

**Study
Report
97-04**

**Gender Differences in Job Satisfaction
in the U.S. Army**

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14. ABSTRACT (<i>Maximum 200 words</i>): This report summarizes findings from the <i>Spring 1995 Sample Survey of Military Personnel (SSMP)</i> which focused on soldier satisfaction with aspects of their Army life, jobs, and careers. A total of 15,113 soldiers responded to the survey. There were few, if any, differences between males and females in their responses to items on Stress, Promotion Potential, and Global Satisfaction (job/career/life). Females were more positive in their responses to items covering Benefits, Family, Equity, Basic Pay, Job Security (officers only), and Job Characteristics (enlisted only). Males were more positive in their responses to items covering Co-Workers, Supervisors, Leadership, Developmental Courses (more likely to have had courses), and Absence from Duty Station for Military Reasons (more likely to be deployed/TDY/in training). Results from the survey did not identify any clear-cut relationships between job satisfaction and career intent for males or females; however, it does appear that separation from family may be an important factor in why some female soldiers decide to leave the Army.					
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Study Report 97-04

Gender Differences in Job Satisfaction in the U.S. Army

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FOREWORD

The Army Personnel Survey Office of the U.S. Army Research Institute for the Behavioral and Social Sciences conducts the Sample Survey of Military Personnel (SSMP) semi-annually in the spring and fall. The SSMP is an omnibus survey designed to address issues important to the Army, soldiers, and their family members.

At the request of the Deputy Chief of Staff for Personnel (DCSPER), the *Spring 1995 SSMP* was used to collect information on the level of soldiers' satisfaction with a variety of aspects of Army life, their current jobs, and their Army careers. The *Spring 1995 SSMP* was the first Army-wide survey to focus almost exclusively on job satisfaction using an over-sample of both female officers and female enlisted personnel.. Survey results will become a benchmark for future survey findings.

Findings from the survey indicate that female soldiers are more likely to respond positively to questions on Benefits, Family, Equity, Pay, Job Security, and Job Characteristics. Male soldiers are more likely to respond positively to items covering Co-Workers, Supervisors, Leadership, and Developmental Courses. Although the survey results did not show any clear-cut relationship between job satisfaction and career intent for either males or females; it does appear that separation from family may be an important factor in why some female soldiers decide to leave the Army.

Survey results were briefed to the staff of the DCSPER.

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Gender Differences in Job Satisfaction in the U.S. Army

EXECUTIVE SUMMARY:

Requirements:

The Sample Survey of Military Personnel (SSMP) is an Army-wide survey, authorized by AR 600-46. The Army Personnel Survey Office, U.S. Army Research Institute (ARI), conducts the SSMP semi-annually in the spring and fall for the HQDA Deputy Chief of Staff for Personnel (DCSPER). At the request of the DCSPER, the *Spring 1995 SSMP* focused on gender differences in job satisfaction.

Procedures:

The survey was fielded in May of 1995 to an expanded Army-wide sample of officers and enlisted personnel and was designed to collect detailed information on job satisfaction. Findings summarized in this report are based on responses from 3,565 male officers, 4,553 female officers, 4,172 male enlisted personnel, and 2,823 female enlisted personnel who responded to the survey between 8 May 1995 and 30 September 1995.

Findings:

Of the 14 areas of job satisfaction (comprised of over 200 individual items) covered by the survey, there are few, if any, differences between males and females in the following areas:

Stress	Job Security (enlisted only)
Global Satisfaction (job/career/life)	Job Characteristics (officers only)
Promotion Potential	

The remaining areas of job satisfaction differed as follows:

Females more positive about . . .

- Benefits
- Family
- Equity
- Basic Pay
- Job Security (officers only)
- Job Characteristics (enlisted only)

Males more positive about . . .

- Co-workers
- Supervisors
- Leadership
- Developmental Courses
(more likely to have had courses)
- Absence From Duty Station for Military Reasons
(more likely to be deployed/TDY/in training)

The percentages of soldiers reporting that they will probably or definitely stay until retirement have been stable since the Spring of 1992. Male officers are most likely to report that they plan to stay to retirement (ranging from 68% to 71% since Spring of 1992), followed by female officers (ranging from 46% to 52%), male enlisted personnel (ranging from 41% to 43%), and female enlisted personnel (ranging from 28% to 33%)

Results from the survey did not identify any clear-cut relationships between job satisfaction and career intent for males or females. This may be due, in part, to the fact that some soldiers who are “Leavers” report that they are satisfied or very satisfied with a number of the items used to assess job satisfaction. For example, a substantial percentage of **Leavers** report that they are satisfied with the quality of Army life, their Army career, and report that their spouse is supportive or very supportive of them making a career of the Army. It appears from the survey results that the decision to stay in or leave the Army is based on a series of very complex issues which, in many cases, are unique to the soldier making the decision. Job satisfaction alone does not appear to be a very good predictor of career intent.

Why Do Some Soldiers Think About Leaving?

To identify what aspects of Army life are more likely to influence a soldier’s decision to leave, the survey included two items that asked soldiers who are thinking of leaving the Army to select from a list of 53 aspects of Army life . . .

- the reason that made them first think about leaving, and
- the most important reason to leave the Army.

Data from the *Spring 1993, Spring 1994, and Spring 1995 SSMP* were reviewed. Tables 1 and 2 display the top three responses for both male and female officers and enlisted personnel.

Table 1
FIRST MADE ME THINK ABOUT LEAVING

MALE OFFICERS	FEMALE OFFICERS
Amount of enjoyment from my job	Amount of time separated from family
Job security	Amount of enjoyment from my job
Promotion/advancement opportunities	Quality of leadership at my place of duty
MALE ENLISTED PERSONNEL	FEMALE ENLISTED PERSONNEL
Amount of basic pay	Promotion/advancement opportunities
Promotion/advancement opportunities	Amount of time separated from family
Overall quality of Army life	Amount of basic pay

Table 2
MOST IMPORTANT REASON TO LEAVE

MALE OFFICERS	FEMALE OFFICERS
Job Security	Amount of time separated from family
Promotion/advancement opportunities	Amount of enjoyment from my job
Amount of enjoyment from my job	Promotion/advancement opportunities
MALE ENLISTED PERSONNEL	FEMALE ENLISTED PERSONNEL
Amount of basic pay	Amount of time separated from family
Overall quality of Army life	Overall quality of Army life
Promotion/advancement opportunities	Amount of basic pay

There is a great deal of consistency in the reasons identified by both officers and enlisted personnel for the three years under study (1993, 1994, and 1995). There is also a large degree of overlap between male and female officers and male and female enlisted personnel on the reasons they give for thinking about leaving the Army. However, “amount of time separated from family” consistently

appeared in the top three choices for both female officers and enlisted personnel as a reason for first thinking about leaving, and as the first or second choice for the most important reason to leave. For both male officers and enlisted personnel, amount of time separated from family never appeared in the top four choices as a reason for first thinking about leaving, and appeared only once (in 1993 for enlisted males only) as the second choice for the most important reason to leave.

Although survey results showed no clear cut relationship between job satisfaction and career intent, it does appear that separation from family may be an important factor in why some female soldiers decide to leave the Army.

Utilization of Findings:

Survey results contribute to the continuing assessment of how soldiers feel about their Army jobs and careers and provide a more detailed look at how males and females differ on various aspects of what they find satisfying in their Army jobs and careers. Results of the survey also provide a wealth of information from which additional research may be conducted, e.g., more in depth analysis of the mentoring items, additional job satisfaction studies using other research methodologies, or an analysis of racial differences in job satisfaction. In addition, findings from this survey may be used as a benchmark for future survey research on job satisfaction.

Gender Differences in Job Satisfaction in the U. S. Army

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GENDER DIFFERENCES IN JOB SATISFACTION IN THE U.S. ARMY

Introduction

Job Satisfaction Studies

Studies of job satisfaction are large in number and diverse in character. Job satisfaction research is conducted using a variety of measurement scales and study populations. Results are subjected to a variety of statistical procedures and findings are reported in a variety of professional journals and books. Some studies use global measures of satisfaction, i.e., a single item or series of fairly broad statements about the job or aspects of the job. If more than one item is used, responses to the items are computed in some fashion to produce a composite score that represents an employee's overall level of satisfaction with a job. Other studies assess satisfaction by looking at the employee's level of satisfaction with a number of facets of the job. Facets can be extrinsic (such as pay, benefits, co-workers) or intrinsic (feelings of accomplishment, recognition for work done). Facets can be analyzed separately to see how each facet impacts job satisfaction or they can be subjected to some mathematical procedure to produce a global score.

A number of studies have attempted to determine whether global measures are better than facet measures or the reverse. Highhouse and Becker (1993) compared responses to a global question on satisfaction with a company's benefit package with eight individual items covering the eight facets of the benefit package. They report that they did not find a strong relationship between the composite score for the eight items and the single global measure and recommend care in selecting one measure over the other.

It is not surprising that it may be difficult to establish a relationship between a global measure and a facet measure for a particular job attribute. Global measures, by their nature, allow respondents to select whatever factors they want to assess their overall level of satisfaction. Facet items, on the other hand, are generally more focused and, therefore, require the respondent to focus his or her assessment procedures. If a soldier is asked the global item, "Overall, how satisfied are you with your Army job," he or she may indicate a high level of satisfaction because, given today's economy, they are thankful to have a job. If you asked the same soldier how satisfied he or she is with their pay, the number of hours they have to work each day, etc., their level of satisfaction with these facet items may be much lower.

If a researcher was able to identify all the facets that all respondents use in assessing their overall level of job satisfaction, and if the total number of facets was small enough to be included in a survey, it is reasonable to assume that some statistical relationship between a global score and the facet scores would exist. Since it is unlikely that all facets of importance to all respondents could be identified or would be a manageable enough number to survey, it would appear that a combination of global and facet measures might be a more suitable alternative. Accordingly, the current study is based on a combined global and facet measurement model. After analyzing the results for both the global measures and the individual facet items, a discriminant function analysis will be conducted to determine whether career intent can be more accurately predicted using global and/or facets measures.

Job Satisfaction and Gender

Research findings on the relationship between job satisfaction and gender are inconsistent. Some studies report that males are more satisfied (Hulin and Smith, 1964; Shapiro and Stern, 1975) while others report that females are more satisfied (Glenn, Taylor, & Weaver, 1977; Penley and Hawkins, 1980). One common explanation for the existence of gender differences is that women have different attitudes toward work than men do because of gender role differences that they bring to the workplace (D'Arcy, Syrotuik, & Siddique, 1984). Glenn, Taylor, and Weaver (1977) argue that women may compare themselves to women engaged in homemaking (rather than comparing themselves to their male co-workers) and this may lead to higher levels of job satisfaction.

More recent studies indicate that men and women do not differ significantly in overall job satisfaction (Bokemeier and Lacy, 1986; Furnham and Goddard, 1986; Martin and Shehan, 1989) which is surprising given the fact that women generally earn less, are in lower status jobs, and have fewer opportunities for promotions. Several explanations are offered for this phenomena: women have lower expectations than men and are, therefore, satisfied with less (D'Arcy, et al, 1984); women and men have different values (Murray and Atkinson, 1981)—men attach greater importance to more career-related rewards like pay, benefits, or security while women attach more importance to social rewards like relationships with co-workers and supervisors. Lambert's (1991) study was unable to confirm the lower expectations theory but did find that men and women valued different aspects of the work environment.

Army Job Satisfaction Studies

Several studies of military personnel looked at job satisfaction as a part of the other issues covered by the studies. However, the populations under study in each case are either

- some subset of active duty personnel, e.g., Biskey et al (1993) Army Nurse Corps; Guthrie (1992) and Teplitzky (1991) company grade officers; Hicks (1978) junior enlisted soldiers at nine Army installations; Durning (1978) U.S. Naval Academy class of 1980; Hoiberg (1978) enlisted sailors in first term of service;
- no longer active duty, e.g. enlisted veterans (Lakhani, 1989);
- members of the National Guard or Army Reserve, e.g. Lakhani (1990).

The U.S. Army Research Institute (ARI) has completed several survey projects which included questions on job and career satisfaction:

The *Survey of Total Army Personnel* (STAMP), conducted in 1991 and 1992, asked enlisted soldiers to rate their job satisfaction before, during, and after Operation Desert Shield/Storm (ODS/S). The results showed that male soldiers are slightly more satisfied with their jobs than are female soldiers.

The *Longitudinal Research on Officer Careers* (LROC), conducted from 1988 to 1992, surveyed a panel of company grade officers and found no significant differences between males and females on the job satisfaction items.

The *Operation Desert Shield/Storm (ODS/S) Soldier Survey* was conducted while soldiers were deployed in Southwest Asia and compared male and female soldiers' responses to questions on five facets of job satisfaction. Results revealed that female soldiers perceived that male soldiers had better job opportunities on four of the five facets while male soldiers thought female soldiers had better job opportunities.

The *Sample Survey of Military Personnel (SSMP)* conducted from the Spring of 1992 through the Fall of 1994 showed gender differences on only 3 of 17 job attribute items.

The *Spring 1995 SSMP* is the first Army survey focused almost exclusively on job satisfaction and fielded to an Army-wide sample (with an over-sample of female soldiers). It will establish the baseline for both future job satisfaction studies and future studies focusing on gender differences in job satisfaction.

Method

The Sample Survey of Military Personnel (SSMP) is an Army-wide survey, authorized by AR 600-46 and conducted for the HQDA Deputy Chief of Staff for Personnel (DCSPER). It is an omnibus survey designed to address many different issues important to the Army, soldiers, and their dependent family members. The Army Personnel Survey Office, U.S. Army Research Institute for the Behavioral and Social Sciences, conducts the SSMP semi-annually in the spring and fall.

The population for the *SSMP* consists of all permanent party, Active Component Army personnel (commissioned officers, warrant officers, and enlisted personnel). Samples for the *SSMP* are randomly selected from the Standard Installation/Division Personnel System (SIDPERS) by using the final one or two digits of social security numbers (SSNs). Samples of approximately 10% of officers and 2-3% of enlisted personnel are randomly selected to receive the survey.

The *Spring 1995 SSMP* was fielded in May of 1995 to an expanded Army-wide sample of female officers (100%) and female enlisted personnel (20%). Male officers and male enlisted personnel were selected using the standard *SSMP* sample requirement of approximately 10% of officers and approximately 2-3% of enlisted personnel. Increasing the female sample size allowed the survey results to be analyzed by gender and by rank with a sampling error of $\pm 5\%$ or less.

A Personnel Survey Control Officer (PSCO) at each installation and overseas area is responsible for administering the survey to officers and enlisted personnel. Each PSCO receives survey booklets and instructions from the Army Personnel Survey Office. A Memorandum of Instruction directs the PSCO to select the samples based on the SSNs provided, contact the soldiers to be surveyed, supervise administration of the survey, collect the completed survey booklets, and return the survey booklets to APSO. Sampled soldiers serving in USAREUR are surveyed by direct mail. For the *Spring 1995 SSMP*, the additional female officers and enlisted personnel were also surveyed by direct mail.

A total of 15,113 soldiers responded to the survey. Of those responding, 3,565 male officers, 4,553 female officers, 4,172 male enlisted personnel, and 2,823 female enlisted personnel were included in the final data file.

The data collected from the *SSMP* are weighted up to Army strength by gender for each individual rank. This differential weighting makes adjustments to account for different response rates. The data collected from *Spring 1995 SSMP* were weighted up to Army strength for the month-end of April 1995 (based on the DCSPER 46, Part I report).

Job Satisfaction Facets

A number of published job satisfaction scales have been used by civilian researchers. These scales generally contain one or more of a series of items (or sub-scales) that measure either global satisfaction, some number of extrinsic or intrinsic satisfiers, the internal drives and needs of the workers, or some combination thereof. British Telecom's *Survey Item Bank* (1984) was invaluable in providing a review of a multitude of the most frequently used job satisfaction scales. Although these civilian scales did measure a number of extrinsic and intrinsic satisfiers that are frequently mentioned by soldiers during discussions on their satisfaction with the Army, these scales were not well-suited to surveys of military personnel.

A series of focus group interviews with Army soldiers and peer reviews by both ARI and DCSPER staff resulted in a draft questionnaire containing over 300 items. The survey design included both facet measures and a series of global satisfaction items as well. The draft survey was mailed for completion and comment to 500 randomly selected soldiers. After analyzing the responses to the mailout pretest, a second series of focus groups were conducted at Fort Bragg, NC, in conjunction with a second pretest of the revised questionnaire.

The final version of the *Spring 1995 SSMP* included 310 items, over two-thirds of which are directly related to job satisfaction. Satisfaction with 13 individual facets of Army jobs, global measures of satisfaction with Army life, career, and current job, and current career intent were measured. Table 1 provides a list of the 13 job facets and the global satisfaction items included in the survey. Some of the facet names are similar to those used in civilian scales (e.g., pay, immediate supervisor, co-workers, security) while others are obviously more military in nature (e.g., leadership, absence from duty for military reasons). Each job facet has a series of items included in the survey that are designed to measure satisfaction with the facet. Internal consistency for each facet was measured using Cronback's alpha. Table 1 includes the coefficient alpha scores for each of the facets of Army jobs for the four groups under study. Only one facet, Pay, had consistently low alpha values for three of the four subgroups ($\alpha < .70$) probably because each of the four items addressed very different issues (satisfaction with basic pay, fairness of married vs. single pay, special pay (such as bonuses), and amount of VHA/COLA) and not all of these items would apply to all soldiers.

In addition to the 13 job facets and the global items, the survey contained a series of items to measure soldiers' levels of commitment or loyalty to the Army and their current career intent. The intent of our study was to identify whether there are gender differences in job satisfaction for Army soldiers and what impact, if any, job satisfaction has on career intent.

Table 1. Alpha Scores for Job Facets and Global Measures

	Job Facets and Global Satisfaction Items	OFFICERS		ENLISTED	
		MALE	FEMALE	MALE	FEMALE
1.	Equity	.99	.92	.99	.74
2.	Promotion Potential	.90	.89	.88	.88
3.	Immediate Supervisor	.87	.88	.86	.87
4.	Job Security	.82	.81	.73	.74
5.	Family	.80	.81	.80	.81
6.	Leadership	.78	.77	.84	.82
7.	Benefits	.78	.77	.77	.78
8.	Job Characteristics	.77	.78	.77	.79
9.	Stress	.74	.70	.73	.64
10.	Pay	.69	.70	.69	.68
11.	Co-workers	2 items measuring civilians and soldier co-workers			
12.	Developmental Courses	Not an attitudinal measure			
13.	Absence from Duty	Not an attitudinal measure			
	Global Satisfaction	.90	.89	.85	.83

Data Analysis

All data are analyzed by gender for officers and enlisted personnel. Developmental Courses are also analyzed by grouped rank (e.g., company grade male and female officers) because enrollment in these courses is progressive related to rank. The section entitled *Why Some Soldiers Think About Leaving The Army* contains findings based on a number of survey items analyzed by career intent (e.g., female or male enlisted “Leavers”/“Stayers”). And the *Absence from Duty for Military Reasons* section is analyzed by type of branch/MOS based on the premise that different occupations (CA/CS/CSS) may have different deployment, training, and TDY requirements.

Student's t for independent samples was used to identify significant differences between groups. Because of the large sample sizes of the groups, there are many cases where the t-value was statistically significant but the percent difference between the groups was small. A decision was made to subjectively assess all significant differences to determine whether the group differences are large enough to be of practical significance. For consistency a decision rule was used as a criterion: differences in responses for an item must exceed the between-groups' sampling error. For example, the sampling error for male officers is $\pm 2\%$ and for female officers is $\pm 1\%$. Therefore, only items where the between-group difference exceeds $\pm 3\%$ ($\pm 2\% + \pm 1\%$) will be considered as significant differences. For a small number of items (<10), Student's t could not be used because response patterns did not conform to a normal distribution. For those items, between-group differences are used to determine significance. Unless otherwise noted, differences larger than $\pm 3\%$ for officers and $\pm 4\%$ for enlisted personnel are considered significant.

In addition to the difference of means tests, a series of direct entry discriminant function analyses were performed using items from several of the job facets and the global satisfaction items to predict career intent. Findings are reported for each of the four groups.

Findings

A short description of the demographic characteristics of male and female soldiers is followed by summaries for the global measures and for each of the 13 facets of Army jobs. Career intent is analyzed and discriminant function analyses are summarized. A brief look at why some soldiers think about leaving the Army is presented followed by a discussion of the impact of length of separation from family for both "Stayers" and "Leavers." The report concludes with implications for the future.

Demographic Characteristics

At the time the *Spring 1995 SSMP* was fielded, females comprised 13% of the Army and males comprised 87% (see Table 2).

Table 2. Total Army Rank Composition -- DCSPER 46, Part 1

	MALE	FEMALE	TOTALS
COMPANY GRADE	35,997	7,069	43,066
FIELD GRADE	24,702	3,133	27,835
WARRANT OFFICERS	11,965	588	12,553
TOTAL OFFICERS	72,664 <87%>	10,790 <13%>	83,454
JUNIOR ENLISTED ¹	180,038	32,292	212,330
JUNIOR NCOs	132,655	17,842	150,497
SENIOR NCOs	52,706	5,255	57,961
TOTAL ENLISTED PERSONNEL	365,399 <87%>	55,389 <13%>	420,788

Spring 1995 results for selected demographic items (see Appendix A) show that, when compared to their male counterparts, both female officers and female enlisted personnel are more likely to...

- be lower in rank,
- have 10 years or less of service,
- have achieved a higher level of education,
- be African American,
- be unmarried,
- be married to a member of the military (dual military),
- be a member of a dual income couple (spouse is active duty or employed),
- be a "geographic bachelor"
- join for educational benefits
- be in the medical or nursing fields, if they are officers
- be in the administration, medical, or supply fields, if they are enlisted

¹ PV1s (n=20,002) are not targeted for inclusion in the SSMP. Most soldiers in this rank are in basic or advanced individual training, have no permanent duty assignment, and have too little experience with the military to have an opinion on many of the topics included in the SSMP.

Global Satisfaction

Nine items in the survey were selected as measures of global satisfaction. These items either asked soldiers to rate their level of satisfaction with certain aspects of Army life based on their total Army experience, or asked for overall ratings of their current job, specific career field, level of morale, or their Army career as a whole.

The majority of both male and female officers are satisfied or very satisfied with eight of the nine items assessing global satisfaction. Current level of morale differed from the other eight items with significantly lower percentages of officers (49% male officers and 39% female officers) reporting that their morale is high or very high.

The overall level of satisfaction for enlisted personnel is well below officers. Percentages of officers expressing satisfaction with eight of the nine items ranged from 67% to 80% (not including the morale item) while enlisted percentages for these same items ranged from 43% to 64%. As with officers, percentages of enlisted personnel reporting that their morale is high or very high (33% for males and 26% for females) are much lower than the percentages indicating satisfaction with the other eight global satisfaction items.

There are gender differences for three of the nine global satisfaction items (see Table 3). In general, male officers are more likely than female officers to be satisfied or very satisfied with the level of recognition for their accomplishments and the overall quality of Army life. Both male officers and male enlisted personnel are also more likely than their female counterparts to report that their current level of morale is high or very high.

Table 3. Global Satisfaction Items For Which There Are Gender Differences

ITEM	MALES	FEMALES
Satisfaction with the level of recognition for their accomplishments Officers	70%	66%
Satisfaction with the overall quality of Army life Officers	78%	70%
Current level of morale is high or very high Officers	49%	39%
Enlisted Personnel	33%	26%

There are no gender differences for officers or enlisted personnel for the first six items shown in Table 4 and no gender differences for enlisted personnel for the last two items in the table (there are gender differences for officers for the last two items which are shown in Table 3).

Table 4. Global Satisfaction Items For Which There Are NO Gender Differences

ITEM	MALES	FEMALES
Satisfaction with overall Army career Officers Enlisted Personnel	80% 53%	80% 56%
Satisfaction with level of job fulfillment/challenge Officers Enlisted Personnel	80% 62%	80% 59%
Satisfaction with work in their Branch/Career Management Field (CMF) Officers Enlisted Personnel	80% 53%	79% 53%
Satisfaction with the use of their skills/training on the job Officers Enlisted Personnel	78% 63%	78% 64%
Satisfaction with amount of enjoyment from the job Officers Enlisted Personnel	78% 59%	77% 61%
Satisfaction with current duty assignment Officers Enlisted Personnel	68% 43%	67% 43%
Satisfaction with the overall quality of Army life Enlisted Personnel	53%	56%
Satisfaction with level of recognition for accomplishments Enlisted Personnel	46%	45%

Satisfaction with Facets of Army Jobs

Data from the *Spring 1995 SSMP* indicate that there are little, if any, differences between male and female soldiers' levels of satisfaction with the items covering **Stress, Promotion Potential, Job Security** (for enlisted), and **Job Characteristics** (for officers). For these facets, we will present an overview of all soldiers' response patterns, a summary of those items for which there are gender differences, and a summary of those items for which there are no gender differences (since in many cases there are more items without gender differences than with them). For the other nine facets (Co-workers, Immediate Supervisor, Leadership, Pay, Benefits, Equity, Family, Developmental Courses, Absence from Duty) we will focus on the gender differences only.

Stress

The survey contained five items measuring stress both in soldiers' jobs and in their family/personal life (see Table 5). The only gender difference occurred for enlisted personnel with males (49%) more likely than females (44%) to report that their current assignment has placed more or the most stress to date on family relationships, when compared to previous Army duty assignments.

A comparison of Spring 1995 and Spring 1992 responses to these items shows that soldiers in 1995 appear to be experiencing less stress both in their jobs and in their family or personal life. Higher percentages of soldiers report experiencing slight or no stress both in their current job and in their family/personal life in the Spring of 1995 than was reported in the Spring of 1992 (see Table 5).

Table 5. Comparison of Stress Levels from Spring 1995 with Spring 1992

		OFFICERS		ENLISTED	
		MALE	FEMALE	MALE	FEMALE
What level of conflict/stress are you experiencing now in your <u>military job</u> ?					
High/very high/ extremely high	1995	33%	33%	36%	36%
	1992	40%	42%	38%	40%
Slight or none	1995	32%	33%	32%	34%
	1992	26%	27%	30%	30%
What level of conflict/stress were you experiencing a year ago in your <u>military job</u> ?					
High/very high/ extremely high	1995	36%	37%	37%	38%
	1992	43%	50%*	43%	43%
Slight or none	1995	35%	35%	38%	39%
	1992	28%	25%	34%	34%
What level of conflict/stress are you experiencing now in your <u>family/personal life</u> ?					
High/very high/ extremely high	1995	22%	23%	30%	32%
	1992	26%	29%	23%	25%
Slight or none	1995	51%	53%	46%	46%
	1992	46%	46%	52%	48%
What level of conflict/stress were you experiencing a year ago in your <u>family/personal life</u> ?					
High/very high/ extremely high	1995	21%	22%	26%	30%
	1992	25%	31%	28%	35%*
Slight or none	1995	55%	56%	54%	51%
	1992	49%	47%	51%	45%*
Compared to previous Army duty assignments, how much stress has your current assignment placed on family relationships?					
Most/more stress than most	1995	41%	42%	49%	44%*

*Significant gender differences are in bold. Shaded cells indicate significant differences between Spring 1995 and Spring 1992 responses. Data presented above represent 5 values of the 6-point-scale used for this question. Scale values included None, Slight, Moderate, High, Very high, Extremely high,

Promotion Potential

The survey included 15 items to measure how satisfied soldiers are with their chances for being promoted. As noted in preceding sections, officers are generally more positive than are enlisted personnel and this holds true for the majority of the Promotion Potential items. For 11 of the 15 items officers are more likely to be positive than negative while enlisted personnel are more positive than negative on 6 of the 15 items.

While enlisted percentages are generally lower than officer percentages, both officers and enlisted personnel tend to be more positive than negative about the following items: They are both more likely to report that

- the chances for promotion in their CMF/branch are the same or better than other CMF/branches (80% officers/58% enlisted personnel)
- gender does not influence selection for assignments (75% officers/82% enlisted personnel),
- gender does not influence selection for promotion (61% officers/65% enlisted personnel),
- they are satisfied/very satisfied with assignments to leadership jobs (80% officers/63% enlisted personnel),
- they are satisfied/very satisfied with the fairness of their performance evaluations (73% officers/65% enlisted personnel), and
- they believe they will be promoted in the future if they stay in the Army (73% officers/70% enlisted personnel).

Officers only tend to be more positive than negative about promotion/advancement opportunities (71% satisfied to 29% dissatisfied), satisfaction with assignments to jobs offering technical/professional development (72% to 28%), whether they will be promoted on or ahead of schedule (66% yes to 34% no), and the helpfulness of their current job to their career (59% very/extremely helpful to 20% slight or no help).

Both officers and enlisted personnel are less positive about whether they will get the training courses and assignments needed for promotion and the fairness of selections for promotion, courses, and assignments. In response to these items (see Table 6), both officers and enlisted personnel are much more likely to report moderate confidence (compared to being extremely/very confident) that they will get courses and assignments they need for promotion. They are also more likely to report that selections for promotions, courses, and assignments are moderately fair (compared to extremely/very fair).

Table 6. Promotion Potential Items with Less Positive Responses

ITEM	OFFICERS	ENLISTED	
Confident they will get developmental assignments needed for promotion	Very/extremely confident	44%	36%
	Moderately confident	35%	34%
Confident they will get the developmental/training courses need for promotion	Very/extremely confident	37%	29%
	Moderately confident	39%	38%
Fairness of selections for promotion	Very/extremely fair	39%	17%
	Moderately fair	44%	42%
Fairness of selections for courses	Very/extremely fair	38%	20%
	Moderately fair	46%	52%
Fairness of selections for assignments	Very/extremely fair	31%	16%
	Moderately fair	48%	51%

Enlisted personnel only are more likely to be negative than positive about their satisfaction with assignments to jobs offering technical/professional development (53% dissatisfied to 47% satisfied), and their promotion/ advancement opportunities (56% to 44%). They are also more likely to believe they will not be promoted on or ahead of schedule (56%), and are divided about whether their current duty assignment will be very/extremely helpful to their career (42%) or be of slight or no help (31%) to their career.

Gender differences (see Table 7) are noted on six items: three for both officers and enlisted personnel, two for officers only, and one for enlisted personnel only. As shown in Table 7, males (77% officers, 84% enlisted) are much more likely than females (59% officers, 67% enlisted) to report that their gender has no influence on being selected for or serving in developmental or key career assignments.

Of those officers and enlisted personnel who believe gender is a factor in being selected for or serving in developmental or key career assignments, female officers (33%) and female enlisted personnel (24%) are much more likely than their male counterparts (16% and 8% respectively) to perceive that their gender has a negative influence on whether they are selected for or serve in those assignments.

Enlisted males (30%) are more likely than female enlisted personnel (25%) to be extremely/very confident that they will get the assignments needed for promotion and are more likely to be optimistic about the promotion potential of their CMF compared to other enlisted CMF (29% male enlisted, 22% female enlisted).

Female officers are more likely than male officers to believe they will be promoted in the future if they stay in the Army (79% female, 72% male) and to be satisfied with promotion/ advancement opportunities (75% to 70%). Both female officers and female enlisted personnel (70% and 74%, respectively) are much more likely than their male counterparts (60% and 64%, respectively) to believe their chances for promotion are the same as those of the opposite sex.

Of those who believe gender has an impact on promotion, both male officers (37%) and male enlisted personnel (29%) are much more likely than their female counterparts (21% and 18%, respectively) to report that their chances for promotion are worse than those of the opposite sex.

Table 7. Promotion Potential Items For Which There Are Gender Differences

ITEM	MALES	FEMALES
Rate their chances for promotion within their CMF the same or better than other CMF		
Officers	79%	85%
Enlisted Personnel	59%	54%
Believe their gender has no influence on being selected for or serving in developmental or key career assignments		
Officers	77%	59%
Enlisted Personnel	84%	67%
Believe they will be promoted in the future if they stay in the Army		
Officers	72%	79%
Satisfied/very satisfied with promotion/advancement opportunities		
Officers	70%	75%
Believe their chances for promotion are the same as those of the opposite sex		
Officers	60%	70%
Enlisted Personnel	64%	74%
Confident they will get developmental assignments needed for promotion		
Enlisted Personnel--Very/extremely	30%	25%
Moderately confident	38%	39%

There are **no** gender differences for any of the items shown in Tables 8 or 9. Table 8 lists six items which received more positive than negative responses while showing no gender differences. Table 9 displays nine items for which there are also no gender differences and positive responses are at a substantially lower level.

Table 8. Promotion Potential Items For Which There Are NO Gender Differences and Soldier Responses are More Positive than Negative

ITEM	MALE	FEMALE
Satisfied/very satisfied with assignment to leadership jobs Officers	79%	70%
Enlisted personnel	63%	59%
Satisfied/very satisfied with the level of fairness in how my performance is evaluated Officers	73%	74%
Enlisted personnel	64%	65%
Satisfied/very satisfied with assignments to jobs offering technical/professional development Officers	71%	73%
Believe they will be promoted in the future if they stay in the Army Enlisted personnel	70%	72%
Confident/very confident that as the Army becomes smaller, they will be promoted on or ahead of schedule Officers	64%	68%
Current duty assignment will be extremely/very helpful to military career Officers	58%	62%

Table 9. Promotion Potential Items For Which There Are NO Gender Differences and Lower Levels of Positive Responses

ITEM	MALE	FEMALE
Satisfaction with assignments to jobs offering technical/professional development Enlisted personnel—Satisfied Dissatisfied	47% 53%	50% 50%
Believe that as the Army becomes smaller, they will be promoted on or ahead of schedule Enlisted Personnel—Yes No	44% 56%	43% 57%
Helpfulness of current duty assignment Enlisted personnel—Very/extremely Slight or no help	43% 30%	39% 33%
Satisfaction with promotion/advancement opportunities Enlisted personnel—Satisfied Dissatisfied	44% 56%	45% 55%
Confidence about getting the training/developmental courses needed to be competitive for promotion Officers—Very/extremely Moderately confident Enlisted personnel—Very extremely Moderately confident	44% 34% 36% 34%	46% 38% 34% 36%
Confidence about getting the developmental assignments needed to be competitive for promotion Officers—Very/extremely Moderately confident	37% 39%	35% 44%
Fairness of selections for promotions Officers—Very extremely Moderately fair Enlisted personnel—Very/extremely Moderately fair	39% 44% 17% 41%	39% 49% 16% 44%
Fairness in selections for training/developmental courses Officers—Very/extremely Moderately fair Enlisted personnel—Very/extremely Moderately fair	38% 46% 20% 52%	36% 50% 18% 55%
Fairness in selections developmental assignments Officers—Very/extremely Moderately fair Enlisted personnel—Very/extremely Moderately fair	32% 48% 16% 51%	29% 53% 14% 53%

Job Security

The majority of both officers and enlisted personnel report that they were more concerned at the time of the survey than they were a year before about their long-term opportunities in the Army (68% officers/65% enlisted), the kind of work they will go into when they leave the Army (61% officers/76% enlisted), whether they can get a civilian job quickly if they had to (60% officers/73% enlisted), and the financial burden on them and their families if they had to leave the Army unexpectedly (67% officers/75% enlisted). However, the majority of both officers and enlisted personnel also report that they believe they will be allowed to stay in the Army beyond their current enlistment/obligation (81% officers/81% enlisted), that they will be allowed to serve until eligible for regular retirement (77% officers/67% enlisted), that they will not be targeted to leave the Army involuntarily (81% officers/77% enlisted), or be offered an early out (66% officers/62% enlisted).

Over half of all soldiers report they are satisfied or very satisfied with job security; however, enlisted personnel (65%) are more likely to be satisfied with job security than are officers (54%). Officers are more likely than enlisted personnel to report that they are very/extremely concerned about changing Army policies on downsizing ((43% officers 31% enlisted) and future strength reductions (54% officers/42% enlisted). Officers are also more likely than enlisted to agree that Army leadership will make the best decisions for the Army (66% officers/53% enlisted) and agree that Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career (55% officers/44% enlisted).

For enlisted personnel, there is a gender difference for only 1 of the 16 items measuring job security. Male enlisted personnel (54%) are more likely than female enlisted personnel (46%) to agree or strongly agree that Army leadership will make the best decisions to maintain a quality Army.

For officers, there are gender differences on 11 of the 16 items. Female officers are more likely than male officers to be to be satisfied with job security (59% females, 53% male) and to agree that senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career (59% female; 55% male). The other nine items with significant differences indicate that, in general, male officers are more likely than female officers to be concerned about the impact of downsizing on their careers (see Figure 1).

MALE OFFICERS ARE MORE LIKELY TO . . .

Q3A3--BELIEVE THEY WILL BE ALLOWED TO SERVE UNTIL ELIGIBLE FOR REGULAR RETIREMENT
 Q1A1--BELIEVE THAT ARMY LEADERSHIP WILL MAKE THE BEST DECISIONS TO MAINTAIN A
 QUALITY ARMY

BE VERY/EXTREMELY CONCERNED ABOUT . . .

Q2A4--THE FINANCIAL BURDEN SHOULD THEY HAVE TO LEAVE THE ARMY UNEXPECTEDLY
 Q2A2--THE KIND OF WORK THEY WILL GO INTO WHEN THEY LEAVE THE ARMY
 Q2A3--WHETHER THEY CAN GET A CIVILIAN JOB QUICKLY IF THEY HAD TO
 Q4A5--FUTURE ARMY STRENGTH REDUCTIONS
 Q4A1--CHANGING ARMY POLICIES ON DOWNSIZING
 Q4A6--RIF/SEPARATION BOARD RULES/GUIDELINES
 Q9--REPORT THEY ARE THINKING OF LEAVING/WILL LEAVE THE ARMY SOONER AS
 A RESULT OF DOWNSIZING

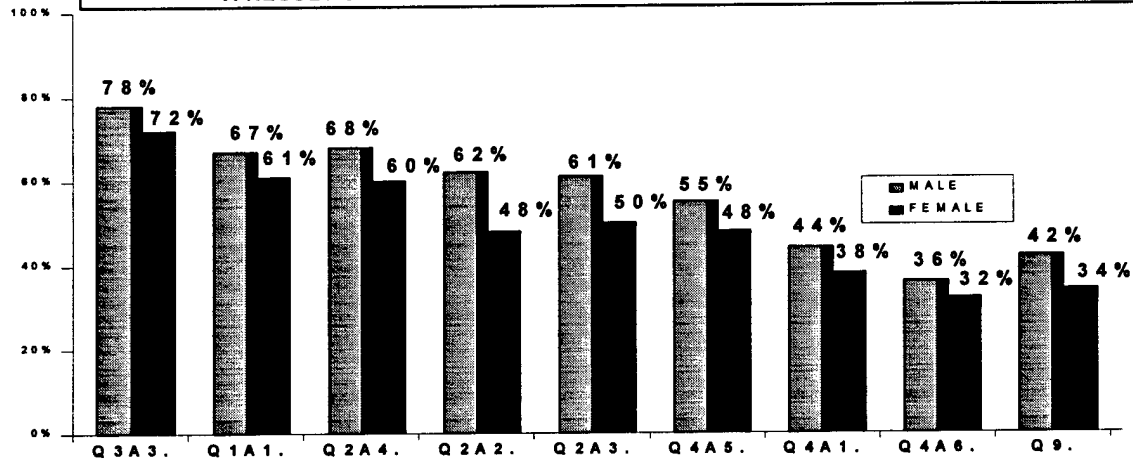


Figure 1. Job Security

There are no gender differences for enlisted personnel on 15 of the 16 items. The following five items show no gender differences for officers as well.

Table 10. Job Security Items for Which There Are NO Gender Differences

ITEM	MALE	FEMALE
More/much more concerned now than a year ago about your long-term opportunities in the Army	Officers	67%
	Enlisted personnel	67%
Definitely/probably will be allowed to stay in the Army beyond current enlistment/obligation	Officers	83%
	Enlisted personnel	79%
Definitely/probably will be promoted on or ahead of schedule	Officers	68%
	Enlisted personnel	43%
Will not be targeted to leave the Army involuntarily	Officers	83%
	Enlisted personnel	75%
Will not be offered an early out	Officers	65%
	Enlisted personnel	59%

Job Characteristics

Fourteen items are used to assess satisfaction with job characteristics. Overall, both officers (70% dissatisfied-30% satisfied) and enlisted personnel (64% dissatisfied-36% satisfied) tended to be more dissatisfied than satisfied with the amount of personnel available to do work. More officers are dissatisfied (64%) than satisfied (36%) with the amount of paperwork and number of quick response tasks (58% to 42%).

More enlisted personnel are dissatisfied than satisfied with the quality of equipment and supplies (57% dissatisfied to 43% satisfied), the amount of equipment and supplies (60% to 40%), the amount of control over their job assignments (58% to 42%), and the opportunity to select a job, training, or station of their choice (72% to 28%).

Less than half of all officers and enlisted personnel report that, all or most of the time, they feel a sense of accomplishment at the end of their duty day (44% officers and 33% enlisted). In comparing their current assignment against previous assignments, both officers and enlisted personnel are divided on whether their current assignment is more satisfying (38% officers and 31% enlisted) or less satisfying (30% officers and 30% enlisted) than previous assignments.

For officers, there are gender differences on only 2 of the 14 items measuring satisfaction with job characteristics (see Table 11). Female officers are more likely than males to be satisfied

Table 11. Job Characteristics Items for Which There Are Gender Differences

ITEM	MALE	FEMALE
Satisfied/very satisfied with length of working hours Enlisted personnel	58%	66%
Satisfied/very satisfied with the quality of equipment/supplies Enlisted personnel	42%	50%
Satisfied/very satisfied with the number of quick response tasks Officers	40%	51%
Enlisted personnel	55%	62%
Satisfied/very satisfied with the amount of equipment/supplies Enlisted personnel	38%	49%
Satisfied/very satisfied with the amount of paperwork Officers	35%	41%
Enlisted personnel	52%	65%
Satisfied with the amount of personnel available to do the work Enlisted personnel	35%	45%
Have accomplished something really worthwhile at the end of their work day all or most of the time Enlisted personnel	32%	38%
Report their average duty day is 8 hours Enlisted personnel	14%	25%

with the amount of paperwork (41% female; 35% male) and the number of quick response tasks (51% female; 40% male) they deal with in the Army.

For enlisted personnel there are gender differences on 8 of the 14 items. In general, female enlisted soldiers are more likely than male enlisted soldiers to report that their average duty day is eight hours and that they are satisfied or very satisfied with the other job characteristics listed in Table 12.

There are no gender differences for the items and rank groups listed in Table 12.

Table 12. Job Characteristics Items for Which There Are NO Gender Differences

ITEM		MALE	FEMALE
Satisfied/very satisfied with overseas duty	Officers	81%	84%
	Enlisted Personnel	67%	69%
Satisfied/very satisfied with geographic location of jobs	Officers	79%	81%
	Enlisted Personnel	67%	70%
Satisfied/very satisfied with the amount of regulation/discipline	Officers	71%	70%
	Enlisted Personnel	62%	63%
Satisfied/very satisfied with length of working hours	Officers	63%	62%
Satisfied/very satisfied with quality of equipment/supplies	Officers	62%	60%
Satisfied with amount of equipment/supplies	Officers	54%	55%
Satisfied/very satisfied with opportunity to select a job, training, or station of my choice	Officers	54%	58%
	Enlisted Personnel	29%	27%
Satisfied/very satisfied with amount of control over my job assignments	Officers	52%	55%
	Enlisted Personnel	42%	41%
All or most of the time, at the end of the duty day I feel I've accomplished something worthwhile	Officers	44%	47%
Current duty assignment is more or the most satisfying compared to previous Army duty assignments	Officers	38%	38%
	Enlisted Personnel	31%	31%
Satisfied/very satisfied with the amount of personnel available to do work	Officers	33%	36%
Report their average duty day as 8 hours	Officers	8%	10%

Co-workers

Male officers are significantly more likely than female officers to be positive about their co-workers (see Figure 2). Male enlisted personnel are more likely than female enlisted personnel to report that their current work group worked together as a team (75% male; 69% female) and that the current level of unit morale is high or very high (21% male; 14% female).

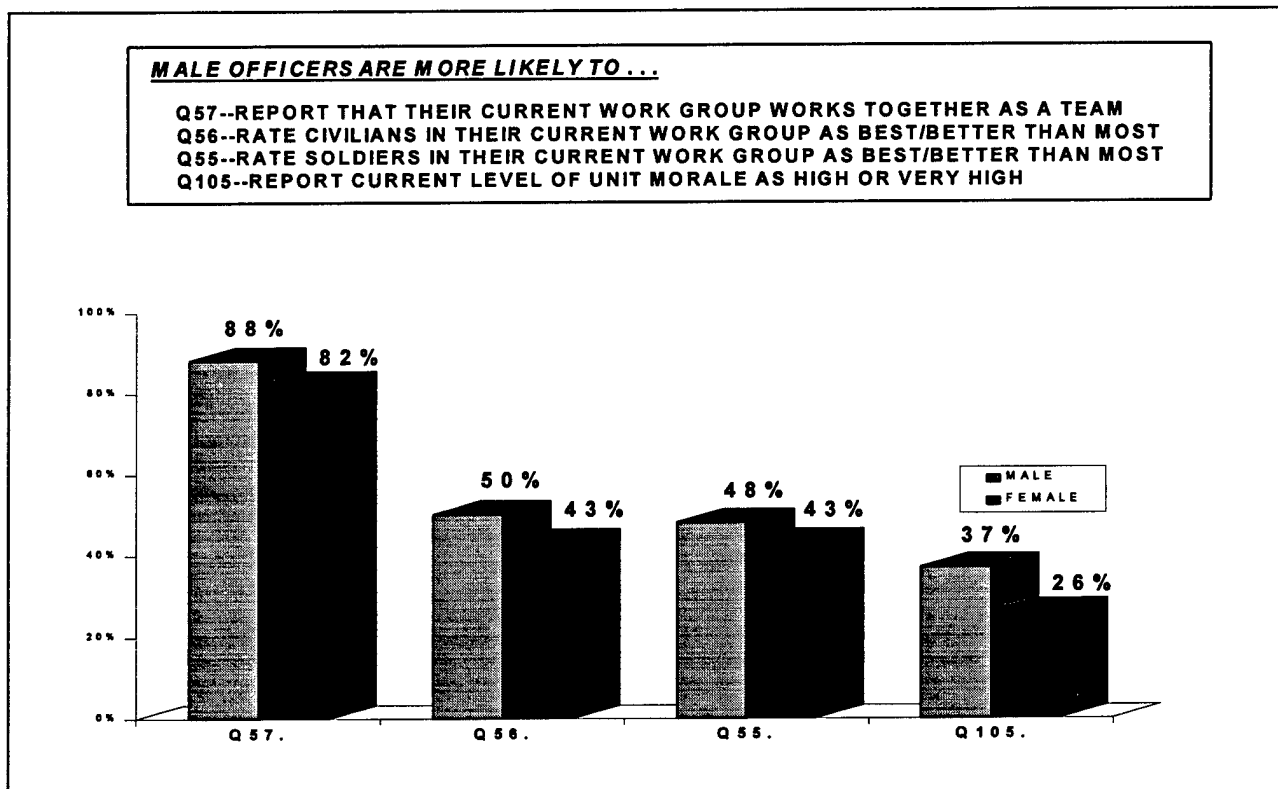


Figure 2. Co-Workers

The question on unit morale has been asked since the Spring of 1992. The percentage figures for males and females who report that their unit morale is high or very high have varied little over that time period (see Table 13) although the percentages for Spring 1995 are the lowest since Spring 1992 (significantly lower for male officers). The significant gender difference has also been consistent since Spring 1992.

Table 13. Comparison of Unit Morale Levels for Spring 1995, Spring 1994, Spring 1993, and Spring 1992.

SSMP	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
Spring 1995	37%	26%	21%	14%
Spring 1994	40%	27%	25%	16%
Spring 1993	40%	26%	25%	19%
Spring 1992	42%	27%	24%	18%

Immediate Supervisor

For enlisted personnel there are gender differences on two of the five items measuring soldiers' assessments of their current supervisor. Male enlisted personnel are more likely than female enlisted personnel to agree or strongly agree that their immediate supervisor set the right example by his or her behavior (65% male; 58% female) and to report that they have a great or very great amount of respect for their immediate supervisor (57% male; 52% female).

There are gender differences on all five items for officers (see Figure 3). Male officers are much more likely to be positive about their immediate supervisor than are female officers.

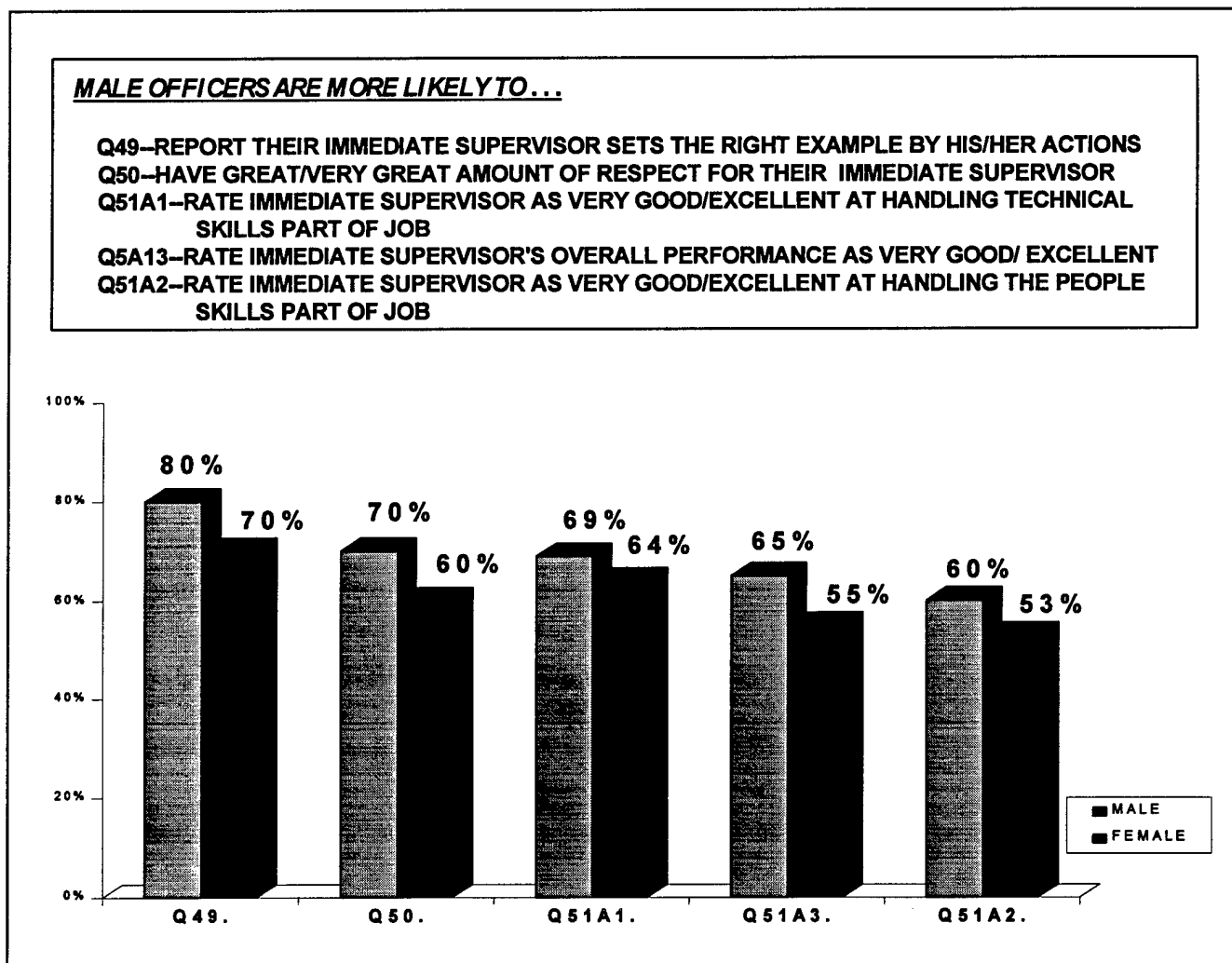


Figure 3. Immediate Supervisor

Of the five immediate supervisor items, three have been asked in previous SSMPs. As can be seen in Table 14, the gender differences for officers and the lack of gender differences for enlisted personnel have been consistent for the ratings of people skills and overall performance as a supervisor. Spring 1995 is the first time a gender difference occurred for the rating of technical skills.

Since it was first asked in the Fall of 1993, the percentages of soldiers rating their immediate supervisor as very good or excellent has increased for all four groups. The increases for male officers and male enlisted personnel are significant and range from 5% to 10%. Female officer and female enlisted personnel increases range from 3% to 8% but are only significant for female officers for the ratings of people skills and overall performance as a supervisor.

Ratings of supervisors were also compared based on the gender of the supervisor. There are no significant differences in ratings of male or female supervisors for any of our four rank groups with one exception: male officers with a male supervisor (70%) are more likely than male officers with a female supervisor (58%) to rate their supervisor's technical skills as very good or excellent.

Table 14. Comparison of Immediate Supervisor Ratings for Spring 1995, Fall 1993, and Spring 1993

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
Reporting immediate supervisor is very good or excellent at . . .				
handling the technical skills part of their job				
Spring 1995	69%	64%*	54%	52%
Fall 1993	63%	61%	47%	44%
Spring 1993	64%	61%	46%	47%
handling the people skills part of their job				
Spring 1995	60%	53%	48%	46%
Fall 1993	50%	42%	40%	38%
Spring 1993	52%	45%	38%	40%
their overall performance				
Spring 1995	65%	55%	50%	47%
Fall 1993	55%	46%	43%	41%
Spring 1993	57%	48%	41%	39%

**Significant gender differences are in bold. Shaded cells indicate significant differences between Spring 1995 and the earlier survey results.*

Leadership

There are 18 items measuring soldiers' opinions on Army leadership. Gender differences were found for 14 of these items for officers and for nine items for enlisted personnel. Male soldiers are much more positive than female soldiers on the quality of leadership, the concern leaders have for mission and troop welfare, and how much leaders care about soldiers (see Table 15). Only one item is more positive for females—female officers (59%) are more likely than male officers (55%) to agree or strongly agree that senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career (this finding is also reported in the

section on Job Security-page 9). Spring 1995 is the first time out of the last three spring surveys that a gender difference has been noted for this item.

Table 15. Army Leadership Ratings

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
Reporting satisfied or very satisfied with . . .				
Quality of leadership at your place of duty	73%	65%	54%	46%
Amount of respect from superiors	82%	79%	61%	55%
Level of competence of supervisors	78%	74%	62%	56%
Reporting MOST members of the following rank group are concerned about mission AND troop welfare				
Junior NCOs	62%	56%	56%	50%
Senior NCOs	71%	65%	47%	43%
Warrant Officers	61%	58%	41%	42%
Company Grade Officers	68%	65%	41%	38%
Field Grade Officers	57%	50%	41%	38%
Agree or strongly agree that the following rank groups care about what happens to their soldiers				
Junior NCOs	75%	69%	63%	57%
Senior NCOs	81%	73%	56%	49%
Company Grade Officers	78%	73%	51%	46%
Field Grade Officers	69%	64%	48%	46%
Agree or strongly agree that the following rank groups are good leaders				
Junior NCOs	59%	54%	58%	50%
Senior NCOs	69%	61%	55%	46%
Company Grade Officers	70%	63%	47%	41%
Field Grade Officers	68%	59%	48%	45%
Agree or strongly agree that . . .				
Army leadership will make the best decisions to maintain a quality Army.	67%	61%	54%	46%
Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career.	55%	59%	45%	42%

**Significant gender differences are in bold.*

Table 16 displays data on five leadership items for the last three spring surveys. For four of those five items, there is no significant variation in the percentages reported for each of the four rank groups across the three surveys. Variations range from no difference at all (see male officers' responses to the question on "amount of respect from superiors") to an increase or decrease of 1% to 5%, depending on the item. It should be noted that the percentage of female enlisted personnel (61%) reporting that they are satisfied with the amount of respect from superiors did not differ

significantly from males (63%) in 1993. While male enlisted percentages remained stable, in the Spring of 1994 the level of female enlisted satisfaction with respect from superiors dropped from 61% to 55% and remained at 55% in Spring 1995. While that is not a statistically significant drop, it does result in a significant difference from their male counterparts, i.e. female enlisted personnel are now significantly less likely to report that they are satisfied or very satisfied with the amount of respect from superiors.

“Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one’s job or career” is the one leadership item that experienced the highest level of variation across the three surveys. Female officers dropped significantly in 1994 (from 63% in 1993 to 53%). The figure for female officers increased in the Spring of 1995 (59%) but is still below the Spring 1993 level. Male officers dropped from 62% in 1993 to 55% in 1995 which is a significant decrease and resulted in a significant gender difference as well. Although enlisted personnel figures also decreased, the amount of the decline is not significant.

Table 16. Comparison of Leadership Data for Spring 1993, 1994, and 1995

		OFFICERS		ENLISTED	
		MALE	FEMALE	MALE	FEMALE
Reporting satisfied or very satisfied with . . .					
Quality of leadership at your place of duty					
	Spring 1995	73%	65%	54%	46%
	Spring 1994	73%	66%	55%	48%
	Spring 1993	70%	63%	54%	47%
Amount of respect from superiors					
	Spring 1995	82%	79%	61%	55%
	Spring 1994	82%	76%	62%	55%
	Spring 1993	82%	75%	63%	61%
Level of competence of supervisors					
	Spring 1995	78%	74%	62%	56%
	Spring 1994	78%	74%	63%	59%
	Spring 1993	76%	73%	61%	58%
Agree or strongly agree that . . .					
Army leadership will make the best decisions to maintain a quality Army.					
	Spring 1995	67%	61%	54%	46%
	Spring 1994	67%	62%	56%	51%
	Spring 1993	67%	58%	58%	49%
Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one’s job or career.					
	Spring 1995	55%	59%	45%	42%
	Spring 1994	57%	53%	44%	46%
	Spring 1993	62%	63%	48%	47%

**Significant gender differences are in bold. Shaded cells indicate significant differences between Spring 1995 and the earlier survey results.*

Pay

Male and female officers disagreed on all four of the items measuring satisfaction with pay. Male officers are more likely than female officers to be satisfied or very satisfied with the fairness of married vs. single pay (78% males; 69% females) and with special pay (such as bonuses) (56% males; 51% females). Female officers are more likely to be satisfied or very satisfied with the amount of basic pay (72% females; 60% males) and the amount of VHA/COLA (55% females; 47% males).

There are gender differences for only two of the four items for enlisted personnel. Female enlisted personnel are more likely than male enlisted personnel to be satisfied or very satisfied with the amount of basic pay (36% females; 28% males) and with special pay (such as bonuses) (39% females; 33% males).

Benefits

Of the 17 items measuring satisfaction with benefits, male and female officers differed on 10 items (see Figures 4a and 4b). In general, female officers are more likely to be positive about Army benefits while male officers are more likely to be concerned about the impact of force reduction on benefits following separation.

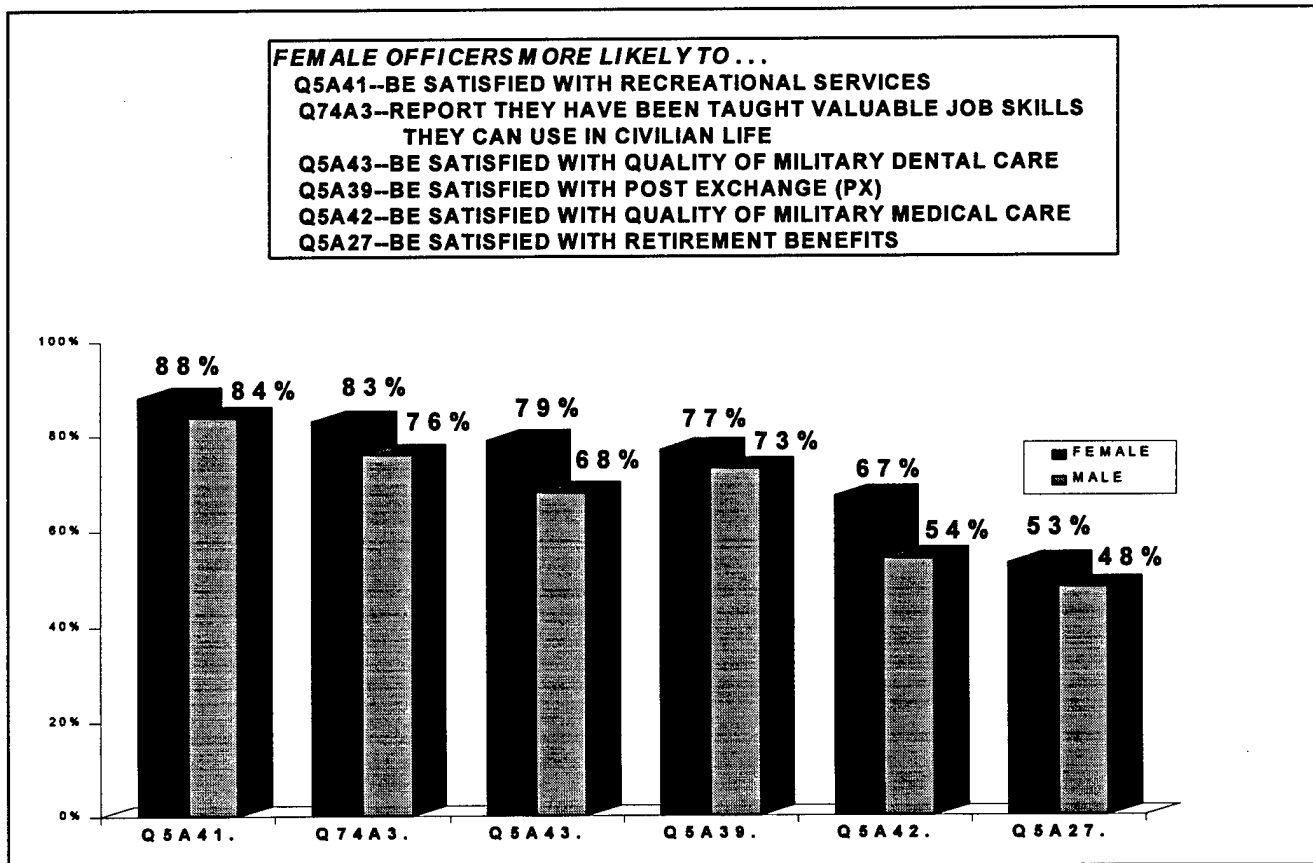


Figure 4a. Benefits – Females More Satisfied

MALE OFFICERS ARE MORE LIKELY TO...

Q74A5--REPORT THEY HAVE BEEN TAUGHT VALUABLE PERSONAL CHARACTERISTICS/ATTITUDES THEY CAN USE IN CIVILIAN LIFE BE VERY/EXTREMELY CONCERNED ABOUT...

Q4A2--LIMITED EXCHANGE/COMMISSARY/MEDICAL BENEFITS FOLLOWING SEPARATION

Q4A4-- CONTINUED EDUCATIONAL BENEFITS AFTER SEPARATION

Q4A3--EMPLOYMENT ASSISTANCE AFTER SEPARATION

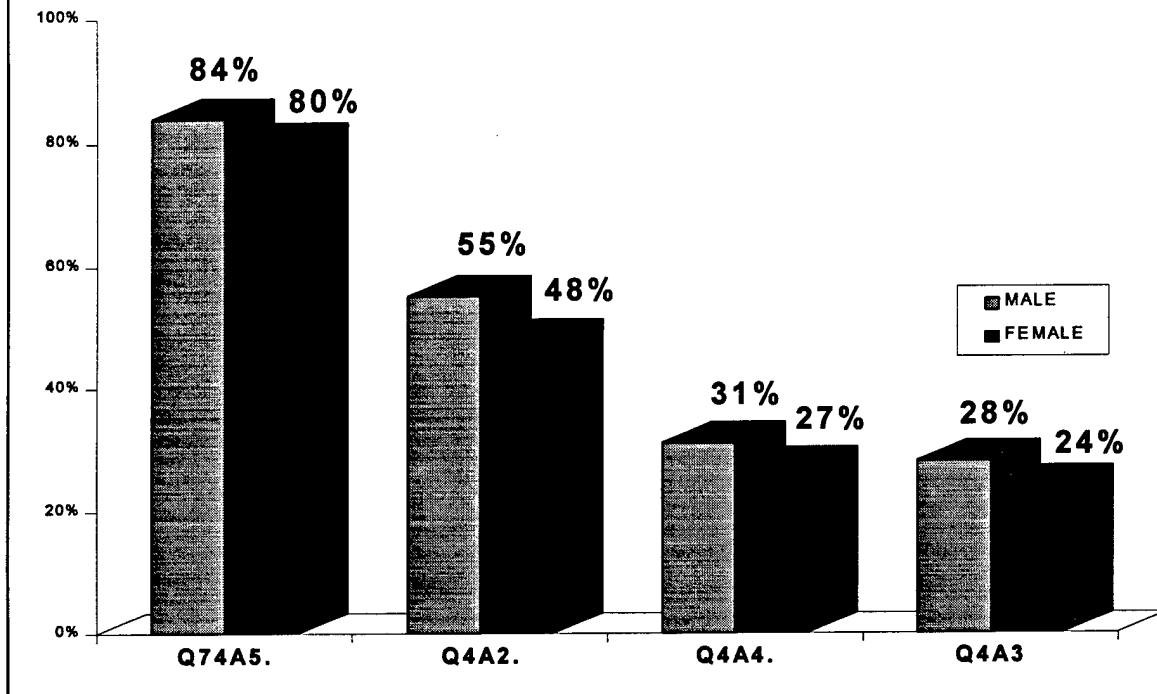


Figure 4b. Benefits – Males More Concerned

For enlisted personnel, females are more likely than males to be satisfied or very satisfied with the level of educational benefits (64% females; 56% males) and the quality of military dental care (73% females; 63% males).

Female enlisted personnel are also more likely to report that they have been taught valuable job skills in the Army than they can use later in civilian jobs (66% females; 55% males) and that they are very or extremely concerned about continued educational benefits after separation (66% females; 59% males).

Equity

Equity is assessed by looking at soldiers' responses to items addressing equity in treatment, capabilities, integration, Army Physical Fitness Test (APFT) requirements, and weight requirements. There are gender differences on all items for officers and on all but one item for enlisted personnel. The results reported in this section do not differ from findings from the Fall 1994 survey when results for many of these items were initially reported.

Treatment. Of the three items assessing equity in treatment, females are more likely to disagree with the statement that it would be difficult to take orders from someone of the opposite sex and are more likely to report that, in their units, both genders are expected to achieve to the same standards (see Figure 5). For the third item, male officers (92%) are more likely than female officers (85%) to report that female and male soldiers in their units are equally encouraged to succeed.

Of those officers and enlisted personnel who report unequal encouragement to succeed, female officers (14%) and female enlisted personnel (15%) are much more likely than their male counterparts (4% officers, 7% enlisted) to report that males are encouraged more.

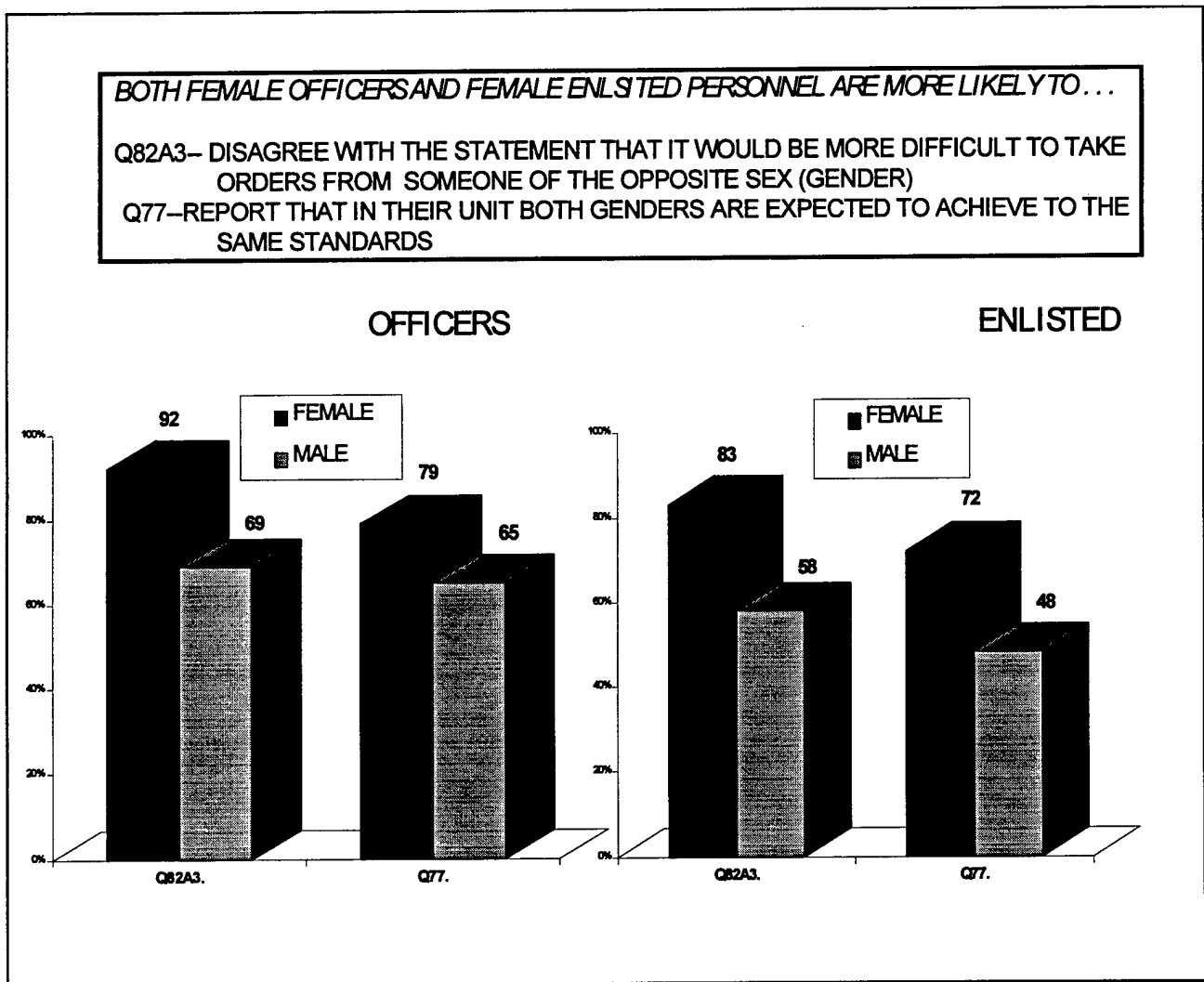


Figure 5. Equity In Treatment

Capabilities. Three items are used to measure equity in assessing soldiers' capabilities. Figure 6 shows comparisons of male and female soldiers who report that both genders are equally capable of meeting Army physical demands.

Female officers are more likely to report that both genders perform equally well in their assigned tasks and that females are just as able as males to meet the physical demands of being an Army soldier. There is no significant difference between male officers (76%) and female officers (78%) who report that both genders work equally hard. However, of those officers who perceive that there is a difference in performance, male officers are significantly more likely to report that males work slightly or much harder than females (21% males; 4% females) and female officers are significantly more likely to report that females work slightly or much harder than males (17% females; 2% males).

Female enlisted personnel are more likely than male enlisted personnel to report that both genders are equally capable on all three items.

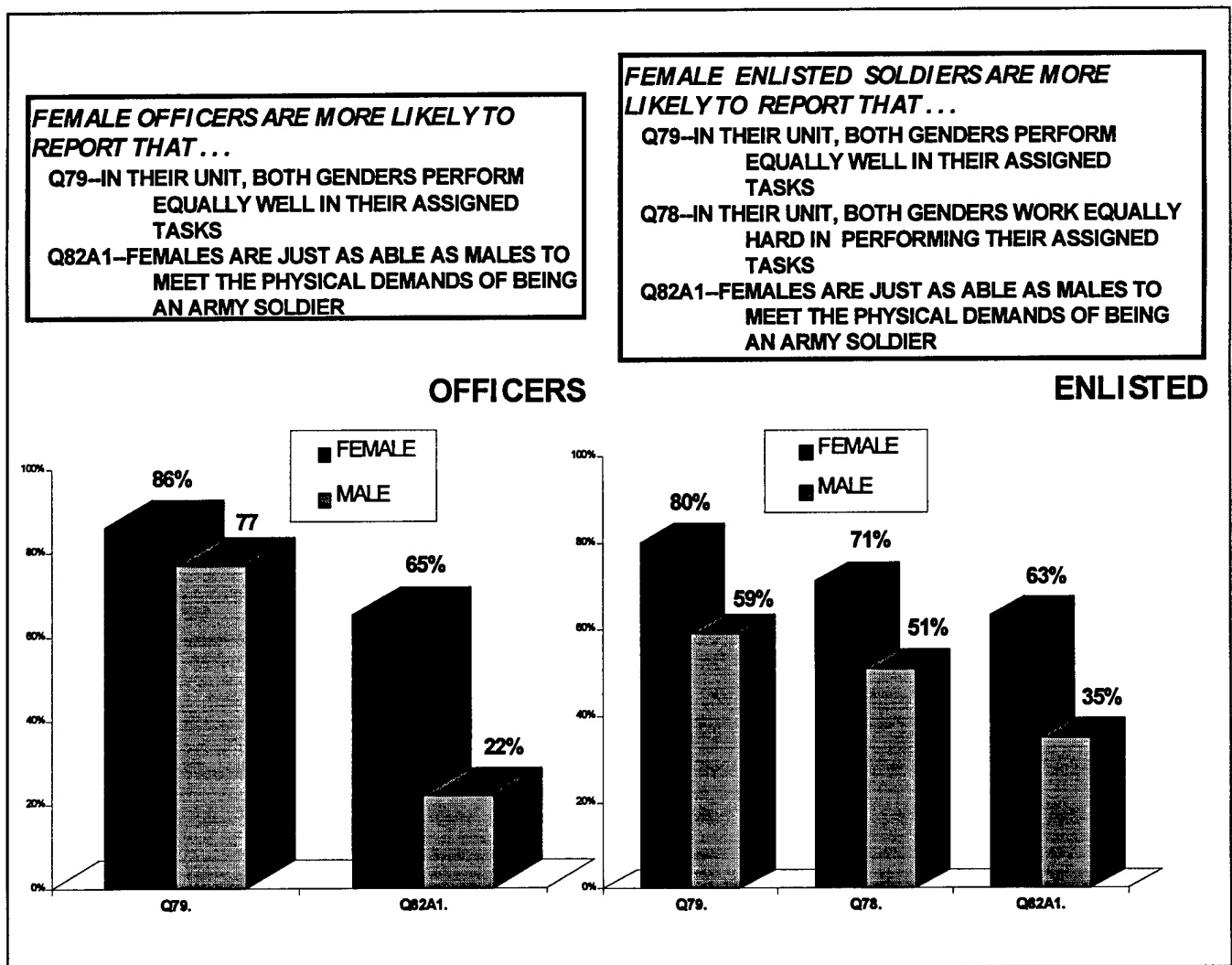


Figure 6. Equity In Capabilities

Integration. Soldiers were asked their opinions on what impact gender integration has on team work, the work atmosphere, and group cohesion (see Figure 7). Female soldiers are much more likely than their male counterparts to report that all soldiers work well together, to agree that having both genders in a unit improves the work atmosphere of the group, and to disagree with the statement that mixing males and females would negatively influence group cohesion/cooperation.

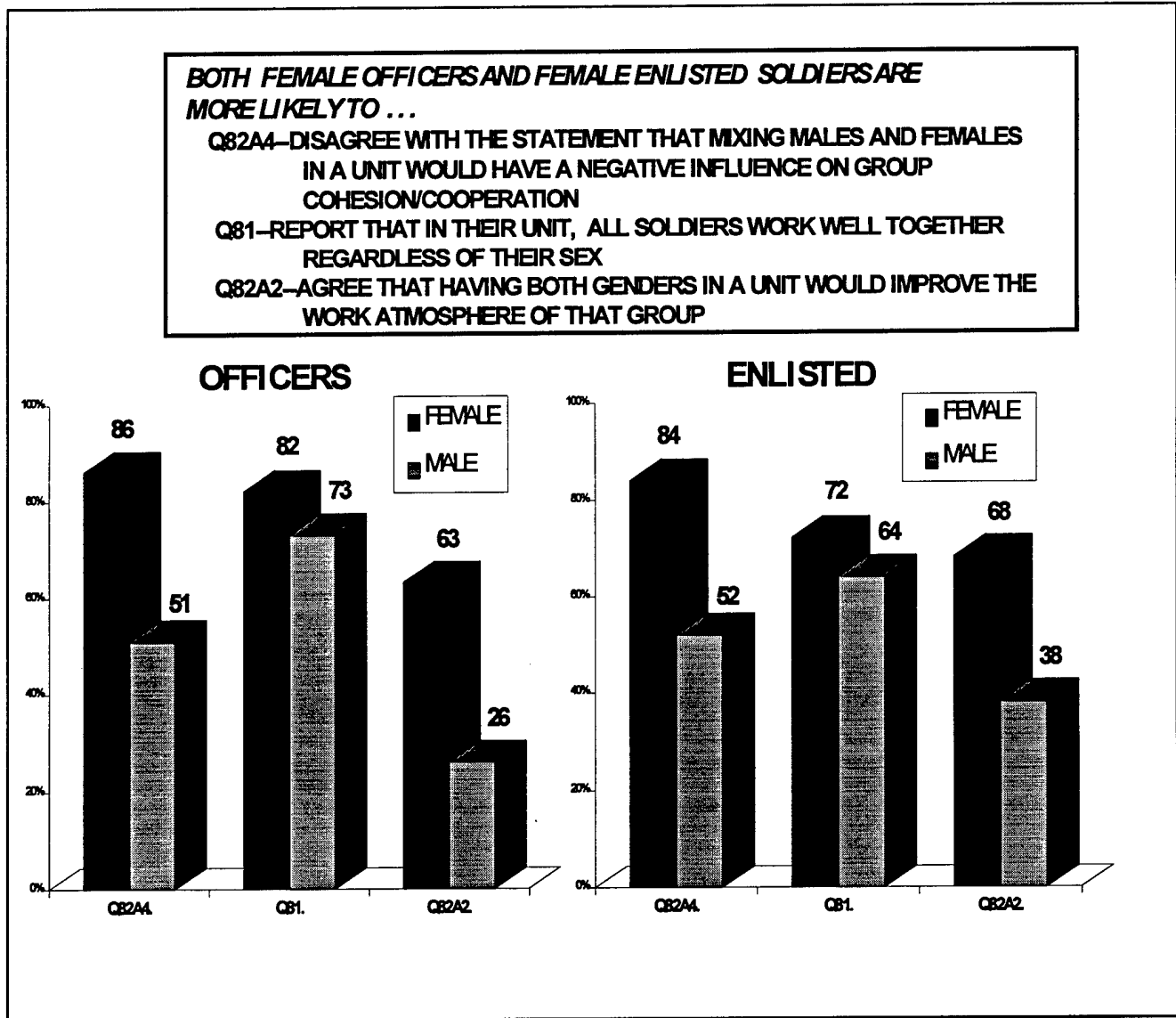


Figure 7. Equity In Integration

APFT/Weight Requirements. Fairness of APFT and weight requirements are measured by five survey items. In general, female soldiers are more likely to report that APFT and weight requirements are fair while their male counterparts are more likely to report the requirements are not fair (see Figures 8 and 9). However, male soldiers are more likely than female soldiers to believe that APFT requirements for males their age are very or extremely fair and male soldiers are more likely than their female counterparts to report that the administration of the APFT at their current location is very or extremely fair.

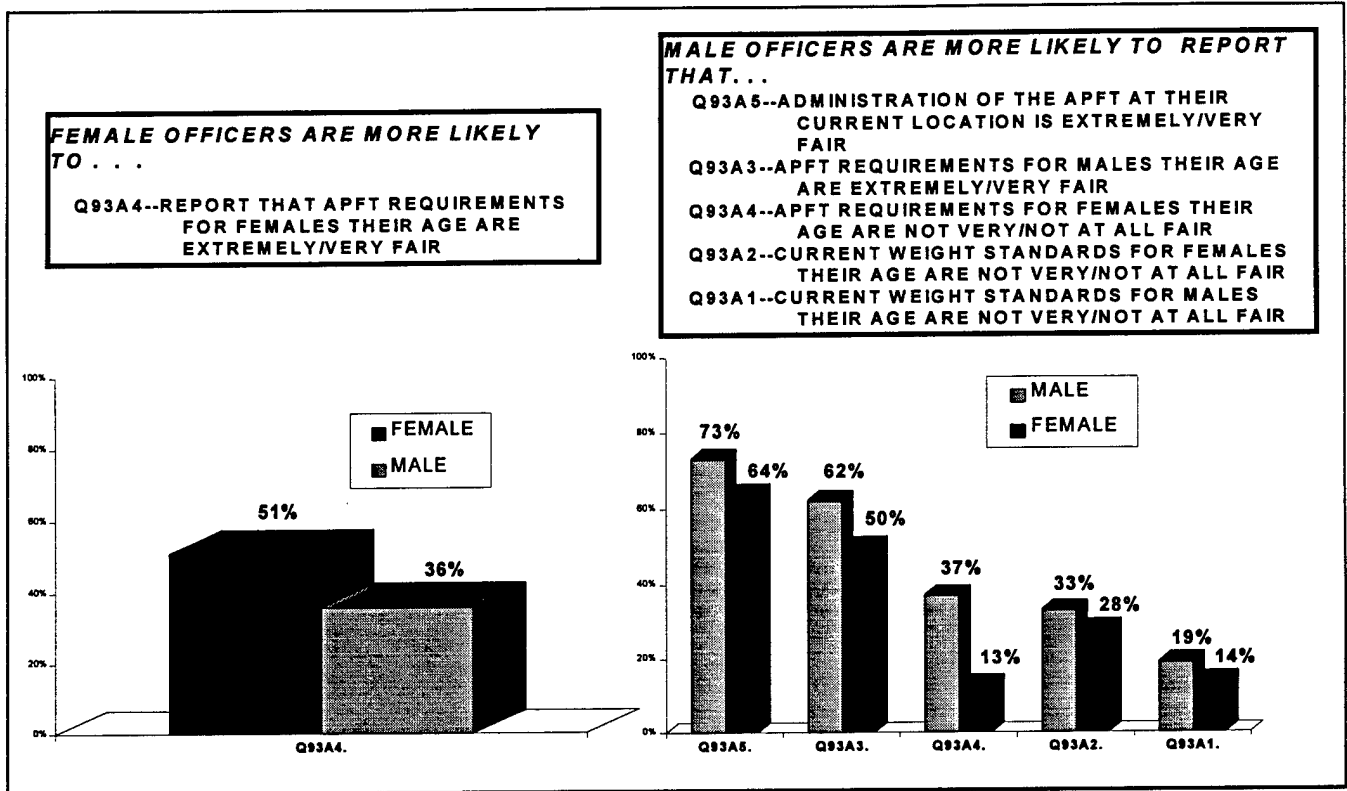


Figure 8. Equity In APFT/Weight Requirements -- Officers Responding

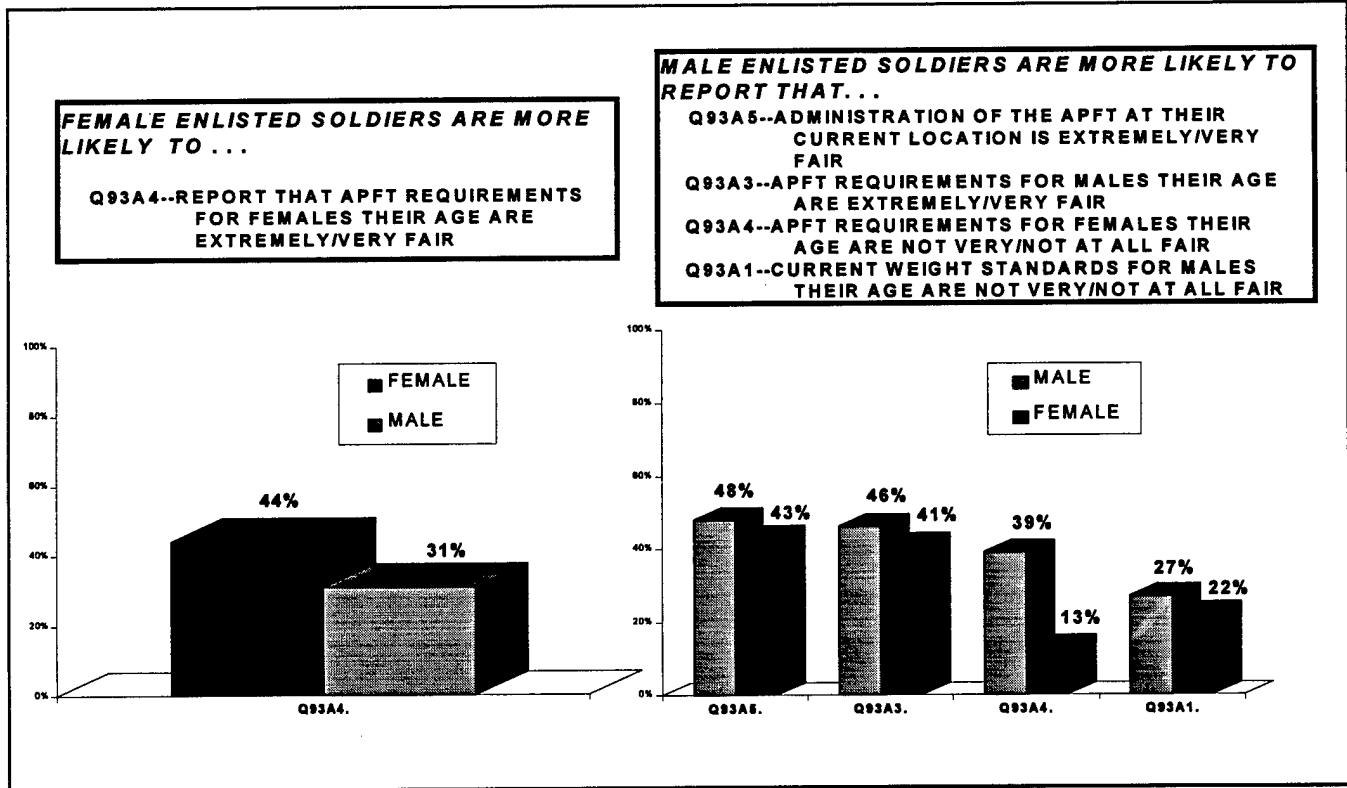


Figure 9. Equity In APFT/Weight Requirements -- Enlisted Responding

Developmental Courses

Framework of Analysis for Commissioned Officers. The officer portion of the Developmental Course section focused on the traditional leader development courses for commissioned officers (Warrant Officer courses were not surveyed). Commissioned officers were asked about both resident and non-resident attendance at the Combined Arms and Services Staff School (CAS³), the Army Command and General Staff College (CGSC), other Military Education Level 4 (MEL-4) courses, the Army War College (AWC), and other MEL-1 courses.

Data for this section are analyzed differently from the other survey facets: First, non-competitive officers (officers in the medical, dental, nursing, chaplain, and legal professions) are not included in the analysis. For officers in the non-competitive categories (approximately 49% of the female officer sample and 20% of the male officer sample), completing developmental courses in areas relative to their discipline may be of equal or greater importance to their career than completing leader developmental courses. For competitive category officers, completing leader development courses is critical to their career. It was assumed that these differences in perspective between competitive and non-competitive officers might impact the findings. Data presented in Tables 17 and 18 of this section are based on competitive category officers only.

Second, leader development courses are progressive in nature and are planned to occur at certain benchmarks as officers progress through the rank structure from company grade ranks (second lieutenant, first lieutenant, and captain) to field grade ranks (major, lieutenant colonel, and colonel). Results for this section are, therefore, analyzed and presented for company grade and field grade officers by gender.

Commissioned Officer Findings. There are no significant differences between female and male company grade officers in completion rates for any of the individual courses covered in the survey (see Table 17). However, for field grade officers, females are much more likely than their male counterparts to have completed either resident or non-resident CAS³.

Of those officers who had completed none of the courses listed in the survey, female company grade officers are much more likely than their male counterparts to report that they had completed none of the courses listed.

Table 17. Course Completions -- Competitive Category Officers' Responses

HAVE COMPLETED THE FOLLOWING COURSES	COMPANY GRADE		FIELD GRADE		
	MALE SE=±3%	FEMALE SE=±3%	MALE SE=±4%	FEMALE SE=±4%	
CAS ³ Non-Resident	41%	37%	57%	70%	
	23%	25%	61%	79%	
CGSC Non-Resident	7%	7%	60%	63%	
	1%	--*	49%	47%	
Other MEL-4 Non-Resident	--	1%	3%	2%	
	2%	1%	15%	13%	
AWC Non-Resident	--	--	5%	1%	
	--	--	8%	2%	
Other MEL-1 Non-Resident	2%	--	1%	1%	
	11%	6%	5%	3%	
HAVE COMPLETED EITHER RESIDENT OR NON-RESIDENT OF ...					
CAS ³	41%	39%	62%	82%	
CGSC	5%	5%	87%	86%	
Other MEL-4	1%	2%	12%	10%	
AWC	--	--	9%	3%	
Other MEL-1	9%	6%	4%	3%	
HAVE COMPLETED NONE OF THE ABOVE COURSES		49%	56%	1%	2%

**Blank cells indicate percentages are less than 1%. Bold figures indicate significant differences.*

Officers were asked six additional questions: three about their most recent course completion and three that addressed education or training opportunities. There are no significant differences between male and female company grade or male and female field grade officers for any of these additional items. However, a table showing officer responses is included (see Table 18) because of their pattern of responses. Less than half of all officers (both company grade and field grade) rated the quality and usefulness of their training as very good or excellent. Additionally, less than half of company grade officers and less than one-third of field grade officers report that they are confident they would get the training they need to be competitive for promotion or that selection for training/developmental courses is very or extremely fair.

Table 18. Other Developmental Course Items -- Competitive Category Officers' Responses

FOR MOST RECENTLY COMPLETED COURSE:	COMPANY GRADE		FIELD GRADE	
	MALE	FEMALE	MALE	FEMALE
	SE=±4%	SE=±4%	SE=±4%	SE=±5%
Quality of the training was very good or excellent	41%	43%	50%	42%
Usefulness for next follow-on assignment was very good or excellent	39%	38%	47%	39%
Training was received at about the right time in my career	72%	76%	74%	81%
	SE=±3%	SE=±3%	SE=±3%	SE=±4%
Officers who are satisfied or very satisfied with their access to education/training	61%	66%	73%	76%
Officers who are very or extremely confident they will get the training/developmental courses needed to be competitive for promotion	38%	38%	18%	22%
Selections for training/developmental courses are very or extremely fair	40%	37%	33%	30%

Enlisted Personnel Findings. Questions for enlisted personnel focused on attendance or completion of the Primary Leadership Development Course (PLDC), Basic Noncommissioned Officers Course (BNCOC), Advanced Noncommissioned Officers Course (ANCOC), First Sergeants Course, Sergeants Major Course, Command Sergeants Major Course, and the Battle Staff NCO Course.

Data for enlisted personnel are presented by grouped rank: **Junior Enlisted** (Private 2 through Corporal/Specialist), **Junior Noncommissioned Officer (NCO)** (Sergeant through Staff Sergeant), and **Senior NCO** (Sergeant First Class through Sergeant Major/Command Sergeant Major) by gender.

The only significant gender difference occurred for Senior NCOs on completion of the First Sergeants Course. Males are much more likely than females to report that they had completed the course (see Table 19).

Table 19. Course Completions -- Enlisted Personnel

HAVE COMPLETED THE FOLLOWING COURSES	JUNIOR ENLISTED		JUNIOR NCOs		SENIOR NCOs	
	MALE ±2%	FEMALE ±3%	MALE ±3%	FEMALE ±4%	MALE ±3%	FEMALE ±4%
PLDC	20%	17%	99%	99%	95%	94%
BNCOC	3%	1%	76%	73%	85%	79%
ANCOC	--	--	14%	9%	98%	95%
First Sergeants Course	--	--	1%	--	21%	9%
Sergeants Major Course	--	--	1%	--	12%	6%
CSM Course	--	--	--	--	4%	1%
Battle Staff NCO Course	--	--	2%	1%	12%	9%
HAVE COMPLETED NONE OF THE ABOVE COURSES	81%	85%	1%	2%	<1%	1%

Enlisted personnel were also asked six additional questions: three about their most recent course completion and three that addressed education and training opportunities.

Female Junior NCOs and Senior NCOs are significantly more likely than their male counterparts to report that they had received their most recent course at about the right time in their career (see Table 20). While there are no significant differences between male and female Senior NCOs on rating the quality or usefulness of the most recent course, higher percentages of males rated the quality and usefulness as very good or excellent (a pattern also observed for field grade officers).

Female Junior Enlisted and female Junior NCOs are significantly more likely than their male counterparts to be satisfied or very satisfied with their access to education and training (see Table 20). There are no other significant gender differences for enlisted personnel.

In addition to the gender differences, Junior Enlisted personnel are more likely to report that the selection for training/developmental courses are not very or not at all fair (compared to Junior Enlisted reporting "very or extremely fair"). Additionally, Junior Enlisted personnel are as likely to report that they are not very confident or not at all confident that they will get the courses they need to be competitive for promotion (33% males; 36% females) when compared to Junior Enlisted reporting "very or extremely confident").

Junior NCOs are as likely to report that selection for training/developmental courses are not very or not at all fair (24% and 22%) when compared with Junior NCOs reporting that selection is very or extremely fair (20% and 22%).

Table 20. Other Developmental Course Items -- Enlisted Personnel

FOR MOST RECENTLY COMPLETED COURSE	JUNIOR ENLISTED		JUNIOR NCOs		SENIOR NCOs	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	SE=±6%	SE=±8%	SE=±3%	SE=±4%	SE=±4%	SE=±5%
Quality of the training was very good or excellent	51%	53%	45%	46%	47%	38%
Usefulness for next follow-on assignment was very good or excellent	46%	46%	41%	43%	41%	35%
Training was received at about the right time in my career	65%	67%	71%	79%	69%	79%
	SE=±3%	SE=±3%	SE=±3%	SE=±4%	SE=±3%	SE=±4%
Enlisted who are satisfied or very satisfied with their access to education/training	49%	58%	53%	68%	65%	71%
Enlisted who are very or extremely confident they will get the training/developmental courses needed to be competitive for promotion	31%	28%	38%	43%	47%	46%
Selections for training/developmental courses are . . .						
very or extremely fair	16%	14%	20%	22%	33%	28%
not very or not at all fair	35%	32%	24%	22%	16%	20%

Absence From Duty Station For Military Reasons

Soldiers were asked to report how many weeks out of the 12 months prior to the survey they had been away from their duty station because of other military duties, e.g., deployments, assignments, training, or TDY.

It was assumed that soldiers assigned to Combat Arms (CA), Combat Support (CS), Combat Service Support (CSS), or, for officers, specialty branches (e.g. medical, dental, legal, nursing) might have different deployment, TDY, or training requirements. Table 21 shows a comparison of gender groups based on branch and Military Occupational Specialty (MOS). Results show that . . .

- the majority of all groups (ranging from 64% to 83%) report that they were away from their duty station for military duties for a week or more during the 12 months prior to completing the survey
- there were no gender differences for officers in Combat Arms branches or Combat Service Support branches

- significant gender differences occurred for both officers and enlisted personnel assigned to Combat Support branches or MOS with males (83% officers/70% enlisted) being much more likely than females (68% officers/54% enlisted) to report being absent a week or more. Conversely, female CS soldiers (22% officers/39% enlisted) were much more likely than their male counterparts (12% officers/23% enlisted) to report not being absent at all for military reason.
- enlisted males (58%) in CSS MOS are significantly more likely than their female counterparts (45%) to report being absent a week or more.
- male officers (76%) in specialty branches are significantly more likely than their female counterparts (64%) to report being absent a week or more.

Table 21. Absent From Duty For Military Reasons

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
COMBAT ARMS	SE=3%	SE=6%	SE=3%	NA*
Not absent for military reasons	12%	19%	20%	↓
Absent less than one week	7%	6%	6%	↓
Absent for one or more weeks	82%	75%	73%	↓
COMBAT SUPPORT	SE=5%	SE=3%	SE=4%	SE=5%
Not absent for military reasons	12%	22%	23%	39%
Absent less than one week	5%	10%	8%	7%
Absent for one or more weeks	83%	68%	70%	54%
COMBAT SERVICE SUPPORT	SE=5%	SE=3%	SE=3%	SE=2%
Not absent for military reasons	17%	21%	33%	47%
Absent less than one week	9%	11%	9%	8%
Absent for one or more weeks	75%	69%	58%	45%
SPECIALTY BRANCHES	SE=4%	SE=2%	NA	NA
Not absent for military reasons	13%	23%	↓	↓
Absent less than one week	11%	12%	↓	↓
Absent for one or more weeks	76%	64%	↓	↓

*There were not enough enlisted females to allow comparison by Combat Arms MOS.

Responses from soldiers who indicated that they were absent for at least a week or more were further analyzed to determine if there were any differences in how long soldiers are absent from their duty station for military reasons. Table 22 shows that . . .

- with the exception of officer specialty branches, the largest percentages of all soldiers (ranging from 45% to 56%) report that they were absent from their duty station **between five and 16 weeks**.
- CA soldiers (both male and female) and male CS soldiers are more likely than CSS or Specialty branch soldiers (both male and female) to report being absent for **more than 16 weeks**.

There were no significant gender differences in the length of soldiers' absence from military duty with the following exceptions:

- enlisted males (31%) in Combat Support MOS are much more likely than their female counterparts (18%) to report being absent for military reasons for **more than 16 weeks**.
- enlisted females (40%) in Combat Service Support MOS are much more likely than their male counterparts (30%) to report being absent for military reasons for **one to four weeks**.

Table 22. Length Of Time Absent From Duty (of those gone for at least a week)

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
COMBAT ARMS	SE=3%	SE=7%	SE=3%	NA
1-4 weeks	22%	21%	20%	↓
5-16 weeks	50%	47%	48%	↓
More than 16 weeks	28%	31%	32%	
COMBAT SUPPORT	SE=5%	SE=4%	SE=5%	SE=7%
1-4 weeks	23%	32%	24%	27%
5-16 weeks	52%	50%	45%	55%
More than 16 weeks	25%	18%	31%	18%
COMBAT SERVICE SUPPORT	SE=5%	SE=4%	SE=3%	SE=3%
1-4 weeks	30%	34%	30%	40%
5-16 weeks	56%	47%	51%	45%
More than 16 weeks	14%	19%	19%	15%
SPECIALTY BRANCHES	SE=4%	SE=3%	NA	NA
1-4 weeks	50%	51%	↓	↓
5-16 weeks	40%	39%		
More than 16 weeks	10%	16%		

Family

The Family facet is comprised of six family demographic items and fourteen “attitude” items.

Family Demographics. There are significant gender differences in family demographics. Male soldiers are much more likely than female soldiers to be married and their spouses are more likely to be non-military. Female soldiers are more likely to be “geographic bachelors,” i.e. are not co-located with their spouses. Female soldiers are also more likely to have a spouse who is either in the military or working in a civilian job.

Table 23. Family Demographics

	OFFICER		ENLISTED	
	Male	Female	Male	Female
Male soldiers are more likely to currently . . .				
be married	80%	58%	65%	51%
have dependent child(ren) living with	55%	32%	42%	39%
<i>Of those who are NOT married:</i>				
Female soldiers are more likely to be currently divorced	19%	28%	15%	30%
<i>Of those married (or who have significant other):</i>				
Female soldiers are more likely to . . .				
be “geographic bachelors”	8%	21%	20%	26%
be married to another military member	7%	54%	10%	63%
have a civilian spouse/significant other who works part-time or full-time for pay	48%	66%	53%	71%
<i>Of those married (or who have significant other):</i>				
female soldiers are more likely to be part of a dual income couple—spouse is either a member of the military or is employed	45%	77%	49%	81%

Marital status does appear to affect career intent for soldiers who are more junior in rank (see Table 24). For officers, company grade males (18%) who are married are much less likely than their single counterparts (29%) to report that they will leave at the end of their current obligation. The same pattern holds true for males in the junior enlisted and junior NCO ranks. Married male enlisted soldiers in the junior ranks are much less likely than their single counterparts to report that they will leave. There are no differences based on marital status for either female officers or for female enlisted personnel.

Table 24. Soldiers Reporting They Will Probably/Definitely Leave After Current Obligation By Marital Status and Grouped Rank

	MALE		FEMALE	
	Married	Not married	Married	Not married
Company Grade	18%	29%	29%	26%
Field Grade	7%	7%	7%	9%
Junior Enlisted	49%	63%	53%	56%
Junior NCOs	18%	30%	25%	19%
Senior NCOs	5%	3%	6%	4%

Family “Attitudes.” The majority of both officers and enlisted personnel report that their families have adjusted well to the demands of being an Army family. There is no significant difference between male and female officers for this item; however, male enlisted personnel (69%) are significantly more likely than female enlisted personnel (62%) to report their family has adjusted well. The majority of both officers and enlisted personnel report that they are satisfied or very satisfied with the quality and availability of Army family programs and that their spouse or significant other is supportive of an Army career.

Table 25. Family “Attitude” Items for Which There are NO Gender Differences

ITEM	MALES	FEMALES
Family has adjusted well to the demands of being an “Army family”		
Officers	85%	81%
Spouse/significant other is fairly/very supportive of your making a career of the Army.		
Officers	80%	80%
Enlisted Personnel	64%	64%
Soldier satisfied/very satisfied with the quality of Army family programs.		
Officers	74%	78%
Enlisted Personnel	64%	67%
Soldier satisfied/very satisfied with the availability of Army family programs		
Officers	75%	76%
Enlisted Personnel	65%	67%

There are also no differences for officers on the three family stress items (see Stress facet summary-pages 6-7). Enlisted males (49%) are more likely than enlisted females (44%) to report that, compared to previous Army duty assignments, their current assignment has placed more or the most stress to date on family relationships. There are no differences for enlisted personnel for the other two stress items.

There are five additional items asking soldiers how satisfied or dissatisfied they are with a series of Army family benefits. Female soldiers are significantly more satisfied than their male counterparts with each of these benefits (see Table 26).

Table 26. Soldiers Reporting They Are Satisfied/Very Satisfied With Family Benefits

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Quality of family medical care	41%	63%	43%	53%
Availability of family medical care	32%	50%	41%	51%
Quality of family dental care	41%	54%	41%	50%
Availability of family dental care	30%	36%	37%	45%
Spouse career/work opportunities	47%	52%	39%	46%

Soldiers were also asked how satisfied they are with the amount of time separated from family. Male officers are much more likely than female officers to report that they are satisfied or very satisfied with the amount of time separated from family. There are no gender differences for enlisted personnel; however, three out of five (59% males, 62% females) enlisted soldiers report that they are dissatisfied or very dissatisfied with the amount of time separated from family.

Table 27. Soldiers Reporting They Are Satisfied/Very Satisfied With Amount of Time Separated from Family

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Amount of time separated from family	58%	50%	41%	38%

Soldiers were asked how many weeks out of the last 12 months they had been away from their *spouse/child(ren)* because of their military duties. This question is similar to an earlier question which asked soldiers how many weeks they had been away from their *duty station* during the 12 months prior to the survey. Based on the assumption that different branches and MOS have different deployment, training, and TDY assignments (as noted in the analysis of the absence from duty station question), we compared responses based on branch and MOS. Table 28 shows a comparison of gender groups based on branch and MOS. Results show that . . .

- the majority of all groups (ranging from 65% to 90%) report that they were away from their families for military duties for a week or more during the 12 months prior to completing the survey

- there were no gender differences for officers in CA, CS, or CSS branches.
- male officers (80%) in specialty branches are significantly more likely than their female counterparts (71%) to report being absent a week or more.
- male enlisted personnel (83%) in CS MOS) are significantly more likely than their female counterparts (70%) to report being absent a week or more.
- enlisted males (74%) in CSS MOS are significantly more likely than their female counterparts (65%) to report being absent a week or more.

Table 28. Absent From Spouse/Children for Military Duties

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
COMBAT ARMS	SE=3%	SE=8%	SE=4%	NA*
Not absent for military reasons	7%	10%	10%	↓
Absent less than one week	6%	8%	7%	↓
Absent for one or more weeks	87%	82%	83%	↓
COMBAT SUPPORT	SE=5%	SE=5%	SE=5%	SE=7%
Not absent for military reasons	6%	10%	12%	22%
Absent less than one week	4%	5%	5%	8%
Absent for one or more weeks	90%	85%	83%	70%
COMBAT SERVICE SUPPORT	SE=5%	SE=4%	SE=3%	SE=3%
Not absent for military reasons	8%	9%	19%	28%
Absent less than one week	9%	10%	7%	8%
Absent for one or more weeks	83%	81%	74%	65%
SPECIALTY BRANCHES	SE=4%	SE=3%	NA	NA
Not absent for military reasons	9%	18%	↓	↓
Absent less than one week	11%	11%	↓	↓
Absent for one or more weeks	80%	71%	↓	↓

*There were not enough female enlisted personnel to allow for a comparison of Combat Arms MOS.

Table 29. Length Of Time Absent (of those gone for at least a week)

	OFFICERS		ENLISTED	
	MALE	FEMALE	MALE	FEMALE
COMBAT ARMS	SE=4%	SE=8%	SE=4%	NA
1-4 weeks	17%	10%	20%	↓
5-16 weeks	47%	33%	33%	↓
More than 16 weeks	36%	57%		
COMBAT SUPPORT	SE=6%	SE=5%	SE=5%	SE=7%
1-4 weeks	18%	19%	16%	19%
5-16 weeks	51%	39%	44%	41%
More than 16 weeks	31%	42%	40%	40%
COMBAT SERVICE SUPPORT	SE=6%	SE=5%	SE=3%	SE=3%
1-4 weeks	27%	21%	20%	22%
5-16 weeks	54%	44%	47%	42%
More than 16 weeks	19%	35%	33%	26%
SPECIALTY BRANCHES	SE=4%	SE=3%	NA	NA
1-4 weeks	42%	39%	↓	↓
5-16 weeks	43%	36%		
More than 16 weeks	15%	25%		

The impact of length of separation on career intent is discussed in the section entitled *Why Some Soldiers Think About Leaving the Army*.

Career Intent

Percentages of soldiers reporting that they will probably or definitely stay **until retirement** have been stable since the Spring of 1992. Male officer percentages have ranged from 68% to 71%, female officers from 46% to 52%, male enlisted personnel from 41% to 43%, and female enlisted personnel from 28% to 33%. Findings from the *Spring 1995 SSMP* are consistent with earlier findings (see Figure 10). Male officers (68%) are significantly more likely than female officers (52%) to report that they will probably or definitely stay until retirement. Male enlisted personnel (42%) are also significantly more likely than female enlisted personnel (30%) to report that they plan to stay to retirement.

Soldiers who report they will probably or definitely stay **past their current obligation** are considered "Stayers" (along with those reporting they will stay to retirement) because the longer a soldier stays in the Army, the more likely he or she will stay until retirement. A comparison of Stayers versus Leavers (see Figure 10) shows that male officers (86%) are significantly more likely to be Stayers than are female officers (79%). There are no significant differences for enlisted personnel when comparing Stayers versus Leavers.

STAYERS ARE MOST LIKELY TO BE MALE OFFICERS.
LEAVERS ARE MOST LIKELY TO BE FEMALE ENLISTED PERSONNEL.

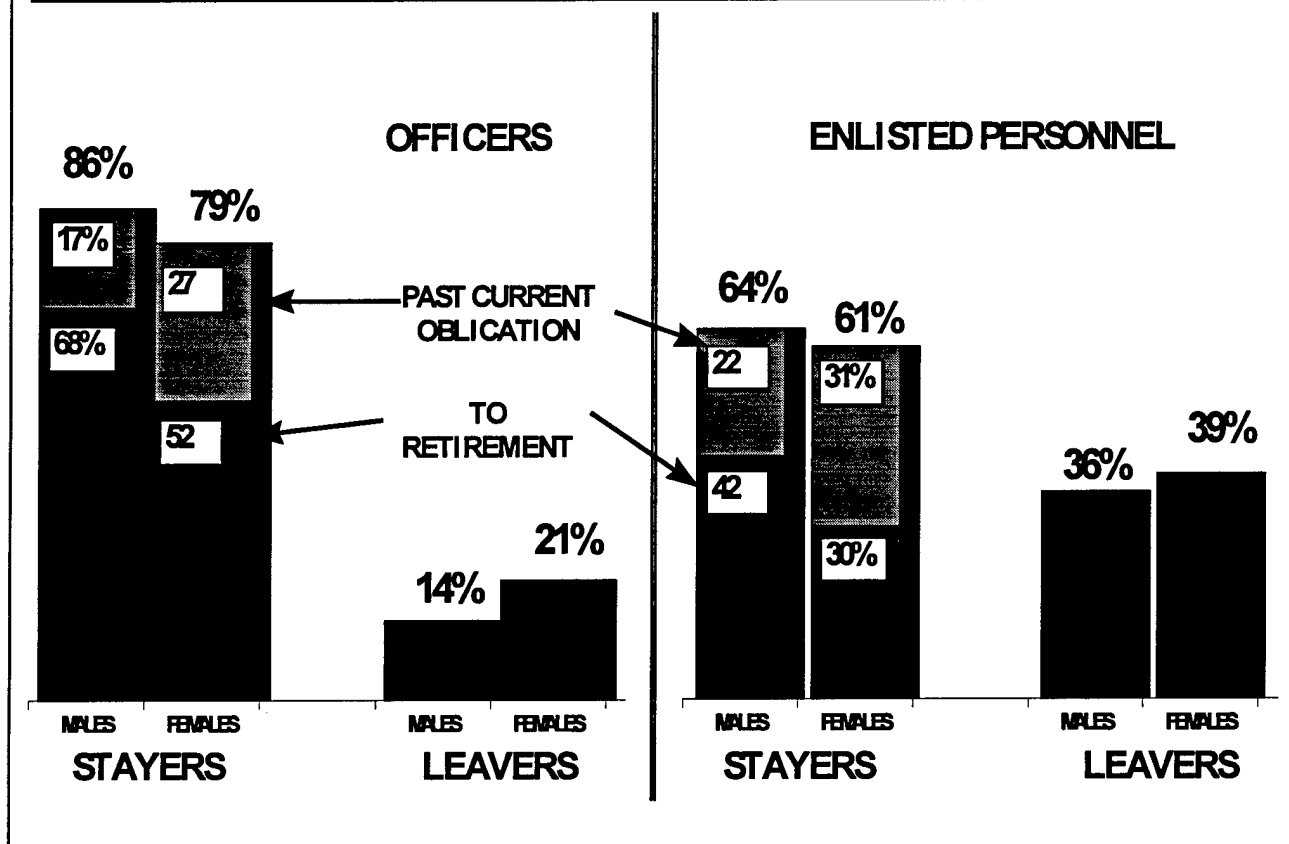


Figure 10. Career Intent

Impact of Job Satisfaction on Career Intent

Discriminant function analysis is a statistical technique in which linear combinations of variables are used to distinguish between two or more categories or groups of respondents. For our purposes, the survey items from several of the job satisfaction facets were used to “discriminate” between two groups of respondents—Stayers and Leavers. Direct entry discriminant function analyses were performed using items from each of the following job facets to predict a soldier’s group membership: Commitment/Loyalty, Job Security, Job Characteristics, Promotion, Benefits, Pay, Co-workers, Leadership, Immediate Supervisor, Equity, and Global Satisfaction. The results are displayed in Tables 30 and 31.

Table 30. Discriminant Function Results--Officers

FEMALE OFFICERS--4553		% TOTAL	n	Stayers Correct	n	Leavers Correct	n	# of Pred. Var.	Correlations of predictor variables with discriminant function (> .60)	CHI SQ	P <
FACET NAME			4492	3634	858						
GLOBAL ITEMS	79%	4120	86%	3283	51%	795	9	Q76(.98) Q72(.58) Q5A1(.56) Q104(.56) Q5A53(.51) Q63(.50)	677.5	0.01	
COMMITMENT	77%	4259	78%	3446	74%	792	9	Q74A6(.79) Q74A4(-.63) Q74A2(-.54)	1129.9	0.01	
JOB SECURITY	71%	4133	71%	3304	67%	811	16	Q4A6(.54) Q2A1(.52) Q4A5(.50)	582.0	0.01	
JOB CHARACTERISTICS	69%	4044	70%	3241	63%	759	14	Q5A6(.56) Q5A30(.53) Q5A18(.52) Q5A13(.49)	430.2	0.01	
PROMOTION	67%	4373	75%	3495	31%	826	2	Q5A15(.99)	36.2	0.01	
BENEFITS	67%	4037	69%	3212	60%	807	15	Q74A5(.74) Q4A2(-.55) Q74A3(.51)	340.7	0.01	
PAY	64%	4443	72%	3555	33%	837	2	Q5A24(.95)	23.2	0.01	
CO-WORKERS	63%	3818	65%	3129	53%	644	5	Q105(.95)	106.8	0.01	
LEADERSHIP	61%	3671	63%	2972	54%	661	16	Q5A21(.83) Q5A22(.75) Q5A23(.74) Q107A5(.63)	102.8	0.01	
IMMEDIATE SUPERVISOR	58%	4446	60%	3542	51%	844	5	Q50(.97) Q51A2(.78) Q51A3(.75) Q49(.72) Q51A1(.50)	46.5	0.01	
EQUITY	56%	3955	57%	3191	56%	716	9	Q82A1(-.71) Q82A4(.65) Q82A3(.52)	43.8	0.01	
MALE OFFICERS--3665		% TOTAL	n	Stayers Correct	n	Leavers Correct	n	# of Pred. Var.	Correlations of predictor variables with discriminant function (> .60)	CHI SQ <th>P <</th>	P <
FACET NAME			3516	3019	497						
GLOBAL ITEMS	80%	3229	83%	2731	60%	460	9	Q76(.95) Q5A1(.69) Q5A2(.64) Q72(.63) Q5A3(.58) Q63(.58)	500.0	0.01	
COMMITMENT	74%	3352	74%	2872	75%	463	9	Q5A53(.55) Q104(.53)	541.9	0.01	
JOB SECURITY	69%	3225	71%	2730	60%	459	14	Q74A6(.72) Q74A4(-.64) Q74A2(-.59)	302.2	0.01	
PROMOTION	68%	3187	68%	2701	66%	468	16	Q61(.59) Q5A6(.51)	302.1	0.01	
BENEFITS	67%	3477	75%	2944	31%	488	2	Q5A25(.94) Q5A24(.63)	11.6	0.01	
PAY	67%	3455	73%	2933	35%	482	2	Q5A15(.997)	16.5	0.01	
CO-WORKERS	66%	3148	67%	2656	59%	455	15	Q5A27(.60) Q4A2(.50)	221.2	0.01	
LEADERSHIP	65%	3519	68%	2985	48%	489	5	Q50(.99) Q51A3(.86) Q51A2(.85) Q49(.81) Q51A1(.61)	61.5	0.01	
IMMEDIATE SUPERVISOR	64%	3211	66%	2709	56%	461	16	Q5A21(.69) Q107A5(.66) Q5A22(.64) Q5A23(.62) Q108A1(.54)	113.9	0.01	
EQUITY	64%	2350	67%	2018	44%	303	9	Q77A2(.86) Q79(.58) Q82A4(.54)	9.8	0.36	
CO-WORKERS	61%	3155	62%	2736	58%	378	5	Q105(.88)	120.5	0.01	

Table 31. Discriminant Function Results--Enlisted Personnel

FEMALE ENLISTED-2823		% TOTAL	n=	Stayers Correct	n=	Leavers Correct	n=	# of Pred. Var.	Correlations of predictor variables with discriminant function (> .50)	CHI SQ	P <
FACET NAME			2780		1919		861				
GLOBAL ITEMS		74%	2470	78%	1673	65%	769	9	Q76 (.96) Q5A53(.59) Q63(.57) Q72(.54) Q5A1(.51) Q104(.51) Q5A2(.50)	631.4	0.01
JOB SECURITY		75%	2462	78%	1670	70%	769	16	Q2A1(.54) Q3A3(.53) Q4A5(.50) Q4A1(.50)	755.4	0.01
COMMITMENT		74%	2626	74%	1802	74%	800	9	Q74A6(.80) Q74A2(-.67) Q74A4(-.63) Q74A8(.56) Q10(-.50)	758.3	0.01
JOB CHARACTERISTICS		70%	2427	72%	1637	65%	762	14	Q61(-.59) QA30(.54) Q64(-.50)	418.0	0.01
BENEFITS		69%	2430	71%	1641	64%	760	15	Q74A5 (.58) Q74A3 (.53) Q74A2 (-.52)	422.7	0.01
CO-WORKERS		64%	2073	66%	1534	59%	516	5	Q105(.87) Q5A5(.53)	127.4	0.01
LEADERSHIP		63%	2322	64%	1570	61%	725	16	Q5A22(.69) Q5A23(.64) Q5A21(.57) Q108A5(.54) Q108A1(.54)	193.7	0.01
EQUITY		61%	2367	65%	1644	53%	690	9	Q82A4 (.58) Q82A1 (-.51) Q77 (.51)	75.9	0.01
PAY		59%	2749	64%	1872	49%	841	2	Q5A25 (.95) Q5A24 (.65)	47.7	0.01
IMMEDIATE SUPERVISOR		58%	2777	60%	1890	55%	849	5	Q50(.97) Q49(.88) QA2(.83) QA3(.79) QA1(.56)	67.2	0.01
PROMOTION		56%	2716	55%	1847	57%	834	2	Q5A15(.96) Q68A3(-.76)	69.3	0.01
FACET NAME											
MALE ENLISTED-4172		% TOTAL	n=	Stayers Correct	n=	Leavers Correct	n=	# of Pred. Var.	Correlations of predictor variables with discriminant function (> .50)	CHI SQ <th>P <</th>	P <
FACET NAME			4103		2783		1320				
GLOBAL ITEMS		73%	3650	76%	2415	65%	1194	9	Q76 (.91) Q5A1(.66) Q63(.65) Q5A53(.64) Q72(.62) Q104(.60)	915.39	0.01
JOB SECURITY		75%	3551	78%	2345	69%	1185	16	Q2A1(.61) Q4A1(.52) Q4A5(.50)	1082.9	0.01
COMMITMENT		75%	3897	75%	2631	75%	1241	9	Q74A4(.67) Q74A2(.66) Q74A6(-.63) Q10(.54) Q74A8(-.54)	1231.6	0.01
BENEFITS		70%	3511	72%	2323	65%	1151	15	Q4A2 (-.64) Q74A5 (.56)	665.6	0.01
JOB CHARACTERISTICS		70%	3583	71%	2387	67%	1152	14	Q61(.70) QA30(.50)	668.6	0.01
LEADERSHIP		65%	3517	66%	2361	63%	1111	16	Q5A22(.72) Q108A5(.60) Q188A1(.60) Q107A2(.57) Q5A23(.56)	365.6	0.01
CO-WORKERS		64%	3321	66%	2385	59%	894	5	Q108A6(.55) Q108A2(.51)	238.3	0.01
EQUITY		63%	2223	66%	1635	56%	562	9	Q77(.83) Q78(.79) Q79(-.60)	105.8	0.01
PROMOTION		62%	3995	69%	2662	47%	1276	2	Q68A3 (.89) Q5A15 (-.86)	142.6	0.01
IMMEDIATE SUPERVISOR		61%	4087	65%	2730	52%	1294	5	Q50(.98) Q49(.74) Q51A3(.72) Q51A1(.66) Q51A2(.66)	131.8	0.01
PAY		60%	4081	61%	2726	58%	1300	2	5A25 (.999)	138.5	0.01

Items on developmental courses, stress, and absence from duty for military reasons are not effective in discriminating between Stayers and Leavers. The family facet items were not analyzed because they were answered by only those soldiers who have spouses, children, and/or significant others. The majority of junior enlisted personnel would, therefore, not be included in an analysis of family items because they generally do not have spouses, children, or significant others. However, junior enlisted soldiers do represent a substantial portion of the Leaver group so that omitting them from any of the analyses may bias the results.

On the average, about 8% of officers and 10% of enlisted personnel were dropped from each of the individual analyses because they had missing values for at least one of the questions used as predictor variables (user defined "missing" values were included in the analyses. Missing data appeared to be randomly scattered throughout groups and predictors variables). For each analysis, one discriminant function was perceived with each X^2 significant at the $p < .01$ level for all but one analysis: nine items assessing perceptions of gender equity within units and female roles in the Army are useless as predictors for male officers. There is very little, if any, difference in the way male officer Stayers and Leavers responded to these items.

Predicting Career Intent for Officers

As can be seen in Tables 32 and 33, the global items are the best overall predictors for officers with 79% of all female officer cases and 80% of all male officer cases being correctly identified, compared to 50% that should have been correctly identified by chance alone. These items are also the most effective in identifying officer Stayers with 86% of female officer Stayers and 83% of male officer Stayers being correctly identified. However, the global items are not very useful in identifying officer Leavers. Only 51% of female officer Leavers and 60% of male officer Leavers are correctly identified using the global satisfaction items which is not much of an improvement over chance alone (50%). Essentially, 49% of female officer Leavers and 40% of male officer Leavers "looked" like Stayers in their responses to the global satisfaction items. Table 32 shows the responses to the global satisfaction items. They are ordered by their correlation with the discriminant function (correlations of $< .50$ are not included).

Table 32. Global Satisfaction Items—(Percent who are satisfied/very satisfied)

OFFICERS	STAYERS		LEAVERS	
	MALE	FEMALE	MALE	FEMALE
Overall satisfaction with Army career	85%	87%	47%	51%
Satisfaction with Basic Branch	84%	84%	58%	61%
Satisfaction with amount of job fulfillment/ challenge	84%	84%	57%	64%
Satisfaction with amount of enjoyment from job	83%	82%	49%	57%
Satisfaction with use of skills/training on the job	81%	81%	56%	64%
Satisfaction with overall quality of Army life	73%	82%	48%	60%
Overall satisfaction with current assignment	72%	72%	45%	48%
Current level of morale (high or very high)	52%	44%	30%	21%

It is easy to see why officer Leavers may be difficult to separate from officer Stayers. When compared against Stayers, Leavers have consistently lower percentages of officers who are positive about the items. However, in some cases, more Leavers are positive about an item than are negative. For example, in rating their satisfaction with the level of job fulfillment/challenge, 64% of female officer Leavers and 57% of male officer Leavers report they are satisfied or very satisfied (compared to 36% and 43% who are dissatisfied).

Of the other discriminant function analyses performed, only one group of items came close to the global items in correctly classifying officers—items denoting commitment or loyalty to the Army. While the overall correct classification is slightly lower (see Table 33) and the percentages of correctly classified Stayers is slightly lower, the correct classification of Leavers is much higher than would be achieved by chance alone.

Table 33. Correctly Classified Cases for Global Items and Commitment/Loyalty Items - Officers

	OVERALL	STAYERS	LEAVERS
Global items-female officers	79%	86%	51%
Commitment items-female officers	77%	78%	74%
Global items-male officers	80%	83%	60%
Commitment items-male officers	74%	74%	75%

Table 34 shows the responses to the commitment/loyalty items. They are ordered by their correlation with the discriminant function (correlations of < .50 are not included). Although these items do increase the accuracy with which we can predict membership in the Leaver group, the resulting decline in both overall accuracy and the accuracy of predicting Stayers must also be considered.

Table 34. Commitment/Loyalty Items--Officers

OFFICERS	STAYERS		LEAVERS	
	MALE	FEMALE	MALE	FEMALE
I would leave the Army tomorrow if I could find a good civilian job (Agree/strongly agree).	28%	20%	66%	61%
I would accept almost any job assignment to stay in the Army. (Disagree/strongly disagree)	52%	55%	85%	90%
I am proud to tell others that I am in the Army. (Agree/strongly agree)	90%	91%	67%	69%

In effect, both of these models result in a rather large percentage of classification error: 20% using the global items and 25% using the Commitment/Loyalty items. It is obvious from our findings that while job satisfaction does have some impact on career intent, it is not the only aspect officers consider when making career decisions.

Predicting Career Intent for Enlisted Personnel

For enlisted personnel, the items on Commitment/Loyalty and Job Security are better able to predict career intent than are the Global Satisfaction items (see Table 35). The Commitment/ Loyalty items are able to correctly classify three out of four cases for both male and female enlisted personnel. The Global items and Job Security items have a slight edge in predicting female enlisted Stayers but also result in a much lower level of accuracy in predicting Leavers.

Table 35. Correctly Classified Cases for Global Items and Commitment/Loyalty Items - Enlisted Personnel

	OVERALL	STAYERS	LEAVERS
Commitment items--female enlisted	74%	74%	74%
Job Security items--female enlisted	75%	78%	70%
Global items—female enlisted	74%	78%	65%
Commitment items—male enlisted	75%	75%	75%
Job Security items—male enlisted	75%	78%	69%
Global items—male enlisted	73%	76%	65%

Table 36 shows group responses to both the Commitment/Loyalty items and the Job Security items. Items are ordered by their correlation with the discriminant function (correlations of $< .50$ are not included). Both the Commitment/Loyalty items and the Job Security items provide a much better dichotomy of responses between Stayers and Leavers than do the Global items (which explains why the Global items are less likely to correctly identify leavers). Of course, an accurate prediction rate of 75%, while much better than chance alone, still results in one out of four soldiers being incorrectly classified.

We have seen in both the officer and enlisted models that it is somewhat difficult to separate Stayers from Leavers based on soldiers' responses to the Global items and to the Commitment/Loyalty items. Some soldiers who are "Leavers" report that they are satisfied or very satisfied with **the quality of Army life, their Army career, and report that their spouse is supportive or very supportive of them making a career of the Army.** Why, then, are they thinking of leaving? Our results certainly seem to support the position that the decision to stay in or leave the Army is a very complex issue. There are, obviously, factors other than job satisfaction that influence soldiers' career decisions. Although job satisfaction does appear to have some influence, it is quite obviously not the only factor that soldiers consider when deciding whether they will stay in or leave the Army.

Table 36. Commitment/Loyalty Items—Enlisted Personnel

OFFICERS	STAYERS		LEAVERS	
	MALE	FEMALE	MALE	FEMALE
Commitment/Loyalty items				
I am proud to tell others that I am in the Army. (Agree/strongly agree)	83%	82%	49%	51%
I would accept almost any job assignment to stay in the Army. (Disagree/strongly disagree)	45%	53%	80%	84%
I would leave the Army tomorrow if I could find a good civilian job (Agree/strongly agree).	37%	33%	73%	74%
Job Security items				
More concerned today than a year ago with long-term opportunities in the Army	73%	75%	40%	45%
As the Army becomes smaller, do you think that you will be allowed to serve until eligible for regular retirement (probably/definitely yes)	67%	68%	34%	33%
Extremely/very concerned about changing Army policies on downsizing	41%	39%	20%	20%
Extremely/very concerned about future Army strength reductions	52%	51%	29%	30%

Why Do Some Soldiers Think About Leaving?

To identify what aspects of Army life are more likely to influence a soldier’s decision to leave, the SSMP routinely includes two items that ask soldiers who are thinking of leaving the Army to select from a list of 53 aspects of Army life . . .

- the reason that made them first think about leaving, and
- the most important reason to leave the Army.

Data from the *Spring 1993 SSMP*, *Spring 1994 SSMP*, and *Spring 1995 SSMP* were analyzed. Tables 37 and 38 display results for officers and enlisted personnel by gender.

There is a great deal of consistency in the top three reasons identified by both officers and enlisted personnel in response to these questions over the last three years. There is also a large degree of overlap between male and female officers and male and female enlisted personnel on the reasons they give for thinking about leaving the Army.

“LEAVERS”

Leavers are more likely to...

- *be lower in rank*
(74% of male and 87% of female officer Leavers are company grade)
(78% of male and 81% of female enlisted Leavers are junior enlisted)
- *be single (except for female officers)*
- *be white*
- *not have had a mentor*
- *have joined for educational benefits*

Among officers, Leavers are more likely to be in a medical profession (including nursing).

The one difference noted between male and female soldiers is that amount of time separated from family consistently appeared in the top four choices for female officers and enlisted personnel as a reason for first thinking about leaving and as the first or second choice for the most important reason to leave. For both male officers and enlisted personnel, family separation never appeared in the top four choices as a reason for first thinking about leaving and appeared only once (in 1993 for enlisted males only) as the second choice for the most important reason to leave.

Table 37. Reasons That First Made Me Think About Leaving the Army

MALE OFFICERS	FEMALE OFFICERS
Amount of enjoyment from my job	Amount of time separated from family
Job security	Amount of enjoyment from my job
Promotion/advancement opportunities	Quality of leadership/management
MALE ENLISTED PERSONNEL	FEMALE ENLISTED PERSONNEL
Amount of basic pay	Promotion/advancement opportunities
Promotion/advancement opportunities	Amount of time separated from family
Overall quality of Army life	Amount of basic pay

Table 38. Most Important Reasons to Leave the Army

MALE OFFICERS	FEMALE OFFICERS
Job Security	Amount of time separated from family
Promotion/advancement opportunities	Amount of enjoyment from my job
Amount of enjoyment from my job	Promotion/advancement opportunities
MALE ENLISTED PERSONNEL	FEMALE ENLISTED PERSONNEL
Amount of basic pay	Amount of time separated from family
Overall quality of Army life	Overall quality of Army life
Promotion/advancement opportunities	Amount of basic pay

As length of separation from family increases, satisfaction with the amount of time separated from family drops significantly for both Stayers and Leavers (see Figures 11 and 12). However, male officers (whether Stayers or Leavers) are significantly more likely than female officers to report that they are satisfied with the amount of time separated from family. Findings for enlisted Stayers are similar to officer Stayers (with the exception of enlisted personnel separated for 5-8 weeks and 9-12 weeks). There is no discernible pattern for enlisted Leavers.

In comparing Stayers and Leavers on length of separation, we find that:

- female officer **Leavers** and both female and male enlisted **Leavers** who are separated from their families for *less than one week* are significantly less satisfied with that separation than are Stayers which may indicate that for some soldiers, any length of separation is undesirable.

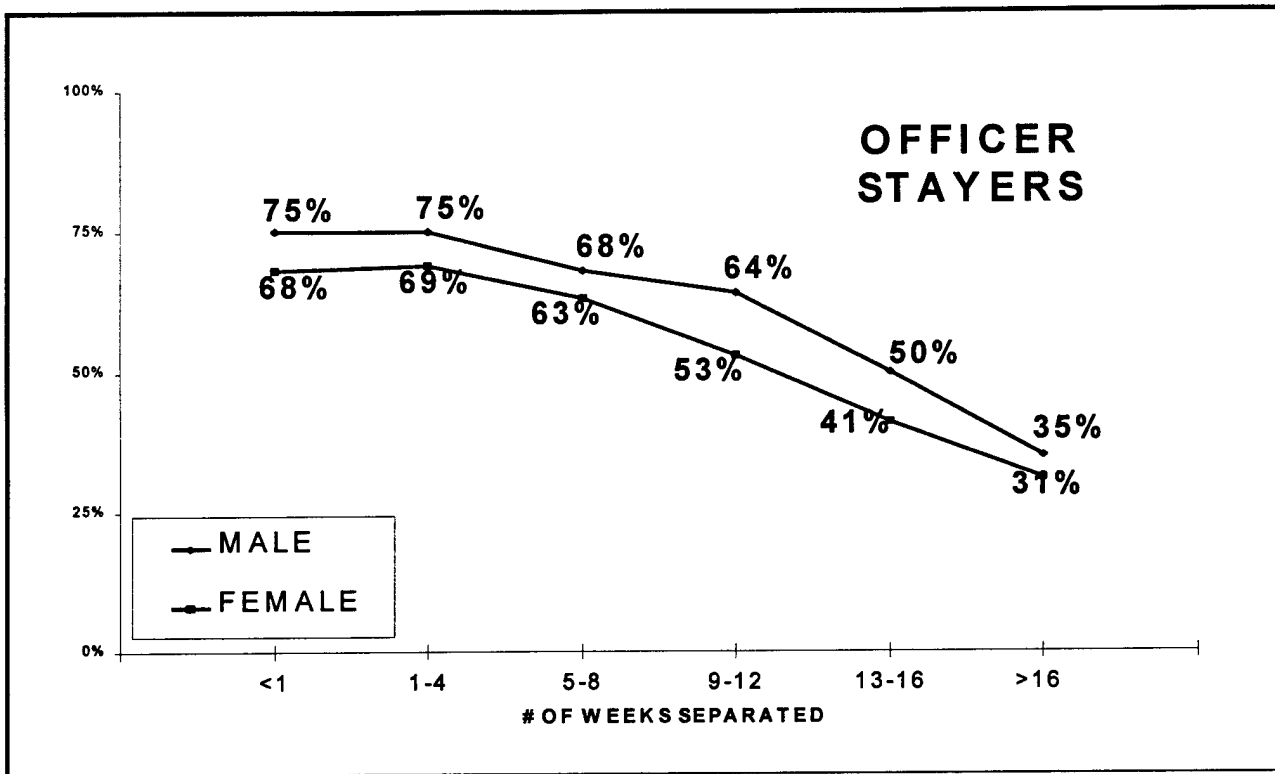


Figure 11. Impact of Length of Separation on Satisfaction with Separation from Family for Officer Stayers

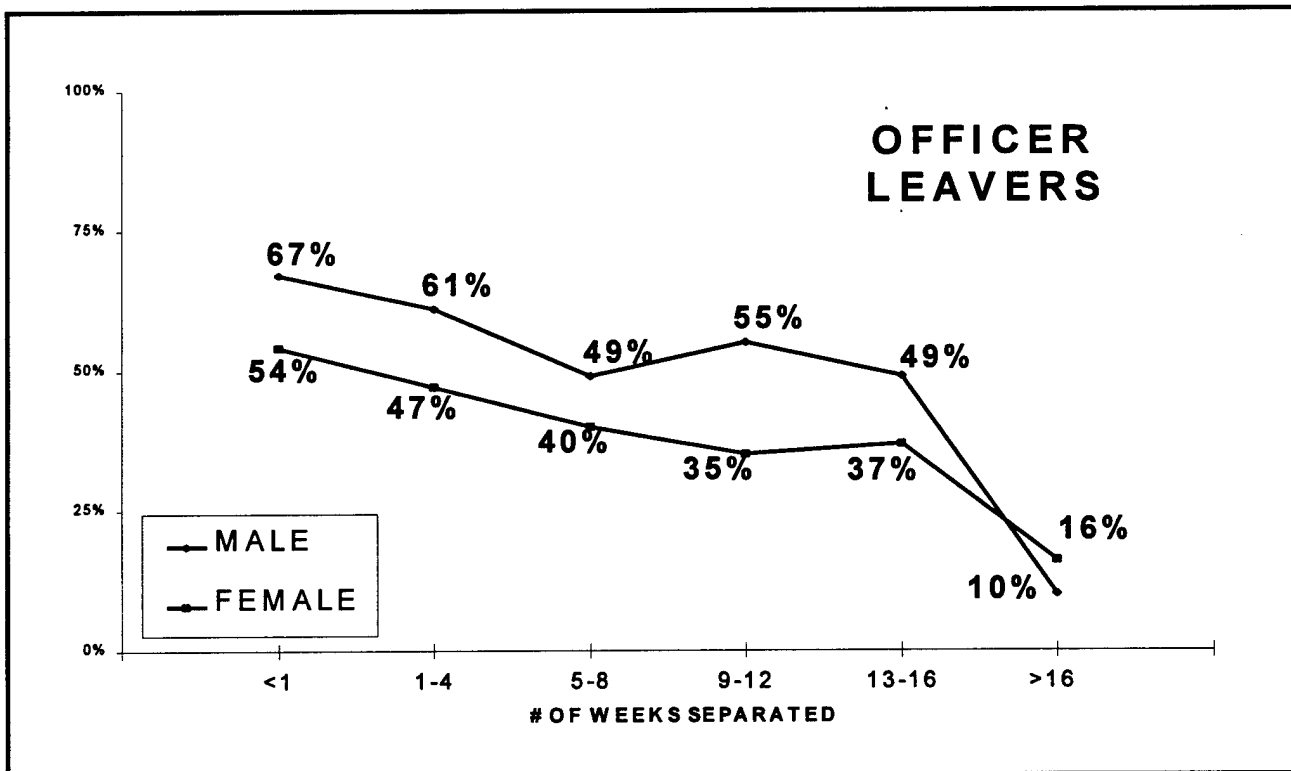


Figure 12. Impact of Length of Separation on Satisfaction with Separation from Family for Officer Leavers

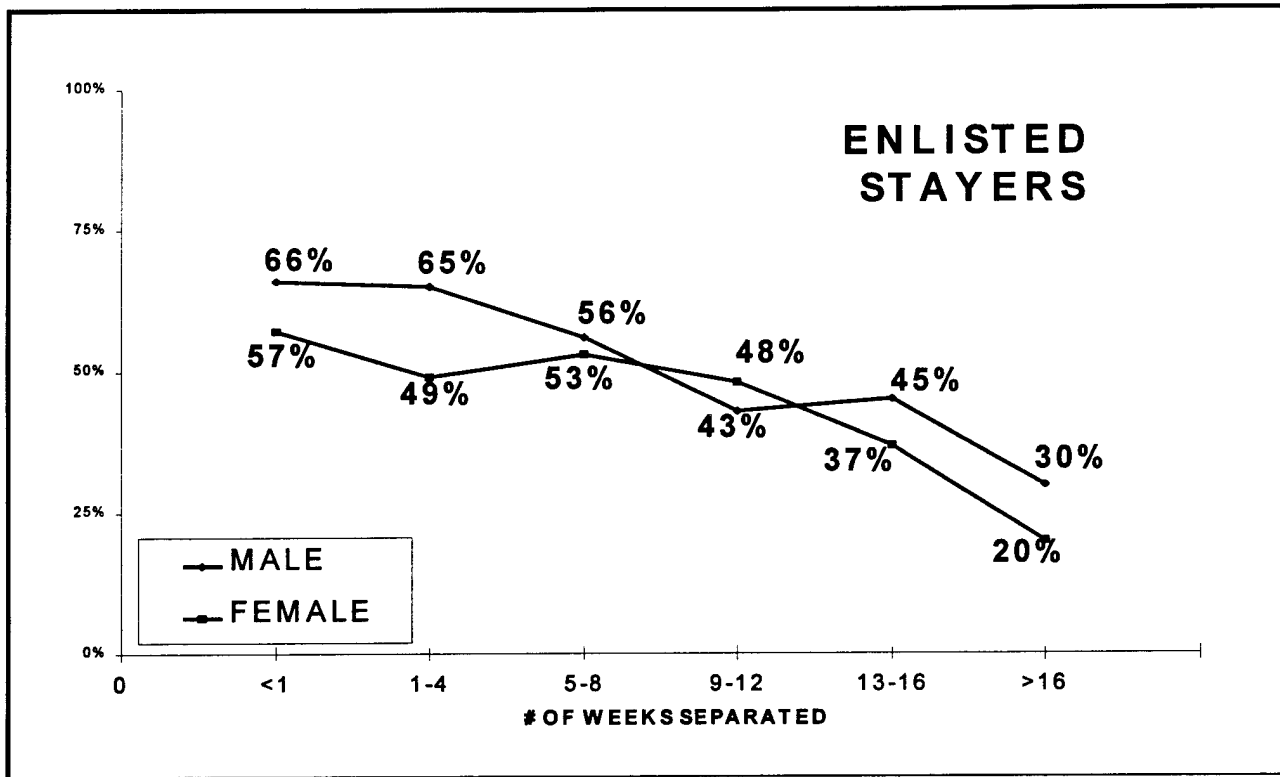


Figure 13. Impact of Length of Separation on Satisfaction with Separation from Family for Enlisted Stayers

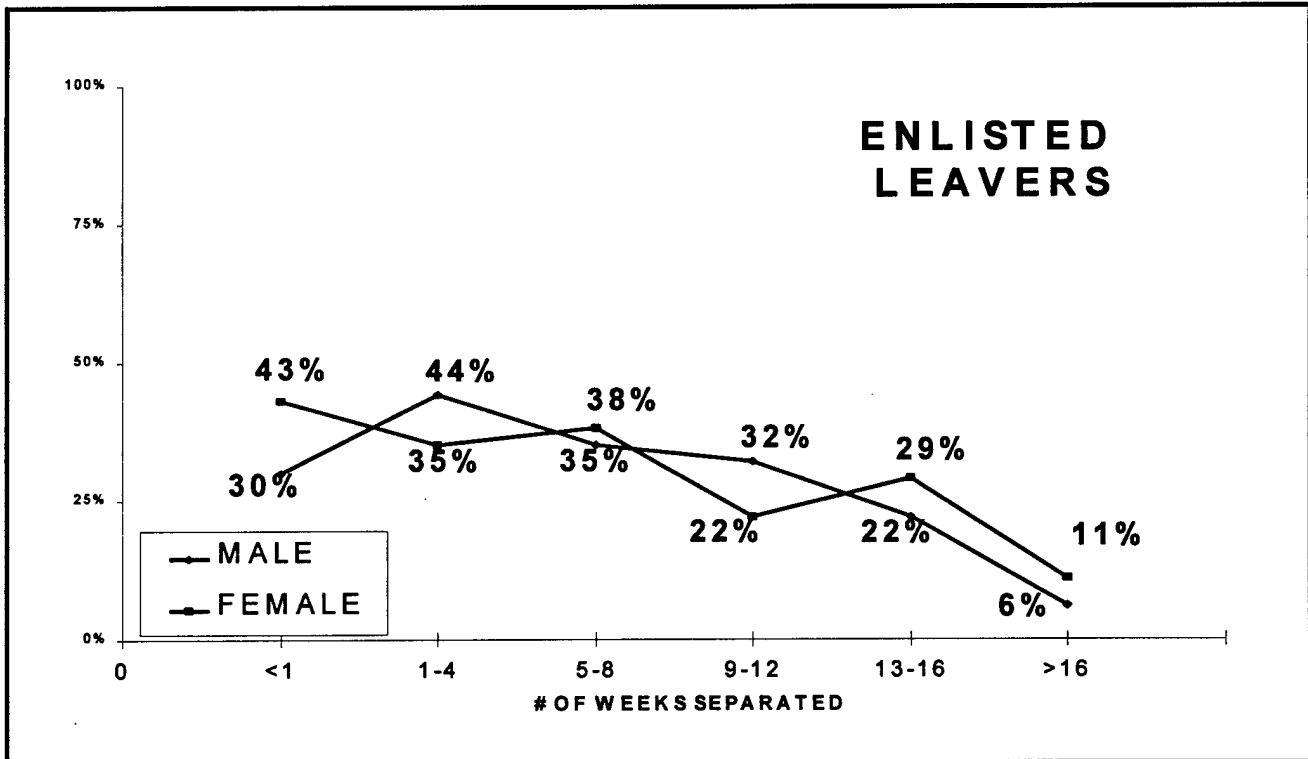


Figure 14. Impact of Length of Separation on Satisfaction with Separation from Family for Enlisted Leavers

- a significantly higher percentage of female officer Leavers report that they were separated from family for more than 16 weeks during the 12 months prior to completing the survey (see Table 39).

Table 39. Distribution of Length of Family Separation by Stayers and Leavers

Weeks	< 1	1-4	5-8	9-12	13-16	> 16
OFFICERS						
Female Stayers	23%	24%	12%	11%	7%	24%
Female Leavers	27%	14%	8%	12%	8%	31%
Male Stayers	15%	19%	17%	16%	9%	25%
Male Leavers	17%	22%	15%	13%	11%	22%
ENLISTED						
Female Stayers	34%	12%	12%	14%	5%	24%
Female Leavers	31%	15%	11%	10%	6%	29%
Male Stayers	22%	13%	13%	13%	9%	30%
Male Leavers	21%	10%	14%	11%	10%	34%

Keeping in mind that these are self-reported data, it would appear that some portion of female officers are being separated from their families for longer periods than other soldiers. If the reported figures are exaggerated, i. e., it “seems” to female officers that they are gone for more than 16 weeks, that would be another indication that family separation is an important factor in why female soldiers think about leaving the Army.

Additionally, female soldiers (both officers and enlisted personnel) are much more likely to be part of a dual income couple (shown in Table 23). Prior research on dual income couples has shown that potential long-term separations and family demands such as pregnancy and child care are of particular concern to dual military women (Rahiha, 1986; Teplitzky, et al, 1988). Traditional sex role attitudes may be one factor in explaining why dual military women tend to leave the Army as opposed to their military spouse. However, Rahiha (1986) found that men in dual military marriages tended to be further along in their military careers than their military spouse so that higher earning potential or career potential may be another factor in explaining why dual military women are more likely to give up their careers when compared to their male counterparts. Additionally, female soldiers tend to be in career fields that are more easily transferable to the civilian sector--almost half of female officers are in the nursing and medical professions and over half of female enlisted personnel are in the administration, medical, and supply fields.

Summary

The purpose of our study was to identify whether there are gender differences in job satisfaction. Survey results indicate that for Stress, Global Satisfaction, Promotion Potential, Job Security (for enlisted personnel) and Job Characteristics (for officers), there are few, if any, differences between males and females.

For the remaining facets, females tend to be more favorable about Benefits, Family, Equity, Basic Pay, Job Security (officers only) and Job Characteristics (enlisted only). Males tend to be more favorable about Co-Workers, Supervisors, and Leadership. Males are also more likely to report that they have had the developmental courses they need to be competitive for promotion and they are more likely to be absent from their duty station for military duties.

A look at the 200 individual items which make up the job facets shows another perspective (see Table 40). For those individual items where there is a gender difference, females are more likely than males to be positive about more of the items.

Table 40. Summary of Responses to 200 Individual Survey Items

	OFFICERS	ENLISTED
No differences	43%	59%
Females more positive	32%	24%
Males more positive	26%	18%

The final phase of the current study was to determine whether gender differences in job satisfaction might explain gender differences in career intent. We know that female soldiers are more likely than male soldiers to report that they will leave at the end of their current obligation. Is that because female soldiers are less satisfied with their jobs than male soldiers are?

Survey results indicate that for many of the job facet items included in this study, there are no differences between males and females. For those facets or items where there are gender differences, no clear cut relationship was established between variations in job satisfaction and variations in career intent by gender. In fact, gender accounted for less than 1% of the variation in career intent. Global satisfaction items were the best predictors of career intent for officers and job security items were the best predictors for enlisted personnel.

Our study was not able to show a significant relationship between specific facets of Army jobs, (e.g., pay, benefits, job characteristics) and career intent by gender. However, we are able to report that

- marital status does appear to be related to career intent for male soldiers in the junior ranks;
- current rank, spousal support for an Army career (for married soldiers), and overall satisfaction with the Army have an impact on career intent,

- for those soldiers who are thinking about leaving the Army, family separation appears to be of greater concern to female soldiers than to male soldiers.

Implications

The study on gender differences summarized by this report is unique for several reasons:

- it is the first Army-wide survey to analyze gender differences in levels of satisfaction with a variety of the aspects of soldiers' jobs, careers, and Army life.
- over-sampling of female officers and female enlisted personnel allows the data to be analyzed at a higher level of detail without increasing the sampling error above $\pm 5\%$. Male and female soldiers can be compared on variables other than grouped rank, e.g. by individual ranks, race, marital status.
- although a number of the items used in the survey were developed especially for the Spring 1995 SSMP, the survey also contained a substantial number of items that have been used in previous SSMPs affording researchers the opportunity to observe trends in soldiers' responses.

This report summarizes a segment of the data available. There is still a wealth of information to be analyzed (e.g., racial differences in job satisfaction, trends over time for other items not covered in this report, and a more in-depth analysis of the subjective comments submitted by survey respondents).

It is anticipated that further results from this study will be published in the future and that the Army will continue to assess the satisfaction of its soldiers in the future. Results from the *Spring 1995 SSMP* will serve as a baseline upon which those future studies can build and with which those studies can compare their results.

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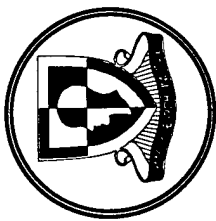
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Characteristics of Male and Female Officers:

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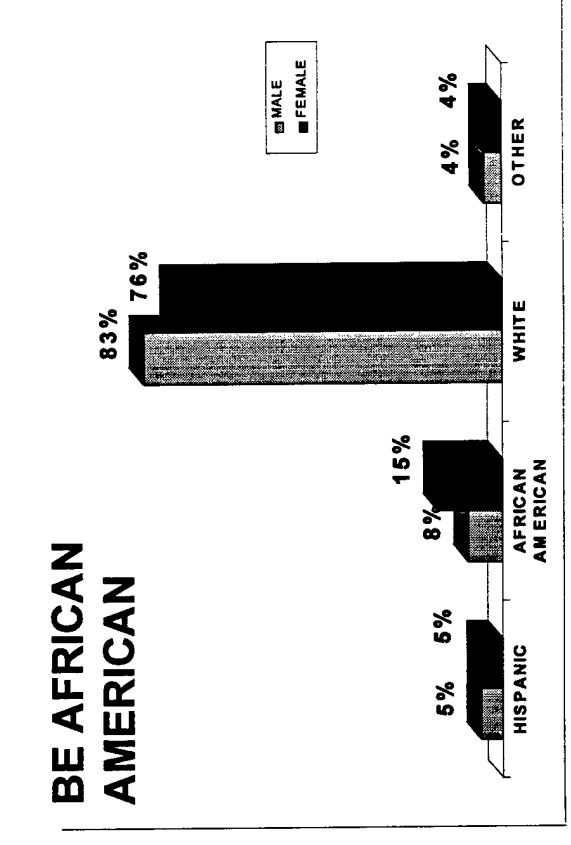
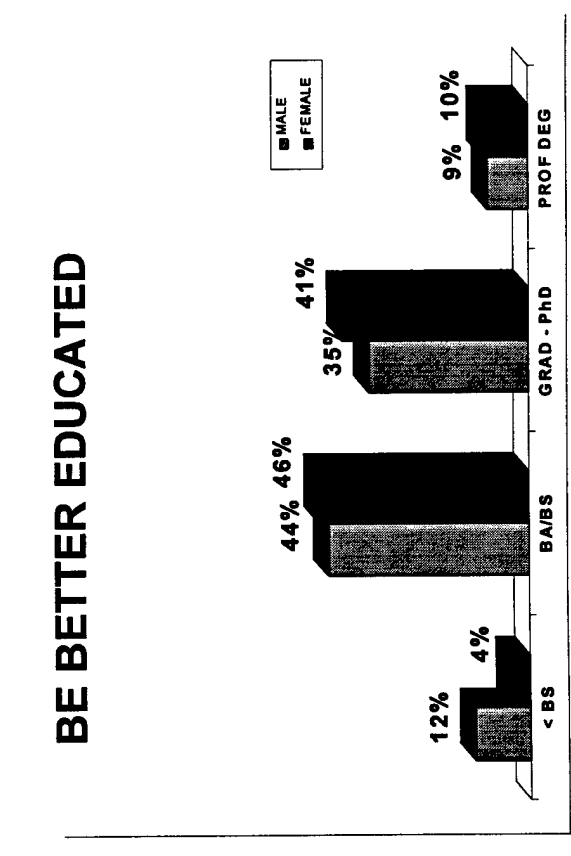
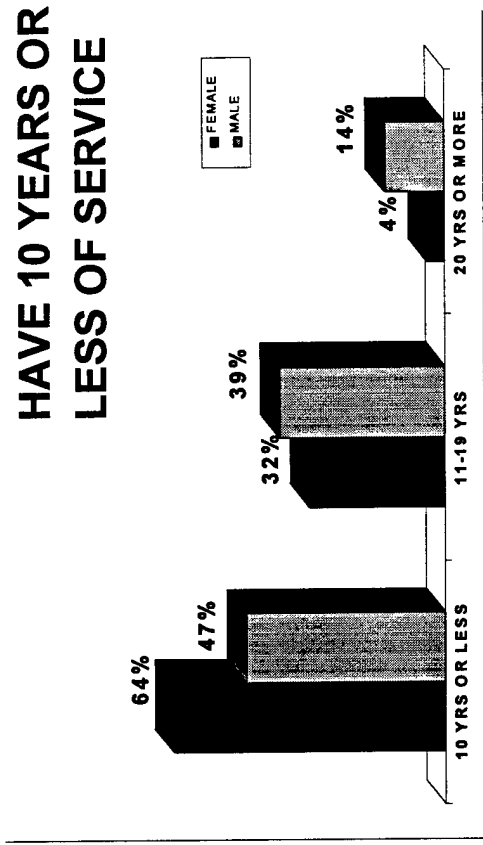
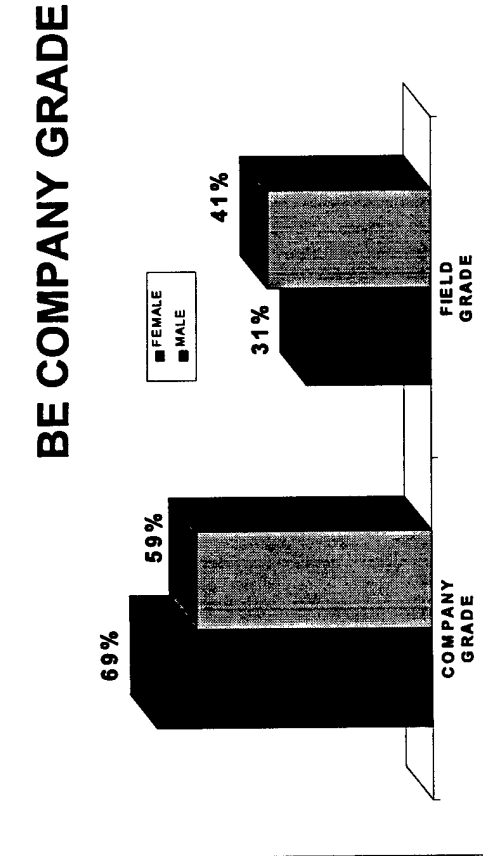
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Geographic Bachelors	A-5
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GENDER DIFFERENCES IN JOB SATISFACTION

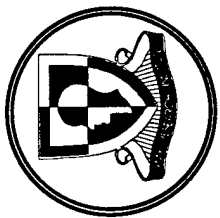
FEMALE OFFICERS ARE MORE LIKELY TO...



SAMPLING ERROR... MALE OFFICERS +/-2% (n=3565)
 FEMALE OFFICERS +/-1% (n=4533)
 MALE ENLISTED +/-2% (n=4172)
 FEMALE ENLISTED +/-2% (n=2832)

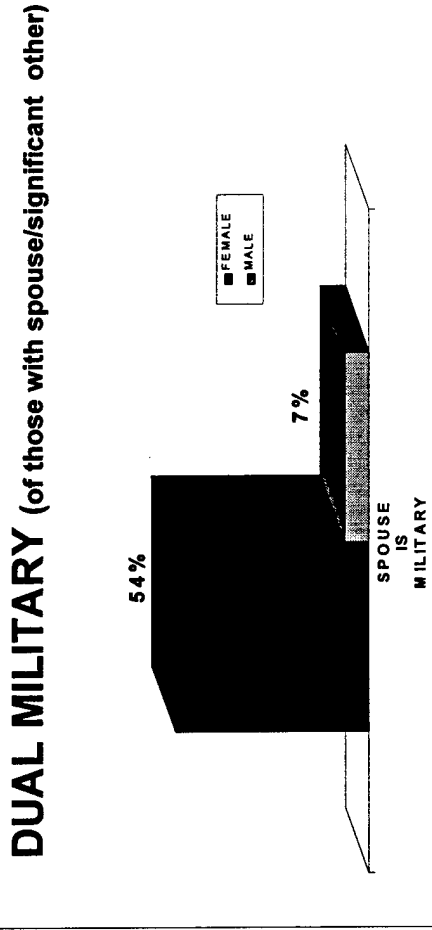
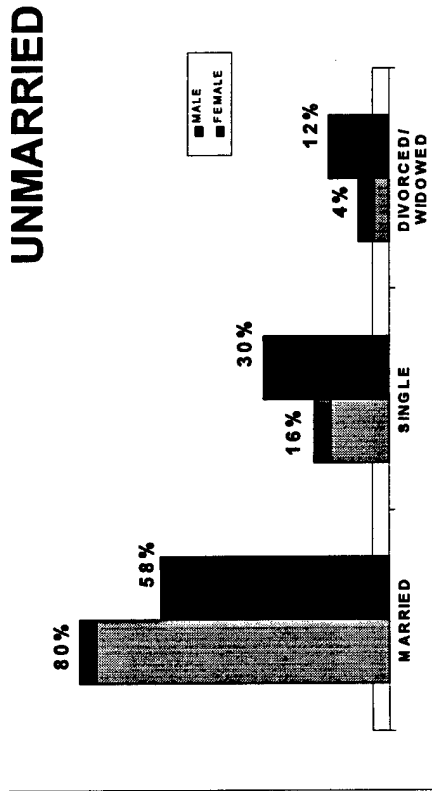
SAMPLE SURVEY OF MILITARY PERSONNEL
 SPRING 1995

U.S. Army Research Institute
 Army Personnel Survey Office



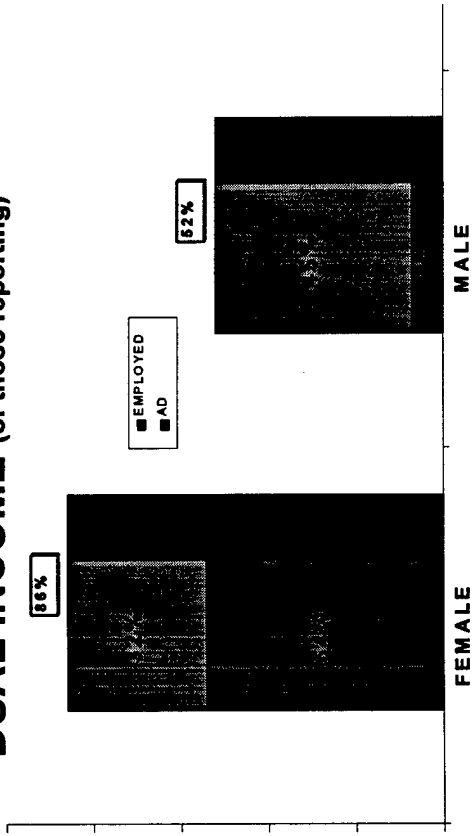
GENDER DIFFERENCES IN JOB SATISFACTION

FEMALE OFFICERS ARE MORE LIKELY TO BE...

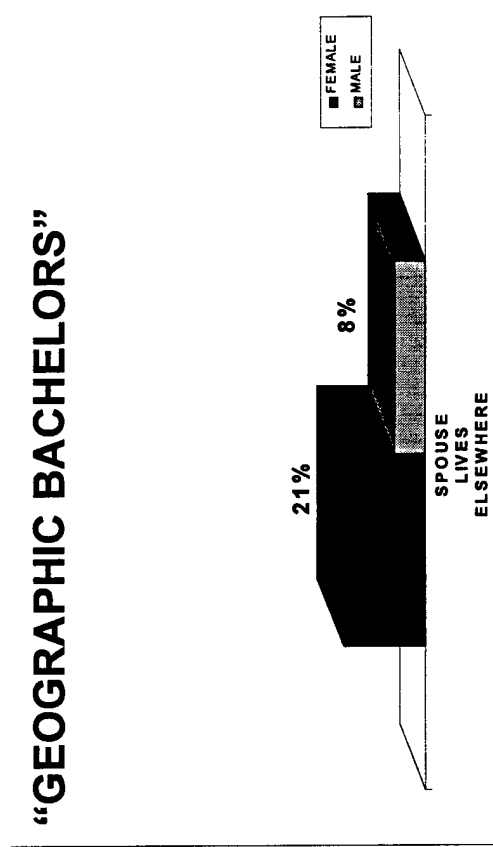


A-2

DUAL INCOME (of those reporting)



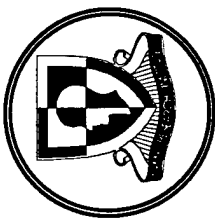
"GEOGRAPHIC BACHELORS"



SAMPLING ERROR... MALE OFFICERS = +/- 2% (n=3565)
 FEMALE OFFICERS = +/- 1% (n=4553)
 MALE ENLISTED = +/- 2% (n=4172)
 FEMALE ENLISTED = +/- 2% (n=2832)

SAMPLE SURVEY OF MILITARY PERSONNEL
 SPRING 1995

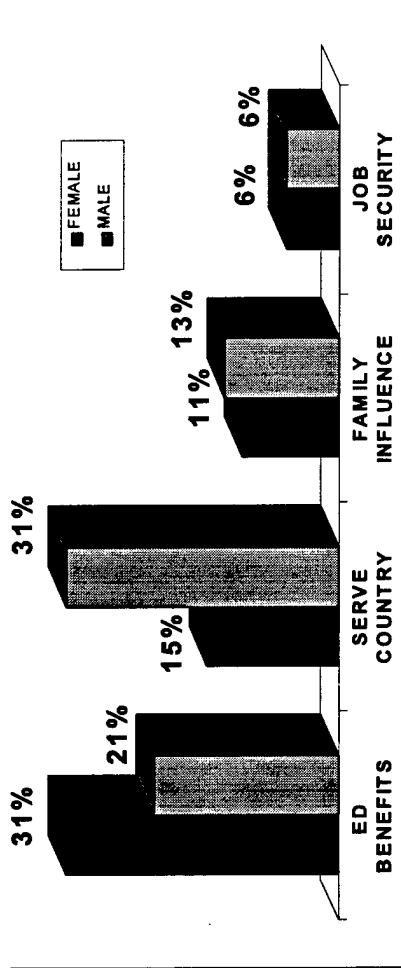
U.S. Army Research Institute
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GENDER DIFFERENCES IN JOB SATISFACTION

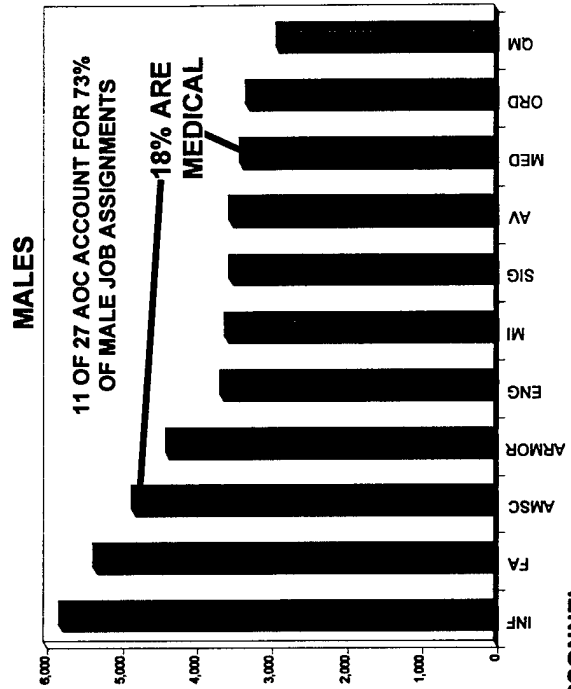
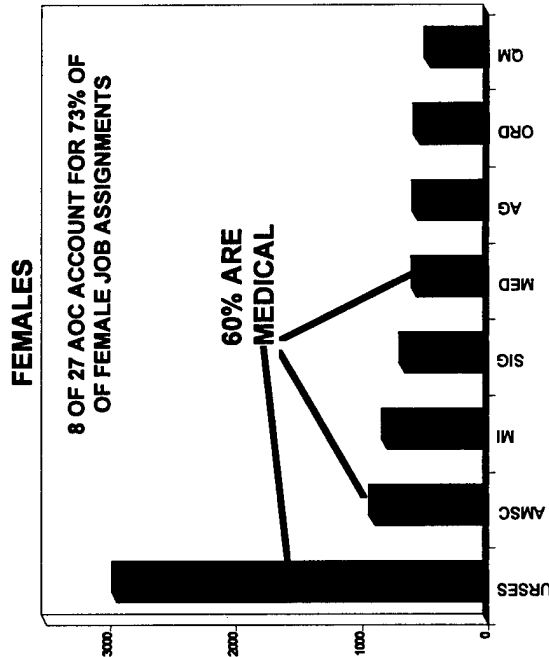
FEMALE OFFICERS ARE MORE LIKELY TO...

**JOIN FOR
EDUCATIONAL
BENEFITS →**



A-3

**BE ASSIGNED
TO MEDICAL
AOC →**



SAMPLING ERROR... MALE OFFICERS - +/- 2% (n=3565)
 FEMALE OFFICERS - +/- 1% (n=4553)
 MALE ENLISTED - +/- 2% (n=4172)
 FEMALE ENLISTED - +/- 2% (n=2832)

**SAMPLE SURVEY OF MILITARY PERSONNEL
SPRING 1995**

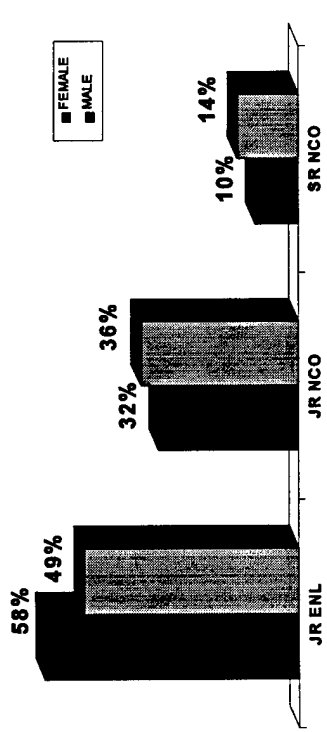
U.S. Army Research Institute
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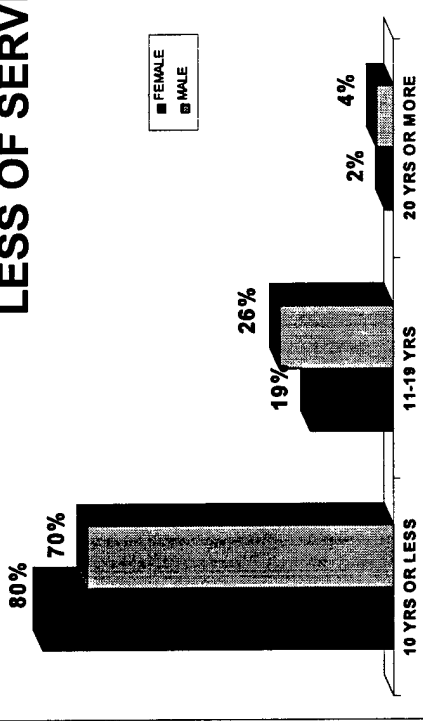
GENDER DIFFERENCES IN JOB SATISFACTION

FEMALE ENLISTED SOLDIERS ARE MORE LIKELY TO...

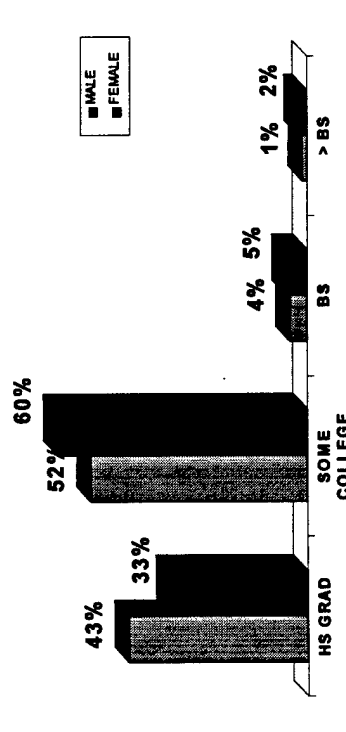
BE JUNIOR ENLISTED



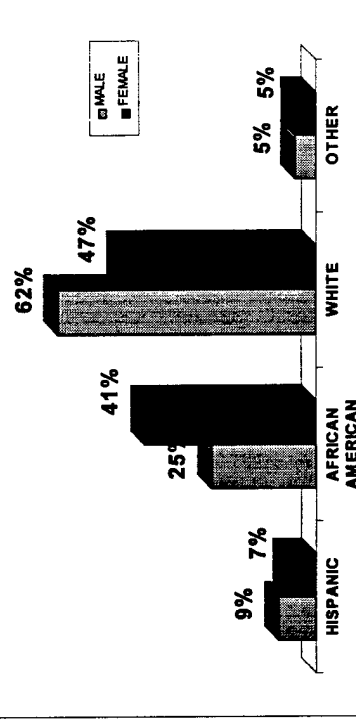
HAVE 10 YEARS OR LESS OF SERVICE



BE BETTER EDUCATED



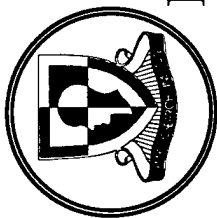
BE AFRICAN AMERICAN



SAMPLING ERROR--- MALE OFFICERS = +/-2% (n=3565)
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 FEMALE ENLISTED = +/-2% (n=2032)

**SAMPLE SURVEY OF MILITARY PERSONNEL
 SPRING 1995**

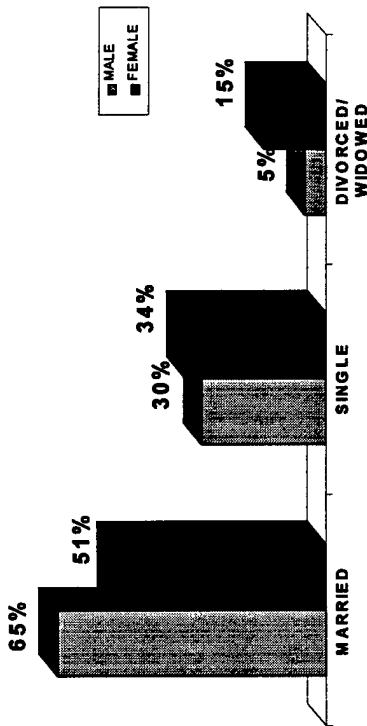
U.S. Army Research Institute
 Army Personnel Survey Office



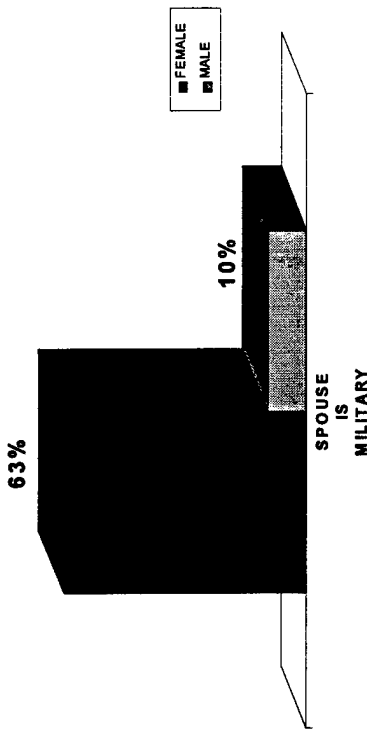
GENDER DIFFERENCES IN JOB SATISFACTION

FEMALE ENLISTED SOLDIERS ARE MORE LIKELY TO BE...

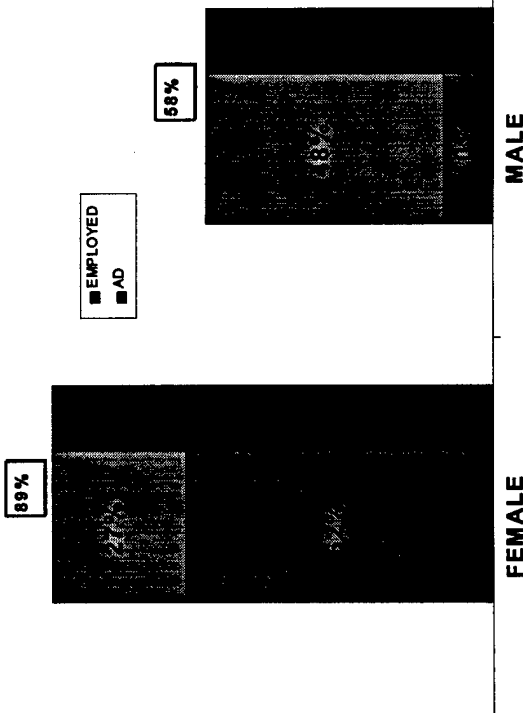
UNMARRIED



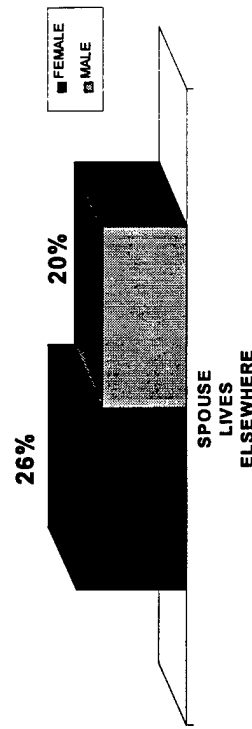
DUAL MILITARY (of those with spouse/significant other)



DUAL INCOME (of those reporting)



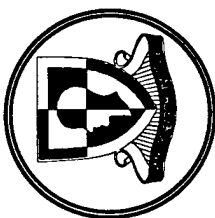
"GEOGRAPHIC BACHELORS"



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SAMPLE SURVEY OF MILITARY PERSONNEL
 SPRING 1995

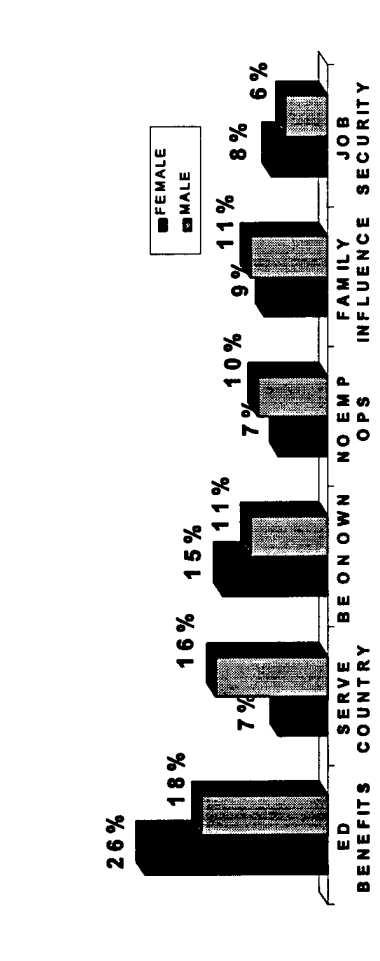
U.S. Army Research Institute
 Army Personnel Survey Office



GENDER DIFFERENCES IN JOB SATISFACTION

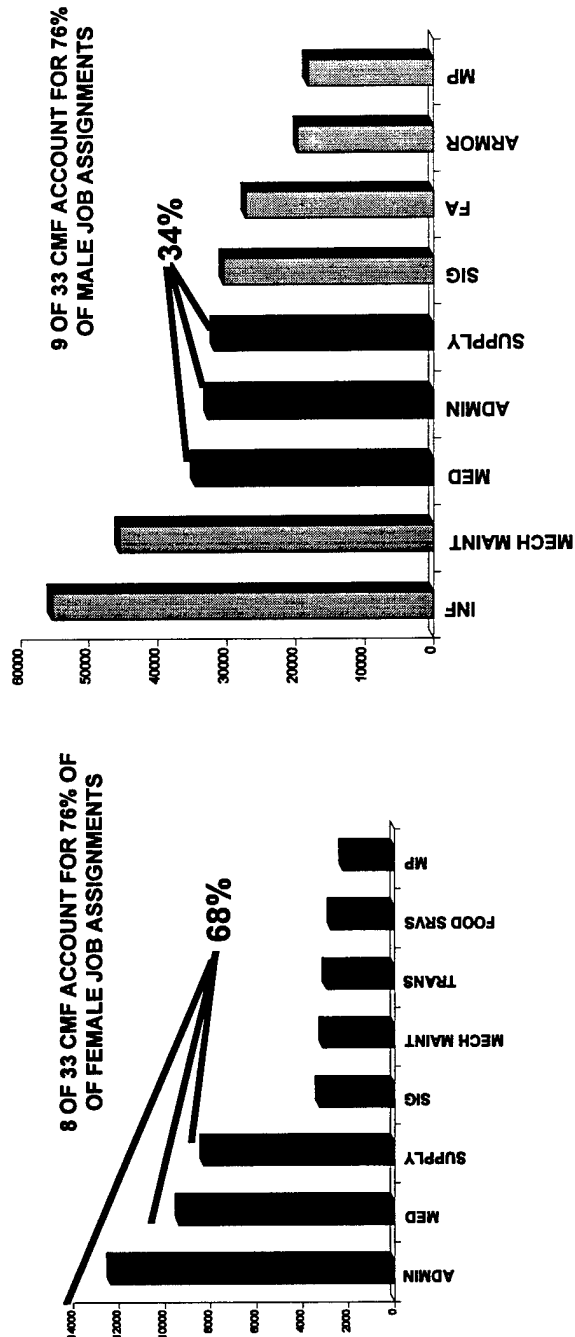
FEMALE ENLISTED SOLDIERS ARE MORE LIKELY TO...

JOIN FOR
EDUCATIONAL
BENEFITS →



A-6

BE ASSIGNED
TO ADMIN, OR
MEDICAL, OR
SUPPLY →



SAMPLING ERROR... MALE OFFICERS - +/-2% (n=3565)
 FEMALE OFFICERS - +/-1% (n=4553)
 MALE ENLISTED - +/-2% (n=4172)
 FEMALE ENLISTED - +/-2% (n=2832)

SAMPLE SURVEY OF MILITARY PERSONNEL
SPRING 1995

U.S. Army Research Institute
Army Personnel Survey Office

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5 ITEMS ON STRESS

		OFFICERS		ENLISTED	
	±2	Male	Female	Male	Female
			±1		±2

Q20A1. What level of conflict/stress are you experiencing now in your military job?

High/very high/ extremely high	33%	33%	36%	36%
Spring 1992 →	40%	42%	38%	40%
Slight/none	32%	33%	32%	34%
Spring 1992 →	26%	27%	30%	30%
	±2	±4	±1	±4

Q20A3. What level of conflict/stress were you experiencing a year ago in your military job?

High/very high/ extremely high	36%	37%	37%	38%
Spring 1992 →	43%	50%	43%	43%
Slight/none	35%	35%	38%	39%
Spring 1992 →	28%	25%	34%	34%
	±2	±4	±2	±4

STRESS

OFFICERS ENLISTED

Male Female Male Female

Q62. Compared to previous Army duty assignments, how much stress has your current assignment placed on family relationships?

±2	±2	±2	±2
41%	42%	49%	44%
81%	70%	68%	61%

Most/more stress than most
% with family and prior duty assignment

What level of conflict/stress are/were you experiencing.....

±2	±1	±2	±2
22%	23%	30%	32%
26%	29%	23%	25%
51%	53%	46%	46%
46%	46%	52%	48%
±2	±4	±1	±4

Q20A2. now in your family/personal life?

Spring 1992 →
Slight/none
Spring 1992 →

Q20A4. a year ago in your family/personal life?

21%	22%	26%	30%
25%	31%	28%	35%
55%	56%	54%	51%
49%	47%	51%	45%
±2	±4	±1	±4

Spring 1992 →
Slight/none
Spring 1992 →

16 ITEMS ON PROMOTION POTENTIAL

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±1	±2	±2

Based on your Army experience, how satisfied or dissatisfied are you with....
(Reporting Satisfied/very satisfied)

Q5A14.	Level of fairness in how my performance is evaluated	73%	74%	64%	65%
Q5A15.	Promotion/advancement opportunities	70%	75%	44%	45%
Q5A17.	Assignments to jobs offering technical/professional development	71%	73%	47%	50%
Q5A20.	Assignment to leadership jobs	79%	80%	63%	59%
Q58.	How helpful will your current duty assignment be for your military career? Extremely/very helpful	58%	±2 62%	43%	39%

PROMOTION POTENTIAL ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
	±2	±1	±2	±2

Q65. How many years has it been since you received your current rank?

Less than 1 year	19%	22%	30%	38%
1-4 years ago	63%	63%	53%	51%

Q66. How confident are you that you will get the training/developmental courses you need to be competitive for promotion?

Extremely/very confident	44%	46%	36%	34%
Have had courses	26%	20%	14%	12%

Q67. How confident are you that you will get the developmental assignments you need to be competitive for promotion?

Extremely/very confident	37%	35%	30%	25%
Have had assignments	17%	12%	10%	6%

PROMOTION POTENTIAL ITEMS

	OFFICERS		ENLISTED		
	Male	Female	Male	Female	
At your current rank, how fair are the selections for.....					
Q68A1.	training/developmental courses?				
	Extremely/very fair	38%	36%	20%	18%
Q68A2.	developmental assignments?				
	Extremely/very fair	32%	29%	16%	14%
Q68A3.	promotions?				
	Extremely/very fair	39%	39%	17%	16%
Q69.	If you remain in the Army, how likely is it that you will be promoted in the future?				
	Extremely/somewhat likely	72%	79%	70%	72%
	% responding	90%	91%	80%	85%

PROMOTION POTENTIAL ITEMS

	OFFICERS	ENLISTED
	Male Female Male Female	Male Female

<p>Q3A2. As the Army becomes smaller, do you think that you will be promoted on or ahead of schedule?</p>	<p>±2</p>	<p>Definitely/probably yes</p>	<p>64%</p>	<p>68%</p>	<p>44%</p>	<p>43%</p>
<p>Q71. Overall, how would you rate the chances for promotion within your primary CMF or Basic Branch?</p>	<p>±2</p>	<p>Much/a little better than others</p>	<p>40%</p>	<p>43%</p>	<p>29%</p>	<p>22%</p>

PROMOTION POTENTIAL ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q130. Are your chances for promotion the same as for soldiers of the <u>opposite sex</u> ?				
The same	60%	70%	64%	74%
Spring 1994	59%	67%	61%	71%
Better	3%	9%	8%	8%
Spring 1994	6%	8%	9%	8%
Worse	37%	21%	29%	18%
Spring 1994	35%	25%	29%	21%

Q133. Does your <u>gender (sex)</u> influence whether you are selected for/serve in developmental or key career assignments?				
No influence	77%	59%	84%	67%
Spring 1994	79%	54%	82%	62%
Positive influence	7%	8%	8%	9%
Spring 1994	11%	9%	11%	13%
Negative influence	16%	33%	8%	24%
Spring 1994	10%	37%	8%	26%

16 JOB SECURITY ITEMS

	OFFICERS		ENLISTED	
	Male ±2	Female ±1	Male ±2	Female ±2
Q1A1. I believe that Army leadership will make the best decisions to maintain a quality Army. Agree/strongly agree	67%	61%	54%	46%
Q1A3. Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career. Agree/strongly agree	55%	59%	45%	42%
Q2A1. Are you more or less concerned about these things today than you were a year ago? Your long-term opportunities in the Army More/much more concerned	68%	67%	65%	67%
Q2A2. The kind of work you will go into when you leave the Army More/much more concerned	62%	48%	76%	75%

JOB SECURITY ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q2A3. Whether you would be able to get a civilian job quickly if you had to More/much more concerned	61%	50%	73%	72%
Q2A4. The financial burden on you and your family should you have to leave the Army unexpectedly More/much more concerned	68%	60%	74%	75%
Q3A1. As the Army becomes smaller, do you think that you will be..... allowed to stay in the Army beyond your current enlistment/obligation? Definitely/probably yes	81%	83%	81%	79%
Q3A2. promoted on or ahead of schedule? Definitely/probably yes	64%	±2 68%	44%	43%

JOB SECURITY ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q3A3. allowed to serve until eligible for regular retirement? Definitely/probably yes	78%	72%	68%	64%
Q3A4. targeted to leave the Army involuntarily? Definitely/probably yes	19%	17%	23%	25%
Q3A5. offered an early out Definitely/probably yes	34%	35%	37%	41%
Based on what you have read or heard about the Army's force reduction plans, how concerned are you about the following?				
Q4A1. Changing Army policies on downsizing Extremely/very concerned	44%	38%	31%	31%
Q4A5. Future Army strength reductions Extremely/very concerned	55%	48%	41%	43%

JOB SECURITY ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q4A6. RIF/separation board rules and guidelines Extremely/very concerned	36%	32%	30%	32%
Based on your Army experience, how satisfied or dissatisfied are you with.....				
Q5A29. Job security	53%	59%	64%	67%
Satisfied/very satisfied				
Q9. Have your career plans changed as a result of the planned downsizing of the Army?	42%	34%	32%	31%
Yes, thinking of/will leave sooner	42%	35%	31%	30%
<i>Spring 1994</i>	41%	33%	30%	32%
<i>Spring 1993</i>	58%	66%	68%	69%
No, plans have not changed	58%	65%	69%	70%
<i>Spring 1994</i>	59%	67%	70%	68%
<i>Spring 1993</i>				

15 ITEMS ON JOB CHARACTERISTICS

JOB CHARACTERISTICS:

OFFICERS		ENLISTED	
Male ±2	Female ±1	Male ±2	Female ±2

Q59.	About how long have you been in your current duty assignment? 12 months or less	56%	59%	46%	47%
Q60.	On the average, about how many hours do you work in a <u>typical/average</u> duty day? 8 hours 9-12 hours > 12 hours	8%	10%	14%	25%
Q61.	How often at the end of the work day do you feel you've accomplished something really worthwhile? All or most of the time	74%	76%	69%	66%
Q64.	Compared to previous Army duty assignments, how would you rate your job satisfaction with your current assignment? More or most satisfying % responding	19%	15%	18%	9%
		44%	47%	32%	38%
		38%	38%	31%	31%
		(89%)	(86%)	(77%)	(71%)

JOB CHARACTERISTICS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Based on your Army experience, how satisfied or dissatisfied are you with....				
Q5A4. Amount of personnel available to do work Satisfied/very satisfied	33%	36%	35%	45%
Q5A7. Quality of equipment/supplies Satisfied/very satisfied	62%	60%	42%	50%
Q5A8. Amount of equipment/supplies Satisfied/very satisfied	54%	55%	38%	49%
Q5A9. Amount of paperwork Satisfied/very satisfied	35%	41%	52%	65%
Q5A10. Amount of regulation and discipline Satisfied/very satisfied	71%	70%	62%	63%
Q5A11. Number of quick response tasks Satisfied/very satisfied	40%	51%	55%	62%

JOB CHARACTERISTICS

OFFICERS **ENLISTED**
 Male Female Male Female

Based on your Army experience, how satisfied or dissatisfied are you with....

Q5A12. Length of working hours				
Satisfied/very satisfied	63%	62%	58%	66%
Q5A13. Geographic location of jobs				
Satisfied/very satisfied	79%	81%	67%	70%
Q5A30. Overseas duty				
Satisfied/very satisfied	81%	84%	67%	69%
Q5A6. Control over my job assignments	Male	Female	Male	Female
Satisfied/very satisfied	52%	55%	42%	41%
Q5A18. Opportunity to select a job, training, or station of my choice				
Satisfied/very satisfied	54%	58%	29%	27%

8 ITEMS ON COWORKERS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female

COWORKERS:

Q52.	Current immediate work group is				
	all/mostly soldiers	77%	67%	91%	81%
Q53.	all/mostly males	77%	53%	86%	61%
Q54.	all/mostly white	58%	52%	45%	37%

Q55.	In general, how do you feel about the soldiers in your current immediate work group? Best/better than most	48%	43%	36%	32%
Q56.	In general, how do you feel about the civilians in your current immediate work group? Best/better than most % with civilians and prior duty assignment	50%	43%	41%	40%
		53%	64%	28%	39%

Q57.	Does your current work group work together as a team?				
	No	12%	18%	25%	31%
	Of those w/team, % who belong	95%	94%	88%	84%

8 ITEMS ON COWORKERS

OFFICERS ENLISTED

Male Female Male Female

Based on your Army experience, how satisfied or dissatisfied are you with.....

Item	Level of competence of co-workers	Male	Female	Male	Female
Q5A5.	Satisfied/very satisfied	79%	75%	60%	62%
Q105.	How would you rate the current level of morale in your unit?				
	High/very high	37%	26%	21%	14%
	Spring 1994	40%	27%	25%	16%
	Spring 1993	40%	26%	25%	19%
	Spring 1992	42%	27%	24%	18%
	Low/very low	19%	23%	36%	42%
	Spring 1994	16%	26%	33%	39%
	Spring 1993	17%	24%	31%	38%
	Spring 1992	16%	23%	33%	35%
		±2	±4	±1	±4

8 ITEMS ON IMMEDIATE SUPERVISOR

	OFFICERS		ENLISTED	
	Male	Female	Male	Female

IMMEDIATE SUPERVISOR:

Current immediate supervisor is.....

Q46.	an officer	90%	91%	15%	11%
	an enlisted soldier			79%	80%

Q47.	a male	93%	70%	92%	78%
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Q48.	white	88%	82%	56%	48%
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Q49.	In terms of work habits and on-the-job behavior, my immediate supervisor sets the right example by his/her behavior.				
------	----------------------------------------------------------------------------------------------------------------------	--	--	--	--

	Agree/strongly agree	80%	70%	65%	58%
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Q50.	How much respect do you have for your immediate supervisor?				
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	Great/very great amount	70%	60%	57%	52%
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8 ITEMS ON IMMEDIATE SUPERVISOR

OFFICERS		ENLISTED	
Male	Female	Male	Female

If you had to give your supervisor grades on performance, what would those grades be for handling technical skills part of job?

Q51A1.	<p style="text-align: center;">Very good/excellent</p> <p style="text-align: center;"><i>Spring 1993</i></p> <p style="text-align: center;"><i>Fall 1993</i></p>	69%	64%	54%	52%
		63%	61%	47%	44%
		64%	61%	46%	47%
Q51A2.	<p style="text-align: center;">handling people skills part of job?</p> <p style="text-align: center;">Very good/excellent</p> <p style="text-align: center;"><i>Spring 1993</i></p> <p style="text-align: center;"><i>Fall 1993</i></p>	60%	53%	48%	46%
		50%	42%	40%	38%
		52%	45%	38%	40%
Q51A3.	<p style="text-align: center;">overall performance as supervisor?</p> <p style="text-align: center;">Very good/excellent</p> <p style="text-align: center;"><i>Spring 1993</i></p> <p style="text-align: center;"><i>Fall 1993</i></p>	65%	55%	50%	47%
		55%	46%	43%	41%
		57%	48%	41%	39%

16 ITEMS ON LEADERSHIP

OFFICERS ENLISTED

Male	Female	Male	Female
±2	±1	±2	±2

Based on your Army experience, how satisfied/dissatisfied are you with the...
(Reporting satisfied/very satisfied)

Q5A21. Quality of leadership at your place of duty	73%	65%	54%	46%
Q5A22. Amount of respect from superiors	82%	79%	61%	55%
A5A23. Level of competence of supervisors	78%	74%	62%	56%

LEADERSHIP ITEMS

OFFICERS **ENLISTED**
 Male Female Male Female
 ±2 ±1 ±2 ±2

Which statement below best describes your ratings of MOST of the members of each of the rank groups listed.

(Reporting--Concerned about mission and troop welfare)

	62%	56%	56%	50%
Q107A1. JUNIOR NCOs	62%	56%	56%	50%
	<i>Spring 94 (Differences >6% (off) and 5% (enl) are significant)</i>			
Q107A2. SENIOR NCOs	71%	65%	47%	43%
	72%	65%	47%	42%
	<i>Spring 1994</i>			
Q107A3. WARRANT OFFICERS	61%	58%	41%	42%
	57%	55%	37%	41%
	<i>Spring 1994</i>			
Q107A4. COMPANY GRADE OFFICERS	68%	65%	41%	38%
	70%	60%	38%	36%
	<i>Spring 1994</i>			
Q107A5. FIELD GRADE OFFICERS	57%	50%	41%	38%
	56%	47%	38%	36%
	<i>Spring 1994</i>			

LEADERSHIP ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
	±2	±1	±2	±2

Indicate how much you agree or disagree with each of the following statements.

(Reporting Agree/Strongly Agree)

Q108A1.	Field grade officers that I work with care about what happens to their soldiers.	69%	64%	48%	46%
		<i>Spring 94</i>	71%	50%	48%
Q108A2.	Field grade officers that I work with are good leaders.	68%	59%	48%	45%
		<i>Spring 94</i>	67%	51%	46%
Q108A3.	Company grade officers that I work with care about what happens to their soldiers.	78%	73%	51%	46%
		<i>Spring 94</i>	80%	53%	47%
Q108A4.	Company grade officers that I work with are good leaders.	70%	63%	47%	41%
		<i>Spring 94</i>	70%	48%	44%

LEADERSHIP ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
	±2	±1	±2	±2

Indicate how much you agree or disagree with each of the following statements.

(Reporting Agree/Strongly Agree)

Q108A5.	Senior NCOs that I work with care about what happens to their soldiers.	81%	73%	56%	49%
		Spring 94 82%	73%	56%	49%
Q108A6.	Senior NCOs that I work with are good leaders.	69%	61%	55%	46%
		Spring 94 71%	62%	54%	49%
Q108A7.	Junior NCOs that I work with care about what happens to their soldiers.	75%	69%	63%	57%
		Spring 94 76%	69%	65%	57%
Q108A8.	Junior NCOs that I work with are good leaders.	59%	54%	58%	50%
		Spring 94 60%	56%	58%	51%

4 ITEMS ON PAY

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±1	±2	±2

Based on your Army experiences, how satisfied or dissatisfied are you with.....

Q5A24. Amount of pay (basic) Satisfied/very satisfied	60%	72%	28%	36%
Q5A25. Fairness of married vs. single pay Satisfied/very satisfied	78%	69%	52%	53%
Q5A26. Special pay (such as bonuses) Satisfied/very satisfied % responding	56% 73%	±2 51% 57%	33% 79%	39% 64%
Q5A31. Amount of VHA/COLA Satisfied/very satisfied % responding	47% 92%	±2 55% 92%	38% 82%	35% 80%

17 ITEMS ON BENEFITS

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±1	±2	±2

Q1A2. The Army will protect my benefits and retirement.	29%	28%	32%	29%
Agree/strongly agree				

Based on what you have read or heard about the Army's force reduction plans, how concerned are you about the following:
(Reporting Extremely/very concerned)

Q4A2. Limited exchange, commissary, and medical benefits following separation	55%	48%	54%	55%
Q4A3. Employment assistance following separation	28%	24%	51%	53%
Q4A4. Continued educational benefits after separation	31%	27%	59%	66%

BENEFITS

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±2	±2	±2

Based on your Army experience, how satisfied or dissatisfied are you with the following?

(Reporting satisfied/very satisfied)

Q5A27. Retirement benefits	48%	53%	38%	42%
Q5A28. Level of educational benefits	68%	71%	56%	64%
Q5A34. Quality of government housing	40%	39%	41%	41%
Q5A35. Availability of government housing	33%	32%	28%	26%
Q5A38. Commissary	82%	84%	78%	81%
Q5A39. Post exchanges (PX)	±1 73%	±1 77%	71%	72%
Q5A40. Youth services	81%	±3 83%	78%	±3 80%

BENEFITS

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±1	±2	±2

Based on your Army experience, how satisfied or dissatisfied are you with the following?

(Reporting satisfied/very satisfied)

Q5A41. Recreational services	84%	88%	77%	80%
Q5A42. Quality of military medical care	54%	67%	50%	49%
Q5A43. Quality of military dental care	68%	79%	63%	73%
Q5A50. Dependent schools (DODDS)	69%	±4 67%	69%	±4 68%
Q74A3. I have been taught valuable job skills in the Army that I can use later in civilian jobs	76%	83%	55%	66%
Q74A5. I have been taught valuable personal characteristics/attitudes that I can use later in civilian jobs.	84%	80%	71%	69%

14 ITEMS ON EQUITY

3 Items on TREATMENT

% SOLDIERS IN MIXED-GENDER UNITS	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Fall 1994	76% ±2	98% ±2	63% ±2	99% ±2
	79% ±2	98% ±4	71% ±2	98% ±4

In your unit, do you think that male and female soldiers.....
are expected to achieve to the same standards (excluding physical training (PT) requirements)?

Q77A2.

Both to same degree	65%	79%	48%	72%
Fall 1994	61%	77%	47%	74%
Males slightly/much more	34%	8%	51%	20%
Fall 1994	38%	11%	52%	18%
Females slightly/much more	1%	12%	1%	8%
Fall 1994	1%	12%	1%	8%

EQUITY ITEMS

3 Items on TREATMENT

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q80. Does your supervisor equally encourage female and male soldiers to succeed?				
Encouraged equally	92%	85%	85%	81%
<i>Fall 1994</i>	92%	85%	83%	83%
Females more	4%	1%	9%	4%
<i>Fall 1994</i>	6%	2%	8%	2%
Males more	4%	14%	7%	15%
<i>Fall 1994</i>	2%	13%	9%	15%
Q82A3. It would be more difficult to take orders from someone of the opposite sex (gender).				
DISAGREE/strongly DISAGREE	69%	92%	58%	83%
<i>Fall 1994</i>	66%	87%	53%	76%
Neutral	22%	7%	27%	14%
<i>Fall 1994</i>	24%	11%	29%	19%

EQUITY ITEMS

3 Items on CAPABILITIES

	OFFICERS		ENLISTED	
	Male ±2%	Female ±1%	Male ±2%	Female ±2%
<p>Q78. In your unit, do you think that male and female soldiers..... work as hard in performing their assigned tasks?</p>	<p>76%</p>	<p>78%</p>	<p>51%</p>	<p>71%</p>
<p>Both to same degree <i>Fall 1994</i></p>	<p>76%</p>	<p>81%</p>	<p>51%</p>	<p>74%</p>
<p>Males slightly/much more <i>Fall 1994</i></p>	<p>21%</p>	<p>4%</p>	<p>47%</p>	<p>12%</p>
<p>Females slightly/much more <i>Fall 1994</i></p>	<p>22%</p>	<p>2%</p>	<p>47%</p>	<p>9%</p>
<p>Q79. perform equally well in their assigned tasks?</p>	<p>2%</p>	<p>17%</p>	<p>3%</p>	<p>17%</p>
<p>Both to same degree <i>Fall 1994</i></p>	<p>77%</p>	<p>86%</p>	<p>59%</p>	<p>80%</p>
<p>Females usually/nearly always more <i>Fall 1994</i></p>	<p>76%</p>	<p>88%</p>	<p>51%</p>	<p>80%</p>
<p>Males usually/nearly always more <i>Fall 1994</i></p>	<p>2%</p>	<p>9%</p>	<p>2%</p>	<p>15%</p>
<p>Males usually/nearly always more <i>Fall 1994</i></p>	<p>22%</p>	<p>4%</p>	<p>39%</p>	<p>9%</p>
<p><i>Fall 1994</i></p>	<p>22%</p>	<p>3%</p>	<p>47%</p>	<p>5%</p>

EQUITY ITEMS

3 Items on CAPABILITIES

	OFFICERS	ENLISTED		
	Male	Female	Male	Female

Q82A1. Females are just as able as males to meet the physical demands of being an Army soldier.

Agree/strongly agree	22%	65%	35%	63%
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EQUITY ITEMS

3 Items on INTEGRATION

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q81. In your unit, how well do you think male and female soldiers work together as a team?				
All soldiers work well together	73%	82%	64%	72%
<i>Fall 1994</i>	72%	85%	65%	78%
Uni-sex better	25%	13%	31%	16%
<i>Fall 1994</i>	27%	11%	32%	11%
Gender integrated better	2%	5%	5%	13%
<i>Fall 1994</i>	1%	4%	3%	12%

Q82A2. Having both genders in a unit would improve the work atmosphere of that group.

Agree/strongly agree 26% 63% 38% 68%

Q82A4. Mixing males and females in a unit would have a negative influence on group cohesion/cooperation.

DISAGREE/strongly DISAGREE 51% 86% 52% 84%
Neutral 29% 12% 29% 13%

EQUITY ITEMS

5 Items on APFT/WEIGHT

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
In your opinion, how fair is/are.....				
Q93A1. current Army weight standards for males your age?	±2%	±2%	±2%	±2%
Extremely/very fair	48%	46%	38%	35%
Moderately fair	33%	40%	35%	43%
Not fair/not very fair	19%	14%	27%	22%
Q93A2. current Army weight standards for females your age?	±2%	±1%	±2%	±2%
Extremely/very fair	36%	38%	32%	31%
Moderately fair	32%	34%	34%	35%
Not fair/not very fair	33%	28%	35%	34%
Q93A3. APFT requirements for males your age?	±2%	±2%	±2%	±2%
Extremely/very fair	62%	50%	46%	41%
Moderately fair	31%	41%	40%	46%
Not fair/not very fair	7%	9%	13%	13%

EQUITY ITEMS

5 Items on APFT/WEIGHT

In your opinion, how fair is/are.....	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q93A4. APFT requirements for females your age?				
Extremely/very fair	±2%	±1%	31%	44%
Moderately fair	36%	51%	30%	44%
Not fair/not very fair	27%	36%	39%	13%
Q93A5. administration of the APFT at your current location?				
Extremely/very fair	±2%	±1%	48%	43%
Moderately fair	73%	64%	37%	39%
Not fair/not very fair	22%	28%	15%	18%
Not fair/not very fair	5%	8%		

24 ITEMS ON DEVELOPMENTAL COURSES

(Data are given for ALL officers—competitive and non-competitive combined)

OFFICERS

Male ±2	Female ±2	2LT-CPT M / F	MAJ-COL M / F
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Percent of soldiers indicating that they have not completed either resident or non-resident portions of the following courses:

CAS ³	61%/69%	47%/38%
CGSC	96%/96%	22%/23%
Other MEL-4 course	98%/99%	89%/93%
Army War College	99%/99%	92%/98%
Other MEL-1 course	91%/93%	95%/96%

DEVELOPMENTAL COURSES

	OFFICERS		MAJ-COL
	2LT-CPT	M / F	
	±5	±6	
	Male ±2	Female ±2	M / F
COURSE COMPLETION:			
Q89A2. CAS ³ -- Non-resident	Have Completed 34%	33%	31%/25%
	Currently Assigned 4%	4%	48%/55%
Q89A3. CAS ³ -- Resident	Have Completed 30%	28%	21%/17%
	Currently Assigned .5%	.5%	51%/56%
Q89A4. CGSC -- Non-resident	Have Completed 20%	16%	2%/1%
	Currently Assigned 6%	8%	51%/52%
Q89A5. CGSC -- Resident	Have Completed 13%	5%	35%/19%
	Currently Assigned 1%	1%	---
Q89A6. Other Service MEL-4 equivalent	Have Completed 2%	1%	---
Non-resident	Currently Assigned .3%	.2%	3%/3%

DEVELOPMENTAL COURSE

		OFFICERS		MAJ-COL	
		2LT-CPT	M / F	M / F	±6
		±5			
		Male	Female		
COURSE COMPLETION (continued)					
Q89A7.	Other Service MEL-4 equivalent Resident	6%	3%	1%/1%	11%/6%
	Have Completed				
	Currently Assigned	1%	.6%		
Q89A8.	Army War College -- Non-resident	1%	.2%	---/---	2%/1.6%
	Have Completed				
	Currently Assigned	.7%	.3%		
Q89A9.	Army War College -- Resident	2%	.4%	---/---	5%/1%
	Have Completed				
	Currently Assigned	.4%	.2%		
Q89A10.	Other Service MEL-1 equivalent Non-resident	2%	2%	2%/1%	1%/2%
	Have Completed				
	Currently Assigned	.3%	.1%		
Q89A11.	Other Service MEL-1 equivalent Resident	10%	6%	10%/7%	6%/3%
	Have Completed				
	Currently Assigned	.6%	.3%		

DEVELOPMENTAL COURSES

ENLISTED
Male Female

COURSE COMPLETION (continued)

No significant differences by
rank unless noted; however,
males > females for all

Q89B2.	PLDC	Have Completed Currently Assigned	59% 1%	51% 1%	
Q89B3.	BNCOC	Have Completed Currently Assigned	40% 1%	31% 1%	
Q89B4.	ANCOC	Have Completed Currently Assigned	20% .8%	12% .6%	
Q89B5.	First Sergeants Course	Have Completed Currently Assigned	3% .7%	1% .4%	SFC-CSM 20% / 8%
Q89B6.	SGM COURSE	Have Completed Currently Assigned	2% 1%	1% .3%	
Q89B6.	CSM Course	Have Completed Currently Assigned	1% .7%	.6% .3%	

DEVELOPMENTAL COURSES

	OFFICERS	ENLISTED
	Male Female Male Female	Male Female

Q89B7. Battle Staff NCO Course

Have Completed	2%	1%
Currently Assigned	.8%	.4%

Q90. In what year did you complete the most recent formal military course you identified above?

	35%	45%	40%	50%
Not completed any	18%	14%	15%	10%
Prior to 1990	21%	16%	19%	15%
1990-1992	27%	26%	26%	24%
1993-1995				

CO Grade	51% / 61%	Not completed any	3%	4%
			Prior to 1990	
			14%	10%
			33%	26%
			1990-1992	1993-1995

Field Grade	No significant differences
Enlisted Personnel	No significant differences

DEVELOPMENTAL COURSES

OFFICERS **ENLISTED**
 Male Female Male Female

For the most recent formal military course,
 how would you rate the

Q91A1. quality of training? **43%** **39%** **47%** **46%**

Excellent/very good

No significant differences

46% / 38%

CO grade

Field grade

Enlisted personnel

No significant differences

Q91A2. usefulness for the next follow-on assignment?

41% **34%** **42%** **42%**

Excellent/very good

No significant differences

43% / 33%

CO grade

Field grade

Enlisted personnel

No significant differences

**Q92. For that most recent course, would you say
 you received it....**

47% **42%** **43%** **38%**

Percent answering →

2% **2%** **2%** **2%**

too early in your career?

74% **81%** **69%** **76%**

at about the right time in your career?

24% **18%** **29%** **22%**

too late in your career?

Right time Field grade **75% / 83%**

Too late Field grade **24% / 16%**

DEVELOPMENTAL COURSES

OFFICERS ENLISTED

Male Female Male Female

Q5A19.	How satisfied or dissatisfied are you with your access to education/training? Satisfied/very satisfied	67%	72%	53%	62%
	CO grade 63% / 70% Jr. Enl 49% / 58% Sr. Enl 53% / 68%				
Q66.	How confident are you that you will get the training/developmental COURSES you need to be competitive for promotion? Have had what I need I am leaving Extremely/very confident	26%	20%	14%	12%
		8%	8%	11%	13%
		44%	46%	36%	34%
Q68A1.	At your current rank, how fair are the selections for training/developmental courses? Extremely/very fair Not fair/not very fair	38%	36%	20%	18%
		16%	14%	28%	28%

**1 ITEM ON TIME AWAY/ABSENCE FROM DUTY
STATION FOR MILITARY REASONS**

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
	±2	±2	±2	±3

Q17. During the last 12 months, how many weeks have you been away from your *duty station* for your military duties (including deployments, assignments, training, TDY)?

Not at all	13%	22%	27%	45%
Less than 1 week	8%	11%	8%	8%
One or more weeks	79%	67%	66%	47%

**BREAKDOWN OF THOSE GONE FOR
ONE OR MORE WEEKS**

	N=2887	N=3093	N=2752	N=1397
	±2%	±2%	±2%	±3%
1-4 weeks	29%	41%	25%	36%
5-8 weeks	22%	19%	19%	22%
9-12 weeks	17%	16%	18%	16%
13-16 weeks	10%	9%	11%	8%
More than 16 weeks	22%	15%	27%	18%

20 ITEMS ON FAMILY MATTERS

	OFFICERS		ENLISTED		
	Male ±2	Female ±2	Male- ±2	Female ±2*	
FAMILY DEMOGRAPHICS:					
Q23.	MARRIED/REMARRIED/SEPARATED	80%	58%	65%	51%
	NOT MARRIED	20%	42%	35%	49%
	DIVORCED/WIDOWED	4%	12%	5%	15%
	SINGLE-NEVER MARRIED	16%	30%	30%	34%
Q24.	UNMARRIED SOLDIERS WITH SO	45%	50%	46%	58%
Q25.	MARRIED SOLDIERS WHO ARE GEOGRAPHIC BACHELORS	8%	21%	20%	26%
Q26.	DUAL MILITARY	7%	54%	10%	63%
Q27.	SPOUSE/SO WORKS	48%	66%	53%	71%
	DOES NOT WORK BUT WOULD LIKE TO	23%	23%	32%	24%
	DOES NOT WORK/DOES NOT WANT TO	28%	11%	15%	5%
	DUAL INCOME (of all with spouse/so--spouse/so works or is AD)	45%	77%	49%	81%
Q33.	DEPENDENT CHILD LIVING WITH OF ALL SOLDIERS	55%	32%	42%	39%

FAMILY MATTERS

	OFFICERS	ENLISTED	
	Male Female	Male Female	

Q30. During the last 12 months, how many weeks have you and your spouse/child(ren) been apart/you been away from home because of your military duties (including deployments and assignments, training, TDY, etc.)

None	8%	14%	15%	26%
Less than 1 week	7%	10%	7%	7%
One or more weeks	85%	76%	78%	67%

BREAKDOWN OF THOSE GONE FOR ONE OR MORE WEEKS

1-4 WEEKS	24%	29%	17%	21%
5-8 WEEKS	20%	14%	16%	17%
9-12 WEEKS	18%	15%	16%	18%
13-16 WEEKS	10%	9%	12%	7%
MORE THAN 16 WEEKS	28%	33%	40%	37%

FAMILY MATTERS

OFFICERS		ENLISTED	
Male <small>±2</small>	Female <small>±2</small>	Male <small>±2</small>	Female <small>±2</small>

Based on your Army experience, how satisfied/dissatisfied are you with the.....
(Reporting satisfied/very satisfied)

Q5A44. Quality of family medical care	41%	63%	43%	53%
Q5A45. Availability of family medical care	32%	50%	41%	51%
Q5A46. Quality of family dental care	41%	54%	41%	50%
Q5A47. Availability of family dental care	30%	36%	37%	45%
Q5A48. Amount of time separated from family	58%	50%	41%	38%
Q5A49. Spouse career/work opportunities	47%	52%	39%	46%
Q5A51. Quality of Army family programs	74%	78%	64%	67%
Q5A52. Availability of Army family programs	75%	76%	65%	67%

FAMILY MATTERS

	OFFICERS		ENLISTED	
	Male ±2	Female ±2	Male ±2	Female ±2
Q28. How supportive is your spouse/girlfriend/ boyfriend of your making a career of the Army?				
Very/fairly supportive	80%	80%	64%	64%
<i>Spring 1994</i>	81%	81%	67%	69%
<i>Spring 1993</i>	81%	79%	69%	67%
<i>Spring 1992</i>	80%	76%	67%	67%
Q31. In general, how well has your family adjusted to the demands of being an "Army family?"				
Selecting 1/2/3 (extremely well)	85%	81%	69%	62%
<i>Fall 1994</i>	86%	83%	71%	63%
<i>Spring 1994</i>	86%	78%	70%	66%
<i>Spring 1991</i>	84%	79%	68%	62%
Q62. Compared to previous Army duty assignments, how much stress has your current assignment placed on family relationships?				
Most/more stress than others	41%	42%	49%	44%
% not responding	19%	34%	33%	45%

FAMILY MATTERS

OFFICERS		ENLISTED	
Male	Female	Male	Female
±2	±1	±2	±2

What level of conflict/stress are/were you
experiencing.....
(reporting high/very high/extremely high)

Q20A2. now in your family/personal life?	22%	23%	30%	32%
Q20A4. a year ago in your family/personal life?	21%	22%	26%	30%

9 GLOBAL SATISFACTION ITEMS

		OFFICERS		ENLISTED	
		Male	Female	Male	Female
		±2	±1	±2	±2

Based on your Army experience, how satisfied or dissatisfied are you with.....

Q5A1.	Amount of enjoyment from my job Satisfied/very satisfied	78%	77%	59%	61%
Q5A2.	Level of job fulfillment/challenge Satisfied/very satisfied	80%	80%	62%	59%
Q5A3.	Use of my skills and training on the job Satisfied/very satisfied	78%	78%	63%	64%
Q5A16.	Level of recognition for my accomplishments Satisfied/very satisfied	70%	66%	46%	45%
Q5A53.	Overall quality of Army life Satisfied/very satisfied	70%	78%	53%	56%

GLOBAL SATISFACTION ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q63. Overall, how satisfied are you with your current duty assignment?				
Satisfied/very satisfied	68%	67%	43%	43%
<i>Spring 1994</i>	74%	70%	54%	52%
<i>Fall 1994</i>	74%	69%	56%	60%
<i>Spring 1993</i>	73%	70%	56%	56%
	±2	±4	±1	±4
Q72. Overall, how satisfied are you with the kind of work you do in your primary CMF or Basic Branch?				
Satisfied/very satisfied	80%	79%	53%	53%
Q76. Overall, how satisfied are you with your Army career?				
Satisfied/very satisfied	80%	80%	55%	57%

GLOBAL SATISFACTION ITEMS

	OFFICERS	ENLISTED
	Male	Female

Q104. How would you rate your current level of morale?

	OFFICERS	ENLISTED
	Male	Female
High/very high	49%	33%
<i>Spring 1994</i>	50%	36%
<i>Spring 1993</i>	52%	41%
<i>Spring 1992</i>	56%	40%
	±2	±1
	±4	±4

11 COMMITMENT ITEMS

	OFFICERS		ENLISTED	
	Male ±2	Female ±1	Male ±2	Female ±2
Q8. Which ONE of the following describes your current active duty Army career intentions?				
Probably/definitely stay to retirement	69%	52%	42%	30%
<i>Spring 1994</i>	70%	49%	41%	32%
<i>Spring 1993</i>	71%	49%	43%	33%
<i>Spring 1992</i>	70%	48%	42%	30%
	±2	±4	±2	±4
Q10. I would recommend that others pursue an active duty career in the Army.				
Agree/strongly agree	41%	48%	33%	31%
<i>Spring 1994</i>	41%	39%	34%	31%
<i>Spring 1993</i>	40%	39%	36%	28%
	±2	±4	±2	±4
Q11. If a male asked your advice about joining the Army, would you recommend that he				
join the Army?	54%	65%	45%	51%
join another service?	28%	23%	38%	37%
not join a military service?	18%	12%	17%	12%

COMMITMENT ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q12. If a female asked your advice about joining the Army, would you recommend that she				
join the Army?	36%	54%	31%	35%
join another service?	34%	28%	41%	45%
not join a military service?	30%	18%	28%	20%
Q74A1. Most of the soldiers I know are proud to be in the Army.				
Agree/strongly agree	67%	60%	29%	24%
Q74A2. I am proud to tell others I am in the Army.				
Agree/strongly agree	86%	87%	68%	67%
Q74A4. I would accept almost any job assignment to stay in the Army.				
Agree/strongly agree	25%	19%	22%	15%

COMMITMENT ITEMS

	OFFICERS		ENLISTED	
	Male	Female	Male	Female
Q74A6. I would leave the Army tomorrow if I could find a good civilian job. Agree/strongly agree	34%	28%	51%	52%
Q74A7. The American public has a great deal of respect for Army soldiers. Agree/strongly agree	51%	43%	32%	30%
Q74A8. If I had it to do over again, I would NOT join the Army. Agree/strongly agree	16%	13%	32%	29%
Q75. How easy do you think it would be for you to find a civilian job with the same or better pay and benefits? Very/somewhat easy	45%	54%	45%	40%

APPENDIX C

SAMPLE SURVEY OF MILITARY PERSONNEL (SSMP)

SPRING 1995

SURVEY APPROVAL AUTHORITY: U.S. ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
SURVEY CONTROL NUMBER: PERI-AO-95-16
RCS: MILPC-3

SAMPLE SURVEY OF MILITARY PERSONNEL

51 YEARS OF SERVICE

SPRING 1995

★ U.S. GOVERNMENT PRINTING OFFICE:1995-386-702/00029

DA FORM 7221, APR 95 REPLACES DA FORM 7221, AUG 94 WHICH IS OBSOLETE



*The first Army-wide sample survey
of soldiers was conducted in December, 1943.
Since then the survey has been conducted regularly,
first as the **Personnel Survey of the Army**,
and since 1958 as the **Sample Survey of Military Personnel (SSMP)**.*

SSMP collects information on a wide range of issues important to the Army, soldiers, and their dependent family members. Army agencies and commands request the questions which are included in the SSMP. The results of the survey are used by Army policymakers to develop plans, assess policies, and evaluate program operations and outcomes.

NOTICE

1. **READ CAREFULLY EACH QUESTION AND ALL THE POSSIBLE ANSWERS** before selecting your answer.
2. **DO NOT FOLD, TEAR, CUT, TRIM, STAPLE OR TAPE CLOSED, OR PLACE A LABEL ON THE QUESTIONNAIRE.**
3. **THE SURVEY IS ANONYMOUS.** Your responses are anonymous because you do not provide your name, social security number, or information by which you can be identified. Only persons involved in collecting or preparing the information for analysis will have access to completed survey questionnaires. Only group statistics will be reported.
4. **YOUR PARTICIPATION IS NEEDED.** The Army needs information from you in order to make informed decisions. Your participation in the survey is voluntary. Failure to respond to any question will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative of all soldiers.
5. **USE THE RETURN ENVELOPE.** After you have completed the survey, please place the questionnaire in the envelope provided, seal the envelope, and return it. If the survey has been distributed locally, give it to your local point-of-contact. The envelope is provided to help protect your privacy.

Prepared by:

**ARMY PERSONNEL SURVEY OFFICE
U.S. Army Research Institute
for the Behavioral and Social Sciences
ATTN: PERI-RZD
5001 Eisenhower Avenue
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DSN 667-7801**

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PLEASE DO NOT WRITE IN THIS AREA



02568



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, DC 20310-0300



DAPE-ZA (600-46a)

MEMORANDUM FOR SURVEY PARTICIPANTS

SUBJECT: Spring 1995 Sample Survey of Military Personnel

1. The enclosed survey gives you an opportunity to express your views about our Army: where we are and where we need to go. We are particularly interested in how satisfied you are with your current job and your Army career. The results will be used by senior leadership to assess current and planned Army services, policies, and programs.
2. Your responses, combined with those of a sample of soldiers throughout the Army, provide important information for shaping the Army's future. Your careful attention to each survey question is essential. Your answers will not be tracked back to you as an individual.
3. Your time and cooperation in completing and returning the survey are personally appreciated.

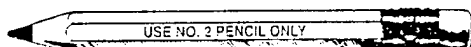
THEODORE G. STROUP, JR.
Lieutenant General, GS
Deputy Chief of Staff
for Personnel

Encl

MARKING INSTRUCTIONS

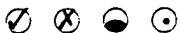
GENERAL INSTRUCTIONS

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.
- Please **do not** make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



Marking all that apply

Sometimes you will be asked to "MARK ALL THAT APPLY". When this instruction appears, you may mark more than one answer.

EXAMPLE:

Were you deployed/relocated to serve in the following locations during the time periods indicated? **MARK ALL THAT APPLY.**

- Does not apply; I was not deployed/relocated to serve in any of these.
- Vietnam (March 1962–January 1973)
- Grenada (October 1983–November 1983)
- Panama (December 1989–January 1990)
- Southwest Asia (August 1990–April 1991)
- Somalia (December 1992–March 1994)
- Macedonia (July 1993–present)
- Haiti (September 1994–present)

Marking numbers

Sometimes you will be asked to give numbers for your answer by filling in a grid. If you are asked to give numbers, please record the numbers in the boxes above the grid, then fill in the circles of the grid as shown below.

EXAMPLE:

Which ONE of the 53 items on this page made you **FIRST THINK** about leaving the Army?

- My reason is not listed.
(Please list on page 27.)

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

Selecting only one response

Sometimes you will be asked to mark one response from a list of possible items.

EXAMPLE:

Which ONE of the following describes your current active duty Army career intentions? **MARK ONE.**

- PROBABLY stay in until retirement
- DEFINITELY stay in until retirement
- PROBABLY stay in beyond my present obligation, but not necessarily to retirement
- DEFINITELY stay in beyond my present obligation, but not necessarily to retirement
- PROBABLY leave upon completion of my present obligation
- DEFINITELY leave upon completion of my present obligation

Using a common scale for more than one question

Sometimes you will be asked to "MARK A RESPONSE FOR EACH" to answer a number of different questions.

EXAMPLE:

Do you agree or disagree with the following?
MARK A RESPONSE FOR EACH.

				Strongly disagree
				Disagree
				Neither agree nor disagree
				Agree
				Strongly agree

I believe that the Army leadership will make the best decisions to maintain a quality Army.

The Army will protect my benefits and retirement.
Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career.

CAREER MATTERS

**1. Do you agree or disagree with the following?
MARK A RESPONSE FOR EACH.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I believe that the Army leadership will make the best decisions to maintain a quality Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Army will protect my benefits and retirement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Army leaders are aware of the frustration and anxieties that accompany the possible loss of one's job or career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Are you more or less concerned about these things today than you were a year ago?

	Much less concerned	Less concerned	Neither more nor less concerned	More concerned	Much more concerned
Your long-term opportunities in the Army	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The kind of work you will go into when you leave the Army	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whether you would be able to get a civilian job quickly if you had to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The financial burden on you and your family should you have to leave the Army unexpectedly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. As the Army becomes smaller, do you think that you will be . . .

	Definitely yes	Probably yes	Probably not	Definitely not	Don't know	Not applicable
allowed to stay in the Army beyond your current enlistment/obligation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
promoted on or ahead of schedule?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
allowed to serve until eligible for regular retirement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
targeted to leave the Army involuntarily?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
offered an early out?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Based on what you have read or heard about the Army's force reduction plans, how concerned are you about the following?

	Not at all concerned	Slightly concerned	Moderately concerned	Very concerned	Extremely concerned
Changing Army policies on downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited exchange, commissary, and medical benefits following separation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment assistance following separation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continued educational benefits after separation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Future Army strength reductions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RIF/separation board rules and guidelines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Based on your Army experience, how satisfied or dissatisfied are you with the following?

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Not applicable
01. Amount of enjoyment from my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
02. Level of job fulfillment/challenge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
03. Use of my skills and training on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
04. Amount of personnel available to do work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
05. Level of competence of co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
06. Control over my job assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
07. Quality of equipment/supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
08. Amount of equipment/supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
09. Amount of paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Amount of regulation and discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Number of quick response tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Length of working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Geographic location of jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Level of fairness in how my performance is evaluated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Promotion/advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Level of recognition for my accomplishments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Assignments to jobs offering technical/professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Opportunity to select a job, training, or station of my choice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Access to education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Assignment to leadership jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Quality of leadership at your place of duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Amount of respect from superiors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Level of competence of supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Amount of pay (basic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Fairness of married vs. single pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Not applicable
26. Special pay (such as bonuses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Level of educational benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Overseas duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Amount of VHA/COLA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Living conditions overseas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Living conditions stateside	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Quality of government housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Availability of government housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Number of PCS relocations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Compensation for PCS moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Post exchanges (PX)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Youth Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. Recreational services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Quality of military medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Quality of military dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Quality of family medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Availability of family medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Quality of family dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Availability of family dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Amount of time separated from family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Spouse career/work opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Dependent schools (DODDS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Quality of Army family programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. Availability of Army family programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Overall quality of Army life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continue with Item 26 in the column at the right.)

Are you leaving or thinking about leaving the Army before retirement?

Yes
 No → GO TO QUESTION 8 ON PAGE 7.

6. Which ONE of the 53 items on this page made you **FIRST THINK** about leaving the Army?

My reason is not listed. (Please list on page 27.)

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

7. Which ONE of the 53 items on this page is your **MOST IMPORTANT** reason for leaving or thinking about leaving?

My reason is not listed. (Please list on page 27.)

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

8. Which ONE of the following describes your current active duty Army career intentions? MARK ONE.

- PROBABLY stay in until retirement
- DEFINITELY stay in until retirement
- PROBABLY stay in beyond my present obligation, but not necessarily to retirement
- DEFINITELY stay in beyond my present obligation, but not necessarily to retirement
- PROBABLY leave upon completion of my present obligation
- DEFINITELY leave upon completion of my present obligation

9. Have your career plans changed as a result of the planned downsizing of the Army?

- Yes, I will definitely leave the Army sooner than I had planned.
- Yes, I am now thinking about leaving the Army sooner than I had planned.
- No, my plans have not changed.

10. I would recommend that others pursue an active duty career in the Army.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

11. If a male asked your advice about joining the Army, would you recommend that he . . .

- join the Army?
- join another military service?
- not join a military service?

12. If a female asked your advice about joining the Army, would you recommend that she . . .

- join the Army?
- join another military service?
- not join a military service?

The Army defines direct ground combat as engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel.

13. Would you volunteer for assignment in a direct combat specialty, if given the opportunity?

- Does not apply; I am already assigned to a direct combat specialty.
- Definitely yes
- Probably yes
- Undecided
- Probably not
- Definitely not

Operations Other Than War include peace-keeping/peace-making, humanitarian relief, drug interdiction, etc.

14. Would you volunteer for an Operations Other Than War assignment, if given the opportunity?

- Definitely yes
- Probably yes
- Undecided
- Probably not
- Definitely not

BASE REALIGNMENT AND CLOSURE (BRAC)

15. Has your current installation been identified for closure or realignment under the BRAC process?

- Yes
- No
- Don't know

16. Were you part of a unit that has been deactivated or is your current unit scheduled to be deactivated? MARK ONE.

- Yes, has been deactivated
- Yes, is in the process of deactivating
- Yes, is scheduled to deactivate
- No
- Not sure

TIME AWAY, DEPLOYMENTS

17. During the last 12 months, how many weeks have you been away from your duty station for your military duties (including deployments, assignments, training, TDY)?

- Not been away at all
- Less than 1 week

NUMBER OF WEEKS AWAY

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

18. Were you deployed/relocated to serve in the following locations during the time periods indicated? MARK ALL THAT APPLY.

- Does not apply; I was not deployed/relocated to serve in any of these.
- Vietnam (March 1962–January 1973)
- Grenada (October 1983–November 1983)
- Panama (December 1989–January 1990)
- Southwest Asia (August 1990–April 1991)
- Somalia (December 1992–March 1994)
- Macedonia (July 1993–present)
- Haiti (September 1994–present)

19. If your unit were notified TODAY that it would deploy in 2 weeks, would any of the following make it difficult/impossible for you to deploy with your unit? MARK ALL THAT APPLY.

- Does not apply; my unit would not be deployed.
- Does not apply; I would have no difficulty deploying.

I would have difficulty deploying because . . .

- I am pregnant.
- my spouse is pregnant.
- I am a single parent.
- my spouse and I are both military.
- I have no Family Care Plan (FCP).
- I have an FCP but don't think it will work.
- I have a medical condition that prevents deployment.
- I have a physical profile that prevents deployment.
- I have other family obligations that prevent deployment.
- I am attending civilian school.
- I am attending military school.
- other reason (Please list on page 27.)

YOURSELF

20. What level of conflict/stress are/were you experiencing . . .
MARK ONE FOR EACH.

	Does not apply	Extremely high	Very high	High	Moderate	Slight	None
now in your military job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
now in your family/personal life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a year ago in your military job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a year ago in your family/personal life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PREGNANCY

21. Are you (or is your spouse) currently pregnant?

- Does not apply; I am a single male.

→ GO TO QUESTION 23 ON PAGE 9.

- Yes
- No, but plan to be within one year
- No, but maybe in the future
- No, and do not plan to be

22.A. During the last 12 months, have you (or your spouse) given birth to a child?

- Yes
- No

22.B. Did you (or your spouse) have difficulty with any of the following during pregnancy or following childbirth? MARK ALL THAT APPLY.

During pregnancy

Following childbirth

- | | |
|------------------------------------------------------------------|------------------------------------------------------------------|
| <input type="radio"/> Receiving medical care | <input type="radio"/> Receiving medical care |
| <input type="radio"/> Performing garrison duties | <input type="radio"/> Performing garrison duties |
| <input type="radio"/> Performing field/deployment duties | <input type="radio"/> Performing field/deployment duties |
| <input type="radio"/> Insufficient leave time | <input type="radio"/> Returning to fitness/weight standards |
| <input type="radio"/> Other difficulty (Please list on page 27.) | <input type="radio"/> Insufficient leave time |
| | <input type="radio"/> Other difficulty (Please list on page 27.) |

FAMILY MATTERS

23. What is your current marital status?

- Married for the first time
- Remarried, was divorced or widowed
- Legally separated or filing for divorce
- Divorced
- Single and never married
- Widowed

24. Are you now engaged or significantly involved in a relationship with someone? In other words, is there an important girlfriend/boyfriend in your life right now?

- Does not apply; I am currently married.
- Yes
- No

→ GO TO QUESTION 29 AT THE RIGHT.

25. Where is your spouse currently living?

- Does not apply; I am single, divorced or widowed.
- With me at my current CONUS location
- With me at my current OCONUS location
- Not with me and within the 48 continental U.S.
- Not with me and outside the 48 continental U.S.

26. Is your spouse/girlfriend/boyfriend currently serving on active duty in the U.S. Armed Forces?

- No
- Yes, on active duty in the Army
- Yes, on active duty in the Air Force
- Yes, on active duty in the Navy
- Yes, on active duty in the Marine Corps
- Yes, on active duty in the Coast Guard

27. Is your civilian spouse/girlfriend/boyfriend currently working in a civilian job (including a job with the U.S. Army/Department of Defense)?
MARK ONE.

- Does not apply; my spouse/girlfriend/boyfriend is on active duty.
- Yes, full-time
- Yes, part-time
- No, but is currently looking for work
- No, not looking for work but would like to work
- No, does not want to work now

28. How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?

- Very supportive
- Fairly supportive
- Mixed or neutral
- Fairly unsupportive
- Very unsupportive

TIME APART, TRAINING

29. Are you currently . . .

- married?
- a single parent (child(ren) living with you)?
- single with no children (or none living with you)?

→ GO TO QUESTION 38 IN THE RIGHT HAND COLUMN ON PAGE 10 ("ABSENCE FROM WORK").

30. During the last 12 months, how many weeks have you and your spouse/child(ren) been apart/you been away from home because of your military duties (including deployments and assignments, training, TDY, etc.)?

- Not been away at all
- Less than 1 week

NUMBER OF WEEKS APART

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

31. In general, how well has your family adjusted to the demands of being an "Army family"?
MARK ONE.

- Extremely Well Neither Extremely Badly
- ① ② ③ ④ ⑤ ⑥ ⑦

DEPENDENT CHILDREN

Dependent children are **UNMARRIED** children, including adopted children or stepchildren, who:

- * Are not yet 21 years old; OR
- * Attend college and are not yet 23 years old; OR
- * Are of any age and have a mental or physical handicap

AND WHO are legally dependent on you for over half their support.

32. As defined above, how many dependent children do you have?

None

→ GO TO QUESTION 38 AT THE RIGHT.

One

Two

Three or more

33. How many of your dependent children are now living with you?

None

One

Two

Three or more

34. Do you have a dependent child living with you who is 12 years old or younger?

Yes

No

→ GO TO QUESTION 38 AT THE RIGHT.

35. During the last 3 months, have you lost time from your military duties because you were unable to find child care? **MARK ONE.**

Does not apply; I do not use child care services.

No

Yes, one time

Yes, two times

Yes, three times

Yes, four times

Yes, five or more times

36. During the last 3 months, has your spouse lost time from paid or volunteer work because you were unable to find child care? **MARK ONE.**

Does not apply; I/we do not use child care services.

Does not apply; I am not married.

Does not apply; my spouse does not work for pay or do volunteer work.

No

Yes, one time

Yes, two times

Yes, three times

Yes, four times

Yes, five or more times

37. What is the **MOST IMPORTANT** reason why you do **NOT USE** Army-sponsored child care services? **MARK ONLY ONE.**

Does not apply; I/we are using Army child care services.

My spouse cares for our child(ren).

My child(ren) is too old.

Army-sponsored care is not available at my location.

Waiting list is too long.

Costs too much.

Hours of operation do not meet my needs.

Location is not convenient.

Staff are not adequately trained.

Lack facilities or services for my handicapped/exceptional child.

Other (Please list on page 27.)

ABSENCE FROM WORK

38. During the last 12 months, have you been absent from your regular work assignment for a period of **at least 2 consecutive weeks** for any of the following reasons? **MARK ALL THAT APPLY.**

I have **NOT** been absent from my work assignment for 2 or more consecutive weeks.

→ GO TO QUESTION 41 ON PAGE 11.

You were on a profile due to injury.

Pregnancy (you or your spouse).

Childbirth (you or your spouse).

You were ill (not related to pregnancy).

A family member was ill (not related to pregnancy).

You were away at school.

I have been absent for 2 or more weeks but not for any of the reasons listed above.

39. Do you think your absence had a negative impact on your immediate work group (those personnel with whom you spend the majority of your duty hours)?

Yes

No

Don't know; I haven't returned to work yet.

40. How did the following individuals treat you before and after your absence?

	Before Absence			After Absence			
	Very well	OK	Poorly	Still absent	Very well	OK	Poorly
Supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subordinates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

MORALE, WELFARE AND RECREATION (MWR) PROGRAMS

41. Below is a list of some morale, welfare and recreation (MWR) programs, activities, and services available at most Army installations. **FIRST**, indicate whether you have used the program within the last 2 years. **THEN** (regardless of your use or their availability at your current installation), select the 7 categories you feel are **MOST** important in enhancing the quality of Army life.

PROGRAM CATEGORIES	USED During Last 2 Years	MOST IMPORTANT	
		MARK ONLY 7	
Information, Ticket and Registration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel Agency Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bowling (including pro shop & snack bar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation Equipment Rental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marine Services (e.g., boating, sailing, private berthing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outdoor Recreation Areas (e.g., camping, fishing, hunting, picnic, and beach)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Golf (including pro shop & snack bar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts and Crafts Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Automotive Shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music and Theater Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth Services Program (e.g., before/after school, sports, day camps, and center/teen activities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Recreation Centers/Special Events (other than youth)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Development Services (e.g., centers, family home care, information and referral services)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food Catering/Banquet Services (provided by Army club(s))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Full Club Dining and Beverage Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Club Entertainment Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Club Beverage Lounge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gymnasium/Playing Courts/Fields (e.g., basketball, volleyball, racquetball, softball, soccer, football)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Intramural Sports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sports Above the Intramural Level (e.g., area, conference, All Army)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Swimming Pools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fitness Center (e.g., strength training machines, aerobic machines, free weights)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HOUSING

42. Where do you currently live?

- Barracks/BEQ/BOQ at a military facility
- On-post family housing
- Off-post military/government housing (leased)
- Civilian housing (rental)
- A home that I own

43. If costs were the same for on-post military or off-post civilian housing, where would you prefer to live?

- On-post military housing
- Off-post civilian housing

44. How important was each of the following in determining your answer to Question 43 above? MARK A RESPONSE FOR EACH.

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Condition of housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to educational facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to recreational facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. How would you rate your current housing on the following? MARK A RESPONSE FOR EACH.

- Does not apply; I own my own home.

→ GO TO QUESTION 46 ON THE NEXT PAGE.

	Poor	Fair	Good	Very good	Excellent	Not applicable
Condition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Size of quarters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to personalize living space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Furnishings/decor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Household appliances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handicap accessibility/adaptability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bathroom facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate parking space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR CURRENT DUTY ASSIGNMENT

46. My current immediate supervisor is . . .

- a civilian employee.
- a commissioned officer.
- a warrant officer.
- a noncommissioned officer.

47. My current immediate supervisor is . . .

- male.
- female.

48. My current immediate supervisor is . . .

- white.
- black.
- another racial/ethnic minority.

49. In terms of work habits and on-the-job behavior, my immediate supervisor sets the right example by his/her actions.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

50. How much respect do you have for your immediate supervisor?

- Very great amount
- Great amount
- Moderate amount
- Slight amount
- None at all

51. If you had to give your immediate supervisor grades on his/her performance, what would those grades be for the following?

	Excellent	Very good	Good	Fair	Poor
Handling the technical-skills parts of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handling the people-skills parts of the job (such as understanding human nature/what makes people "tick," respecting the dignity of soldiers, demonstrating concern for the well-being of soldiers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall performance as a supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Consider your "immediate work group" to be those personnel with whom you spend the majority of your duty hours.

52. My current immediate work group is . . .

- all soldiers.
- more soldiers than civilians.
- about half soldiers and half civilians.
- more civilians than soldiers.
- all civilians (I am the only soldier).

53. My current immediate work group is . . .

- all males.
- more males than females.
- about half males and half females.
- more females than males.
- all females.

54. My current immediate work group is . . .

- all white.
- more white than minorities.
- about half white and half minorities.
- more minorities than whites.
- all minorities.

55. In general, how do you feel about the other soldiers in your current immediate work group?

- Does not apply; I do not currently work with other soldiers.
- No basis to judge; this is my first assignment.
- Best I've worked with so far
- Better than most I've worked with
- About the same
- Worse than most I've worked with
- Worst I've ever worked with

56. In general, how do you feel about the civilians in your current immediate work group?

- Does not apply; I do not currently work with civilians.
- No basis to judge; this is my first assignment.
- Best I've worked with so far
- Better than most I've worked with
- About the same
- Worse than most I've worked with
- Worst I've ever worked with

57. Does your current work group work together as a team?

- Does not apply; I have not had enough experience with this work group to judge.
- No
- Yes, and I feel like I belong to the team.
- Yes, but I don't feel like I belong to the team.

58. How helpful will your current duty assignment be for your military career?

- Does not apply; I am leaving/retiring.
- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

59. About how long have you been in your current duty assignment?

- 0-3 months
- 4-6 months
- 7-12 months
- 13-18 months
- 19-24 months
- More than 2 years

60. On the average, about how many hours do you work in a TYPICAL/AVERAGE duty day?

- HOURS**
- | | | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16+ |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

61. How often at the end of the work day do you feel you've accomplished something really worthwhile?

- All of the time
- Most of the time
- About half of the time
- Some of the time
- None of the time

62. Compared to previous Army duty assignments, how much stress has your current assignment placed on family relationships?

- Does not apply; this is my first assignment.
- Does not apply; I don't have a family.
- Most stress to date
- More stress than most assignments
- About average
- Less stress than most assignments
- Least stress to date

63. Overall, how satisfied are you with your current duty assignment?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

64. Compared to previous Army duty assignments, how would you rate your job satisfaction with your current assignment?

- Does not apply; this is my first assignment.
- Most satisfying to date
- More satisfying than most of my assignments
- About the same
- Less satisfying than most of my assignments
- Least satisfying to date

PROMOTIONS

65. How many years has it been since you received your current rank?

- Less than 1 year
- YEARS**
- | | | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9+ |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

66. How confident are you that you will get the training/developmental courses you need to be competitive for promotion?

- Does not apply; I have had the courses I need to be competitive for promotion.
- Does not apply; I am leaving/retiring.
- Extremely confident
- Very confident
- Moderately confident
- Not very confident
- Not at all confident

67. How confident are you that you will get the developmental assignments you need to be competitive for promotion?

- Does not apply; I have had the assignments I need to be competitive for promotion.
- Does not apply; I am leaving/retiring.
- Extremely confident
- Very confident
- Moderately confident
- Not very confident
- Not at all confident

68. At your current rank, how fair are the selections for . . .

	Extremely fair
	Very fair
	Moderately fair
	Not very fair
	Not at all fair
training/developmental courses?	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
developmental assignments?	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
promotion?	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

69. If you remain in the Army, how likely is it that you will be promoted in the future?

- Does not apply; I am a Sergeant Major or Command Sergeant Major.
- Does not apply; I will leave/retire before I am eligible again.
- Extremely likely
- Somewhat likely
- Not sure
- Somewhat unlikely
- Extremely unlikely

YOUR CAREER FIELD

70. Are you currently working in your primary Career Management Field (CMF) (enlisted and warrant officers) or Basic Branch (officers)?

- Yes
- No

71. Overall, how would you rate the chances for promotion within your primary CMF or Basic Branch?

- Much better than others
- A little better than others
- About the same as others
- A little worse than others
- Much worse than others
- Don't know



(Continue with Question 72 in the column at the right.)

72. Overall, how satisfied are you with the kind of work you do in your primary CMF or Basic Branch?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

73. If you could change your primary CMF or your Basic Branch, would you?

- Definitely would
- Probably would
- Not sure
- Probably would not
- Definitely would not

SATISFACTION WITH THE ARMY

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

Most of the soldiers I know are proud to be in the Army.
 I am proud to tell others that I am in the Army.
 I have been taught valuable job skills in the Army that I can use later in civilian jobs.

I would accept almost any job assignment to stay in the Army.
 I have been taught valuable personal characteristics/attitudes that I can use later in civilian jobs.
 I would leave the Army tomorrow if I could find a good civilian job.

The American public has a great deal of respect for Army soldiers.
 If I had it to do over again, I would not join the Army.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

75. How easy do you think it would be for you to find a civilian job with the same or better pay and benefits?

- Very easy
- Somewhat easy
- Somewhat difficult
- Very difficult
- Don't know

76. Overall, how satisfied are you with your Army career?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

ARMY EXPERIENCES

If you do not have any soldiers of the opposite sex in your current unit, fill in the circle below and go to Question 82 at the top of page 16.

There are no soldiers of the opposite sex in my current unit.

→ GO TO QUESTION 82 AT THE TOP OF PAGE 16.

77. In your unit, do you think that male and female soldiers are expected to achieve to the same standards (excluding physical training (PT) requirements)? MARK ONE.
- Male soldiers are expected to achieve much more.
 - Male soldiers are expected to achieve slightly more.
 - Both are expected to achieve to the same degree.
 - Female soldiers are expected to achieve slightly more.
 - Female soldiers are expected to achieve much more.
 - Not enough experience to say.
78. If your unit, do you think that male and female soldiers work as hard in performing their assigned tasks? MARK ONE.
- Male soldiers work much harder.
 - Male soldiers work slightly harder.
 - Male and female soldiers work equally hard.
 - Female soldiers work slightly harder.
 - Female soldiers work much harder.
 - Not enough experience to say.
79. In your unit, do you think that female and male soldiers perform equally well in their assigned tasks? MARK ONE.
- Female soldiers nearly always perform better.
 - Female soldiers usually perform better.
 - Female and male soldiers perform equally well.
 - Male soldiers usually perform better.
 - Male soldiers nearly always perform better.
 - Not enough experience to say.
80. Does your supervisor equally encourage female and male soldiers to succeed? MARK ONE.
- Female soldiers are encouraged much more.
 - Female soldiers are encouraged slightly more.
 - Female and male soldiers are equally encouraged to succeed.
 - Male soldiers are encouraged slightly more.
 - Male soldiers are encouraged much more.
 - Not enough experience to say.
81. In your unit, how well do you think male and female soldiers work together as a team? MARK ONE.
- Soldiers of the same sex work much better together.
 - Soldiers of the same sex work slightly better together.
 - All soldiers work well together, regardless of their sex.
 - Soldiers of the opposite sex work slightly better together.
 - Soldiers of the opposite sex work much better together.
 - Not enough experience to say.

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

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					

Females are just as able as males to meet the physical demands of being an Army soldier.
Having both genders in a unit would improve the work atmosphere of that group.

It would be more difficult to take orders from someone of the opposite sex (gender).
Mixing males and females in a unit would have a negative influence on group cohesion/cooperation.

CAREER DEVELOPMENT

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

Does not apply; I had/have one.					
Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					

Mentoring can help advance your career.
I would have liked to have had a mentor earlier in my career.
I would like to have a mentor now but don't know how to get one.

Think about the professional relationships you may have had with other individuals during your Army career that resulted in career development and/or advancement for you.

84. How many of these career development relationships have you had since becoming an Army soldier?

None

→ GO TO QUESTION 89 AT THE TOP OF PAGE 17.

OF CAREER DEVELOPMENT RELATIONSHIPS

1 2 3 4 5 6 7 8 9+

85. In which year of your Army career did your FIRST career development relationship occur (for example, 1st year, 5th year, 9th year)?

YEAR OF CAREER

1 2 3 4 5 6 7 8 9

10 11 12 13 14 15+

Answer the following questions based on the career development relationship that you consider to have had the **MOST SIGNIFICANT positive** impact on your career development.

86. How was the relationship first established?
MARK ONE.

- I initiated the relationship.
- The other person initiated the relationship.
- The relationship was arranged by a third party.

87. Was the person you had the relationship with ...

	YES	NO
of a different gender than you?	<input type="radio"/>	<input type="radio"/>
of a different race than you?	<input type="radio"/>	<input type="radio"/>
of a different ethnic group or national origin than you?	<input type="radio"/>	<input type="radio"/>
the same grade level as you?	<input type="radio"/>	<input type="radio"/>
a higher grade level than you?	<input type="radio"/>	<input type="radio"/>
a commissioned officer?	<input type="radio"/>	<input type="radio"/>
a warrant officer?	<input type="radio"/>	<input type="radio"/>
a noncommissioned officer (NCO)?	<input type="radio"/>	<input type="radio"/>
an Army civilian?	<input type="radio"/>	<input type="radio"/>
from outside the Army?	<input type="radio"/>	<input type="radio"/>
other (Please list on page 27.)	<input type="radio"/>	<input type="radio"/>

88. How helpful has this relationship been (or do you think it will be) for your career development (i.e., assignments/promotions)?

- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

LEADER DEVELOPMENT

89. Use the scale below to tell us about your military education.

OFFICER COURSES

Does not apply; I am an enlisted soldier.
(See Enlisted Courses below.)

	Have not had this course	Currently assigned	Have completed this course
Combined Arms & Services Staff School (CAS ³) - non-resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CAS ³ - resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Army Command & General Staff College (CGSC) - non-resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Army CGSC - resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Service MEL-4 equivalent - non-resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Service MEL-4 equivalent - resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Army War College - non-resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Army War College - resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Service MEL-1 equivalent - non-resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Service MEL-1 equivalent - resident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ENLISTED COURSES

Does not apply; I am a commissioned officer.

	Have not had this course	Currently assigned	Have completed this course
Primary Leadership Development Course (PLDC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Noncommissioned Officers Course (BNCO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advanced Noncommissioned Officers Course (ANCO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First Sergeants Course	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sergeants Major Course	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Command Sergeants Major Course	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Battle Staff NCO Course	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

90. In what year did you complete the most recent formal military course you identified above?

- I have not completed any of these courses.
 Prior to 1990.

→ GO TO QUESTION 93 AT THE RIGHT.

199 0 1 2 3 4 5

91. For that most recent formal military course, how would you rate the . . .

	Excellent	Very good	Good	Fair	Poor
quality of the training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
usefulness for the next follow-on assignment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. For that most recent course, would you say you received it . . .

- too early in your career?
 at about the right time in your career?
 too late in your career?

PHYSICAL FITNESS

93. In your opinion, how fair is/are . . .

	Extremely fair	Very fair	Moderately fair	Not very fair	Not at all fair	Don't know
the current Army weight standards for males your age?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the current Army weight standards for females your age?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the Army Physical Fitness Test (APFT) requirements for males your age?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the APFT requirements for females your age?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the administration of the APFT at your current location?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

94. How much difficulty do you have meeting the current Army weight standards for your age and gender?

- A great deal of difficulty
 A moderate amount
 A slight amount
 No difficulty at all

95. How much difficulty do you have meeting the current APFT requirements for your age and gender?

- A great deal of difficulty
 A moderate amount
 A slight amount
 No difficulty at all

CHAIN TEACHING

96. Did you receive Chain Teaching Briefing #4 ("Drawdown Update" conducted August–October 1994)?

- Does not apply; I was not on active duty then.
 Yes
 No
 Not sure

→ GO TO QUESTION 100 AT THE RIGHT.

97. How did you receive it?

- Unit/workplace briefing
 Small group briefing
 Read/reviewed the briefing slides
 Other method/way (Please list on page 27.)

98. How clear/easy to understand was the . . .

	Not at all clear	Moderately clear	Very clear	Don't remember
overall briefing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
information on <u>voluntary</u> separation options?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
information on <u>involuntary</u> separation options?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

99. Overall, how helpful was the briefing/material?

- Extremely helpful
 Very helpful
 Moderately helpful
 Slightly helpful
 Not at all helpful

YOU AND YOUR UNIT

100. Do you usually do your daily Army work with the company (or other similar unit) to which you are assigned?

- Yes, I work with my assigned unit.
 No, I work someplace else.

101. For how long have you worked with most (more than half) of the members of your immediate work group?

- 0–3 months
 4–6 months
 7–12 months
 13–18 months
 19–24 months
 More than 2 years

102. Describe how well prepared you are to perform your wartime duties/mission.

- Very well prepared
 Well prepared
 Moderately prepared
 Not well prepared
 Not at all prepared

103. Describe how well prepared your unit is to perform its wartime duties/mission.

- Very well prepared
 Well prepared
 Moderately prepared
 Not well prepared
 Not at all prepared

104. How would you rate your current level of morale?

- Very high
 High
 Moderate
 Low
 Very low

105. How would you rate the current level of morale in your unit?

- Very high
 High
 Moderate
 Low
 Very low

106. Overall, how would you describe your level of preparation to deploy/relocate (such as for Operation Desert Storm or assisting in Somalia/Haiti)?

- Does not apply; I/my unit would not be deployed/relocated.
 Very well prepared
 Well prepared
 Moderately prepared
 Not well prepared
 Not at all prepared

YOUR RATINGS FOR OFFICERS AND NCOs

107. Which statement below best describes your ratings of MOST of the members of each of the rank groups listed.

SELECT ONE STATEMENT BELOW FOR EACH RANK GROUP LISTED.

- They are mostly concerned about their own careers.
- They are concerned about troop welfare, but do not care to any great extent about the mission.
- They are concerned about the mission but do not care to any great extent about troop welfare.
- They are concerned about the mission and the welfare of their troops.

Junior NCOs (SGT-SSG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior NCOs (SFC-CSM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Warrant Officers (WO1-CW5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company Grade Officers (2LT-CPT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field Grade Officers (MAJ-COL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

108. Indicate how much you agree or disagree with each of the following statements.

- Does not apply; I do not work with persons in this rank group.
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Field grade officers (MAJ-COL) that I work with care about what happens to their soldiers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Field grade officers (MAJ-COL) that I work with are good leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company grade officers (2LT-CPT) that I work with care about what happens to their soldiers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company grade officers (2LT-CPT) that I work with are good leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior NCOs (SFC-CSM) that I work with care about what happens to their soldiers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior NCOs (SFC-CSM) that I work with are good leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Junior NCOs (SGT-SSG) that I work with care about what happens to their soldiers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Junior NCOs (SGT-SSG) that I work with are good leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SEXUAL HARASSMENT

Sexual harassment is a form of sexual discrimination that involves deliberate or repeated unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature (AR 600-20).

109. During the last 30 days, have you observed sexual harassment in your unit/workplace? **DO NOT INCLUDE INCIDENTS INVOLVING YOU.**

- No
- Yes, 1 time
- Yes, 2 times
- Yes, 3 times
- Yes, 4 or more times

110. During the last 12 months, do you think sexual harassment in your unit has . . .

- Increased
- Stayed about the same
- Decreased
- Do not know

111. In your chain of command, to what extent are the following committed to creating a workplace free of sexual harassment?

	Does not apply; not in my chain of command	No basis to judge	Not at all	Slightly	Moderately	Very much
Immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First Sergeant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company/Unit Commander	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders 1 Level Higher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders 2 Levels Higher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Top Army Leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

112. As a supervisor/leader, how confident are you that you would be able to handle a sexual harassment complaint in your work unit?

- Does not apply; I am not a supervisor/leader.
- Extremely confident
- Very confident
- Moderately confident
- Slightly confident
- Not at all confident

113. During the last 12 months, what type of training concerning sexual harassment have you received? **MARK ALL THAT APPLY.**

- None
- Saw a film/video tape
- Classroom-type lecture
- Discussion
- Other type training (Please list on page 27.)

114. During the last 12 months, have **YOU** been sexually harassed by **SOMEONE** where you work (in the Army)? **MARK ONE.**

- No

➔ GO TO QUESTION 124 ON PAGE 22.

- Yes, 1 time
- Yes, 2 times
- Yes, 3 times
- Yes, 4 or more times

115. Have you been harassed by the same person more than once?

- No
- Yes, 2 times
- Yes, 3 times
- Yes, 4 or more times

116. Who sexually harassed **YOU**? **MOST RECENT INCIDENT. MARK ONE.**

- An officer
- An NCO
- An enlisted person (not an NCO)
- A civilian employee of the Army
- Someone else

117. Is this person in your chain of command or unit?

- No
- Yes, in my chain of command
- Yes, another person in my unit

118. Did you report the incident to your chain of command or other military authority? **MARK ONE.**

- Yes, but I am not aware of the results.
- Yes, and something was done.
- Yes, and nothing was done about it.
- No, I handled it myself.
- No, I didn't think anyone would do anything about it.
- No, it was a minor incident and didn't really bother me.
- No, I was afraid of reprisals from the chain of command.

119. What were your reason(s) for not reporting it?

MARK ALL THAT APPLY.

- Does not apply; I did report it.
- Took care of the problem myself
- Didn't want to hurt the person who harassed me (harasser)
- Was too embarrassed
- Afraid it would hurt my OER/EER
- Afraid of other reprisals/punishment
- Individual too important
- Harasser did it to others, but nothing was done about it
- Work more important than incident/behavior of person
- Chain of command would fully support the harasser
- Thought it would take too long to get action taken
- Thought it would take too much time and effort
- Others would think I encouraged/welcomed the incident
- Thought it would make my work situation unpleasant
- Would cause too much stress for me/friends/family
- Thought I would be labeled a troublemaker
- Other reason (Please list on page 27.)

120. To whom did you report the incident?

MARK ALL THAT APPLY.

- Does not apply; I did not report it.
- Immediate supervisor
- Other person in chain of command
- Inspector General (IG)
- Criminal Investigation Command (CIDC)
- Provost Marshal (MPs)
- Judge Advocate General (JAG)
- Equal Opportunity Advisor
- Chaplain
- Medical
- Other (Please list on page 27.)

121. What actions were taken by the person/agency (identified above) to resolve your complaint?

MARK ALL THAT APPLY.

- Does not apply; I did not report it.
- None
- I do not know what was done.
- An inquiry/investigation was conducted.
- Harassing individual was counselled.
- I was encouraged to drop the complaint.
- I was transferred.
- Harasser was transferred.
- Other (Please list on page 27.)

122. During the last 12 months, what type(s) of sexual harassment have you experienced at work in the Army? MARK ALL THAT APPLY.

- Touching, leaning over, cornering, pinching, or brushing against you of a sexual nature
- Sexually suggestive looks, gestures or body language
- Pressure for sexual favors
- Rape
- Attempted rape
- Sexual assault
- Letters, telephone calls or materials of a sexual nature
- Pressure for dates
- Teasing, jokes, remarks or questions of a sexual nature
- Whistles, calls, hoots or yells of a sexual nature
- Attempts to get your involvement/participation in any other sexual activities
- Other sexual harassment (Please list on page 27.)

123. In what ways did the sexual harassment incident(s) affect you? MARK ALL THAT APPLY.

- It did not affect me.
- Sought/received medical assistance
- Sought/received counseling for mental stress
- Embarrassed because others knew about it
- Did not want to go back to work
- Working became unpleasant/hostile for me
- Went on sick call
- Took leave
- Hurt my job performance/mission accomplishment/productivity
- Made it difficult to continue working in my unit/work group
- Seriously thought about getting out of the Army
- Other way (Please list on page 27.)

EQUAL OPPORTUNITY

Equal Opportunity refers to the fair, just, and equitable treatment of all soldiers and family members, regardless of race, color, religion, gender (sex), or national origin.

124. During the last 12 months, have you been subjected to discrimination?

MARK ALL THAT APPLY.

- No
- Yes, racial
- Yes, religious
- Yes, gender (sex)
- Yes, national origin
- Yes, other (age, weight, etc.) (Please list on page 27.)

125. Did you report the incident to your chain of command or other military authority?

MARK ONE.

- Does not apply; I have not been subjected to discrimination in the last 12 months.
- Yes, but I am not aware of the results.
- Yes, and something was done.
- Yes, and nothing was done about it.
- No, I handled it myself.
- No, I didn't think anyone would do anything about it.
- No, it was a minor incident and it didn't really bother me.
- No, I was afraid of reprisals from the chain of command.

126. During the last 12 months, how often did your chain of command take action on discrimination complaints that were made in your unit?

- Does not apply; there were no discrimination complaints in my unit.
- Does not apply; I do not know of any discrimination complaints in my unit.
- Always
- Frequently
- Seldom
- Never

127. How is the equal opportunity climate in your unit?

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor

128. During the last 12 months, has military justice been administered fairly in your unit?

- Yes
- No
- Don't know

129. My race does not influence whether I get a fair deal in my unit.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

130. Are your chances for promotion the same as for soldiers of the opposite sex?

- Yes, the same
- No, better
- No, worse
- Do not know

131. Are your chances for promotion the same as for soldiers of other races?

- Yes, the same
- No, better
- No, worse
- Do not know

132. Does your race influence whether you are selected for/serve in developmental or key career assignments?

- No, my race has no influence
- Yes, a positive influence
- Yes, a negative influence
- Do not know

133. Does your gender (sex) influence whether you are selected for/serve in developmental or key career assignments?

- No, my gender (sex) has no influence
- Yes, a positive influence
- Yes, a negative influence
- Do not know

134. During the last 12 months, have you been involved in racial conflict in your unit?

- No, and I have not seen it happen to others.
- No, but I have seen it happen to others.
- Yes, but I have not seen it happen to others.
- Yes, and I have seen it happen to others.

YOUR BACKGROUND

135. What is your rank?

- | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Commissioned</p> <p><input type="radio"/> 2LT</p> <p><input type="radio"/> 1LT</p> <p><input type="radio"/> CPT</p> <p><input type="radio"/> MAJ</p> <p><input type="radio"/> LTC</p> <p><input type="radio"/> COL+</p> | <p>Warrant</p> <p><input type="radio"/> WO1</p> <p><input type="radio"/> CW2</p> <p><input type="radio"/> CW3</p> <p><input type="radio"/> CW4</p> <p><input type="radio"/> MW4</p> <p><input type="radio"/> CW5</p> | <p>Enlisted</p> <p><input type="radio"/> PV1</p> <p><input type="radio"/> PV2</p> <p><input type="radio"/> PFC</p> <p><input type="radio"/> CPL/SPC</p> <p><input type="radio"/> SGT</p> <p><input type="radio"/> SSG</p> <p><input type="radio"/> SFC</p> <p><input type="radio"/> MSG/1SG</p> <p><input type="radio"/> SGM/CSM</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

136. How many years of Active Federal Military Service (AFMS) have you completed? COUNT TIME IN CURRENT TOUR AND TIME IN PREVIOUS TOURS OR SERVICES.

YEARS OF SERVICE

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

(Continue with Question 136 in the column at the right.)

137. What is your career branch or primary MOS?

COMMISSIONED OFFICERS ONLY
BRANCH

WARRANT OFFICERS ONLY
MOS

ENLISTED PERSONNEL ONLY
MOS

- Acquisition Corps
- Adjutant General's Corps
- Air Defense Artillery
- Armor
- Army Medical Specialist Corps
- Army Nurse Corps
- Aviation
- Chaplain
- Chemical
- Civil Affairs
- Dental Corps
- Corps of Engineers
- Field Artillery
- Finance Corps
- Infantry
- Judge Advocate General's Corps
- Medical Corps
- Medical Service Corps
- Military Intelligence
- Military Police Corps
- Ordnance
- Quartermaster Corps
- Signal Corps
- Special Forces
- Transportation Corps
- Veterinary Corps
- Other

0	0	0	A
1	1	1	B
2	2	2	C
3	3	3	D
4	4	4	E
5	5	5	F
6	6	6	G
7	7	7	H
8	8	8	I
9	9	9	J
			K
			L
			M
			N
			O
			P
			Q
			R
			S
			T
			U
			V
			W
			X
			Y
			Z

0	0	0	A
1	1	1	B
2	2	2	C
3	3	3	D
4	4	4	E
5	5	5	F
6	6	6	G
7	7	7	H
8	8	8	I
9	9	9	J
			K
			L
			M
			N
			O
			P
			Q
			R
			S
			T
			U
			V
			W
			X
			Y
			Z

138. Which ONE of the following most influenced you to join the Army? MARK ONE.

- Does not apply; I was drafted.
- Army advertising
- Army recruiter
- Desire to serve my country
- Educational benefits
- Family support services
- Influence of family
- Influence of friends
- Lack of civilian employment opportunities
- Medical care
- Military tradition in family
- Need to be on my own
- Pay and allowances
- Retirement pay and benefits
- Security and stability of a job
- Training in job skills
- Travel
- Other (Please list on page 27.)

139. Are you male or female?

- Male
- Female

140. Are you of Hispanic/Spanish origin or ancestry (of any race)?

- No
- Yes, Mexican, Mexican American, Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Hispanic/Spanish

141. What is your racial background?

- American Indian, Eskimo or Aleut
- Asian or Pacific Islander
- Black
- White

142. What is the highest level of education you have completed?

- Some high school or less, but no diploma, certificate, or GED
- High school diploma or GED
- From 1 to 2 years of college, but no degree
- Associate degree
- From 3 to 4 years of college, but no degree
- Bachelor's degree
- A year or more of graduate credit, but no graduate degree
- Master's degree
- Doctorate degree
- Professional degree, such as MD, DDS, or JD

143. What was your age on your last birthday?

AGE

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

144. To what kind of unit are you currently assigned?

- Combat Arms (CA) (TOE units only)
- Combat Support (CS) (TOE units only)
- Combat Service Support (CSS) (TOE units only)
- Joint Command
- Allied Command
- Other Command (TDA units)
- Do not know

145. To which specific type of unit are you assigned?

- Does not apply; I am assigned to Corps, MACOM, HQDA, JCS, or DoD office.
- Adjutant General
- Air Defense Artillery
- Airborne/Air Assault
- Armor
- Aviation
- Chemical
- Civil Affairs
- Engineer
- Field Artillery
- Finance
- Infantry
- Legal
- Medical
- Military Intelligence
- Military Police
- Ordnance
- Quartermaster
- Signal
- Special Forces or Ranger
- Staff: Installation/Garrison
- Training, including staff or faculty at Army school
- Transportation
- Other

146. To which major command, agency, or field operating agency are you assigned?

- US Army Europe and Seventh Army (USAREUR)
- US Army Pacific (USARPAC)
- 8th US Army, Korea (EUSA)
- US Army South (USARSO)
- US Army Materiel Command (AMC)
- Military Traffic Management Command (MTMC)
- US Army Criminal Investigation Command (CIDC)
- US Army Forces Command (FORSCOM)
- US Army Training and Doctrine Command (TRADOC)
- US Army Medical Command (formerly Health Services Command, HSC)
- US Army Information Systems Command (USAISC)
- US Army Military District of Washington (MDW)
- Secretary of Defense or Joint Activity (JCS, DIA, and Other Defense Agencies)
- US Army Intelligence and Security Command (INSCOM)
- US Military Academy (USMA)
- US Army Recruiting Command (USAREC)
- US Army Corps of Engineers (COE)
- US Army Special Operations Command (USASOC)
- Army Staff or Field Operating Agencies
- Other

CONTINUE WITH QUESTION 147 ON THE NEXT PAGE

147. What is your current duty location or installation?

- Southwest Asia
- Europe
- Korea
- Japan
- Hawaii
- Alaska
- Panama
- Puerto Rico
- Other OCONUS location
- Aberdeen Proving Ground
- Anniston Army Depot
- Bayonne Military Ocean Terminal
- Fort Belvoir
- Fort Benning
- Fort Bliss
- Fort Bragg
- Fort Campbell
- Carlisle Barracks
- Fort Carson
- Defense Language Institute,
Foreign Language Center
- Defense Personnel Support Center
- Fort Detrick
- Fort Devens
- Fort Dix
- Fort Drum
- Dugway Proving Ground
- Fort Eustis
- Fitzsimons Army Medical Center
- Foreign Science and Technology
Center, USA
- Fort Gordon
- Fort Benjamin Harrison
- Fort Hood
- Fort Sam Houston
- Fort Huachuca
- Fort Indiantown Gap
- Fort Irwin
- Fort Jackson
- Fort Knox
- Fort Leavenworth
- Fort Lee
- Letterkenny Army Depot
- Fort Lewis
- Fort McClellan
- Fort McCoy
- Fort McPherson
- Fort Meade
- Military Academy, West Point
- Military District of Washington
- Fort Monmouth
- Fort Monroe
- New Cumberland Army Depot
- Pine Bluff Arsenal
- Fort Polk
- Red River Army Depot
- Redstone Arsenal
- Fort Riley
- Fort Ritchie
- Rock Island
- Rocky Mountain Arsenal
- Fort Rucker
- Sacramento Army Depot
- Seneca Army Depot
- Sharpe Army Depot
- Sierra Army Depot
- Fort Sill
- Fort Stewart
- Tobyhanna Army Depot
- Tooele Army Depot
- USA Tank-Auto Command
- Vint Hill Farms Station
- Walter Reed Medical Center
- White Sands Missile Range
- Fort Leonard Wood
- Yuma Proving Ground
- Other CONUS Army installation
- CONUS, but not at or near a CONUS Army
installation

