	.20257	.44805	.05041	.31063	.23186
Q51	.44401	.17005	.00104	.27072	.04408	.24685	.01255	.24512	.03520
Q52	.06766	.37830	.08010	.16449	.11086	.26477	.08622	.42131	.00330

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

	V21	V22	V23	V24	V25	V26	V27	V28	V29
V21									
V22	.00144								
V23	.01006	.00000							
V24	.00725	.00000	.00063						
V25	.29287	.05470	.65708	.35167					
V26	.00004	.01349	.00437	.00700	.00320				
V27	.10766	.13844	.01234	.00550	.29310	.00000			
V28	.00095	.00429	.00224	.29768	.22173	.00000	.00339		
V29	.10742	.10949	.00112	.29523	.00000	.00161	.35253	.07248	
V30	.01171	.01630	.06075	.10429	.02110	.00858	.05163	.00048	.00234
V31	.02730	.46271	.33288	.00816	.23020	.00000	.00000	.00161	.29016
V32	.44045	.43480	.18827	.11333	.36100	.27780	.00432	.10147	.06242
V33	.17816	.35795	.46143	.25779	.40758	.02130	.00147	.14065	.21183
V34	.03057	.12374	.09200	.44020	.36010	.01454	.00195	.06147	.23453
V35	.00971	.30390	.08098	.16329	.26752	.00000	.00000	.00003	.35608
V36	.00646	.18250	.40048	.24133	.13001	.00016	.00032	.00000	.35162
V37	.00033	.03158	.43367	.08764	.11000	.00084	.00021	.00036	.15245
V38	.07245	.05306	.18030	.06143	.05762	.11877	.03080	.05548	.16264
V39	.00029	.30447	.23070	.01607	.40424	.00200	.00340	.00723	.33305
V40	.20611	.15945	.01175	.23943	.41760	.24582	.48584	.14087	.05986
V41	.08449	.11768	.01323	.10580	.17580	.00006	.00020	.00001	.15435
V42	.16616	.28320	.03535	.06457	.47865	.00022	.00020	.00207	.27605
V43	.05355	.13090	.00526	.27520	.07132	.00220	.00000	.00043	.28153
V44	.00523	.00085	.01811	.32834	.18053	.02612	.00278	.00003	.11113
V45	.05120	.33705	.22044	.35779	.05001	.07265	.00032	.04764	.30463
V46	.07825	.10553	.00400	.40564	.41000	.47464	.02280	.16659	.03040
V47	.31557	.08009	.02032	.23401	.03531	.29380	.30037	.02880	.34958
V48	.17403	.02823	.00744	.08533	.01065	.41763	.27475	.12147	.36748
V49	.32238	.36684	.02335	.00453	.00377	.36773	.28537	.33408	.30153
V50	.05778	.47070	.14520	.33507	.06171	.06531	.00052	.01447	.30748
V51	.21401	.01001	.02109	.43740	.00215	.30235	.05278	.26763	.30772
V52	.03122	.01304	.00053	.00335	.07185	.01140	.03537	.00476	.30225

	V30	V31	V32	V33	V34	V35	V36	V37	V38
V30									
V31	.00504								
V32	.00027	.01284							
V33	.07595	.00325	.21542						
V34	.17710	.00162	.00017	.22623					
V35	.00120	.00002	.02120	.04017	.00000				
V36	.00002	.00000	.00251	.01964	.00040	.00000			
V37	.00055	.00000	.01335	.33225	.00000	.00000	.00000		
V38	.00113	.11077	.00000	.32953	.00001	.00017	.00076	.00167	
V39	.05087	.00241	.00111	.12173	.01261	.00227	.00000	.00019	.00000

25 FEB 85 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC FOSS

- F A C T O R A N A L Y S I S -

	030	031	032	033	034	035	036	037	038
040	.00331	.35037	.30010	.00581	.00173	.26379	.30040	.01410	.25237
041	.00794	.00010	.17657	.00437	.00170	.00033	.00003	.00001	.41554
042	.00905	.00058	.33927	.03636	.06406	.00008	.00212	.00012	.28918
043	.00091	.00744	.30015	.17261	.19144	.00190	.00171	.00021	.43366
044	.00000	.00078	.00066	.40444	.00001	.00009	.00000	.00002	.00018
045	.00625	.04034	.08227	.00000	.32053	.01421	.04456	.40481	.50223
046	.00159	.33371	.31884	.00033	.35110	.23025	.15590	.22625	.36471
047	.02981	.02997	.00000	.26959	.00000	.00083	.00043	.00143	.00030
048	.03647	.00273	.00000	.48453	.00000	.00914	.00038	.00012	.00000
049	.07967	.25625	.00002	.10555	.00258	.16142	.11637	.10066	.00001
050	.02029	.01681	.12308	.00000	.00300	.00657	.03555	.10523	.57746
051	.00070	.20289	.28072	.00069	.16395	.31276	.45392	.28218	.18391
052	.00012	.32575	.00000	.15680	.01117	.02587	.00173	.25808	.00000

	039	040	041	042	043	044	045	046	047
039	.								
040	.22750	.							
041	.09615	.44530	.						
042	.07805	.45417	.00000	.					
043	.01301	.11216	.00000	.00000	.				
044	.00441	.00137	.01948	.02252	.00366	.			
045	.30645	.00049	.02025	.00112	.04173	.26672	.		
046	.40570	.00000	.01231	.10265	.41130	.13694	.00000	.	
047	.00002	.01203	.46078	.23173	.25123	.00000	.08763	.03425	.
048	.00037	.00252	.32573	.34254	.32870	.00000	.03488	.00844	.00000
049	.02591	.15255	.32948	.01088	.01440	.32100	.08161	.43035	.00000
050	.27530	.02024	.20071	.00028	.03023	.38320	.00000	.00001	.17734
051	.25740	.00206	.13730	.28620	.35377	.16387	.00030	.00001	.00763
052	.00017	.00036	.32300	.27415	.38758	.00288	.00253	.00010	.00000

	048	049	050	051	052
048	.				
049	.00002	.			
050	.12150	.00134	.		
051	.00235	.02084	.00000	.	
052	.00000	.00000	.00015	.00000	.

>25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

EXTRACTION 1 FOR ANALYSIS 1, PRINCIPAL AXIS FACTORING (PAF)

>WARNING 11304
>THE ILL-CONDITIONED CORRELATION MATRIX MAY PRODUCE INVALID RESULTS.

>WARNING 11306
>SQUARED MULTIPLE CORRELATIONS CANNOT BE FOUND.. THE INITIAL ESTIMATE OF
>COMMUNALITIES IS THE MAXIMUM OFF-DIAGONAL ELEMENT OF THE CORRELATION MATRIX.

INITIAL STATISTICS:

VARIABLE	COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
313	.38852	1	4.63522	15.2	15.2
314	.58951	2	3.48417	11.4	27.6
315	.58151	3	2.22080	7.3	35.5
316	.26578	4	2.29012	5.4	41.1
317	.25233	5	1.80052	5.9	47.0
318	.27396	6	1.69954	5.6	52.6
319	.58151	7	1.56917	5.1	57.7
320	.58951	8	1.42105	4.7	62.4
321	.33850	9	1.27247	4.2	66.6
322	.33161	10	1.26755	4.1	70.7
323	.46471	11	1.17963	3.9	74.6
324	.46471	12	1.03741	3.4	78.0
325	.38859	13	1.02521	3.4	81.4
326	.50499	14	.82838	2.7	84.1
327	.42491	15	.81155	2.7	86.8
328	.51158	16	.67295	2.2	89.0
329	.42491	17	.62533	2.1	91.1
330	.59499	18	.51611	1.7	92.8
331	.38681	19	.40060	1.3	94.1
332	.47203	20	.36868	1.2	95.3
333	.41783	21	.36015	1.2	96.5
334	.50756	22	.30220	1.0	97.5
335	.44010	23	.29064	1.0	98.5
336	.76208	24	.25022	.8	99.3
337	.74208	25	.23568	.8	100.0
338	.54748	26	.00000	.0	100.0
339	.53416	27	.00000	.0	100.0
340	.53416	28	.00000	.0	100.0
341	.50283	29	.00000	.0	100.0

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25 FEB 94 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

VARIABLE	COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V61	.77864	30	.33220	.9	94.0
V62	.77864	31	.30041	.7	95.6
V63	.75595	32	.27964	.7	96.3
V64	.64732	33	.25134	.6	96.9
V65	.73427	34	.24703	.6	97.5
V66	.59574	35	.21647	.5	98.1
V67	.88752	36	.20811	.5	98.6
V68	.88752	37	.17139	.4	99.0
V69	.73777	38	.13662	.3	99.3
V70	.73427	39	.11416	.3	99.6
V71	.46917	40	.09279	.2	99.8
V72	.41411	41	.06915	.2	100.0

25 FEB 86 BREAKDOWN
STUDENT RESEARCH PROJECT : LTC ROSS
FACTOR ANALYSIS
6.535
4.686
3.730
2.799
1.910
1.600
1.540
1.372
1.264
1.178
1.025
.925
.714
.560
.418
.287
.137
0.0

25 FEB 94 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

1 2 3 4 5 6 7 8 9101112131415161718192021222324252627282930313233343536373839404142

PAF ATTEMPTED TO EXTRACT 13 FACTORS.

MORE THAN 25 ITERATIONS REQUIRED. CONVERGENCE = .00517

FACTOR MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
334	.65400							
335	.61464							
358	.60799							
337	.59068							
367	.58480							
366	.57319							
338	.52305							
339	.51132							
361	.50114							
353	.50018							
336								
337								
338								
326								
331								
333								
332								
330								
331								
345		.74354						
350		.72434						
344		.61350						
351		.57439						
362								
327								
369								
318			.54412	.57835				
318								
322								
317								
343								
313								
312								
324								

3-4-19

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

FACTOR 1 FACTOR 2 FACTOR 3 FACTOR 4 FACTOR 5 FACTOR 6 FACTOR 7 FACTOR 8

FACTOR 9 FACTOR 10 FACTOR 11 FACTOR 12 FACTOR 13

3-4-20

25 FEB 95 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
V12					
V26					
V25					
V20					
V17					
V16					
V22					
V14					
V15					

FINAL STATISTICS:

VARIABLE	COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
V12	.33894	1	6.24092	15.2	15.2
V13	.87529	2	4.33660	10.6	25.8
V16	.85832	3	2.87794	7.0	32.8
V15	.41488	4	1.91579	4.7	37.6
V14	.47576	5	1.45674	3.6	41.1
V17	.47005	6	1.32022	3.2	44.3
V18	.44668	7	1.18602	2.9	47.2
V19	.45535	8	1.03022	2.5	49.7
V20	.39918	9	.91036	2.2	52.0
V21	.45321	10	.86934	2.1	54.0
V22	.63343	11	.77450	1.8	55.9
V23	.61573	12	.60939	1.5	57.3
V24	.59048	13	.55141	1.3	58.7
V25	.75750				
V26	.52508				
V27	.50708				
V28	.52566				
V29	.64155				
V30	.51919				
V31	.45179				
V32	.42210				
V33	.37427				
V34	.41543				
V35	.43407				
V36	.49523				
V37	.71976				
V38	.52777				
V39	.56202				

3-4-21

25 FEB 86   BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

VARIABLE	COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
Q40	.65687				
Q41	.74896				
Q42	.80653				
Q43	.80969				
Q44	.49892				
Q45	.80332				
Q46	.64445				
Q47	.88448				
Q48	.82412				
Q49	.57491				
Q50	.67264				
Q51	.39271				
Q52	.58135				

REPRODUCED CORRELATION MATRIX:

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q12	.33894*	-.01496	.00482	-.01535	-.05268	-.01116	-.01451	-.04501	-.02580
Q13	-.20127	.87520*	.00013	-.01557	-.04102	-.04815	-.01435	-.06333	-.00795
Q14	-.00771	.29294	.85832*	-.00522	.00391	-.03075	.04514	-.01515	.00725
Q15	.11216	.10103	.12536	-.41698*	.00593	-.00074	.06959	-.05105	.01217
Q16	.19833	.28010	.02037	-.02827	.67576*	.00478	.06070	-.01535	-.02723
Q17	.05239	.20082	.02650	-.02595	.18451	.17005*	.01430	-.00712	-.01430
Q18	.05787	.27570	.53637	-.00100	.17410	.10656	.44468*	-.01505	-.02812
Q19	.11545	.54618	.16120	-.02515	.26737	.15020	.17026	.65534*	.15324
Q20	.24660	.16019	-.11303	.02121	.21085	.13206	.16320	.12113	.50918*
Q21	.13542	.06385	-.17220	.06769	.14009	.04162	.02438	.07038	.17315
Q22	.12054	.20631	.24304	.20460	.02752	.08211	.27362	.00246	.28130
Q23	.09329	.20350	.25170	.16726	.19808	.10253	.33010	.15126	.31623
Q24	.34001	-.12257	.16047	-.10022	.15377	-.06585	.17113	-.12157	-.35505
Q25	.03037	-.11631	-.09605	-.00626	.11226	-.07000	.12710	-.08216	-.00285
Q26	.05360	-.03270	-.01834	.02136	.14447	.01005	.12698	-.06057	.08852
Q27	-.11045	-.08810	.01543	-.06695	.02132	.02407	.08884	-.03013	.14246
Q28	-.03329	-.00606	.02861	-.08077	.06052	-.01454	.13212	-.05781	.08125
Q29	-.00206	-.08270	.12806	.08422	.14060	-.00349	.10782	-.01289	.34536
Q30	.10406	.30127	.17272	-.15023	.15536	-.02707	.22469	-.14727	.11118
Q31	.18004	-.00305	.01762	-.00076	-.12022	-.00386	.06359	-.00036	.16816
Q32	-.11221	-.16708	.04032	-.07452	-.01035	-.05008	.06457	-.11005	.12101
Q33	-.06296	-.01103	-.07622	.02061	.15257	-.05055	.07678	-.02231	.20121
Q34	.12865	-.15600	-.00070	.00703	.04502	-.01033	.02460	-.17458	.15432
Q35	.17850	.08503	-.03704	.03512	.10141	-.03237	.08630	-.01216	.25776
Q36	.16561	-.04602	-.06223	.00661	.03710	-.08032	.06133	-.04548	.13788
Q37	.16170	-.04536	-.00606	-.06324	-.06326	-.01234	.11142	-.12327	.11487
Q38	.21004	-.01178	.00751	.00511	-.01542	-.07531	.02760	-.03179	.18762

25 FEB 85 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q39	-.17136	-.08605	-.10649	-.00511	-.00267	-.07051	-.11880	-.00665	.15523
Q40	-.03702	-.01620	-.08999	.21942	.00834	.04211	-.03051	-.00755	.16396
Q41	.06990	-.02711	.03779	.04421	.02085	.11322	.14018	-.10167	.12248
Q42	-.02920	-.03929	.04976	.02759	-.06446	.14442	.14753	-.05965	.12731
Q43	-.07135	-.02856	.04365	.02271	-.03057	-.10234	.12077	-.13837	.03558
Q44	-.06404	-.01093	.02778	.08849	-.05359	-.04078	.09297	-.11824	.15363
Q45	-.02045	-.06443	.12485	.14651	.16180	-.02637	.11279	-.06709	.05637
Q46	.00346	-.07382	.13577	-.25757	.18078	-.01928	.11827	-.03859	.15507
Q47	.16505	-.12621	.06354	-.11236	.07600	-.02650	.07588	-.13355	.30980
Q48	.20954	-.11206	.07087	-.03145	.09043	-.02593	.08586	-.16471	.33723
Q49	-.19624	-.06445	.01287	-.02951	.14604	-.00540	.09343	.01235	.13818
Q50	-.01769	-.02391	.22510	.13023	.13615	-.02780	.16137	.02111	.34440
Q51	-.01259	-.07644	.24032	.36567	.17810	-.03588	.23334	.05944	.12451
Q52	.12074	-.02899	.12474	.11047	.10283	-.02350	.14344	.03512	.22675

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q12	-.01670	-.00452	-.02221	-.03868	-.01330	-.06444	.03737	-.06068	-.01777
Q13	-.01995	-.01856	-.00270	-.01184	.01720	.03009	-.01490	-.01037	-.02308
Q14	-.00767	-.01686	-.00402	-.01701	.00010	.01484	-.04150	-.01507	-.02117
Q15	-.03418	-.01521	-.02019	-.01571	.03843	.03591	-.02856	-.04047	-.01218
Q16	-.04677	-.01010	-.01644	-.01307	.00837	-.03950	-.03272	-.01002	-.01759
Q17	-.00465	-.00266	.08133	-.02665	-.04008	-.02140	.02068	-.00863	-.04774
Q18	.01937	-.00830	.00941	-.03723	-.00673	-.00390	.01256	-.01786	.02830
Q19	.01915	.01026	-.01100	-.01232	-.02750	-.02048	.01232	-.03512	.06232
Q20	.03918	-.03431	-.06402	-.01455	-.01701	-.01808	-.02163	-.01876	.02215
Q21	.45321*	-.04015	-.01522	-.01520	-.01482	.04135	-.03761	-.00409	-.01830
Q22	.29340	.63349*	-.00533	.02547	-.00157	.00282	-.00595	.00801	-.00796
Q23	.18390	.47095	.61573*	.02175	-.00770	-.00472	-.03132	.02275	-.03583
Q24	.22441	.32322	.25318	.50248*	.00184	-.02160	-.01013	-.01603	-.01165
Q25	.06197	.13903	.01779	.03111	.75750*	.00724	-.02097	-.00461	-.00685
Q26	.29006	.18685	.21033	.13885	-.22468	.52503*	-.00936	-.02567	-.03618
Q27	.14689	.09075	.10448	.23617	-.07706	.30237	.59793*	.05265	-.01538
Q28	.26905	.21654	.23060	.03029	.07086	.45150	-.36262	.52564*	-.00505
Q29	.08874	.20190	.25406	.05200	.58804	.25707	-.01866	.13161	.64155*
Q30	.22852	.17399	.18330	.07165	.17312	.22385	.12537	.22088	-.22436
Q31	.16075	-.02597	.00658	.19281	-.04240	.30576	.30317	.25883	-.36446
Q32	.02894	-.01429	.08140	-.11322	-.01403	-.24730	-.17570	-.11247	.16210
Q33	.06167	-.03712	.06031	-.08544	-.00141	-.11820	-.25755	-.10843	.30562
Q34	.11910	.10256	.14880	.05357	.03421	.16444	.24144	.10752	.24416
Q35	.18197	.04329	-.06408	.05774	.02317	.36704	.41233	.34417	.03553
Q36	.22577	.03680	-.01770	.04247	.11606	.34020	.38251	.36011	-.13631
Q37	.30401	.14506	.00487	.13480	.00573	.25430	.20450	.28754	-.35552
Q38	.13351	.12272	-.08689	.17080	.00600	.20363	.14497	.15067	-.11159
Q39	.24336	.00657	-.06382	-.18637	-.02230	.19428	-.24032	.23827	-.31872
Q40	.10014	.08222	.21363	-.06231	-.01638	.06454	-.00513	.05237	.14745

28 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

- F A C T O R   A N A L Y S I S -

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
Q41	.09206	.11274	.10105	.11032	.10140	.28636	.40528	.24322	.38585
Q42	.08411	.06331	.17332	.10720	.03414	.27173	.48095	.23482	.33557
Q43	.14170	.11604	.17833	.04076	.11305	.26802	.40537	.27302	.12348
Q44	.21650	.26128	.18127	.02371	.07451	-.10088	-.21313	-.20102	.37376
Q45	.15369	.23187	.07356	.01642	.12757	-.11771	-.34043	-.15871	.20756
Q46	.13310	.10583	.17302	.03405	.03207	-.00233	-.15236	-.04783	.15271
Q47	.04283	.13483	.16351	.06258	.16588	.02538	.04597	.14356	.14524
Q48	.06077	.17798	.16806	.10699	.10267	.03323	.06366	.10086	.13417
Q49	.04980	.06801	.17703	.10466	.12170	-.03074	-.01335	-.01707	.24873
Q50	.07734	.03366	.06987	.05671	.14676	-.11672	-.31210	-.15148	.25518
Q51	.08900	.14919	.21676	.00708	.20370	.04253	-.14405	.05258	.20273
Q52	.16699	.15990	.27089	.20577	.11549	.18176	.14893	.10032	.29183

	Q30	Q31	Q32	Q33	Q34	Q35	Q36	Q37	Q38
Q12	.03115	-.02269	-.02062	-.01061	-.06075	-.00880	-.02036	-.01612	-.00720
Q13	-.01395	-.00845	-.00121	-.02723	.02650	-.00407	-.02336	-.01622	-.02263
Q14	-.03345	-.02695	-.03722	.00886	.00726	-.00707	-.01033	-.01258	.02875
Q15	.02012	-.00588	-.01523	.03133	.01015	-.00592	-.06063	-.00037	.05261
Q16	.01295	-.04397	-.04406	.08742	-.00460	-.01010	.02245	-.00420	.04162
Q17	.01795	-.10871	.02605	.02481	-.02517	-.02661	-.00183	-.06867	.01159
Q18	-.01085	-.00065	.00040	-.06863	.00084	.00572	-.05666	.01723	-.06606
Q19	-.00328	.02787	.04372	-.03317	.01570	-.01205	-.02165	.02021	-.01280
Q20	-.02054	.01626	-.04147	-.03403	.02206	-.02208	-.00032	-.01183	-.00903
Q21	-.03425	-.00445	-.04101	.01803	-.04189	-.01826	-.01308	-.01586	-.30785
Q22	-.00938	-.01887	-.00008	-.00563	-.02272	-.02002	.03087	-.01472	-.01186
Q23	-.04907	-.04305	-.00527	-.05108	-.03476	.05651	.01777	-.01032	-.01182
Q24	.00307	.01277	-.00021	.02022	-.04252	-.02701	-.01201	-.01780	-.04687
Q25	-.00120	.01881	-.01653	-.01280	-.00322	-.01307	-.01522	.00072	.03950
Q26	-.01970	.00015	.00357	-.00813	.02274	-.00047	-.04427	.01247	.02033
Q27	.01513	-.07886	-.05071	.02460	-.00441	-.03301	-.03036	-.00366	-.01636
Q28	.05030	-.00779	-.03707	-.01877	-.06831	-.00902	-.01077	-.00086	-.02238
Q29	.01509	.01009	.06291	-.02666	-.01644	-.00314	-.00130	-.03317	-.02560
Q30	.51019*	.06836	.05666	-.01347	-.06616	-.06437	-.02852	-.01012	-.01210
Q31	.15159	.45103*	.08565	-.05036	.02381	-.05106	-.01176	-.00022	-.05265
Q32	.14338	-.10557	.42210*	.03512	-.02068	-.04583	-.01743	-.00686	-.00270
Q33	.11013	-.18188	.03207	-.37627*	-.02023	.01135	-.03163	.00073	.06777
Q34	.12617	.22682	.27293	-.03573	.41562*	.01717	-.07041	-.06736	.06177
Q35	.32250	.40072	.22012	-.15452	.36750	.63407*	.12351	-.04767	-.00523
Q36	.37386	.40933	.25667	-.14736	.36357	.63857	.60523*	-.00145	-.03720
Q37	.25764	.30318	.10687	-.07815	.36817	.48677	.54896	.71076*	.00658
Q38	.24758	.15418	.40106	-.06027	.22801	.20726	.35037	.26855	.52777*
Q39	.10762	-.27160	.20090	-.10073	.10676	-.27237	-.38276	-.20726	.61207
Q40	.21568	-.00866	.00018	-.15733	.05256	-.02100	-.02266	-.17366	.05505
Q41	.21030	.31503	.10082	-.10060	.20720	.35507	.36533	.36833	-.05766
Q42	.21672	.31806	.05522	-.15657	.13630	.20301	.28622	.31622	-.02320

FACTOR ANALYSIS

	030	031	032	033	034	035	036	037	038
043	.26066	.22907	.05383	-.00101	.00170	.20021	.24650	.30137	-.00675
044	.31419	.21769	.21533	-.03152	.34972	.36675	.42360	.37852	.33201
045	.21696	-.16288	.06740	.40110	-.03430	-.10408	-.14236	.01458	.03234
046	.25967	-.04257	.00375	.32073	.01168	-.09453	-.08553	-.09311	.02269
047	.16749	.17180	.42806	.04261	.45155	.24534	.29215	.26846	.53081
048	.17451	.21932	.38063	.02265	.47656	.27560	.31341	.31235	.50345
049	.09082	-.06575	.37304	.12069	.20401	.11547	.10542	.05609	.36527
050	.10507	-.20340	.10567	.43080	-.08908	-.22306	-.18158	-.08945	.36373
051	.25793	-.06330	.10178	.28002	.05442	-.03082	-.01542	.01261	.11313
052	.32462	.07636	.37690	.12102	.20754	.16932	.20847	.06066	.42609

	039	040	041	042	043	044	045	046	047
012	-.00140	.03055	-.00134	.02055	-.03408	-.00277	.01488	-.02022	.00630
013	-.00181	-.01801	.24075	-.02327	-.01326	.00818	.02459	-.01234	.00735
014	.01805	.01512	.02432	.00281	.00110	.00070	-.01534	.01035	.00261
015	.01172	.01230	-.03173	-.00555	.01045	-.00706	-.03676	.00821	.01802
016	.01930	.02718	-.05016	.00952	.02188	.00310	-.00856	-.00375	-.00228
017	.03265	-.01671	-.03338	.00175	-.00727	.00806	-.03717	-.01574	-.00635
018	.06435	.00507	-.04398	-.00831	.02039	-.00858	-.01737	-.04583	-.00783
019	-.01633	.00201	.00666	.01352	-.01830	-.01551	-.01677	.03543	-.02795
020	-.05865	.01008	.01287	-.00966	.01632	-.00228	-.01052	-.00548	.01646
021	.04806	-.02225	.02655	-.00035	-.00301	.00238	-.01311	-.01103	-.00130
022	-.02973	-.00425	.00145	.00620	-.01015	.00527	.00430	.00203	-.01870
023	.00014	-.01948	-.00074	-.01786	.04039	-.00149	.03317	.05285	.01228
024	.00194	.00082	-.02233	.02348	.01086	.01474	.01520	-.01334	-.00760
025	-.00192	-.00165	-.00656	-.02951	.01242	.00150	.01334	-.01567	-.01237
026	.04284	-.00508	.04028	-.00117	-.02721	-.03307	-.00783	.00786	.02153
027	-.01987	.00820	.01631	-.02417	-.00871	.02337	.00159	-.01936	-.02180
028	-.02921	.03013	-.04027	-.00011	.00833	.02205	.01590	-.06206	.01957
029	-.01933	.00749	.00207	.01486	-.00326	.03159	.01134	.00208	-.00824
030	-.05670	.01612	-.00303	-.01430	.00443	.07262	-.00120	-.00708	-.00554
031	-.03341	-.02250	-.00172	-.04226	-.02066	.05085	.02070	.00540	-.01207
032	-.03984	-.03333	-.02059	-.01012	-.01073	.05716	.05178	-.04457	-.01116
033	.00004	.05840	-.03331	.00013	.00046	.01140	.01638	-.06115	.01150
034	-.00435	.02220	.04000	-.00326	-.02638	.01555	-.00534	.02138	-.03303
035	.01524	-.03355	-.01503	.02510	.03742	-.05203	.00703	.03072	.02178
036	-.01133	.00040	-.00407	.02407	.00290	.00728	-.00428	-.00181	-.00762
037	.00349	-.01034	.03654	-.01472	-.00282	-.00548	-.01581	.02814	-.01641
038	.12207	.00173	-.03200	-.02473	.01017	-.03076	-.01268	.00926	-.00279
039	.54202*	.02702	-.01900	-.00106	.04268	-.02805	-.00222	.01726	.02184
040	.03757	.65687*	.03309	-.03064	-.02460	.03064	.00010	-.02045	-.01648
041	.13148	-.02133	.74906*	.02458	-.01030	-.04256	.00372	-.01243	.00756
042	.12335	.04061	.75706	.80653*	-.00245	.00045	.00117	.00676	.00935
043	.14939	.10057	.70760	.75829	.80604*	-.00551	-.01100	.02182	-.00681
044	.25274	.22435	.22165	.17172	.23454	.40902*	.01444	-.06561	.01132

F A C T O R   A N A L Y S I S

	Q39	Q40	Q41	Q42	Q43	Q44	Q45	Q46	Q47
Q45	-.04155	.27958	-.29780	-.25960	-.13797	.03995	.80332*	.01518	-.01445
Q46	-.03797	.52328	-.18003	-.11605	-.04120	.14009	.58058	.64465*	.00078
Q47	.32766	.21008	.00006	-.07334	-.05318	.42632	.13335	.15612	.98648*
Q48	.29967	-.23976	-.03771	-.04628	-.04218	.45460	.14371	-.19613	.86804
Q49	-.17614	-.08227	-.07601	-.15934	-.18557	-.04670	.14531	-.01114	.37132
Q50	-.06262	.20039	-.30070	-.26998	-.16069	-.02913	.20029	.48663	.10632
Q51	-.01604	.25618	-.09910	-.08457	-.00287	.13887	.44289	.38875	.24190
Q52	.31935	.28282	.02113	.00408	.06096	.26556	.26101	.28804	.43272

	Q48	Q49	Q50	Q51	Q52
Q12	.00388	-.00785	-.00604	.00063	-.00102
Q13	-.01618	.00357	.01824	-.00297	-.00217
Q14	-.01696	.00887	-.00259	-.00327	-.00866
Q15	-.02651	-.00671	-.00956	-.01521	-.02614
Q16	-.02904	-.00168	-.06420	-.03142	-.00134
Q17	-.02878	-.00889	-.01650	-.02330	-.03087
Q18	-.01731	-.04151	-.02775	-.04132	-.02577
Q19	-.00156	.00693	.02163	.00020	-.01794
Q20	-.01861	-.00371	.01896	-.00002	-.00433
Q21	-.02001	-.00991	-.05822	-.00049	-.00679
Q22	-.01402	-.01858	-.02904	-.04736	.01815
Q23	.04038	-.00616	-.01411	-.04222	.00683
Q24	.01122	-.01767	-.02006	-.00071	.02828
Q25	-.00464	-.00811	-.01403	.00503	.01055
Q26	-.01524	-.00150	-.01555	.00225	-.01337
Q27	-.01201	.01186	-.03391	.00411	-.03604
Q28	-.00074	.01318	-.03127	-.00637	-.01197
Q29	-.00256	.00334	-.02464	-.02258	-.04071
Q30	-.02025	-.03052	-.01021	-.01317	-.01405
Q31	-.01221	-.01159	-.02107	-.00856	-.03726
Q32	-.00111	-.02855	-.00556	-.05384	-.02603
Q33	-.01930	-.01248	-.05778	-.00031	-.03487
Q34	-.01637	-.03360	-.02406	-.03010	-.01174
Q35	.03000	-.03003	.01001	-.01140	-.00216
Q36	-.00586	-.00139	-.02643	.02546	-.05340
Q37	-.01236	-.01957	-.01961	-.03725	-.00477
Q38	-.02581	-.01472	-.06963	-.07531	-.01108
Q39	-.00285	-.00889	-.00809	-.04020	-.01638
Q40	.00042	-.00700	-.02533	-.00065	.00375
Q41	.00137	-.03759	-.02064	.00376	.01830
Q42	.00919	-.03728	-.02217	-.03502	-.06604
Q43	-.00381	-.00194	-.00073	-.02050	-.03674
Q44	-.00717	-.00648	.00345	-.05632	-.03004
Q45	.01227	-.02578	.03308	-.04541	-.02100
Q46	.01040	-.00402	.00646	.02036	.02485

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

	949	960	950	951	952
947	.01850	.00235	.02047	-.01255	-.02617
948	.80400*	.00280	.01350	-.00055	.00680
960	.31397	.57401*	.08370	.01650	-.00675
950	.08729	.22171	.62264*	.04037	-.00072
951	.25059	.14931	.41921	.39271*	.00673
952	.38722	.28098	.30508	.20460	.58195*

THE LOWER LEFT TRIANGLE CONTAINS THE REPRODUCED CORRELATION MATRIX; THE DIAGONAL, COMMUNALITIES; AND THE UPPER RIGHT TRIANGLE, RESIDUALS BETWEEN THE OBSERVED CORRELATIONS AND THE REPRODUCED CORRELATIONS.

THERE ARE 55 (6.0%) RESIDUALS (ABOVE DIAGONAL) THAT ARE > 0.05

VARIMAX ROTATION 1 FOR EXTRACTION 1 IN ANALYSIS 1 - KAISER NORMALIZATION.

VARIMAX CONVERGED IN 20 ITERATIONS.

ROTATED FACTOR MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
937	.71205							
936	.70660							
935	.66360							
964								
936								
931								
945		.84722						
957		.74020						
964		.61228						
933		.56912						
951								
959			.62843					
947			.62544					
938			.61787					
952			.60323					
933			.59056					
948			.52050					
930								

3-4-27

25 FEB 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

FACTOR ANALYSIS

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
963				.84378				
962				.84761				
961				.74952				
913					.86545			
919					.61164			
920								
924						.50952		
928						.56778		
927								
914							.80529	
918							.55854	
925								.84719
929								.69637
926								
912								
922								
940								
923								
933								
921								
916								
917								
915								

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
937					
934					
935					
944					
936					
931					
945					
950					

3-4-28

25 FEB 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

F A C T O R   A N A L Y S I S

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
Q17	.00272	.03351	-.03616	.01238	-.07065	-.00214	-.06962	-.33342
Q18	-.01035	.04234	-.00317	-.01896	.01000	.03361	-.01288	.02201
Q19	-.06099	-.02357	-.04736	-.02193	.00609	.11635	-.01900	-.00553
Q20	-.04562	-.00807	-.02700	-.00425	.00655	.01005	-.03756	-.00952
Q21	-.03318	-.08377	-.05181	-.01808	-.00479	-.11120	-.05862	-.02765
Q22	-.01725	-.03556	-.05948	-.03382	-.02173	-.01863	-.02452	-.02268
Q23	-.10525	-.03931	.04692	-.00931	-.03326	.11756	-.00591	-.02026
Q24	-.08163	-.02315	-.02299	-.00534	-.03433	-.00680	-.05620	-.03353
Q25	.00706	-.06212	-.14749	-.00134	-.03297	-.05167	-.06949	.55382
Q26	.03234	-.00155	-.05431	-.35323	-.05362	.20834	-.30238	-.25831
Q27	.01037	-.05760	-.07440	-.00717	-.08801	.20630	-.16046	-.11266
Q28	-.01619	-.02436	-.03349	-.04500	.03826	.27983	-.03216	-.03327
Q29	-.04108	-.01162	.08639	-.01440	.05850	.05122	.05504	.22307
Q30	.06672	-.05759	-.06383	.01730	.04087	.01322	.04050	-.04765
Q31	-.05001	-.01726	-.08471	.01696	.04764	-.10341	.03437	-.02765
Q32	-.03428	-.01965	.16322	.04656	.04414	-.01102	-.00965	-.03583
Q33	.01278	-.09516	.01569	-.01722	-.02567	-.01700	-.02245	-.02441
Q34	.07239	-.00530	-.04189	-.01506	-.08025	.00203	-.01156	-.01532
Q35	.22160	-.02436	-.02362	-.08427	.00517	.00507	-.05958	-.00616
Q36	.25007	-.01113	-.05962	-.03235	.08225	-.04792	-.10838	-.04719
Q37	-.35348	-.15243	-.14684	.00324	.00223	-.05744	-.04963	-.17465
Q38	-.01033	-.01646	.18306	.03424	.10300	-.06470	-.00525	-.02361
Q39	-.06628	-.02530	-.09574	.00300	.07930	.10630	-.07960	-.00592
Q40	-.03833	-.03640	-.05145	.04844	-.10708	-.05744	-.07743	-.02641
Q41	-.02224	-.06834	-.02192	.21174	-.18098	-.11043	-.18831	.02765
Q42	-.04072	.01762	-.04705	.41520	.16726	-.11445	-.00704	-.01115
Q43	-.11201	-.11780	-.06258	-.45066	-.00644	-.08253	-.00805	-.03238
Q44	.10092	-.00826	-.01781	-.00533	-.04657	-.00371	-.06108	-.02715
Q45	.09228	.53016	-.03351	-.04315	-.16425	-.03183	-.01775	-.02233
Q46	-.02351	.09916	-.12038	-.02156	.02050	-.05688	-.05753	-.02132
Q47	-.01995	-.03195	-.33318	-.02378	-.04502	-.00330	.00877	-.01029
Q48	-.26797	-.14203	-.02162	-.13226	-.27726	-.32558	-.10466	.05859
Q49	-.07439	.03743	.24770	.02617	.06077	-.01727	-.05925	.02275
Q50	-.06118	.10340	-.03116	.04591	.06142	-.00245	-.03103	.02430
Q51	-.00377	.07600	-.00943	.00370	.00090	.02584	.00679	-.01874
Q52	-.12740	.06146	.26622	.02306	.02016	.14123	.04463	-.03400

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
Q12	-.15752	-.01755	-.03852	-.00676	.06124
Q13	-.03075	-.04984	-.09834	-.05006	-.02322
Q14	.00365	-.01040	-.09249	-.25485	-.03751
Q15	.07114	.04227	-.02477	-.33075	-.33611
Q16	.14000	.01017	-.13346	.20600	-.10255
Q17	-.02010	-.00473	.00519	.36517	-.06858
Q18	-.02562	-.05252	.00093	.11974	.01657

F A C T O R   A N A L Y S I S

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
219	.03591	.02635	-.05663	-.04856	-.16466
220	.18236	-.03829	.01830	-.06368	-.03452
221	.07494	-.03515	.16222	-.06374	-.07007
222	-.04610	-.01837	.50083	-.07228	.03045
223	-.06892	-.04831	.25311	-.33104	.09030
224	.43804	-.05895	-.01763	-.17815	-.00085
225	.07892	-.07499	-.06637	-.18119	-.05002
226	.01008	.05280	-.02850	.01422	-.03202
227	-.08896	.06602	-.09835	.00582	-.06851
228	-.10091	-.01223	.08601	.00853	-.11727
229	-.08239	-.02694	-.03584	-.05758	.08250
230	-.07665	.00323	-.03336	-.10094	-.08585
231	-.13646	-.04947	-.11167	.01538	-.04848
232	-.02404	-.05981	-.05000	.01612	-.05065
233	-.06798	-.06345	.01103	.11172	-.01903
234	-.05093	-.00619	-.02348	.09626	.03417
235	-.07901	-.08347	-.10395	-.13036	.23450
236	-.10614	-.01865	-.12224	-.13298	-.10080
237	.06621	-.26141	.13556	-.00420	-.14401
238	.01178	-.04661	-.02207	-.10342	-.08682
239	-.13424	-.02331	-.04184	-.25311	-.09555
240	-.05665	-.40989	-.02552	.02150	.13514
241	.03654	-.06782	-.03305	.13770	-.15130
242	-.07638	.04219	-.14033	-.17868	-.02274
243	-.13065	.06486	.15500	-.24897	-.23818
244	-.09796	-.03320	-.13420	-.07713	-.09604
245	.04391	-.11365	-.03576	-.06059	-.06400
246	-.06133	.25886	-.09572	-.00220	-.15106
247	-.11514	.20782	.06739	.02505	-.48705
248	-.21936	-.34374	-.02038	.02323	-.09324
249	-.02434	-.21325	-.03187	-.21232	.10708
250	-.04516	-.09213	-.03420	-.02858	-.04774
251	-.04547	.01133	-.00574	-.05006	-.02052
252	-.04186	.01622	-.01940	-.13215	.03369

EXTRACTION 2 FOR ANALYSIS 1, PRINCIPAL-COMPONENTS ANALYSIS (PC)

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT : LTR BASE

FACTOR ANALYSIS

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
314					
312					
351					
313					
347					
348					
352					
323					
318					
320					
342					
341					
312					
310					
330					
334					
328					
337					
314					
318					
335					
330					
334	.68200				
312					
320					
345		.70224			
322			.70224		
332					
324					
314					
317					
315				.67425	

25 FEB 84 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

* * * * * * * * * * * * * * * * * * F A C T O R   A N A L Y S I S * * * * * * * * * * * * * * * * * *

FACTOR TRANSFORMATION MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
FACTOR 1	.60401	.02030	.48703	.34781	.03573	.29882	.00006	.15709
FACTOR 2	-.17985	.72555	.28400	-.40327	.00088	-.14506	.17235	.10485
FACTOR 3	-.23430	.12323	-.44744	.33210	.47462	.22563	.36193	.37993
FACTOR 4	.01888	-.38764	.21384	-.45970	.47474	-.11140	.15729	-.27608
FACTOR 5	.26252	.30044	-.22068	-.01968	.32369	.11042	-.50170	-.54525
FACTOR 6	.26472	.17088	-.12120	-.25185	.33343	.31231	-.16878	.44810
FACTOR 7	-.42741	-.00846	.07468	-.26284	-.18472	.40446	-.56097	.27065
FACTOR 8	-.12925	.34929	.19247	.35337	-.15092	-.16112	.37726	-.25476
FACTOR 9	-.21937	-.05001	.24414	.25356	.33165	-.07533	-.10530	.15272
FACTOR 10	.31619	.07770	-.47796	-.02217	-.17615	-.40940	-.14705	.25043
FACTOR 11	.00742	-.21506	.00062	.05871	.16707	-.37156	-.06527	.37236
FACTOR 12	.12682	-.02255	-.18666	-.27160	-.31061	.47666	.33307	-.16191
FACTOR 13	.21307	.00473	.10213	-.02650	-.03055	-.24266	-.18728	-.12268

	FACTOR 9	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
FACTOR 1	.25211	.17170	.21740	.03226	-.00056
FACTOR 2	.06953	.25584	.14571	.07257	.05673
FACTOR 3	.12499	-.01979	.24467	.18425	.23634
FACTOR 4	.42966	-.18032	.12267	.14540	-.06441
FACTOR 5	.05182	.20007	-.11244	-.10230	.10039
FACTOR 6	-.10495	-.51092	-.26007	-.14472	-.07539
FACTOR 7	.30063	.00156	.23243	.12201	.15261
FACTOR 8	.44537	-.51303	-.35412	-.03353	.04816
FACTOR 9	-.14212	.21753	-.43425	.51180	-.36025
FACTOR 10	.40648	.03645	.14352	.20208	-.33007
FACTOR 11	.24550	.20290	-.33885	-.34006	.51083
FACTOR 12	.17737	.20677	-.50876	.35230	.20030
FACTOR 13	-.20035	-.28419	.13627	.55250	.50424

FACTOR SCORE COEFFICIENT MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
312	.00222	-.01649	.01420	.00383	.00107	-.05775	-.06065	.02261
313	.11760	-.06512	-.03755	.03772	.88100	-.20355	-.07282	-.01369
314	-.00900	-.00181	-.01133	-.04194	-.10626	.06070	.09808	-.07167
315	.05256	-.00650	-.01632	-.02161	-.11576	-.08352	.02032	.01109
316	.03176	.05059	-.06176	-.02274	.05769	.05895	.02702	.03120

801 RANK BY SOCSVC

COUNT / ROW PCT / COL PCT	SOCSVC 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
801 0 LIEUTENANT COLON	2	15	30	44	26	117
	1.7	12.8	25.6	37.6	22.2	82.4
	100.0	83.3	76.9	88.0	78.8	
1 COLONEL	0	3	9	6	7	25
	0.0	12.0	36.0	24.0	28.0	17.6
	0.0	16.7	23.1	12.0	21.2	
COLUMN TOTAL	2	18	39	50	33	142
	1.4	12.7	27.5	35.2	23.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.62210	4	0.6229	0.352	3 OF 10 (30.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13589	

NUMBER OF MISSING OBSERVATIONS = 1

804 MILITARY FAMILY BY SOCSVC

COUNT / ROW PCT / COL PCT	SOCSVC 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
804 0 YES	0	4	11	5	6	26
	0.0	15.4	42.3	19.2	23.1	18.4
	0.0	22.2	28.2	10.2	18.2	
1 NO	2	14	28	44	27	115
	1.7	12.2	24.3	38.3	23.5	81.6
	100.0	77.8	71.8	89.8	81.8	
COLUMN TOTAL	2	18	39	49	33	141
	1.4	12.8	27.7	34.8	23.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
5.30763	4	0.2572	0.369	3 OF 10 (30.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19402	

NUMBER OF MISSING OBSERVATIONS = 2

BDS BY SOCSVC

BDS	SOCSVC 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 17 YEARS OR LESS	3 / 23.1 / 16.7 / 12.8	5 / 38.5 / 12.8	4 / 30.8 / 8.0	1 / 7.7 / 3.0		13 / 9.2
1 18-19 YEARS	2 / 4.8 / 100.0 / 11.1 / 5.6	10 / 23.8 / 25.6	14 / 33.3 / 28.0	14 / 33.3 / 42.4		42 / 29.6
2 20-21 YEARS	7 / 11.5 / 38.9	19 / 31.1 / 48.7	26 / 42.6 / 52.0	9 / 14.8 / 27.3		61 / 43.0
3 22-23 YEARS	6 / 25.0 / 33.3	5 / 20.8 / 12.8	5 / 20.8 / 10.0	8 / 33.3 / 24.2		24 / 16.9
4 24 YEARS OR MORE			1 / 50.0 / 2.0	1 / 50.0 / 3.0		2 / 1.4
COLUMN TOTAL	2 / 1.4	18 / 12.7	39 / 27.5	50 / 35.2	33 / 23.2	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
22.50837	16	0.1275	0.028	14 OF 25 (56.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19907	

NUMBER OF MISSING OBSERVATIONS = 1

BDS BY YEARS IO.STAY

BDS	SOCSVC 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
1 20-21 YEARS			1 / 50.0 / 2.6	1 / 50.0 / 2.0		2 / 1.4
2 22-23 YEARS	1 / 25.0 / 5.6	1 / 25.0 / 2.6	1 / 25.0 / 2.6	1 / 25.0 / 2.0	1 / 25.0 / 3.0	4 / 2.8
3 24-25 YEARS	2 / 9.1 / 100.0 / 11.1	3 / 13.6 / 16.7	6 / 27.3 / 15.4	5 / 22.7 / 10.0	6 / 27.3 / 18.2	22 / 15.5
4 26-27 YEARS	4 / 10.5 / 22.2	9 / 23.7 / 23.1	15 / 39.5 / 30.0	10 / 26.3 / 30.3		38 / 26.8
5 28-29 YEARS	3 / 37.5 / 16.7	1 / 12.5 / 2.6	2 / 25.0 / 4.0	2 / 25.0 / 6.1		8 / 5.6
6 30 YEARS	3 / 5.8 / 16.7	16 / 30.8 / 41.0	21 / 40.4 / 42.0	12 / 23.1 / 36.4		52 / 36.6
7 OVER 30 YEARS	4 / 25.0 / 22.2	5 / 31.3 / 12.8	5 / 31.3 / 10.0	2 / 12.5 / 6.1		16 / 11.3
COLUMN TOTAL	2 / 1.4	18 / 12.7	39 / 27.5	50 / 35.2	33 / 23.2	142 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
24.77387	24	0.4179	0.028	24 OF 35 (68.6%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20887	

BY SOCSVC

SOCSVC

COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0			1	1		2
			50.0	50.0		1.4
			2.6	2.0		
1	2	14	23	38	30	107
	1.9	13.1	21.5	35.5	28.0	75.9
	100.0	77.8	59.0	77.6	90.9	
2		2	6	3		11
		18.2	54.5	27.3		7.8
		11.1	15.4	6.1		
3		1	9	7	2	19
		5.3	47.4	36.8	10.5	13.5
		5.6	23.1	14.3	6.1	
4		1				1
		100.0				.7
		5.6				
5					1	1
					100.0	.7
					3.0	
COLUMN TOTAL	2	18	39	49	33	141
	1.4	12.8	27.7	34.8	23.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
25.16429	20	0.1952	0.014	24 OF 30 (80.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.21123	

NUMBER OF MISSING OBSERVATIONS = 2

BY JOBCOM

JOBCOM

COUNT / ROW PCT / COL PCT	1.00	2.00	4.00	5.00	ROW TOTAL
0	89	27	1	1	118
LIEUTENANT COLON	75.4	22.9	.8	.8	82.5
	81.7	87.1	50.0	100.0	
1	20	4	1		25
COLONEL	80.0	16.0	4.0		17.5
	18.3	12.9	50.0		
COLUMN TOTAL	109	31	2	1	143
	76.2	21.7	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.18509	3	0.5349	0.175	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.12361	

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

CROSSTABULATION OF
804 MILITARY FAMILY BY JOBCOM

804	JOBCOM 1.00	2.00	4.00	5.00	ROW TOTAL
YES 0	23	3			26
	88.5	11.5			18.3
	21.3	9.7			
NO 1	85	28	2	1	116
	73.3	24.1	1.7	.9	81.7
	78.7	90.3	100.0	100.0	
COLUMN TOTAL	108	31	2	1	142
	76.1	21.8	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
2.86085	3	0.4136	0.183	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14194	

NUMBER OF MISSING OBSERVATIONS = 1

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

CROSSTABULATION OF
AFQT BY JOBCOM

AFQT	JOBCOM 1.00	2.00	4.00	5.00	ROW TOTAL
0 17 YEARS OR LESS	10	3			13
	76.9	23.1			9.1
	9.2	9.7			
1 18-19 YEARS	33	9	1		43
	76.7	20.9	2.3		30.1
	30.3	29.0	50.0		
2 20-21 YEARS	44	16		1	61
	72.1	26.2		1.6	42.7
	40.4	51.6		100.0	
3 22-23 YEARS	20	3	1		24
	83.3	12.5	4.2		16.8
	18.3	9.7	50.0		
4 24 YEARS OR MORE	2				2
	100.0				1.4
	1.8				
COLUMN TOTAL	109	31	2	1	143
	76.2	21.7	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
6.40198	12	0.8945	0.014	14 OF 20 (65.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.12216	

808 YEARS TO STAY BY JOBCON

808 (COUNT / ROW PCT / COL PCT)		JOBCON 1.00	2.00	4.00	5.00	ROW TOTAL
20-21 YEARS	1	1 50.0 .9	1 50.0 3.2			2 1.4
22-23 YEARS	2	4 100.0 3.7				4 2.8
24-25 YEARS	3	16 69.6 14.7	5 21.7 16.1	1 4.3 50.0	1 4.3 100.0	23 16.1
26-27 YEARS	4	26 68.4 23.9	12 31.6 38.7			38 26.6
28-29 YEARS	5	5 62.5 4.6	2 25.0 6.5	1 12.5 50.0		8 5.6
30 YEARS	6	43 82.7 39.4	9 17.3 29.0			52 36.4
OVER 30 YEARS	7	14 87.5 12.8	2 12.5 6.5			16 11.2
COLUMN TOTAL		109 76.2	31 21.7	2 1.4	1 .7	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.< 5
21.37412	18	0.2610	0.014	21 OF 28 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.22321	

809 HIGHEST EXPECTED RANK BY JOBCON

809 (COUNT / ROW PCT / COL PCT)		JOBCON 1.00	2.00	4.00	5.00	ROW TOTAL
LTC	0	1 50.0 .9	1 50.0 3.2			2 1.4
COL	1	82 75.9 75.9	23 21.3 74.2	2 1.9 100.0	1 .9 100.0	108 76.1
BG	2	9 81.8 8.3	2 18.2 6.5			11 7.7
MG	3	14 73.7 13.0	5 26.3 16.1			19 13.4
LTG	4	1 100.0 .9				1 .7
SEN	5	1 100.0 .9				1 .7
COLUMN TOTAL		108 76.1	31 21.8	2 1.4	1 .7	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.< 5
2.75590	15	0.9998	0.007	20 OF 24 (83.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.08043	

B01 RANK BY BENEFIT

B01	BENEFIT 1.00	2.00	3.00	4.00	ROW TOTAL
0 LIEUTENANT COLON	29	55	25	6	115
	25.2	47.8	21.7	5.2	82.7
	76.3	88.7	75.8	100.0	
1 COLONEL	9	7	8		24
	37.5	29.2	33.3		17.3
	23.7	11.3	24.2		
COLUMN TOTAL	38	62	33	6	139
	27.3	44.6	23.7	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
5.02213	3	0.1702	1.036	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19008	

NUMBER OF MISSING OBSERVATIONS = 4

B04 MILITARY FAMILY BY BENEFIT

B04	BENEFIT 1.00	2.00	3.00	4.00	ROW TOTAL
0 YES	3	14	7	1	25
	12.0	56.0	28.0	4.0	18.0
	8.1	22.6	21.2	16.7	
1 NO	34	48	26	5	113
	30.1	42.5	23.0	4.4	81.9
	91.9	77.4	78.8	83.3	
COLUMN TOTAL	37	62	33	6	138
	26.8	44.9	23.9	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
3.55306	3	0.3139	1.087	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.16046	

NUMBER OF MISSING OBSERVATIONS = 5

B05 AFCS BY BENEFIT

B35 (COUNT / ROW PCT / COL PCT)	BENEFIT 1.00	2.00	3.00	4.00	ROW TOTAL
0 — 17 YEARS OR LESS	2 16.7 5.3	7 58.3 11.3	3 25.0 9.1		12 8.6
1 — 18-19 YEARS	10 24.4 26.3	12 29.3 19.4	16 39.0 48.5	3 7.3 50.0	41 29.5
2 — 20-21 YEARS	18 30.0 47.4	30 50.0 48.4	9 15.0 27.3	3 5.0 50.0	60 43.2
3 — 22-23 YEARS	8 33.3 21.1	11 45.8 17.7	5 20.8 15.2		24 17.3
4 — 24 YEARS OR MORE		2 100.0 3.2			2 1.4
COLUMN TOTAL	38 27.3	62 44.6	33 23.7	6 4.3	139 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
15.18621	12	0.2314	0.386	10 OF 20 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19083	

NUMBER OF MISSING OBSERVATIONS = 4

B08 HIGHEST ENLISTED RANK BY BENEFIT

B39 (COUNT / ROW PCT / COL PCT)	BENEFIT 1.00	2.00	3.00	4.00	ROW TOTAL
0 — LTC		1 50.0 1.6	1 50.0 3.1		2 1.4
1 — COL	30 27.8 78.9	49 45.4 79.0	24 22.2 75.0	5 4.6 83.3	108 78.3
2 — BG	4 40.0 10.5	4 40.0 6.5	1 10.0 3.1	1 10.0 16.7	10 7.2
3 — MG	4 25.0 10.5	7 43.8 11.3	5 31.3 15.6		16 11.6
4 — LTG		1 100.0 1.6			1 .7
5 — GEN			1 100.0 3.1		1 .7
COLUMN TOTAL	38 27.5	62 44.9	32 23.2	6 4.3	138 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
9.16713	15	0.8686	0.043	20 OF 24 (83.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14983	

NUMBER OF MISSING OBSERVATIONS = 5

BENEFIT

008	COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	ROW TOTAL
20-21 YEARS	1	0	1	1	0	2
		0.0	50.0	50.0	0.0	1.4
		0.0	1.6	3.0	0.0	
22-23 YEARS	2	0	2	1	1	4
		0.0	50.0	25.0	25.0	2.9
		0.0	3.2	3.0	16.7	
24-25 YEARS	3	7	6	7	3	23
		30.4	26.1	30.4	13.0	16.5
		18.4	9.7	21.2	50.0	
26-27 YEARS	4	12	18	8	0	38
		31.6	47.4	21.1	0.0	27.3
		31.6	29.0	24.2	0.0	
28-29 YEARS	5	2	1	3	1	7
		28.6	14.3	42.9	14.3	5.0
		5.3	1.6	9.1	16.7	
30 YEARS	6	13	25	11	1	50
		26.0	50.0	22.0	2.0	36.0
		34.2	40.3	33.3	16.7	
OVER 30 YEARS	7	4	9	2	0	15
		26.7	60.0	13.3	0.0	10.8
		10.5	14.5	6.1	0.0	
COLUMN TOTAL		38	62	33	6	139
		27.3	44.6	23.7	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
22.03719	18	0.2303	0.086	18 OF 28 (64.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.22988	

NUMBER OF MISSING OBSERVATIONS = 4

001 RANK BY ABSENCE

ABSENCE

331	COUNT / ROW PCT / COL PCT	1.00	3.00	4.00	5.00	ROW TOTAL
LIEUTENANT COLON	0	2	26	46	44	118
		1.7	22.0	39.0	37.3	82.5
		66.7	72.2	86.8	86.3	
COLONEL	1	1	10	7	7	25
		4.0	40.0	28.0	28.0	17.5
		33.3	27.8	13.2	13.7	
COLUMN TOTAL		3	36	53	51	143
		2.1	25.2	37.1	35.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
4.33792	3	0.2272	0.524	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.17417	

BY804 MILITARY FAMILY BY ABSENCE

COUNT / ROW PCT / COL PCT	ABSENCE 1.00	3.00	4.00	5.00	ROW TOTAL
804 0 YES	11	10	5	26
	42.3	38.5	19.2	18.3
	30.6	18.9	10.0	
1 NO	3	25	43	45	116
	2.6	21.6	37.1	38.8	81.7
	100.0	69.4	81.1	90.0	
COLUMN TOTAL	3	36	53	50	142
	2.1	25.4	37.3	35.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
6.60104	3	0.0858	0.549	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.21561	

NUMBER OF MISSING OBSERVATIONS = 1

BY808 YEARS IN SIAY BY ABSENCE

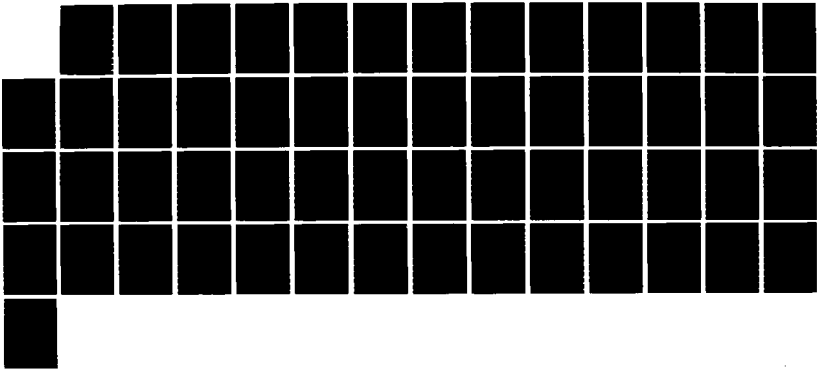
COUNT / ROW PCT / COL PCT	ABSENCE 1.00	3.00	4.00	5.00	ROW TOTAL
338 1 20-21 YEARS	1	1	2
	50.0	50.0	1.4
	2.8	2.0	
2 22-23 YEARS	2	2	6
	50.0	50.0	2.8
	5.6	3.9	
3 24-25 YEARS	2	5	9	7	23
	8.7	21.7	39.1	30.4	16.1
	66.7	13.9	17.0	13.7	
4 26-27 YEARS	7	16	15	38
	18.4	42.1	39.5	26.6
	19.4	30.2	29.4	
5 28-29 YEARS	1	2	3	2	8
	12.5	25.0	37.5	25.0	5.6
	33.3	5.6	5.7	3.9	
6 30 YEARS	14	19	19	52
	26.9	36.5	36.5	36.4
	38.9	35.8	37.3	
7 OVER 30 YEARS	5	6	5	16
	31.3	37.5	31.3	11.2
	13.9	11.3	9.8	
COLUMN TOTAL	3	36	53	51	143
	2.1	25.2	37.1	35.7	100.0

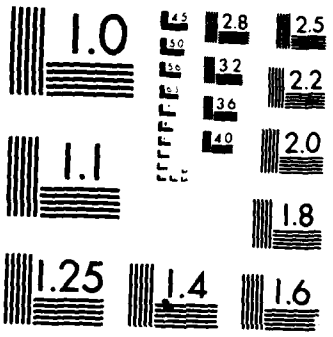
CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
17.35763	18	0.4987	0.042	17 OF 28 (60.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20115	

AD-A170 780 DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION: WHY SUCCESSFUL OFFICERS STAY(U) ARMY WAR COLL CARLISLE BARRACKS PA T P ROSS 12 MAY 86 3/3

UNCLASSIFIED F/G 5/9 NL





. . 905 . . . AFGS . . . . BY ABSENCE . . .

ABSENCE

335	COUNT / ROW PCT / COL PCT	1.00	3.00	4.00	5.00	ROW TOTAL
17 YEARS OR LESS	0		3	3	7	13
			23.1	23.1	53.8	9.1
			8.3	5.7	13.7	
18-19 YEARS	1	1	13	14	15	43
		2.3	30.2	32.6	34.9	30.1
		33.3	36.1	26.4	29.4	
20-21 YEARS	2	1	12	27	21	61
		1.6	19.7	44.3	34.4	42.7
		33.3	33.3	50.9	41.2	
22-23 YEARS	3	1	8	7	8	24
		4.2	33.3	29.2	33.3	16.8
		33.3	22.2	13.2	15.7	
24 YEARS OR MORE	4			2		2
				100.0		1.4
				3.8		
	COLUMN TOTAL	3	36	53	51	143
		2.1	25.2	37.1	35.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.< 5
9.51171	12	0.6587	0.042	11 OF 20 (55.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14890	

. . 909 . . . HIGHEST EXPECTED RANK . . . . BY ABSENCE . . .

ABSENCE

909	COUNT / ROW PCT / COL PCT	1.00	3.00	4.00	5.00	ROW TOTAL
LTC	0		1		1	2
			50.0		50.0	1.4
			2.8		2.0	
COL	1	3	26	38	41	108
		2.8	24.1	35.2	38.0	76.1
		100.0	72.2	73.1	80.4	
06	2		2	6	3	11
			18.2	54.5	27.3	7.7
			5.6	11.5	5.9	
46	3		6	8	5	19
			31.6	42.1	26.3	13.4
			16.7	15.4	9.8	
LTG	4				1	1
					100.0	.7
					2.0	
GEN	5		1			1
			100.0			.7
			2.8			
	COLUMN TOTAL	3	36	52	51	142
		2.1	25.4	36.6	35.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.< 5
6.61628	15	0.9674	0.021	15 OF 20 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.12462	

NUMBER OF MISSING OBSERVATIONS = 1

001 RANK BY PROGRAM

001	PROGRAM: COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
LIEUTENANT COLON	.0	28 23.7 87.5	54 45.8 81.8	23 19.5 74.2	11 9.3 91.7	2 1.7 100.0	118 82.5
COLONEL	1	4 16.0 12.5	12 48.0 18.2	8 32.0 25.8	1 4.0 8.3		25 17.5
	COLUMN TOTAL	32 22.4	66 46.2	31 21.7	12 8.4	2 1.4	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
3.18199	4	0.5278	0.350	3 OF 10 (30.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14917	

004 MILITARY FAMILY BY PROGRAM

004	PROGRAM: COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
YES	0	6 23.1 18.8	13 50.0 20.0	5 19.2 16.1	2 7.7 16.7		26 18.3
NO	1	26 22.4 81.3	52 44.8 80.0	26 22.4 83.9	10 8.6 83.3	2 1.7 100.0	116 81.7
	COLUMN TOTAL	32 22.5	65 45.8	31 21.8	12 8.5	2 1.4	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
0.69679	4	0.9517	0.366	3 OF 10 (30.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.07005	

NUMBER OF MISSING OBSERVATIONS = 1

AGE BY PROGRAM

AGE	PROGRAM 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 17 YEARS OR LESS	4	5	3	1		13
	30.8	38.5	23.1	7.7		9.1
	12.5	7.6	9.7	8.3		
1 18-19 YEARS	13	16	12	1	1	43
	30.2	37.2	27.9	2.3	2.3	30.1
	40.6	24.2	38.7	8.3	50.0	
2 20-21 YEARS	9	32	10	9	1	61
	14.8	52.5	16.4	14.8	1.6	42.7
	28.1	48.5	32.3	75.0	50.0	
3 22-23 YEARS	5	12	5	1		24
	25.0	50.0	20.8	4.2		16.8
	15.6	18.2	16.1	8.3		
4 24 YEARS OR MORE		1	1			2
		50.0	50.0			1.4
		1.5	3.2			
COLUMN TOTAL	32	66	31	12	2	143
	22.4	46.2	21.7	8.4	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
13.98520	16	0.6073	0.028	14 OF 25 (56.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.15589	

YEARS IN SIXTH BY PROGRAM

YEARS IN SIXTH	PROGRAM 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
1 20-21 YEARS		2				2
		100.0				1.4
		3.0				
2 22-23 YEARS		2	1		1	4
		50.0	25.0		25.0	2.8
		3.0	3.2		50.0	
3 24-25 YEARS	3	11	8	1		23
	13.0	47.8	34.8	4.3		16.1
	9.4	16.7	25.8	8.3		
4 26-27 YEARS	10	16	9	3		38
	26.3	42.1	23.7	7.9		26.6
	31.3	24.2	29.0	25.0		
5 28-29 YEARS	1	5	2			8
	12.5	62.5	25.0			5.6
	3.1	7.6	6.5			
6 30 YEARS	14	24	7	6	1	52
	26.9	46.2	13.5	11.5	1.9	36.4
	43.8	36.4	22.6	50.0	50.0	
7 OVER 30 YEARS	4	6	4	2		16
	25.0	37.5	25.0	12.5		11.2
	12.5	9.1	12.9	16.7		
COLUMN TOTAL	32	66	31	12	2	143
	22.4	46.2	21.7	8.4	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
29.42816	24	0.2044	0.028	26 OF 35 (74.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.22692	

BOX : HIGHEST EXPECTED RANK : BY : PROGRAM

PROGRAM

BOX		1.00	2.00	3.00	4.00	5.00	ROW TOTAL
LTC	0		2 100.0 1.4				2 1.4
COL	1	25 23.1 80.6	50 46.3 75.8	22 20.4 71.0	9 8.3 75.0	2 1.9 100.0	108 76.1
96	2	2 18.2 6.5	5 45.5 7.6	2 18.2 6.5	2 18.2 16.7		11 7.7
96	3	2 10.5 6.5	9 47.4 13.6	7 36.8 22.6	1 5.3 8.3		19 13.4
LT6	4	1 100.0 3.2					1 .7
GEN	5	1 100.0 3.2					1 .7
COLUMN TOTAL		31 21.8	66 46.5	31 21.8	12 8.5	2 1.4	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
14.90594	20	0.7818	0.014	24 OF 30 (80.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.16200	

NUMBER OF MISSING OBSERVATIONS = 1

BOX : RANK : BY : ATTRACT

ATTRACT

BOX		1.00	2.00	3.00	4.00	5.00	ROW TOTAL
LIEUTENANT COLON	0	1 .8 100.0	18 15.3 81.8	34 28.8 81.0	46 39.0 82.1	19 16.1 86.4	118 82.5
COLONEL	1		4 16.0 18.2	8 32.0 19.0	10 40.0 17.9	3 12.0 13.6	25 17.5
COLUMN TOTAL		1 .7	22 15.4	42 29.4	56 39.2	22 15.4	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
0.52168	4	0.9714	0.175	4 OF 10 (40.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.06040	

AGES BY ATTRACT

AGES	ATTRACT 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 17 YEARS OR LESS	1	4	5	3	1	13
	.7	2.8	3.5	2.1	.7	9.1
	100.0	18.2	11.9	5.4	4.5	
1 18-19 YEARS	1	1	12	18	11	43
	.7	.7	8.4	12.6	7.7	30.1
	100.0	4.5	28.6	32.1	50.0	
2 20-21 YEARS	0	14	17	25	5	61
	0	9.8	11.9	17.5	3.5	42.7
	0	63.6	40.5	44.6	22.7	
3 22-23 YEARS	0	3	8	8	5	24
	0	2.1	5.6	5.6	3.5	16.8
	0	13.6	19.0	14.3	22.7	
4 24 YEARS OR MORE	0	0	0	2	0	2
	0	0	0	1.4	0	1.4
	0	0	0	3.6	0	
COLUMN TOTAL	1	22	42	56	22	143
	.7	15.4	29.4	39.2	15.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
22.27372	16	0.1346	0.014	14 OF 25 (56.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19793	

YEARS IN SIAX BY ATTRACT

YEARS	ATTRACT 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
1 20-21 YEARS	0	0	1	1	0	2
	0	0	.7	.7	0	1.4
	0	0	2.4	1.8	0	
2 22-23 YEARS	0	1	1	1	1	4
	0	.7	.7	.7	.7	2.8
	0	4.5	2.4	1.8	4.5	
3 24-25 YEARS	1	2	7	10	3	23
	.7	1.4	4.9	7.0	2.1	16.1
	100.0	9.1	16.7	17.9	13.6	
4 26-27 YEARS	0	4	9	16	9	38
	0	2.8	6.3	11.2	6.3	26.6
	0	18.2	21.4	28.6	40.9	
5 28-29 YEARS	0	2	2	2	2	8
	0	1.4	1.4	1.4	1.4	5.6
	0	9.1	4.8	3.6	9.1	
6 30 YEARS	0	11	12	22	7	52
	0	7.7	8.4	15.4	4.9	36.4
	0	50.0	28.6	39.3	31.8	
7 OVER 30 YEARS	0	1	10	4	0	16
	0	.7	7.0	2.8	0	11.2
	0	4.5	23.8	7.1	0	
COLUMN TOTAL	1	22	42	56	22	143
	.7	15.4	29.4	39.2	15.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
23.40272	24	0.4961	0.014	24 OF 35 (68.6%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20227	

804 MILITARY FAMILY BY ATTRACT

804	COUNT / ROW PCT / COL PCT	ATTRACT 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
YES	0	4	9	10	3		26
		15.4	34.6	38.5	11.5		18.3
		19.0	21.4	17.9	13.6		
NO	1	17	33	46	19		116
		14.7	28.4	39.7	16.4		81.7
		81.0	78.6	82.1	86.4		
COLUMN TOTAL		21	42	56	22		142
		14.8	29.6	39.4	15.5		100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
0.83382	4	0.9339	0.183	4 OF 10 (40.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.07663	

NUMBER OF MISSING OBSERVATIONS = 1

809 HIGHEST EXPECTED RANK BY ATTRACT

809	COUNT / ROW PCT / COL PCT	ATTRACT 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
LTC	0			1	1		2
				50.0	50.0		1.4
				2.4	1.8		
COL	1	1	19	23	44	21	108
		.9	17.6	21.3	40.7	19.4	76.1
		100.0	86.4	56.1	78.6	95.5	
96	2		2	6	3		11
			18.2	54.5	27.3		7.7
			9.1	14.6	5.4		
M6	3		1	9	8	1	19
			5.3	47.4	42.1	5.3	13.4	
			4.5	22.0	14.3	4.5	
LY6	4			1			1
				100.0			.7
				2.4			
GEN	5			1			1
				100.0			.7
				2.4			
COLUMN TOTAL		1	22	41	56	22	142
		.7	15.5	28.9	39.4	15.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
19.33399	20	0.5002	0.007	24 OF 30 (80.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.18450	

NUMBER OF MISSING OBSERVATIONS = 1

BOI BANK BY SATIS

BOI	SATIS 1.00	2.00	ROW TOTAL
0 LIEUTENANT COLON	68	50	118
	57.6	42.4	82.5
	78.2	89.3	
1 COLONEL	19	6	25
	76.0	24.0	17.5
	21.8	10.7	
COLUMN TOTAL	87	56	143
	60.8	39.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.20255	1	0.1378	9.790	NONE
2.92284	1	0.0873	(BEFORE YATES CORRECTION)	

STATISTIC	VALUE	SIGNIFICANCE
PHI	0.74297	

BO4 MILITARY FAMILY BY SATIS

BO4	SATIS 1.00	2.00	ROW TOTAL
0 YES	15	11	26
	57.7	42.3	18.3
	17.4	19.6	
1 NO	71	45	116
	61.2	38.8	81.7
	82.6	80.4	
COLUMN TOTAL	86	56	142
	60.6	39.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
0.01198	1	0.9129	10.254	NONE
0.10985	1	0.7403	(BEFORE YATES CORRECTION)	

STATISTIC	VALUE	SIGNIFICANCE
PHI	0.02781	

NUMBER OF MISSING OBSERVATIONS = 1

BOS ... AGES ... BY SATIS

BOS	SATIS 1.00	SATIS 2.00	ROW TOTAL
0 17 YEARS OR LESS	11 / 84.6 / 12.8	2 / 15.4 / 3.6	13 / 9.1
1 18-19 YEARS	26 / 60.5 / 29.9	17 / 39.5 / 30.4	43 / 30.1
2 20-21 YEARS	35 / 57.4 / 40.2	26 / 42.6 / 46.4	61 / 42.7
3 22-23 YEARS	14 / 58.3 / 16.1	10 / 41.7 / 17.9	24 / 16.8
4 24 YEARS OR MORE	1 / 50.0 / 1.1	1 / 50.0 / 1.8	2 / 1.4
COLUMN TOTAL	87 / 60.8	56 / 39.2	143 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
3.55585	4	0.4696	0.783	2 OF 10 (20.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.15769	

YEARS IO.STAT ... BY SATIS

YEARS IO.STAT	SATIS 1.00	SATIS 2.00	ROW TOTAL
1 20-21 YEARS	1 / 50.0 / 1.1	1 / 50.0 / 1.8	2 / 1.4
2 22-23 YEARS	1 / 25.0 / 1.1	3 / 75.0 / 5.4	4 / 2.8
3 24-25 YEARS	13 / 56.5 / 14.9	10 / 43.5 / 17.9	23 / 16.1
4 26-27 YEARS	17 / 44.7 / 19.5	21 / 55.3 / 37.5	38 / 26.6
5 28-29 YEARS	6 / 75.0 / 6.9	2 / 25.0 / 3.6	8 / 5.6
6 30 YEARS	35 / 67.3 / 40.2	17 / 32.7 / 30.4	52 / 36.4
7 OVER 30 YEARS	14 / 87.5 / 16.1	2 / 12.5 / 3.6	16 / 11.2
COLUMN TOTAL	87 / 60.8	56 / 39.2	143 / 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
12.93052	6	0.0442	0.783	6 OF 14 (42.9%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.30073	

B09 . . . HIGHEST EXPECTED RANK . . . . . BY SATIS . . .

COUNT / ROW PCT / COL PCT	SATIS 1.00	SATIS 2.00	ROW TOTAL
B09 0	1	1	2
LTC	50.0	50.0	1.4
	1.2	1.8	
1	61	47	108
COL	56.5	43.5	76.1
	70.9	83.9	
2	5	6	11
BG	45.5	54.5	7.7
	5.8	10.7	
3	17	2	19
MG	89.5	10.5	13.4
	19.8	3.6	
4	1		1
LTG	100.0		.7
	1.2		
5	1		1
SEN	100.0		.7
	1.2		
COLUMN TOTAL	86 60.6	56 39.4	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
9.84942	5	0.0796	0.394	7 OF 12 (58.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.26337	

NUMBER OF MISSING OBSERVATIONS = 1

B01 . . . RANK . . . . . BY TRAVEL . . .

COUNT / ROW PCT / COL PCT	TRAVEL 1.00	TRAVEL 2.00	TRAVEL 3.00	TRAVEL 4.00	ROW TOTAL
B01 0	24	56	20	18	118
LIEUTENANT COLON	20.3	47.5	16.9	15.3	82.5
	75.0	82.4	87.0	90.0	
1	8	12	3	2	25
COLONEL	32.0	48.0	12.0	8.0	17.5
	25.0	17.6	13.0	10.0	
COLUMN TOTAL	32 22.4	68 47.6	23 16.1	20 14.0	143 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.34520	3	0.5039	3.497	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.12806	

804 MILITARY FAMILY BY TRAVEL

804	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
0 YES	4	16	3	3	26
	15.4	61.5	11.5	11.5	18.3
	12.5	23.5	13.0	15.8	
1 NO	28	52	20	16	116
	24.1	44.8	17.2	13.8	81.7
	87.5	76.5	87.0	84.2	
COLUMN TOTAL	32	68	23	19	142
	22.5	47.9	16.2	13.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.46789	3	0.4811	3.479	2 OF 8 (25.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13183	

NUMBER OF MISSING OBSERVATIONS = 1

805 AFQS BY TRAVEL

805	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
0 17 YEARS OR LESS	1	9	2	1	13
	7.7	69.2	15.4	7.7	9.1
	3.1	13.2	8.7	5.0	
1 18-19 YEARS	8	20	6	9	43
	18.6	46.5	14.0	20.9	30.1
	25.0	29.4	26.1	45.0	
2 20-21 YEARS	17	27	11	6	61
	27.9	44.3	18.0	9.8	42.7
	53.1	39.7	47.8	30.0	
3 22-23 YEARS	5	11	4	4	24
	20.8	45.8	16.7	16.7	16.8
	15.6	16.2	17.4	20.0	
4 24 YEARS OR MORE	1	1			2
	50.0	50.0			1.4
	3.1	1.5			
COLUMN TOTAL	32	68	23	20	143
	22.4	47.6	16.1	14.0	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
8.10774	12	0.7767	0.280	9 OF 20 (45.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13747	

808 - YEARS IN SERVICE - BY TRAVEL

808	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
1 20-21 YEARS	0	1	0	1	2
	0.0	50.0	0.0	50.0	1.4
	0.0	1.5	0.0	5.0	
2 22-23 YEARS	1	2	0	1	4
	25.0	50.0	0.0	25.0	2.8
	3.1	2.9	0.0	5.0	
3 24-25 YEARS	5	8	5	5	23
	21.7	34.8	21.7	21.7	16.1
	15.6	11.8	21.7	25.0	
4 26-27 YEARS	9	19	5	5	38
	23.7	50.0	13.2	13.2	26.8
	28.1	27.9	21.7	25.0	
5 28-29 YEARS	3	3	0	2	8
	37.5	37.5	0.0	25.0	5.6
	9.4	4.4	0.0	10.0	
6 30 YEARS	12	26	9	5	52
	23.1	50.0	17.3	9.6	36.4
	37.5	38.2	39.1	25.0	
7 OVER 30 YEARS	2	9	4	1	16
	12.5	56.3	25.0	6.3	11.2
	6.3	13.2	17.4	5.0	
COLUMN TOTAL	32	68	23	20	143
	22.4	47.6	16.1	14.0	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
12.40191	18	0.8258	0.280	17 OF 28 (60.7%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.17003	

808 - HIGHEST EXPECTED RANK - BY TRAVEL

809	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
0 LTC	0	1	0	1	2
	0.0	50.0	0.0	50.0	1.4
	0.0	1.5	0.0	5.0	
1 COL	22	51	19	16	108
	20.4	47.2	17.6	14.8	75.1
	71.0	75.0	82.6	80.0	
2 BG	6	4	0	1	11
	54.5	36.4	0.0	9.1	7.7
	19.4	5.9	0.0	5.0	
3 MG	3	10	4	2	19
	15.8	52.6	21.1	10.5	13.4
	9.7	14.7	17.4	10.0	
4 LTG	0	1	0	0	1
	0.0	100.0	0.0	0.0	.7
	0.0	1.5	0.0	0.0	
5 SEN	0	1	0	0	1
	0.0	100.0	0.0	0.0	.7
	0.0	1.5	0.0	0.0	
COLUMN TOTAL	31	68	23	20	142
	21.8	47.9	16.2	14.1	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
13.58524	15	0.5572	0.141	19 OF 24 (79.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.17858	

803 BY ETHNIC BY SOCSVC

SOCSVC

COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
803						
0 NON WHITE	1	2	2	5	5	13
	7.7	15.4	15.4	23.1	38.5	9.2
	50.0	11.1	5.1	6.0	15.2	
1 WHITE	1	16	37	47	28	129
	.8	12.4	28.7	36.4	21.7	90.8
	50.0	88.9	94.9	94.0	84.8	
COLUMN TOTAL	2	18	39	50	33	142
	1.4	12.7	27.5	35.2	23.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
6.88030	4	0.1426	0.183	6 OF 10 (60.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.22012	

NUMBER OF MISSING OBSERVATIONS = 1

803 BY ETHNIC BY JOBCOM

JOBCOM

COUNT / ROW PCT / COL PCT	1.00	2.00	4.00	5.00	ROW TOTAL
803					
0 NON WHITE	11	2			13
	84.6	15.4			9.1
	10.1	6.5			
1 WHITE	98	29	2	1	130
	75.4	22.3	1.5	.8	90.9
	89.9	93.5	100.0	100.0	
COLUMN TOTAL	109	31	2	1	143
	76.2	21.7	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
0.69340	3	0.8748	0.091	5 OF 8 (62.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.06963	

803 BY ETHNIC BY BENEFIT

BENEFIT

COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	ROW TOTAL
803					
0 NON WHITE	2	6	5		13
	15.4	46.2	38.5		9.4
	5.3	9.7	15.2		
1 WHITE	36	56	28	6	126
	28.6	44.4	22.2	4.8	90.6
	94.7	90.3	84.8	100.0	
COLUMN TOTAL	38	62	33	6	139
	27.3	44.6	23.7	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
2.68532	3	0.4427	0.561	3 OF 8 (37.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13899	

NUMBER OF MISSING OBSERVATIONS = 4

BY ETHNIC BY ABSENCE

ABSENCE

ETHNIC	1.00	2.00	3.00	4.00	ROW TOTAL
0 NON WHITE	0	4	5	4	13
	0.0	30.8	38.5	30.8	9.1
	0.0	11.4	9.4	7.8	
1 WHITE	3	32	48	47	130
	2.3	24.6	36.9	36.2	90.9
	100.0	88.8	90.6	92.2	
COLUMN TOTAL	3	36	53	51	143
	2.1	25.2	37.1	35.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
0.58140	3	0.9007	0.273	5 OF 8 (62.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.06376	

BY ETHNIC BY PROGRAM

PROGRAM

ETHNIC	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 NON WHITE	3	5	4	1	0	13
	23.1	38.5	30.8	7.7	0.0	9.1
	9.4	7.6	12.9	8.3	0.0	
1 WHITE	29	61	27	11	2	130
	22.3	46.9	20.8	8.5	1.5	90.9
	90.6	92.4	87.1	91.7	100.0	
COLUMN TOTAL	32	66	31	12	2	143
	22.4	46.2	21.7	8.4	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
3.93995	4	0.4148	0.182	5 OF 10 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.08107	

BY ETHNIC BY ATTRACT

ATTRACT

ETHNIC	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 NON WHITE	0	3	5	3	2	13
	0.0	23.1	38.5	23.1	15.4	9.1
	0.0	13.6	11.9	5.4	9.1	
1 WHITE	1	19	37	53	20	130
	.8	14.6	28.5	40.8	15.4	90.9
	100.0	86.4	88.1	94.6	90.9	
COLUMN TOTAL	1	22	42	56	22	143
	.7	15.4	29.4	39.2	15.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
4.09702	4	0.3929	0.091	5 OF 10 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.17817	

003 ETHNIC BY SATIS

003		SATIS 1.00	2.00	ROW TOTAL
COUNT / ROW PCT / COL PCT				
NON WHITE	0	6	7	13
		46.2	53.8	9.1
		6.9	12.5	
WHITE	1	81	49	130
		62.3	37.7	90.9
		93.1	87.5	
COLUMN TOTAL		87	56	143
		60.8	39.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
0.70517	1	0.4011	5.091	NONE
1.29440	1	0.2552	(BEFORE YATES CORRECTION)	

STATISTIC	VALUE	SIGNIFICANCE
PHI	0.09514	

003 ETHNIC BY TRAVEL

003		TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
COUNT / ROW PCT / COL PCT						
NON WHITE	0	2	6	4	1	13
		15.4	46.2	30.8	7.7	9.1
		6.3	8.8	17.4	5.0	
WHITE	1	30	62	19	19	130
		23.1	47.7	14.6	14.6	90.9
		93.8	91.2	82.6	95.0	
COLUMN TOTAL		32	68	23	20	143
		22.4	47.6	16.1	14.0	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
2.64077	3	0.4504	1.818	3 OF 8 (37.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13589	

007 TEMP.SEP.FROM SPOUSE BY SOCSVC

007		SOCSVC 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
COUNT / ROW PCT / COL PCT							
YES	0		2	2	4	2	10
			20.0	20.0	40.0	20.0	7.3
			11.8	5.4	8.0	6.5	
NO	1	2	15	35	46	29	127
		1.6	11.8	27.6	36.2	22.8	92.7
		100.0	88.2	94.6	92.0	93.5	
COLUMN TOTAL		2	17	37	50	31	137
		1.5	12.4	27.0	36.5	22.6	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.< 5
0.92378	4	0.9211	0.146	6 OF 10 (60.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.08212	

NUMBER OF MISSING OBSERVATIONS = 6

837 TEMP.SEP.FROM SPOUSE BY JOBCOM

JOBCOM

837	1.00	2.00	4.00	5.00	ROW TOTAL
YES (0)	9	1			10
	90.0	10.0			7.2
	9.7	3.2			
NO (1)	95	30	2	1	128
	74.2	23.4	1.6	.8	92.8
	90.3	96.8	100.0	100.0	
COLUMN TOTAL	104	31	2	1	138
	75.4	22.5	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
1.28646	3	0.7324	0.072	5 OF 8 (62.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.09655	

NUMBER OF MISSING OBSERVATIONS = 5

837 TEMP.SEP.FROM SPOUSE BY BENEFIT

BENEFIT

837	1.00	2.00	3.00	4.00	ROW TOTAL
YES (0)	2	5	2		9
	22.2	55.6	22.2		6.7
	5.6	8.2	6.5		
NO (1)	34	56	29	6	125
	27.2	44.8	23.2	4.8	93.3
	94.4	91.8	93.5	100.0	
COLUMN TOTAL	36	61	31	6	134
	26.9	45.5	23.1	4.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
0.72625	3	0.8670	0.403	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.07362	

NUMBER OF MISSING OBSERVATIONS = 9

837 TEMP.SEP.FROM SPOUSE BY ABSENCE

ABSENCE

837	1.00	3.00	4.00	5.00	ROW TOTAL
YES (0)		3	4	3	10
		30.0	40.0	30.0	7.2
		9.4	7.7	5.9	
NO (1)	3	29	48	48	128
	2.3	22.7	37.5	37.5	92.8
	100.0	90.6	92.3	94.1	
COLUMN TOTAL	3	32	52	51	138
	2.2	23.2	37.7	37.0	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS.WITH.E.F.<5
3.60566	3	0.3949	0.217	5 OF 8 (62.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.06630	

NUMBER OF MISSING OBSERVATIONS = 5

Q07 - TEMP. SEP. FROM SPOUSE - BY - PROGRAM

Q07	COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
YES	0	2	2	5		1	10
		20.0	20.0	50.0		10.0	7.2
		6.5	6.5	16.7		50.0	
NO	1	29	61	25	12	1	128
		22.7	47.7	19.5	9.4	.8	92.8
		93.5	93.8	83.3	100.0	50.0	
COLUMN TOTAL		31	63	30	12	2	138
		22.5	45.7	21.7	8.7	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
11.92065	4	0.0180	0.145	6 OF 10 (60.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.29397	

NUMBER OF MISSING OBSERVATIONS = 5

Q07 - TEMP. SEP. FROM SPOUSE - BY - ATTRACT

Q07	COUNT / ROW PCT / COL PCT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
YES	0		1	4	4	1	10
			10.0	40.0	40.0	10.0	7.2
			4.5	10.3	7.3	4.8	
NO	1	1	21	35	51	20	128
		.8	16.4	27.3	39.8	15.6	92.8
		100.0	95.5	89.7	92.7	95.2	
COLUMN TOTAL		1	22	39	55	21	138
		.7	15.9	28.3	39.9	15.2	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
1.03554	4	0.9044	0.072	6 OF 10 (60.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.08663	

NUMBER OF MISSING OBSERVATIONS = 5

Q07 - TEMP. SEP. FROM SPOUSE - BY - SATIS

Q07	COUNT / ROW PCT / COL PCT	1.00	2.00	ROW TOTAL
YES	0	7	3	10
		70.0	30.0	7.2
		8.4	5.8	
NO	1	76	52	128
		59.4	40.6	92.8
		91.6	94.2	
COLUMN TOTAL		83	55	138
		60.1	39.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
0.10602	1	0.7447	3.986	1 OF 4 (25.0%)
0.43682	1	0.5087	(BEFORE YATES CORRECTION)	

STATISTIC	VALUE	SIGNIFICANCE
PHI	0.05626	

NUMBER OF MISSING OBSERVATIONS = 5

307 TEMP SEP FROM SPOUSE BY TRAVEL

307	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
YES	1	6	3		10
	10.0	60.0	30.0		7.2
	3.2	9.2	13.6		
NO	30	59	19	20	128
	23.4	46.1	14.8	15.6	92.8
	96.8	90.8	86.4	100.0	
COLUMN TOTAL	31	65	22	20	138
	22.5	47.1	15.9	14.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
4.02539	3	0.2587	1.449	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.17079	

NUMBER OF MISSING OBSERVATIONS = 5

310 DEPENDENTS BY TRAVEL

310	TRAVEL 1.00	2.00	3.00	4.00	ROW TOTAL
NONE	0	2	5	1	2	10
		20.0	50.0	10.0	20.0	7.0
		6.3	7.6	4.5	10.0	
ONE	1	6	9	3	1	19
		31.6	47.4	15.8	5.3	13.4
		18.8	13.2	13.6	5.0	
TWO	2	14	33	6	11	64
		21.9	51.6	9.4	17.2	45.1
		43.8	48.5	27.3	55.0	
THREE OR MORE	3	10	21	12	6	49
		20.4	42.9	24.5	12.2	34.5
		31.3	30.9	54.5	30.0	
COLUMN TOTAL		32	68	22	20	142
		22.5	47.9	15.5	14.1	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
7.43413	9	0.5920	1.408	7 OF 16 (43.8%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13213	

NUMBER OF MISSING OBSERVATIONS = 1

Q10 DEPENDENT BY SOCSVC

SOCSVC

Q10	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 NONE	2	2	4	2	2	10
	20.0	20.0	40.0	20.0	20.0	7.1
	11.8	10.3	4.0	6.1		
1 ONE	1	1	4	5	8	19
	5.3	5.3	21.1	26.3	42.1	13.5
	50.0	5.8	10.3	10.0	24.2	
2 TWO	1	6	18	23	15	63
	1.6	9.5	28.6	36.5	23.8	44.7
	50.0	35.3	46.2	46.0	45.5	
3 THREE OR MORE		8	13	20	8	49
		16.3	26.5	40.8	16.3	34.8
		47.1	33.3	40.0	24.2	
COLUMN TOTAL	2	17	39	50	33	141
	1.4	12.1	27.7	35.5	23.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
11.52919	12	0.4843	0.142	10 OF 20 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.16509	

NUMBER OF MISSING OBSERVATIONS = 2

Q10 DEPENDENT BY JOBCOM

JOBCOM

Q10	1.00	2.00	4.00	ROW TOTAL
0 NONE	7	3		10
	70.0	30.0		7.0
	6.4	9.7		
1 ONE	14	5		19
	73.7	26.3		13.4
	12.8	16.1		
2 TWO	48	14	2	64
	75.0	21.9	3.1	45.1
	44.0	45.2	100.0	
3 THREE OR MORE	40	9		49
	81.6	18.4		34.5
	36.7	29.0		
COLUMN TOTAL	109	31	2	142
	76.8	21.8	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
3.44790	6	0.7509	0.141	6 OF 12 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.11018	

NUMBER OF MISSING OBSERVATIONS = 1

Q10 DEPENDENTS BY BENEFIT

Q10	BENEFIT 1.00	2.00	3.00	4.00	ROW TOTAL
0 NONE	4	4	2		10
	40.0	40.0	20.0		7.2
	10.5	6.5	6.3		
1 ONE	6	5	5	1	17
	35.3	29.4	29.4	5.9	12.3
	15.8	8.1	15.6	16.7	
2 TWO	17	29	18	3	63
	20.6	46.0	28.6	4.8	45.7
	36.2	46.8	56.3	50.0	
3 THREE OR MORE	15	24	7	2	48
	31.3	50.0	14.6	4.2	34.8
	39.5	38.7	21.9	33.3	
COLUMN TOTAL	38	62	32	6	138
	27.5	44.9	23.2	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
6.72592	9	0.6656	0.435	9 OF 16 (56.3%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.12746	

NUMBER OF MISSING OBSERVATIONS = 5

Q10 DEPENDENTS BY ABSENCE

Q10	ABSENCE 1.00	3.00	4.00	5.00	ROW TOTAL
0 NONE		5	4	1	10
		50.0	40.0	10.0	7.0
		13.9	7.5	2.0	
1 ONE		5	7	7	19
		26.3	36.8	36.8	13.4
		13.9	13.2	13.7	
2 TWO	2	17	23	22	64
	3.1	26.6	35.9	34.4	45.1
	100.0	47.2	43.4	43.1	
3 THREE OR MORE		9	19	21	49
		18.4	38.8	42.9	34.5
		25.0	35.8	41.2	
COLUMN TOTAL	2	36	53	51	142
	1.4	25.4	37.3	35.9	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
8.47593	9	0.4870	0.141	8 OF 16 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.14106	

NUMBER OF MISSING OBSERVATIONS = 1

Q10 DEPENDENT BY PROGRAM

Q10	PROGRAM 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 NONE	2	5	2	1		10
	20.0	50.0	20.0	10.0		7.0
	6.3	7.7	6.5	8.3		
1 ONE	5	7	6	1		19
	26.3	36.8	31.6	5.3		13.4
	15.6	10.8	19.4	8.3		
2 TWO	14	30	14	4	2	64
	21.9	46.9	21.9	6.3	3.1	45.1
	43.8	46.2	45.2	33.3	100.0	
3 THREE OR MORE	11	23	9	6		49
	22.4	46.9	18.4	12.2		34.5
	34.4	35.4	29.0	50.0		
COLUMN TOTAL	32	65	31	12	2	142
	22.5	45.8	21.8	8.5	1.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
5.57074	12	0.9362	0.141	12 OF 20 (60.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.11435	

NUMBER OF MISSING OBSERVATIONS = 1

Q10 DEPENDENT BY ATTRACT

Q10	ATTRACT 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 NONE			4	5	1	10
			40.0	50.0	10.0	7.0
			9.8	8.9	4.5	
1 ONE		4	5	5	5	19
		21.1	26.3	26.3	26.3	13.4
		18.2	12.2	8.9	22.7	
2 TWO	1	12	17	26	8	64
	1.6	18.8	26.6	40.6	12.5	45.1
	100.0	54.5	41.5	46.4	36.4	
3 THREE OR MORE		6	15	20	8	49
		12.2	30.6	40.8	16.3	34.5
		27.3	36.6	35.7	36.4	
COLUMN TOTAL	1	22	41	56	22	142
	.7	15.5	28.9	39.4	15.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F. < 5
7.74270	12	0.8049	0.070	10 OF 20 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13482	

NUMBER OF MISSING OBSERVATIONS = 1

Q10 DEPENDENTS BY SATIS

Q10	SATIS 1.00	SATIS 2.00	ROW TOTAL
0 NONE	4	6	10
	40.0	60.0	7.0
	4.7	10.7	
1 ONE	11	8	19
	57.9	42.1	13.4
	12.8	14.3	
2 TWO	42	22	64
	65.6	34.4	45.1
	48.8	39.3	
3 THREE OR MORE	29	20	49
	59.2	40.8	34.5
	33.7	35.7	
COLUMN TOTAL	86	56	142
	60.6	39.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
2.55265	3	0.4659	3.944	1 OF 8 (12.5%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.13408	

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY SOCSVC

Q11	SOCSVC 1.00	SOCSVC 2.00	SOCSVC 3.00	SOCSVC 4.00	SOCSVC 5.00	ROW TOTAL
0 BA,BS		3	4	1	7	15
		20.0	26.7	6.7	46.7	10.6
		16.7	10.3	2.0	21.2	
1 MA,MS,MBA	2	14	29	45	25	115
	1.7	12.2	25.2	39.1	21.7	81.6
	100.0	77.8	74.4	91.8	75.8	
2 LLD		1	2		1	4
		25.0	50.0		25.0	2.8
		5.6	5.1		3.0	
3 PHD,DDS,MD			4	3		7
			57.1	42.9		5.0
			10.3	6.1		
COLUMN TOTAL	2	18	39	49	33	141
	1.4	12.8	27.7	34.8	23.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
16.44479	12	0.1717	0.057	15 OF 20 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19717	

NUMBER OF MISSING OBSERVATIONS = 2

211 EDUCATIONAL LEVEL BY JOBCOM

211	JOBCOM	1.00	2.00	4.00	5.00	ROW TOTAL
0	COUNT	12	2	1		15
BA,BS	ROW PCT	80.0	13.3	6.7		10.6
	COL PCT	11.1	6.5	50.0		
1	COUNT	91	24	1		116
MA,MS,MBA	ROW PCT	78.4	20.7	.9		81.7
	COL PCT	84.3	77.4	50.0		
2	COUNT	2	1		1	4
LLD	ROW PCT	50.0	25.0		25.0	2.8
	COL PCT	1.9	3.2		100.0	
3	COUNT	3	4			7
PHD,DDS,MD	ROW PCT	42.9	57.1			4.9
	COL PCT	2.8	12.9			
COLUMN TOTAL		108	31	2	1	142
		76.1	21.8	1.4	.7	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
43.91681	9	0.0000	0.028	12 OF 16 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.32108	

NUMBER OF MISSING OBSERVATIONS = 1

211 EDUCATIONAL LEVEL BY BENEFIT

211	BENEFIT	1.00	2.00	3.00	4.00	ROW TOTAL
0	COUNT	5	5	3	2	15
BA,BS	ROW PCT	33.3	33.3	20.0	13.3	10.9
	COL PCT	13.5	8.1	9.1	33.3	
1	COUNT	30	53	25	4	112
MA,MS,MBA	ROW PCT	26.8	47.3	22.3	3.6	81.2
	COL PCT	81.1	85.5	75.8	66.7	
2	COUNT	1		3		4
LLD	ROW PCT	25.0		75.0		2.9
	COL PCT	2.7		9.1		
3	COUNT	1	4	2		7
PHD,DDS,MD	ROW PCT	14.3	57.1	28.6		5.1
	COL PCT	2.7	6.5	6.1		
COLUMN TOTAL		37	62	33	6	138
		26.8	44.9	23.9	4.3	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
11.33664	9	0.2533	0.174	12 OF 16 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.16548	

NUMBER OF MISSING OBSERVATIONS = 5

Q11 EDUCATIONAL LEVEL BY ABSENCE

Q11	ABSENCE 1.00	3.00	4.00	5.00	ROW TOTAL
0 BA,BS	1 6.7 33.3	7 46.7 19.4	3 20.0 5.7	4 26.7 8.0	15 10.6
1 MA,MS,MBA	1 .9 33.3	27 23.3 75.0	45 38.8 84.9	43 37.1 86.0	116 81.7
2 LLD	1 25.0 33.3	1 25.0 2.8	1 25.0 1.9	1 25.0 2.0	4 2.8
3 PHD,DDS,MD		1 14.3 2.8	4 57.1 7.5	2 28.6 4.0	7 4.9
COLUMN TOTAL	3 2.1	36 25.4	53 37.3	50 35.2	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
18.42398	9	0.0306	0.085	11 OF 16 (68.8%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.20796	

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY PROGRAM

Q11	PROGRAM 1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 BA,BS	3 20.0 8.4	7 46.7 10.8	3 20.0 9.7	2 13.3 16.7		15 10.6
1 MA,MS,MBA	27 23.3 84.4	51 44.0 78.5	26 22.4 83.9	10 8.6 83.3	2 1.7 100.0	116 81.7
2 LLD	1 25.0 3.1	2 50.0 3.1	1 25.0 3.2			4 2.8
3 PHD,DDS,MD	1 14.3 3.1	5 71.4 7.7	1 14.3 3.2			7 4.9
COLUMN TOTAL	32 22.5	65 45.8	31 21.8	12 8.5	2 1.4	142 100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN E.F.	CELLS WITH E.F.<5
3.44778	12	0.9915	0.056	15 OF 20 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.09996	

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY TRAVEL

Q11	TRAVEL	1.00	2.00	3.00	4.00	ROW TOTAL
BA,BS	0	4	6	3	2	15
		26.7	40.0	20.0	13.3	10.6
		12.5	8.8	13.0	10.5	
MA,MS,MBA	1	25	56	19	16	116
		21.6	48.3	16.4	13.8	81.7
		78.1	82.4	82.6	84.2	
LLD	2	2	1	1		4
		50.0	25.0	25.0		2.8
		6.3	1.5	4.3		
PHD,DDS,MD	3	1	5		1	7
		14.3	71.4		14.3	4.9
		3.1	7.4		5.3	
COLUMN TOTAL		32	68	23	19	142
		22.5	47.9	16.2	13.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN.E.F.	CELLS WITH E.F.<5
5.17564	9	0.8187	0.535	11 OF 16 (68.8%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.11022	

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY ATTRACT

Q11 \ ATTRACT	1.00	2.00	3.00	4.00	5.00	ROW TOTAL
0 BA,BS	1	4	3	6	2	15
	6.7	26.7	20.0	40.0	13.3	10.6
	100.0	19.0	7.1	10.7	9.1	
1 MA,MS,MBA	0	17	34	45	19	116
	.0	14.7	29.3	38.8	16.4	81.7
	.0	81.0	81.0	80.4	86.4	
2 LLD	0	0	2	2	0	4
	.0	.0	50.0	50.0	.0	2.8
	.0	.0	4.8	3.6	.0	
3 PHD,DDS,MD	0	0	3	3	1	7
	.0	.0	42.9	42.9	14.3	4.9
	.0	.0	7.1	5.4	4.5	
COLUMN TOTAL	1	21	42	56	22	142
	.7	14.8	29.6	39.4	15.5	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
5.61032	12	0.9344	0.028	15 OF 20 (75.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.11476	

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY SATIS

Q11 \ SATIS	1.00	2.00	ROW TOTAL
0 BA,BS	8	7	15
	53.3	46.7	10.6
	9.3	12.5	
1 MA,MS,MBA	69	48	116
	58.6	41.4	81.7
	79.1	85.7	
2 LLD	4	0	4
	100.0	.0	2.8
	4.7	.0	
3 PHD,DDS,MD	6	1	7
	85.7	14.3	4.9
	7.0	1.8	
COLUMN TOTAL	86	56	142
	60.6	39.4	100.0

CHI-SQUARE	D.F.	SIGNIFICANCE	MIN. E.F.	CELLS WITH E.F.<5
4.97018	3	0.1740	1.577	4 OF 8 (50.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.19709	

NUMBER OF MISSING OBSERVATIONS = 1

ONEWAY

VARIABLE ABSENCE
BY VARIABLE GO1 RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	2.4086	2.4086	3.050	0.0829
WITHIN GROUPS	141	111.3397	0.7896		
TOTAL	142	113.7483			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	118	4.1017	0.8612	0.0793	1.0000	5.0000	3.9447 TO 4.2587
GRP 1	25	3.7600	1.0116	0.2023	1.0000	5.0000	3.3424 TO 4.1776
TOTAL	143	4.0420	0.8950	0.0748	1.0000	5.0000	3.8940 TO 4.1899
	FIXED EFFECTS MODEL		0.8886	0.0743			3.8951 TO 4.1889
	RANDOM EFFECTS MODEL			0.1829			1.7184 TO 6.3655

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0392

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5795, P = .178 (APPROX.)
BARTLETT-BOX F = 1.090, P = .296
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.380

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

\- O N E W A Y -

VARIABLE SATIS
BY VARIABLE Q01 RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	0.6964	0.6964	2.942	0.0885
WITHIN GROUPS	141	33.3736	0.2367		
TOTAL	142	34.0599			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	118	1.4237	0.4963	0.0457	1.0000	2.0000	1.3333 TO 1.5142
GRP 1	25	1.2400	0.4359	0.0872	1.0000	2.0000	1.0601 TO 1.4199
TOTAL	143	1.3916	0.4898	0.0410	1.0000	2.0000	1.3106 TO 1.4726
FIXED EFFECTS MODEL			0.4865	0.0407			1.3112 TO 1.4720
RANDOM EFFECTS MODEL				0.0979			0.1478 TO 2.6354

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0111

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5645, P = .277 (APPROX.)
BARTLETT-BOX F = .624 , P = .430
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.296

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE TRAVEL
BY VARIABLE Q01 RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.9977	1.9977	2.231	0.1375
WITHIN GROUPS	141	126.2820	0.8956		
TOTAL	142	128.2797			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	118	2.2712	0.9577	0.0882	1.0000	4.0000	2.0966 TO 2.4459
GRP 1	25	1.9600	0.8858	0.1772	1.0000	4.0000	1.5931 TO 2.3269
TOTAL	143	2.2168	0.9505	0.0795	1.0000	4.0000	2.0597 TO 2.3739
FIXED EFFECTS MODEL			0.9464	0.0791			2.0603 TO 2.3732
RANDOM EFFECTS MODEL				0.1590			0.1970 TO 4.2365

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0267

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5373, P = .531 (APPROX.)
BARTLETT-BOX F = .212 , P = .645
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.161

3-6-3

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q22 FAMILY LIKES THE ARMY
BY VARIABLE QC1 RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.5978	1.5978	2.325	0.1296
WITHIN GROUPS	141	96.9197	0.6874		
TOTAL	142	98.5175			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	118	2.3983	0.8487	0.0781	1.0000	5.0000	2.2436 TO 2.5530
GRP 1	25	2.1200	0.7257	0.1451	1.0000	5.0000	1.8206 TO 2.4194
TOTAL	143	2.3497	0.8329	0.0697	1.0000	5.0000	2.2120 TO 2.4873
FIXED EFFECTS MODEL			0.8291	0.0693			2.2126 TO 2.4867
RANDOM EFFECTS MODEL				0.1432			0.5301 TO 4.1692

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0721

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5777, P = .190 (APPROX.)
BARTLETT-BOX F = .898 , P = .343
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.368

24 MAR 86 BREAKDOWN.
STUDENT RESEARCH PROJECT = LTC ROSS

ONEWAY

VARIABLE ABSENCE
BY VARIABLE Q02 SEX

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	5.6251	5.6251	7.335	0.0076
WITHIN GROUPS	141	108.1232	0.7668		
TOTAL	142	113.7483			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	138	4.0797	0.8884	0.0756	1.0000	5.0000	3.9302 TO 4.2293
Grp 1	5	3.0000	0.	0.	3.0000	3.0000	3.0000 TO 3.0000
TOTAL	143	4.0420	0.8950	0.0748	1.0000	5.0000	3.8960 TO 4.1899
FIXED EFFECTS MODEL			0.8757	0.0732			3.8972 TO 4.1867
RANDOM EFFECTS MODEL				0.6891			-4.7135 TO 12.7976

RANDOM EFFECTS MODEL = ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.5034

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = 1.0000, P =1.E+36 (APPROX.)
BARTLETT-BOX F = , P =1.E+36
MAXIMUM VARIANCE / MINIMUM VARIANCE .

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE SATIS
BY VARIABLE Q02 SEX

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	0.7946	0.7946	3.367	0.0686
WITHIN GROUPS	141	33.2754	0.2360		
TOTAL	142	34.0699			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	138	1.4058	0.4928	0.0420	1.0000	2.0000	1.3228 TO 1.4888
GRP 1	5	1.0000	0.	0.	1.0000	1.0000	1.0000 TO 1.0000
TOTAL	143	1.3916	0.4898	0.0410	1.0000	2.0000	1.3106 TO 1.4726
FIXED EFFECTS MODEL			0.4858	0.0406			1.3113 TO 1.4719
RANDOM EFFECTS MODEL				0.2359			-1.6051 TO 4.3884

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0579

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = 1.0000, P =1.E+36 (APPROX.)
BARTLETT-BOX F = , P =1.E+36
MAXIMUM VARIANCE / MINIMUM VARIANCE

3-6-6

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

* O N E W A Y *

VARIABLE TRAVEL
BY VARIABLE Q02 SEX

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.9710	1.9710	2.200	0.1402
WITHIN GROUPS	141	126.3087	0.8958		
TOTAL	142	128.2797			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	138	2.2391	0.9556	0.0813	1.0000	4.0000	2.0783 TO 2.4000
GRP 1	5	1.6000	0.5477	0.2449	1.0000	2.0000	0.9199 TO 2.2801
TOTAL	143	2.2168	0.9505	0.0795	1.0000	4.0000	2.0597 TO 2.3739
FIXED EFFECTS MODEL			0.9465	0.0791			2.0603 TO 2.3733
RANDOM EFFECTS MODEL				0.3319			-2.0005 TO 6.4341

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.1114

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .7527, P = .000 (APPROX.)
BARTLETT-BOX F = 1.610 , P = .205
MAXIMUM VARIANCE / MINIMUM VARIANCE 3.044

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q40 OPPORT TO COMMAND
BY VARIABLE QC2 SEX

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.7287	1.7287	2.179	0.1422
WITHIN GROUPS	141	111.8797	0.7935		
TOTAL	142	113.6084			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	138	1.6014	0.8923	0.0760	1.0000	5.0000	1.4512 TO 1.7517
GRP 1	5	2.2000	0.8367	0.3742	1.0000	3.0000	1.1612 TO 3.2388
TOTAL	143	1.6224	0.8945	0.0748	1.0000	5.0000	1.4745 TO 1.7702
FIXED EFFECTS MODEL			0.8908	0.0745			1.4751 TO 1.7696
RANDOM EFFECTS MODEL				0.3097			-2.2128 TO 5.5576

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0960

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5321, P = .589 (APPROX.)
BARTLETT-BOX F = .029, P = .866
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.137

3-6-8

STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE 024 ABLE TO PLAN MY LIFE
BY VARIABLE 003 ETHNIC

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	2.6021	2.6021	2.560	0.111R
WITHIN GROUPS	141	143.3000	1.0163		
TOTAL	142	145.9021			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	13	2.3077	0.6304	0.1748	2.0000	4.0000	1.9257 TO 2.6897
GRP 1	130	2.7769	1.0367	0.0909	1.0000	5.0000	2.5971 TO 2.9567
TOTAL	143	2.7343	1.0136	0.0848	1.0000	5.0000	2.5667 TO 2.9018
FIXED EFFECTS MODEL			1.0081	0.0843			2.5675 TO 2.9010
RANDOM EFFECTS MODEL				0.2512			2.0577 TO 3.0262

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0671

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .7299, P = .000 (APPROX.)
BARTLETT-BOX F = 4.049 , P = .044
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.702

STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q15 FAM PROG IMPORTANT
BY VARIABLE QC5 ETHNIC

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	2.3524	2.3524	4.550	0.0368
WITHIN GROUPS	141	72.8923	0.5170		
TOTAL	142	75.2448			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	13	1.3077	0.4804	0.1332	1.0000	2.0000	1.0174 TO 1.5980
GRP 1	130	1.7538	0.7373	0.0647	1.0000	4.0000	1.6259 TO 1.8818
TOTAL	143	1.7133	0.7279	0.0609	1.0000	4.0000	1.5930 TO 1.8336
	FIXED EFFECTS MODEL		0.7190	0.0601			1.5944 TO 1.8322
	RANDOM EFFECTS MODEL			0.2616			1.6102 TO 5.0372

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0777

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .7020, P = .009 (APPROX.)
BARTLETT-BOX F = 3.115 , P = .078
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.356

3-6-10

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE JOBCOM
BY VARIABLE 804 MILITARY FAMILY

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	0.9564	0.9564	2.565	0.1115
WITHIN GROUPS	140	52.2056	0.3729		
TOTAL	141	53.1620			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	26	1.1154	0.3258	0.0639	1.0000	2.0000	0.9838 TO 1.2470
GRP 1	116	1.3276	0.6564	0.0609	1.0000	5.0000	1.2069 TO 1.4483
TOTAL	142	1.2887	0.6140	0.0515	1.0000	5.0000	1.1868 TO 1.3906
FIXED EFFECTS MODEL			0.6107	0.0512			1.1874 TO 1.3900
RANDOM EFFECTS MODEL				0.1107			-0.1178 TO 2.6952

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0137

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .8023, P = .000 (APPROX.)
BARTLETT-BOX F = 14.599 , P = .000
MAXIMUM VARIANCE / MINIMUM VARIANCE 4.059

3-6-11

ONEWAY

VARIABLE ABSENCE
BY VARIABLE 004 MILITARY FAMILY

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	2.2517	2.2517	2.851	0.0935
WITHIN GROUPS	140	110.5723	0.7898		
TOTAL	141	112.8239			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	26	3.7692	0.7646	0.1500	3.0000	5.0000	3.4604 TO 4.0781
GRP 1	116	4.0948	0.9135	0.0848	1.0000	5.0000	3.9268 TO 4.2628
TOTAL	142	4.0352	0.8945	0.0751	1.0000	5.0000	3.8866 TO 4.1836
FIXED EFFECTS MODEL		0.8887	0.0746				3.8877 TO 4.1827
RANDOM EFFECTS MODEL			0.1723				3.8462 TO 4.2243

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0344

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5880, P = .139 (APPROX.)
BARTLETT-BOX F = 1.186 , P = .276
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.427

3-6-12

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE ATTRACT
BY VARIABLE GOS 4PCS

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	4	10.1270	2.5318	2.926	0.0233
WITHIN GROUPS	138	119.4814	0.8658		
TOTAL	142	129.6084			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	13	3.0769	0.9541	0.2646	2.0000	5.0000	2.5004 TO 3.6535
GRP 1	43	3.8605	0.9150	0.1395	1.0000	5.0000	3.5789 TO 4.1421
GRP 2	61	3.3443	0.9289	0.1189	2.0000	5.0000	3.1064 TO 3.5822
GRP 3	24	3.6250	0.9696	0.1979	2.0000	5.0000	3.2156 TO 4.0344
GRP 4	2	4.0000	0.	0.	4.0000	4.0000	4.0000 TO 4.0000
TOTAL	143	3.5315	0.9554	0.0799	1.0000	5.0000	3.3735 TO 3.6894
FIXED EFFECTS MODEL			0.9305	0.0778			3.3774 TO 3.6853
RANDOM EFFECTS MODEL				0.1640			3.0752 TO 3.9858

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0674

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .2648, P = .467 (APPROX.)
BARTLETT-BOX F = .038 , P = .990
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.123

3-6-13

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

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VARIABLE SOCSVC
BY VARIABLE Q06 MARITAL STATUS

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	8.9248	1.7850	1.776	.1225
WITHIN GROUPS	136	136.8498	1.0062		
TOTAL	141	145.7746			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	4	4.0000	1.1547	0.5774	3.0000	5.0000	2.1626 TO 5.8374
GRP 1	116	3.6293	1.0003	0.0929	1.0000	5.0000	3.4455 TO 3.8131
GRP 2	19	3.8947	0.9941	0.2281	2.0000	5.0000	3.4156 TO 4.3739
GRP 3	1	5.0000					
GRP 4	1	2.0000					
GRP 6	1	2.0000					
TOTAL	142	3.6620	1.0168	0.0853	1.0000	5.0000	3.4933 TO 3.8307
FIXED EFFECTS MODEL			1.0031	0.0842			3.4955 TO 3.8286
RANDOM EFFECTS MODEL				0.2589			2.9964 TO 4.3275

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0874

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .4013, P = .351 (APPROX.)
BARTLETT-BOX F = .066 , P = .936
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.349

3-6-14

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q22 FAMILY LIKES THE ARMY
BY VARIABLE Q06 MARITAL STATUS

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	7.9102	1.5820	2.392	0.0408
WITHIN GROUPS	137	90.6073	0.6614		
TOTAL	142	98.5175			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	4	3.0000	0.	0.	3.0000	3.0000	3.0000 TO 3.0000
GRP 1	117	2.3077	0.7929	0.0733	1.0000	5.0000	2.1625 TO 2.4529
GRP 2	19	2.2632	0.9912	0.2274	1.0000	4.0000	1.7854 TO 2.7409
GRP 3	1	4.0000					
GRP 4	1	4.0000					
GRP 6	1	3.0000					
TOTAL	143	2.3497	0.8329	0.0697	1.0000	5.0000	2.2120 TO 2.4873
FIXED EFFECTS MODEL			0.8132	0.0680			2.2152 TO 2.4841
RANDOM EFFECTS MODEL				0.2750			1.6428 TO 3.0565

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.1032

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .6098, P = .000 (APPROX.)
BARTLETT-BOX F = 1.721 , P = .190
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.563

3-6-15

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q22 FAMILY LIKES THE ARMY
BY VARIABLE Q07 TEMP SEP FROM SPOUSE

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.5073	1.5073	2.162	0.1438
WITHIN GROUPS	136	94.8187	0.6972		
TOTAL	137	96.3261			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	10	2.7000	1.3375	0.4230	1.0000	5.0000	1.7432 TO 3.6568
GRP 1	128	2.2969	0.7873	0.0696	1.0000	5.0000	2.1592 TO 2.4346
TOTAL	138	2.3261	0.8385	0.0714	1.0000	5.0000	2.1849 TO 2.4672
FIXED EFFECTS MODEL			0.8350	0.0711			2.1855 TO 2.4666
RANDOM EFFECTS MODEL				0.2070			-0.3042 TO 4.9564

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0437

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .7427, P = .000 (APPROX.)
BARTLETT-BOX F = 6.241 , P = .013
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.886

3-6-16

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE JOBCOM
BY VARIABLE QC8 YEARS TO STAY

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	6	3.7278	0.6213	1.708	0.1240
WITHIN GROUPS	136	49.5170	0.3641		
TOTAL	142	53.2448			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 1	2	1.5000	0.7071	0.5000	1.0000	2.0000	-4.8531 TO 7.8531
GRP 2	4	1.0000	0.	0.	1.0000	1.0000	1.0000 TO 1.0000
GRP 3	23	1.5217	1.0388	0.2166	1.0000	5.0000	1.0725 TO 1.9709
GRP 4	38	1.3158	0.4711	0.0764	1.0000	2.0000	1.1610 TO 1.4706
GRP 5	8	1.6250	1.0607	0.3750	1.0000	4.0000	0.7383 TO 2.5117
GRP 6	52	1.1731	0.3820	0.0530	1.0000	2.0000	1.0667 TO 1.2794
GRP 7	16	1.1250	0.3416	0.0854	1.0000	2.0000	0.9430 TO 1.3070
TOTAL	143	1.2867	0.6123	0.0512	1.0000	5.0000	1.1855 TO 1.3879
FIXED EFFECTS MODEL			0.6034	0.0505			1.1868 TO 1.3865
RANDOM EFFECTS MODEL				0.0778			1.0957 TO 1.4777

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0143

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .3528, P = .000 (APPROX.)
BARTLETT-BOX F = 10.211 , P = 0.0
MAXIMUM VARIANCE / MINIMUM VARIANCE 9.643

3-6-17

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

. . . . . ONEWAY . . . . . .

VARIABLE SATIS
BY VARIABLE QC8 YEARS TO STAY

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	6	3.0807	0.5135	2.253	0.0418
WITHIN GROUPS	136	30.9892	0.2279		
TOTAL	142	34.0699			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 1	2	1.5000	0.7071	0.5000	1.0000	2.0000	-4.8531 TO 7.8531
GRP 2	4	1.7500	0.5000	0.2500	1.0000	2.0000	0.9544 TO 2.5456
GRP 3	23	1.4348	0.5069	0.1057	1.0000	2.0000	1.2156 TO 1.6540
GRP 4	38	1.5526	0.5039	0.0817	1.0000	2.0000	1.3870 TO 1.7183
GRP 5	8	1.2500	0.4629	0.1637	1.0000	2.0000	0.8633 TO 1.6367
GRP 6	52	1.3269	0.4737	0.0657	1.0000	2.0000	1.1951 TO 1.4588
GRP 7	16	1.1250	0.3416	0.0854	1.0000	2.0000	0.9430 TO 1.3070
TOTAL	143	1.3916	0.4898	0.0410	1.0000	2.0000	1.3106 TO 1.4725
	FIXED EFFECTS MODEL		0.4773	0.0399			1.3127 TO 1.4705
	RANDOM EFFECTS MODEL			0.0741			1.2103 TO 1.5729

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0159

3-6-18

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .2753, P = .028 (APPROX.)
BARTLETT-BOX F = .541 , P = .777
MAXIMUM VARIANCE / MINIMUM VARIANCE 4.286

24 MAR 85 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q24 ABLE TO PLAN MY LIFE
BY VARIABLE Q08 YEARS TO STAY

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	6	11.7590	1.9598	1.987	0.0717
WITHIN GROUPS	136	134.1431	0.9863		
TOTAL	142	145.9021			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 1	2	4.5000	0.7071	0.5000	4.0000	5.0000	-1.8531 TO 10.8531
GRP 2	4	3.2500	0.9574	0.4787	2.0000	4.0000	1.7265 TO 4.7735
GRP 3	23	2.8696	1.0998	0.2293	1.0000	5.0000	2.3940 TO 3.3451
GRP 4	38	2.8684	1.0698	0.1735	1.0000	5.0000	2.5168 TO 3.2200
GRP 5	8	2.7500	1.1650	0.4119	2.0000	5.0000	1.7761 TO 3.7239
GRP 6	52	2.5769	0.9149	0.1269	1.0000	5.0000	2.3222 TO 2.8316
GRP 7	16	2.3750	0.8062	0.2016	1.0000	4.0000	1.9454 TO 2.8046
TOTAL	143	2.7343	1.0136	0.0848	1.0000	5.0000	2.5667 TO 2.9018
FIXED EFFECTS MODEL			0.9931	0.0831			2.5700 TO 2.8985
RANDOM EFFECTS MODEL				0.1420			2.3857 TO 3.0818

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0541

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .2052, P = .575 (APPROX.)
BARTLETT-BOX F = .503, P = .806
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.714

3-6-19

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE SOCSVC
BY VARIABLE Q09 HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	9.3267	1.8653	1.847	0.1078
WITHIN GROUPS	135	136.3328	1.0099		
TOTAL	140	145.6596			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	2	3.5000	0.7071	0.5000	3.0000	4.0000	-2.8531 TO 9.8531
GRP 1	107	3.7477	1.0648	0.1029	1.0000	5.0000	3.5436 TO 3.9518
GRP 2	11	3.0909	0.7006	0.2113	2.0000	4.0000	2.6202 TO 3.5616
GRP 3	19	3.5263	0.7723	0.1772	2.0000	5.0000	3.1541 TO 3.8985
GRP 4	1	2.0000					
GRP 5	1	5.0000					
TOTAL	141	3.6596	1.0200	0.0859	1.0000	5.0000	3.4897 TO 3.8296
FIXED EFFECTS MODEL			1.0049	0.0846			3.4922 TO 3.8269
RANDOM EFFECTS MODEL				0.2297			3.0692 TO 4.2499

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0759

3-6-20

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .4167, P = .007 (APPROX.)
BARTLETT-BOX F = 1.588 , P = .161
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.310

ONEWAY

VARIABLE SATIS
BY VARIABLE Q09 HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	2.3525	0.4705	2.027	0.0788
WITHIN GROUPS	136	31.5630	0.2321		
TOTAL	141	33.9155			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	2	1.5000	0.7071	0.5000	1.0000	2.0000	-4.8531 TO 7.8531
GRP 1	108	1.4352	0.4981	0.0479	1.0000	2.0000	1.3402 TO 1.5302
GRP 2	11	1.5455	0.5222	0.1575	1.0000	2.0000	1.1944 TO 1.8967
GRP 3	19	1.1053	0.3153	0.0723	1.0000	2.0000	0.9533 TO 1.2572
GRP 4	1	1.0000					
GRP 5	1	1.0000					
TOTAL	142	1.3944	0.4904	0.0412	1.0000	2.0000	1.3130 TO 1.4757
FIXED EFFECTS MODEL			0.4817	0.0404			1.3144 TO 1.4743
RANDOM EFFECTS MODEL				0.1199			1.0863 TO 1.7025

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0211

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .4463, P = .001 (APPROX.)
BARTLETT-BOX F = 1.781 , P = .149
MAXIMUM VARIANCE / MINIMUM VARIANCE 5.029

3-6-21

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q24 ABLE TO PLAN MY LIFE
BY VARIABLE Q09 HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	10.3160	2.0632	2.078	0.0710
WITHIN GROUPS	136	135.0431	0.9930		
TOTAL	141	145.3592			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	2	4.5000	0.7071	0.5000	4.0000	5.0000	-1.8531 TO 10.8531
GRP 1	108	2.7685	0.9821	0.0945	1.0000	5.0000	2.5812 TO 2.9559
GRP 2	11	2.9091	1.0445	0.3149	2.0000	5.0000	2.2074 TO 3.6108
GRP 3	19	2.3684	1.0651	0.2444	1.0000	5.0000	1.8550 TO 2.8818
GRP 4	1	2.0000					
GRP 5	1	2.0000					
TOTAL	142	2.7394	1.0153	0.0852	1.0000	5.0000	2.5710 TO 2.9079
FIXED EFFECTS MODEL			0.9965	0.0836			2.5741 TO 2.9048
RANDOM EFFECTS MODEL				0.2533			2.0884 TO 3.3905

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0948

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .3075, P = .539 (APPROX.)
BARTLETT-BOX F = .138, P = .937
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.269

3-6-22

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q15 FAM PROG IMPORTANT
BY VARIABLE Q09 HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	7.5992	1.5198	3.079	0.0115
WITHIN GROUPS	136	67.1332	0.4936		
TOTAL	141	74.7324			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	2	1.5000	0.7071	0.5000	1.0000	2.0000	-4.8531 TO 7.8531
GRP 1	108	1.7222	0.6949	0.0669	1.0000	4.0000	1.5897 TO 1.8548
GRP 2	11	2.3636	1.0269	0.3096	1.0000	4.0000	1.6737 TO 3.0535
GRP 3	19	1.3684	0.4956	0.1137	1.0000	2.0000	1.1296 TO 1.6073
GRP 4	1	2.0000					
GRP 5	1	1.0000					
TOTAL	142	1.7183	0.7280	0.0611	1.0000	4.0000	1.5975 TO 1.8391
FIXED EFFECTS MODEL			0.7026	0.0590			1.6017 TO 1.8349
RANDOM EFFECTS MODEL				0.2414			1.0977 TO 2.3389

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0909

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .4619, P = .000 (APPROX.)
BARTLETT-BOX F = 2.276 , P = .078
MAXIMUM VARIANCE / MINIMUM VARIANCE 4.294

3-6-23

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE ABSENCE
BY VARIABLE Q10 DEPENDENTS

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	4.1945	1.3982	1.925	0.1284
WITHIN GROUPS	138	100.2351	0.7263		
TOTAL	141	104.4296			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONFINT FOR MEAN
GRP 0	10	3.6000	0.6992	0.2211	3.0000	5.0000	3.0998 TO 4.1002
GRP 1	19	4.1053	0.8093	0.1857	3.0000	5.0000	3.7152 TO 4.4953
GRP 2	64	3.9844	0.9511	0.1189	1.0000	5.0000	3.7468 TO 4.2219
GRP 3	49	4.2449	0.7508	0.1073	3.0000	5.0000	4.0292 TO 4.4606
TOTAL	142	4.0634	0.8606	0.0722	1.0000	5.0000	3.9206 TO 4.2062
FIXED EFFECTS MODEL			0.8523	0.0715			3.9220 TO 4.2048
RANDOM EFFECTS MODEL				0.1122			3.7067 TO 4.4205

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0217

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .3463, P = .151 (APPROX.)
BARTLETT-BOX F = 1.228 , P = .298
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.850

3-6-24

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE Q40 OPPORT TO COMMAND
BY VARIABLE Q10 DEPENDENTS

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	4.1038	1.3679	1.926	0.1287
WITHIN GROUPS	138	98.0160	0.7103		
TOTAL	141	102.1197			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	10	1.9000	0.7379	0.2333	1.0000	3.0000	1.3722 TO 2.4278
GRP 1	19	1.4211	0.8377	0.1922	1.0000	4.0000	1.0172 TO 1.8250
GRP 2	64	1.7344	0.9798	0.1225	1.0000	5.0000	1.4896 TO 1.9791
GRP 3	49	1.4286	0.6455	0.0922	1.0000	4.0000	1.2432 TO 1.6140
TOTAL	142	1.5986	0.8510	0.0714	1.0000	5.0000	1.4574 TO 1.7398
FIXED EFFECTS MODEL			0.8428	0.0707			1.4587 TO 1.7384
RANDOM EFFECTS MODEL				0.1110			1.2453 TO 1.9519

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0212

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .3660, P = .069 (APPROX.)
BARTLETT-BOX F = 3.011 , P = .029
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.304

3-6-25

ONEWAY

VARIABLE JOBCOM
BY VARIABLE 011 EDUCATIONAL LEVEL

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	4.6488	1.5496	4.408	0.0054
WITHIN GROUPS	138	48.5131	0.3515		
TOTAL	141	53.1620			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	15	1.3333	0.8165	0.2108	1.0000	4.0000	0.8812 TO 1.7855
GRP 1	116	1.2328	0.4820	0.0448	1.0000	4.0000	1.1441 TO 1.3216
GRP 2	4	2.2500	1.8930	0.9465	1.0000	5.0000	-0.7621 TO 5.2621
GRP 3	7	1.5714	0.5345	0.2020	1.0000	2.0000	1.0774 TO 2.0658
TOTAL	142	1.2887	0.6140	0.0515	1.0000	5.0000	1.1868 TO 1.3906
FIXED EFFECTS MODEL			0.5929	0.0498			1.1903 TO 1.3871
RANDOM EFFECTS MODEL				0.2381			0.5310 TO 2.0464

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0795

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .7515, P = .000 (APPROX.)
BARTLETT-BOX F = 10.570, P = .000
MAXIMUM VARIANCE / MINIMUM VARIANCE 15.425

3-6-26

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LYC ROSS

ONEWAY

VARIABLE ABSENCE
BY VARIABLE 011 EDUCATIONAL LEVEL

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	6.0737	2.0246	2.617	0.0355
WITHIN GROUPS	138	106.7502	0.7736		
TOTAL	141	112.8239			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	15	3.6000	1.1212	0.2895	1.0000	5.0000	2.9791 TO 4.2209
GRP 1	116	4.1121	0.8212	0.0762	1.0000	5.0000	3.9610 TO 4.2631
GRP 2	4	3.2500	1.7078	0.8539	1.0000	5.0000	0.5325 TO 5.9675
GRP 3	7	4.1429	0.6901	0.2608	3.0000	5.0000	3.5047 TO 4.7811
TOTAL	142	4.0352	0.8945	0.0751	1.0000	5.0000	3.8868 TO 4.1836
FIXED EFFECTS MODEL			0.8795	0.0738			3.8893 TO 4.1812
RANDOM EFFECTS MODEL				0.2491			3.2425 TO 4.8280

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0830

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .5478, P = .000 (APPROX.)
BARTLETT-BOX F = 2.493 , P = .059
MAXIMUM VARIANCE / MINIMUM VARIANCE 6.125

3-6-27

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

ONEWAY

VARIABLE 040 OPPORT TO COMMAND
BY VARIABLE 011 EDUCATIONAL LEVEL

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	21.0158	7.0053	10.485	0.0000
WITHIN GROUPS	138	92.2025	0.6681		
TOTAL	141	113.2183			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	15	1.5333	0.6399	0.1652	1.0000	3.0000	1.1789 TO 1.8877
GRP 1	116	1.5345	0.8281	0.0769	1.0000	5.0000	1.3822 TO 1.6868
GRP 2	4	3.7500	1.5000	0.7500	2.0000	5.0000	1.3632 TO 6.1368
GRP 3	7	2.1429	0.3780	0.1429	2.0000	3.0000	1.7934 TO 2.4924
TOTAL	142	1.6268	0.8961	0.0752	1.0000	5.0000	1.4781 TO 1.7754
FIXED EFFECTS MODEL			0.8174	0.0686			1.4911 TO 1.7624
RANDOM EFFECTS MODEL				0.5399			-0.0917 TO 3.3448

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.4206

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRANS C = MAX. VARIANCE/SUM(VARIANCES) = .6450, P = .000 (APPROX.)
BARTLETT-BOX F = 2.983 , P = .030
MAXIMUM VARIANCE / MINIMUM VARIANCE 15.750

3-6-28

APPENDIX 4

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