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SEPTEMBER 1967

## A STUDY OF ENLISTED PERSONNEL RETENTION IN THE NAVY

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## SUMMARY AND CONCLUSIONS

### Problem

Under the direction of the Chief of Naval Personnel, this Activity is conducting a comprehensive research program on enlisted personnel retention. This program has two major objectives: First, to identify variables related to enlisted retention so as to provide a basis for evaluating Navy policies, procedures, and other factors related to these variables and, secondly, to develop a method for predicting the reenlistment action of individuals and/or retention rates by specific occupational fields or classes of personnel. This report is concerned with the first of these two objectives. Subsequent reports will deal with the second objective.

### Background and Requirements

This research was initiated several years ago, primarily to provide policy level personnel in the Bureau of Naval Personnel with findings and management techniques which they could use in their efforts to bring about an improvement in the retention rate of enlisted personnel, particularly those in their first and second enlistments. Subsequent to the initiation of this research, the SECNAV Task Force on Military Personnel Retention was established. Therefore, the results of this research should also be of interest to those offices and personnel concerned with the implementation of the approved recommendations of the SECNAV Task Force on Retention.

### Approach

A fundamental concept in this research is that a combination of variables, rather than individual variables, hold the answer to the reenlistment problem. Therefore, the initial step in this research was to develop a comprehensive list of socio-economic, in-service, and personal variables which could be analyzed for possible relationships with a man's reenlistment decision.

Three basic sources of data were used in this research. The first was the Navy's Active Duty Enlisted Master Magnetic Tape Record. This source provided the names of 99,875 enlisted personnel whose active obligated service would expire in fiscal year 1965. The second data source was the data-gathering governmental agencies--namely, the Bureau of the Census and the Bureau of Labor Statistics.

The third source of data was a Navy-wide questionnaire survey designed and conducted by this Activity. Questionnaires were administered on site to a sample of over 5,000 men in the population of 99,875.

The criterion used to determine the significance of the variables was whether or not the men reenlisted when they had the opportunity.

Correlation analysis was the primary statistical technique used in the data processing phase of this research. This technique was used to determine the

relationship between the individual variables and the "reenlistment decision" criterion and the interrelationships among the variables themselves. (The correlation coefficients resulting from this analysis are contained in a Technical Supplement to this report, SRR 68-6A.)

### Findings, Conclusions, Recommendations

The results of this research showed that none of the individual variables had a "high" or "marked" correlation with reenlistment. A few variables had a "moderate" correlation, but the great majority had "low" or "negligible" correlations. The variables which had the highest correlation with retention in both the first and second enlistment populations was "stated intention to reenlist." With the exception of this single variable, the results of this research indicate that there are no individual variables with outstanding relationships to reenlistment on which the Navy could concentrate its effort to improve the retention picture.

In general, the results of the analysis of the first enlistment population indicated that this group is heterogeneous with regard to the variables studied and that no general policy changes within the Navy would have dramatic effect on retention. The present policy of individual attention being directed at each man as he approaches the point of making his reenlistment decision is, therefore, supported by the findings of this research.

With regard to the second enlistment population, it was found that this group is more homogeneous and would probably respond to general Navy policy changes aimed at improving retention. On the other hand, it was found that "time in the Navy" and related variables appeared to outweigh all other variables for the second enlistment population. For example, it was found that, even among men who answered questions in the most negative category, the reenlistment rate was still in the fifty to sixty percent range. Finally, the high reenlistment rate of second enlistment personnel compared to first enlistment personnel (66.7% vs. 10.3%, respectively) shows that the reenlistment of one second enlistment man is equivalent to the reenlistment of fifteen first enlistment men. This suggests that increased effort by the Navy to raise the second enlistment reenlistment rate above the present 66.7% would be very worthwhile.

One of the variables significantly related to reenlistment for both first and second enlistment populations was the attitude of dependents toward the Navy and toward reenlistment. This conclusion strongly supports the findings and recommendations of the SECNAV Task Force on Navy/Marine Corps Personnel Retention and suggests that even more study be devoted to this vital facet of the enlisted retention problem.

A STUDY OF ENLISTED PERSONNEL RETENTION IN THE NAVY

by

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U. S. Naval Personnel Research Activity  
San Diego, California 92152

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# A STUDY OF ENLISTED PERSONNEL RETENTION IN THE NAVY

## A. PURPOSE

Under the direction of the Chief of Naval Personnel, this Activity is conducting a comprehensive research program on enlisted personnel retention. This program has two major objectives: First, to identify variables related to enlisted retention so as to provide a basis for evaluating Navy policies, procedures, and other factors related to these variables and, secondly, to develop a method for predicting the reenlistment action of individuals and/or retention rates by specific occupational fields or classes of personnel. This report is concerned with the first of these two objectives. Subsequent reports will deal with the second objective.

This is the sixth in a series of reports published during this research effort. Previous reports have dealt with the concepts and research approach being followed, an analysis of the problem of measuring retention, a limited analysis of the accuracy of the data in the Navy's Enlisted Master Magnetic Tape Record, a summary of the frequency tabulations of the questionnaire responses of over 5,000 men in a Navy-wide survey, and a partial analysis of the responses to the aforementioned survey. (See references 1 through 5.)

## B. SUMMARY OF APPROACH

To provide the reader with the necessary frame of reference for this report and its relationship to past and future phases of the research, a summary of the concepts and approach being followed is presented in the next few paragraphs. More detailed explanations are presented in the reports referred to above.

### Multiple Variables

A basic premise in this research is that a combination of many variables, rather than individual variables, holds the answer as to why enlisted men reenlist or do not reenlist. Some of these variables may relate to a man's socio-economic background, such as the number of years of education he may have had or the unemployment rate of the geographic area from which he comes. Other variables may evolve out of his naval experience, such as the amount of sea duty he has had or the number of Navy schools he has attended. Still others, such as marital status and number of dependents may make a significant contribution. An early step in this research, therefore, was to develop an extensive list of socio-economic, in-service, and personal variables which could be analyzed for possible relationship with the man's reenlistment decision.

### Sources of Data

Three basic sources were tapped to obtain the necessary data for each of the variables. The first was the Navy's Active Duty Enlisted Master Magnetic Tape Record. A description of these data may be found in the Manual of the Active Duty Enlisted Master Magnetic Tape Record (NAVPERS 15,949A).\* Data

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\*This edition has been superseded by NAVPERS 15,949B. However, the data discussed herein is described in the earlier edition.

were obtained from this source for all USN personnel in their first or second enlistments whose active obligated service would expire in fiscal year 1965. This amounted to 99,875 individual records.

The second basic source of information was data-gathering governmental agencies; namely, the Bureau of the Census and the Bureau of Labor Statistics. The Bureau of the Census provided on magnetic tape a summary from the 1960 census of 163 statistical items for each of the counties in the United States, state by state, and the District of Columbia. A description of these data may be found in County and City Data Book, 1962 (6). The Bureau of Labor Statistics provided data in the form of various statistical publications.

The final source of data was a Navy-wide survey conducted by this Activity which involved the administration of a questionnaire to over 5,000 men in the population of 99,875 and the extraction of additional data from the command (duty station) and Service Records of surveyed men. A copy of the questionnaire and frequency tabulations of the responses appear in a previous report (4).

#### The Criterion

The criterion used to determine the significance of the variables being studied was whether the men reenlisted when they had the opportunity. In this study, "reenlistment" is defined as executing an enlistment contract for more than two years at the end of the man's current enlistment. Extensions were not considered as reenlistments. As of this writing, approximately 99.5 percent of the reenlistment actions for the population of 99,875 personnel have been determined.

#### Survey Sample

The sample of first and second enlistment USN personnel contacted was limited to male personnel in pay grades E-1 through E-7 who were in one of eleven critical ratings\*within rating groups I, II, III, V, and VII or in the general rates of Seaman or Fireman because these general rates are the source rates for the eleven ratings. The eleven ratings were Quartermater (QM), Sigalman (SM), Radarman (RD), Sonar Technician (ST), Fire Control Technician (FT), Electronics Technician (ET), Radioman (RM), Machinist's Mate (MM), Machinery Repairman (MR), Electrician's Mate (EM), and Interior Communications Electrician (IC).

During the survey period from 25 July to 25 September 1964, four teams of analysts administered the questionnaire in fleet and shore commands throughout the Navy, from the Mediterranean to Japan. The commands included all major ship types, both deployed and not deployed, and shore activities in the United States and overseas. A list of those activities surveyed appears in a previous report (4).

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\*At the time this research was initiated, critical ratings were those which had a low first term reenlistment rate and/or whose on board strength was insufficient to meet fleet requirements at that time.

The final tabulation of the survey showed that 5,028 men completed the questionnaire satisfactorily. This sample of 5,028 had to be refined, or "purified," before meaningful analyses could be performed. The primary purpose here was to eliminate categories of personnel which might bias the sample. For example, 290 men were removed because they had not been recommended for reenlistment by their commanding officers and were therefore ineligible to reenlist. Because a clear cut indication of reenlistment and/or career intent could not be ascertained for those personnel who extended their present enlistments, 228 extendees had to be eliminated from the sample. Personnel from the Republic of the Philippines, as well as other foreign born personnel, were eliminated because their unusually high reenlistment rate makes this group atypical of the United States citizen population. Personnel with prior affiliation with the Naval Reserve were eliminated. This was because there was no satisfactory method for separating those personnel who were now USN, who had previous USNR affiliation but no active service, from those personnel who may have had several years of active service in the USNR but were still in their first or second enlistments as USN. Personnel with prior service in the other military services were removed as not being truly first (or second) enlistment personnel. Advancement of General Rate personnel into one of the non-critical ratings not included in the scope of the study resulted in the elimination of 278 men. In all, 1,230 men were removed, leaving a refined sample of 3,798 personnel. Of this number, 3,594 were first enlistment personnel and 204 were in their second enlistments. Appendix A of this report presents a series of tables showing the types of commands contacted and a breakdown of the sample by various categories.

### C. DATA ANALYSIS

A study of the data obtained from all the sources mentioned earlier resulted in the identification of 381 variables as possibly relating to enlisted personnel retention. These variables were analyzed by correlation analysis. Appendix B contains a listing of these 381 variables.

#### Correlation Analysis

In this analysis, the correlation between each of the 381 variables and the "reenlistment decision" criterion (Variable No. 1) (viz., whether or not the man reenlisted) was determined by the Pearson Product Moment Correlation Coefficient technique (7). This coefficient attempts to measure the degree of linear co-relationship of two variables. The degree of this co-relationship is expressed as a numerical value which ranges from +1.0 through -1.0. The magnitude of the degree of association is measured by the absolute value of the coefficient; i.e., the degree of association of a correlation coefficient of -.25 is equal to a +.25. If the absolute value of the correlation coefficient is one, the value of either of the variables may be predicted with a perfect degree of reliability if the value of the other variable is known. The value of using one variable to predict the other decreases as the absolute value of the coefficient of correlation decreases. When the two variables vary directly with one another, the correlation coefficient is positive and will be so expressed in this report. When they vary inversely--that is, one increases

as the other decreases--the correlation is negative. When two variables vary absolutely independently of each other, they have no predictive value and, therefore, the correlation coefficient would be zero. This is represented by a hyphen in Appendix B and the Correlation Matrix Tables 1 and 2.\*

In order to test whether or not the correlation obtained on this sample of personnel were significant, the "t test" of the correlation was applied (7) (8). Thus, if a correlation coefficient is described as significant in this report, it means that the probability of it being zero (i.e., meaningless) is less than five percent. In other words, the coefficients are said to be "significant at the five percent (.05) level."

The correlation analysis of the 381 variables showed that 140 are significantly related to retention. Of this number, 122 are related to first enlistment personnel and 33 are related to second enlistment personnel. Fifteen of the variables are common to both groups. The coefficients of correlation for these variables are shown in Appendix B. The coefficients also appear in the first row across the top of Table 1, First Enlistment Correlation Matrix, and Table 2, Second Enlistment Correlation Matrix.

Although most of the correlation coefficients for these 140 variables are low or negligible, it must be remembered that they are all significant at the five percent level and that they measure only linear association. Higher order association, such as quadratic, cubic, curvilinear, etc., are not indicated by the Pearson technique. However, it should be noted that higher order association are rarely encountered without the presence of a significant linear correlation.

Another way in which a correlation coefficient may be interpreted (particularly where the variable is dichotomous) is that a significant correlation coefficient indicates that there is a significant difference in the reenlistment rates of the respondents, and this difference can be delineated (to a degree) by their response to the variable.

It should be borne in mind that correlations do not necessarily indicate cause and effect relationships, particularly in the field of social sciences. Generally, correlation studies are used as aids to the possible identification of cause and effect relationships between pairs of variables. Although causality cannot be determined by correlation analysis, it must be recognized that causality cannot exist without the presence of correlation.

#### Correlation Matrix

Table 1, First Enlistment Correlation Matrix, and Table 2, Second Enlistment Correlation Matrix, present not only the correlation coefficients of each

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\*Tables 1 and 2 are contained in the technical supplement to this report (SRR 68-6A).

variable with the "reenlistment decision" criterion (row one) but also the intercorrelations of the variables among themselves.\* This information is presented to enable management personnel to see the interaction between variables with which they are concerned and other variables in which they have an interest or cognizance. That is, in this manner one may ascertain, for example, how variables such as habitability, fringe benefits, geographic areas (including recruiting districts), ship types, fleets, health and comfort, etc., interact with themselves and other variables. For this reason, the titles of many variables are contained in Tables 1 and 2 showing their correlation with other variables even though they do not have a significant relationship with the "reenlistment decision" criterion. The question may be asked if all of the responses to the questions asking for an opinion of facilities and services might really be a response to one question: "What is your opinion of the Navy in general?" If this were true, however, the intercorrelation between all of the items of this nature would be high. Since examination of Tables 1 and 2 show that these correlations are not high, it may be assumed that the response to any particular item is an accurate evaluation of the respondents attitude concerning the areas toward which the question is directed.

#### D. FINDINGS

##### Reenlistment Rate

The reenlistment rate for the entire refined sample of 3,798 personnel was 13.3 percent. In the group of 3,594 first enlistment personnel, the reenlistment rate was 10.3 percent or 369 men. Among the 204 second enlistment personnel studied, the reenlistment rate was 66.7 percent or 136 men.

A revealing way to evaluate the significance of these reenlistment percentages is to consider the number of recruits (pipeline input) needed at the beginning of the first enlistment in order to gain the retention of one man at the completion of a specific enlistment. Approximately one recruit out of ten will go on to a second enlistment, whereas two out of three who enlist for the second time will sign up for a third enlistment. Thus, approximately one recruit out of fifteen will ultimately enlist for a third time and thereby become a "solid career man." Therefore, if all other factors are held constant (an unrealistic assumption), the loss of each second enlistment man increases the need for first enlistment reenlistees by at least 15.

This comparison points up how important the reenlistment of second tour personnel is, especially in times of general manpower shortages. It is recognized that the criticality of the 15 to 1 ratio will vary from one rating to another. In some ratings, training of new men to replace the second enlistment men may be a much less costly procedure than retaining the second enlistment men. In other ratings, unlimited reenlistments might block or impede the

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\*Incidentally, the intercorrelation of variable 42 with the other items is shown in error as not significant, as indicated by hyphens, because of a computer program error which could not be corrected within the time and cost limits available.

desired advancement flow of personnel up the pay grade pyramid. In the final analysis, the policy regarding reenlistment of second enlistment personnel would probably have to vary from rating to rating depending upon the characteristics of each rating and from time to time depending upon other exigent factors operating on the Navy in total.

### First Enlistment Personnel

One approach to improving reenlistment rates is to identify those individuals who might be considered the Navy "career type"; i.e., those individuals who are more prone to reenlist, and, by constructive manipulation of those parameters by which he identifies with the Navy, increase his probability of reenlisting. Analysis of the data collected on first enlistment personnel, however, does not indicate that the "hard core" "career type" has yet begun to emerge from the mass. In other words, after two to six years of active duty, the Navy, in reality, faces a separate and unique retention problem with each member of the first enlistment population. In fact, one might say the probability of identifying those personnel who are more likely to reenlist is just about as difficult after two to six years of active duty as it would be the day the individual reported for recruit training. The large number of low correlations associated with first enlistment personnel indicates that this population is heterogeneous and that, if any improvement in their reenlistment rate can be gained from specific action directed in any of the identified areas of significance, it will be relatively minor. That is, from a policy or procedural point of view, the Navy can expect little, if any, long term gains in retention rates by self-imposed changes. If major improvements are made, they will probably come from changes in "uncontrollable" characteristics and influences of the non-Navy environment (for example, a major economic depression or a significantly large pay increase). However, these findings support the current policies and practices which emphasize the personal approach to individual men who are about to make their reenlistment decision, particularly individual career counseling and contact with the commanding officer.

Although the findings of this study indicate that the long range picture for improvement of the reenlistment rate of first enlistment personnel is not encouraging, the Navy certainly must strive to maintain the current reenlistment rates and, if possible, to bring about whatever small gains it can. The discussion in the following paragraphs provides information which should be helpful in this regard.

Study of the Intercorrelation Matrix on first enlistment personnel in Table 1 shows that, although statistically significant, the correlation coefficients of the 122 variables related to first enlistment personnel are of a small magnitude. Only one, Variable No. 283, Stated Intention to Reenlist, can be considered as indicating a "moderate" degree of correlation with the "reenlistment decision" criterion variable. This correlation was .45.\*

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\*There are no sharp lines of demarcation indicating degrees of association implied by correlation coefficients. The descriptive terms used in this report and their associated coefficients are: high (above .80), marked (.60 to .80), moderate (.40 to .60), low (.20 to .40) and negligible (.03 to .20) (9).

Two variables, No. 282, Stated Intention to Extend ( $r=.29$ ),\* and No. 281, Attitude of Wife, Girl Friend and/or Family Regarding Reenlisting ( $r=.27$ ), have low correlations. The remaining 119 have negligible correlations.

Variable No. 283, Stated Intention to Reenlist, has some value in predicting the reenlistment action of an individual and, therefore, with a low degree of reliability, may be used as a criterion for evaluating policy matters and as an aid in selecting those personnel for special programs who are somewhat more likely to reenlist. For example, if one is to accurately predict an event, all of the variability which influences the action of the event to be predicted must be accounted for. In a "pure guess," none of the aforementioned variability is accounted for, whereas in Variable No. 283, approximately 20 percent of the variability is accounted for. It should be noted, however, that the point in time that this question is presented to the individual relative to his length of service will probably have an effect on this variable. No attempt to evaluate this has been made in this study.

The nature of the next highest correlated variable, No. 282, Stated Intention to Extend, does not suggest any policy action on the Navy's part. The correlation of Variable No. 281, Attitude of Wife, Girl Friend and/or Family, does suggest guidance as to policy and procedure changes; namely that continued and increased effort by the Navy to sustain or create a favorable attitude among wives, girl friends, and families toward the Navy should have a positive effect on the first term reenlistment rate. Since this variable is highly important, relatively speaking, to both the first and second enlistment populations, it would appear justified for the Navy to initiate a study to determine the optimal proportion of the Navy's resources that should be addressed to influencing the wives, girl friends, and families. Included in such a study might be the determination of the most effective distribution system for the publication entitled "Wifeline" and the most appropriate content. Related to this variable also is the possibility of increasing the dissemination of information on "fringe benefits" available to the wives and families, since this indirectly affects their attitudes.\*\*

While the correlation coefficients of the remaining 119 variables are classified as "negligible," some value can be obtained from their analysis. For example, the reenlistment rates for Radarman, Electronics Technician, and Interior Communications Electrician are statistically lower than the average reenlistment rate of all the ratings included in this study. This would suggest that special emphasis should be directed toward the personnel in these ratings. Second, since personnel who feel that they are working in the rating of their first choice (Variable No. 15) have a significantly higher reenlistment rate than those who do not feel that they are working in the rating of

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\* "r" is the symbol for correlation coefficient.

\*\*The Role of the Navy Wife in Career Retention--A Study of One Aspect of the Career Retention Problem (10) presents additional material related to this variable.

their first choice, effort should be exerted by the Navy to increase the proportion of personnel who are assigned to the rating of their first choice. Third, the reenlistment rates for personnel on ships not deployed at the time of the survey was higher than the rate on deployed ships. This suggests that serious attention should be given to reviewing operating schedules of ships to ensure that the frequency and length of deployments is the minimum permitted within the limits of true operational requirements. Fourth, the longer the enlistment contract, the higher the reenlistment rate. This suggests that concentrated efforts should be directed at first enlistment personnel to induce them to reenlist for longer terms before the end of their first enlistment, such as the present Six Year Obligor Program.

Finally, there are several variables concerning geographical location which are related to reenlistment. For example, the reenlistment rates of personnel in the following categories tend to be above the average rate: Personnel who resided in Florida, New Mexico, or Wyoming at the time of first enlistment; personnel residing in the South and West Census Regions at the time of their initial enlistment (see Appendix A, page 29, for a description of the four census regions); personnel from the West South Central Census Division and the Mountain Census Division (see Appendix A, page 30, for a description of the nine census regions); and personnel recruited in the third and seventh naval recruiting districts (see Appendix A, page 31, for a description of the naval recruiting districts).

The reader should bear in mind that the above comments are general in nature and although there is a statistical difference between the reenlistment rates for these groups, it is relative to the reenlistment rate for the sample as a whole and the magnitude may be slight.

### Second Enlistment Personnel

Unlike the first enlistment population, the second enlistment population appears to be relatively homogeneous at the completion of enlistment; that is, the identification of common characteristics when evaluated against the "reenlistment decision" criterion should provide guidance for effective action to increase second enlistment reenlistment rates. The more homogeneous nature of the second enlistment population is probably best illustrated by the fact that a lesser number of variables are actually correlated with the "reenlistment decision" criterion, but the magnitude of their correlations is much greater. That is to say, the "hard core" "career type" is emerging from the mass and can be identified much more readily than in the first enlistment population. From a policy or procedural point of view, this means that the Navy can expect gains in retention rates by general self-imposed changes and, because the loss of a second enlistment man is a fifteen times greater loss than a first enlistment man relative to initial input, the cost effectiveness of these gains will be much greater than any gains in the first enlistment population. However, it must be recognized that the "uncontrollable" characteristics and influence of the non-Navy environment may reduce the net gain from self-imposed changes.

Although the long range view for improvement of the reenlistment rates of second enlistment personnel cannot be predicted with a high degree of accuracy, the Navy should be able to bring about some improvements by judicious use of the findings of this study which are presented in the following paragraphs.

Table 2 shows that, of the 33 variables found to be statistically related to the reenlistment decision of second enlistment personnel, two have a "moderate" correlation (one of these just misses being in the next higher classification, "marked," by one one hundredth of a point), thirteen have a "low" correlation, and eighteen fall within the "insignificant" category. The two variables with a "moderate" correlation are No. 283, Stated Intention to Reenlist ( $r=.59$ ) and No. 106, Number of Weeks of Class B School ( $r=.41$ ). The thirteen variables in the low category and their correlation coefficients are listed below in order of the magnitude of their correlation.

- No. 281, Attitude of Wife, Girl Friend and/or Family Regarding Reenlisting (.39)
- No. 293, Radio Code Aptitude Score (.37)
- No. 265, Opinion of Treatment Received by Dependents at Military Hospitals (.34)
- No. 295, Months Active Duty Prior to Last Advancement (.34)
- No. 264, Opinion of Treatment Received in Military Hospitals (.31)
- No. 298, Total Time Federal Service (.31)
- No. 282, Stated Intention to Extend (.29)
- No. 144, Pay Grade (.26)
- No. 263, Opinion of Treatment Received in Sick Bay (.25)
- No. 232, Length (Term) of Enlistment (.24)
- No. 257, Opinion Regarding Adequacy of Fresh Water for Showers (.22)
- No. 273, Opinion Regarding Athletic Equipment in Gear Locker (.20)
- No. 300, Age at EAOS (.17)

It is interesting to note that all of the eighteen "negligible" variables in Table 2 have correlation coefficients which are larger than the average ( $r=.06$ ) correlation coefficient of the first enlistment population. In fact, the average of this "negligible" group for the second enlistment population is ( $r=.15$ ). It should also be pointed out that many of the variables which were reported as significant for first enlistment personnel are not significant for second enlistment personnel; and, of course, the reverse is also true. Variable No. 211, Parents Married at Time of First Enlisting, is an example of a variable that was significant in the first enlistment population but not in the second enlistment population. Variable No. 293, Radio Code Aptitude Score, is an example of a second enlistment variable which was not significant to the first enlistment population.

As in the first enlistment population, Variable No. 283, Stated Intention to Reenlist, has the highest correlation ( $r=.59$ ). The comments contained in the discussion of this variable under the First Enlistment Personnel section are equally applicable here. The variable with the second highest correlation with reenlistment is Variable No. 106, Number of Weeks Attended Class B School, with a correlation coefficient of  $r=.41$ . Of the 204 men in the refined second enlistment population, 32 had attended Class B School. Variable No. 106 should, therefore, be interpreted as indicative of the fact that of those who attend Class B School, the longer the school, the greater the prospect of the attendee reenlisting. Although the sample size is small (32), it still meets the test of significance at the five percent level and can be considered as representative of the population as a whole. The relatively high magnitude of the correlation coefficient for this variable supports those programs which use longer Class B Schools as a reenlistment incentive. (This, however, may be an artifact of rating since the Class B School attended and, therefore, the length of course, is related to rating.) One must keep in mind, however, that the opposite is true in regard to first enlistment personnel and Class A Schools. In this case, those personnel who attend these, as industry might call, "trade schools" tend to have a statistically significant lower reenlistment rate than non-attendees.

The third highest correlation (viz.,  $r=.39$ ) is Variable No. 281, Attitude of Wife, Girl Friend and/or Family. Here, again, the comments pertaining to the first enlistment population are applicable. Variable No. 293, Radio Code Aptitude Score, with a correlation of  $r=.37$  is the fourth highest correlated variable. This score was included in the Enlisted Master Magnetic Tape Record of 62 of the 204 personnel in the second enlistment survey. Although the significance of this finding relative to personnel policies is not readily apparent, it probably will have some value in the development of a reenlistment prediction model later in this research.

Some of the remaining variables can be grouped on the basis of similarity; for example, several of them concern the opinion the serviceman has of the medical treatment received by him and his dependents. In discussing variables which attempt to measure opinion, a word of caution is in order. Although many of these variables correlate positively with the reenlistment decision, one must be careful not to assume that this positive correlation is indicative of a positive attitude by the population as a whole toward that item. That is, a positive correlation, even if it is extremely high, does not indicate that the majority of the men have rated this item in a positive manner. It only indicates that those who do react positively; i.e., who are well satisfied with the condition being rated, have a higher tendency to reenlist. For example, only 9.3 percent of the second enlistment personnel rated the treatment received by their dependents at military hospitals at the high end of the scale (excellent) whereas thirty-eight percent of them rated it at the low end of the continuum (poor), yet this variable correlated with the reenlistment decision with a correlation of  $r=.34$  which is the fifth highest for the second enlistment population. Therefore, it can be seen from a policy standpoint that the correlation coefficients reported in this report identify those items which are related to the reenlistment decisions and must be used along with the frequency

distributions contained in the tables and conclusions presented in Appendix C of this report and in the statistical supplements to the Preliminary Report on Identifying Retention-Related Variables (4) in order to evaluate which of these significant areas require improvement (and to what degree) in order to promote a more positive attitude on the part of the prospective reenlistees, and thereby increase their probability of reenlisting. In other words, action to increase favorable attitude toward a variable which is not significantly correlated with retention is not likely to increase reenlistment rates. However, action directed to improve response to a variable which is presently rated at the low end of the scale and which is significantly related to retention (as indicated by the correlation coefficient) is likely to provide a statistically significant increase in reenlistment. For example, action to promote a more favorable impression in the serviceman's mind (and the mind(s) of his dependents) toward treatment received by his dependents in military hospitals (a variable significantly related to retention but one which was rated "poor" by thirty-seven percent of the respondents), should result in improved reenlistment rates for those personnel to whom this variable is applicable. Whereas, action to increase the impression of dental treatment received (Variable No. 266), a variable not statistically related to retention and which was rated "excellent" by twenty-three percent of the respondents versus only seven percent at the other end of the continuum ("poor"), would probably not result in a significant increase in reenlistment rates.

While this report does indicate that action to increase favorable impressions in the minds of the serviceman and his dependents will increase reenlistment rates, no attempt is made (or can be made on the basis of the data collected here) to indicate how this change in attitude can be brought about, or how to determine the cost effectiveness implications of the changes that would be required to bring about a favorable impression toward these services.

While no discussion will be presented of the remaining variables on the list on page 9, nor of the eighteen variables whose coefficients of correlation fall in the "negligible" category, it should be kept in mind that each is significant and at least eight hundredths of a point higher than the average of all of the first enlistment correlations.

#### E. CONCLUSIONS

A summary of the major conclusions which appear to be justified on the basis of this study are presented in this section. For a full review of all the conclusions and suggested policy changes resulting from this study, the reader should consult the previous section on "Findings" and Appendix C.

By way of preface, it is important to point out that the conclusions presented in this report are based only on this study. A significant portion of the findings simply confirm concepts and conclusions already well-accepted in the navy community, but this in itself is valuable. Secondly, the conclusions are presented without evaluation. Whether or not the changes in Navy policies and procedures suggested by the findings are feasible is a question that must be decided at the policy making level. There are many criteria by which possible changes must be evaluated, but this is beyond the purview of this study.

This study indicates that the first enlistment population is heterogeneous when evaluated by the "reenlistment decision." The numerous, but low, correlation coefficients indicate that only minor gains, if any, in the reenlistment rate of first enlistment personnel may be expected by manipulation of the variables identified as significant. Thus, the Navy faces a separate and almost unique retention problem with each member of the first enlistment population. In fact, the problems encountered by the career counselor may be even greater than those facing the recruiter who is also dealing with a heterogeneous population. Here, the career counselor is pitted against the biases created over a span of active duty and, in some cases, he must even overcome disillusionment brought about by his Navy experience. This conclusion supports the present policy of assigning our best leaders and motivators as career counselors, the career counseling program in general, and the vital role played by a warm and personal interest on the part of commanding officers as it expresses itself through personal discussions with men who are about to make their reenlistment decision.

Although it appears that significant increases in reenlistment rates of first enlistment personnel cannot be expected from general action, it must be recognized that positive action must be continued in certain areas if the Navy is to retain the reenlistment rate it now has. These areas deserving of continued positive action are as follows.

First, among those variables which suggest policy decision of one kind or another, the highest correlated was "Attitude of Wife, Girl Friend and/or Family Regarding Reenlisting." Although 8.7 percent indicated their families favored their reenlisting, 35 percent of this group reenlisted as compared to only 7 percent reenlistments for the 91.3 percent of the personnel who indicated a negative family feeling toward reenlisting. From this, it would seem important for the Navy to continue, and to increase, its efforts to sustain or create a favorable attitude among wives, girl friends and families toward the Navy and reenlistment. A few suggestions along this line are presented in the text of this report but far more comprehensive suggestions toward this end are contained in the report of the approved recommendations of the SECNAV Task Force on Navy/Marine Corps Personnel Retention (11) and, therefore, need not be elaborated upon here.

With regard to the second enlistment personnel, this study leads to a somewhat different conclusion. In contrast to the first enlistment population, the second enlistment personnel are relatively homogeneous when evaluated by the reenlistment decision. Therefore, some positive affects on reenlistment rates of the group as a whole can probably be expected from general policy action and procedures by the Navy.

The highest correlation among the variables which relate to policies and practices was for the variable "Number of Weeks Attended Class B School." While only sixteen percent of the men had attended Class B School, those who attended the longer schools tended to be more inclined to reenlist. The relatively high magnitude of this correlation supports those programs which use longer Class B Schools as a reenlistment incentive. The second highest

variable relating to policies and practices is one that is significant to both the first and second enlistment populations, Attitude of Wife, Girl Friend and/or Family Regarding Reenlisting. Analysis showed that 64.4 percent of the personnel indicated a negative family attitude toward reenlisting and, only 46 percent of this group reenlisted. Of the 35.6 percent who indicated a positive family feeling, 85.4 percent reenlisted. This supports the conclusion that continued effort to influence families in a positive way should be pursued by the Navy.

The three variables relating to medical treatment of Navy personnel and/or their dependents (viz., Nos. 263, 264, and 265) had a higher than average correlation with reenlistment. Of these three, No. 265, Opinion of Treatment Received by Dependents at Military Hospitals, showed 53.2 percent answering in the "Poor" or "Just Fair" categories. This indicates that attention is needed in this area and supports those conclusions reached by the SECNAV Task Force (11). The new Uniformed Services Health Benefits Program, if it functions as intended, should promote a more favorable attitude in the minds of the serviceman and his dependents and thus have a favorable affect on reenlistment.

The positive correlation between the reenlistment criterion and the three variables concerning "length of enlistment," "total time of federal service," and "months of active duty prior to last advancement" suggests increased emphasis on encouraging longer reenlistments of personnel who sign up for a second tour.

A significant general conclusion concerning reenlistment of second tour personnel is revealed by a detailed study of Appendix C; namely, that, once a man reenlists for his second tour, his negative opinions about certain aspects of the Navy do not affect his reenlistment decision for a third tour as much as might be expected. For example, in many tables in Appendix C it can be seen that the percent of reenlistment of personnel who answered the question in the lowest category ("Poor") is still relatively high; e.g., from about 40.0 to as high as 62.5. This suggests that a concentrated effort by the Navy to obtain the first reenlistment, such as by strong monetary and status incentives of various types, might be selected as the single goal of Navy retention policy and thereby conserve the Navy resources which would be required to bring about improvements in many other areas at the same time. In other words, once a man has completed his second enlistment, the statistical chances of his reenlisting are very high almost regardless of the Navy environmental and social factors which act upon him.

It must be concluded from this study that changes in policies and practices will likely have more positive affects on second enlistment personnel than first enlistment personnel. It follows, therefore, that the Navy should consider increasing its effort in the area of improving retention of second tour personnel. It is in this second group where the greatest numerical "pay off" can be expected. Under the current conditions, one reenlistment among second tour men is the equivalent of 15 reenlistments among first enlistment personnel. This, of course, does not imply that current efforts to sustain the first enlistment rate should be deemphasized.

## F. RECOMMENDATIONS

It is recommended that this report be taken under advisement by those offices, committees, and individuals currently studying possible changes and actions which will lead toward improved reenlistment rates among naval personnel in their first and second enlistments. Of particular importance are the three areas discussed below.

1. The Navy population composed of personnel approaching the end of their first enlistment is heterogeneous and only minor gains, if any, in the reenlistment rate of this population may be expected by manipulation of the variables identified as significant. It follows that the reenlistment of first enlistment personnel is more or less an individual problem and, therefore, every effort must be made to assign our best salesmen and public relations experts to duty as career counselors.

2. The critical ratio of 15 to 1 of the loss of a second enlistment man to the loss of a first enlistment man, coupled with the fact that the second enlistment population is more homogeneous, indicates that more attention should be directed toward the second enlistment population and that they should be considered separately from the "career" population and from the first enlistment population. The small sample size of second enlistment personnel, however, supports strongly the recommendation that a more extensive study of this population should be made.

3. One area in this study which is significantly related to the reenlistment action of men in both populations is the attitude of the dependents toward the Navy and toward reenlistment. This conclusion strongly supports the findings and recommendations of the SECNAV Task Force on Navy/Marine Corps Personnel Retention (11) and suggests that even more study be devoted to this vital facet of the enlisted retention problem.

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APPENDIX A

TABLES PERTAINING TO THE  
SAMPLE OF ACTIVITY AND PERSONNEL

APPENDIX A

TABLES PERTAINING TO THE  
SAMPLE OF ACTIVITY AND PERSONNEL

Table A-1 shows the distribution of the refined sample by pay grade and the percent of personnel at each pay grade. It will be recalled that personnel in pay grades E-8 and E-9 were excluded from the field sampling.

TABLE A-1

Distribution of Personnel by Pay Grade

Pay Grade	Number	Percent
E-7	11	.29
E-6	101	2.66
E-5	787	20.72
E-4	1,242	32.70
E-3	1,526	40.18
E-2	125	3.29
E-1	6	.16
<b>Total</b>	<b>3,798</b>	<b>100.00</b>

Table A-2 shows the distribution of personnel in the refined first and second enlistment samples (combined) by rating and the percent of personnel in each rating.

TABLE A-2

Distribution of Personnel by Rating

Rating	Number	Percent
QM	76	2.00
SM	96	2.53
RD	219	5.77
ST	92	2.42
FT	212	5.58
ET	361	9.51
RM	266	7.00
MM	500	13.16
MR	78	2.05
EM	287	7.56
IC	173	4.56
FR,FA,FN	353	9.29
SR,SA,SN	1,085	28.57
<b>Total</b>	<b>3,798</b>	<b>100.00</b>

Table A-3 shows the distribution of the refined sample among ship types and shore activities.

TABLE A-3

Distribution of Personnel by Ship/Activity Type

Ship/Activity Type*	Number	Percent
Carriers	489	12.88
Cruisers	527	13.88
Destroyers	1,073	28.25
Submarines	86	2.26
Amphibious Warfare	514	13.53
Mine Warfare	33	.87
Patrol	86	2.26
Auxiliary	810	21.33
Shore Activities	180	4.74
<b>Total</b>	<b>3,798</b>	<b>100.00</b>

\*KEY

Type	Description
Carriers	CVA, CVS
Cruisers	CA, CAG, CG, CLG
Destroyers	DD, DDG, DDR, DLG, DL
Submarines	SS, SSN, SSG, SSGN
Amphibious	AGC, AKA, APA, APD, LPD, LPH, LSD, LST
Minecraft	MSO
Patrol Craft	DE, DER
Auxiliary	AD, AE, AF, AKS, AO, AOG, TAP, AR, ARG, ARS, AS, ATA, ATF, AV, AVB
Shore Activities	FLTACTS, NAS, COMMSTA, COMMUNIT, HSA, FTG, SRF, NAVSTA, SUBBASE

A breakdown by geographical location of the ships and activities contacted in the field survey is shown in Table A-4.

TABLE A-4

Distribution of Ship/Activity Types Surveyed  
by Location at Time of Survey

Ship and Activity Types	Geographical Location					Total Ships and Activities
	Italy	East Coast	West Coast	Hawaii	Japan	
Carriers	2	1	2	0	1	6 (2.8%)
Cruisers	2	2	4	1	1	10 (4.7%)
Destroyers	12	10	16	14	7	59 (27.6%)
Submarines	3	6	4	11	1	25 (11.7%)
Amphibious Warfare	0	7	18	5	3	33 (15.4%)
Mine Warfare	1	0	10	0	0	11 (5.1%)
Patrol	0	3	0	3	2	8 (3.7%)
Auxiliary	7	9	12	9	10	47 (22.0%)
Shore Activities	2	0	4	3	6	15 (7.0%)
<b>Grand Total</b>	<b>29</b>	<b>38</b>	<b>70</b>	<b>46</b>	<b>31</b>	<b>214 (100%)</b>

The representativeness of the refined sample of first enlistment personnel relative to the total population of first enlistment personnel is shown in Tables A-5 and A-6. Table A-5 provides a comparison by pay grade. Table A-6 provides a comparison by rating. An analysis of the stability of the statistical correlations developed from each of the above subsample categories did not reveal any specific bias of the subsamples when compared to the sample as a whole.

TABLE A-5

Comparison of Refined Sample and Population Strength as of 30 June 1964 of First Enlistment Personnel with EAOS in FY-65.

PAY GRADE	SAMPLE		POPULATION	
	Number	Percent	Number	Percent
E-7	0	.00	116	.29
E-6	9	.25	348	.87
E-5	720	20.03	5,664	14.13
E-4	1,224	34.06	12,143	30.29
E-3	1,512	42.07	18,438	45.99
E-2	123	3.42	3,049	7.61
E-1	6	.17	334	.83
<b>Total</b>	<b>3,594</b>	<b>100.00</b>	<b>40,092</b>	<b>100.01</b>

TABLE A-6

Comparison of Refined Sample and Population Strength as of  
30 June 1964 of First Enlistment Personnel with EAOS in FY-65

RATING	SAMPLE		POPULATION	
	Number	Percent	Number	Percent
QM	73	2.03	615	1.53
SM	83	2.31	544	1.36
RD	210	5.84	1,983	4.95
ST	89	2.48	1,049	2.62
FT	203	5.65	2,006	5.00
ET	357	9.93	3,523	8.79
RM	239	6.65	3,745	9.34
MM	441	12.27	3,469	8.65
MR	63	1.75	484	1.21
EM	250	6.96	2,505	6.25
IC	160	4.45	1,505	3.75
FR,FA,FN	348	9.68	5,181	12.92
SR,SA,SN	1,078	30.00	13,483	33.63
Total	3,594	100.00	40,092	100.00

A comparison was also made between the sample and the population of second enlistment personnel to gain an insight into the representativeness of the sample. Table A-7 and A-8 present the results of this comparison. Table A-7 shows the comparisons by pay grade and Table A-8 shows the comparisons by ratings. For some ratings, the sample is light and in others it is heavy. However, analysis of the statistical correlations developed from each of the above subsample categories did not indicate any specific bias.

TABLE A-7

Comparison of Refined Sample and Population Strength as of 30 June 1964 of Second Enlistment Personnel with EAOS in FY-65

PAY GRADE	SAMPLE		POPULATION	
	Number	Percent	Number	Percent
E-7	11	5.39	509	9.76
E-6	92	45.10	2,010	38.54
E-5	67	32.84	1,629	31.24
E-4	18	8.83	549	10.53
E-3	14	6.86	489	9.38
E-2	2	.98	24	.46
E-1	0	.00	5	.10
Total	204	100.00	5,215	100.01

TABLE A-8

Comparison of Refined Sample and Population Strength as of  
30 June 1964 of Second Enlistment Personnel with EAOS in FY-65

RATING	SAMPLE		POPULATION	
	Number	Percent	Number	Percent
QM	3	1.47	244	4.68
SM	13	6.37	268	5.14
RD	9	4.41	393	7.54
ST	3	1.47	174	3.34
FT	9	4.41	243	4.66
ET	4	1.96	328	6.29
RM	27	13.24	819	15.70
MM	59	28.92	1,129	21.65
MR	15	7.35	153	2.93
EM	37	18.14	740	14.19
IC	13	6.37	275	5.27
FR,FA,FN	5	2.45	123	2.36
SR,SA,SN	7	3.43	326	6.25
Total	204	99.99	5,215	100.00

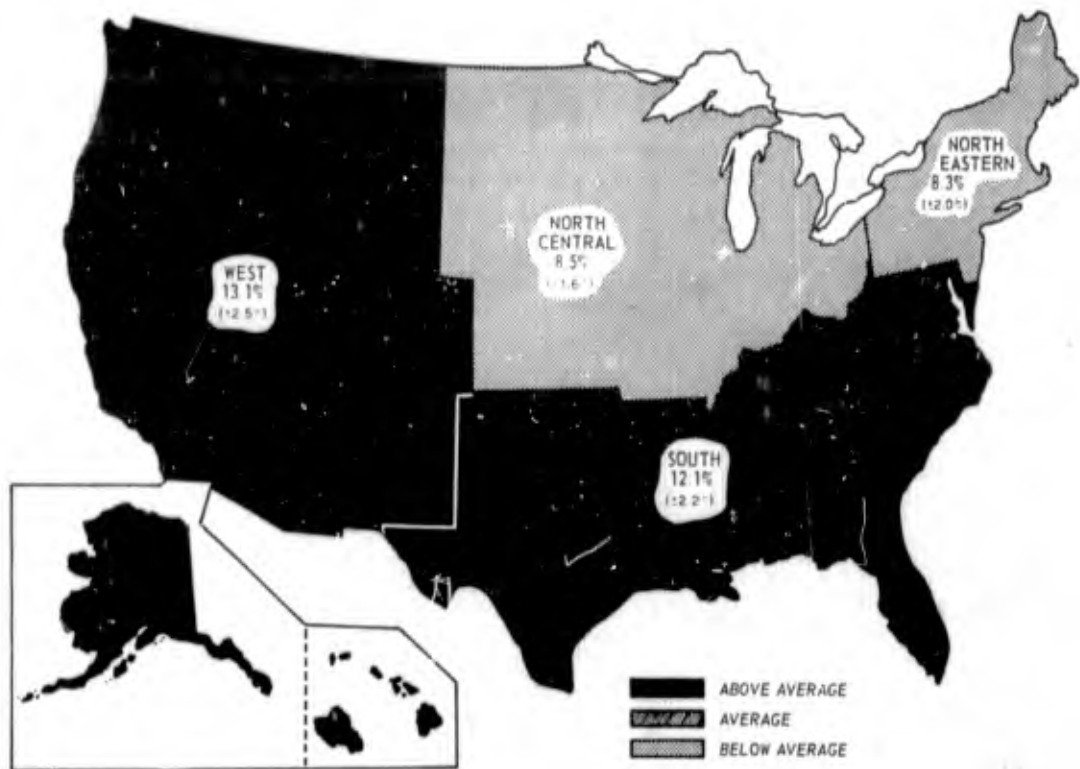


TABLE A-9

FIRST ENLISTMENT REENLISTMENT RATES BY CENSUS REGION  
RESIDED IN AT TIME OF FIRST ENLISTING  
AND KEY TO BUREAU OF CENSUS REGIONS

Region	States
North Eastern	Maine, Vt., N.H., Mass., R.I., Conn., N.Y., Pa., N.J.
North Central	Ohio, Mich., Ind., Ill., Wis., Mo., Iowa, Minn., N.Dak., S.Dak., Nebr., Kans.
South	Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., Ala., Tenn., Ky., Miss., La., Ark., Okla., Texas
West	N.Mex., Colo., Wyo., Mont., Idaho, Utah, Ariz., Nev., Calif., Oreg., Wash., Alaska, Hawaii

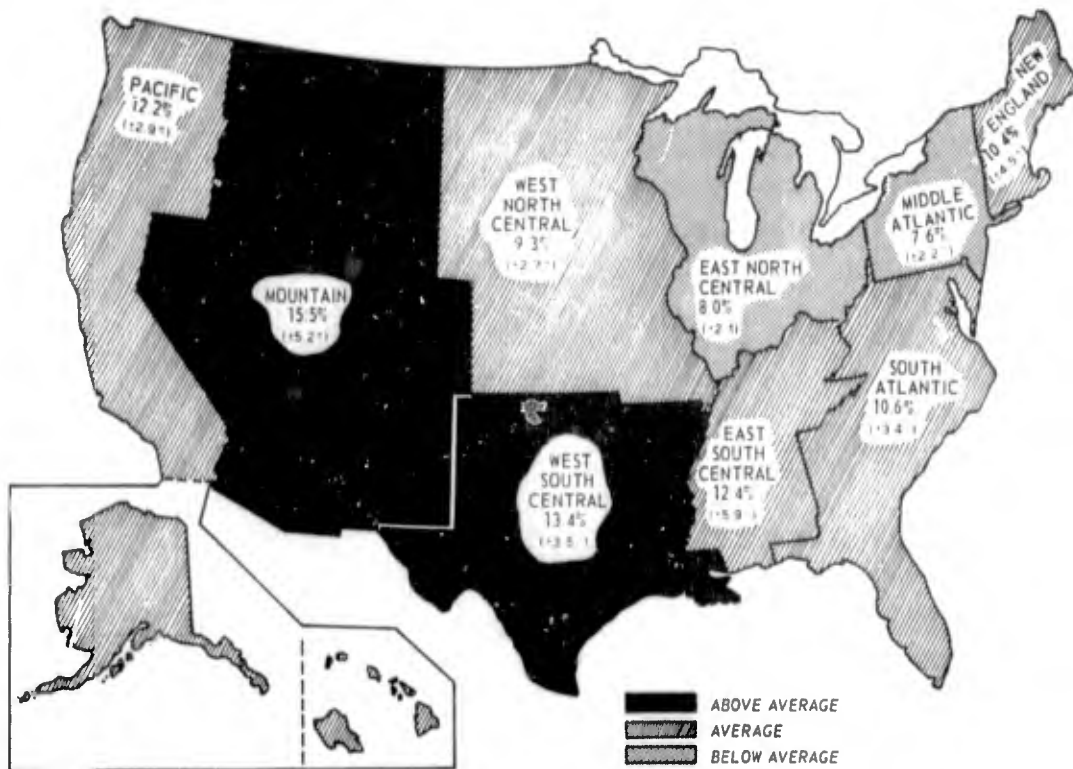


TABLE A-10

FIRST ENLISTMENT REENLISTMENT RATES BY CENSUS DIVISION  
 RESIDED IN AT TIME OF FIRST ENLISTING  
 AND KEY TO BUREAU OF CENSUS DIVISIONS

Division	States
New England	Conn., Maine, Mass., N.H., R.I., Vt.
Middle Atlantic	N.J., N.Y., Pa.
East North Central	Ill., Ind., Mich., Ohio, Wis.
West North Central	Iowa, Kans., Minn., Mo., Nebr., N.Dak., S.Dak.
South Atlantic	Del., Fla., Ga., Md., N.C., S.C., Va. W.Va., D.C.
East South Central	Ala., Ky., Miss., Tenn.
West South Central	Ark., La., Okla., Texas
Mountain	Ariz., Colo., Idaho, Mont., Nev., N.Mex., Utah, Wyo.
Pacific	Calif., Oreg., Wash., Alaska, Hawaii

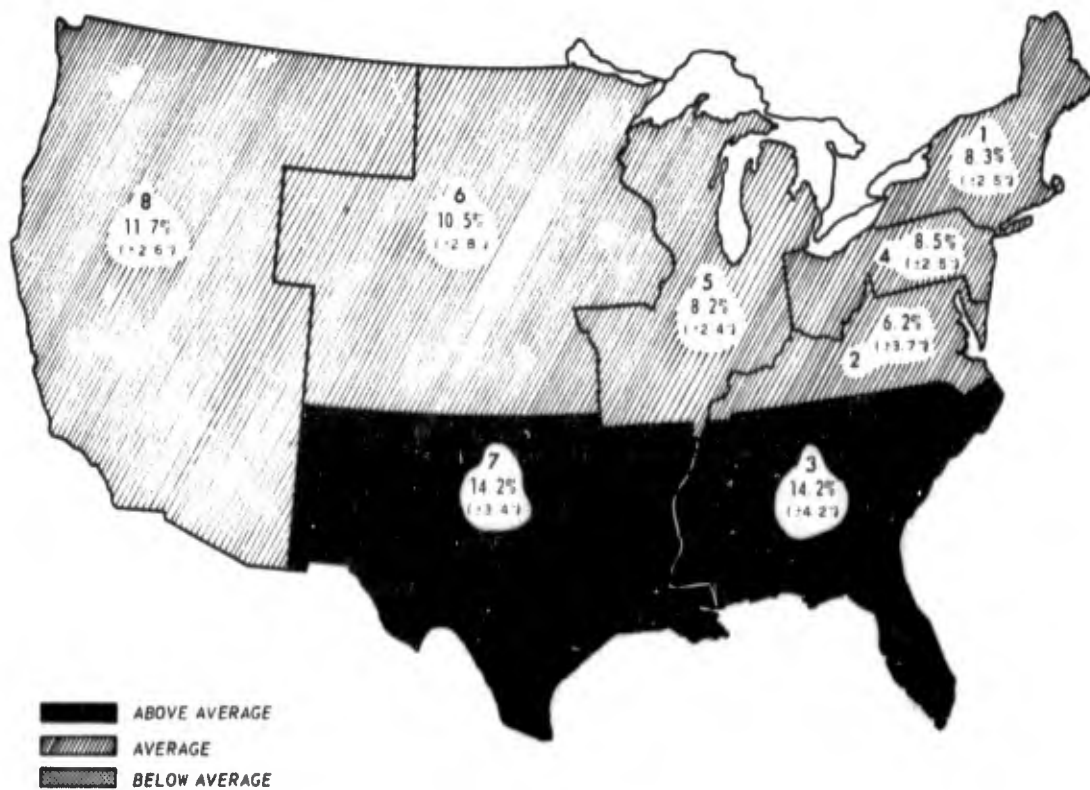


TABLE A-11

FIRST ENLISTMENT REENLISTMENT RATES BY RECRUITING AREA\*

\*See U.S. Navy Recruiting Manual (NAVPERS 15838)  
for specific geographical description of recruiting areas

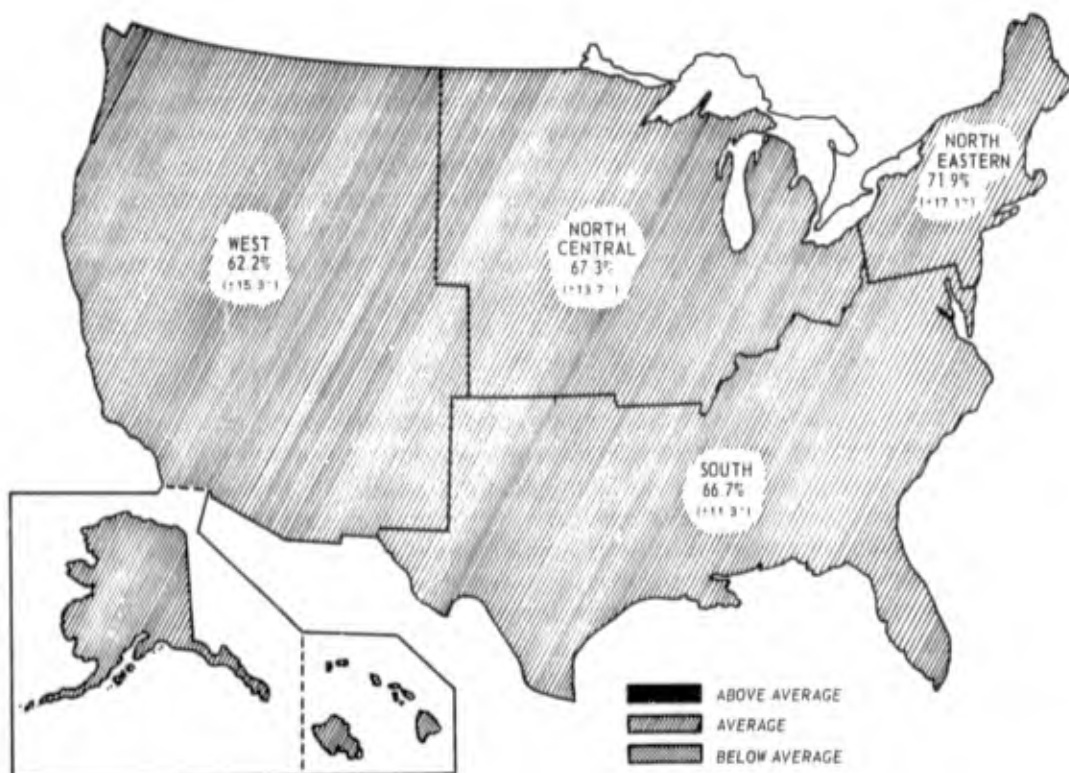


TABLE A-12

SECOND ENLISTMENT REENLISTMENT RATES BY CENSUS REGION  
RESIDED IN AT TIME OF FIRST ENLISTING  
AND KEY TO BUREAU OF CENSUS REGIONS

Region	States
North Eastern	Maine, Vt., N.H., Mass., R.I., Conn., N.Y., Pa., N.J.
North Central	Ohio, Mich., Ind., Ill., Wis., Mo., Iowa, Minn., N.Dak., S.Dak., Nebr., Kans.
South	Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., Ala., Tenn., Ky., Miss., La., Ark., Okla., Texas
West	N.Mex., Colo., Wyo., Mont., Idaho, Utah, Ariz., Nev., Calif., Oreg., Wash., Alaska, Hawaii



TABLE A-13

SECOND ENLISTMENT REENLISTMENT RATES BY CENSUS DIVISION  
RESIDED IN AT TIME OF FIRST ENLISTING  
AND KEY TO BUREAU OF CENSUS DIVISIONS

Division	States
New England	Conn., Maine, Mass., N.H., R.I., Vt.
Middle Atlantic	N.J., N.Y., Pa.
East North Central	Ill., Ind., Mich., Ohio, Wis.
West North Central	Iowa, Kans., Minn., Mo., Nebr., N.Dak., S.Dak.
South Atlantic	Del., Fla., Ga., Md., N.C., S.C., Va., W.Va., D.C.
East South Central	Ala., Ky., Miss., Tenn.
West South Central	Ark., La., Okla., Texas
Mountain	Ariz., Colo., Idaho, Mont., Nev., N.Mex., Utah, Wyo.
Pacific	Calif., Oreg., Wash., Alaska, Hawaii



TABLE A-14

SECOND ENLISTMENT REENLISTMENT RATES BY RECRUITING AREA\*  
RESIDED IN AT TIME OF FIRST ENLISTING

\*See U.S. Navy Recruiting Manual (NAVPERS 15838)  
for specific geographical description of recruiting areas

## APPENDIX B

### LIST OF VARIABLES

This appendix lists the 381\* variables which were analyzed in the course of this research for their relationship to enlisted personnel retention. The first 140 variables listed are those which were found to have a statistically significant relationship to personnel retention. For these 140, the coefficient of correlation between the variable and the "reenlistment decision" criterion are shown. For the remaining 241, which did not have a significant relationship to retention, only the variable title is listed.

In interpreting these correlations, the reader should keep in mind:

1. That the scale for each variable is from low to high or negative to positive. For example, Variable Number 2, "In General Rate Seaman," was scaled from negative to positive. That is, those personnel who are not in the General Rate Seaman were assumed to have answered this hypothetical question negatively and were scaled "zero," whereas those in the General Rate Seaman were assumed to have answered this question positively and were scaled "one." On the other hand, Variable Number 28, "Number of Personnel in Activity Allowance," was scaled from low to high. Variables 247 through 280 are examples of discrete (categorical) type variables that were scalable without treating each response as a hypothetical yes-or-no question and which were scaled from negative (poor opinion of facilities, services, etc., as appropriate) to positive (excellent opinion of facilities, services, etc., as appropriate).

2. That many of the variables considered were categorical in nature and thus were not suitable for analysis without some form of transformation or scaling. Since suitable scaling and/or transformation techniques are not available for many of the variables considered, each category (i.e., response) was considered a separate variable and those to whom that response was applicable were assigned a positive reply and all others were assigned a negative reply. For example, there were thirteen possible responses to the question "What rating are you in?" For purposes of statistical analysis, responses to this question were considered as thirteen separate variables, Nos. 2-14, each having two possible responses; namely, "No, I am not in this rating," or "Yes, I am in this rating." Variables 2-14 are not independent of one another and should, therefore, be considered as a unit when making interpretations. Some of the other variables which were handled in this manner are: Type of duty station, geographic area of residence, marital status, military service of father, etc. The titles of the variables have been worded so that it should be apparent to the reader whether the original question upon which the variable was based was discrete in nature or was scalable such as from low to high, negative to positive, adverse to favorable, etc.

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\*This report considers one dependent variable, viz. The Reenlistment Decision Criterion Variable which is numbered 1, and 381 independent variables which are numbered 2 through 382. It is the 381 independent variables which are listed in this appendix.

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
002 IN GENERAL RATE SEAMAN	.05	-
003 IN GENERAL RATE FIREMAN	-	.16
005 A SIGNALMAN	-	.14
006 A RADAR MAN	-.04	-
009 AN ELECTRONICS TECHNICIAN	-.05	-
014 AN INTERIOR COMMUNICATIONS ELECTRICIAN	-.04	-
015 WORKING IN RATE OF FIRST CHOICE	.04	-
016 ASSIGNED TO A CARRIER TYPE	-.05	-
019 ASSIGNED TO A SUBMARINE TYPE	.07	-
025 ASSIGNED TO LANT VERSUS PAC FLEET SHIP	.07	-
026 ASSIGNED TO SHIP HOME PORTED OVERSEAS VERSUS CONUS	-.04	-.16
028 NUMBER OF PERSONNEL IN ACTIVITY ALLOWANCE	-.06	-
029 UNIT NOT DEPLOYED VERSUS DEPLOYED	-.04	-
034 ASSIGNED TO SHIP HOME- PORTED IN NORFOLK	-.05	-
036 ASSIGNED TO SHIP HOME- PORTED IN SAN DIEGO	.04	-
037 ASSIGNED TO SHIP HOME- PORTED IN PEARL HARBOR	.05	-
038 ASSIGNED TO SHIP HOME- PORTED IN YOKOSUKA	.04	-
042 ATTITUDE TOWARD AMOUNT OF TIME SHIP IS UNDERWAY	.05	-
045 RESIDED IN ALABAMA AT TIME OF FIRST ENLISTING	-	-.17
046 RESIDED IN FLORIDA AT TIME OF FIRST ENLISTING	.04	-
047 RESIDED IN NEW MEXICO AT TIME OF FIRST ENLISTING	.05	-
049 RESIDED IN UTAH AT TIME OF FIRST ENLISTING	-	-.14
050 RESIDED IN WYOMING AT TIME OF FIRST ENLISTING	.05	-
052 RESIDED IN NORTHEASTERN STATES CENSUS REGION AT TIME OF FIRST ENLISTING	-.03	-
053 RESIDED IN NORTH CENTRAL STATES CENSUS REGION AT TIME OF FIRST ENLISTING	-.04	-
054 RESIDED IN THE SOUTH CENSUS REGION AT TIME OF FIRST ENLISTING	.03	-

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
055 RESIDED IN THE WEST CENSUS REGION AT TIME OF FIRST ENLISTING	.05	-
057 RESIDED IN THE MIDDLE ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	-.04	-
058 RESIDED IN THE EAST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-.04	-
062 RESIDED IN THE WEST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	.04	-
063 RESIDED IN THE MOUNTAIN CENSUS DIVISION AT TIME OF FIRST ENLISTING	.05	-
068 RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	.04	-
072 RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	.05	-
074 WOULD RESIDE IN FLORIDA UPON LEAVING NAVY	.03	-
075 WOULD RESIDE IN HAWAII UPON LEAVING NAVY	.05	-
076 WOULD RESIDE IN NEW MEXICO UPON LEAVING NAVY	.05	-
077 WOULD RESIDE IN UTAH UPON LEAVING NAVY	-	.15
078 WOULD RESIDE IN WASHINGTON STATE UPON LEAVING NAVY	.03	-
080 WOULD RESIDE IN NORTHEASTERN STATES CENSUS REGION UPON LEAVING NAVY	-.05	-
081 WOULD RESIDE IN NORTH CENTRAL STATES CENSUS REGION UPON LEAVING NAVY	-.04	-
083 WOULD RESIDE IN THE WEST CENSUS REGION UPON LEAVING NAVY	.06	-
085 WOULD RESIDE IN THE MIDDLE ATLANTIC CENSUS DIVISION UPON LEAVING NAVY	-.05	-
086 WOULD RESIDE IN THE EAST NORTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY	-.04	.14
092 WOULD RESIDE IN THE PACIFIC CENSUS DIVISION UPON LEAVING NAVY	.05	-
094 WOULD RESIDE IN FIRST RECRUITING DISTRICT UPON LEAVING NAVY	-.04	-

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
096 WOULD RESIDE IN THIRD RECRUITING DISTRICT UPON LEAVING NAVY	.04	-
098 WOULD RESIDE IN FIFTH RECRUITING DISTRICT UPON LEAVING NAVY	-.03	-
100 WOULD RESIDE IN SEVENTH RECRUITING DISTRICT UPON LEAVING NAVY	.04	-
101 WOULD RESIDE IN EIGHTH RECRUITING DISTRICT UPON LEAVING NAVY	.04	-
102 ATTENDED NAVY SCHOOLS (OTHER THAN RECRUIT TRAINING)	-.04	-
103 ATTENDED CLASS A SCHOOL	-.05	-
104 NUMBER WEEKS ATTENDED CLASS A SCHOOL	-.06	-
106 NUMBER WEEKS ATTENDED CLASS B SCHOOL	-	.41
109 NOW ASSIGNED DUTIES FOR WHICH RECEIVED NAVY SCHOOL TRAINING	-.04	-
115 STANDS AUXILIARY WATCHES WHILE UNDERWAY	-.04	-
141 TOTAL TIME ASSIGNED TO MESS COOKING	.07	-.17
144 PAY GRADE	-	.26
146 NUMBER MONTHS REQUIRED TO ADVANCE PAY GRADE E-2 TO E-3	.08	-
148 NUMBER MONTHS REQUIRED TO ADVANCE PAY GRADE E-4 TO E-5	.09	-
152 AVERAGE OF LAST TWO MILITARY BEHAVIOR EVALUATIONS	-	.17
160 HAS A DISCIPLINARY RECORD	.04	-
165 HAS HAD CAPTAINS MAST WHERE AWARDED BOTH PUNISHMENT AND REDUCTION IN RATE	-	-.14
167 CONVICTED BY SUMMARY COURT MARTIAL	.04	-
169 CONVICTED BY SPECIAL COURT MARTIAL	.06	-
172 EDUCATIONAL LEVEL AT TIME OF FIRST ENLISTING	-.07	-
189 HAD VARIOUS ODD JOBS AFTER LEAVING SCHOOL AND BEFORE FIRST ENLISTING	.05	-
190 NUMBER OF CIVILIAN JOBS HELD BEFORE FIRST ENLISTING	.04	-

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
193 LIVED WITH RELATIVE OR FRIEND OR GUARDIAN BEFORE FIRST ENLISTING	-	.15
194 LIVED IN A HOME OR INSTITUTION BEFORE FIRST ENLISTING	.04	-
196 SINGLE AND HAD NEVER BEEN MARRIED AT TIME OF FIRST ENLISTING	-	.18
198 MARRIED AT TIME OF FIRST ENLISTING	-	.15
201 PRESENTLY SINGLE, NEVER BEEN MARRIED AND NOT ENGAGED	-.04	-
207 NUMBER OF DEPENDENT CHILDREN	.12	.17
211 PARENTS MARRIED AT TIME OF FIRST ENLISTING	-.12	-
212 PARENTS DIVORCED OR SEPARATED AT TIME OF FIRST ENLISTING	.09	.16
213 ONE PARENT DECEASED AT TIME OF FIRST ENLISTING	.05	-
214 BOTH PARENTS DECEASED AT TIME OF FIRST ENLISTING	.04	-
215 PARENTS PRESENTLY MARRIED	-.10	-
216 PARENTS PRESENTLY SEPARATED	.05	-
217 PARENTS PRESENTLY DIVORCED	.07	-
218 ONE PARENT PRESENTLY DECEASED	.04	-
232 LENGTH (TERM) OF ENLISTMENT	.06	.24
235 WIFE EMPLOYED	-.11	-
237 AMOUNT OF PRO-PAY RECEIVED	.06	-
241 LIVING IN GOVT. QUARTERS (OR RECEIVING BASIC ALLOWANCE FOR QUARTERS)	.04	-
245 RECEIVING SUBMARINE DUTY PAY	.05	-
246 REGULARLY ATTENDS CHURCH SERVICES	-.05	-
247 OPINION OF MESSING FACILITIES	.06	.14
248 OPINION OF FOOD VARIETY	.04	.16
249 OPINION OF FOOD PREPARATION	.05	-
250 OPINION OF BUNK	.07	-
252 OPINION OF STOWAGE SPACE FOR PERSONAL BELONGINGS	.04	-
253 OPINION OF BERTHING AREA	.07	-
254 OPINION OF FACILITIES FOR LETTER WRITING, STUDY, AND OTHER SUCH ACTIVITIES	.05	-
255 OPINION REGARDING ADEQUACY OF HEAD FACILITIES	.06	-
256 OPINION REGARDING ADEQUACY OF SHOWER FACILITIES	.05	-

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
257 OPINION REGARDING ADEQUACY OF FRESH WATER FOR SHOWERS	-	.22
259 OPINION OF QUANTITY, QUALITY, AND VARIETY OF BOOKS IN SHIPS LIBRARY	.04	-
260 OPINION OF FACILITIES FOR VIEWING MOTION PICTURES	.04	-
263 OPINION OF TREATMENT RECEIVED IN SICK BAY	.06	.25
264 OPINION OF TREATMENT RECEIVED IN MILITARY HOSPITAL	.08	.31
265 OPINION OF TREATMENT RECEIVED BY DEPENDENTS AT MILITARY HOSPITALS	.08	.34
267 OPINION OF NAVY BARBER SERVICES	.07	-
268 OPINION OF NAVY LAUNDRY SERVICES	.04	-
270 OPINION REGARDING VARIETY OF MERCHANDISE IN SHIPS STORE	.05	.19
271 OPINION REGARDING QUALITY OF MERCHANDISE IN SHIPS STORE	.05	-
273 OPINION REGARDING ATHLETIC EQUIPMENT IN GEAR LOCKER	-	.20
275 OPINION OF SHIP'S PARTIES, ETC.	.03	-
276 OPINION REGARDING VARIETY OF GROCERY ITEMS IN COMMISSARY	.06	-
277 OPINION REGARDING QUALITY OF GROCERY ITEMS IN COMMISSARY	.07	-
279 OPINION REGARDING ADEQUACY OF EM AND CPO CLUBS	.05	-
280 OPINION OF PRESENT DUTY STATION	.11	-
281 ATTITUDE OF WIFE, GIRL FRIEND AND/OR FAMILY REGARDING REENLISTING	.27	.39
282 STATED INTENTION TO EXTEND	.29	.29
283 STATED INTENTION TO REENLIST	.45	.59
284 GENERAL CLASSIFICATION TEST SCORE	-.06	-
285 ARITHMETIC TEST SCORE	-.07	-
286 MECHANICAL TEST SCORE	-.04	-
287 CLERICAL APTITUDE TEST SCORE	-.07	-
293 RADIO CODE APTITUDE SCORE	-	.37

NUMBER AND TITLE OF VARIABLE	CORRELATIONS	
	FIRST ENLISTMENT	SECOND ENLISTMENT
295 MONTHS ACTIVE DUTY PRIOR TO LAST ADVANCEMENT	-	.34
298 TOTAL TIME FEDERAL SERVICE	-	.31
300 AGE AT EAOS	-	.17
309 PERCENT OF COUNTY POPULATION AGE 21 AND OVER, 1960	-.05	-
311 MEDIAN COUNTY AGE, 1960	-.05	-
318 MEDIAN FAMILY INCOME IN COUNTY, 1960	-.05	-
319 PERCENT OF COUNTY FAMILIES WITH INCOME UNDER \$3000, 1960	.06	-
327 PERCENT OF COUNTY POPULATION WHO MIGRATED FROM DIFFERENT COUNTY, 1960	.06	-
329 PERCENT OF COUNTY POPULATION IN LABOR FORCE, 1960	-.06	-
333 PERCENT OF COUNTY EMPLOYED IN CONSTRUCTION, 1960	.04	-
340 PERCENT OF COUNTY EMPLOYED IN PUBLIC ADMINISTRATION, 1960	.06	-
346 MEDIAN NUMBER OF ROOMS PER HOUSING UNIT IN COUNTY, 1960	-.06	-
349 PERCENT OF COUNTY HOUSING UNITS WITH ADEQUATE PLUMBING FACILITIES, 1960	-.05	-
352 PERCENT OF COUNTY HOUSING UNITS WITH MORE THAN ONE PERSON PER ROOM, 1960	.07	-
353 PERCENT OF COUNTY HOUSING UNITS MOVED INTO DURING 1958-60	.08	-
357 COUNTY MEDIAN GROSS RENT PER MONTH, 1960	-.05	-
363 PERCENT OF COUNTY HOUSING UNITS WITH TELEVISION, 1960	-.08	-
364 PERCENT OF COUNTY HOUSING UNITS WITH TELEPHONES, 1960	-.07	-
374 MEDIAN COUNTY FARM SIZE, 1960	.04	-
378 PERCENT OF COUNTY FARMS WITH TELEPHONES, 1960	-.06	-

(NOTE= THE REMAINING ITEMS DID NOT MEET THE TEST OF SIGNIFICANCE)

- 004 A QUARTERMASTER
- 007 A SONAR TECHNICIAN
- 008 A FIRE CONTROL TECHNICIAN
- 010 A RADIOMAN
- 011 A MACHINISTS MATE
- 012 A MACHINERY REPAIRMAN
- 013 AN ELECTRICIANS MATE
- 017 ASSIGNED TO A CRUISER TYPE

NUMBER AND TITLE OF VARIABLE

- 018 ASSIGNED TO A DESTROYER TYPE
- 020 ASSIGNED TO AN AMPHIBIOUS  
TYPE
- 021 ASSIGNED TO A MINECRAFT TYPE
- 022 ASSIGNED TO A PATROLCRAFT  
TYPE
- 023 ASSIGNED TO AN AUXILIARY  
TYPE
- 024 ASSIGNED TO SHORE DUTY
- 027 ASSIGNED SHORE DUTY OVERSEAS  
VERSUS CONUS
- 030 NUMBER OF MONTHS DEPLOYED  
AT TIME OF SURVEY
- 031 UNIT AWAY FROM HOME PORT BUT  
NOT DEPLOYED AT TIME OF  
SURVEY
- 032 TIME UNIT AWAY FROM HOME  
PORT BUT NOT DEPLOYED
- 033 ASSIGNED TO SHIP HOME-  
PORTED IN BOSTON
- 035 ASSIGNED TO SHIP HOME-  
PORTED IN MAYPORT
- 039 ASSIGNED TO SHIP HOME-  
PORTED IN NEWPORT, KEY-  
WEST, NAPLES, CHARLESTON,  
SAN FRANCISCO, OR LONG BEACH
- 040 TOTAL TIME STATIONED ABOARD  
SHIP
- 041 NUMBER OF OVERSEAS DEPLOY-  
MENTS
- 043 SUSCEPTIBILITY TO SEASICK-  
NESS
- 044 NOW OR PREVIOUSLY ASSIGNED  
TO A COMMAND OR DEPART-  
MENT EARNING AN E AWARD
- 048 RESIDED IN PENNSYLVANIA AT  
TIME OF FIRST ENLISTING
- 051 RESIDED IN STATE OTHER THAN  
ALABAMA, FLORIDA, NEW  
MEXICO, PENNSYLVANIA, UTAH,  
OR WYOMING AT TIME OF FIRST  
ENLISTING
- 056 RESIDED IN THE NEW ENGLAND  
CENSUS DIVISION AT TIME  
OF FIRST ENLISTING
- 059 RESIDED IN THE WEST NORTH  
CENTRAL CENSUS DIVISION  
AT TIME OF FIRST ENLISTING
- 060 RESIDED IN THE SOUTH  
ATLANTIC CENSUS DIVISION  
AT TIME OF FIRST ENLISTING

NUMBER AND TITLE OF VARIABLE

- 061 RESIDED IN THE EAST SOUTH  
CENTRAL CENSUS DIVISION  
AT TIME OF FIRST ENLISTING
- 064 RESIDED IN THE PACIFIC  
CENSUS DIVISION AT TIME  
OF FIRST ENLISTING
- 065 RESIDED IN A STANDARD METRO-  
POLITAN STATISTICAL AREA  
AT TIME OF FIRST ENLISTING
- 066 RESIDED IN FIRST RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 067 RESIDED IN SECOND RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 069 RESIDED IN FOURTH RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 070 RESIDED IN FIFTH RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 071 RESIDED IN SIXTH RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 073 RESIDED IN EIGHTH RECRUITING  
DISTRICT AT TIME OF FIRST  
ENLISTING
- 079 WOULD RESIDE IN STATE OTHER  
THAN FLORIDA, HAWAII, NEW  
MEXICO, UTAH, OR WASHING-  
TON UPON LEAVING NAVY
- 082 WOULD RESIDE IN THE SOUTH  
CENSUS REGION UPON LEAVING NAVY
- 084 WOULD RESIDE IN THE NEW  
ENGLAND CENSUS DIVISION  
UPON LEAVING NAVY
- 087 WOULD RESIDE IN THE WEST  
NORTH CENTRAL CENSUS  
DIVISION UPON LEAVING NAVY
- 088 WOULD RESIDE IN THE SOUTH  
ATLANTIC CENSUS DIVISION  
UPON LEAVING NAVY
- 089 WOULD RESIDE IN THE EAST  
SOUTH CENTRAL CENSUS  
DIVISION UPON LEAVING NAVY
- 090 WOULD RESIDE IN THE WEST  
SOUTH CENTRAL CENSUS  
DIVISION UPON LEAVING NAVY
- 091 WOULD RESIDE IN THE MOUNTAIN  
CENSUS DIVISION UPON LEAVING NAVY
- 093 WOULD RESIDE IN A  
STANDARD METROPOLITAN  
STATISTICAL AREA UPON LEAVING NAVY

NUMBER AND TITLE OF VARIABLE

- 095 WOULD RESIDE IN SECOND  
RECRUITING DISTRICT UPON LEAVING NAVY
- 097 WOULD RESIDE IN FOURTH  
RECRUITING DISTRICT UPON LEAVING NAVY
- 099 WOULD RESIDE IN SIXTH  
RECRUITING DISTRICT UPON LEAVING NAVY
- 105 ATTENDED CLASS B SCHOOL
- 107 ATTENDED CLASS C SCHOOL(S)
- 108 NUMBER WEEKS ATTENDED CLASS  
C SCHOOL(S)
- 110 GENERALLY HAVE BEEN ASSIGNED  
DUTIES FOR WHICH RECEIVED  
NAVY SCHOOL TRAINING
- 111 STANDS WATCH UNDERWAY
- 112 NUMBER HOURS WATCH PER DAY  
WHILE UNDERWAY
- 113 STANDS FIREROOM WATCHES  
WHILE UNDERWAY
- 114 STANDS ENGINEROOM WATCHES  
WHILE UNDERWAY
- 116 STANDS PILOT HOUSE WATCH  
WHILE UNDERWAY
- 117 STANDS RADIO WATCH WHILE  
UNDERWAY
- 118 STANDS CIC OR SONAR WATCH  
WHILE UNDERWAY
- 119 STANDS SIGNAL BRIDGE OR OPEN  
BRIDGE OR LOOKOUT WATCH  
WHILE UNDERWAY
- 120 STANDS SOME OTHER TYPE WATCH  
WHILE UNDERWAY
- 121 NUMBER OF HOURS OF DRILL PER  
DAY WHILE UNDERWAY
- 122 NUMBER OF HOURS OF ROUTINE  
WORK PER DAY WHILE UNDERWAY
- 123 NUMBER OF HOURS OF LEISURE  
PER DAY WHILE UNDERWAY
- 124 RATIO OF DUTY DAYS TO WATCH  
SECTIONS (INCLUDING NON-  
WATCH STANDERS)
- 125 RATIO OF DUTY DAYS TO WATCH  
SECTIONS (EXCLUDING NON-  
WATCH STANDERS)
- 126 STANDS WATCH IN PORT
- 127 NUMBER OF HOURS OF WATCH  
PER DAY WHILE IN PORT
- 128 STANDS QUARTERDECK WATCH  
WHILE IN PORT
- 129 STANDS SIGNALBRIDGE OR  
VISUAL GUARD WATCH IN PORT
- 130 STANDS RADIO WATCH IN PORT
- 131 STANDS BROW OR DOCK SENTRY  
WATCH WHILE IN PORT

NUMBER AND TITLE OF VARIABLE

- 132 STANDS FIREROOM WATCH IN PORT
- 133 STANDS ENGINEROOM WATCH  
WHILE IN PORT
- 134 STANDS AUXILIARY WATCH WHILE  
IN PORT
- 135 STANDS DUTY DRIVER OR BOAT  
CREW WATCH WHILE IN PORT
- 136 STANDS SOME OTHER TYPE WATCH  
WHILE IN PORT
- 137 NUMBER OF HOURS OF DRILL PER  
DAY WHILE IN PORT
- 138 NUMBER OF HOURS OF ROUTINE  
WORK PER DAY WHILE IN PORT
- 139 NUMBER OF HOURS OF LEISURE  
PER DAY WHILE IN PORT
- 140 IS OR HAS BEEN ASSIGNED  
MESS COOKING
- 142 IS OR HAS BEEN ASSIGNED  
HEAD AND/OR COMPARTMENT  
CLEANING
- 143 TOTAL TIME ASSIGNED HEAD AND/  
OR COMPARTMENT CLEANING
- 145 NUMBER MONTHS REQUIRED TO  
ADVANCE PAY GRADE E-1  
TO E-2
- 147 NUMBER MONTHS REQUIRED TO  
ADVANCE PAY GRADE E-3  
TO E-4
- 149 NUMBER MONTHS REQUIRED TO  
ADVANCE PAY GRADE E-5  
TO E-6
- 150 NUMBER MONTHS REQUIRED TO  
ADVANCE PAY GRADE E-6  
TO E-7
- 151 AVERAGE OF LAST TWO PROFESS-  
IONAL PERFORMANCE EVALU-  
ATIONS
- 153 AVERAGE OF LAST TWO LEADER-  
SHIP AND SUPERVISORY  
EVALUATIONS
- 154 AVERAGE OF LAST TWO MILITARY  
APPEARANCE EVALUATIONS
- 155 AVERAGE OF LAST TWO ADAPT-  
ABILITY EVALUATIONS
- 156 PASSED NAVY-WIDE ADVANCEMENT  
EXAMINATION BUT NOT  
ADVANCED DUE TO QUOTA
- 157 NUMBER TIMES PASSED NAVY-  
WIDE ADVANCEMENT EXAM  
BUT NOT ADVANCED DUE TO QUOTA
- 158 FAILED NAVY-WIDE ADVANCEMENT
- 159 NUMBER TIMES FAILED NAVY-  
WIDE ADVANCEMENT EXAM
- 161 HAS HAD CAPTAINS MAST WHERE  
AWARDED PUNISHMENT ONLY

NUMBER AND TITLE OF VARIABLE

- 162 NUMBER OF CAPTAIN'S MAST(S)  
WHERE AWARDED PUNISHMENT  
ONLY
- 163 HAS HAD CAPTAINS MAST WHERE  
AWARDED REDUCTION IN  
RATE ONLY
- 164 NUMBER OF CAPTAIN'S MAST(S)  
WHERE AWARDED REDUCTION  
IN RATE ONLY
- 166 NUMBER OF CAPTAIN'S MAST(S)  
WHERE AWARDED BOTH PUNISH-  
MENT AND REDUCTION IN RATE
- 168 NUMBER OF SUMMARY COURTS  
MARTIAL
- 170 NUMBER OF SPECIAL COURTS  
MARTIAL
- 171 CONVICTED BY AND NUMBER  
GENERAL COURTS MARTIAL
- 173 FATHER ATTENDED GRAMMAR  
SCHOOL BUT DID NOT  
GRADUATE
- 174 FATHER WAS GRADUATED FROM  
GRAMMAR SCHOOL
- 175 FATHER ATTENDED HIGH SCHOOL  
BUT DID NOT GRADUATE
- 176 FATHER WAS GRADUATED FROM  
HIGH SCHOOL
- 177 FATHER ATTENDED ONE OR MORE  
SEMESTERS OF COLLEGE
- 178 COLLEGE PRFP PROGRAM IN HIGH  
SCHOOL
- 179 COMMERCIAL PROGRAM IN HIGH  
SCHOOL
- 180 GENERAL PROGRAM IN HIGH  
SCHOOL
- 181 VOCATIONAL PROGRAM IN HIGH  
SCHOOL
- 182 HAS COMPLETED USAFI COURSES
- 183 NUMBER USAFI COURSES  
COMPLETED
- 184 TIME BETWEEN LEAVING SCHOOL  
AND FIRST ENLISTING
- 185 DID NOT HAVE A JOB AFTER  
LEAVING SCHOOL AND BEFORE  
FIRST ENLISTING
- 186 HAD A FULL TIME JOB AFTER  
LEAVING SCHOOL AND BEFORE  
FIRST ENLISTING
- 187 HAD A FULL TIME JOB JUST  
BEFORE FIRST ENLISTING
- 188 HAD A PART TIME JOB AFTER  
LEAVING SCHOOL AND BEFORE  
FIRST ENLISTING

NUMBER AND TITLE OF VARIABLE

- 191 LIVED WITH WIFE BEFORE FIRST ENLISTING
- 192 LIVED WITH PARENT(S) BEFORE FIRST ENLISTING
- 195 LIVED ALONE BEFORE FIRST ENLISTING
- 197 ENGAGED AT TIME OF FIRST ENLISTING
- 199 DIVORCED OR SEPARATED AT TIME OF FIRST ENLISTING
- 200 WIDOWED AT TIME OF FIRST ENLISTING
- 202 PRESENTLY SINGLE, NEVER BEEN MARRIED BUT NOW ENGAGED
- 203 PRESENTLY DIVORCED OR SEPARATED
- 204 PRESENTLY WIDOWED
- 205 PRESENTLY MARRIED
- 206 NUMBER OF YEARS MARRIED
- 208 HAS DEPENDENTS OTHER THAN WIFE AND/OR CHILDREN
- 209 NUMBER OF DEPENDENTS OTHER THAN WIFE AND/OR CHILDREN
- 210 NUMBER OF SECONDARY DEPENDENTS
- 219 BOTH PARENTS PRESENTLY DECEASED
- 220 FATHER HAS HAD NO MILITARY SERVICE
- 221 FATHER IS IN NAVY
- 222 FATHER WAS IN NAVY
- 223 FATHER IS IN ONE OF THE MILITARY SERVICES
- 224 FATHER WAS IN ONE OF THE MILITARY SERVICES
- 225 BELONGED TO SOCIAL CLUB(S), GROUP(S) OR OTHER SUCH ORGANIZATIONS BEFORE FIRST ENLISTING
- 226 NUMBER OF SOCIAL CLUB(S), GROUP(S) OR OTHER SUCH ORGANIZATIONS BELONGED TO BEFORE FIRST ENLISTING
- 227 HELD OFFICE IN SOCIAL CLUB(S) GROUP(S) OR OTHER SUCH ORGANIZATIONS BEFORE FIRST ENLISTING
- 228 NUMBER OF TIMES HELD OFFICE IN SOCIAL CLUB(S), GROUP(S) OR OTHER SUCH ORGANIZATIONS BEFORE FIRST ENLISTING
- 229 PRIOR SEA SCOUT AFFILIATION
- 230 DRAFTED INTO THE NAVY

NUMBER AND TITLE OF VARIABLE

- 231 INFLUENCED (OTHER THAN  
ACTUALLY BEING DRAFTED)  
BY THE DRAFT AT TIME OF  
FIRST ENLISTING
- 233 MOONLIGHTS TO EARN EXTRA  
MONEY
- 234 MOONLIGHTS FULL-TIME, PART-  
TIME OR OCCASIONALLY (OF  
THOSE WHO MOONLIGHT)
- 236 WIFE EMPLOYED FULL-TIME  
VERSUS PART-TIME (OF  
THOSE WIVES WHO ARE EMPLOYED)
- 238 RECEIVING SEA AND/OR FOREIGN  
DUTY PAY
- 239 RECEIVING FAMILY SEPARATION  
ALLOWANCE
- 240 RESIDENCE WITHIN DAILY  
COMMUTING DISTANCE  
OF DUTY STATION
- 242 RECEIVING STATION ALLOWANCE
- 243 RECEIVING COMMUTED RATIONS
- 244 RECEIVING DIVING PAY
- 251 OPINION OF VENTILATION  
IN BERTHING AREA
- 258 OPINION OF FACILITIES  
AND FURNITURE IN LIBRARY
- 261 OPINION REGARDING  
AVAILABILITY OF GEDUNK  
ITEMS
- 262 OPINION REGARDING  
AVAILABILITY OF DIVINE  
SERVICES OF FAITH
- 266 OPINION OF NAVY DENTAL  
SERVICES
- 269 OPINION OF DRY CLEANING  
SERVICES AVAILABLE
- 272 OPINION OF COST OF MERCHAN-  
DISE IN SHIPS STORE
- 274 OPINION OF COMMAND-  
SPONSORED SPORTING ACTIVITIES
- 278 OPINION REGARDING COST OF  
GROCERY ITEMS IN COMMISSARY
- 288 READING COMPREHENSION TEST  
SCORE
- 289 MATHEMATICS TEST SCORE
- 290 PHYSICS TEST SCORE
- 291 ELECTRICITY TEST SCORE
- 292 SONAR PITCH MEMORY TEST  
SCORE
- 294 ELECTRONICS TECHNICIAN  
SELECTION TEST SCORE
- 296 MONTHS IN CURRENT PAY GRADE  
AT EAOS

NUMBER AND TITLE OF VARIABLE

- 297 MONTHS IN CURRENT SEA TOUR  
AT EAOS
- 299 AGE AT TIME OF FIRST  
ENLISTING
- 301 HAS EXPRESSED RELIGIOUS  
PREFERENCE
- 302 COUNTY POPULATION PER  
SQUARE MILE, 1960
- 303 DECREASE OR INCREASE (IN  
PERCENT) IN COUNTY POPULA-  
TION, 1950-1960
- 304 PERCENT OF COUNTY LIVING  
IN URBAN AREAS, 1960
- 305 PERCENT OF COUNTY LIVING IN  
RURAL-FARM AREAS, 1960
- 306 PERCENT OF COUNTY POPULA-  
TION LIVING IN GROUP  
QUARTERS, 1960
- 307 PERCENT OF COUNTY POPULA-  
TION NON-WHITE, 1960
- 308 PERCENT OF COUNTY POPULA-  
TION UNDER AGE 5, 1960
- 310 PERCENT OF COUNTY POPULA-  
TION AGE 65 AND OVER,  
1960
- 312 PERCENT OF COUNTY POPULA-  
TION FOREIGN BORN, 1960
- 313 PERCENT OF COUNTY NATIVE  
BORN POPULATION BORN OF  
FOREIGN OR MIXED PARENTS,  
1960
- 314 COUNTY VOTED DEMOCRATIC IN  
1960 NATIONAL ELECTIONS
- 315 RATIO OF LIVE BIRTHS TO  
COUNTY TOTAL POPULATION,  
1960
- 316 RATIO OF COUNTY DEATHS, 1959,  
TO COUNTY POPULATION, 1960
- 317 RATIO OF MARRIAGES TO COUNTY  
POPULATION, 1960
- 320 PERCENT OF COUNTY FAMILIES  
WITH INCOME \$10,000 AND  
OVER, 1960
- 321 MEDIAN NUMBER OF SCHOOL  
YEARS COMPLETED BY COUNTY  
POPULATION 25 YEARS OLD  
AND OVER, 1960
- 322 PERCENT OF COUNTY POPULATION  
25 YEARS AND OVER WITH  
LESS THAN 5 YEARS SCHOOL,  
1960

NUMBER AND TITLE OF VARIABLE

- 323 PERCENT OF COUNTY POPULATION  
25 YEARS AND OVER WHO  
COMPLETED HIGH SCHOOL OR  
HIGHER, 1960
- 324 RATIO OF NUMBER ENROLLED IN  
KINDERGARTEN AND  
ELEMENTARY SCHOOL TO  
COUNTY POPULATION, 1960
- 325 RATIO OF NUMBER ENROLLED IN  
HIGH SCHOOL TO COUNTY  
POPULATION, 1960
- 326 RATIO OF NUMBER ENROLLED IN  
COLLEGE TO COUNTY  
POPULATION, 1950
- 328 NET COUNTY GAIN OR LOSS  
THROUGH MIGRATION, 1950-  
1960
- 330 PERCENT OF COUNTY CIVILIAN  
LABOR FORCE UNEMPLOYED,  
1960
- 331 PERCENT OF COUNTY LABOR  
FORCE MALE, 1960
- 332 PERCENT OF COUNTY TOTAL  
EMPLOYED IN FARMING AND  
AGRICULTURAL SERVICES, 1960
- 334 PERCENT OF COUNTY EMPLOYED  
IN MANUFACTURE OF DURABLE  
GOODS, 1960
- 335 PERCENT OF COUNTY TOTAL  
EMPLOYED IN MANUFACTURING  
OF NON-DURABLE GOODS, 1960
- 336 PERCENT OF COUNTY TOTAL  
EMPLOYED IN  
TRANSPORTATION,  
COMMUNICATIONS, AND OTHER  
PUBLIC UTILITIES, 1960
- 337 PERCENT OF COUNTY TOTAL  
EMPLOYED IN WHOLESALE AND  
RETAIL TRADE, 1960
- 338 PERCENT OF COUNTY TOTAL  
EMPLOYED IN FINANCE,  
INSURANCE, AND REAL ESTATE,  
1960
- 339 PERCENT OF COUNTY TOTAL  
EMPLOYED IN EDUCATIONAL  
SERVICES, 1960
- 341 PERCENT OF COUNTY TOTAL  
EMPLOYED IN WHITE-COLLAR  
OCCUPATIONS, 1960
- 342 PERCENT OF COUNTY TOTAL  
EMPLOYED WORKING OUTSIDE  
OF COUNTY, 1960

NUMBER AND TITLE OF VARIABLE

- 343 PERCENT OF COUNTY EMPLOYED USING PUBLIC TRANSPORTATION TO WORK, 1960
- 344 HOUSING UNITS PER SQUARE MILE IN COUNTY, 1960
- 345 HOUSING UNITS PER TOTAL COUNTY POPULATION, 1960
- 347 PERCENT OF COUNTY TOTAL HOUSING UNITS THAT ARE ONE UNIT STRUCTURES, 1960
- 348 PERCENT OF EXISTING COUNTY HOUSING UNITS BUILT 1950 OR LATER, 1960
- 350 PERCENT OF COUNTY TOTAL HOUSING UNITS OCCUPIED, 1960
- 351 POPULATION PER OCCUPIED HOUSING UNIT, 1960
- 354 PERCENT OF COUNTY TOTAL HOUSING UNITS OWNER OCCUPIED, 1960
- 355 MEDIAN VALUE OF COUNTY OWNER OCCUPIED HOUSING UNITS, 1960
- 356 PERCENT OF COUNTY TOTAL HOUSING UNITS RENTER OCCUPIED, 1960
- 358 PERCENT OF COUNTY TOTAL HOUSING UNITS AVAILABLE FOR YEAR-ROUND OCCUPANCY BUT VACANT, 1960
- 359 PERCENT OF COUNTY VACANT HOUSING UNITS FOR RENT AND AVAILABLE FOR YEAR-ROUND OCCUPANCY, 1960
- 360 PERCENT OF COUNTY TOTAL HOUSING UNITS WITH WASHING MACHINES, 1960
- 361 PERCENT OF COUNTY TOTAL HOUSING UNITS WITH HOME FOOD FREEZER, 1960
- 362 PERCENT OF COUNTY TOTAL HOUSING UNITS WITH AIR CONDITIONING, 1960
- 365 PERCENT OF COUNTY TOTAL HOUSING UNITS WITH ONE AUTOMOBILE, 1960
- 366 PERCENT OF COUNTY TOTAL HOUSING UNITS WITH TWO OR MORE AUTOMOBILES, 1960
- 367 PERCENT OF COUNTY TOTAL GENERAL EXPENDITURES FOR EDUCATION, 1960

NUMBER AND TITLE OF VARIABLE

- 368 PERCENT OF COUNTY TOTAL EMPLOYED COVERED BY SOCIAL SECURITY, 1960
- 369 PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 20-99 EMPLOYEES, 1960
- 370 PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 100 OR MORE EMPLOYEES, 1960
- 371 COUNTY AVERAGE MAN-HOURS PER WORKER IN MANUFACTURING, 1958
- 372 MEDIAN WAGE PAID COUNTY MANUFACTURING PRODUCTION WORKERS, 1960
- 373 RATIO OF NEW CAPITAL EXPENDITURES FOR MANUFACTURING TO COUNTY TOTAL EMPLOYED IN PRODUCTION, 1960
- 375 PERCENT OF TOTAL COUNTY FARMS OPERATED BY TENANTS, 1960
- 376 MEDIAN VALUE OF COUNTY FARM LAND AND BUILDINGS, 1960
- 377 MEDIAN VALUE PER ACRE OF COUNTY FARM LAND AND BUILDINGS, 1960
- 379 PERCENT OF COUNTY FARMS WITH TRACTORS, 1960
- 380 PERCENT OF COUNTY FARMS WITH TRUCKS, 1960
- 381 COUNTY FARM-OPERATOR LEVEL-OF-LIVING INDEX, 1959
- 382 COUNTY FARM-OPERATOR LEVEL-OF-LIVING INDEX, 1960

## APPENDIX C

### TABLES ON "OPINION QUESTIONS" IN THE SURVEY QUESTIONNAIRE

This appendix contains thirty-five tables pertaining to those variables which are of an opinion or attitudinal nature (vice factual) and present data that will aid management in evaluating these areas in detail. The Pearson Product Moment Coefficient of Correlation only indicates those variables that are significantly related to the reenlistment of the individual. These tables present additional data to management upon which to base policy decisions. For example, if a correlation is listed as significant, it only means that that item is significantly related to the reenlistment decision of the individual; it does not indicate what the overall Navy attitude toward this item is. An item may correlate highly with the reenlistment decision and yet the majority of the Navy population may be dissatisfied in this area. On the other hand, if the majority of the Navy population were dissatisfied with the condition measured by an item regardless of the correlation coefficient, any effort which would affect the Navy man's attitude toward this item in a positive direction, should bring about a corresponding increase in reenlistments.

AGE AT TIME OF FIRST ENLISTMENT

299 1.00 - - - - .04 - - - -

PERCENT OF COUNTY POPULATION  
AGE 21 AND OVER, 1960

309 1.00 .93 .24 -.25 -.32 .65 -.31 -.06 - .29

MEDIAN COUNTY AGE, 1960

311 1.00 .08 -.08 -.37 .51 -.28 -.15 .09 .14

MEDIAN FAMILY INCOME IN COUNTY, 1960

318 1.00 -.95 .16 .52 -.14 .15 .13 .88

PERCENT OF COUNTY FAMILIES WITH  
INCOME UNDER \$3000, 1960

319 1.00 -.14 -.52 .16 -.14 -.17 -.87

PERCENT OF COUNTY POPULATION WHO  
MIGRATED FROM DIFFERENT COUNTY, 1960

327 1.00 -.29 .61 .34 -.21 .22

PERCENT OF COUNTY POPULATION  
IN LABOR FORCE, 1960

329 1.00 -.39 -.10 - .47

PERCENT OF COUNTY EMPLOYED  
IN CONSTRUCTION, 1960

333 1.00 .21 -.18 -.08

PERCENT OF COUNTY EMPLOYED  
IN PUBLIC ADMINISTRATION, 1960

340 1.00 -.17 .20

MEDIAN NUMBER OF ROOMS PER  
HOUSING UNIT IN COUNTY, 1960

346 1.00 .17

PERCENT OF COUNTY HOUSING UNITS  
WITH ADEQUATE PLUMBING FACILITIES, 1960

349 1.00

PERCENT OF COUNTY HOUSING UNITS WITH  
MORE THAN ONE PERSON PER ROOM, 1960

352 1.00

PERCENT OF COUNTY HOUSING UNITS  
MOVED INTO DURING 1958-1960

353

COUNTY MEDIAN GROSS RENT PER MONTH, 1960

35

PERCENT OF COUNTY HOUSING UNITS  
WITH TELEVISION, 1960

PERCENT OF COUNTY HOUSING UNITS  
WITH TELEPHONES, 1960

PERCENT OF COUNTY MANUFACTURING  
ESTABLISHMENTS WITH 20-99 EMPLOYEES, 1960

PERCENT OF COUNTY MANUFACTURING  
ESTABLISHMENTS WITH 100 OR MORE  
EMPLOYEES, 1960

MEDIAN COUNTY FAMILY INCOME, 1960

PERCENT OF COUNTY HOUSING UNITS  
WITH TELEPHONES, 1960

0

-	-	-	-	-	-	-	-	-	-	-	-	-	299	AGE AT TIME OF FIRST ENLISTMENT
-.31	-.06	-	.29	-.57	-.26	.21	.20	.30	.22	-	-.18	.39	309	PERCENT OF COUNTY POPULATION AGE 21 AND OVER, 1960
-.28	-.15	.09	.14	-.57	-.42	.06	.11	.23	.14	-	-.16	.26	311	MEDIAN COUNTY AGE, 1960
-.14	.15	.13	.88	-.45	.21	.88	.71	.75	.20	-	-.06	.72	318	MEDIAN FAMILY INCOME IN COUNTY, 1960
.16	-.14	-.17	-.87	.48	-.16	-.82	-.76	-.80	-.22	-.05	-	-.76	319	PERCENT OF COUNTY FAMILIES WITH INCOME UNDER \$3000, 1960
.61	.34	-.21	.22	.09	.72	.32	-	-	-.19	-.33	.25	-	327	PERCENT OF COUNTY POPULATION WHO MIGRATED FROM DIFFERENT COUNTY, 1960
-.39	-.10	-	.47	-.46	-.13	.40	.33	.44	.29	.06	-.10	.51	329	PERCENT OF COUNTY POPULATION IN LABOR FORCE, 1960
1.00	.21	-.18	-.08	.23	.44	-.06	-.17	-.23	-.17	-.23	.21	-.20	333	PERCENT OF COUNTY EMPLOYED IN CONSTRUCTION, 1960
	1.00	-.17	.20	.07	.38	.18	.04	-	.06	-.19	.09	-	340	PERCENT OF COUNTY EMPLOYED IN PUBLIC ADMINISTRATION, 1960
346		1.00	.17	-.54	-.53	.13	.41	.42	.06	.30	-.24	.34	346	MEDIAN NUMBER OF ROOMS PER HOUSING UNIT IN COUNTY, 1960
	349		1.00	-.50	.24	.83	.73	.77	.25	-.04	-.06	.75	349	PERCENT OF COUNTY HOUSING UNITS WITH ADEQUATE PLUMBING FACILITIES, 1960
S WITH 1960		352		1.00	.27	-.43	-.53	-.65	-.12	-	.23	-.57	352	PERCENT OF COUNTY HOUSING UNITS WITH MORE THAN ONE PERSON PER ROOM, 1960
G UNITS			353		1.00	.27	-.05	-.08	-.13	-.29	.26	-	353	PERCENT OF COUNTY HOUSING UNITS MOVED INTO DURING 1958-1960
RENT PER MONTH, 1960				357		1.00	.65	.69	.14	-.14	-.05	.68	357	COUNTY MEDIAN GROSS RENT PER MONTH, 1960
COUNTY HOUSING UNITS IN, 1960					363		1.00	.78	.22	.20	-.21	.74	363	PERCENT OF COUNTY HOUSING UNITS WITH TELEVISION, 1960
OF COUNTY HOUSING UNITS WITH TELEPHONES, 1960						364		1.00	.18	.10	-.16	.88	364	PERCENT OF COUNTY HOUSING UNITS WITH TELEPHONES, 1960
PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 20-99 EMPLOYEES, 1960							369		1.00	.19	-.05	.17	369	PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 20-99 EMPLOYEES, 1960
PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 100 OR MORE EMPLOYEES, 1960								370		1.00	-.15	.04	370	PERCENT OF COUNTY MANUFACTURING ESTABLISHMENTS WITH 100 OR MORE EMPLOYEES, 1960
MEDIAN COUNTY FARM SIZE, 1960									374		1.00	-.20	374	MEDIAN COUNTY FARM SIZE, 1960
PERCENT OF COUNTY FARMS WITH TELEPHONES, 1960										378		1.00	378	PERCENT OF COUNTY FARMS WITH TELEPHONES, 1960

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	CENSUS DIVISION AT TIME OF FIRST ENLISTING	RESIDED IN THE PACIFIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	RESIDED IN FIRST RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN SECOND RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN FOURTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN FIFTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN SIXTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	RESIDED IN EIGHTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	WOULD RESIDE IN UTAH UPON LEAVING NAVY	WOULD RESIDE IN NORTHEASTERN STATES CENSUS REGION UPON LEAVING NAVY	WOULD RESIDE IN NORTH CENTRAL STATES CENSUS REGION UPON LEAVING NAVY	WOULD RESIDE IN THE SOUTH CENSUS REGION UPON LEAVING NAVY	WOULD RESIDE IN THE WEST CENSUS REGION UPON LEAVING NAVY	
63																
64																
66																
67																
68																
69																
70																
71						.22										
72																
73																
77										.15						
80																
81												.18				
82																
83																
															1	REENLISTMENT DECISION
															2	IN GENERAL RATE SEAMAN
															3	IN GENERAL RATE FIREMAN
															4	A QUARTERMASTER
															5	A SIGNALMAN
															6	A RADARMAN
		.18													7	A SONAR TECHNICIAN
			.20												8	A FIRE CONTROL TECHNICIAN
				.15											9	AN ELECTRONICS TECHNICIAN
															10	A RADIOMAN
															11	A MACHINISTS MATE
							.17								12	A MACHINERY REPAIRMAN
												.16			13	AN ELECTRICIANS MATE
															14	AN INTERIOR COMMUNICATIONS ELECTRICIAN
													.17	.20	16	ASSIGNED TO A CARRIER TYPE
															17	ASSIGNED TO A CRUISER TYPE
		.20													18	ASSIGNED TO A DESTROYER TYPE

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ASSIGNED TO A CRUISER TYPE	17	1.00	-.22	-	-	-	-	-.21	-	-	-	-	.35	-
ASSIGNED TO A DESTROYER TYPE	18	1.00	-.17	-.17	-	-	-	-.39	-.20	-	-	-	-.38	-
ASSIGNED TO A SUBMARINE TYPE	19	1.00	-	-	-	-	-	-.16	-	-	-	-	-.27	-
ASSIGNED TO AN AMPHIBIOUS TYPE	20	1.00	-	-	-	-	-	-.17	-	-	-	-	-.15	-
ASSIGNED TO A MINECRAFT TYPE	21	1.00	-	-	-	-	-	-	-	-	-	-	-	-
ASSIGNED TO A PATROLCRAFT TYPE	22	1.00	-	-	-	-	-	-	-	-	-	-	-.15	-
ASSIGNED TO AN AUXILIARY TYPE	23	1.00	-.20	-	-	-	-	-	-	-	-	-	-	-
ASSIGNED TO SHORE DUTY	24	1.00	-	-	-	-	-	-	-	-	-	-	-	-
ASSIGNED TO LANT VERSUS PAC FLEET SHIP	25	1.00	-	-	-	-	-	-	-	-	-	-	-.28	-
ASSIGNED TO SHIP HOMEPORTED OVERSEAS VERSUS CONUS	26	1.00	-	-	-	-	-	-	-	-	-	-	-	-
ASSIGNED SHORE DUTY OVERSEAS VERSUS CONUS	27	1.00	-	-	-	-	-	-	-	-	-	-	-	-
NUMBER OF PERSONNEL IN ACTIVITY ALLOWANCE	28	1.00	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN ALABAMA AT TIME OF FIRST ENLISTING	45	1.00	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN UTAH AT TIME OF FIRST ENLISTING	49	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN NORTHEASTERN STATES CENSUS REGION AT TIME OF FIRST ENLISTING	52	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN NORTH CENTRAL STATES CENSUS REGION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN SOUTH CENSUS REGION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN THE WEST CENSUS REGION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN THE NEW ENGLAND CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN THE MIDDLE CENSUS DIVISION AT FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN THE CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RESIDED IN THE CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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-	-	-	-	-	-	-	-	-	-	-	-	17	ASSIGNED TO A CRUISER TYPE
-	-	-	-	.20	-	-	-	-	-	-	-	18	ASSIGNED TO A DESTROYER TYPE
-	-	-	-	-	-	.20	.18	-	-	-	-	19	ASSIGNED TO A SUBMARINE TYPE
-	-	-	-	-	-	-	-	-	-	-	-	20	ASSIGNED TO AN AMPHIBIOUS TYPE
-	-	.16	-	-	-	-	-	-	-	-	-	21	ASSIGNED TO A MINECRAFT TYPE
-	-	-	-	-	-	-	-	-	-	-	-	22	ASSIGNED TO A PATROLCRAFT TYPE
-	-	-	-	-	-	-	-	-	-	-	-	23	ASSIGNED TO AN AUXILIARY TYPE
-	-	-	-	-	-	-	.15	-	-	-	-	24	ASSIGNED TO SHORE DUTY
-.28	-.22	-	-	.16	.22	.30	-	-.22	-	-.45	.56	25	ASSIGNED TO LANT VERSUS PAC FLEET SH P
-	-	-	-	-	-	-	-	-	-	-	-	26	ASSIGNED TO SHIP HOMEPORTED OVERSEAS VERSUS CONUS
-	-	-	-	-	-	-	-	-	-	-	-	27	ASSIGNED SHORE DUTY OVERSEAS VERSUS CONUS
-	-	-	-	-	-	-	-	-	18	-	-	28	NUMBER OF PERSONNEL IN ACTIVITY ALLOWANCE
-	.29	-	-	-	-	-	-	-	-	-	-	45	RESIDED IN ALABAMA AT TIME OF FIRST ENLISTING
-	-	-	-	-	-	.21	1.00	-	-	-	-	49	RESIDED IN UTAH AT TIME OF FIRST ENLISTING
-	-.18	-	-.16	-.14	-.19	-.20	-	.64	-	-.23	-.16	52	RESIDED IN NORTH EASTERN STATES CENSUS REGION AT TIME OF FIRST ENLISTING
-	-.25	.20	.65	.43	-.26	-.24	-	-.16	.51	-.20	-	53	RESIDED IN NORTH CENTRAL STATES CENSUS REGION AT TIME OF FIRST ENLISTING
.34	.54	-.15	-.29	-.24	.42	-.35	-	-.20	-.26	.66	-.31	54	RESIDED IN THE SOUTH CENSUS REGION AT TIME OF FIRST ENLISTING
-.15	-.22	-.15	-.20	-	-	.85	.19	-.16	-.15	-.35	.56	55	RESIDED IN THE WEST CENSUS REGION AT TIME OF FIRST ENLISTING
-	-	-	-	-	-	-	-	.32	-	-.15	-	56	RESIDED IN THE NEW ENGLAND CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-.14	.19	-	-	-.16	-.16	-	.53	-	-.16	-	57	RESIDED IN THE MIDDLE ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-.19	.31	.78	-.14	-.20	-.21	-	-	.30	-	-	58	RESIDED IN THE EAST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-	-	-	.83	-.14	-	-	-	.39	-.14	-	59	RESIDED IN THE WEST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
.43	.54	-	-.16	-.14	-.19	-.20	-	-	-.18	.44	-.27	60	RESIDED IN THE SOUTH ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
.20	.47	-	-	-	-	-	-	-	-	.18	-	61	RESIDED IN THE EAST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-.17	-	-.15	-	.89	-.18	-	-.15	-	.32	-	62	RESIDED IN THE WEST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-	-	-	-	.18	.17	.37	-	-	-.19	.29	63	RESIDED IN THE MOUNTAIN CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-.17	-	-.16	-	-.18	.88	-	-	-	-.27	.45	64	RESIDED IN THE PACIFIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
-	-.16	-	-.15	-	-.17	-.18	-	.63	-	-.23	-.15	66	RESIDED IN FIRST RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
1.00	-	-	-	-	-	-	-	-	-	.24	-.18	67	RESIDED IN SECOND RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
-	1.00	-	-.16	-	-.19	-.19	-	-	-	.35	-.20	68	RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
69	1.00	-	-	-	-	-	-	-	-	-	-	69	RESIDED IN FOURTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
-	.70	1.00	-	-.17	-.18	-	-	.30	-	-	-	70	RESIDED IN FIFTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
CT	.71	1.00	-.14	-.15	-	-	-	.30	-.14	-	-	71	RESIDED IN SIXTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
ING DISTRICT	.72	1.00	-.21	-	-.17	-	-	.24	-	-	-	72	RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING

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TABLE 2 PART 2

	F4	85	86	87	88	89	90	91	92	94
1 REENLISTMENT DECISION	-	-	.14	-	-	-	-	-	-	-
2 IN GENERAL RATE SEAMAN	-	-	-	.17	-	-	-	-	-	-
3 IN GENERAL RATE FIREMAN	-	-	-	-	-	-	-	.19	-	.19
4 A QUARTERMASTER	-	-	-	-	-	-	-	-	-	-
5 A SIGNALMAN	-	-	-	-	-	-	-	-	-	-
6 A RADARMAN	-	-	-	-	-	-	-	-	-	-
7 A SONAR TECHNICIAN	-	-	-	-	-	-	-	-	-	-
8 A FIRE CONTROL TECHNICIAN	-	-	-	-	-	-	-	-	-	-
9 AN ELECTRONICS TECHNICIAN	-	-	-	-	-	-	-	-	-	-
10 A RADIOMAN	-	-	-	-	-	-	-	-	-	-
11 A MACHINISTS MATE	-	-	-	-	-	-	-	-	-	-
12 A MACHINERY REPAIRMAN	-	-	.19	-	-	-	-	-	-	-
13 AN ELECTRICIANS MATE	-	-	.14	-	-	.19	-	.15	-	-
14 AN INTERIOR COMMUNICATIONS ELECTRICIAN	-	-	-	-	-	-	-	-	-	-
16 ASSIGNED TO A CARRIER TYPE	.15	-	.14	-	-	.17	-	-	-	.17
17 ASSIGNED TO A CRUISER TYPE	-	-	-	-	-	-	-	.25	-	-
18 ASSIGNED TO A DESTROYER TYPE	-	-	-	-	-	-	-	-	-	-
19 ASSIGNED TO A SUBMARINE TYPE	-	-	-	-	-	-	-	-	-	-
20 ASSIGNED TO AN AMPHIBIOUS TYPE	-	-	-	-	-	-	-	-	-	-
21 ASSIGNED TO A MINECRAFT TYPE	-	-	-	-	-	.25	-	-	-	-
22 ASSIGNED TO A PATROLCRAFT TYPE	-	-	-	-	-	-	.14	-	-	-
23 ASSIGNED TO AN AUXILIARY TYPE	-	-	-	-	-	-	-	-	-	-

WOULD RESIDE IN THE NEW ENGLAND CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE MIDDLE ATLANTIC CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE EAST NORTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE WEST NORTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE SOUTH ATLANTIC CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE EAST SOUTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE WEST SOUTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE MOUNTAIN CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN THE PACIFIC CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN FIRST RECRUITING DISTRICT UPON LEAVING NAVY





21	ASSIGNED TO A MINECRAFT TYPE	-	-	-	-	-	.25	-	-	-	-
22	ASSIGNED TO A PATROLCRAFT TYPE	-	-	-	-	-	-	.14	-	-	-
23	ASSIGNED TO AN AUXILIARY TYPE	-	-	-	-	-	-	-	-	-	-
24	ASSIGNED TO SHORE DUTY	-	-	-	-	-	-	-	-	-	-
25	ASSIGNED TO LANT VERSUS PAC FLEET SHIP	-	-.23	-	-	-.47	-.19	-	.19	.48	-.21
26	ASSIGNED TO SHIP HOMEPORTED OVERSEAS VERSUS CONUS	-	-	-	-	-	-	-	-	-	-
27	ASSIGNED SHORE DUTY OVERSEAS VERSUS CONUS	-	-	-	-	-	-	-	-	-	-
28	NUMBER OF PERSONNEL IN ACTIVITY ALLOWANCE	-	-	.19	-	-	-	-	-	-.17	-
45	RESIDED IN ALABAMA AT TIME OF FIRST ENLISTING	-	-	-	-	.16	-	-	-	-	-
49	RESIDED IN UTAH AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	.34	-	-
52	RESIDED IN NORTHEASTERN STATES CENSUS REGION AT TIME OF FIRST ENLISTING	.33	.53	-	-	-	-	-.14	-	-	.59
53	RESIDED IN NORTH CENTRAL STATES CENSUS REGION AT TIME OF FIRST ENLISTING	-	-.18	.39	.30	-	-	-.20	-	-	-
54	RESIDED IN THE SOUTH CENSUS REGION AT TIME OF FIRST ENLISTING	-.15	-	-.19	-.16	.34	.25	.43	-.18	-.22	-.20
35	RESIDED IN THE WEST CENSUS REGION AT TIME OF FIRST ENLISTING	-	-	-	-	-.24	-	-.17	.38	.38	-.14
56	RESIDED IN THE NEW ENGLAND CENSUS DIVISION AT TIME OF FIRST ENLISTING	.54	-	-	-	-	-	-	-	-	.29
57	RESIDED IN THE MIDDLE ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	.62	-	-	-	-	-	-	-	.49
58	RESIDED IN THE EAST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-.14	.48	-	-	-	-.15	-	-	-
59	RESIDED IN THE WEST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	.61	-	-	-	-	-	-
60	RESIDED IN THE SOUTH ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	.61	-	-	-	-.22	-
61	RESIDED IN THE EAST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-	.57	-	-	-	-
62	RESIDED IN THE WEST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-.18	-	.73	-	-	-.14
63	RESIDED IN THE MOUNTAIN CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-	-	-	.62	-	-
64	RESIDED IN THE PACIFIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-.19	-	-	-	.48	-
66	RESIDED IN FIRST RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	.37	.49	-	-	-.14	-	-	-	-	.66
67	RESIDED IN SECOND RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	.30	.15	-	-	-.15	-
68	RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	.35	.23	-	-	-.14	-.14
69	RESIDED IN FOURTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	.18	-	-	-	-	-	-	-
70	RESIDED IN FIFTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	.42	-	-	-	-	-	-	-
71	RESIDED IN SIXTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	.47	-	-	-	-	-	-
72	RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-.14	-	-	-.21	-	.65	-	-	-.16
73	RESIDED IN EIGHTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	-.21	-	-.15	.15	.41	-
77	WOULD RESIDE IN UTAH UPON LEAVING NAVY	-	-	-	-	-	-	-	.34	-	-
80	WOULD RESIDE IN NORTHEASTERN STATES CENSUS REGION UPON LEAVING NAVY	.53	.81	-	-	-.18	-	-	-	-.24	.91
81	WOULD RESIDE IN NORTH CENTRAL STATE CENSUS REGION UPON LEAVING NAVY	-	-	.73	.63	-.19	-	-	-	-.26	-.14

E





ASSIGNED TO A WINGCRAFT TYPE											
						.18				22	ASSIGNED TO A PATROLCRAFT TYPE
						.16				23	ASSIGNED TO AN AUXILIARY TYPE
.15		.16				.29				24	ASSIGNED TO SHORE DUTY
	.15									25	ASSIGNED TO LANT VERSUS PAC FLEET SHIP
	.17									26	ASSIGNED TO SHIP HOMEPORTED OVERSEAS VERSUS CONUS
										27	ASSIGNED SHORE DUTY OVERSEAS VERSUS CONUS
.16										28	NUMBER OF PERSONNEL IN ACTIVITY ALLOWANCE
.17	.18									45	RESIDED IN ALABAMA AT TIME OF FIRST ENLISTING
										49	RESIDED IN UTAH AT TIME OF FIRST ENLISTING
										52	RESIDED IN NORTHEASTERN STATES CENSUS REGION AT TIME OF FIRST ENLISTING
										53	RESIDED IN NORTH CENTRAL STATES CENSUS REGION AT TIME OF FIRST ENLISTING
									.17	54	RESIDED IN THE SOUTH CENSUS REGION AT TIME OF FIRST ENLISTING
										55	RESIDED IN THE WEST CENSUS REGION AT TIME OF FIRST ENLISTING
										56	RESIDED IN THE NEW ENGLAND CENSUS DIVISION AT TIME OF FIRST ENLISTING
										57	RESIDED IN THE MIDDLE ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
										58	RESIDED IN THE EAST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
							.22			59	RESIDED IN THE WEST NORTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
						.18		.14		60	RESIDED IN THE SOUTH ATLANTIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
						.31				61	RESIDED IN THE EAST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
.15									.15	62	RESIDED IN THE WEST SOUTH CENTRAL CENSUS DIVISION AT TIME OF FIRST ENLISTING
										63	RESIDED IN THE MOUNTAIN CENSUS DIVISION AT TIME OF FIRST ENLISTING
										64	RESIDED IN THE PACIFIC CENSUS DIVISION AT TIME OF FIRST ENLISTING
		.16								66	RESIDED IN FIRST RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
.14										67	RESIDED IN SECOND RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
										68	RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
.14										69	RESIDED IN FOURTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
.14		.20	.21	.14	.17					70	RESIDED IN FIFTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
							.19			71	RESIDED IN SIXTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
.17										72	RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
									.15	73	RESIDED IN EIGHTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING
										77	WOULD RESIDE IN UTAH UPON LEAVING NAVY
										80	WOULD RESIDE IN NORTHEASTERN STATES CENSUS REGION UPON LEAVING NAVY
						.14	.15			81	WOULD RESIDE IN NORTH CENTRAL STATES CENSUS REGION UPON LEAVING NAVY
										82	WOULD RESIDE IN THE SOUTH CENSUS

H

64	RESIDED IN THE PACIFIC CENSUS DIVISION AT TIME OF FIRST ENLISTING	-	-	-	-	-.19	-	-	-	-.48
66	RESIDED IN FIRST RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	.37	.49	-	-	-.14	-	-	-	-
67	RESIDED IN SECOND RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	.30	.15	-	-	-.15
68	RESIDED IN THIRD RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	.35	.23	-	-	-.14
69	RESIDED IN FOURTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	.18	-	-	-	-	-	-
70	RESIDED IN FIFTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	.42	-	-	-	-	-	-
71	RESIDED IN SIXTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	.47	-	-	-	-	-
72	RESIDED IN SEVENTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-.14	-	-	-.21	-	.65	-	-
73	RESIDED IN EIGHTH RECRUITING DISTRICT AT TIME OF FIRST ENLISTING	-	-	-	-	-.21	-	-.15	.15	.41
77	WOULD RESIDE IN UTAH UPON LEAVING NAVY	-	-	-	-	-	-	-	.34	-
80	WOULD RESIDE IN NORTHEASTERN STATES CENSUS REGION UPON LEAVING NAVY	.53	.81	-	-	-.18	-	-	-	-.24
81	WOULD RESIDE IN NORTH CENTRAL STATES CENSUS REGION UPON LEAVING NAVY	-	-	.73	.63	-.19	-	-	-	-.26
82	WOULD RESIDE IN THE SOUTH CENSUS REGION UPON LEAVING NAVY	-	-.21	-.20	-.17	.69	.28	.49	-.20	-.43
83	WOULD RESIDE IN THE WEST CENSUS REGION UPON LEAVING NAVY	-.15	-.24	-.23	-.20	-.35	-.14	-.25	.38	.84

84 WOULD RESIDE IN THE NEW ENGLAND CENSUS DIVISION UPON LEAVING NAVY

85 WOULD RESIDE IN THE MIDDLE ATLANTIC CENSUS DIVISION UPON LEAVING NAVY

86 WOULD RESIDE IN THE EAST NORTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY

87 WOULD RESIDE IN THE WEST NORTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY

88 WOULD RESIDE IN THE SOUTH ATLANTIC CENSUS DIVISION UPON LEAVING NAVY

89 WOULD RESIDE IN THE EAST SOUTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY

90 WOULD RESIDE IN THE WEST SOUTH CENTRAL CENSUS DIVISION UPON LEAVING NAVY

91 WOULD RESIDE IN THE MOUNTAIN CENSUS DIVISION UPON LEAVING NAVY

92 WOULD RESIDE IN THE PACIFIC CENSUS DIVISION UPON LEAVING NAVY









B

92	94	95	96	97	98	99	100	101	106	125	131	144	152	165	193	196	198	201	202	203	204	205
1	.58	1	1	1	1	1	1	.14	1	1	1	1	1	1	1	1	1	1	1	1	1	1
-.20	.67	1	1	.27	1	1	1	-.21	1	1	1	1	1	1	1	1	1	1	.25	1	1	1
-.19	1	1	1	.19	.84	1	1	-.21	1	1	1	1	1	1	1	1	1	1	1	1	1	1
-.17	1	1	1	1	1	.75	1	1	1	1	1	1	-.20	1	1	1	1	1	1	1	1	-.21
-.30	-.16	.56	.59	1	1	1	-.17	-.32	1	1	1	1	1	1	1	-.23	.23	1	1	1	1	1
1	1	1	.41	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
-.21	1	1	1	1	1	1	.88	-.23	1	1	1	1	1	1	1	1	1	1	1	1	1	1
-.19	1	1	1	1	1	.15	.17	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1.00	-.22	-.18	-.24	1	-.19	-.17	-.24	.86	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
95	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
96	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
97	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

DIVISION UPON LEAVING NAVY

95  
96  
97  
98  
99  
100  
101  
106  
125  
131  
144  
152  
165  
193  
196  
198  
201  
202  
203  
204  
205

WOULD RESIDE IN THE PACIFIC CENSUS DIVISION UPON LEAVING NAVY  
 WOULD RESIDE IN FIRST RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN SECOND RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN THIRD RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN FOURTH RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN FIFTH RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN SIXTH RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN SEVENTH RECRUITING DISTRICT UPON LEAVING NAVY  
 WOULD RESIDE IN EIGHTH RECRUITING DISTRICT UPON LEAVING NAVY  
 NUMBER OF WEEKS ATTENDED CLASS B SCHOOL  
 RATIO DUTY DAYS TO WATCH SECTIONS (EXCLUDING NON-WATCH STANDERS)  
 TOTAL TIME ASSIGNED TO MESS COOKING  
 PAY GRADE  
 AVERAGE OF LAST TWO MILITARY BEHAVIOR EVALUATIONS  
 HAS HAD CAPTAIN'S MAST WHERE AWARDED BOTH PUNISHMENT AND REDUCTION IN RATE  
 LIVED WITH RELATIVE OR FRIEND OR GUARDIAN BEFORE FIRST ENLISTING  
 SINGLE AND HAD NEVER BEEN MARRIED AT TIME OF FIRST ENLISTING  
 MARRIED AT TIME OF FIRST ENLISTING  
 PRESENTLY SINGLE, NEVER BEEN MARRIED AND NOT ENGAGED  
 PRESENTLY SINGLE, NEVER BEEN MARRIED BUT NOW ENGAGED  
 PRESENTLY DIVORCED OR SEPARATED  
 PRESENTLY WIDOWED  
 PRESENTLY MARRIED





WOULD RESIDE IN THE PACIFIC CENSUS  
DIVISION UPON LEAVING NAVY

92

1.00 -.22 -.18 -.24 - -.19 -.17 -.24 .86

WOULD RESIDE IN FIRST RECRUITING  
DISTRICT UPON LEAVING NAVY

94

1.00 - - - - - -.24 - -.15 -

WOULD RESIDE IN SECOND RECRUITING  
DISTRICT UPON LEAVING NAVY

95

1.00 - - - - - -.19 -.36 - -

WOULD RESIDE IN THIRD RECRUITING  
DISTRICT UPON LEAVING NAVY

96

1.00 - - - - - -.14 -.26 - -

WOULD RESIDE IN FOURTH RECRUITING  
DISTRICT UPON LEAVING NAVY

97

1.00 - - - - - -.15 - - -

WOULD RESIDE IN FIFTH RECRUITING  
DISTRICT UPON LEAVING NAVY

98

1.00 - - - - - -.20 - - -

WOULD RESIDE IN SIXTH RECRUITING  
DISTRICT UPON LEAVING NAVY

99

1.00 - - - - - -.18 - - -

WOULD RESIDE IN SEVENTH RECRUITING  
DISTRICT UPON LEAVING NAVY

100

1.00 -.26 - - - -

WOULD RESIDE IN EIGHTH RECRUITING  
DISTRICT UPON LEAVING NAVY

101

1.00 - - - -

NUMBER OF WEEKS ATTENDED  
CLASS B SCHOOL

106

1.00 - -

RATIO DUTY DAYS TO WATCH SECTIONS  
(EXCLUDING NON-WATCH STANDERS)

125

1.00 -.19

TOTAL TIME ASSIGNED TO MESS COOKING

141

1.00

PAY GRADE

144

AVERAGE OF LAST TWO MILITARY  
BEHAVIOR EVALUATIONS

152

HAS HAD CAPTAIN'S MAST WHERE AWARDED  
BOTH PUNISHMENT AND REDUCTION IN RATE

16

LIVED WITH RELATIVE OR FRIEND OR  
GUARDIAN BEFORE FIRST ENLISTING

SINGLE AND HAD NEVER BEEN MARRIED  
AT TIME OF FIRST ENLISTING

MARRIED AT TIME OF FIRST ENLISTING

PRESENTLY SINGLE, NEVER  
MARRIED AND NOT ENGAGED

PRESENTLY SINGLE,  
MARRIED BUT NOW EN

PRESENTLY DI

PRESENT

E





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-	-	-	-	-	-	-	-	-	-	94	WOULD RESIDE IN FIRST RECRUITING DISTRICT UPON LEAVING NAVY
-	-	-	-	-	-	-	-	-	-	95	WOULD RESIDE IN SECOND RECRUITING DISTRICT UPON LEAVING NAVY
-	-	-	-	-	-	.15	-	-	-	96	WOULD RESIDE IN THIRD RECRUITING DISTRICT UPON LEAVING NAVY
-	.15	-	-	-	-	-	-	.14	-	97	WOULD RESIDE IN FOURTH RECRUITING DISTRICT UPON LEAVING NAVY
-	-	.16	-	-	-	-	-	-	-	98	WOULD RESIDE IN FIFTH RECRUITING DISTRICT UPON LEAVING NAVY
-	.14	-	-	-	-	-	-	-	-	99	WOULD RESIDE IN SIXTH RECRUITING DISTRICT UPON LEAVING NAVY
-	-	-	-	-	-	-	-	-	-	100	WOULD RESIDE IN SEVENTH RECRUITING DISTRICT UPON LEAVING NAVY
-	-	-	-	-	-	-	-	-	-	101	WOULD RESIDE IN EIGHTH RECRUITING DISTRICT UPON LEAVING NAVY
-	-	-	-	-	.36	-	-	-	-	106	NUMBER OF WEEKS ATTENDED CLASS B SCHOOL
-	-	-	.27	-	.17	-	.24	.20	.17	125	RATIO DUTY DAYS TO WATCH SECTIONS (EXCLUDING NON-WATCH STANDERS)
-	-	-	.25	-	.17	-	.20	.17	-	141	TOTAL TIME ASSIGNED TO MESS COOKING
-	-	.15	.32	-	.27	-	.45	.30	-	144	PAY GRADE
-	-	.19	-	-	-	-	.17	.32	.21	152	AVERAGE OF LAST TWO MILITARY BEHAVIOR EVALUATIONS
-	-	-	-	-	-	-	.17	-	-	165	HAS HAD CAPTAIN'S MAST WHERE AWARDED BOTH PUNISHMENT AND REDUCTION IN RATE
-	-	-	-	-	-	-	-	-	-	193	LIVED WITH RELATIVE OR FRIEND OR GUARDIAN BEFORE FIRST ENLISTING
.21	.24	.18	-	-	-	-	-	-	-	196	SINGLE AND HAD NEVER BEEN MARRIED AT TIME OF FIRST ENLISTING
.20	.27	.15	-	-	-	-	-	-	-	198	MARRIED AT TIME OF FIRST ENLISTING
-	-	-	-	-	-	-	.24	.18	-	201	PRESENTLY SINGLE, NEVER BEEN MARRIED AND NOT ENGAGED
-	-	-	-	-	-	-	-	-	-	202	PRESENTLY SINGLE, NEVER BEEN MARRIED BUT NOW ENGAGED
.14	.19	-	-	-	-	.26	-	-	-	203	PRESENTLY DIVORCED OR SEPARATED
-	-	-	-	-	-	-	-	-	-	204	PRESENTLY WIDOWED
-	-	-	-	-	-	-	.24	.20	-	205	PRESENTLY MARRIED
-	-	-	-	-	-	-	-	-	-	206	NUMBER OF YEARS MARRIED
-	.21	-	-	-	-	-	-	.22	-	207	NUMBER OF DEPENDENT CHILDREN
-	-	-	-	-	-	-	-	-	-	212	PARENTS DIVORCED OR SEPARATED AT TIME OF FIRST ENLISTING
-	-	.14	.26	.17	.22	-	.37	.55	.36	232	LENGTH (TERM) OF ENLISTMENT
.18	-	.25	.21	-	-	-	-	-	-	247	OPINION OF MESSING FACILITIES
-	-	.18	.19	-	-	-	.21	-	-	248	OPINION OF FOOD VARIETY
-	-	.17	-	-	-	.25	.19	-	-	249	OPINION OF FOOD PREPARATION
.21	.16	.18	-	-	-	-	-	-	-	257	OPINION REGARDING ADEQUACY OF FRESH WATER FOR SHOWERS
.30	.28	.30	.20	-	-	.29	-	-	-	261	OPINION REGARDING AVAILABILITY OF GEDUNK ITEMS
.31	.26	.38	-	-	.15	-	-	-	.16	262	OPINION REGARDING AVAILABILITY OF DIVINE SERVICES OF FAITH
.24	.25	.32	.21	-	.27	-	.16	.18	-	263	OPINION OF TREATMENT RECEIVED IN SICK BAY
.18	.22	.31	-	-	.16	-	-	-	-	264	OPINION OF TREATMENT RECEIVED IN MILITARY HOSPITAL

205	1.00	-	.19	-	.23	-	-	-	-	-	-	-	-.19	-.26	-	-	-	-	-	-
206	1.00	.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
207	1.00	-	.25	-	-	-	-	-	-	-	-	-	.23	-	-.21	-	-	-	-	-
SEPARATED	212	1.00	-	.16	-	-	.14	-	-	.19	-	-	-	-	-	-	-	-	-	-
REENLISTMENT	232	1.00	-	-	-	-	.20	.14	.21	-	-	-	-	-	.14	.26	.17	.22	-	-
MESSING FACILITIES	247	1.00	.57	.50	.20	-	-	.27	.30	-	.18	-	.25	.21	-	-	-	-	-	-
OF FOOD VARIETY	248	1.00	.66	.22	.17	-	.21	.26	-	-	-	.18	.19	-	-	-	-	-	-	-
OPINION OF FOOD PREPARATION	249	1.00	.25	.15	.17	.17	.16	.19	-	-	.17	-	-	-	-	-	-	-	-	.25
OPINION REGARDING ADEQUACY OF FRESH WATER FOR SHOWERS	257	1.00	.37	.30	.16	-	-	.21	.16	.18	-	-	-	-	-	-	-	-	-	-
OPINION REGARDING AVAILABILITY OF GEDUNK ITEMS	261	1.00	.45	.17	-	-	.30	.28	.30	.20	-	-	-	-	-	-	-	-	-	.29
OPINION REGARDING AVAILABILITY OF DIVINE SERVICES OF FAITH	262	1.00	.17	-	-	.31	.26	.38	-	-	.15	-	-	-	-	-	-	-	-	-
OPINION OF TREATMENT RECEIVED IN SICK BAY	263	1.00	.38	.24	.24	.25	.32	.21	-	-	.27	-	-	-	-	-	-	-	-	-
OPINION OF TREATMENT RECEIVED IN MILITARY HOSPITAL	264	1.00	.48	.18	.22	.31	-	-	-	-	.16	-	-	-	-	-	-	-	-	-
OPINION OF TREATMENT RECEIVED BY DEPENDENTS AT MILITARY HOSPITALS	265	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OPINION REGARDING VARIETY OF MERCHANDISE IN SHIPS STORE	270	1.00	.65	.40	-	-	.14	-	-	-	-	-	-	-	-	-	-	-	-	-
OPINION REGARDING QUALITY OF MERCHANDISE IN SHIPS STORE	271	1.00	.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OPINION REGARDING ATHLETIC EQUIPMENT IN GEAR LOCKER	273	1.00	.28	.20	.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ATTITUDE OF WIFE, GIRL FRIEND AND/OR FAMILY REGARDING REENLISTMENT	281	1.00	.22	.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STATED INTENTION TO EXTEND	282	1.00	.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STATED INTENTION TO REENLIST	283	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RADIO CODE APTITUDE SCORE	293	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MONTHS ACTIVE DUTY PRIOR TO LAST ADVANCEMENT	295	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL TIME FEDERAL SERVICE	298	1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AGE AT EAOS		1.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

I

						.24	.20	-	205	PRESENTLY MARRIED		
									206	NUMBER OF YEARS MARRIED		
									207	NUMBER OF DEPENDENT CHILDREN		
							.22	-	212	PARENTS DIVORCED OR SEPARATED AT TIME OF FIRST ENLISTING		
									232	LENGTH (TERM) OF ENLISTMENT		
		.14	.26	.17	.22	-	.37	.55	.36			
									247	OPINION OF MESSING FACILITIES		
		.25	.21	-	-	-	-	-	248	OPINION OF FOOD VARIETY		
							.21	-	249	OPINION OF FOOD PREPARATION		
		.18	.19	-	-	-	.25	.19	-	257	OPINION REGARDING ADEQUACY OF FRESH WATER FOR SHOWERS	
									261	OPINION REGARDING AVAILABILITY OF GEDUNK ITEMS		
		.16	.18	-	-	-	-	-	262	OPINION REGARDING AVAILABILITY OF DIVINE SERVICES OF FAITH		
									263	OPINION OF TREATMENT RECEIVED IN SICK BAY		
		.28	.30	.20	-	-	.29	-	-	264	OPINION OF TREATMENT RECEIVED IN MILITARY HOSPITAL	
									265	OPINION OF TREATMENT RECEIVED BY DEPENDENTS AT MILITARY HOSPITALS		
		.26	.38	-	-	.15	-	-	-.16	270	OPINION REGARDING VARIETY OF MERCHANDISE IN SHIPS STORE	
									271	OPINION REGARDING QUALITY OF MERCHANDISE IN SHIPS STORE		
		.25	.32	.21	-	.27	-	.16	.18	-	273	OPINION REGARDING ATHLETIC EQUIPMENT IN GEAR LOCKER
									281	ATTITUDE OF WIFE, GIRL FRIEND AND/OR FAMILY REGARDING REENLISTMENT		
		.22	.31	-	-	.16	-	-	-	282	STATED INTENTION TO EXTEND	
								.20	-	283	STATED INTENTION TO REENLIST	
		.65	.40	-	-	.14	-	-	-	293	RADIO CODE APTITUDE SCORE	
									295	MONTHS ACTIVE DUTY PRIOR TO LAST ADVANCEMENT		
		1.00	.36	-	-	-	-	-	-	298	TOTAL TIME FEDERAL SERVICE	
									300	AGE AT EAOS		
			1.00	.28	.20	.22	-	.16	-			
281			1.00	.22	.67	-	.27	.24	-			
	282			1.00	.42	-	-	-	-			
		283			1.00	..	.26	.18	-			
			293			1.00	.29	..	.31			
				295			1.00	.54	.41			
					298			1.00	.66			
						300			1.00			

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This report is a technical supplement to a research report (SRR-68-6) which presents the results of a study designed to identify socio-economic, in-service, and personal variables related to the reenlistment rate of enlisted personnel in their first and second enlistments. This technical supplement contains the correlation matrices for the first and second enlistment populations. (u)			

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