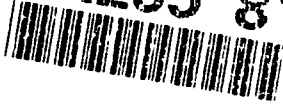




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Navy-wide Personnel Survey (NPS) 1991: Management Report of Findings

Mary A. Quenette

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**Navy-wide Personnel Survey (NPS) 1991:
Management Report of Findings**

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Foreword

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

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

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

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

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Executive Summary

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

Highlights of Results

- Most Navy spouses were employed; financial obligations made spouse employment necessary for three-quarters of enlisted and half the officers.
- Major concerns of members with dependents were financial obligations requiring spouse employment, availability/cost of civilian housing when making a move, and child care for preschool children and before/after school care.
- Nearly all members had heard of the Family Service Center programs and about half of those who had used them felt the programs were good.
- Enlisted members were less satisfied than officers with the cost and quality of housing. Majorities were satisfied with their overall quality of life.
- About half of Navy members planned to stay in the Navy until eligible for retirement, but retention plans were influenced by many factors, including child care, family separations, and sea duty.
- Members were positive about organizational climate issues and equal opportunity in the Navy.
- Respondents were favorable toward women serving aboard combat ships and aircraft, but slightly less favorable toward women aboard submarines.
- The most common form of sexual harassment was teasing, jokes, remarks, or questions and the least common was pressure for sexual favors.
- Detailers were given favorable ratings for their knowledge of their jobs, and approximately three-fourths of respondents obtained exactly or nearly the assignment they wanted.
- Over 40 percent of respondents were currently pursuing further education. Among those who were not, lack of time due to work responsibilities was one important reason.
- Most leadership courses were evaluated highly and many members were able to apply the training to their experience in the field.

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

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Introduction

Problem

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

Purpose

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

Approach

NPS 1991 questionnaires (see appendix) were mailed in December 1991 to a random sample of 23,821 enlisted personnel and officers with a projected rotation date (PRD) of March 1992 or later. The sampling represented approximately 3 percent of the enlisted population and 11 percent of the officer population. Of the original sample, 704 surveys could not be delivered. Reminder/thank you postcards were mailed to the entire sample 4 weeks after the surveys. During the 10 weeks the survey was in the field, 13,232 were

completed and returned for an adjusted return rate of 57 percent. Table 1 provides the unadjusted return rates for paygrade groupings, total enlisted, and total officer groups.

Table 1

Percent Return for Paygrade Groups

Paygrade Group	Population <i>N</i>	Surveys Sent	Percent Return ^a
Enlisted			
E-2 and E-3	125,849	4,703	22
E-4 through E-6	302,769	9,155	52
E-7 through E-9	51,930	1,874	79
Total	480,548	15,732	46
Officers			
W-2 through W-4	2,913	1,152	81
O-1 through O-3 ^b	43,248	4,065	66
O-4 through O-6	26,360	2,872	80
Total	72,521	8,089	73

^aPercent return was calculated without adjustment for surveys that could not be delivered.

^bIncludes O-1E through O-3E.

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

This volume contains highlights of the 1991 survey results for enlisted personnel and officers. Additional volumes (Quenette, et. al., 1992a, 1992b; Wilcove & Quenette, 1992a,

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

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

Navy. Separate weighting schemes were employed for enlisted personnel and officers; within the enlisted/officer groups, each paygrade was weighted separately.

Margin of Error

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

Table 2

Margin of Error for Selected Groups

Enlisted				Officers			
Group	Sample Sizes		% Error ^a	Group	Sample Sizes		% Error
	Unweighted	Weighted			Unweighted	Weighted	
Gender				Gender			
Males	6,399	6,280	±01	Males	5,261	5,162	±01
Females	830	944	±03	Females	633	733	±04
Marital Status				Marital Status			
Married	4,424	3,787	±01	Married	4,502	4,145	±01
Single	2,809	3,446	±02	Single	1,396	1,755	±03
Race				Race			
White	4,776	4,761	±01	White	4,828	4,887	±01
Black	1,122	1,155	±03	Black	230	218	±06
Other	784	812	±04	Other	254	242	±06
Ethnic				Ethnic			
Hispanic	380	454	±05	Hispanic	134	149	±08
Asian	33	37	±17	Asian	37	44	±16
Filipino	367	321	±05	Filipino	103	75	±10
Other	763	784	±04	Other	634	621	±04
None	4,525	4,439	±01	None	4,432	4,439	±01
Paygrade				Paygrade			
E-2 and E-3	1,040	1,902	±03	W-2 through W-4	928	237	±03
E-4 through E-6	4,734	4,574	±01	O-1 through O-3	2,672	3,523	±02
E-7 through E-9	1,488	785	±03	O-4 through O-6	2,307	2,146	±02

^aErrors calculated at 95 percent confidence level.

Description of Sample

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

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

Family and Quality of Life

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

Spouses

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

Dependents

Fifty-seven percent of enlisted had dependents, as compared to 71 percent of officers. The vast majority of both groups (83% and 92%, respectively) were accompanied by their dependents on their current assignment. The decision to transfer accompanied or unaccompanied by

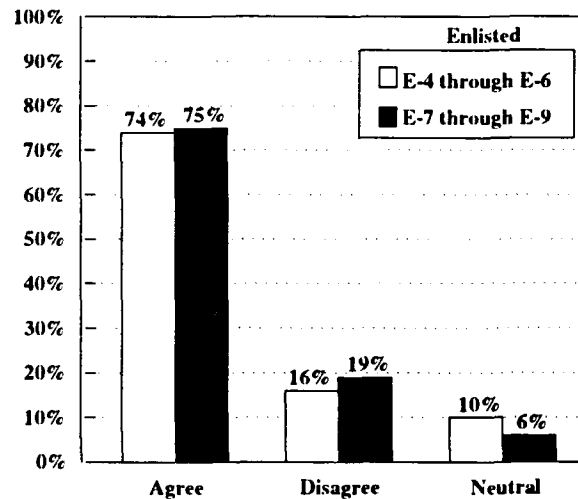


Figure 1. (Q42c) Enlisted spouse must work.

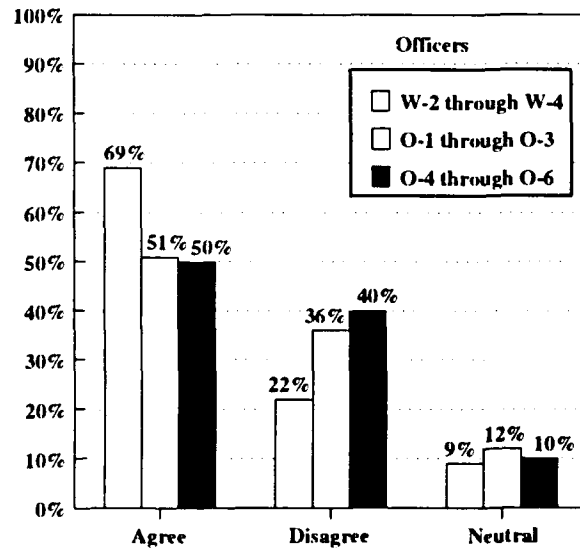


Figure 2. (Q42c) Officer spouse must work.

dependents was influenced primarily by the availability/cost of civilian housing, with over half of each group selecting this option. Children's schools (important to about half the respondents) was the second most important factor, and spouse employment (selected by about 4 in 10) was the third most important. Ties to the community was the least important factor for both groups.

Child Care

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

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

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

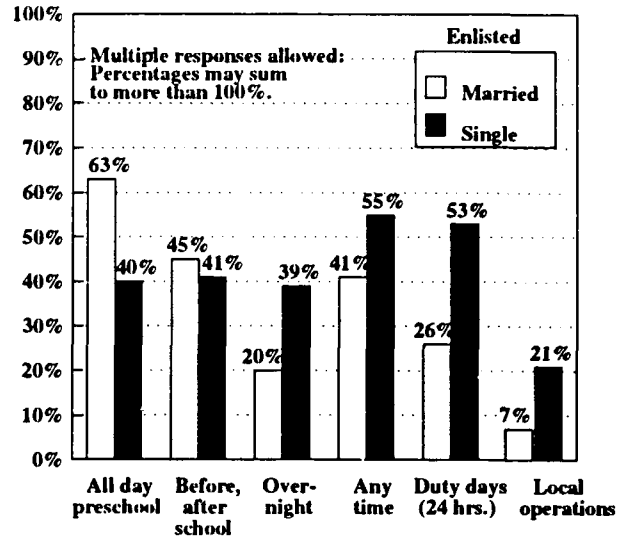


Figure 3. (Q73) Enlisted critical child care needs.

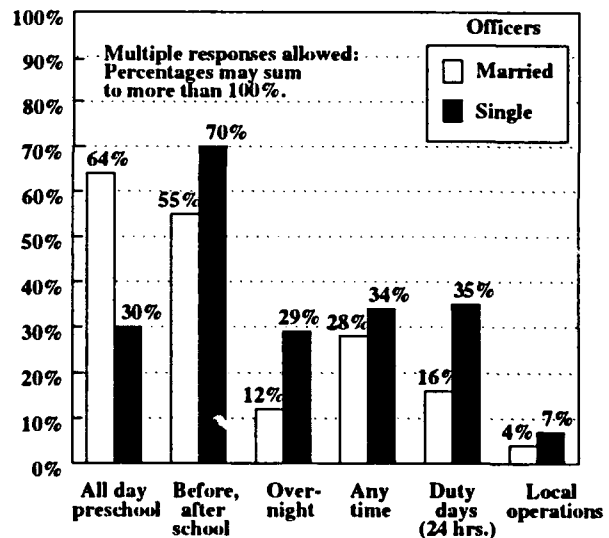


Figure 4. (Q73) Officer critical child care needs.

Dependents' Medical Care

Large majorities of dependents had military medical care (74% enlisted and 80% officers) or Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) (72% enlisted and 79% officers). The types of care most frequently used by enlisted dependents were military medical (55%) and CHAMPUS

(30%). For officers, the corresponding percentages were 49 percent for military medical and 34 percent for CHAMPUS. By far the most important factor in choice of health care (see Figure 5) was cost, followed by quality of care. Enlisted members (55%) preferred medical care as a benefit, while officers (55%) would choose an allowance for medical costs. About half of all respondents with dependents were satisfied with CHAMPUS procedures for claim processing, slightly less than half were satisfied with the timeliness of the processing, slightly over one-third were satisfied with the accessibility of claims processing personnel, and about two-thirds were pleased with their access to physicians.

Family Support

The Family Support programs with the highest ratings were FSC Counseling, FSC Information and Referral Services, and the

Ombudsmen Network (Table 3). Awareness of the programs increased since last year for half of the 14 programs listed. Still, half of all respondents indicated that they had not used them (50% enlisted and 49% officers) or that they had never heard of them (1% enlisted and 1% officers). Of those who had used one or more of the programs, nearly half provided an overall rating of "Good" or "Very Good" (Figure 6).

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

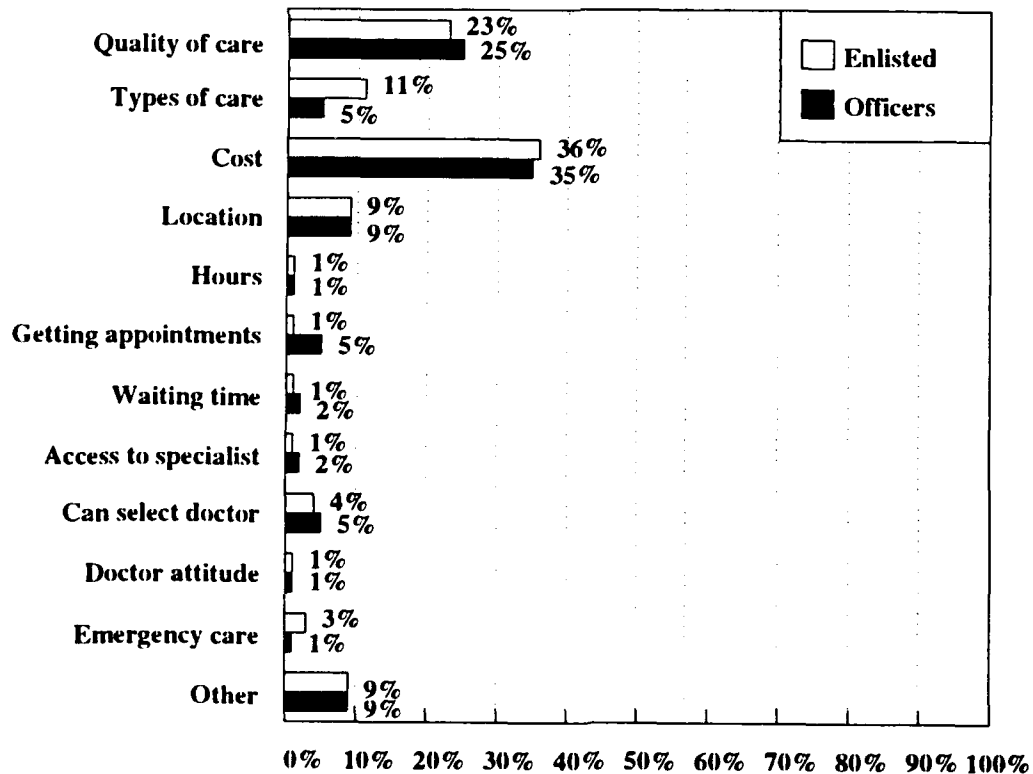


Figure 5. (Q58) Reason for selecting medical care plan.

Table 3

Quality Ratings and Percent Awareness of Family Support Programs

	Enlisted		Officers	
	Quality Rating ^a	Percent Awareness ^b	Quality Rating	Percent Awareness
FSC Counseling	52	98	53	99
FSC Information and Referral	49	96	52	97
Ombudsmen Network	45	97	53	99
Overseas Transfer	44	93	41	93
Financial Management	43	95	46	96
Housing Referral	42	98	37	99
Deployment Support	42	93	51	96
Family Advocacy	40	91	45	96
FSC Relocation Assistance	39	93	34	93
Child Development	39	97	44	98
Home Care Programs	39	94	35	95
Sponsor Program	35	97	40	99
Housing Management	32	94	30	95
Family Member Employment	31	93	26	95

Note. FSC = Family Service Center.

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

^bAwareness percentages are based on entire sample.

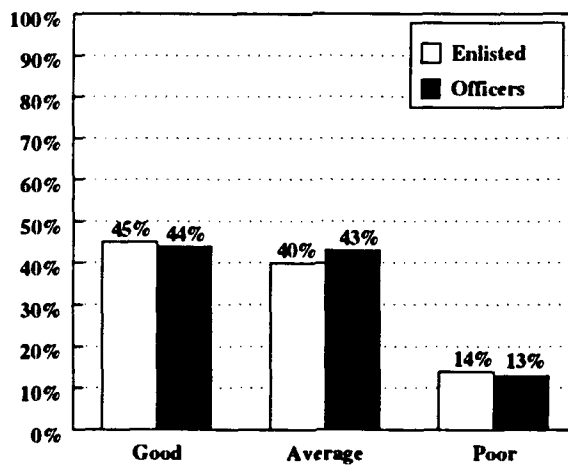


Figure 6. (Q70o) Overall evaluation of Family Service Center programs.

**Morale, Welfare, and Recreation (MWR)/
Housing**

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

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

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

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

^aPercent selecting "Agree" or "Strongly Agree."

Job Issues

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

Career and Career Plans

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

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

Ten factors were identified as having an influence on whether or not a member would

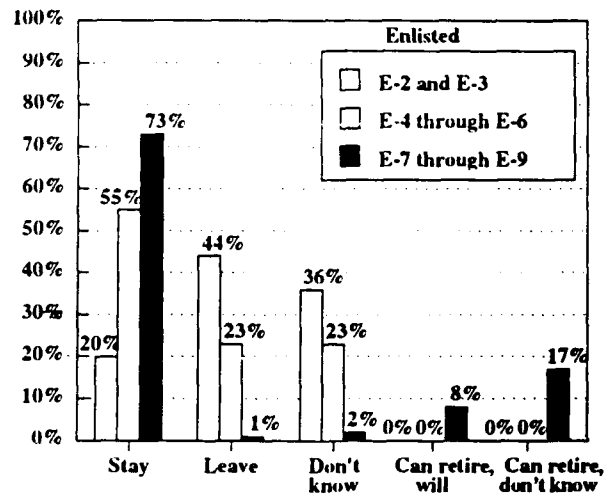


Figure 7. (Q22) Enlisted career plans.

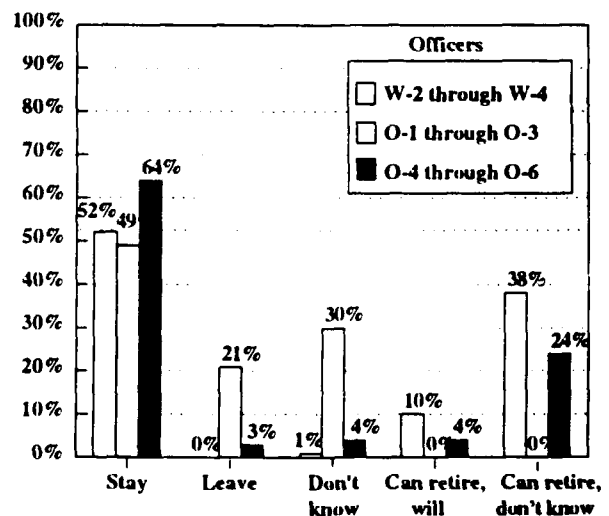


Figure 8. (Q22) Officer career plans.

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

Table 5
Factors Having a Negative Influence on Retention

	Percent Negative ^a	
	Enlisted	Officers
Navy-sponsored child care ^b	53	53
Family separations ^b	51	47
Sea duty ^b	51	44
Family Support Services	40	41
Living conditions	38	20
Pay	38	26
Spouse career ^b	16	19
Retirement pay	12	3
Retention incentives	11	4
Assignment to high cost area ^b	5	2

^aResponse indicated negative influence on retention.

^bAnswered by subgroups only.

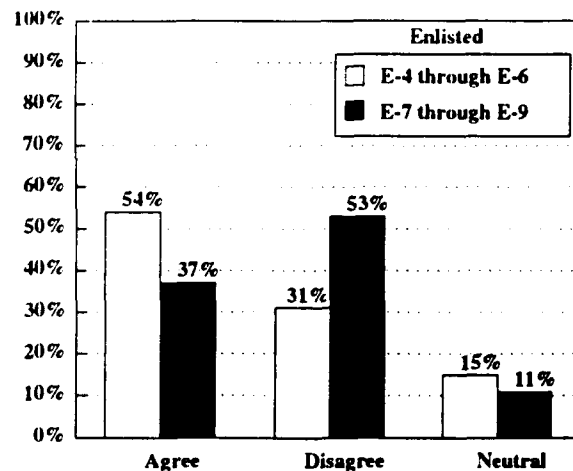


Figure 9. (Q42e) Enlisted would consider leaving the Navy because of family separations.

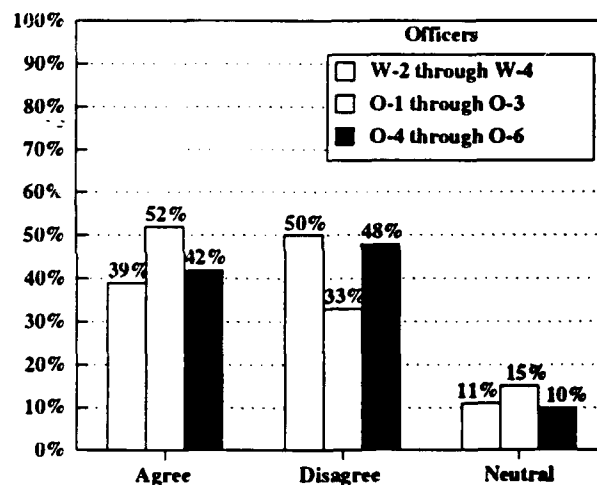


Figure 10. (Q42e) Officers would consider leaving the Navy because of family separations.

Organizational Climate

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

Table 6

Satisfaction with Organizational Climate

	Percent Agreement ^a	
	Enlisted	Officers
Like work I do	70	86
Satisfied with working conditions	63	71
Allowed to exercise job responsibilities	61	77
Satisfied with job	59	75
Enjoy my career	56	80
Chain of Command listens to problems	52	72
Glad I chose Navy	52	74
Satisfied with career development	49	71
Decisions made at appropriate level	45	64
Command support for decisions I make	44	74
Satisfied with quality of leadership	37	65

^aPercent selecting "Agree" or "Strongly Agree."

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

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

Equal Opportunity (EO)

Enlisted personnel responded positively to most of the equal opportunity questions (Table 7). About three-quarters agreed that they are treated fairly by their supervisor, their commanding officer (CO) and executive officer (XO) support equal opportunity, and their work assignments are fair. Agreement was well over 50 percent for the remainder of the questions. By paygrade, agreement increased with paygrade level for all questions. As with the previous set of organizational climate questions, females were slightly less in agreement than males.

Table 7

Satisfaction with Equal Opportunity (EO)

	Percent Agreement ^a	
	Enlisted	Officers
Immediate supervisor treats me fairly	77	90
CO actively supports EO	76	88
XO actively supports EO	73	87
Work assignments are fair	72	89
Efforts to improve EO in Navy	62	81
Chain of Command effective in resolving EO problems	60	78
At Captain's Mast, I would be treated fairly	59	79

^aPercent selecting "Agree" or "Strongly Agree."

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

As can be seen in Figure 11, enlisted were more favorable to women serving aboard

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

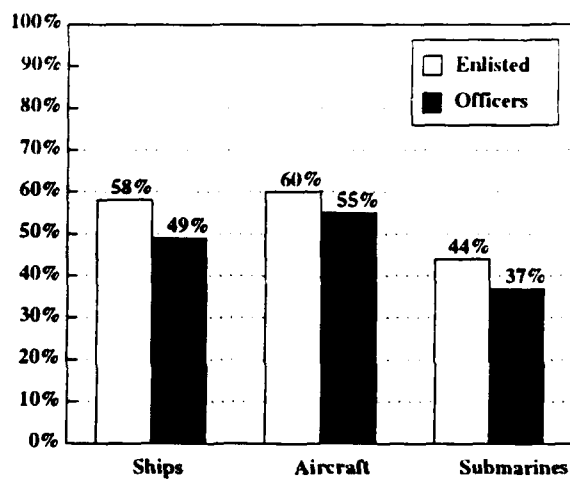


Figure 11. (Q82a,b,c) Percent agreement with women aboard combat ships, aircraft, and submarines.

Fraternization

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

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

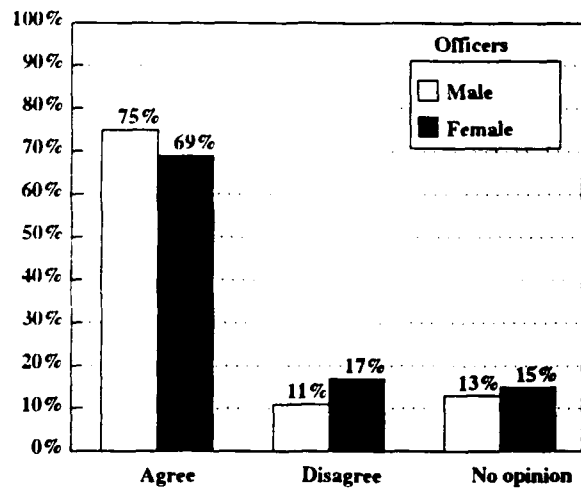


Figure 12. (Q85c) Fraternization interferes with discipline.

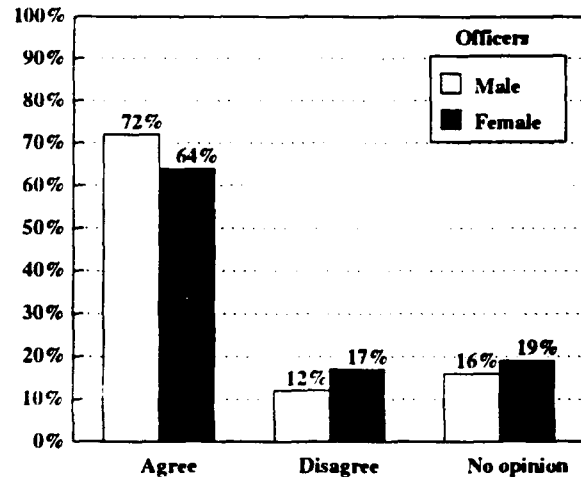


Figure 13. (Q85d) Navy policy on fraternization is a good policy.

Sexual Harassment

Approximately three-quarters of enlisted and officer respondents had received training in the prevention of sexual harassment in the past 12 months. Respondents were asked a series of

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

Among officers, the percent who indicated that they had been the target of the behaviors listed was somewhat smaller than for enlisted. Again, large differences emerged when the data were broken down by gender: Four percent or less of male officers said they had been subjected to the behaviors listed, while female

officers' responses ranged between 3 percent and 43 percent. As with enlisted, the most common sexual harassment behavior was teasing, jokes, remarks or questions, and the least common was pressure for sexual favors.

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

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

Table 8
Percent^a Reporting Sexual Harassment Behaviors

	Enlisted		Officers	
	Females	Males	Females	Males
Teasing, jokes, remarks, questions	58	10	43	4
Looks, staring, gestures	55	8	33	2
Whistles, calls, hoots, yells	50	5	28	1
Touching, leaning over, cornering, pinching	35	6	16	2
Pressure for dates	31	3	10	1
Letters, phone calls, sexual materials	18	3	10	2
Pressure for sexual favors	12	2	3	0

^aPercent selecting "Once" or more in frequency.

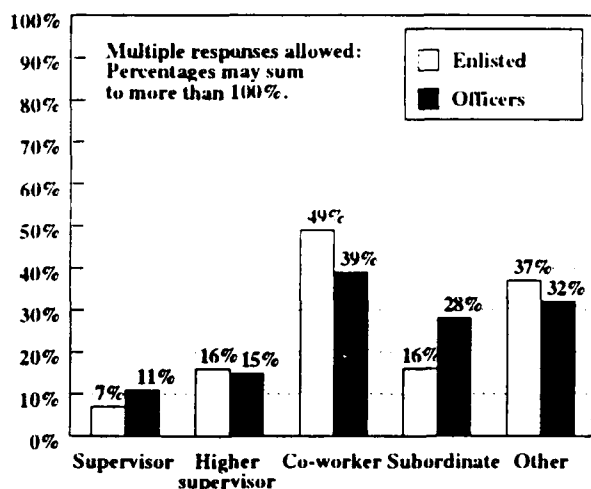


Figure 14. (Q88) Status of harasser.

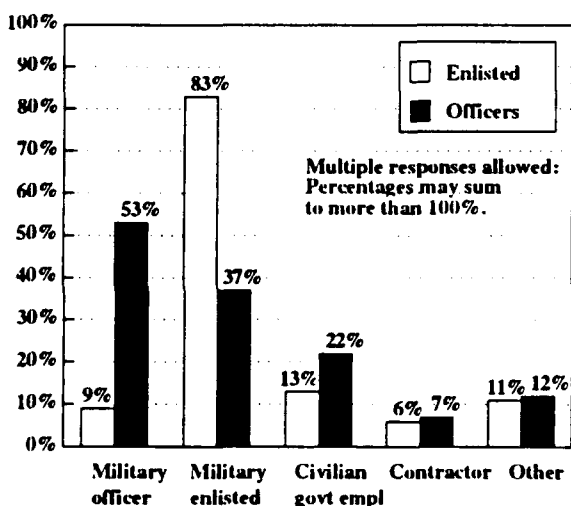


Figure 15. (Q89) Employment of harasser.

Officers indicated that co-workers were the most common perpetrators of sexual harassment, followed by "Other," and subordinate (Figure 14), and military officers, followed by military enlisted (Figure 15). Among officers, males were harassed primarily by females (74%) and females were harassed almost entirely by males (97%).

Finally, 5 percent of enlisted females, 2 percent of enlisted males, and 1 percent of officers, both males and females, reported that they had been the victim of rape or sexual assault during the preceding 12 months.

Duty Assignments

Assignment Process

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

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

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

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

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

Table 9
Percent Effectiveness Rating and Percent Usage
for Methods of Interacting with Detailer

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

^aPercent selecting "Effective" or "Very Effective"; calculations were based on group that selected one of the evaluation options.

^bPercent use was based on entire sample.

Table 10
Ratings of Detailer Job Performance

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

^aPercent selecting "Positive" or "Very Positive."

the highest ratings on elements of job knowledge.

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

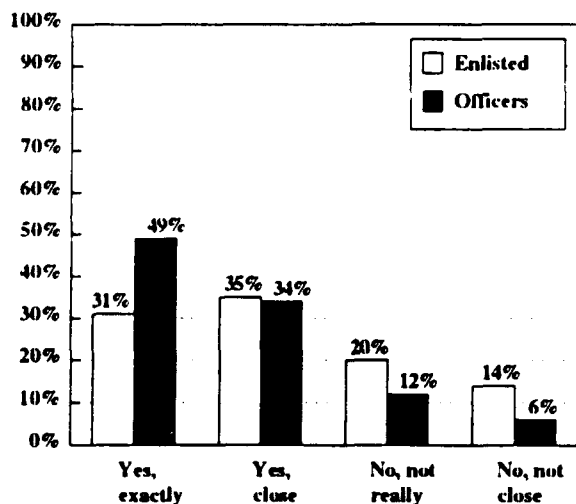


Figure 16. (Q51) Is current assignment what you wanted?

Sea Duty

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

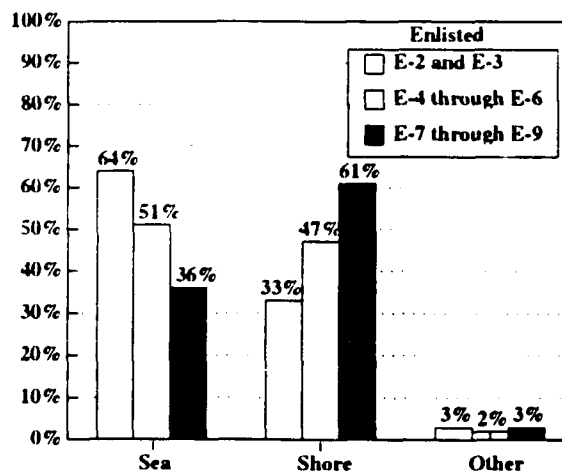


Figure 17. (Q25) Enlisted current billets.

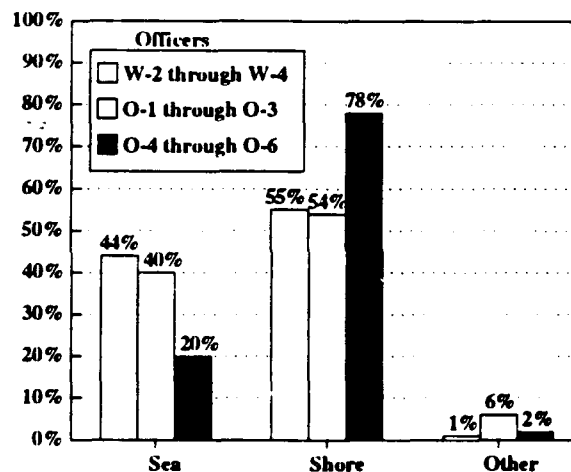


Figure 18. (Q25) Officers' current billets.

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

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

enlisted would extend up to 5 months and officers would extend up to 4.5 months (medians).

Recruiting Duty

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

Table 11
Image of Recruiting Duty

	Percent Agreement ^a	
	Enlisted	Officers
Recruiting duty would help my career	50	16
I would be interested in a recruiting duty assignment	44	19
Recruiting duty is good duty	44	31
Information about recruiting duty is readily available	31	30
Recruiting duty helps me get promoted faster	27	9

^aPercent selecting "Agree" or "Strongly Agree."

Education and Leadership

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

Education

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

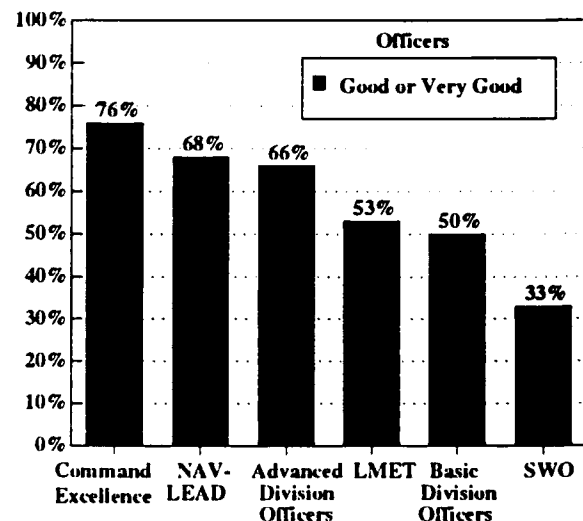
Well over 40 percent of both enlisted and officers were currently pursuing further education. Among those who were not, the major reasons were a lack of time because of work, conflicts with time with the family, and the cost of classes. An examination of the one most important reason revealed that the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

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

Leadership

Among enlisted who had attended a leadership course, the course most frequently attended was Leadership Management and Education Training (LMET) (46%), followed by Navy Leadership (NAVLEAD) (school)

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



Note. NAVLEAD = Navy Leadership (school), LMET = Leadership Management and Education Training, SWO = Surface Warfare Officer.

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

Sources of Information

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

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

AIDS Information

The main source of AIDS training was the military, with 55 percent of enlisted and 39

percent of officers receiving AIDS training in the preceding year. However, 25 percent of enlisted and 43 percent of officers reported receiving no training at all.

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

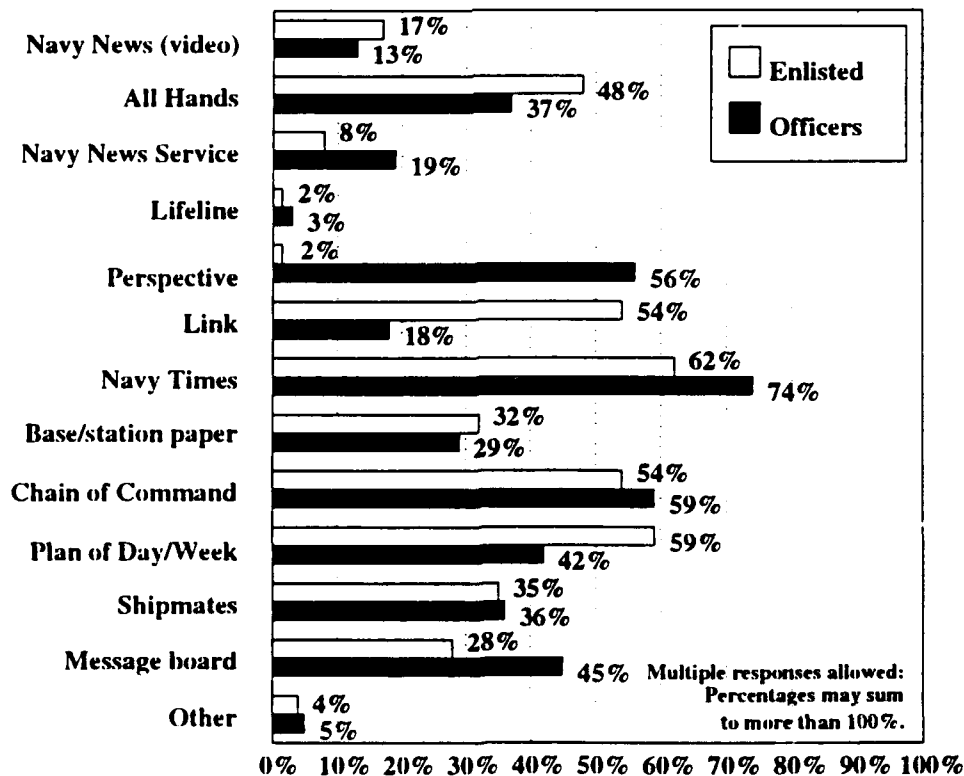


Figure 20. (Q33) Sources of information.

Table 12
Sources of Information on AIDS

	Percent "Great deal..." ^a	
	Enlisted	Officers
Commercial radio or TV	44	41
Newspapers or magazines	43	51
Video: "AIDS: A Soldier's Story"	29	20
Navy pamphlets or brochures	22	10
Military classes	21	12
Military medical personnel	19	16
Interactive video	16	6
Military radio and TV	16	9
Drug and alcohol counselors	12	4
Family Service Centers	8	2
Chaplain	6	3

Note. AIDS = Acquired Immune Deficiency Syndrome.
^aPercent selecting "A Great Deal of Information."

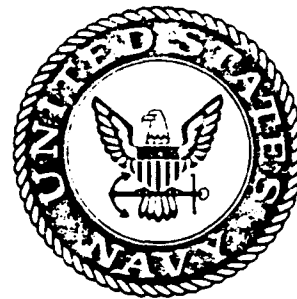
Members were well-informed regarding risk factors in the transmission of the virus that causes AIDS. Virtually everyone knew that multiple sex partners, sharing needles for illegal drug use, and having unprotected sex with a person who is HIV positive were very risky behaviors. They also knew that the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

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Appendix
Navy-wide Personnel Survey
1991

**Chief of Naval Personnel
Washington, D.C. 20370-5000**



Navy-wide Personnel Survey

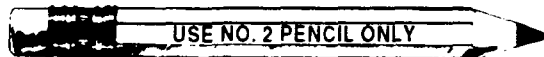
1991

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

RCS 1000-12

IMPORTANT INSTRUCTIONS

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



CORRECT MARK: ●

INCORRECT MARKS: ✓ ✗ ⊙ ⊚

- Do not use ink, ballpoint or felt tip pens.
- Make black marks that fill the circle.
- Erase cleanly any changes you wish to make.
- Do not make any stray marks on this form.

1. Print the required information in each row of boxes provided. Blacken the corresponding circle under the number or letter you printed.

EXAMPLE

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

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

	F	C
A	A	A
B	B	B
C	C	●
D	D	D
E	E	E
F	●	F
G	G	G
H	H	H
I	I	I
/		
X	X	X
Y	Y	Y
Z	Z	Z

EXAMPLE

2. Blacken the corresponding circle next to the answer you selected.

What is your "dream" car?

- Ferrari
- Lamborghini
- Lotus
- Corvette
- Yugo

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

If you have questions, you may contact:

Mary Quenette	Dianne Murphy
(619) 553-9233	(703) 614-6868
A/V 553-9233	A/V 224-6868

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

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

Thank you for your time and effort!

PRIVACY ACT STATEMENT

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

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

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

Report Control Symbol for this survey is 1000-12.

PLEASE DO NOT MARK IN THIS AREA



5312

SECTION A

Personal and Career Information

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

1. What is your sex?

- Male
- Female

2. What was your age on your last birthday? →

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. Are you:

- White
- Black/African American
- Asian
- American Indian
- Other

4. Are you:

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

5. What is your highest level of education?

- Less than high school
- High school equivalency (GED)
- High school graduate
- Less than two years of college
- Two years or more of college, no degree
- Associate degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree

6. What is your marital status?

- Married
- Never been married
- Separated/divorced
- Widowed

7. What is your religious preference?

- Catholic
- Protestant (Baptist, Methodist, Lutheran, etc.)
- Jewish
- Orthodox churches (Greek, Russian, etc.)
- Muslim
- Buddhist
- Mormon
- Other religion not listed _____
- No religious preference

8. Do you have any dependents (Dependents are defined as persons enrolled in DEERS.)? (Select as many as apply.)

- No, I have no dependents
- Spouse (nonmilitary)
- Dependent child(ren) living with me
- Dependent child(ren) not living with me
- Legal ward(s) living with me
- Dependent parent(s) or other relative(s)

9. How many of your children enrolled in DEERS under the age of 21 live in your household?

- I have no children/no children under 21 years of age currently living in my household.

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

If you have no spouse, skip to Question 13.

10. What is your spouse's employment situation?

- Military
- Federal civil service
- Working part time - civilian job
- Working full time - civilian job
- Self-employed at home
- Unemployed by choice
- Unemployed, but actively job hunting
- Unemployed for other reasons
(for example, medical reasons)

11. What is your spouse's occupation?

- Not employed
- Military
- Professional
- Executive
- Manager or administrator
- Owner of a business
- Salesperson
- Technical
- Craftsperson
- Clerical
- Service industry worker
- Laborer
- Child care worker
- Student
- Other _____

12. My spouse's contribution to our family income, relative to my contribution, (excluding children's income) is:

- None, my spouse is not employed
- Half or less than half of my contribution
- About three-fourths of my contribution
- About equal to my contribution
- Greater than my contribution

13. Are you accompanied by your dependents on your present assignment?

- Does not apply/no dependents
- Accompanied
- Temporarily unaccompanied (dependents will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because dependents were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

If you selected any of these responses to Question 13, skip to Question 16.

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

14. Which of the following reasons best describes why you are permanently unaccompanied? (You may select up to three responses.)

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

15. If you are permanently unaccompanied, which of the following describes the place where your family lives?

- Military family housing
- Government-leased housing in the civilian community
- Personally-owned housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- Shared rental housing in the civilian community
- Other (please describe) _____

16. Which of the following describes the place where you yourself now live?

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

17. What is your pay grade?

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

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

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

19. What is your designator?

- Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

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

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

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

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

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

22. What are your Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably not stay in the Navy until eligible to retire
- Definitely not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now but have made no decision to leave

23. What is your current military status?

- USN
- USNR
- USNR (TAR)
- USNR (265 TEMAC Convasser Recruiter ACDUTRA)

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

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

25. Where is your current billet?

- At sea
- Ashore
- Other (e.g., Duty Under Instruction)

26. If you are at sea, in which Fleet are you now serving?

- Does not apply/not at sea
- Atlantic Fleet
- Pacific Fleet

27. What is the geographical location of your current assignment?

- Alaska or Hawaii
- CONUS (continental U.S., excluding Alaska and Hawaii)
- Europe
- Far East
- Caribbean
- Middle East
- South or Central America
- Other _____

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

					-				
0	0	0	0	0	-	0	0	0	0
1	1	1	1	1	-	1	1	1	1
2	2	2	2	2	-	2	2	2	2
3	3	3	3	3	-	3	3	3	3
4	4	4	4	4	-	4	4	4	4
5	5	5	5	5	-	5	5	5	5
6	6	6	6	6	-	6	6	6	6
7	7	7	7	7	-	7	7	7	7
8	8	8	8	8	-	8	8	8	8
9	9	9	9	9	-	9	9	9	9

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

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

30. To what type of ship/activity are you assigned?

- Shore or Staff Command
- Aviation Squadron (not carrier-based)
- Carrier based A/C Squadron Detachment
- Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
- Destroyer Types
- Training Command
- Minecraft
- Submarine
- Reserve Unit
- Service Force ship
- Tender
- Afloat staff
- Amphibious ship/craft
- Battleship
- Cruiser
- Other

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

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

2. Were you deployed for Operation Desert Shield/Desert Storm?

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

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

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

SECTION B

Issues Regarding Rotation/PCS Moves

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

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

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

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

Sea duty

Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

Shore duty

Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

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

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

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

- Yes
- No
- Don't know

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

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

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

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

- Yes
- No

40. In general, when you decide whether to transfer with or without your family, how important are each of the factors below in making your decision?

	Not Important	Somewhat Important	Very Important	Important Factors	Mark the Three MOST Important Factors
a. Spouse employment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Availability of military family housing.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Availability cost of civilian housing.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Children's schools.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Ties to the community.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Costs associated with moving.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Work schedule of member.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Availability of health care and education services for special needs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Availability of activities/facilities for family members childcare.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Adequate time to make moving arrangements.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Length of new duty assignment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

a. How long did it take your spouse to obtain new employment?

- Does not apply
- Less than one month
- Between one and three months
- Three to five months
- Five to eight months
- More than eight months
- Spouse is not yet employed
- Spouse is not seeking employment

b. After the move my spouse's income was:

- Does not apply
- Much lower
- Lower
- About the same
- Higher
- Much higher

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

	Does Not Apply	Strongly Disagree	Disagree	Neutral or Don't Know	Agree	Strongly Agree
a. My spouse's career has a major impact on a decision to relocate to different geographical areas.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My spouse's job skills/career choices are readily employed in any duty station area.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Financial obligations make it mandatory that my spouse work outside the home.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I/We would choose separation rather than lose my spouse's income or career.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Family separations because of duty assignments have caused me to consider leaving the Navy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I consider my spouse's career more important than my own.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I would consider leaving the Navy because of my spouse's career.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Assignment Process

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

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

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

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

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

- Yes
- No

46. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale.

	Have Not Used	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
a. The system is easy to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The system gave me the information I needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The system made it easier to communicate with my detailee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Does Not Apply	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
a. I have a good understanding of the detailing process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am aware of the sea/shore rotation pattern for my paygrade and rating.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I think that the detailing process is fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Never Use It	Very Ineffective	Ineffective	Neither	Effective	Very Effective
a. Preference Card or 1306-63	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Letter or 1306-7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Telephone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Personal visit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Detailee field trip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Computer system access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Naval message	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	No Opinion	Very Negative	Negative	Neutral	Positive	Very Positive
a. Knowledge of current policy trends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Knowledge of available billets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Knowledge of requirements and duties of billets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Knowledge of my career development; needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Regard for my personal desires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Returning phone calls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Knowledge of previous communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Providing accurate information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Responding to correspondence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Accessibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

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

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

Comments about Rotation/PCS Moves

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

SECTION D

Pay and Benefits

56. What is the effect of the following on your decisions?

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | | | | | |
| a. What is the effect of your pay on your decision to stay in the Navy? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. What effect will retention incentives (e.g., SRB, ACP, NOIP) have on your next decision to remain in the Navy? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. What effect does did military retirement pay have on your decision to remain in the Navy for at least 20 years? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Extremely Positive
 Somewhat Positive
 No Effect
 Somewhat Negative
 Extremely Negative

Medical Care

If you have no dependents, skip to Question 62.

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

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

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

b. Type dependents USE most often (Select one)

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

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

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

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

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

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

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

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

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

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Claims processing procedures | | | | | |
| b. Timeliness of claims processing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Access to people who process claims | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Access to physicians | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Very Dissatisfied
 Dissatisfied
 No Opinion
 Satisfied
 Very Satisfied

Comments about Pay and Benefits

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

Lined area for handwritten comments.

SECTION E

Education and Leadership Programs

Education

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

Does not apply I am currently pursuing further education.

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

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

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

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

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

- Does not apply/I am satisfied
- Does not apply/I have not tried to use it
- Information about services not well-publicized
- Too hard to get an appointment
- Must wait too long when I arrive for appointment
- Didn't get good advice
- Counselor was not well-informed
- Attitude of counselor
- Inconvenient location
- Inconvenient hours
- There is no office at my base

35. What type of **basic skills class** would you be most interested in taking? (Select the *one* most important.)

- None. I don't need any.
- Basic mathematics (general)
- College algebra
- Reading comprehension
- Grammar
- Writing
- Other _____

Leadership

66. Which of the following Navy leadership courses did you last attend?

- Have not attended any Navy leadership courses
- Basic Division Officers Course
- Advanced Division Officers Course
- Command Excellence Seminar
- SWO/Submarine Department Head School
- LMET
- NAVLEAD (LPO/CPO)
- Other _____

67. How would you rate the quality of the formal leadership training you received in the last class you attended?

- Does not apply/have not had leadership training
- Very poor
- Poor
- Fair
- Good
- Very good

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

	Does Not Apply	Disagree	Don't Know	Agree	Strongly Disagree	Strongly Agree
a. Leadership training classes contributed a great deal to my personal development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Leadership training classes have given me the skills to perform my job better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69. How much of the formal (classroom) leadership training you received did you apply to your experience in the field?

- Does not apply have not had leadership training
- None
- Some
- Most
- All

Comments about Educational Opportunities

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

SECTION F

Quality of Life Programs

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

	Not Used/No Experience	Very Poor	Poor	Average	Good	Very Good
a. Overseas Transfer Information Service.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Housing Referral Services.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Sponsor Program.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Family Service Center Relocation Assistance.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal Financial Management Education/Counseling.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Family Service Center Counseling (personal, family, marital).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Family Member Employment Assistance.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Child Development Centers.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Family Home Care Programs (alternative child care).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The Ombudsmen Network.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Deployment Support Programs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Family Service Center Information and Referral Services.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Base-level Family Advocacy Programs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Housing Management Services.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Family Service Centers - overall....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Family Support Services

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

	Does Not Apply/Have Not Used	Strongly Disagree	Disagree	Neutral/Agree nor Disagree	Agree	Strongly Agree
a. Navy Family Support services improve the quality of life for me (my family).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family Support services have had a positive impact on my decision to remain in the Navy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family Support services have had a positive impact on my family's support for my decision to remain in the Navy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am satisfied with the quality of Family Support services in the Navy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am satisfied with the availability of Family Support services in the Navy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Family Support services have helped me to do my job better.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Child Care

If no children, skip to Question 79.

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

- No spouse
- Yes
- No

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

73. What are your most critical child care requirements?

(Select up to four responses.)

- Does not apply/have no child care need
- All-day care for pre-school age
- Before school or after school
- Overnight care
- Access to care at any time of the day or night
- Duty days (24-hour care)
- When ship goes out for local operations (2-3 days continuously)
- Other

74. Who is the primary caretaker for your youngest child while you are on duty? (Select one.)

- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative older siblings
- Friend
- Other
- I currently have no arrangements/I have a child care problem

75. If you are not using military child care centers or family home care, why not? (Select one.)

- Does not apply/I am using such care
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is sub-standard
- Restricted hours/no overnight care
- Too expensive
- Other _____

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

- Never
- Rarely
- Sometimes
- Often
- Very often

77. In what way do child care needs interfere with your performance? (Select the one most important.)

- Does not apply/does not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billet choices
- Needs cause friction with co-workers/supervisors
- Raises general stress level/anxiety
- Other _____

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

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
	Does Not Apply/Have Not Used				

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

b. The availability of the Navy-sponsored child care that I have experienced is a positive influence on my decision to stay in the Navy.

Morale, Welfare and Recreation (MWR)/Housing

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

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
	Does Not Apply/Have Not Used				

a. The quality of club services available at my base is good.

b. Navy MWR services are adequately providing for my leisure needs.

c. If Navy MWR service programs were eliminated, that would greatly decrease the quality of life for me (my family).

d. Navy Youth Programs (such as Before/After School programs, Sports and Fitness and Teen Programs) are very important to my family's quality of life in the Navy.

e. Civilian rental housing is affordable in my area.

f. I am satisfied with the quality of my housing/living space.

g. I feel safe in my residence (e.g. from vandals or burglars).

h. My present living conditions are having a positive effect on my job performance.

i. My present living conditions are having a positive effect on my decision to stay in the Navy.

j. I can generally afford the things I or my family need.

k. Overall, I am satisfied with my quality of life.

Comments about Quality of Life

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

SECTION G

Organizational Climate

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

- | | | | | | |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
| a. Decisions are made at the appropriate level in my Command..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I usually receive command support for the decisions that I make. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I am satisfied with the quality of leadership in my command. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. My chain of command or work group is willing to listen and respond appropriately to my problems..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I am allowed to exercise the responsibilities of my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. I am glad that I chose to join the Navy instead of other organizations I was considering when I joined..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I am generally satisfied with my current job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. In general, I like the work I do in the Navy. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. I am satisfied with my physical working conditions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. I am satisfied with my career development..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. I enjoy my career in the Navy. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Equal Opportunity (EO)

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

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

- | | | | | | |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
| a. I feel my work assignments are fair. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. My immediate supervisor treats me fairly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. My Commanding Officer (CO) actively supports equal opportunity. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. My Executive Officer (XO) actively supports equal opportunity. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I think something is being done to improve equal opportunity in the Navy. ... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. The chain of command is an effective way to resolve equal opportunity problems. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I feel if I went to Captain's Mast I would receive fair and equitable treatment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- | | | | | | |
|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Strongly Disagree | Disagree | No Opinion | Agree | Strongly Agree |
| a. Combat ships | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Combat aircraft..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Submarines | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Fraternization

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

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

- Yes
 No

Please provide an overall evaluation of your most recent training on the subject of fraternization.

- Have not received training
- Very poor
- Poor
- Neutral
- Good
- Very good

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

- | | | | | | |
|---|--------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Strongly Disagree | Disagree | No Opinion | Agree | Strongly Agree |
| a. I believe that command members understand what is and what is not fraternization. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I understand the Navy's definitions and regulations on fraternization. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I believe that fraternization seriously interferes with good discipline and morale. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I feel that the Navy's policy on fraternization is a good policy. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Sexual Harassment

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

86. Have you received formal sexual harassment prevention training in the past 12 months?

- Yes
- No

87. During the past 12 months, how often, if at all, have you been the target of the following sexual harassment behaviors while on duty or on base or ship? Use the scale below to answer.

- | | | | | |
|---|-----------------------|-----------------------|--------------------------|----------------------------|
| | Never | Once | 2-4 times a month | Once a week or more |
| a. Unwanted sexual whistles, calls, hoots, or yells | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Unwanted sexual teasing, jokes, remarks, or questions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Unwanted sexual looks, staring, or gestures | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Unwanted letters, phone calls, or materials of a sexual nature | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Unwanted pressure for dates | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Unwanted deliberate touching, leaning over, cornering, or pinching | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Unwanted pressure for sexual favors | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

88. If you have been sexually harassed in the past 12 months, was the person(s) who harassed you:

(Select as many as apply)

- Does not apply/have not been sexually harassed
- Your immediate supervisor
- Other higher level supervisor(s)
- Your co-worker(s)
- Your subordinate(s)
- Other

89. Was the person(s) who harassed you:

(Select as many as apply)

- Does not apply/have not been sexually harassed
- Military officer
- Military enlisted
- Civilian government employee
- Contractor
- Other

90. Was the person(s) who harassed you:

- Does not apply/have not been sexually harassed
- Male
- Female
- I have been harassed by both male(s) and female(s)

91. During the past 12 months, have you been the victim of actual or attempted rape or sexual assault while on duty or on base or on ship?

- Yes
- No

Comments about Organizational Climate

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

Lined area for handwritten comments about organizational climate.

SECTION H

AIDS Education

92. Have you received training specifically addressing HIV/AIDS in the past 12 months?

- Yes. in military training
- Yes. in a civilian setting
- Yes. in both military and civilian settings
- No

93. How much do you agree or disagree with each of the following statements?

Strongly Disagree **Disagree** **Don't Know** **Agree** **Strongly Agree**

a. Having sex with multiple partners increases the risk of passing the virus that causes AIDS.....

b. The use of a condom during sexual intercourse may lower the risk of getting AIDS.....

94. How likely do you think it is that a person will get AIDS in each of the following ways:

Definitely Won't **Possibly Won't** **Don't Know** **Possibly Will** **Definitely Will**

a. Receiving a blood transfusion

b. Giving or selling blood

c. Providing CPR or first aid to a stranger...

d. Working near someone with AIDS.....

e. Casual contact with a co-worker who has a positive blood test for the HIV antibody.....

f. Eating in a dining facility where the cook is infected with HIV.....

g. Sharing needles for illegal drug use

h. Having unprotected sex with a person who has tested positive for HIV

How much AIDS information have you received from each of the following sources?

	No Experience/Have Not Used	Very Little Information	Some Information	A Great Deal of Information
a. Military classroom training.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Military medical personnel (e.g., doctors, nurses, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Newspapers or magazines.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Family Service Centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Drug and alcohol counselors.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Commercial TV or radio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Armed Forces Radio and Television.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Chaplain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Pamphlets and brochures distributed by the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Interactive video	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Video "AIDS: A Soldier's Story"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments about AIDS Education

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

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
0	0	0	-	0	0	-	0	0	0	0
1	1	1	-	1	1	-	1	1	1	1
2	2	2	-	2	2	-	2	2	2	2
3	3	3	-	3	3	-	3	3	3	3
4	4	4	-	4	4	-	4	4	4	4
5	5	5	-	5	5	-	5	5	5	5
6	6	6	-	6	6	-	6	6	6	6
7	7	7	-	7	7	-	7	7	7	7
8	8	8	-	8	8	-	8	8	8	8
9	9	9	-	9	9	-	9	9	9	9

THANK YOU FOR COMPLETING THIS SURVEY!

Please put the survey in the enclosed envelope and return it to:
 Navy Personnel Research & Development Center
 San Diego, CA 92152-6800

SECTION I

General Comments

DO NOT REMOVE THIS PAGE

Please enter any comments you may have about any of the topics addressed in this survey. Use additional sheets as needed. Do not staple additional sheets to this booklet.

Multiple horizontal lines for writing comments.