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Overview of Findings



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**JULY 2002 STATUS OF FORCES SURVEY OF
ACTIVE-DUTY MEMBERS:
OVERVIEW OF FINDINGS**

**Defense Manpower Data Center
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Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the July 2002 Active-Duty Status of Forces Survey (SOFS) for the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The SOFS is conducted under the leadership of Anita Lancaster, Assistant Director for Program Management, and Timothy Elig, Chief of the Survey and Program Evaluation Division.

The questionnaire was designed by DMDC's Program Evaluation Branch under the guidance of Branch Chief, Eric Wetzel. Survey development started with a series of meetings, between February and May 2002, with representatives of policy offices within OUSD(P&R) to determine the content of the survey and the banner variables used to display the survey results. Among those providing guidance on this first survey were: William Carr (Military Personnel Policy); Brad Loo and COL Christine Knighton, USA (Officer and Enlisted Personnel Management); CAPT Chris Kopang, USN, Chuck Witschonke, and Saul Pleeter (Compensation Policy); Jane Burke and Tony Jurney (Military Community and Family Policy), and Judy Fernandez (Program Management). Experts contributing to the design from outside the Department were Paul Hogan (Lewin Group), James Hosek (RAND), Bruce Orvis (RAND), and Neal Schmitt (University of Michigan). These subject matter experts met in a panel hosted by RAND. DMDC thanks Susan Everingham and Jennifer Sharp of RAND for arranging the panel.

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Richard Riemer, DMDC's Personnel Survey Branch, developed the sampling and weighting methods that allow the standardized production of repeated surveys of the active-duty force. He also developed the macros to produce analyses that support the production of the report. Bob Hamilton, DMDC's Chief of the Programming Branch, and Carole Massey and Susan Reinhold, from his staff, supported sampling and weighting tasks.

John Park, Lawrence Schwartz, Isabela Casteneda, and Candace Lewis, Logistics Management Institute (LMI), in collaboration with Kristin Williams, DMDC's Program Evaluation Branch, analyzed the data and prepared the report. A team of Consortium Research Fellows that included Michael Ford, Zachary Horn, and Dianna Belman completed quality control for this report.

Executive Summary

The Status of Forces Survey (SOFS) program is the Web-based measurement component of the Human Resources Strategic Assessment Program (HRSAP). HRSAP is the Under Secretary of Defense for Personnel and Readiness' (USD[P&R]) program for monitoring the attitudes and opinions of the entire Department of Defense (DoD) community on personnel and readiness issues. The *July 2002 Status of the Forces Survey (SOFS) of Active-Duty Members* was the first of these Web-only surveys. The purpose of this report is to provide July 2002 SOFS results.

The two overarching topics for this survey were satisfaction and retention. Several other related topics included permanent change of station (PCS) moves; tempo, both workload and time away from home station; and readiness. Monitoring attitudes and opinions across time is one of the missions of the HRSAP program. Since the July 2002 SOFS was the first of its kind, comparisons with other SOFS were not possible. However, the 1999 Active Duty Survey (ADS) was a personnel survey that covered several of the same topics as the July 2002 SOFS and comparisons of results of these two surveys are provided in this report.

Major Findings

Overall, the July 2002 SOFS results, when compared to the 1999 ADS, indicate improvement in a number of areas. Major findings are summarized below in six topic areas: satisfaction, permanent change of station (PCS) moves, tempo, personal and unit readiness, commitment, and retention.

Satisfaction

- The majority of Service members reported being satisfied with job security (83%), military values, lifestyle and tradition (68%), and exchange/commissary availability (67%). However, less than 50% were satisfied with pay (38%), housing (29%), and military family support programs (41%).
- Between 1999 and 2002, the percentages of Service members satisfied increased on 15 of 20 comparable measures. In particular, the percent satisfied with basic pay increased 16-percentage points.

PCS Moves

- Of the Service members who had a PCS move in the 12 months prior to filling out the survey, most indicated they had no problems with the move.
- Of those that reported problems, the most common were due to loss/decrease in spouse income or a problem with spouse employment (both 21%). Compared to results from the 1999 ADS, the percentages of Service members who had not experienced such problems increased by 15- and 13-percentage points, respectively.

Tempo

- Increases in tempo were most frequently attributed to high workload (85%) and additional duties (68%).

Readiness

- More than four-out-of-five Service members indicated they felt well prepared physically (84%) and in terms of training and experience (81%) to perform wartime duties.
- Lower percentages of members felt their units were well prepared with respect to training (56%), manning levels (45%), and availability of parts/equipment (41%).

Commitment

- A majority of Service members (81%) indicated they were committed to their Service.

Retention

- More than half of Service members (58%) reported they intended to stay on active duty, while 59 percent of members who had not already reached 20 years of service favored staying for a full career.
- About half of Service members (52%) reported spouses/significant others would support their intention to remain in the military.
- When compared to results from the 1999 ADS, the overall intention to remain in the military increased 8-percentage points.

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2002 ACTIVE-DUTY STATUS OF FORCES SURVEY: OVERVIEW OF FINDINGS

Introduction to the Survey

The Defense Manpower Data Center's (DMDC) *Human Resources Strategic Assessment Program* (HRSAP) consists of both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). Collectively, these surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community—active, Reserve, civilian employees, and family members—on a wide range of personnel issues. The Web-based survey program, known as the *Status of Forces Surveys* (SOFS), provides information about active, Reserve, and civilian members, as well as their families. There are nine SOFS Web surveys a year, with three cross-sectional samples of each population—active-duty members, Reserve component members, and DoD civilian employees. The paper-and-pencil surveys are used to obtain data about sensitive topics (e.g., sexual harassment) and from populations who have limited Internet access (e.g., spouses of active and Reserve members).

This report summarizes findings from the first active-duty SOFS Web survey, conducted July 8 to August 13, 2002. This introduction summarizes (1) the survey content, (2) survey methodology¹, and (3) analytical procedures. Appendix A contains a copy of the survey items. Refer to DMDC (2003) to view a screen-shot version of the survey as it appeared on the Web. In addition to this report, a tabular volume presenting Service members' responses to all survey items by Service, paygrade group, duty location, residence, race/ethnicity, family status, education, Service by paygrade group, and gender by paygrade group is available (DMDC, 2002).

Survey Content

The overarching topics for *July 2002 Status of Forces Survey of Active-Duty Members* were satisfaction and retention. The survey was divided into the following 10 topics:

1. *Background*—Service, paygrade, education, marital status, spouse's employment status, race/ethnicity, dependents, and location (both geographic and on or off base).
2. *Career Intent*— Current career status, future career plans, commitment to serve, and significant-others' support to stay on active duty.
3. *Satisfaction With Aspects of Military Service*—Lifestyle, opportunities, and morale.
4. *Readiness*—Individual and unit preparedness, and leadership and management issues.

¹ DMDC (2003) reported details on survey administration. Riemer and Kroeger (2002) provided information on the overall statistical design and details of the 2002 survey.

5. *Satisfaction With Assignments and Travel*—Both temporary and permanent assignments.
6. *Tempo*—Hours worked, time away from permanent duty station, and the effects of time away on career intentions.
7. *Satisfaction With Pay and Benefits*—Types of compensation, Service members' financial status, and spouses' employment.
8. *Satisfaction With Quality of Life and Family Programs*—Personal and family time and on-base programs.
9. *Overall Satisfaction*—Overall satisfaction with military life.
10. *Other Background Information*—Parents and siblings.

Survey Methodology

The target population for all active-duty SOFS consists of active-duty members of the Army, Navy, Marine Corps, and Air Force who have at least 6 months of service and are below flag rank when the sample is drawn, and those who are not National Guard or Reserve members in active-duty programs.

Single-stage, nonproportional stratified random-sampling² procedures were used to ensure adequate sample sizes for the reporting categories. The sample consisted of 37,918 individuals drawn from the sample frame constructed from DMDC's December 2001 Active-Duty Master Edit File. Sampled members were flagged as ineligible (n=1,499, 4.0 percent of the sample) and were excluded from all survey mailings if they were ineligible for benefits according to the March 2002 Defense Enrollment Eligibility Reporting System (DEERS) Medical Point-in-Time Extract (PITE). Members of the sample also became ineligible if they indicated in the survey or by other contact (such as telephone calls or e-mails to the data collection contractor) that they were not in active-duty Service as of the first day of the Web survey, July 8, 2002 (n=117, 0.95% of responses).

Completed surveys (defined as those with at least 50% of the questions answered) were received from 11,060 eligible members. The overall weighted response rate for eligible members, corrected for nonproportional sampling, was 32%. Data were weighted to reflect the population of interest. These weights reflect (1) the probability of selection, (2) a nonresponse adjustment factor to minimize bias arising from differential response rates among demographic subgroups, and (3) a poststratification factor to force the response-adjusted weights to sum to the

² In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Service (all male Army members in one group, all female Navy members in another, etc.). Members in each group are chosen at random. Small groups are oversampled in comparison to their proportion of the population so enough respondents from small groups will be available to analyze. Weights are generated so estimates from the survey represent the population.

counts of the target population as of the month the sample was drawn and to provide additional nonresponse adjustments.

Analytic Procedures

The survey analysis for the July 2002 SOFS consists of a series of statistical tests that identified significant differences in attitudes and opinions across the key reporting categories (Service, paygrade group, duty location, residence, race/ethnicity, family status, education, Service by paygrade group, and gender by paygrade group). The reporting categories for the tabulations have been formed by using the respondents' answers to survey questions.³ Definitions for the reporting categories follow:

- *Officers* – The *Officers* subgroup includes warrant officers (W1–W5) and commissioned officers (O1–O6).
- *Race/ethnicity* – Self-report questions are consistent with requirements of the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). *Total Minority* includes all persons marking one or more of the races other than White and/or marking that they are Spanish/Hispanic/Latino. *Non-Hispanic Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *Hispanic* includes anyone reporting being Spanish/Hispanic/Latino, regardless of how they answered the question on race.
- *Geographic location* – Geographic locations are collapsed into geographic regions as defined by the *Department of Defense Worldwide Manpower Distribution by Geographic Area* (DoD Washington Headquarters Services, 2001). The primary classification distinguishes *Overseas* from *US (including territories)*. *US (including territories)* includes those respondents with permanent duty stations (PDS) located in the 50 states, DC, Puerto Rico, and United States territories or possessions. Within the *Overseas* classification, two regions can be reported separately: (1) *Europe*, including Bosnia-Herzegovina, Germany, Italy, Serbia, and the United Kingdom; and (2) *Asia and Pacific*, including Australia, Japan, and Korea.
- *Housing location* – For housing location, respondents are classified primarily for financial analyses based on whether or not they are provided housing either directly or by allowance. From self-report data, *On Base* includes living in or aboard ship, in barracks/dorm/BEQ/UEPH/BOQ/UOPH⁴ military facilities, or in on-base military family housing. *Off Base* includes living in military family housing off base, in privately owned or rented housing, or in privatized military housing. If the self-reported data are missing, then on base and off base information are imputed from record data indicating whether the

³ If the self-reported data are missing, DMDC uses the data from its active-duty master edit file that was used when determining the sample (typically 6 months before the survey is administered) to impute the subgroup classification.

⁴ Bachelor/Base Enlisted Quarters, Unaccompanied Enlisted Personnel Housing, Bachelor Officers' Quarters, and Unaccompanied Officers Personnel Housing, respectively.

respondent does not or does qualify, respectively, to receive Basic Allowance for Housing (BAH) or Overseas Housing Allowance (OHA).

- *Education* – Respondents are classified based on self-reported educational attainment. *No College* includes anyone without college credits. *Some College* includes those with some college credit, including a 2-year degree, but does not include those with a 4-year degree. *Four-year Degree* includes those with a 4-year degree and those with some graduate school, but no graduate or professional degree. *Graduate/Professional Degree* includes those with masters, doctorates, and first professional degrees.
- *Family status* – Respondents are classified based on self-reported marital status, spouse employment, and legally dependent children (ages 22 and under). Except for *Working Spouse*, missing data can be imputed from record data.⁵ *Single* includes those who have never been married or who are divorced/widowed and have not remarried. *Married* includes those who are married or legally separated. *With Child(ren)* includes those with dependent child(ren) aged 22 and under, regardless of where the child(ren) live(s). *Working Spouse* includes those members whose spouse is working as measured by the U.S. Census Bureau's Current Population Survey (CPS) questions, including those in military service. *Dual Service Spouse* includes military members married to (including separated from) another military member (active or Reserve components).

The analyses within each section focus on a subset of dependent variables examined in total. Some of the dependent variables were recoded for analyses. For example, when response scales ranged from 1- *very dissatisfied* to 5- *very satisfied*, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*.

After collapsing the dependent variable items to three levels, contingency tables were generated by crossing each dependent variable with each reporting category variable. The Pearson X^2 statistic from those tables was used to determine whether two variables were statistically related. In tables where the Pearson X^2 was statistically significant, the individual cell residuals were standardized (to control for variation in cell sizes) and then analyzed to determine the nature and direction of the relationship between the variables. Those standardized cell residuals greater than 2.0 standard deviations were identified as significant. The confidence intervals for those cell percentages (e.g., percentage of Army members who are satisfied with military pay) were then compared against the other levels of the reporting category variable (e.g., Navy, Marine Corps, and Air Force). If the category level's confidence interval in that cell did not overlap with at least one of the other levels of the reporting category, that category was flagged as significantly different using a three-color procedure (Green/Yellow/Red). Significant differences between levels of the reporting categories were highlighted as *green* if a subgroup's satisfaction/agreement on an item was significantly higher than at least one other subgroup, *yellow* if a subgroup's satisfaction/agreement was significantly lower, and *red* if a subgroup's dissatisfaction/disagreement was significantly higher.

⁵ Because there are no administrative record data for working spouses, this category cannot be imputed.

Composite Measures

While the July 2002 SOFS contains primarily items that were intended to be analyzed individually, it also contains items that were intended to be combined into a single composite measure. Composite measures are sometimes used because of their breadth of coverage of a concept of interest and the added stability that is achieved with such measures. The July 2002 SOFS used a composite approach to measure Unit Cohesion (Siebold and Linsay, 1999), and Organizational Commitment, (item 31).

In order to maintain a consistent approach to interpreting results, the response options to these two multi-item measures were first recoded from a five-point agreement scale to a three-point scale. After the data were recoded, a three-step process was used to calculate the average percentage for each of the response categories by the analysis groups. The three-step process was as follows:

1. Data were separated into individual analysis groups (i.e., Army, Navy, Marine Corps, Air Force, E1–E4, E5–E9, O1–O3, and O4–O6).
2. Within each analysis group, the percentages of Service members indicating *strongly agree/agree*, *neither agree nor disagree*, and *strongly disagree/disagree* were calculated for each individual measure.
3. Individually by analysis group, simple averages were calculated (i.e., equally weighted) for the individual item percentages obtained in (2) above. This resulted in three percentages: *strongly agree/agree*, *neither agree nor disagree*, and *strongly disagree/disagree* for each analysis group.

Trend Analysis

One of the missions of the HRSAP is to monitor the attitudes and opinions of the DoD community over time. Since the July 2002 SOFS was the first survey of its kind, comparisons with other administrations of SOFS were not possible, but several items on the July 2002 SOFS also appeared on the *1999 Active Duty Survey (ADS)*, thereby allowing comparisons between 1999 and 2002.

The 1999 ADS was an omnibus personnel survey covering such topics as military assignments, retention issues, personal and military background, preparedness, mobilizations and deployments, family composition, use of military programs and services, housing, perceptions of military life, family and child care concerns, spouse employment, financial information, and other quality of life issues. The 1999 ADS used a paper-and-pencil administration method. The survey fielding period was September to December of 1999. Over 66,000 DoD and Coast Guard Service members on active duty, including Reserve component members in full-time active duty programs, were invited to participate and a weighted response rate of 52 percent was achieved.

In order to maximize comparability between the July 2002 SOFS and the 1999 ADS, Coast Guard members and Reserve component members in full-time active duty programs were excluded from the 1999 ADS data prior to analyses for this report. Care was also taken to ensure

only items that were truly comparable were analyzed. Items that were similar, but not identical, were excluded from consideration. Significance in difference was determined using an overlapping margins of error approach. That is, if the difference in percentages investigated between the two surveys was greater than the margins of error of both observations combined, the difference was considered to be significant at the .05 level.

SURVEY RESULTS

Satisfaction

This section examines Service members' overall satisfaction with the military way of life and their satisfaction with aspects of military service, pay and benefits, quality of life and family programs, and assignments and travel.

Overall Satisfaction With Military Way of Life

To evaluate the Service members' overall satisfaction with the military way of life, survey participants were asked the following question.

Q52. Overall, how satisfied are you with the military way of life?

The response options to this item ranged from 1- *very dissatisfied* to 5- *very satisfied*. For purposes of this report, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*. For complete details on the findings below, see Table B.1 in Appendix B.

July 2002 Findings

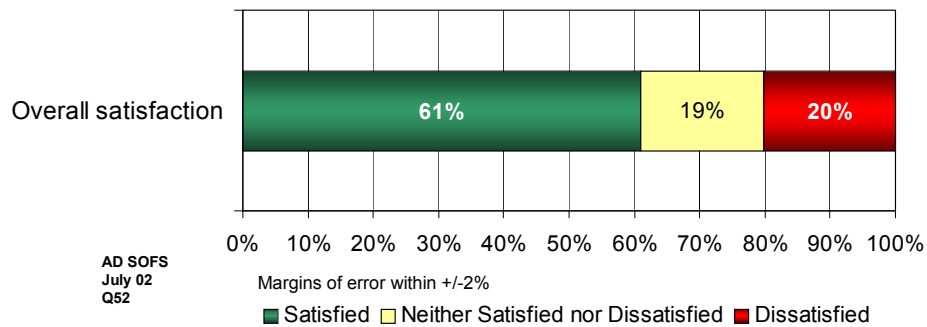
Overall findings. Figure 1 shows overall satisfaction with military way of life. A majority of Service members (61%) indicated they were satisfied with the overall military way of life.

Service findings. Across the Services, Air Force members (68%) were the most satisfied (68%).

Paygrade findings. E1-E4s (47%) were least satisfied.

Other subgroup findings. Service members with no college (49%) were less satisfied than those members with more education (61-75%).

Figure 1.
Satisfaction With Overall Military Way of Life

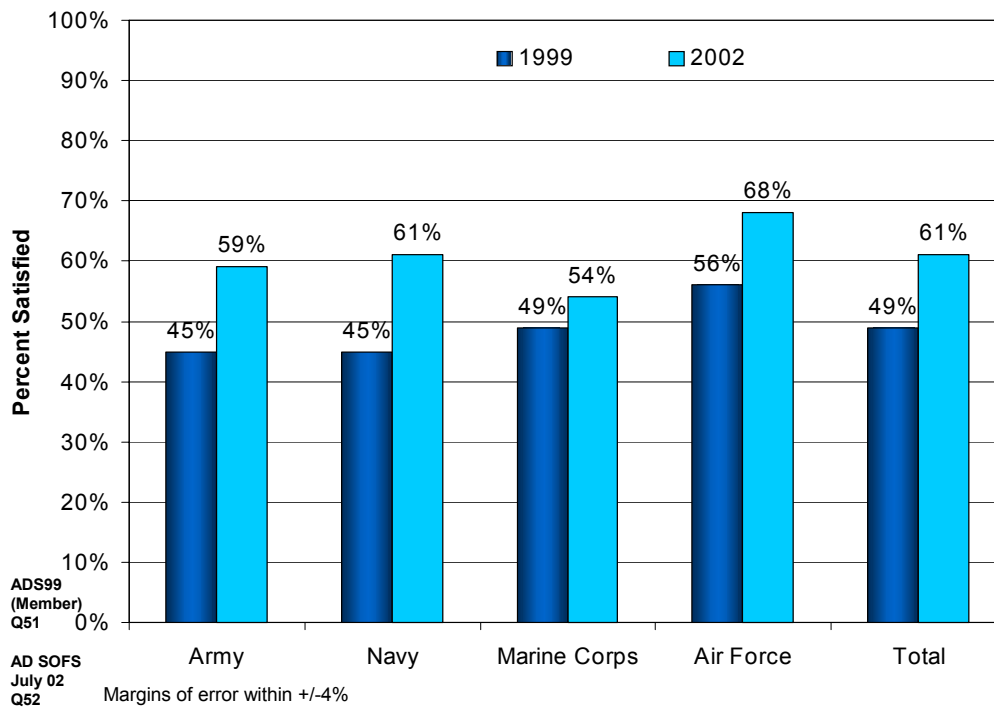


Trend Analysis

Because this same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figures 2 and 3. For details on these trend comparisons, refer to the Analytic Procedures in the introduction of this report.

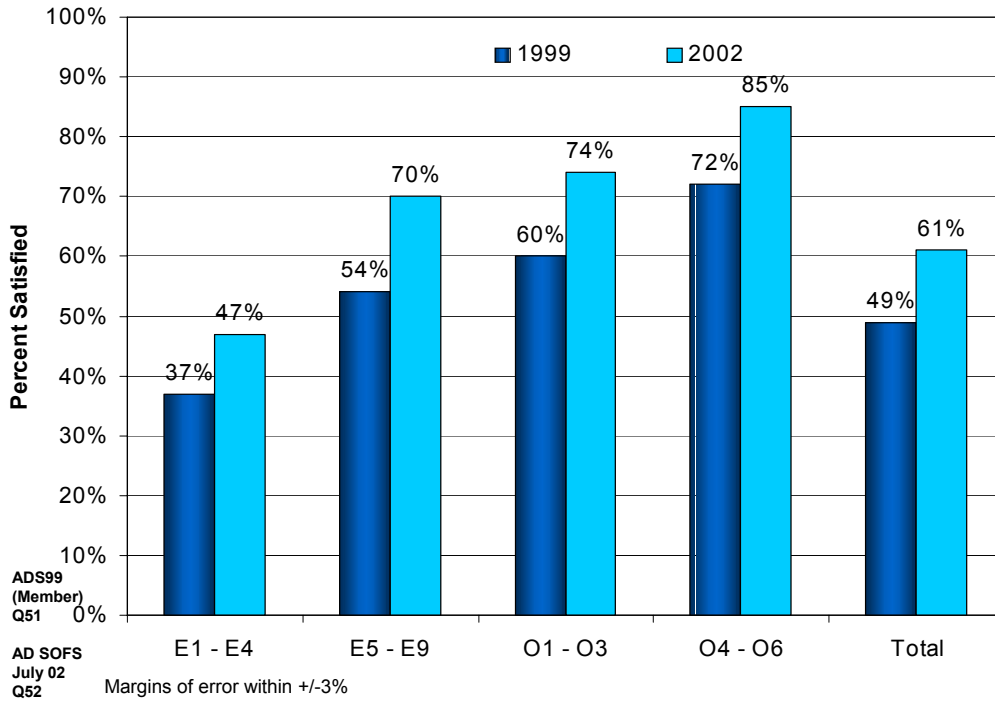
Service findings across time. In 2002, Service members (61% vs. 49%) were more satisfied with the military way of life than in 1999. With the exception of the Marine Corps (where the difference was not significant), this finding was consistent across the Services.

Figure 2.
Satisfaction With Overall Military Way of Life by Service Across Time



Paygrade findings across time. There were improvements in satisfaction across all the paygrade groups between 1999 and 2002.

Figure 3.
Satisfaction With Overall Military Way of Life by Paygrade Across Time



Satisfaction With Aspects of Military Service

To evaluate Service members' satisfaction with specific aspects of military Service, survey participants were asked the following question.

Q27. How satisfied are you with each of the following?

- a. Military values, lifestyles, and tradition**
- b. Amount of enjoyment from your job**
- c. Your personal workload**
- d. Pace of your promotions**
- e. Training and professional development**
- f. Off duty educational opportunities**
- g. Your unit's morale**
- h. Job security**

The response options to this item ranged from 1- *very dissatisfied* to 5- *very satisfied*. For purposes of this report, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*. For complete details on the findings below, see Table B.2 in Appendix B.

July 2002 Findings

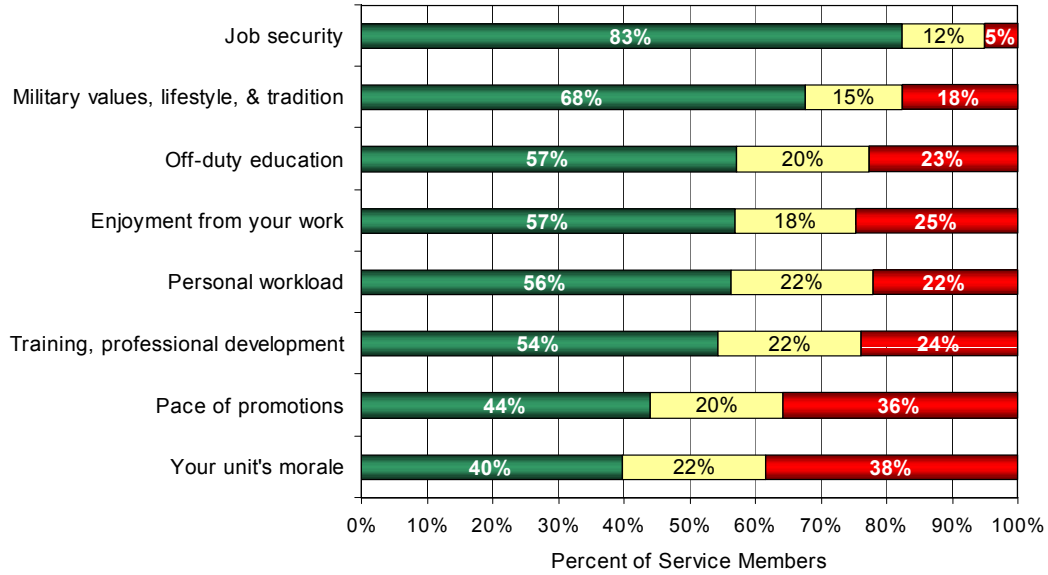
Overall findings. Figure 4 shows satisfaction with aspects of military service. More than 50% of Service members reported being satisfied in six of the eight measured aspects. For example, a majority of Service members (83%) indicated they were satisfied with *job security*, and more than two-thirds (68%) were satisfied with *military values, lifestyle, and tradition*. Service members were most likely to be dissatisfied with *their unit's morale* (38%) and *pace of promotions* (36%).

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s were least satisfied with *military values, lifestyles, and tradition* (56% vs. 73-88%), *enjoyment from work* (44% vs. 65-78%), *personal workload* (51% vs. 60-61%), and *their unit's morale* (31% vs. 42-65%). E5-E9s (64% vs. 52-56%) were more satisfied with *off duty education*.

Other subgroup findings. Service members with no college (58% vs. 67-83%) were less satisfied with *military values, lifestyles, and tradition*. Male officers (75% vs. 51-67%) were more satisfied with *enjoyment from work*.

Figure 4.
Satisfaction With Aspects of Military Service



■ Satisfied ■ Neither Satisfied nor Dissatisfied ■ Dissatisfied

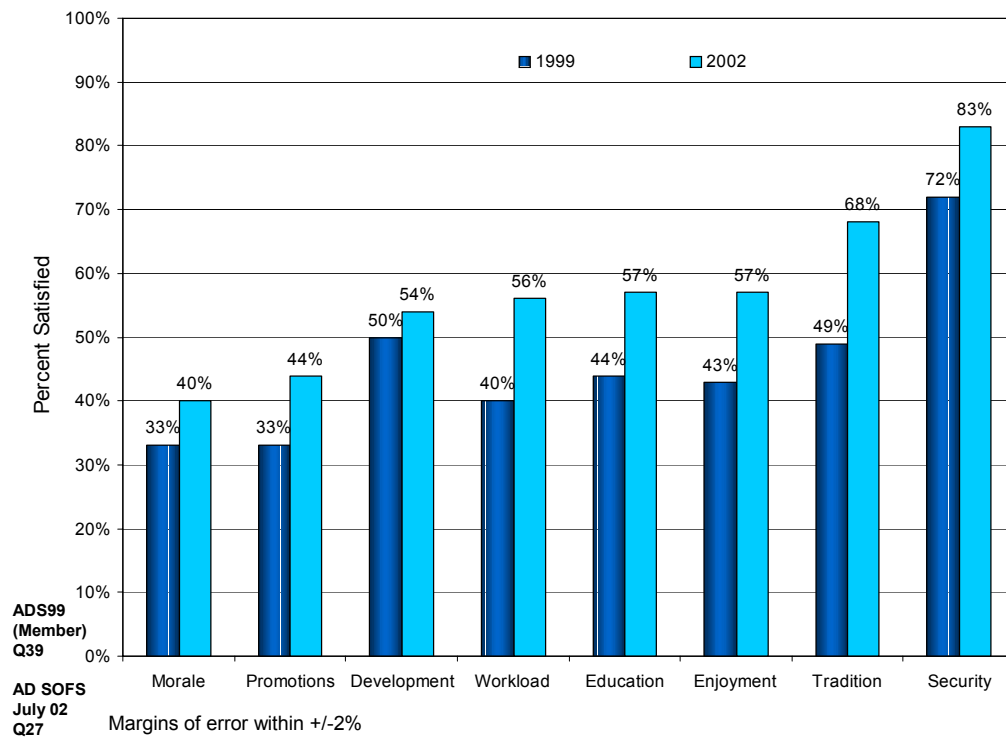
AD SOFS
 July 02
 Q27 Margins of error within +/-2%

Trend Analysis

Because this same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 5.

Overall across time. Compared to 1999, satisfaction increased in all areas. For six of eight indicators, satisfaction improved by more than 10-percentage points.

Figure 5.
Satisfaction With Aspects of Military Service Across Time



Satisfaction With Pay and Benefits

To evaluate Service members' satisfaction with pay and benefits, survey participants were asked the following question.

Q45. How satisfied are you with each of the following?

- a. *Basic pay*
- b. *Special pays (e.g., incentive, reenlistment, continuation...)*
- c. *Basic Allowance for Subsistence (BAS)*
- d. *Basic Allowance for Housing (BAH)*
- e. *Overseas Housing Allowance (OHA)*
- f. *Cost of Living Allowances (COLAs)*
- g. *Military retirement system*
- h. *Military housing*
- i. *Your medical/dental care*
- j. *Family medical/dental care*

The response options to this item ranged from 1- *very dissatisfied* to 5- *very satisfied*. For purposes of this report, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*. For complete details on the findings below, see Table B.3 in Appendix B.

July 2002 Findings

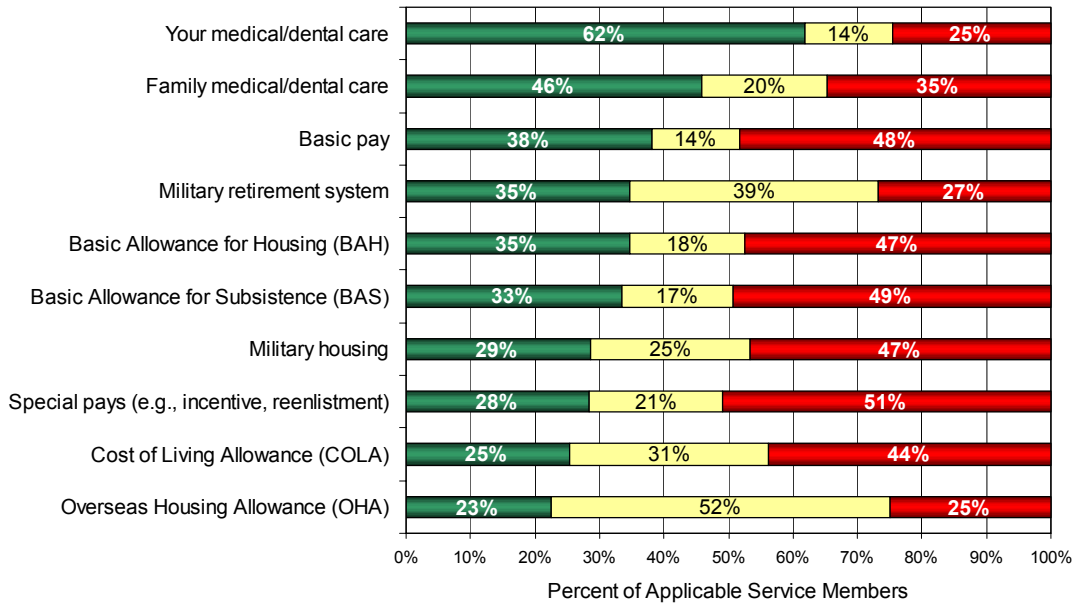
Overall findings. Figure 6 shows satisfaction with pay and benefits in the order of percent satisfied. With the exception of the member's *medical/dental care* (62%), the percent of Service members reporting satisfaction with pay and benefits was less than 50 percent. The levels of dissatisfaction were relatively high—35 to 51 percent—in 7 of the 10 indicators.

Service findings. Army members were more dissatisfied with *military housing* (56% vs. 38-47%) and *overseas housing allowance (OHA)* (32% vs. 18-25%) than members from other Services.

Paygrade findings. There were no differences found across the paygrade groups.

Other subgroup findings. Male enlisted members were less satisfied with *basic allowance for housing (BAH)* (31% vs. 41-56%), *basic allowance for subsistence (BAS)* (31% vs. 38-51%), *cost of living allowance (COLA)* (22% vs. 29-50%), and *OHA* (18% vs. 29-54%).

Figure 6.
Satisfaction With Pay and Benefits



AD SOFS
July 02
Q45

Margins of error within +/-2%

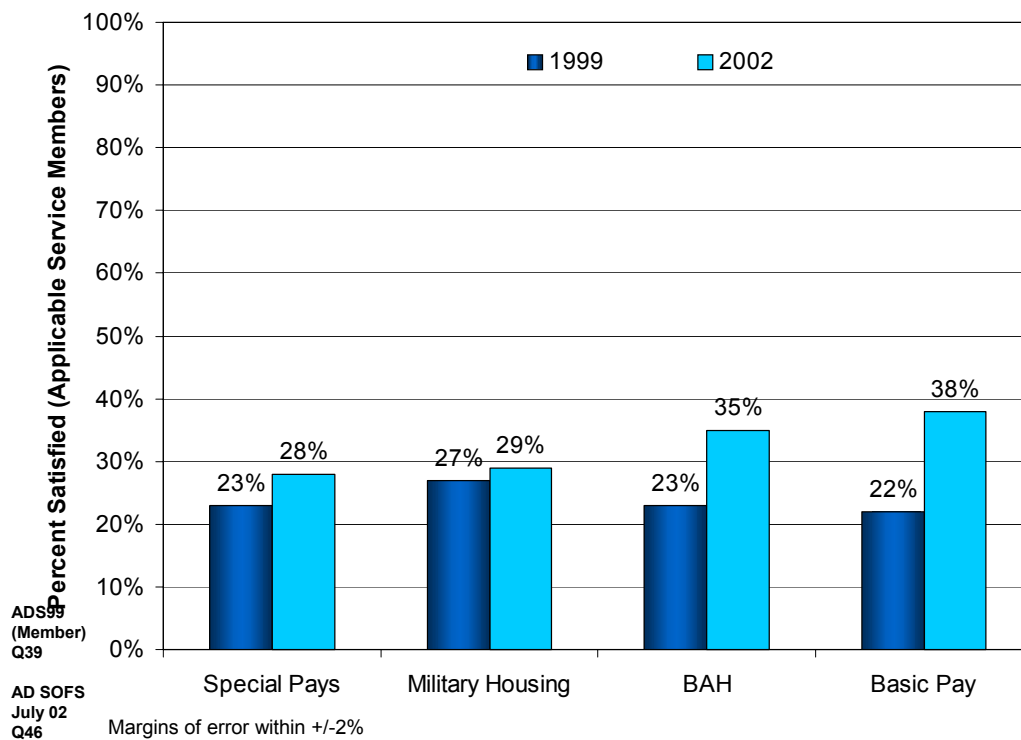
■ Satisfied ■ Neither Satisfied nor Dissatisfied ■ Dissatisfied

Trend Analysis

Because parts of this same question were asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 7.

Overall across time. Compared to 1999, more Service members were satisfied with *special pays, BAH, and basic pay.*

Figure 7.
Satisfaction With Pay and Benefits Across Time



Satisfaction With Quality of Life and Family Programs

To evaluate Service members' satisfaction with quality of life and family programs, survey participants were asked the following question.

Q50. How satisfied are you with each of the following?

- a. Exchanges and commissaries**
- b. MWR/Services programs**
- c. Amount of personal/family time you have**
- d. Spouse employment and career opportunities**
- e. On base childcare**
- f. On base schools**
- g. Military family support programs**

The response options to this item ranged from 1- *very dissatisfied* to 5- *very satisfied*. For purposes of this report, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*. For complete details on the findings below, see Table B.4 in Appendix B.

July 2002 Findings

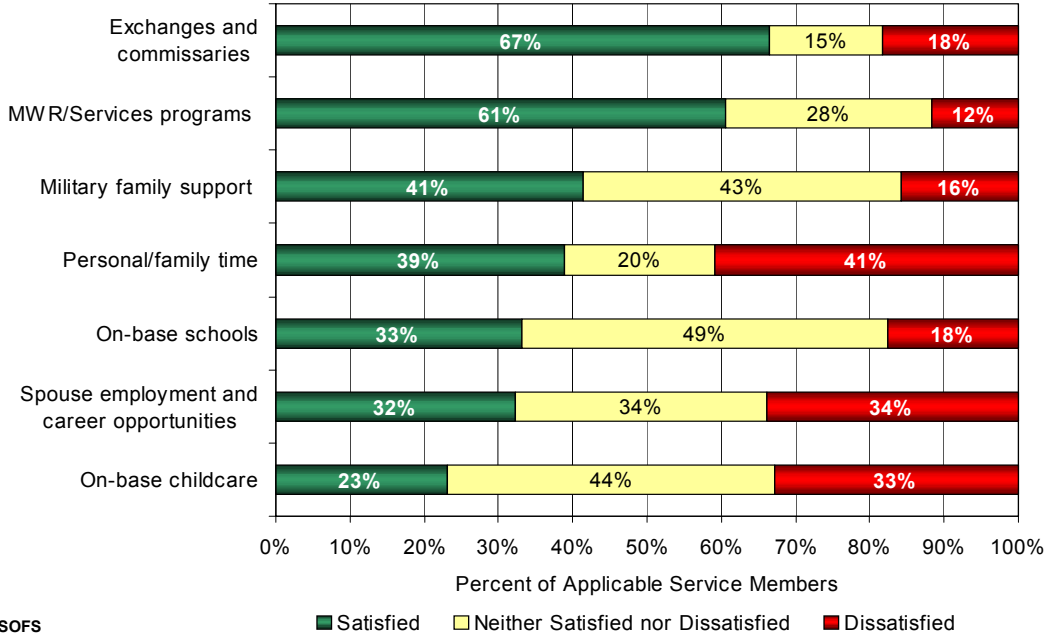
Overall findings. Figure 8 shows satisfaction with quality of life and family programs. Service members indicated a relatively high level of satisfaction with *exchanges and commissaries* (67%) and *MWR/Services programs* (61%). Service members were more dissatisfied than satisfied with the *amount of personal and family time* (41% vs. 39%), *spouse employment and career opportunities* (34% vs. 32%), and *on-base childcare* (33% vs. 23%).

Service findings. Air Force members (55% vs. 33-42%) were more satisfied with *military family support programs*.

Paygrade findings. There were no differences found across the paygrade groups.

Other subgroup findings. Male enlisted (20% vs. 30-43%) were less satisfied with *on-base childcare*.

Figure 8.
Satisfaction With Quality of Life and Family Programs



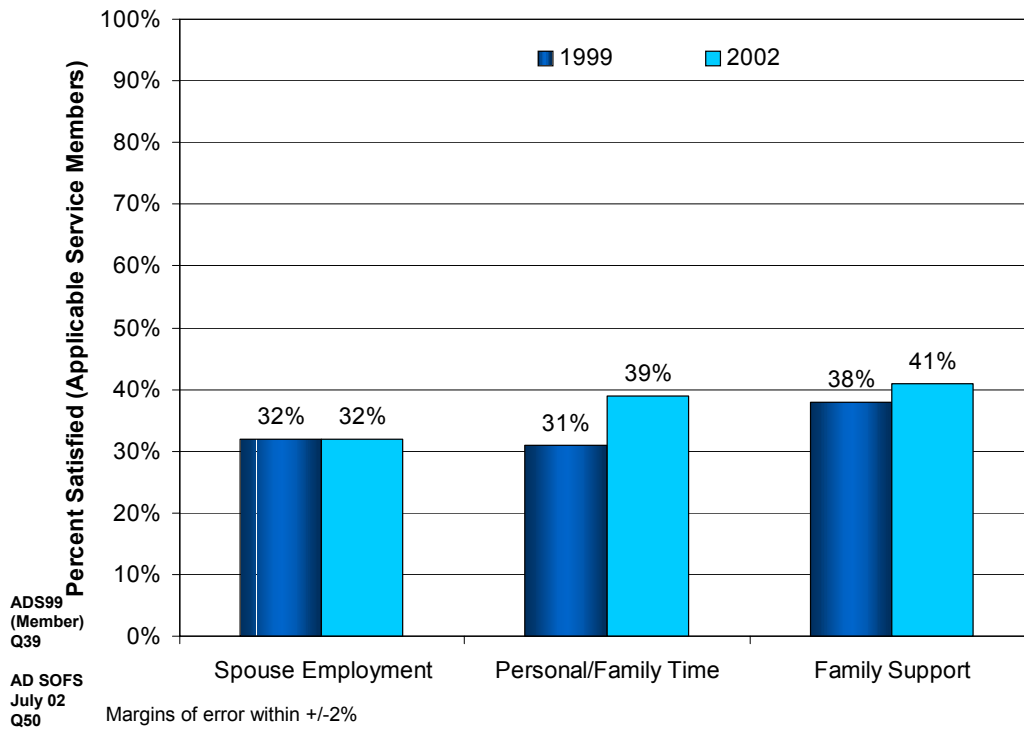
AD SOFS
 July 02
 Q50
 Margins of error within +/-2%

Trend Analysis

Because parts of this same question were asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 9.

Overall across time. Of the three comparable areas measured in the 1999 ADS, there was an improvement in satisfaction with the *amount of personal and family time* in 2002.

Figure 9.
Satisfaction With Quality of Life and Family Programs Across Time



Satisfaction With Assignments and Travel

To evaluate Service members' satisfaction with assignments and travel, survey participants were asked the following question.

Q34. How satisfied are you with each of the following?

- a. *Type of assignments received*
- b. *Frequency of PCS moves*
- c. *Deployments*
- d. *Other military duties that take you away from your permanent duty station*

The response options to this item ranged from 1- *very dissatisfied* to 5- *very satisfied*. For purposes of this report, the categories were collapsed into three categories: *very satisfied/satisfied*, *neither satisfied nor dissatisfied*, and *very dissatisfied/dissatisfied*. For complete details on the findings below, see Table B.5 in Appendix B.

July 2002 Findings

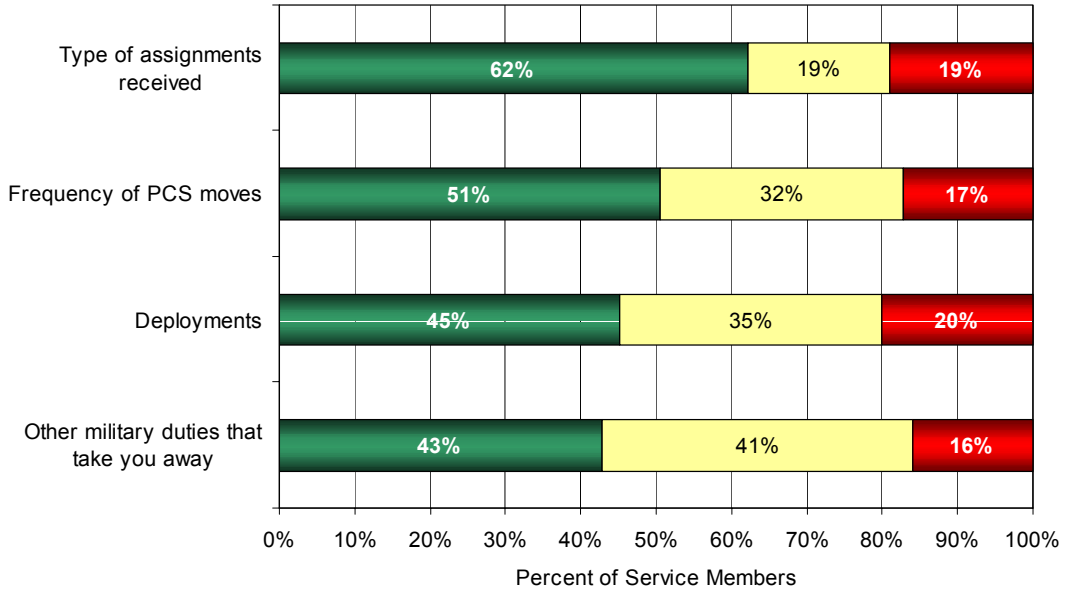
Overall findings. Figure 10 shows satisfaction with aspects of assignments and travel. More than half of Service members indicated satisfaction with the *types of assignments received* (62%), as well as the *frequency of their PCS moves* (51%). Less than half of members (45%) were satisfied with *deployments*. Dissatisfaction with all aspects of assignments and travel was relatively low (20% or less).

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s were less satisfied with the *types of assignments received* (49% vs. 70-86%), *frequency of PCS moves* (35% vs. 59-64%), *deployments* (37% vs. 44-58%), and *other military duties that take them away* (32% vs. 50-58%).

Other subgroup findings. Single members without children were less satisfied with the *types of assignments received* (54% vs. 64-69%) and *deployments* (38% vs. 44-50%). Service members with no college were less satisfied with *frequency of PCS moves* (38% vs. 53-61%), *deployments* (39% vs. 46-51%), and *other military duties that take them away* (33% vs. 44-55%).

Figure 10.
Satisfaction With Aspects of Assignments and Travel



AD SOFS
 July 02
 Q34

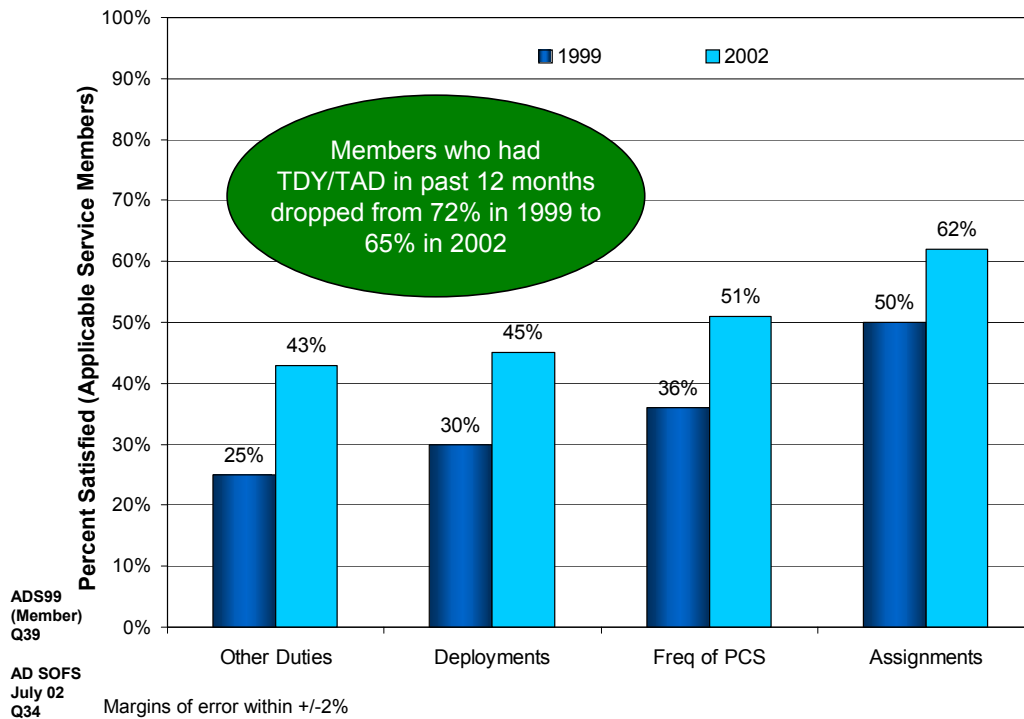
■ Satisfied ■ Neither Satisfied nor Dissatisfied ■ Dissatisfied
 Margins of error within +/-2%

Trend Analysis

Because this same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 11.

Overall across time. The percent of Service members who had temporary duty/temporary assigned duty (TDY/TAD) in the past 12 months declined from 72 percent in 1999 to 65 percent in 2002. Compared to 1999, satisfaction with aspects of assignments and travel improved significantly. Satisfaction with *other military duties that take them away* had the greatest improvement of 18-percentage points.

Figure 11.
Satisfaction With Aspects of Assignments and Travel Across Time



Problems With PCS Moves

To assess the presence and seriousness of problems experienced with PCS moves, survey participants who indicated they had a PCS move were asked the following question.

- Q37. For your *most recent* PCS move, were any of the following a problem?**
- a. Change in PCS orders (report date or destination)**
 - b. Shipping/storing household goods**
 - c. Temporary lodging expenses**
 - d. Change in cost of living**
 - e. Loss or decrease of spouse income**
 - f. Spouse employment**
 - g. Availability of childcare**
 - h. Getting your children enrolled in a new school**
 - i. State-specific graduation requirements for high school students**
 - j. Any other problems?**

The response options to this item ranged from 1- *not a problem* to 4- *serious problem*. For purposes of this report, the categories were collapsed into three categories: *not a problem*, *slight/somewhat of a problem*, and *serious problem*. For complete details on the findings below, see Table B.6 in Appendix B.

July 2002 Findings

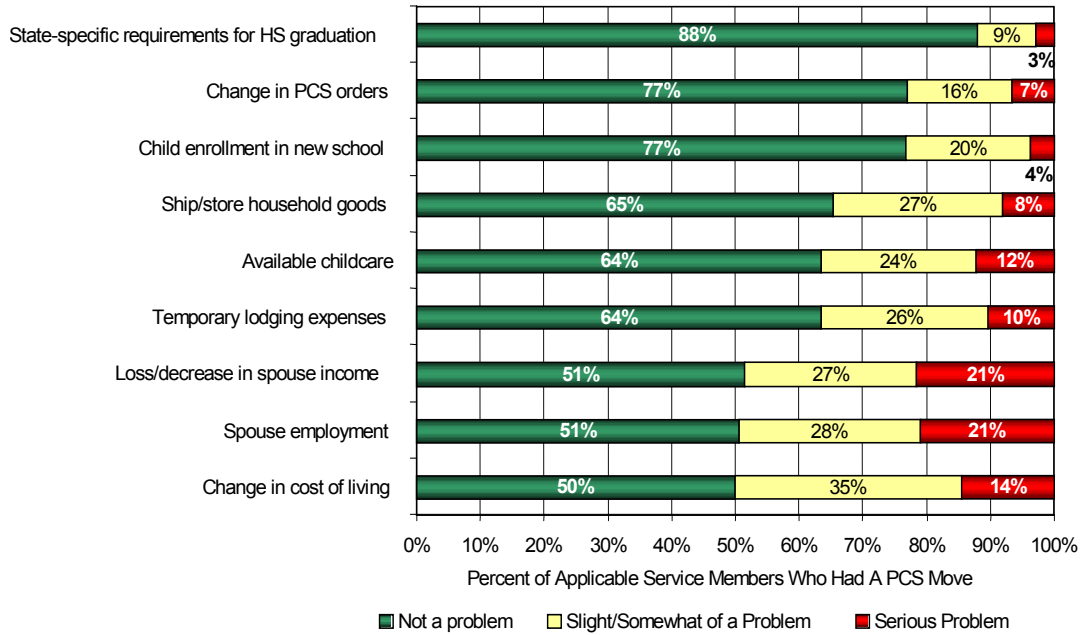
Overall findings. Figure 12 shows problems with PCS moves. For more than half of the Service members, none of the specific problems were a problem. The most significant problems were related to income. For example, 21% of Service members indicated serious problems with *spouse employment* and *loss or decrease in spouse income*. In addition, almost half of the Service members (49%) indicated that a *change in cost-of-living* resulted in a slight to serious problem with the recent move.

Service findings. There were no differences found across the Services.

Paygrade findings. O4-O6s (65% vs. 72-84%) were less likely to indicate a problem with *getting their child enrolled in a new school*.

Other subgroup findings. Male enlisted (47% vs. 55-69%) were less likely to indicate a problem with *spouse employment*.

Figure 12.
Problems With Most Recent PCS Move



AD SOFS
 July 02
 Q37

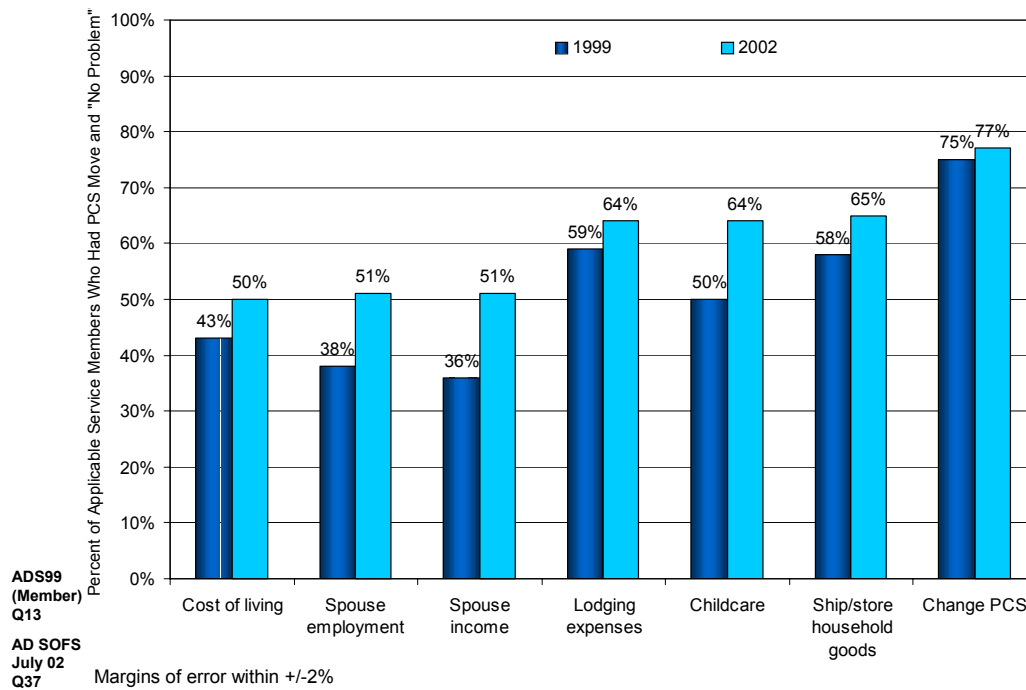
Margins of error within +/- 2%

Trend Analysis

Because this same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 13.

Overall across time. In six of the seven comparable areas measured, results showed a significant improvement over 1999.

Figure 13.
Problems With Most Recent PCS Move Across Time



Tempo

This section examines Service members' reasons for working more hours than usual. In addition, there is an analysis that shows the relationship between time away relative to expectations and career intentions.

Reasons for Increased Tempo

To examine reasons why Service members worked more than usual, survey participants who indicated they had worked overtime in the past 12 months were asked the following question.

Q40. When you have had to work more hours than usual, what were the primary reasons? Mark Yes or No for each item.

- a. High workload***
- b. Additional duties***
- c. Your unit was getting ready for a deployment***
- d. Part of your unit was deployed while you stayed behind***
- e. You were deployed with your unit***
- f. Your unit was under-manned***
- g. Poor planning or lack of planning***
- h. Inspections and inspection preparation***
- i. Equipment failure and repair***
- j. Other***

July 2002 Findings

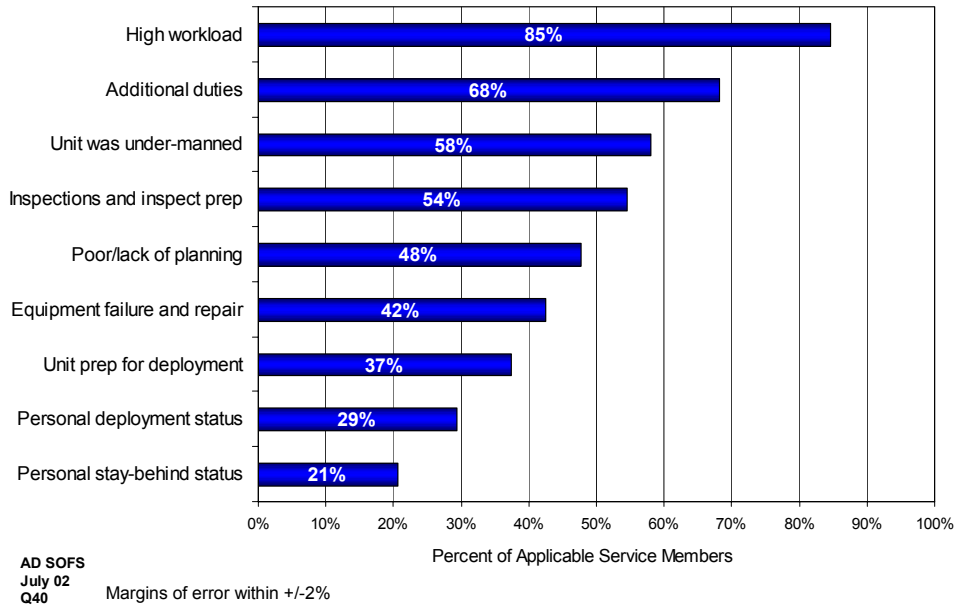
Overall findings. Figure 14 shows reasons for working more time than usual. The reasons for increased tempo most frequently cited were *high workload* (85%) and *additional duties* (68%).

Service findings. There were no differences found across the Services.

Paygrade findings. There were no differences found across the paygrade groups.

Other subgroup findings. There were no differences found across the other subgroups.

Figure 14.
Reasons for Working More Time Than Usual



Tempo and Retention Intention

In order to examine the relationship between expectations for being away and retention intention, survey participants were asked the following questions:

Q43. In the past 12 months, have you spent more or less time away from your permanent duty station (PDS) than you expected?

The response options to this item ranged from 1- *Much less time than you expected* to 5- *Much more time than you expected*. For purposes of this report, the categories were collapsed into three categories: *less time than expected*, *about the time expected*, and *more time than expected*.

Q42. What impact has this time away (or lack thereof) from your permanent duty station (PDS) in the past 12 months had on your career intentions?

The response options to this item ranged from 1- *Greatly decreased your desire to stay* to 5- *Greatly increased your desire to stay*. For purposes of this report, the categories were collapsed into three categories: *decreased desire to stay*, *neither decreased nor increased desire to stay*, and *increased desire to stay*. For complete details on the findings below, see Tables B.7 and B.8 in Appendix B and Figures C.1 and C.2 in Appendix C.

July 2002 Findings

Overall findings. Figure 15 shows that Service members who were away for more time than expected were the most likely to indicate time away had decreased their desire to stay.

Figure 15.
Influence of Actual vs. Expected Time Away on Desire to Stay

In the past 12 months, have you spent more or less time away from your PDS than you expected?

	Less time than expected	About the time expected	More time than expected
What impact has time away from your PDS in the past 12 months had on your military career intentions?	Decreased desire to stay	17%	44%
	Neither increased nor decreased desire to stay	69%	45%
	Increased desire to stay	14%	11%
	Total	100%	100%

AD SOFS
 July 02
 Q42,43 Margins of error within +/-4%

Personal Readiness

In order to assess personal readiness, survey participants were asked the following question.

Q29. Taking into account your training and experience, overall how well prepared are you to perform your wartime job?

Q30. How well prepared are you physically to perform your wartime job?

The response options to this item ranged from 1- *Very poorly prepared* to 5- *Very well prepared*. For purposes of this report, the categories were collapsed into three categories: *very poorly/poorly prepared*, *neither well nor poorly prepared*, and *very well prepared/well prepared*. For complete details on the findings below, see Table B.9 in Appendix B.

July 2002 Findings

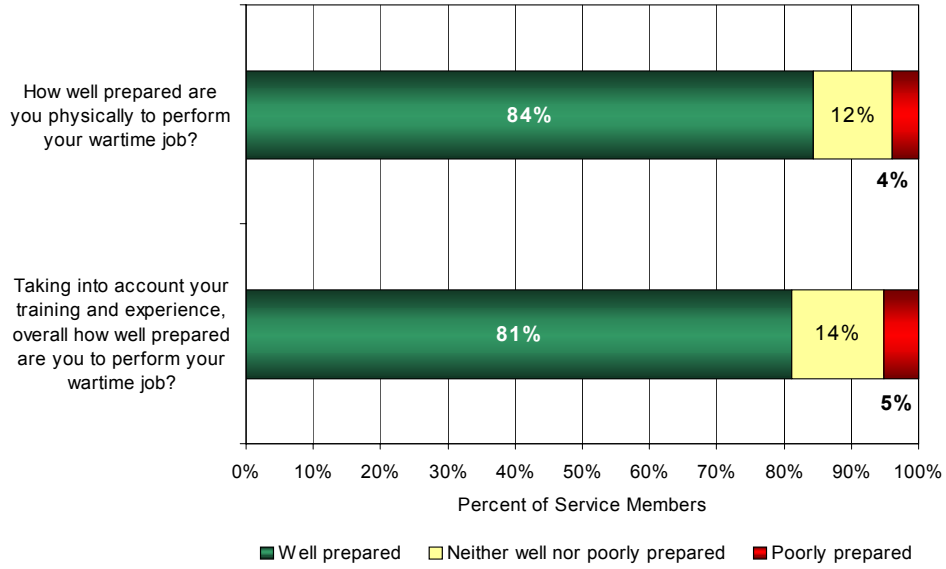
Overall findings. Figure 16 shows the level of preparedness to perform wartime duties. A majority of Service members (84%) indicated they were *physically* well prepared to perform their wartime job, while only four percent of Service members indicated they were poorly prepared. When Service members were asked to take into account their *training and experience*, more than 81 percent said overall they were well prepared. Only five percent of Service members indicated they were poorly prepared.

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s (73% vs. 81-90%) were less likely to indicate they were well prepared to perform their wartime job based on *training and experience*.

Other subgroup findings. Female enlisted (69% vs. 84-90%) were less likely to indicate they were well prepared to perform their wartime job in terms of *physical preparedness*. In addition, female enlisted (66% vs. 77-86%) were less likely to indicate they were well prepared to perform their wartime job based on *training and experience*.

Figure 16.
Level of Preparedness to Perform Wartime Job



AD SOFS
 July 02
 Q29,30 Margins of error within +/-2%

Unit Readiness

This section assesses Service members' perceptions of unit readiness in terms of training, manning, and parts and equipment. In addition, this section evaluates zero defect (i.e., the feeling that one mistake will end a career), micromanagement in the military, and unit cohesion.

Training, Manning Level, and Parts and Equipment

In order to assess Service members' perceptions of unit readiness, survey participants were asked the following question.

Q28. How well prepared do you believe your unit is to perform its mission with regard to...?

- a. Manning level***
- b. Training***
- c. Parts and equipment***

The response options to this item ranged from 1- *Very poorly prepared* to 5- *Very well prepared*. For purposes of this report, the categories were collapsed into three categories: *very poorly/poorly prepared*, *neither well nor poorly prepared*, and *very well prepared/well prepared*. For complete details on the findings below, see Table B.10 in Appendix B.

July 2002 Findings

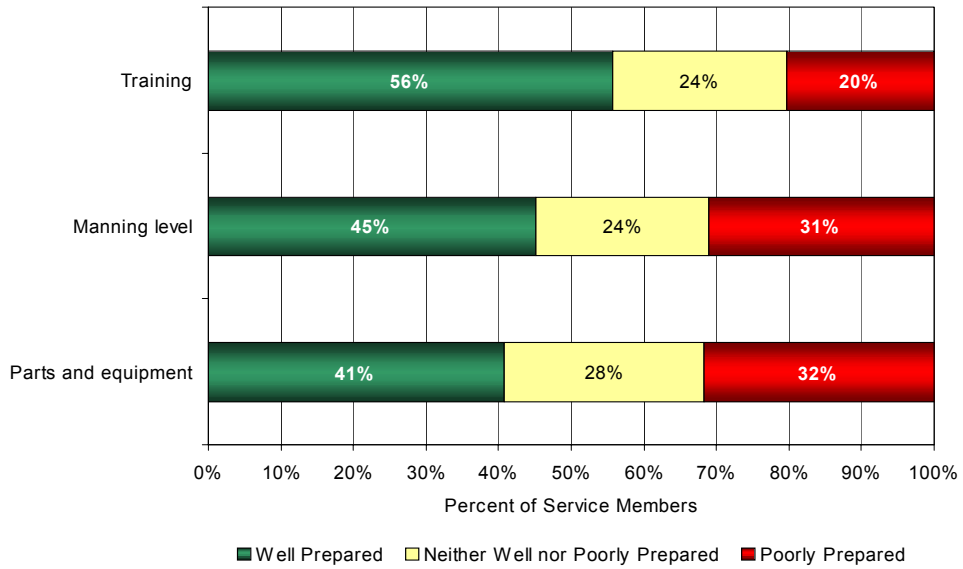
Overall findings. Figure 17 shows the unit level of preparedness in terms of *training, manning level, and parts and equipment*. Almost one in three members reported their units were poorly prepared in terms of their *manning level* (31%) and *parts and equipment* (32%).

Service findings. There were no differences found across the Services.

Paygrade findings. There were no differences found across the paygrade groups.

Other subgroup findings. Male enlisted (34% vs. 22-26%) were more likely to indicate their unit was poorly prepared to perform their wartime job in terms of *parts and equipment*.

Figure 17.
Unit Level of Preparedness Based on Training, Manning, and Equipment



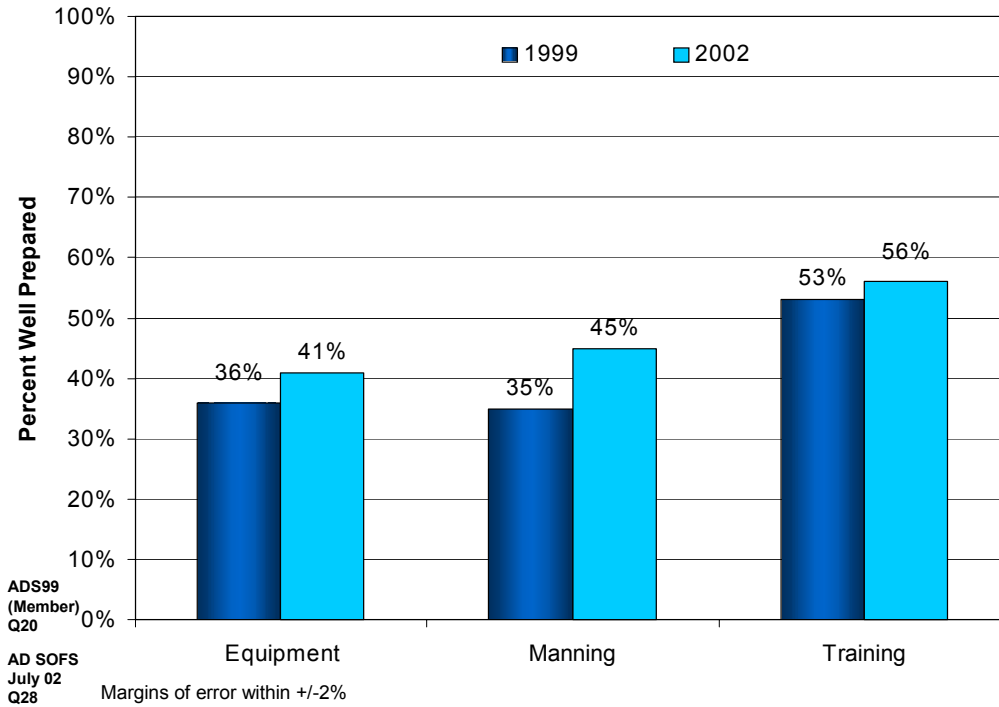
AD SOFS
 July 02
 Q28 Margins of error within +/-2%

Trend Analysis

Because this same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 18.

Overall findings across time. Unit preparedness improved since 1999—with an increase of 10-percentage points in preparedness with respect to *manning level*.

Figure 18.
Unit Level of Preparedness Based on Training, Manning, and Equipment Across Time



Zero Defect and Micromanagement

To evaluate zero defect and micromanagement in the military, survey participants were asked the following question.

Q32. Indicate the extent to which you agree or disagree with the following statements about your unit/Service.

- a. The current environment in your unit is one of “zero defect” (i.e., a feeling that one mistake will end a career)***
- b. The current environment in your Service is one of “zero defect”***
- c. Micromanagement is prevalent in your unit***
- d. Micromanagement is prevalent in your Service***

The response options to this item ranged from 1- *strongly disagree* to 5- *strongly agree*. For purposes of this report, the categories were collapsed into three categories: *strongly disagree/disagree*, *neither agree nor disagree*, and *strongly agree/agree*. For complete details on the findings below, see Table B.11 in Appendix B.

July 2002 Findings

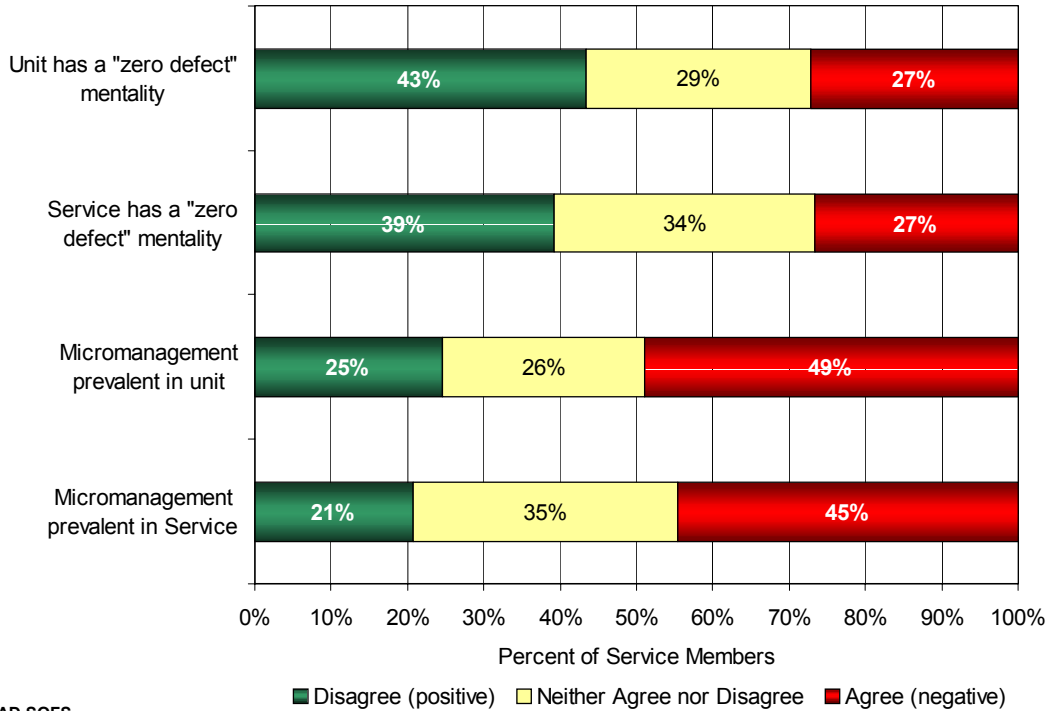
Overall findings. Figure 19 shows the percentage of Service members who indicated that zero defect mentality and micromanagement existed in their unit and Service. More than one-quarter of Service members (27%) indicated that a “*zero defect*” mentality existed at the unit and Service levels. In addition, almost half of Service members (49%) agreed that *micromanagement* was prevalent in their unit.

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s were less likely to disagree that *micromanagement* was prevalent in their unit (16% vs. 27-50%) and Service (16% vs. 24-29%).

Other subgroup findings. Service members with no college (36% vs. 43-55%) were less likely to disagree that their unit had a “*zero defect*” mentality. Male officers (39% vs. 19-29%) were more likely to agree that their Service had a “*zero defect*” mentality.

Figure 19.
Zero Defect Mentality and Prevalence of Micromanagement



AD SOFS
 July 02
 Q32

Margins of error within +/-2%

Cohesion

In order to evaluate unit cohesion, Service members were asked the following question.

Q31. Indicate the extent to which you agree or disagree with the following statements about your unit.

- a. Service members in your unit really care about each other***
- b. Service members in your unit work well as a team***
- c. Service members in your unit pull together to get the job done***
- d. Service members in your unit trust each other***

These items were combined into a single composite measure, Unit Cohesion, for analysis. The response options to this item ranged from 1- *strongly disagree* to 5- *strongly agree*. For purposes of this report, the categories were collapsed into three categories: *strongly disagree/disagree*, *neither agree nor disagree*, and *strongly agree/agree*. For details on composite measures, refer to the Composite Measures section in the introduction of this report.

July 2002 Findings

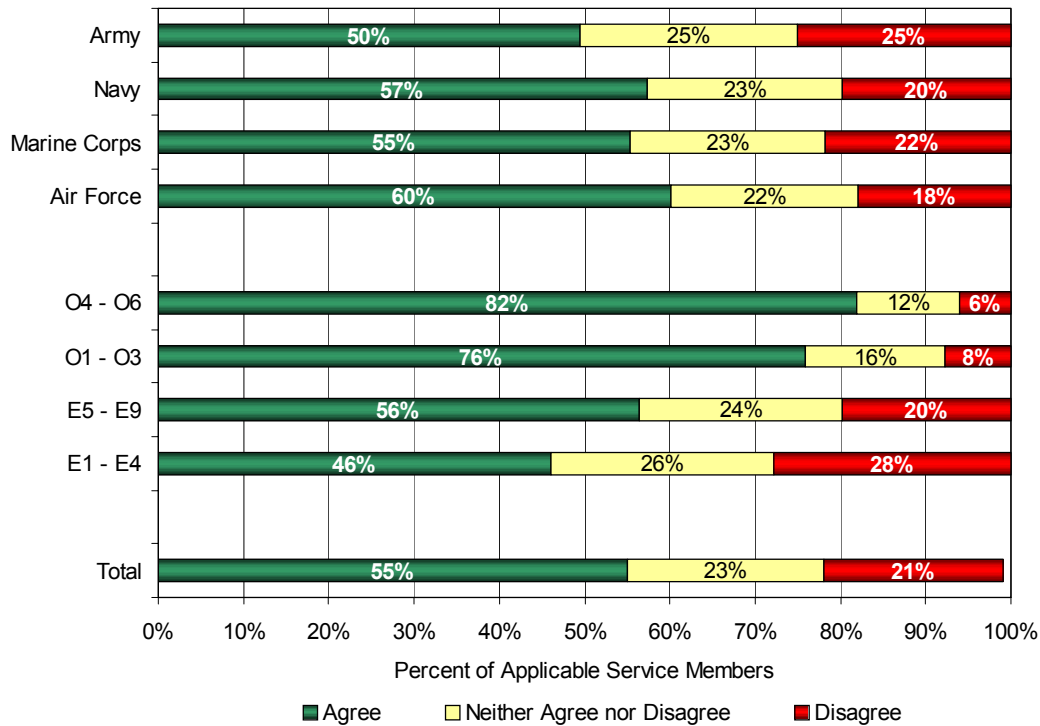
Overall findings. Figure 20 shows the percentage of Service members who indicated cohesion existed in their unit by Service and paygrade groups. Overall, more than half of all Service members (55%) agreed that unit cohesion existed.

Service findings. There were no differences found across the Services.

Paygrade findings. Senior officers (82%) were most likely to agree and E1-E4s (46%) were less likely to agree that cohesion existed in their unit.

Other subgroup findings. There were no differences found across the other subgroups.

Figure 20.
Unit Cohesion



AD SOFS
July 02
Q31

Margins of error within +/-2%

Retention

This section presents findings on Service members' stated intent to remain in the military and discusses the Service members' perception of their significant others' support to remain on active duty. In addition, this section includes analyses on organizational commitment.

Retention Intention and Career Intention

To examine intentions to stay on active duty and the likelihood to choose the military as a career, Service members were asked the following questions.

Q22. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

Q23. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

The response options to this item ranged from 1- *very unlikely* to 5- *very likely*. For purposes of this report, the categories were collapsed into three categories: *very unlikely/unlikely*, *neither likely nor unlikely*, and *very likely/likely*. For complete details on the findings below, see Table B.12 in Appendix B.

July 2002 Findings

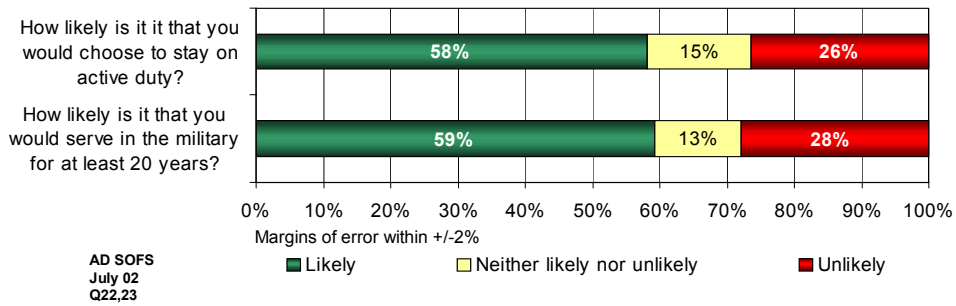
Overall findings. Figure 21 shows the percentage of Service members who indicated an intent to stay on active duty, as well as intent to serve in the military for at least 20 years. More than half of Service members indicated intent to stay on active duty, if given a choice (58%), and indicated intent to serve in the military for at least 20 years (59%).

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s were less likely to indicate intent to stay on active duty, if given the choice (43% vs. 66-78%) and less likely to indicate intent to serve in the military for at least 20 years (38% vs. 63-93%).

Other subgroup findings. Service members with no college were less likely to indicate intent to stay on active duty, if given the choice (48% vs. 59-72%), and less likely to indicate intent to serve for at least 20 years (45% vs. 62-79%). Single members without children were less likely to indicate intent to stay on active duty, if given the choice (43% vs. 60-71%). Marine Corps enlisted were more unlikely to indicate intent to stay on active duty, if given the choice (43% vs. 55-73%) and more unlikely to indicate intent to stay on for 20 years (43% vs. 16-32%). Male officers (77% vs. 49-62%) were more likely to indicate intent to stay on active duty for at least 20 years.

Figure 21.
Likelihood to Stay on Active Duty

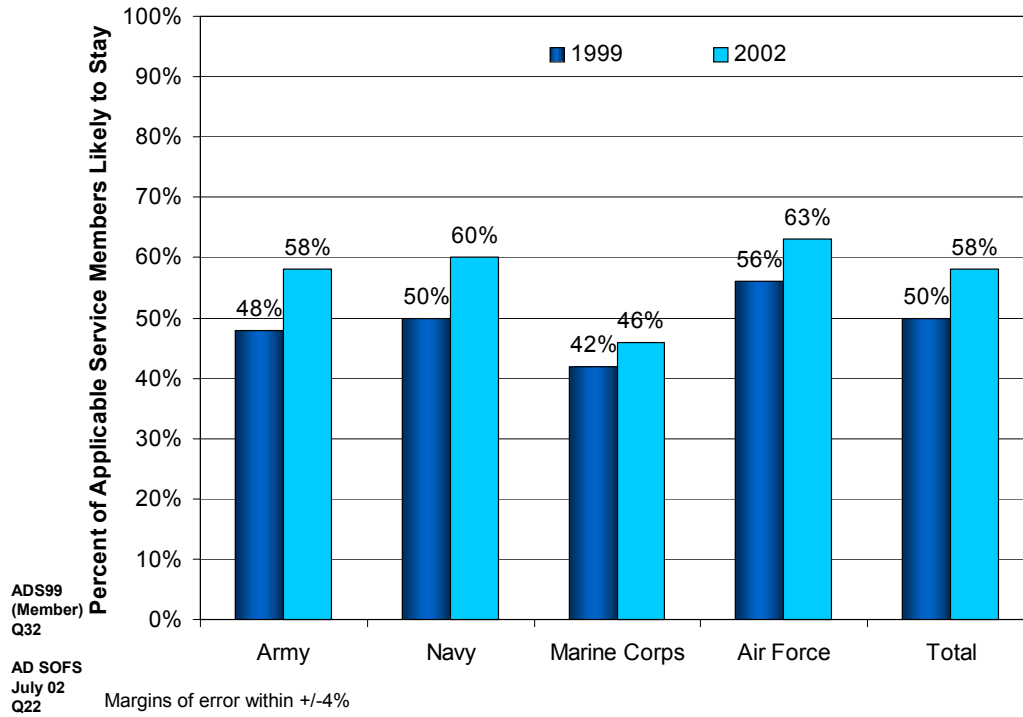


Trend Analysis

Because the same question was asked in the 1999 ADS, comparisons between 1999 and 2002 can be made. The comparisons are presented in Figure 22 and 23.

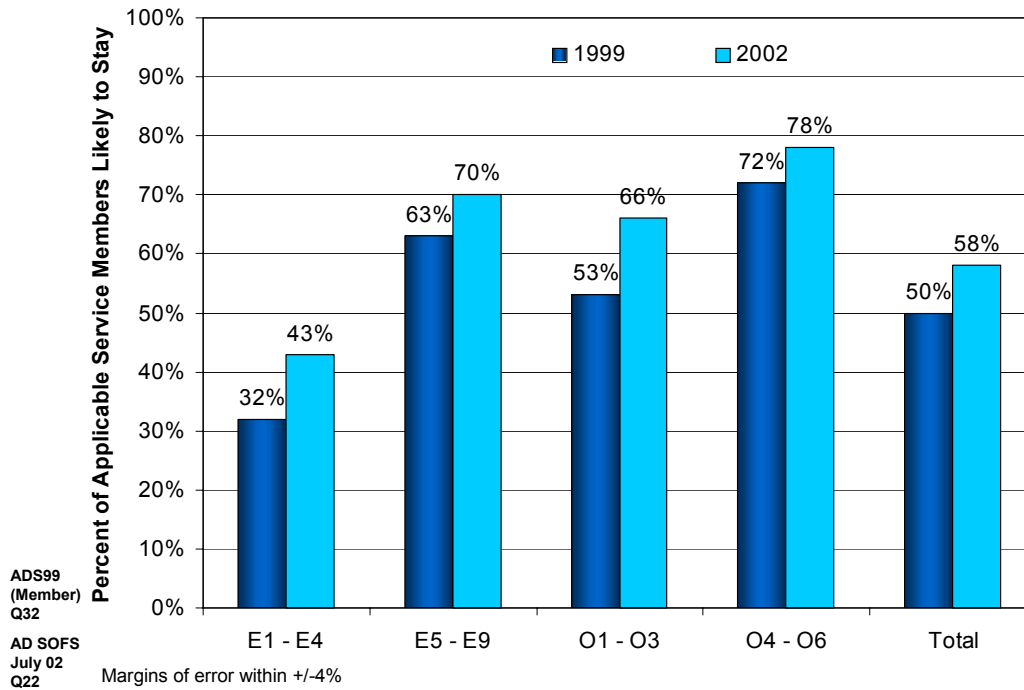
Service findings across time. When compared to the 1999 ADS, the overall intention to remain in the military increased 8-percentage points in 2002. Army and Navy members had a 10-percentage point increase in the likelihood to remain on active duty from 1999 to 2002.

Figure 22.
Likelihood to Stay on Active Duty by Service Across Time



Paygrade findings across time. E1–E4s and O1–O3s showed an increase in likelihood to remain on active duty – an 11 and 13 percentage-point increase, respectively.

Figure 23.
Likelihood to Stay on Active Duty by Paygrade Across Time



Support to Stay

To examine significant other support to stay on active duty, Service members were asked the following questions.

Q26. Does your spouse, girlfriend, or boyfriend think you stay on or leave active duty?

The response options to this item ranged from 1- *strongly favors leaving* to 5- *strongly favors staying*. For purposes of this report, the categories were collapsed into three categories: *favors leaving*, *has no opinion*, and *favors staying*. For complete details on the findings below, see Table B.13 in Appendix B.

July 2002 Findings

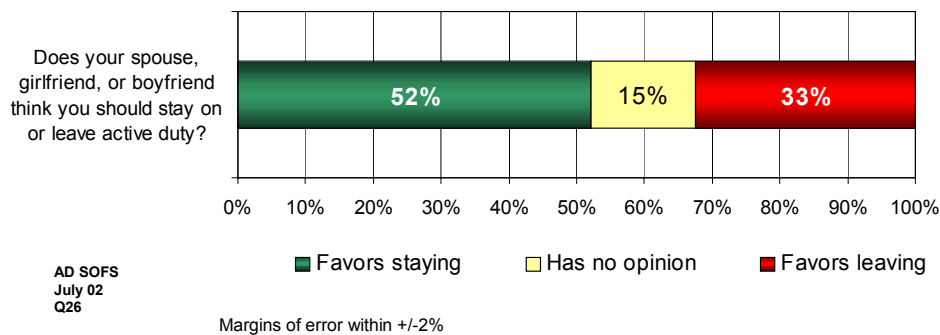
Overall findings. Figure 24 shows the percentage of Service members who indicated their spouse supported them staying on active duty. About half of Service members (52%) indicated their significant other supported staying on active duty. Approximately 33 percent of Service members reported their significant other would favor leaving.

Service findings. There were no differences found across the Services.

Paygrade findings. E1-E4s (37% vs. 56-67%) were less likely to indicate that their significant other supported them to stay on active duty.

Other subgroup findings. Male officers (62% vs. 47-54%) were more likely to indicate that their significant other supported them to stay on active duty. Service members with no college (44% vs. 53-63%) and Marine Corps enlisted (42% vs. 50-65%) were less likely to indicate that their significant other supported them to stay on active duty.

Figure 24.
Support to Stay on Active Duty



Organizational Commitment

In order to evaluate commitment to their Service, members were asked whether or not they agreed with a series of statements about their Service.

Q25. Indicate the extent to which you agree or disagree with the following statements about your Service.

- a. Being a member of your Service inspires you to do the best job you can**
- b. You are willing to make sacrifices to help your Service**
- c. You are glad that you are part of your Service**

These items were combined into a single composite measure, Organizational Commitment, for analysis. The response options to this item ranged from 1- *strongly disagree* to 5- *strongly agree*. For purposes of this report, the categories were collapsed into three categories: *strongly disagree /disagree*, *neither agree nor disagree*, and *strongly agree/agree*. For details on composite measures, refer to the Composite Measures section in the introduction of this report.

July 2002 Findings

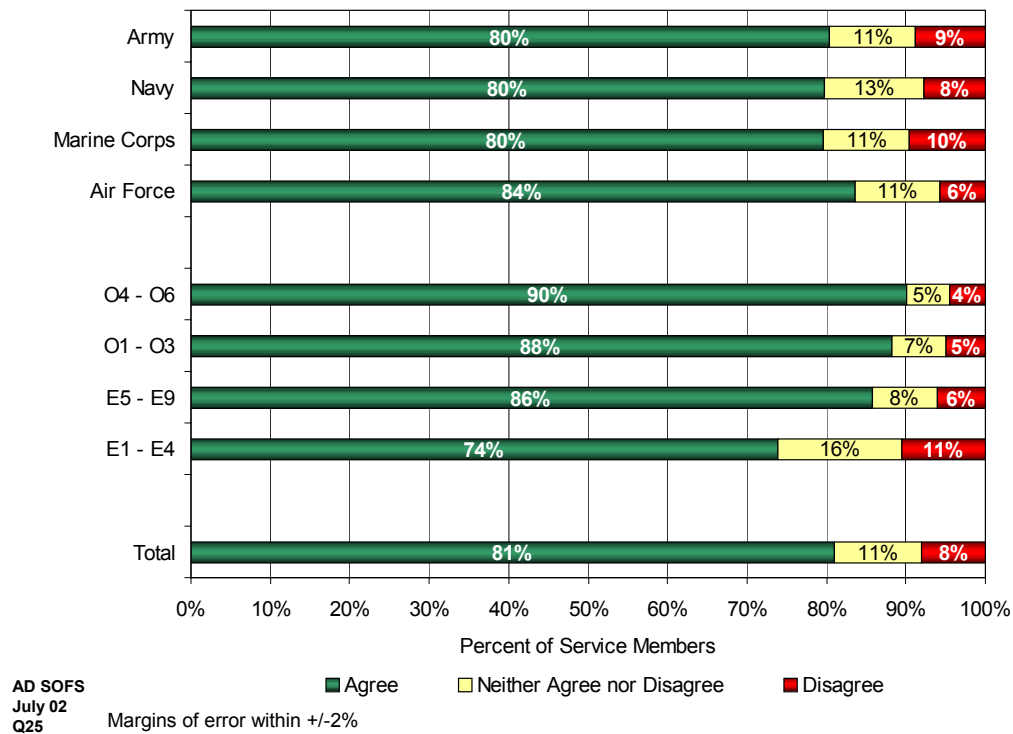
Overall findings. Figure 25 shows the percentage of Service members who indicated commitment by Service and paygrade groups. A majority of Service members' (80%) indicated they were committed to their Services.

Service findings. Air Force members (84%) were more likely to indicate they were committed.

Paygrade findings. O4–O6s (90%) were more likely to indicate they were committed.

Other subgroup findings. There were no differences found across the other subgroups.

Figure 25.
Organizational Commitment



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Appendix A

Survey Instrument

July 2002 Status of Forces Survey of Active Duty Members



- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Do not make any marks outside of the response and write-in boxes.

- Place an "X" in the appropriate box or boxes.

RIGHT

WRONG

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER

INCORRECT ANSWER

WHY SHOULD I PARTICIPATE?

- This is your chance to be heard on issues that directly affect your quality of life, retention, retirement, and satisfaction.
- Your answers on a survey **make a difference**.
- For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and recreation programs.

PRIVACY ACT NOTICE

In accordance with the Privacy Act, this notice informs you of the purpose of the Status of Forces Surveys and how the findings of these surveys will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in these Surveys will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individuals.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

BACKGROUND

1. In what Service were you on active duty on July 8, 2002?

- Army Marine Corps
 Navy Air Force
 None, I was separated or retired ⇒ **Stop here and return the survey**

2. What is your current paygrade? Mark one.

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

3. Are you . . . ?

- Male Female

4. What is the highest degree or level of school that you have completed? Mark the **one** answer that describes the highest grade or degree that you have completed.

- 12 years or less of school (no diploma)
 High school graduate—high school diploma or equivalent (e.g., GED)
 Some college credit, but less than 1 year
 1 or more years of college, no degree
 Associate degree (e.g., AA, AS)
 Bachelor's degree (e.g., BA, AB, BS)
 Master's, doctoral or professional school degree (e.g., MA/MS/MEng/MBA/MSW/PhD/MD/JD/DVM)

5. What is your marital status?

- Married
 Separated
 Divorced ⇒ **GO TO QUESTION 13**
 Widowed ⇒ **GO TO QUESTION 13**
 Never married ⇒ **GO TO QUESTION 13**

6. Is your spouse currently . . . ? Mark "Yes" or "No" for each item.

- | | Yes | No |
|--|--------------------------|--------------------------|
| a. Serving on active duty (not a member of the National Guard or Reserve) | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Member of the National Guard or Reserve in a full-time active duty program (AGR, TAR, AR) | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Other type of National Guard or Reserve member (e.g., drilling unit, IMA, IRR, military technician) | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Working in a civilian full-time job (35 or more hours a week) | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Working one or more civilian part-time jobs (each less than 35 hours a week) . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Managing or working in family business . . | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Self-employed in his/her own business/profession | <input type="checkbox"/> | <input type="checkbox"/> |

6. Continued

Yes No

- h. Unemployed and looking for work
- i. In school
- j. Homemaker/housewife/househusband ...
- k. Retired

7. Last week, did your spouse do any work for pay or profit? Mark yes even if your spouse worked only one hour, or helped without pay in a family business or farm for 15 hours or more.

- Yes ⇒ GO TO QUESTION 13
- No

8. Last week, was your spouse on layoff from a job?

- Yes ⇒ GO TO QUESTION 10
- No

9. Last week, was your spouse temporarily absent from a job or business?

- Yes, on vacation, temporary illness, labor dispute, etc. ⇒ GO TO QUESTION 13
- No ⇒ GO TO QUESTION 11

10. Has your spouse been informed that he/she will be recalled to work within the next 6 months or been given a date to return to work?

- Yes ⇒ GO TO QUESTION 12
- No

11. Has your spouse been looking for work during the last 4 weeks?

- Yes
- No ⇒ GO TO QUESTION 13

12. Last week, could your spouse have started a job if offered one, or returned to work if recalled?

- Yes, could have gone to work
- No, because of his/her temporary illness
- No, because of all other reasons (in school, etc.)

13. Are you Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

14. What is your race? Mark one or more races to indicate what you consider yourself to be.

- White
- Black or African American
- American Indian or Alaska Native
- Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

For the next questions, the definition of "child or children" or "other legal dependents" includes anyone in your family, **except your spouse**, who has or is eligible to have a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

15. Do you have a child, children or other legal dependents based on the definition above?

- Yes
- No ⇒ GO TO QUESTION 17

16. How many children or other legal dependents do you have in each age group? Mark one answer in each row. To indicate none, enter "0". To indicate nine or more, enter "9".

Age

- a. Under 1 year old
- b. 1 - 5 years old
- c. 6 - 12 years old
- d. 13 - 20 years old
- e. 21 - 22 years old
- f. 23 years old or older

17. Where is your permanent duty station located?

- In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
 Please print the two-letter postal abbreviation - for example "AK" for Alaska
- Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- East Asia and Pacific (e.g., Australia, Japan, Korea)
- North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- Sub-Saharan Africa (e.g., Kenya, South Africa)
- Western Hemisphere (e.g., Cuba, Honduras, Peru)
- Other or not sure ⇒ Please print name of country or installation.

Please print.

◆ 18. Where do you live at your permanent duty station?

- Aboard ship
- Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- Military family housing, on base
- Military family housing, off base
- Privatized military housing that you rent on base
- Privatized military housing that you rent off base
- Civilian housing that you own or pay mortgage on
- Civilian housing that you rent
- Other ⇒ Please specify.

Please print.

CAREER INTENT

19. How many years of active-duty service have you **COMPLETED** (including enlisted, warrant officer, and commissioned officer time)? To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".

YEARS

20. In which term of service are you serving now?

- On indefinite status ⇒ **GO TO QUESTION 22**
- On stop loss ⇒ **GO TO QUESTION 22**
- Am an officer serving an obligation
- 1st enlistment or an extension of 1st enlistment
- 2nd or later enlistment including extensions

21. How much time remains in your current enlistment term (including extensions) or service obligation?

- Less than 3 months
- 3 months to less than 7 months
- 7 months to less than 1 year
- 1 year to less than 2 years
- 2 years to less than 3 years
- 3 years or more

22. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

23. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely
- Does not apply, you have 20 or more years of service

24. When you finally leave active duty, how many **total years of service** do you expect to have? To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".

YEARS

25. Indicate the extent to which you agree or disagree with the following statements about your Service.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- a. Being a member of your Service inspires you to do the best job you can
- b. You are willing to make sacrifices to help your Service
- c. You are glad that you are part of your Service

26. Does your spouse, girlfriend, or boyfriend think you should stay on or leave active duty?

- Strongly favors staying
- Somewhat favors staying
- Has no opinion one way or the other
- Somewhat favors leaving
- Strongly favors leaving
- Does not apply, you don't have a spouse or girlfriend/boyfriend

SATISFACTION WITH ASPECTS OF MILITARY SERVICE

27. How satisfied are you with each of the following?

Very satisfied
Satisfied
Neither satisfied nor dissatisfied
Dissatisfied
Very dissatisfied

- a. Military values, lifestyle, and tradition
- b. Amount of enjoyment from your job . . .
- c. Your personal workload
- d. Pace of your promotions
- e. Training and professional development
- f. Off duty educational opportunities ..
- g. Your unit's morale
- h. Job security

READINESS

28. How prepared do you believe your unit is to perform its mission with regard to . . . ?

Very well prepared			
Well prepared			
Neither well nor poorly prepared			
Poorly prepared			
Very poorly prepared			

a. Manning level

b. Training

c. Parts and equipment

29. Taking into account your training and experience, overall how well prepared are you to perform your wartime job?

- Very well prepared
- Well prepared
- Neither well nor poorly prepared
- Poorly prepared
- Very poorly prepared

30. How well prepared are you physically to perform your wartime job?

- Very well prepared
- Well prepared
- Neither well nor poorly prepared
- Poorly prepared
- Very poorly prepared

31. Indicate the extent to which you agree or disagree with the following statements about your unit.

Strongly agree			
Agree			
Neither agree nor disagree			
Disagree			
Strongly disagree			

a. Service members in your unit really care about each other

b. Service members in your unit work well as a team

c. Service members in your unit pull together to get the job done

d. Service members in your unit trust each other

32. Indicate the extent to which you agree or disagree with the following statements about your unit/ Service.

Strongly agree			
Agree			
Neither agree nor disagree			
Disagree			
Strongly disagree			

a. The current environment in your **unit** is one of "zero defect" (i.e., a feeling that one mistake will end a career)

32. Continued

Strongly agree			
Agree			
Neither agree nor disagree			
Disagree			
Strongly disagree			

b. The current environment in your **Service** is one of "zero defect"

c. Micromanagement is prevalent in your **unit**

d. Micromanagement is prevalent in your **Service**

33. Please indicate whether you agree or disagree with the following statements?

Strongly agree			
Agree			
Neither agree nor disagree			
Disagree			
Strongly disagree			

a. If you make a request through channels in your unit, you know somebody will listen

b. Leaders in your unit are more interested in looking good than being good

c. You would go for help with a personal problem to people in your chain of command

d. Leaders in your unit are not concerned with the way Service members treat each other as long as the job gets done

e. You are impressed with the quality of leadership in your unit

f. Leaders in your unit are more interested in furthering their careers than in the well being of their Service members

SATISFACTION WITH ASSIGNMENTS AND TRAVEL

34. How satisfied are you with each of the following?

Very satisfied			
Satisfied			
Neither satisfied nor dissatisfied			
Dissatisfied			
Very dissatisfied			

a. Type of assignments received

b. Frequency of PCS moves

c. Deployments

d. Other military duties that take you away from your permanent duty station

◆ 35. Have you ever had a PCS move?

- Yes
- No ⇒ GO TO QUESTION 38

36. How many months has it been since your last PCS? To indicate less than one month, enter "00". To indicate more than 99 months, enter "99".

MONTHS

37. For your most recent PCS move, were any of the following a problem?

	Does not apply	Serious problem	Somewhat of a problem	Slight problem	Not a problem
a. Change in PCS orders (report date or destination).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Shipping/storing household goods ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Temporary lodging expenses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Change in cost of living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Loss or decrease of spouse income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spouse employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Availability of childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Getting your children enrolled in a new school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. State-specific graduation requirements for high school students.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Any other problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Yes No ⇒ GO TO QUESTION 38
- If yes, specify below:

Please print.

TEMPO

38. In the past 12 months, have you ever had to work longer than your normal duty day (i.e., overtime)?

- Yes
- No ⇒ GO TO QUESTION 41

39. In the past 12 months, how many times have you had to work longer than your normal duty day (i.e., overtime)?

DAYS

40. When you have had to work more hours than usual, what were the primary reasons? Mark "Yes" or "No" for each item.

	Yes	No
a. High workload	<input type="checkbox"/>	<input type="checkbox"/>
b. Additional duties	<input type="checkbox"/>	<input type="checkbox"/>
c. Your unit was getting ready for a deployment	<input type="checkbox"/>	<input type="checkbox"/>
d. Part of your unit was deployed while you stayed behind.....	<input type="checkbox"/>	<input type="checkbox"/>
e. You were deployed with your unit	<input type="checkbox"/>	<input type="checkbox"/>
f. Your unit was under-manned	<input type="checkbox"/>	<input type="checkbox"/>
g. Poor planning or lack of planning	<input type="checkbox"/>	<input type="checkbox"/>
h. Inspections and inspection preparation ...	<input type="checkbox"/>	<input type="checkbox"/>
i. Equipment failure and repair	<input type="checkbox"/>	<input type="checkbox"/>
j. Any other reasons ⇒ If yes, please specify.	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

41. In the past 12 months, how many days have you been away from your permanent duty station overnight because of your military duties? To indicate none, enter "000".

DAYS

42. What impact has this time away (or lack there of) from your permanent duty station in the past 12 months had on your military career intentions?

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

43. In the past 12 months, have you spent more or less time away from your permanent duty station than you expected?

- Much more time than you expected
- More time than you expected
- About what you expected
- Less time than you expected
- Much less time than you expected

44. In the past 12 months, how many days did you receive hostile duty or imminent danger pay? To indicate none, enter "000".

DAYS

SATISFACTION WITH PAY AND BENEFITS

45. How satisfied are you with each of the following?

	Does not apply	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Basic pay	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Special pays (e.g., incentive, reenlistment, continuation, etc.) ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Basic Allowance for Subsistence (BAS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Basic Allowance for Housing (BAH)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Overseas Housing Allowance (OHA)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Cost of Living Allowances (COLAs)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Military retirement system	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Military housing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Your medical/dental care	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Family medical/dental care	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

46. In the past 12 months, did any of the following happen to you (and your spouse)? Mark "Yes" or "No" for each item.

	Yes	No
a. Bounced two or more checks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Fell behind in paying your credit card, AAFES, or NEXCOM account	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Fell behind in paying your rent or mortgage	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Was pressured to pay bills by stores, creditors, or bill collectors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Had your telephone, cable, or internet shut off	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Had your water, heat, or electricity shut off	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Had a car, household appliance, or furniture repossessed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

47. Which of the following best describes the financial condition of you (and your spouse)?

- Very comfortable and secure
- Able to make ends meet without much difficulty
- Occasionally have some difficulty making ends meet
- Tough to make ends meet but keeping your head above water
- In over your head

48. If your spouse works, how well do his/her qualifications match the work he/she does?

- Does not apply
- He/she is greatly overqualified for the work
- He/she is somewhat overqualified for the work
- His/her qualifications are appropriate for the work
- He/she is somewhat underqualified for the work
- He/she is greatly underqualified for the work

49. If your spouse works, how much does his/her income contribute toward your total monthly household income?

- Does not apply
- Major contribution
- Moderate contribution
- Minor contribution
- No contribution

SATISFACTION WITH QUALITY OF LIFE AND FAMILY PROGRAMS

50. How satisfied are you with each of the following?

	Does not apply	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Exchanges and commissaries ...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. MWR/Services programs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Amount of personal/family time you have	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Spouse employment and career opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. On base childcare	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. On base schools	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Military family support programs ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

OVERALL SATISFACTION

51. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the military?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The type of work you do in your military job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your opportunities for promotion	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The quality of your coworkers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The quality of your supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

◆ 52. Overall how satisfied are you with the military way of life?

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

OTHER BACKGROUND INFORMATION

53. While you were growing up, were your parent(s)/ guardian(s) in the active military?

- Yes
- No ⇒ GO TO QUESTION 55

54. Of your parent(s)/guardian(s) who were in the active military while you were growing up, are any of them . . . ? Mark “Yes” if it applies to any of your parent(s)/guardian(s) and mark “No” if it applies to none of your parent(s)/guardian(s).

	Yes	No
a. Separated from active duty, and did not retire	<input type="checkbox"/>	<input type="checkbox"/>
b. Retired from the military.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Still on active duty, and <u>plans</u> to stay until retirement	<input type="checkbox"/>	<input type="checkbox"/>
d. Still on active duty, and <u>does not</u> plan to stay until retirement	<input type="checkbox"/>	<input type="checkbox"/>

55. Did any of your siblings (brothers, sisters, step/ half brothers or sisters) ever serve in the active military?

- Not applicable, you don't have any siblings
- No
- Yes, older sibling
- Yes, younger sibling
- Yes, both older and younger sibling

56. Are you . . .

- An only child
- The oldest child in your family
- One of the middle children in your family
- The youngest child in your family

57. Would you like to know the results of this survey? If you are interested in being notified when results are available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.

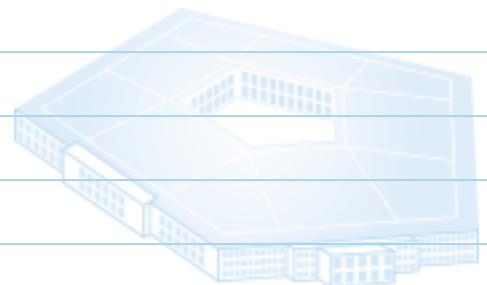
Please print

58. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D
---	---	---	---	---	---	---	---

COMMENTS

59. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported.



THANK YOU FOR YOUR TIME AND ASSISTANCE

Appendix B
Supplementary Tables

Table B.1
Satisfaction With Overall Military Way of Life (In Percent)

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Army Enlisted
	Satisfaction with military way of life	SAT	59	61	54	68	47	70	74	85	49
	DIS	22	19	27	15	29	14	13	7	29	24

Margins of error within +/-4%

Table B.2
Satisfaction With Aspects of Military Service (In Percent)

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Enlisted	Male Officers	Army Enlisted	Navy Enlisted	Air Force Enlisted
	Job security	SAT	79	87	79	83	79	85	87	85	79	82	86	79	87
	DIS	7	3	6	4	6	4	3	6	7	5	4	7	3	4
Military values, lifestyle, & tradition	SAT	65	67	66	74	56	75	80	88	58	65	83	62	65	71
	DIS	21	18	18	12	24	14	9	7	23	19	8	23	19	13
Off-duty education	SAT	50	61	52	65	52	64	53	56	50	56	54	51	62	66
	DIS	30	19	27	16	27	20	20	14	26	25	18	30	20	17
Enjoyment from your work	SAT	55	57	53	61	44	65	70	78	50	54	75	52	55	58
	DIS	26	24	27	22	33	19	16	11	29	26	13	28	26	24
Personal workload	SAT	54	59	52	58	51	60	60	61	52	55	61	53	58	58
	DIS	24	20	22	22	22	22	21	23	22	22	21	24	20	21
Training, professional development	SAT	50	56	55	59	49	57	62	68	52	53	63	48	54	57
	DIS	29	23	22	19	27	22	19	16	25	24	19	30	24	19
Pace of promotions	SAT	45	43	41	45	38	43	68	59	40	40	63	41	40	41
	DIS	37	37	39	31	40	38	12	24	39	40	19	40	40	34
Your unit's morale	SAT	35	43	39	44	31	42	56	65	36	37	60	31	40	40
	DIS	43	36	38	34	47	36	24	19	43	41	21	47	39	36

Margins of error within +/-4%

Table B.3
Satisfaction With Pay and Benefits (In Percent)

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Some College	Male Enlisted	Male Officers	Army Enlisted	Marine Enlisted
	Your medical/dental care	SAT	60	65	58	63	63	59	66	64	59	61	64	60
	DIS	27	22	27	23	24	26	19	23	27	26	21	27	28
Family medical/dental care	SAT	45	49	43	44	47	45	49	44	45	45	44	46	44
	DIS	37	31	32	36	25	41	35	44	36	35	42	36	31
Basic pay	SAT	34	40	33	44	31	36	65	66	34	32	62	29	29
	DIS	53	46	52	42	54	51	24	23	52	54	27	57	55
Military retirement system	SAT	29	37	30	41	30	33	46	61	32	31	52	26	27
	DIS	30	27	23	24	17	39	23	22	29	29	24	30	24
Basic Allowance for Housing (BAH)	SAT	31	39	28	38	32	33	48	45	32	31	44	29	26
	DIS	51	44	48	47	43	53	41	44	51	50	44	51	49
Basic Allowance for Subsistence (BAS)	SAT	30	35	24	41	30	35	41	43	33	31	38	29	23
	DIS	55	48	53	42	52	49	43	39	51	52	45	55	54
Military housing	SAT	25	31	23	35	28	30	25	26	29	29	25	26	22
	DIS	56	38	47	40	39	50	58	58	46	45	59	55	46
Special pays (e.g., incentive, reenlistment)	SAT	26	32	20	31	30	23	41	45	26	26	41	25	18
	DIS	54	49	53	48	45	60	42	39	52	53	42	55	55
Cost-of-Living Allowance (COLA)	SAT	23	29	21	27	22	24	41	42	24	22	38	21	20
	DIS	49	40	47	38	40	52	33	38	46	46	37	50	48
Overseas Housing Allowance (OHA)	SAT	20	24	17	29	16	26	43	45	21	18	41	17	16
	DIS	32	18	25	21	21	32	18	23	27	27	21	33	25

Margins of error within +/-4%

Table B.4
Satisfaction With Quality of Life and Family Programs (In Percent)

KEY: More satisfied Less satisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Navy Enlisted	No College	Male Enlisted	Army Enlisted	Air Force Enlisted
	Exchanges & commissaries	SAT	64	72	67	64	68	64	69	70	72	69	66	64
	DIS	20	15	18	19	17	21	17	16	15	16	19	20	20
MWR/Services programs	SAT	58	71	54	57	57	63	64	63	71	60	60	58	55
	DIS	13	10	16	10	11	12	9	11	10	12	13	13	10
Military family support	SAT	33	42	33	55	34	45	48	47	42	37	40	30	55
	DIS	25	13	12	8	17	17	9	9	14	16	17	27	8
Personal/family time	SAT	35	38	36	46	33	45	42	40	37	34	38	34	48
	DIS	46	41	43	33	44	38	38	44	42	45	42	47	31
On-base schools	SAT	37	26	24	38	22	43	32	43	27	28	33	36	38
	DIS	20	19	15	14	14	21	22	22	19	15	17	20	14
Spouse employment & career opportunities	SAT	26	40	26	36	25	37	34	35	40	30	31	24	37
	DIS	41	30	31	30	32	34	38	37	29	29	34	41	28
On-base childcare	SAT	22	23	20	26	16	27	32	31	23	21	20	20	25
	DIS	37	32	28	30	26	39	32	29	32	24	33	38	31

Margins of error within +/-4%

Table B.5
Satisfaction With Assignments and Travel (In Percent)

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Single w/o Children	Army Enlisted	Marine Enlisted
	Type of assignments received	SAT	59	65	58	65	49	70	76	86	52	54	55
	DIS	23	16	20	16	25	16	12	8	23	23	25	22
Frequency of PCS moves	SAT	50	51	45	54	35	64	59	61	38	37	48	43
	DIS	19	13	18	19	18	15	17	23	17	18	18	18
Deployments	SAT	45	47	43	44	37	52	46	58	39	38	43	42
	DIS	19	18	25	21	24	18	17	12	24	22	20	27
Other military duties that take you away	SAT	42	43	40	46	32	51	50	58	33	35	40	38
	DIS	18	14	21	13	20	12	13	12	20	18	18	22

Margins of error within +/-4%

Table B.6
Problems With PCS Moves (In Percent)

KEY: More likely not to be a problem Less likely not to be a problem More likely to be a		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Male Enlisted	Male Officers	Army Enlisted	Air Force Enlisted	Some College	Single w/o Children	Married w/ Children
	State requirement for HS graduation	No Prob	85	89	88	90	95	86	95	82	88	87	85	91	88	98
	Prob	4	1	4	3	1	4	1	3	3	3	4	3	4	0	4
Change in PCS orders	No Prob	73	80	79	79	74	79	75	76	77	75	73	80	79	76	77
	Prob	9	4	7	6	7	6	6	6	7	6	9	5	7	6	6
Child enrollment in new school	No Prob	76	76	79	77	84	77	78	65	79	71	78	80	77	96	73
	Prob	4	3	5	3	4	3	3	6	3	5	4	3	3	1	4
Ship/store household goods	No Prob	65	64	66	66	62	71	58	54	67	56	67	69	68	67	65
	Prob	8	8	9	7	8	7	9	13	8	10	8	6	7	7	9
Available childcare	No Prob	62	64	61	65	61	62	71	71	64	72	61	63	60	91	60
	Prob	13	13	14	11	17	12	8	7	12	7	14	11	13	3	13
Temporary lodging expenses	No Prob	60	62	67	67	63	64	65	63	62	62	61	67	63	70	60
	Prob	13	11	8	8	11	11	8	10	11	9	14	7	11	8	12
Loss/decrease in spouse income	No Prob	48	51	50	56	58	46	60	62	48	59	46	54	50	77	46
	Prob	25	20	21	18	19	25	16	14	24	16	27	20	23	11	24
Spouse employment	No Prob	47	50	49	56	54	47	57	58	47	55	46	55	49	74	46
	Prob	25	20	21	17	23	22	19	15	23	18	26	18	21	13	22
Change in cost of living	No Prob	49	49	49	52	52	48	57	51	48	53	48	51	49	57	47
	Prob	15	16	14	13	16	15	11	12	15	12	16	13	16	13	16

Margins of error within +/-4%

Table B.7
Expectations on Time Away by Subgroup (In Percent)

KEY: Higher response of "less time" Lower response of "less time" Higher response of		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Air Force Enlisted	Single w/o Children
	Time away from duty station expectations	Less	29	23	26	33	34	26	18	20	22	36
	More	22	19	19	14	20	17	21	16	31	13	33

Margins of error within +/-4%

Table B.8
Impact of Time Away on Career Intentions by Subgroup (In Percent)

KEY: More likely to increase desire Less likely to increase desire		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted
	Impact of time away on desire to stay	Increase	11	11	11	13	12	10	14	8
	Decrease	23	22	22	15	23	17	17	13	24

Margins of error within +/-4%

Table B.9
Personal Readiness (In Percent)

KEY: More well prepared Less well prepared More poorly prepared		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Army Enlisted	Female Enlisted
	Prepared by training & experience	Well	80	83	83	80	73	89	81	90	78	79
Poorly		7	3	5	6	8	3	5	3	7	7	12
Prepared physically	Well	86	84	84	83	82	86	90	87	82	85	69
	Poorly	4	4	5	3	5	3	2	4	5	4	10

Margins of error within +/-4%

Table B.10
Unit Readiness (In Percent)

KEY: More well prepared Less well prepared More poorly prepared		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Male Enlisted	Male Officers	Army Enlisted	Navy Enlisted	Some College
	Training-level preparedness	Well	51	60	61	56	56	53	63	64	55	63	49	60
	Poorly	23	18	18	20	20	22	15	13	21	15	24	19	22
Manning-level preparedness	Well	41	51	51	42	49	42	44	43	45	43	40	52	44
	Poorly	33	27	27	35	26	36	34	32	31	33	33	26	33
Parts and equipment preparedness	Well	36	41	40	47	40	40	43	50	39	44	35	40	40
	Poorly	36	32	34	25	33	32	28	19	34	25	38	32	34

Margins of error within +/-4%

Table B.11
Zero Defect and Micromanagement (In Percent)

KEY: More likely to disagree Less likely to disagree More likely to agree		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Officers	Navy Enlisted	Air Force Enlisted
	Unit has a "zero defect" mentality	Disagree	42	43	43	45	40	42	57	57	36	56	42
	Agree	29	23	33	26	28	29	20	23	29	23	23	26
Service has a "zero defect" mentality	Disagree	38	41	35	41	39	40	43	32	34	37	41	41
	Agree	27	24	33	25	23	26	32	46	27	39	22	23
Unit is micromanaged	Disagree	24	24	25	27	16	27	41	50	18	44	20	22
	Agree	51	51	49	46	53	50	37	30	51	34	53	49
Service is micromanaged	Disagree	19	18	25	23	16	24	26	29	16	26	18	21
	Agree	47	47	43	40	44	44	46	45	47	47	48	40

Margins of error within +/-4%

Table B.12
Retention Intention (In Percent)

KEY: More likely Less likely		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Single w/o Children	Male Officers	Marine Enlisted
	Likelihood of staying active duty	Likely	58	60	46	63	43	70	66	78	48	43	73
	Unlikely	28	23	39	23	36	19	21	15	33	36	17	41
Likelihood of staying for 20 years	Likely	59	59	50	65	38	80	63	93	45	40	77	47
	Unlikely	29	26	40	22	43	13	23	5	38	42	15	43

Margins of error within +/-4%

Table B.13
Support to Stay From Significant Other (In Percent)

KEY: More likely to favor staying Less likely to favor staying More likely to favor leaving		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Officers	Marine Enlisted
	What your significant other thinks	Stay	52	52	45	56	37	63	56	67	44	62
	Leave	33	33	39	28	41	26	31	26	36	27	41

Margins of error within +/-4%

Appendix C
Supplementary Figures

Figure C.1
Time Away Relative to Expectations (In Percent)

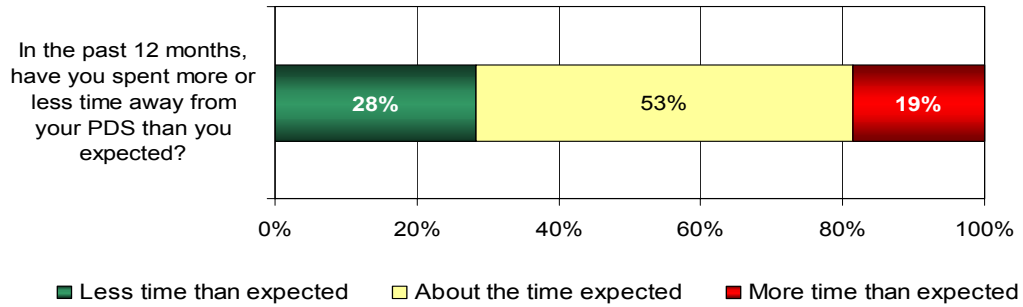
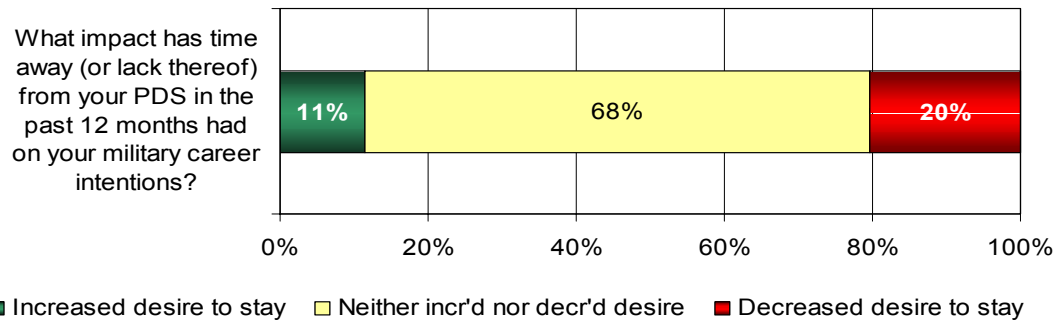


Figure C.2
Impact of Time Away on Career Intentions (In Percent)



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