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TECHNICAL REPORT NO. 7

NAVY CAREER COUNSELING RESEARCH: NAVY WIVES STUDY

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Gloria L. Grace
Mary B. Steiner
Harold A. Holoter

10 SEPTEMBER 1976

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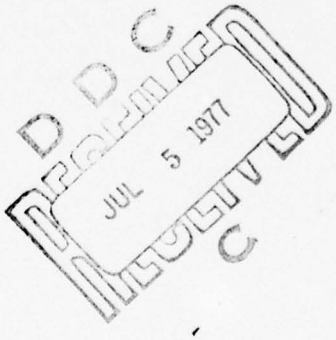

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This research was directed toward (1) validating results of a previous survey of attitudes of wives of Navy enlisted personnel designed to determine impact of Navy career counseling on personnel satisfaction and reenlistment; and (2) developing a contact model for Navy use in dissemination of pertinent information to enlisted men's wives early in their association with the Navy. Survey data in this study were analyzed on

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the basis of wives' willingness for their husbands to reenlist and career status of husbands. Results verify the baseline data obtained in the earlier survey. Conclusions indicate that Navy wives tend to be positive influencers of retention. Interview data were combined with field experience to develop an approach for contacting Navy wives.

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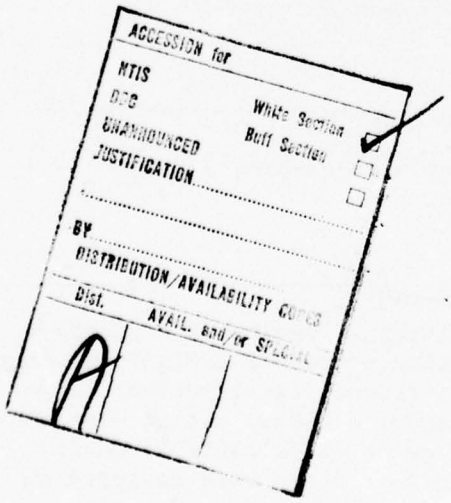

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SECTION 1 - INTRODUCTION

This report describes results of the second Navy wives survey conducted as part of Phase 3 of System Development Corporation's (SDC's) program of research on retention and personnel satisfaction. Results of the first Navy wives survey have been reported by Holoter, Stehle, Conner, and Grace (1974). This second survey was designed to verify findings obtained in the earlier study and to obtain information about additional areas of interest to the Navy. This report also describes results of a parallel investigation designed to provide information necessary to develop a Navy wives contact model. The Navy was interested because of difficulties encountered in attempts to reach Navy wives. In addition to the counseling of Navy enlisted personnel, an objective of the Navy Career Counseling Program is to counsel Navy wives. Information about Navy entitlements and benefits and husbands' career growth and development opportunities are topics covered in the counseling of Navy wives. However, relatively few wives have ever had an interview with a career counselor. Many enlisted personnel and wives apparently are unaware that such an opportunity exists and career counselors often find it difficult to contact Navy wives to inform them about this opportunity. These are major reasons for performance of the parallel research task.

Navy wives are believed to importantly influence the reenlistment decision of husbands. Results of SDC's first Navy wives survey were compared with results obtained from two career counseling surveys conducted with Navy enlisted personnel (Holoter, Stehle, Conner, and Grace, 1974; Holoter, Bloomgren, Dow, Provenzano, Stehle, and Grace, 1973). Attitude and opinion pattern similarities tended to confirm this belief. Although the survey sampling techniques and instruments were different, similar findings concerning Navy wives attitudes and opinions were also obtained in the Muldrow (1971) and the Ladycom (1973) surveys. A study using actual reenlistment behavior as the criterion (Grace, Holoter, and Soderquist, 1976) also yielded supportive findings. Comparison of results with Navy retention statistics and Human Resources Management Survey data analyzed on the basis of marital status added further weight to the belief. Considerable attention has been given to the role of the wife in civilian organ-

izations (Renshaw, 1976; Battalia and Tarrant, 1973; Seidenberg, 1973; Culbert and Renshaw, 1972; and Burger, 1968). Findings of these studies support results obtained from and beliefs held by the military community. Taken together, the evidence all tends to support the hypothesis that if greater attention were focused on taking advantage of wives' favorable attitudes toward the Navy and if ways could be found to improve wives' satisfaction with regard to real and perceived problem areas, the retention of quality Navy enlisted personnel could be increased.

1.1 RESEARCH OBJECTIVES

The following objectives guided design and conduct of the Navy wives survey and development of the Navy wives contact model. These investigations were designed to:

(a) Verify baseline data obtained in Phase 2 relative to wives' attitudes toward domains, or areas of inquiry sampled in the Phase 1 and Phase 2 Navy enlisted personnel questionnaire. In each of these questionnaires, Navy husbands were asked to judge their wives' attitudes about the Navy and about family life in a Navy environment. In the first wives' survey we wanted to learn how the wives themselves felt about such issues. In the second survey, we wanted to confirm earlier findings by replicating the survey with another sample of Navy wives.

(b) Obtain additional data relative to wives' attitudes about issues of specific interest to the Navy. Areas for which additional data were obtained included perceived importance of reenlistment incentive programs, impact of the recession and potential impact of its end on reenlistment, wives' attitudes toward the possibility of Navy women serving aboard ships at sea, sources of information most frequently used by Navy wives and the perceived accuracy of each source, and impact of Navy reenlistment advertising on Navy wives.

(c) Develop a Navy wives contact model for use at the unit command level in order to assist retention program personnel in reaching wives to

provide information about Navy entitlements and benefits and husband's career growth and development opportunities.

(d) Confirm findings relative to the probable impact of wives as influence agents in the area of Navy enlisted personnel satisfaction and retention. It has been assumed that Navy wives play an important role in their husbands' decision making process. If this is true, wives' attitudes toward the Navy can impact importantly on the reenlistment behavior of their husbands.

This report describes the method and procedure used to conduct this research, presents results obtained from the survey or interview of a total of 664 Navy wives, and discusses these findings. The Navy Wives Contact Model developed as a result of this research and conclusions drawn from research findings are also presented.

SECTION 2 - METHOD AND PROCEDURE

Method and procedures used in this research are described in this section. A sample of 584 Navy wives living in San Diego, California; Norfolk, Virginia; and Pearl Harbor, Hawaii were surveyed as part of the Phase 3 Career Counseling research study. In addition, a sample of 80 Navy wives living in these same areas were interviewed to obtain data for use in developing a Navy wives contact model.

2.1 INSTRUMENT DESIGN

The Navy wives survey developed for use in Phase 2 was modified to include additional topics of interest to the Navy. Submission of the questionnaire for Office of Management and Budget (OMB) approval resulted in the deletion of some of the items contained in the earlier questionnaire. Approval was granted after the questionnaire was shortened. Criteria used jointly by the Navy and SDC were (1) Navy needs and interests, and (2) research potential given the objectives of the current study. Upon completion of these modifications, OMB granted approval effective through December 1976.

A total of 91 items was included in the final questionnaire. Sixty-nine of these items required single judgments and 22 required paired importance/satisfaction judgments. Areas included were demography; retention/reenlistment, including incentives, economic and social conditions, and information as influencers of retention; the Career Counseling Program; work environment; organizational climate, including attitudes toward Navy life, housing, family separation, and location; personal factors; and information.

For the measures of attitude, a five-point scale with three verbally-identified anchor points was used with the exception that importance in the paired judgment items was measured on a three-point scale. In cases where information--knowledge of an action, program or issue in question--was required if a judgment were to be made properly, separate alternatives which permitted the wife to state the extent of her familiarity were provided.

For the Navy wives contact model study, a structured interview form was developed and pilot-tested. Fewer than nine wives were used in the pilot-test in order to adhere to OMB regulations. A total of 24 items was included in the final instrument. Areas covered included demography, methods used to contact Navy wives, attitudes toward social and other meetings, perceived and real problems in attending meetings, exposure to career counseling, and general attitude toward Navy life.

2.2 SAMPLING LOGIC

The three areas selected for data collection--San Diego, Norfolk, and Pearl Harbor--all contained large concentrations of Navy families. Institutionalized avenues of contact were also available in these areas. Since the design called for a balance between less experienced and more experienced wives, concerted efforts were made by the data collection team to contact junior wives as well as wives of career Navy enlisted personnel. For the purposes of this study, an active obligated service of eight years was used as the criterion for distinguishing between levels of experience of Navy wives to be sampled. Enlisted men with less than eight years of active obligated service were considered to be non-career personnel. These men were generally in the first or second term of enlistment. Enlisted men with more than 8 years of active obligated service were considered to be career personnel. Sample selection in the field was based on Navy wives' perceptions and judgments of the career status of other wives' husbands. The actual analysis groupings were based on calculations made using actual dates entered in the survey instrument.

Since the entire groups of wives to be surveyed or interviewed were to be volunteers, every effort was made to find wives representative of different aspects of Navy life. For example, assistance provided by Navy Wives Clubs of America (NWCA) members was directed not only toward finding NWCA members to participate but also toward reaching wives who did not belong to clubs. Contacts were also made with career counselors, Personal Services Offices, Navy Wives Information Schools, Housing Offices, Chaplains, the Wives Ombudsman program, Special Services Offices, the Navy Relief Society, and Navy Wifeline. Sources at each of the three locations were contacted separately--by telephone,

mail, and in person. All were asked to provide ideas about how to contact Navy wives. The Wives Ombudsman program was especially helpful in providing ideas about how to contact young wives or wives known to be unhappy with Navy life. Privacy Act interpretations prevented Ombudsmen from having complete rosters of wives' names--even they were unable to contact all wives on their ships. A wife cannot be contacted directly by the ship's Wives' Ombudsman unless her husband has first given permission for his wife's name and telephone number to be given to the Ombudsman for purposes of contact. However, a wife may initiate contact with the Ombudsman if she wishes to do so. As a result of these efforts, a good balance between non-career and career wives was obtained in the samples drawn for survey and interview. (See Section 3, Appendix A, and Appendix B for descriptive statistics for each of these samples.)

2.3 DATA COLLECTION PROCEDURES

Navy wives surveys were conducted in group settings scheduled to optimize attendance by the targeted sample to be surveyed. Targeting varied throughout the data collection period depending on the viscissitudes of previous data collection efforts. This was necessary in order to obtain a balanced sample. Groups were surveyed in homes, housing recreation centers, Navy Wives Information School facilities, wives' clubs, Ombudsmen meeting rooms, and other places such as a squadron ready room, a base theater, and hotel facilities. Times scheduled for survey conduct also varied at the convenience of the Navy wife volunteers. Best times for obtaining a group were morning hours, when children are at school, and in the evening for home meetings. The goal was to have all survey completions monitored by a member of the research staff. However, in some instances, this responsibility was delegated to a senior Navy wife in order to obtain a desired but otherwise unavailable part of the sample. This procedure was also used in the Phase 2 survey and it was found not to adversely affect the quality of the data obtained.

The Navy wives contact model study required face-to-face interviews with Navy enlisted wives to discover effective ways to contact other Navy wives; to explore presently functioning programs, such as Navy Wives Information Schools, the Navy Ombudsmen program and wives clubs; and to gain insight into possible implementation strategies. Identifying ideas that could be implemented at little or

no additional cost to the Navy was of particular concern. One member of the research staff conducted all of these interviews in order to maintain continuity across the task. Both individual and small-group interviews were conducted. In the latter, one wife invited others to her home. All completed the interview form and a general discussion was held to clarify issues covered in the form. Scheduling time and location considerations discussed with respect to survey administration also applied to conduct of this task.

In summary, similar efforts were applied to reach wives at all data collection locations. In most cases, personal contacts were necessary. Such contacts were initially made by interested Navy wives who wanted to help. Follow-ups through telephone calls were then made by a member of the research staff in order to set up appointments for administration of surveys or the interview.

SECTION 3 - RESULTS

Results of the analysis of Navy wives survey data and results of interviews with a separate sample of Navy wives are presented in this section. The survey covered a wide range of topics related to retention of Navy enlisted personnel. Interviews were focused on determining how best to contact Navy wives.

3.1 NAVY WIVES SURVEY RESULTS

Results of the Navy wives survey are organized around the following topics: demography, retention/reenlistment, Career Counseling Program, work environment, organizational climate, personal factors, information, reenlistment intent/career analysis and importance/satisfaction analysis. To assist the reader in independently interpreting results presented in this section, a copy of the questionnaire with accompanying descriptive statistics is presented in Appendix A of this report.

3.1.1 Demography

A major focus of this study was the comparison of the attitudes of younger and less experienced Navy wives with the attitudes of more experienced career Navy wives. Length of time wives had been married was used as one indicator of experience. About two-fifths (37.3%) of the sample surveyed reported they had been married less than 5 years (Q8). A relatively small number (12.1%) reported that they had been married more than 15 years. Most of the wives (82.5%) had one or more children (Q6). Five children was the largest number in any one family. Although about half (51.6%) had children under six years of age, most of the wives surveyed had school-aged children at home. The percentage with children of elementary school age (aged six through 12)) was 49.0%; with teen-agers (aged 13 through 17), 18.2%.

Navy life requires that families move frequently. Wives who had experienced family moves when they were growing up might be more willing to accept the role of a Navy wife. Less than half (46.2%) of the wives lived in only one or two neighborhoods prior to the age of eighteen (Q3). Interestingly enough, more than one-fifth (21.0%) had lived in seven or more neighborhoods.

With regard to racial background, (Q4) most (90.3%) reported they were white. Racial minority percentages were black, 3.5 percent; Asian or Pacific Islander, 4.0 percent; and American Indian or Alaskan native, 2.3 percent. Ethnic heritage (Q5) was queried, with 6.8 percent responding Hispanic heritage and 28.6 percent responding ethnic heritage other than Hispanic.

3.1.2 Retention/Reenlistment

When wives were asked why their husbands joined the Navy (Q37), reasons most frequently given were educational, professional or technical skills opportunities (23.8%), career opportunities looked better than in civilian life (23.1%), to fulfill a military obligation (19.7%), and security (10.0%). These reasons appear to be oriented toward career growth and development opportunities. More personal reasons, such as travel (2.8%) or wanting to serve his country (4.9%), were less frequently reported.

The wives surveyed were asked if they were willing for their husbands to reenlist when their present terms of service were up (Q39). Over half (53.4%) were willing for their husbands to reenlist, one fourth (24.6%) were undecided, and one-fifth (22.0%) said No. When wives were asked if they would encourage their husbands to reenlist if the decision had to be made today (Q40), three-fifths (61.6%) replied Yes. It appears that the closer the decision time, the more willing wives may be for their husbands to reenlist. Table 3-1 shows the way in which wives' reenlistment willingness is related to Navy career status. Approximately one-fourth of the wives were undecided, regardless of the career status of their husbands. Slightly more of non-career wives said Yes (38.4%) than No (35.7%). Many more career wives said Yes (60.8%), as compared with those who said No (14.3%). Over-career wives also said Yes (51.7%) twice as often as they said No (25.2%).

Table 3-1. Willingness of Wives for Husbands to Reenlist

Career Status	Reenlistment Intent		
	Yes	Und	No
Non-Career (N = 112)	38.4%	25.9%	35.7%
Career (N = 293)	60.8	24.9	14.3
Over Career (N = 147)	51.7	23.1	25.2
Total (N = 581)	53.4	24.6	22.0

For the sample surveyed, career status was related to the proportion of Navy wives having definite opinions about reenlistment, but it was unrelated to the proportion who were undecided. The relationship between willingness for husband to reenlist, career status, and other attitudes about Navy life is discussed in detail in Paragraph 3.1.8.

3.1.2.1 Incentives as Influencers

Wives were asked to rate the relative importance of Navy retention incentive programs as influencers of their husband's reenlistment decisions (Q38). Their familiarity with these programs was also determined. As shown in Table 3-2, the GI Bill and the Selective Reenlistment Bonus (SRB) were the best known programs. The other five programs were less well known, even though one--Guaranteed Assignment Retention Detailing (GUARD II)--was judged to be as important as SRB by those wives who were aware of both programs. Importance

appears to be directly related to familiarity. The percentage of Don't Know responses increased as the mean importance decreased. However, greater familiarity with the programs might possibly alter this relationship.

Table 3-2. Comparison of Importance of Navy Retention Programs in Descending Order of Familiarity

Navy Retention Program	Responding Percent Don't Know (N = 584)	Mean Importance
GI Bill - Pay for continued education	5.7%	3.86
SRB - Selective Reenlistment Bonus	8.7	3.60
GUARD II - Guaranteed Assignment Retention Detailing	19.2	3.60
NFCA - Navy Campus for Achievement	21.6	3.34
STAR - Selective Training and Reenlistment	23.1	3.35
SCORE - Selective Conversion and Reenlistment	25.0	2.85
BOOST - Broadened Opportunity for Officer Selection and Training Program	27.6	2.67

In today's family, husbands and wives tend to share the decision-making task. Important decisions are discussed jointly before action is taken. Almost all (94.7%) of the wives surveyed thought that their feelings about Navy life would have at least some influence on their husbands' decisions to reenlist, and half (51.6%) thought that their influence would be very great. The importance of wives' attitudes toward the Navy is emphasized by these findings.

Navy wives can also influence the attitudes of other wives whose husbands may be thinking about enlisting in the Navy. When asked what they would do if a non-Navy wife asked them about it (Q42), most Navy wives would try to present a realistic picture of the Navy--84.2 percent said they would point out the pros and cons. An additional 7.4 percent said they would encourage her.

Special pay is used as an incentive for reenlistment. Over half of the wives (56.9%) reported that their husbands had received special pay at some time in their Navy career because of the types of jobs they held in the Navy (Q15). However, some wives (9.6%) apparently were unaware of their husbands' pay arrangements because they reported they did not know if their husbands had ever received special Navy pay.

3.1.2.2 Economic and Social Conditions as Influencers

Economic climate is considered to have a considerable influence on reenlistment decision. When wives were asked how the recession in the national economy had influenced their feelings about their husband's reenlisting in the Navy (Q43), some (19.9%) said it had no effect at all on their feelings. However, twice as many (38.9%) said the recession made them rather strongly want him to reenlist. Apparently the recession has tended to influence wives to encourage their husbands to reenlist. Wives were also asked to give an opinion about the end of the recession. Would it have an influence on their husband's decision to reenlist in the Navy (Q44)? About half (54.2%) said they thought it would have no effect and the rest were about equally divided in opposite directions--22.4 percent said that it would encourage him and 23.4 percent said that it would discourage him.

Changing social conditions are opening Navy opportunities to women, and at some future time the laws may be changed to permit women to serve aboard ships at sea. Wives were asked what their attitudes would be toward their husbands' reenlisting in the Navy if this should occur. Over half (57.6%) reported it would have no effect. However, one-third (36.0%) said they would discourage him from reenlisting if women were permitted to serve aboard ships at sea.

3.1.2.3 Information as an Influencer

The Navy has been conducting an information program dealing with career opportunities and reenlistment. This program has been carried out by means of a series of advertisements in newspapers, magazines, billboards and the media. Approximately one-third of the Navy wives surveyed reported (Q67) seeing advertisements on billboards (35.6%), in the Navy Times (32.5%) and on television (32.4%). Least frequently reported advertising methods were mail (6.5%), other local newspapers (9.4%), and radio (9.9%). In order to determine the influence that this advertising campaign might have had on wives' attitudes toward their husbands' reenlisting in the Navy, respondents were asked if the advertisements they had seen caused them to encourage their husbands to reenlist (Q68). Only 7.9 percent said Yes. Apparently these advertisements were not a major factor influencing wives to encourage their husbands to reenlist.

3.1.3 Career Counseling Program

The Navy Career Counseling Program is intended to positively influence the retention of quality enlisted personnel. Wives were asked their opinions about the influence this program had on their husband's intent to reenlist (Q58). One-fourth (26.0%) of the total sample (N=584) reported they didn't know. Of those who had an opinion (N=393), one-third (35.4%) thought that the Career Counseling Program had a positive influence, about half (55.0%) thought it had no influence, and a few (9.7%) thought it had a negative influence. Although program policy is to present the facts and let enlisted personnel make up their own minds, could some wives have a different impression? Wives were asked whether they ever got the impression that their husband's career counselor or direct supervisor was trying to "sell" him on reenlisting (Q60). Reactions were mixed--some said No (31.3%), others (30.4%) were undecided, and the largest percentage (38.3%) reported they had gotten the impression that their husband's career counselor or direct supervisor was trying to "sell" them on reenlisting. Wives reactions to Navy programs or Navy personnel that encourage their husbands to reenlist (Q61) tended to bunch around neutral (56.6%) and toward the positive (28.5%), with only 14.9 percent reacting negatively about these programs or personnel. Even though

some wives perceived that their husbands were being strongly encouraged to reenlist, relatively few had adverse feelings about Navy retention programs and personnel.

Wives were asked to describe their attitudes toward the Navy's Career Counseling Program (Q57). Of the total sample (N=584), one-fourth (26.0%) reported they were not familiar with the Program. Of those who were familiar, about half (48.7%) reported their attitudes were neutral, more than one-third (36.4%) were positive, and 14.9 percent described their attitudes as negative. These results indicate that wives might be inclined to be more favorable toward the program if they know about it. In order to examine wives' attitudes about the Navy's Career Counseling Program more fully, wives surveyed were asked if they discussed the program with their husbands (Q56). About one-third (35.9%) said that they had never discussed it and 18.7 percent said they had discussed it to a great extent. For those wives with favorable attitudes toward the Navy and the Career Counseling Program, these discussions could serve as a positive reinforcer on the reenlistment decision of their husbands.

The Navy Career Counseling Program is also intended to provide counseling for Navy wives. However, only 13 percent of the sample surveyed reported that they had ever met with a Navy career counselor to discuss any aspect of their husband's careers in the Navy (Q62). A special Navy wives slide presentation has also been prepared by the Navy to assist counselors in describing benefits and opportunities available to Navy personnel to wives. Wives were asked if they had ever seen this presentation (Q63) and about one-fourth (25.4%) said that they had attended such a presentation. When asked if the Navy Career Counseling Program should be expanded to include more counseling of wives on matters pertaining to their husband's career potential, fringe benefits, retirement benefits, and so forth (Q59), wives were overwhelmingly in favor (85.0%). Almost seven out of 10 (69.4%) responded Definitely Yes to this question. These results point up the fact that the Navy has an excellent opportunity to positively influence husbands' reenlistment decisions by increasing efforts to counsel more Navy wives.

3.1.4 Work Environment

Aspects of the husband's work environment and the wife's work environment were investigated in this study. These two work environments comprises the family work environment. Facts about husbands' and wives' work environments and the wife's perceptions about husband's work environment were obtained.

3.1.4.1 Husbands' Work Environment

Wives sampled in this survey were drawn through use of informal communication channels. Therefore length of service, occupational groupings to which their husbands belong, and pay grades were not necessarily typical of the Navy's overall structure. One-fifth of the wives surveyed (19.5%) reported that their husbands had been in the Navy less than five years; about half reported a length of service of five to 15 years (45.7%). The average length of service for husbands was eleven years and five months. About one-third (36.4%) said that their husbands had less than two years remaining in present term of enlistment (Q10). These wives were nearing the reenlistment decision point. About half (42.7%) reported that their husbands had 2 to 4 years remaining; about one-fifth (18.1%), that their husbands had more than 4 years remaining. The occupational groupings (Q1) most frequently reported were Aviation (23.2%), Engineering and Hull (22.9%), Administrative and Clerical (17.0%), Deck (12.9%) and Ordnance (11.3%). Average pay-grade (Q2) was 5.79. At the extremes, 15.6 percent reported that their husbands were in paygrades E-4 or lower and 8.7 percent, in paygrades E-8 and E-9. The fact that many enlisted men in the lower paygrades are unmarried influenced the distribution obtained across paygrades. Wives were also asked to indicate the type of activity to which their husbands were assigned (Q7). Over one-fourth (27.1%) reported that their husbands were assigned to cruiser/destroyer types of activities and about one-fifth (18.9%), to shore duty other than shore-based aircraft squadrons. Each of the other types of activities reported accounted for less than 10 percent of the sample.

Wives were asked how they felt about their husband's present Navy job (Q11). Many wives (44.3%) reported above average satisfaction. Only about one-fifth

(21.3%) expressed less than average satisfaction. When asked how often their husbands discussed their working conditions with them (Q12), almost half of the sample (47.2%) reported Very Often. Fewer than one in 10(7.2%) reported that they discussed their husbands' working conditions less frequently than sometimes.

Career advancement often requires that personnel obtain additional training in order to advance. Wives were asked if their husbands had ever tried for assignment to any educational or training program for which they were qualified since they had been in the Navy (Q13). Over three-fourths (78.3%) replied Yes, and fewer than one in 10 (8.5%) replied No. When queried about the amount of support superiors gave husbands in obtaining such an assignment (Q14), almost half (49.2%) reported that he had obtained more than a moderate amount of support and 23.3 percent reported that he had obtained less than a moderate amount of support. Interestingly enough, about one-fifth (20.9%) reported they did not know anything about this matter. The Navy might increase retention effort by providing wives with additional information about actions taken to offer education and training opportunities to their husbands.

3.1.4.2 Wives' Work Environment

Navy wives surveyed were asked about their own work history, aspirations, and experience. Over half (55.4%) reported previous experience in maintaining their own household as a single person (Q26). Only about 1 in 5 (22.5%) reported that they never wanted to have a career other than homemaking (Q27). In fact, about one-fourth (24.7%) already have a career additional to homemaking and over half (52.8%) reported that they aspired to having a career. Although many Navy wives are not currently working, having a career outside the home appears to be an attractive alternative to these women.

Wives were asked if they currently were working outside their home (Q28). Over half (54.6%) of those sampled replied that they were not working at the present time and an additional 3.6 percent responded No, but that they worked when their husbands were away on sea duty. About 1 in 4 (25.1%) reported they were working for pay at least part-time and the remainder (16.8%) reported they were working

as non-paid volunteers. An additional question was asked concerning the reason why the wives were currently working (Q29). An interesting discrepancy arose in response to this question, because the percentage (46.5%) was smaller than the percentage (54.6%) reported in the previous question. Major reasons given for working were to earn more money (20.1%) and to have a more interesting life (13.1%). In order to obtain work, wives sometimes need additional education or training in order to enter the job market competitively. Therefore, wives were asked if they were interested in obtaining additional education (Q69). Less than one-fifth (16.3%) were not interested and over one-third (34.5%) had aspirations for education at the college level with academic credit. However, over one in four (28.1%) reported that although they were interested in obtaining additional education, they could not afford it. If the Navy could find some way to assist these wives by making relatively cost-free educational opportunities known to such wives, their satisfaction with Navy life might be increased.

These results indicate that many Navy wives combine work outside the home, either for pay or as a volunteer, with their traditional role as wife and mother. They also indicate that the wives sampled were interested in educational growth.

3.1.5 Organizational Climate

Organizational climate reflects the atmosphere of the social envelope within which the Navy family lives and works. Climate factors investigated included attitudes toward Navy life, housing, family separation, and location.

3.1.5.1 Attitudes Toward Navy Life

Wives were asked how they liked the Navy way of life (Q24). Three-fifths (59.0%) reported that they liked Navy life and 18.3 percent said they liked it very much. On the other hand, one-fifth (20.3%) reported they did not like it and one-fifth (20.7%) were undecided. When respondents were asked how they would rate their attitudes toward Navy life over the past six months (Q23), results were less favorable. Only two-fifths (38.2%) reported a positive attitude and two-fifths (40.0%) were negative. Apparently something that has happened recently has caused attitudes toward the Navy to become less favorable.

In order to obtain additional information concerning likes and dislikes about Navy life, respondents were asked to rate how eleven things about the Navy affected them. Of the things they liked most, dependent medical benefits (28.1%) and retirement benefits (20.6%) were the most frequent first choices. Most frequent second choices were dependent medical benefits (27.8%) and exchange and commissary services (25.0%). For third choice, exchange and commissary services (24.0%) was most frequently chosen. Of things disliked most about the Navy, the overwhelming first choice was family separation (75.4%). For second choice, most frequently chosen was the amount of money the husband makes (30.4%). For third choice, again the most frequently chosen thing was the amount of money the husband makes (21.8%).

Wives sampled were asked if being a Navy wife prevented them from doing things that they would like to do (Q17). Only 29.7 percent responded Yes. In order to determine the extent to which social activities attracted wives, respondents were asked if they were presently a member of an organized wives club associated with the Navy (Q16). Over half (52.0%) responded that they were presently a member. Perceptions of others toward the Navy also influence wives' attitudes toward Navy life. Therefore wives were asked how they would rate public opinion about the Navy (Q25). Only 11.1 percent perceived that public opinion was favorable; over half (53.4%) perceived it to be unfavorable. Apparently Navy wives tend to like the Navy way of life even though many perceive that public opinion toward the Navy is unfavorable.

Attitudes towards Navy life can be influenced negatively if reality fails to match expectations. When asked about the extent to which Navy life met their expectations (Q22), almost half (46.1%) reported they found Navy life about as they had expected. One-fourth (24.7%) found it better than expected and 29.2 percent found it worse than expected. If the wives who found Navy life worse than expected had been given a realistic picture of Navy life before entering it, perhaps their current attitudes would be more favorable.

3.1.5.2 Housing

Wives shoulder major responsibility for maintaining the family and home and wives who do not work outside the home usually spend a great deal of time there. When asked about the influence current housing had on the way they felt about Navy life for their families (Q36), slightly less than one-third (29.6%) reported that housing encouraged them to like Navy life. More than one-fourth (28.2%) reported that housing discouraged them, and the remainder (42.3%) reported that it had no influence on their attitudes toward the Navy.

Almost half (45.1%) reported they were living in Government-owned public quarters which required surrender of the BAQ. Almost one-third (31.7%) were living in civilian rented housing. The remainder of those living in civilian housing (16.9%) were living in homes that they owned. Frequent moves often create problems in obtaining housing for Navy families. Wives sampled were asked how long it took them to get housing at their husband's current assignment other than temporary quarters (Q35). One-fifth (19.9%) reported that housing was immediately available with less than one week's wait. Two-thirds (68.9%) found housing available but experienced a delay before they could be assigned, and 41.1 percent said they had to wait more than two months. For some (7.5%) housing was reported not to be available. About half of those wives sampled (46.5%) preferred to live in civilian housing that they owned and almost one-third (29.1%) preferred Government-owned public quarters for which the BAQ would be surrendered. Only 6.2 percent preferred to live in rented civilian housing. Comparisons of these percentages with the type of housing in which the wives were actually living shows that many are housed differently from the way wives would prefer.

3.1.5.3 Family Separation

Family separation is one of the things most disliked about Navy life. Wives were asked to indicate how much of the time Navy duties kept their husbands away from home since they became a Navy wife (Q49). A little over one-third (36.8%) reported that their husbands had been away 25 percent or less of the time. One-third (33.7%) reported about half of the time, and slightly fewer (29.6%) that their husbands had been away 75 percent or more of the time. Two-

fifths (38.8%) felt that the amount of time their husbands spent at sea was necessary to accomplish the overall Navy mission (Q50). One-fourth (26.7%) were undecided and one-third (34.5%) felt it was unnecessary. More favorable attitudes toward the Navy might be created if wives who felt that sea duty was unnecessary could be made aware of the importance of their husbands' serving at sea.

Wives overwhelmingly (87.3%) disliked living alone while their husbands were away on Navy duty (Q52). Only 9.2 percent reported that it didn't make any difference. Interestingly enough, 3.4 percent of the wives reported that they enjoyed living alone while their husbands were away on Navy duty. All but 5 percent of the sample surveyed reported that family separation placed at least a moderate burden on them (Q51), and almost half (45.6%) reported the burden was very great. Two-fifths (43.9%) reported that if they had a problem while their husbands were away on Navy duty, it was difficult for them to get help from the Navy if they needed it (Q53). If ways to ease the burden family separation places on Navy wives and if help were made more easily available when their husbands are away on sea duty were found, wives attitudes toward the Navy might be improved. This, in turn, might make their attitudes toward their husbands' reenlisting in the Navy more favorable.

3.1.5.4 Location

The Navy location in which families live can be an important influencer of attitudes toward the Navy. About one-fourth (27.6%) of those sampled reported that they were dissatisfied with their husband's present home port or station assignment (Q31). On the other hand, over two-fifths (43.6%) were satisfied. For the three locations surveyed, wives apparently tend to like the locations in which they lived. One-third (34.4%) reported having accompanied their husbands on an overseas tour of duty (Q30). Almost half (46.0%) said that their husbands had never had an overseas assignment.

Choice of location is a matter of concern to most Navy families. Over half (53.3%) felt that the Navy paid at least some attention to their husband's choice of duty, however, more than one-fourth (29.8%) felt that the Navy paid very little attention. Enlisted personnel indicate their choice of

location by filling out the Duty Preference Card. Wives were asked how often their husbands discussed pending decisions with them, including filling out the Duty Preference Card (Q54). Almost all wives surveyed (94.8%) reported that their husbands discussed it with them at least sometimes and 70.6 percent said that he always discussed it with them. While Navy needs ultimately determine location assignment, many enlisted personnel fill out their Duty Preference Cards without a realistic understanding of Navy needs and opportunities. If both Navy husbands and wives could be made more aware of Navy needs and possibilities and if choices could be entered on the card in a way such as to maximize obtaining a desired location, more favorable attitudes toward Navy life and reenlistment might be generated.

3.1.6 Personal Factors

A number of factors unique to the individual influence wives' attitudes toward the Navy and their husband's reenlisting. While many wives (57.2%) report they do not mind having to live by a set of Navy rules and regulations, almost one-third (31.8%) report that they dislike having to live by these rules and regulations (Q20). If rules and regulations that are disliked by wives could be identified and modified to fit the personal desires of these wives, more favorable attitudes toward the Navy might be generated.

Navy wives find they must take on a great deal of responsibility, especially when their husbands are away on sea duty. Wives were asked how they felt about taking responsibility. Only 10.4 percent reported that they did not want to take on responsibility (Q21). Almost half (45.9%) said they didn't mind taking on responsibility, and 43.8 percent reported that they liked it. Apparently many Navy wives are more than willing to take on added responsibility and, in fact, a large number really enjoy it.

Feelings of personal worth are an important factor influencing wives attitudes toward the Navy. When asked if they felt the Navy treats them as persons worthy of respect (Q47), almost one-third (30.0%) replied Yes; one-fourth (25.8%) were undecided. However, a relatively large number (44.3%) felt they were not treated as persons worthy of respect. In fact, one-fourth (24.9%)

responded Definitely No. On the other hand, almost two-thirds (64.6%) reported they were proud to be associated with the Navy (Q48). Fewer (22.4%) said they were indifferent and only 13.0 percent reported they were not proud to be associated with the Navy. Comparison of wives' feelings about how they are treated with their pride in being associated with the Navy shows that many Navy wives may be experiencing personal conflict about the Navy. If ways could be found to reduce this conflict and make wives feel treated as persons worthy of respect, this might have a favorable influence on the attitudes of Navy wives. This would also tend to reinforce wives' positive feelings that their husbands were making a contribution by serving in the Navy. Only 11.6 percent of the wives sampled reported that they felt their husbands were not making at least some contribution to society by serving in the Navy (Q46). In fact, two-fifths (42.7%) reported that they felt their husbands were making a great contribution by serving in the Navy.

Wives sampled were invited to make comments at the end of the survey. While these comments pertained to a wide variety of issues, the overall impact summarizes wives current attitudes toward Navy life. These comments were analyzed and results shown in Table 3-3 support results presented elsewhere in this section. Generally speaking, organizational climate factors, the perceived erosion of Navy benefits, pay and economic conditions, and family separation are major sources of dissatisfaction among Navy wives surveyed.

3.1.7 Information

A major objective of the Career Counseling Program is to provide information about opportunities, entitlements, and benefits of Navy life. Respondents were asked to identify aspects of Navy life about which they would like to obtain additional information (Q66). On the average, wives sampled reported greater than moderate interest in each of the twelve aspects included in the survey. In descending order of average interest, these aspects were: medical and dental benefits (Mn=4.71); amount of money husband can expect to earn in future (Mn=4.64); dependent educational benefits (Mn=4.52); retirement benefits

Table 3-3. Summary of Survey Comments by Navy Wives Regarding Navy Life.

Area/Type of Comment (N = 2350)	Percent of Area	Percent of Total
Demography (N = 40)		1.7%
Retiring soon, disfavor potential cutbacks	100.0%	
Retention/Reenlistment (N = 212)		9.0
Retention program		
-SRB or VRB unfair	6.1	
-Loss of education benefits	3.8	
-Recruiter misinformation	3.8	
Pay dissatisfaction	57.1	
Economic climate and job		
-Job	2.2	
-Like steady income	24.1	
Career Counseling (N = 96)		4.1
Duty Preference Card problems	100.0	
Work Environment (N = 421)		17.9
Problems re advancement and rate/rating	24.9	
Husband's job and working conditions	31.1	
Problems re husband's command	41.1	
Alcohol and drug problems	2.9	
Organizational Climate (N = 1321)		56.2
Wives' attitudes toward Navy life		
-Favorable	17.2	
-Medium	1.3	
-Negative	1.8	
Dependent medical benefits	14.6	
Exchange and Commissary services	10.0	
Dependent education	1.7	
General erosion of benefits and how this negatively influences retention	19.9	
Family separation	15.1	
Moving and shipping problems	2.8	
Transfer problems	3.3	
Housing problems	12.5	
Personal Factors (N = 78)		3.3
Resent civilian attitudes toward Navy	100.0	
Information (N = 159)		6.8
Wives need information	100.0	
Miscellaneous (N = 23)	--	1.0

(Mn=4.50); husband's job (Mn=4.47); Exchange and Commissary services (Mn=4.37); educational and training opportunities for husband (Mn=4.15); Personal Services Office (Mn=3.95); recreational facilities (Mn=3.89); family housing (Mn=3.65); Wifeline (Mn=3.60); and Navy wives clubs (Mn=3.51). All of these aspects are legitimate areas to be covered by career counselors in sessions conducted with Navy wives. If the program could be geared to provide these types of information, it would appear to be of great interest to Navy wives.

Information about Navy benefits, entitlements, services, and career opportunities can be obtained from many different sources (Q64). Wives sampled were also asked to indicate how they obtained such information. First choice for most frequent source was husbands (62.0%); second choice, other Navy wives (33.3%), which was also the most frequent third choice (15.1%). The Navy Times was also a frequent third choice (14.5%), although many other sources were also selected. Wives were also asked to rate the accuracy of sources of information about the Navy (Q65). The most frequent first choice was again husbands (45.7%); the most frequent second choice was the Navy Times (24.2%), with husbands (17.0%) next most frequently chosen. Third choices were more evenly distributed, with Wifeline publications (15.0%), the Navy Times (14.6%), and local Navy newspapers (14.2%), and Navy personnel such as my husband's division officer (13.2%) being the most frequent third choices. Face-to-face communication with husbands, other Navy wives, and Navy personnel are reported to be the most frequent and some of the best sources of accurate information. These results emphasize the importance of making sure that husbands actually do have accurate information to pass on to their wives. When asked about their familiarity with another important source of information about Navy life, Sea Legs, A Handbook for the Navy Wife, over half (51.0%) reported that they had read it and two-fifths (40.0%) currently had a copy at home (Q55). On the other hand, over one-third (35.8%) said they had never heard of Sea Legs. The remainder (12.4%) said that they had heard about Sea Legs but were not familiar with it. Finding ways to get this valuable booklet into the hands of more Navy wives is something that career counselors might do in conjunction with their counseling of Navy wives.

3.1.8 Navy Wives Reenlistment Intent/Career Analysis

In order to determine the relationship between wives' willingness for their husbands to reenlist, career status, and other attitudes, the total sample was divided into three groups. The Non-Career group consisted of those wives whose husbands had less than eight years of active obligated service at the time of the survey. Career group wives' husbands had eight to 19 and one-half years of active obligated service. The remainder of the wives were included in the Over Career group. Each of these three groups were then subdivided into three reenlistment intent groups. The Yes group included wives who were willing for their husbands to reenlist; the Undecided group, those wives who were undecided about reenlisting; and the No group, those wives who were unwilling for their husbands to reenlist. Analyses of variance were computed for each of the three career status groups to determine which, if any, of the survey items were viewed significantly differently by the various reenlistment intent groups.

Results for the Non-Career group are shown in Table 3-4. As shown in this table, a total of thirty items comprised the set which were viewed significantly differently by the three intent groups. For the Non-Career Undecided (Und) group, wives' husbands had been in the Navy approximately 10 months longer (Mn=29.45 months) than had the No group (Mn=19.38). Wives in the Yes group were more satisfied (Mn=3.26) with their husbands jobs, liked Navy life more (Mn=3.12), and reported that Navy life better met their expectations (Mn=2.91), as compared with the No group (Mn=2.28, Mn=1.97, and Mn=2.24). Yes group wives were also more willing to live by a set of rules and regulations (Mn=2.62) than were the Und (Mn=2.24) and No (Mn=1.97) groups.

Non-Career Yes and Und group wives rated the importance of retention programs significantly higher than did No group wives, with GUARD II (Mn=4.24) being highest for the Yes group wives and the GI Bill (Mn=4.40) for the Und group wives. The No group reported that the recession had little effect on their feelings about their husbands' reenlisting (Mn=1.68). Both the Und (Mn=2.69) and No groups (Mn=2.13) perceived that an end to the recession would tend to

Table 3-4. Significant Differences Between Reenlistment Intent Means for Non-Career Navy Wives

Question \ Maximum Number	Reenlistment Intent				F
	Yes (N=43)	Und (N=29)	No (N=40)	Total (N=112)	**p < .01 *p < .05
Q3. Length of service (months)	22.77	29.45	19.38	23.29	4.597*
Q11. Satisfied with husband's job	3.26	2.86	2.28	2.80	10.872**
Q20. Live by set of rules	2.62	2.24	1.97	2.29	6.300**
Q22. Navy life met expectations	2.91	2.45	2.24	2.56	6.661**
Q23. Like Navy past six months	3.10	2.59	1.93	2.54	11.202**
Q24. Like Navy life	3.12	2.93	1.97	2.66	13.371**
Q38. Importance re					
a. STAR	3.79	3.44	2.69	3.31	4.093*
b. SCORE	3.12	3.24	2.20	2.76	4.107*
c. GUARD II	4.24	4.37	2.78	3.75	10.985**
d. GI Bill	3.86	4.40	2.74	3.60	10.499**
e. NFCA	3.58	3.88	2.14	3.04	12.899**
f. BOOST	3.32	2.93	1.83	2.64	7.462**
g. SRB	3.89	3.91	2.82	3.50	4.658*
Q43. Recession influenced feelings re reenlistment	3.33	2.86	1.68	2.62	22.631**
Q44. Effect of recession ending	3.22	2.69	2.13	2.69	13.383**
Q46. Contribution to society	3.50	3.03	2.69	3.09	4.298*
Q47. Person worthy of respect	2.65	2.24	1.95	2.29	3.718*
Q48. Proud to be Navy	3.60	3.03	2.50	3.06	8.775*
Q60. Navy trying to "sell" husband	3.36	3.43	4.28	3.71	6.360**

Table 3-4. Significant Differences Between Reenlistment Intent Means for Non-Career Navy Wives (continued)

Question \ Maximum Number	Reenlistment Intent: Yes (N=43)	Und (N=29)	No (N=40)	Total (N=112)	F: **p <.01 *p <.05
Q61. Like reenlistment programs	3.30	2.86	2.10	2.76	18.181**
Q66. Interested in information re					
b. Family housing	4.02	3.83	3.05	3.63	4.255*
d. Retirement benefits	4.28	3.83	2.46	3.54	17.951**
e. Recreational facilities	4.23	4.10	3.54	3.96	3.379*
h. Wifeline	3.86	3.34	3.08	3.45	3.711*
i. Navy Wives clubs	3.67	3.13	2.79	3.22	3.297*
l. Amount of money husband can earn	4.56	4.55	3.92	4.34	3.422*
Q81. Family security-					
Important	2.78	2.57	2.00	2.45	13.688**
Satisfied	3.18	2.55	2.53	2.78	
Q82. Household shipping Important	2.84	2.48	2.76	2.71	3.485*
Q85. Retirement benefits Important	2.59	2.31	1.92	2.27	5.605**

discourage their husbands from reenlisting. No group wives felt less that their husbands were making a contribution to society by serving in the Navy (Mn=2.69), less treated as persons worthy of respect (Mn=1.95), and less proud to be Navy (Mn=2.50) than did the Yes groups (Mn=3.50, Mn=2.65, Mn=3.60). The Und group fell midway between on these items (Mn=3.03, Mn=2.24, Mn=3.03). The No group felt more strongly that the Navy was trying to "sell" their husbands on reenlisting (Mn=4.28) than did the Yes (Mn=3.36) and Und (Mn=3.43) groups. The Yes group had more favorable attitudes toward Navy retention programs (Mn=3.30), as compared with the Und (Mn=2.86) and No (Mn=2.10) groups. The Yes group was more interested in obtaining information about various aspects of Navy life, and all groups rated information about the amount of money their husbands could earn in the Navy highest (Yes group Mn=4.56; Und group Mn=4.55; No group Mn=3.92). Yes group wives felt that family security was more important (Mn=2.78) and were more satisfied with their family security in the Navy (Mn=3.18) than were the Und (Mn=2.57, Mn=2.55) and No (Mn=2.00, Mn=2.53) groups. Importance was measured on a 3-point scale and satisfaction on a 5-point scale. For the Yes group, household shipping (Mn=2.84) and retirement benefits (Mn=2.59) were also judged more important than for the Und (Mn=2.48, Mn=2.31) and No (Mn=2.76, Mn=1.92) groups.

Results for Career group wives appear in Table 3-5. Thirty-seven items showed significant differences across intent groups. For the Career group, pay grade of husbands of Yes group wives was higher (Mn=6.03) than the pay grades for the Und (Mn=5.70) and No (Mn=5.67) groups. Relationships for the Career group paralleled findings for the Non-Career group excepting that fewer significant differences were found with regard to Career group wives rated importance of retention programs and their interest in obtaining additional information. In addition, Career Yes group wives rated public opinion about the Navy higher (Mn=2.43) as compared with the Und (Mn=2.07) and No (Mn=1.85) groups. Yes group wives were also more satisfied with their homeport or station (Mn=3.34) and influenced by housing (Mn=3.22) more than the Und (Mn=3.19, Mn=2.96) and No (Mn=2.50, Mn=2.62) wives. For the Yes group, the necessity of their husbands' spending time at sea (Mn=3.33) was more accepted, the burden of family separation tended to be smaller (Mn=3.89), and they found it easier to get help when their

Table 3-5. Significant Differences Between Reenlistment Intent Means for Career Navy Wives

Maximum Number / Question	Reenlistment Intent			Total (N=293)	F **p < .01 *p < .05
	Yes (N=178)	Und (N=73)	No (N=42)		
Q3. Pay grade	6.03	5.70	5.67	5.89	4.230*
Q8. Length of marriage (months)	94.23	76.57	78.33	87.52	5.006**
Q9. Length of service (months)	139.35	120.11	121.19	131.96	6.215**
Q11. Satisfied with husband's job	3.66	3.04	2.71	3.37	15.921**
Q20. Live by set of rules	2.89	2.62	2.34	2.74	8.503**
Q22. Navy life met expectations	3.21	2.79	2.20	2.96	19.367**
Q23. Like Navy past six months	3.21	2.77	1.98	2.92	18.363**
Q24. Like Navy Life	3.99	3.17	2.69	3.60	40.994**
Q25. How rate public opinion re Navy	2.43	2.07	1.85	2.26	7.112**
Q31. Satisfied with home port or station	3.34	3.19	2.50	3.18	6.917**
Q36. Current housing influences re Navy	3.22	2.96	2.62	3.07	5.815**
Q38. Importance re c. GUARD II	3.43	3.98	3.78	3.62	3.259*
Q43. Recession influenced feelings re reenlistment	3.57	2.75	2.24	3.17	23.936**
Q44. Effect of recession ending	3.39	2.59	2.31	3.04	32.425**
Q45. Women at sea discourage reenlistment	2.65	2.33	2.29	2.52	3.982*
Q46. Contribution to society	4.19	3.59	3.76	3.98	7.360*

Table 3-5. Significant Differences Between Reenlistment Intent Means for Career Navy Wives (continued)

Maximum Number / Question	Reenlistment Intent				F
	Yes (N=178)	Und (N=73)	No (N=42)	Total (N=293)	**p < .01 *p <.05
Q47. Person worthy of respect	2.99	2.47	2.05	2.73	11.359**
Q48. Proud to be Navy	4.25	3.50	3.24	3.92	24.975**
Q50. Time at sea necessary	3.33	2.89	2.88	3.16	4.024*
Q51. Burden of family separation	3.89	4.22	4.12	4.00	3.150*
Q53. Easy to get help when husband at sea	2.85	2.31	2.63	2.69	4.747*
Q60. Navy trying to "sell" husband	2.87	3.43	3.20	3.05	4.408*
Q61. Like reenlistment programs	3.42	2.99	2.68	3.20	13.797**
Q66. Interested in information re:					
a. Education and training programs	4.28	4.25	3.76	4.20	3.885*
d. Retirement benefits	4.75	4.65	4.02	4.62	12.605**
h. Wifeline	3.67	3.87	3.07	3.63	5.529**
1. Amount of money husband can earn	4.75	4.80	4.12	4.67	14.062**
Q70. Base Exchange - Satisfied	3.30	3.09	2.76	3.17	3.985*
Q77. Dependent medical - Satisfied	2.93	2.57	2.44	2.77	3.164*
Q80. Family travel opportunities-Satisfied	3.02	2.69	2.63	2.88	3.295*
Q81. Financial security-					
Important	2.94	2.80	2.71	2.87	8.007**
Satisfied	3.03	2.46	2.26	2.78	10.014**

Table 3-5. Significant Differences Between Reenlistment Intent Means for Career Navy Wives (continued)

Question \ Maximum Number	Reenlistment Intent				F
	Yes (N=178)	Und (N=73)	No (N=42)	Total (N=293)	**p < .01 *p < .05
Q82. Household shipping - Satisfied	3.13	2.64	3.07	3.00	4.493*
Q83. Navy Federal Credit Union Satisfied	3.95	3.54	3.73	3.82	3.795*
Q85. Retirement benefits- Important	2.93	[illegible]85	2.74	2.88	5.351**
Satisfied	2.93	2.[illegible]0	2.52	2.76	4.080*
Q88. Husband's pay- Satisfied	2.82	2.25	2.45	2.62	6.304**

husbands were away at sea (Mn=2.85). Career Yes group wives were also significantly more satisfied with the Base Exchange (Mn=3.30), dependent medical care (Mn=2.93), family travel opportunities (Mn=3.02), household shipping (Mn=3.13), the Navy Federal Credit Union (Mn=3.95), and husband's pay (Mn=2.82).

Results for wives in the Over Career group appear in Table 3-6. Fewer items (N=16) were found to show significant differences across intent groups within the Over Career group. Only three areas were unique to this group. These were greater satisfaction of the Yes group with regard to dependent education (Mn=2.84), overseas homeporting (Mn=3.13) and women's social/club activities (Mn=2.31) as compared with the Und (Mn=2.38, Mn=2.46, Mn=1.94) and No (Mn=2.28, Mn=2.79, Mn=1.75) groups.

For nine items, significant differences were obtained in each of the three career status groups. The relationship with regard to satisfaction with husband's job in the Navy and Navy reenlistment programs is shown in Figure 3-1. Satisfaction varies directly with intent in both these areas.

The relationship with regard to liking to live by a set of rules and regulations and the degree with which expectations were met appears in Figure 3-2. Again, wives who are unwilling for their husbands to reenlist felt more unfavorably about these areas. For the Career group, the intent groups tended to bunch with regard to rules and regulations and spread with regard to the degree to which their expectations had been met.

The relationship of economic climate and influence of the recession on reenlistment is shown in Figure 3-3. The influence of the recession is related to wives attitudes toward their husbands' reenlisting. Attitudes vary directly with reenlistment intent. The effect was least for the Non-Career No group of wives. Only for the Yes intent groups and the Over Career Und group did the recession influence them more than moderately. With regard to the effect of the end of the recession on husband's reenlistment decision, all No intent groups and the Non-Career and Career Und groups felt that the end of the recession would discourage their husbands from reenlisting.

Table 3-6. Significant Differences Between Reenlistment Intent Means for Over Career Navy Wives

Question \ Maximum Number	Reenlistment Intent				F
	Yes (N=76)	Und (N=34)	No (N=37)	Total (N=147)	**p < .01 *p < .05
Q11. Satisfied with husband's job	3.84	3.26	3.11	3.52	7.742**
Q20. Live by set of rules	3.12	2.56	2.73	2.89	8.691**
Q22. Navy life met expectations	3.50	3.00	2.70	3.18	10.324**
Q23. Like Navy past six months	3.73	2.62	2.64	3.19	15.461**
Q24. Like Navy life	4.30	3.55	3.43	3.91	13.570**
Q43. Recession influenced feelings re reenlistment	3.45	3.18	2.22	3.07	11.265**
Q44. Effect of recession ending	3.33	3.00	2.63	3.08	8.253**
Q45. Women at sea not influence reenlistment	2.83	2.15	2.32	2.54	7.418**
Q48. Proud to be Navy	4.49	4.06	3.81	4.22	11.173**
Q50. Time at sea necessary	3.68	2.91	3.32	3.41	4.605*
Q51. Burden of family separation	3.81	4.41	4.14	4.03	4.179*
Q61. Like reenlistment programs	3.71	3.26	2.94	3.41	13.082**
Q66. Interested in information re Navy wives clubs	3.95	3.00	3.26	3.56	6.538*
Q76. Dependent education Satisfied	2.84	2.38	2.28	2.60	4.794*
Q84. Overseas homeparting Satisfied	3.13	2.46	2.79	2.91	4.557*
Q87. Women's social/club activities Important	2.31	1.94	1.75	2.08	8.518*

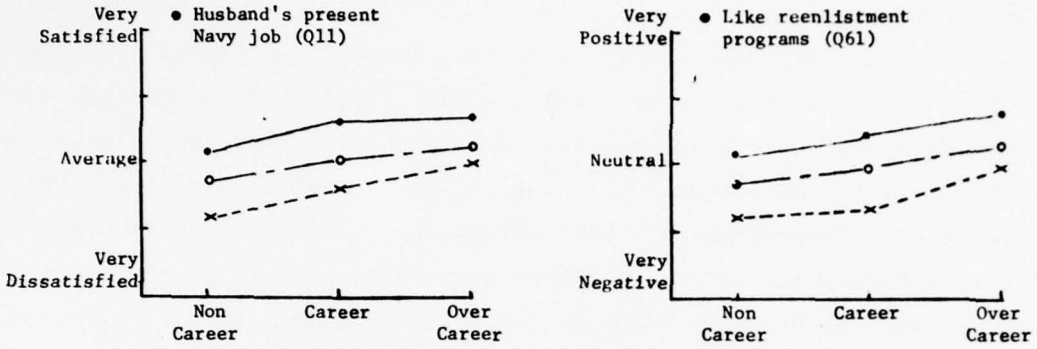

Figure 3-1. Relationship Between Career Status and Reenlistment Intent in the Areas of Husband's Job and Navy Retention Programs.

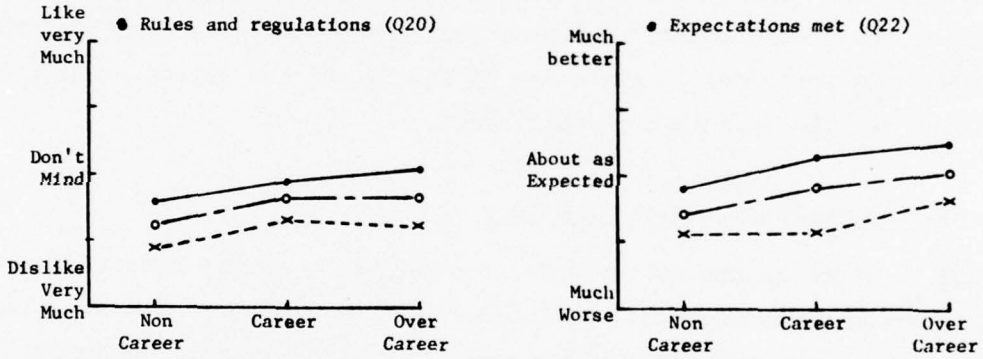

Figure 3-2. Relationship Between Career Status and Reenlistment Intent in the Areas of Rules and Regulations and Expectations.

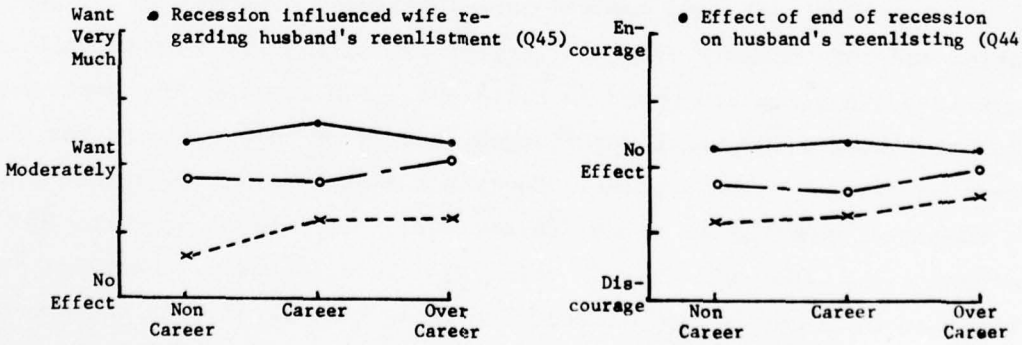

Figure 3-3. Relationship Between Career Status and Reenlistment Intent with Regard to Influence of Recession on Reenlistment.

Yes
Und
No

	N
Non-Career	112
Career	293
Over Career	147

The relationship with regard to liking Navy life ever, liking Navy life during the past six months, and being proud to be Navy is shown in Figure 3-4. As before, attitudes vary directly with reenlistment intent. The fact that some in the Over Career group are nearing retirement possibly tends to inflate attitudes in the positive direction. Only for the Yes intent groups do all career status groups have favorable--like Navy--attitudes. Also, recent experiences appear to have influenced attitudes toward Navy life unfavorably because overall satisfaction tends to be lower when the judgment is zeroed in on the last six months. Nevertheless, all career status/intent groups excepting the Non-Career No and Und groups appear to be proud to be Navy. In fact, the Career Yes and Over Career Yes groups report that they are very proud. The Navy could use these favorable attitudes to advantage if the Career Counseling Program could be modified to take advantage of this fact.

3.1.9 Importance/Satisfaction Analysis

The final 22 items in the survey were constructed to permit comparison between judged importance and degree of satisfaction. In the importance/satisfaction analysis, the importance alternative--very important, moderately important, and not important--with the largest percentage of responses was identified. Satisfaction percentages were grouped into satisfied, average, and dissatisfied categories and the category with the largest percentage was also identified for each item. Results are shown in Table 3-7. The items in the upper right-hand box are those items which were judged to be very important and for which satisfaction was less than average. Dependent dental (Q75), dependent medical (Q77), financial security of a Navy Career (Q81), retirement benefits (Q85), and husband's pay (Q88) all fell in this box. Unfortunately, these are areas over which local commands tend to have little or no control. If the important influence that these factors have on retention could be brought to the attention of Navy and other policy makers, perhaps the situation could be improved. In any case, command Navy retention program personnel should be aware that these are problem areas and take all steps possible to provide information and to see that local services are improved as much as possible.

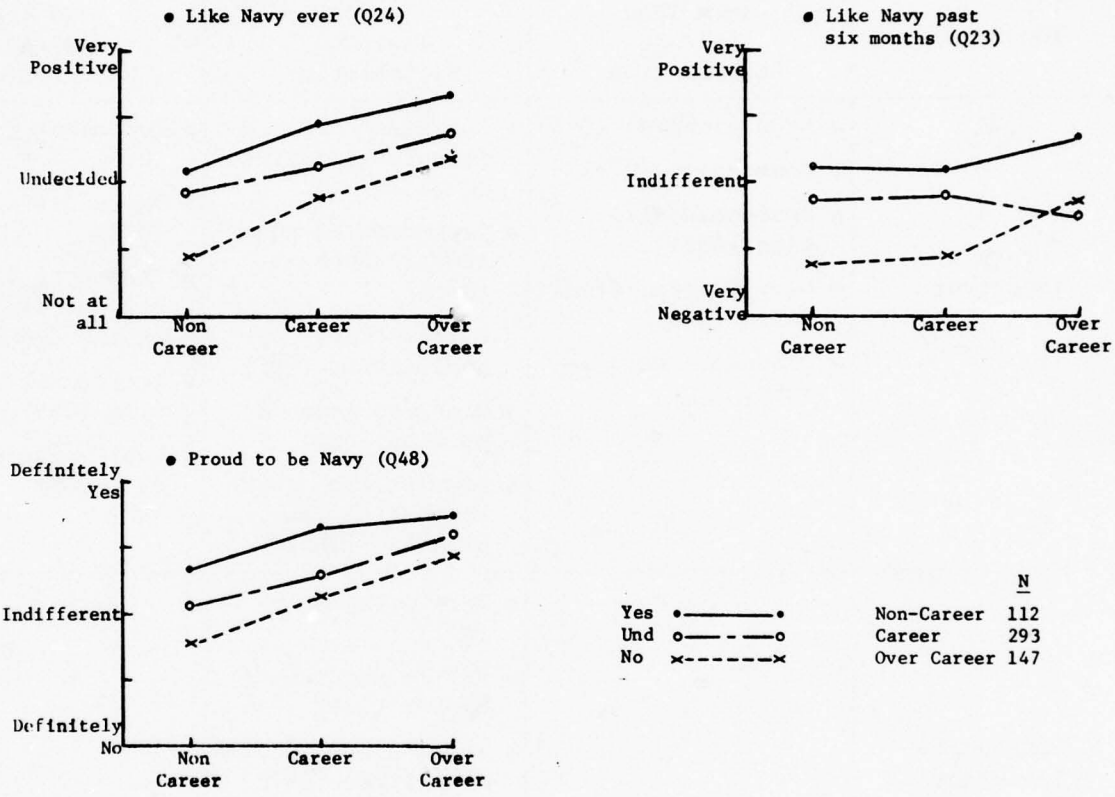

Figure 3-4. Relationship Between Career Status and Reenlistment Intent with Regard to Liking Navy Life and Being Proud to be Navy.

Table 3-7. Relationship Between Importance and Satisfaction for Sample of Navy Wives Surveyed

Importance	More Than Average Satisfaction	Average Satisfaction	Less Than Average Satisfaction
Very Important	• Base exchange (Q70) • Commissary (Q74) • Household shipping (Q82) • Navy Federal Credit Union (Q83) • Ombudsman program (Q90)	• Children's recreational facilities (Q73) • Dependent educational programs (Q76) • Family travel opportunities (Q80) • Overseas homeporting (Q84) • Alcohol/drug abuse rehabilitation programs (Q86)	• Dependent dental (Q75) • Dependent medical (Q77) • Financial security of a Navy career (Q81) • Retirement benefits (Q85) • Your husband's pay (Q88)
Moderately Important		• Base hobby shops (Q71) • Family services center (Q79) • Women's social club activities (Q87) • Personal Services Office (Q89) • Equal opportunity for Navy Women (Q91)	
Not Important		• Base nursery (Q72) • Enlisted men's club facilities (Q78)	

3.2 NAVY WIVES INTERVIEW RESULTS

Results of the interviews with Navy wives are described in the following paragraphs. The structured interview with descriptive statistics for each item appears as Appendix B of this report. The purpose of conducting these interviews was to obtain opinions and insights relative to the development of the Navy Wives Contact Model. Since information gained through experience and lack of exposure to Navy life were both of importance in developing this model, the sample was balanced with respect to upper and lower pay grades. Half of the interviews (51.4%)* were conducted with wives whose husbands were in pay grades E-6 and above. One-fourth of the interviews were conducted with wives of men in pay grade E-5 (26.9%). All of the wives' husbands had a pay grade of at least E-3. About one-fifth (22.5%) reported that their husbands were in the first term of enlistment. Three-fourths of the wives (76.3%) reported that they had dependent children. Seven wives said that they worked full-time, and an additional 17 said they held down part-time jobs. Part-time work varied from baby-sitting to selling Avon and Tupperware products. Also, some (6.4%) reported that they worked when their husbands were away on sea duty. Two-fifths of all of the wives (40.0%) said they worked as volunteers in organizations such as the Navy Wives Clubs of America, the Navy Relief Society, serving as Navy Ombudsmen, and so forth. A few (3.8%) reported they worked occasionally through temporary agencies.

Many wives reported an interest in obtaining more education, and about one-fifth (20.5%) were presently continuing their education. Some wives reported difficulty in getting into local schools and colleges; for example, in Hawaii schools were reported to have a non-resident "quota". When the "quota" is filled, no other slots are available. Other wives indicated that their finances did not permit them to obtain additional education. Even if they were to be accepted, having to pay a baby-sitter would prevent them from leaving home long enough to attend classes.

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*Percentages are based on the number of wives responding unless otherwise indicated.

Most of the wives (48.7%) interviewed lived in Navy housing. This is generally the preferred housing, depending on the area in which it might be located. In crowded locations, some sub-standard units are used for military housing. Also, local regulations seem to vary--in some areas sub-standard housing requires less BAQ per month. In other areas, full BAQ is charged regardless of housing condition. Other wives lived in rented apartments (23.7%) or in rented houses (11.8%). Some (15.8%) owned their homes.

Many wives tended to feel that living in Navy housing increased their sense of belonging, since others were in the "same boat". There was opportunity to socialize and to obtain help with baby-sitting and other problems. Neighborly assistance was readily available when needed. However, in many areas wives indicated there were security problems with Navy housing, it offered very little privacy, and it was frequently difficult to get needed repairs. Recreational facilities were also felt to be lacking. Although most Navy housing areas have recreation centers, more could be done to provide and encourage activities that would make use of these facilities, especially in the area of teenager's needs. Wives who lived in civilian housing tended to socialize less often with other Navy families and to have fewer contacts within the Navy community. Shopping was reported to be a relatively easy task for most wives interviewed. Those who live in Navy housing live close enough to the Base Exchange or Commissary to shop there, and most civilian housing areas are also located near stores suitable for obtaining at least emergency supplies.

In order to attempt to learn how Navy wives communicate, interviewees were asked about the existence and use of telephone trees in their husband's command. Some exist, but even these trees are not as operative as they could be. Almost two-thirds (61.6%) of the wives responding to this question reported there was no tree in operation for use in emergencies, and over half (57.4%) of those responding to this question reported that telephone trees for passing other types of information were not available. Twenty-eight wives indicated a telephone tree was in use for emergency communication, and 31 said that they were called via a tree concerning additional information that might be useful.

Since Navy wives clubs would appear to be a useful contact point and source of information and friendship, wives were queried as to whether they belonged to a wives club and to obtain their impressions about wives clubs in general. Two-thirds (64.6%) reported that their command had an enlisted wives club. Examples included the Navy Wives Clubs of America and ship's clubs. About half (47.2%) of wives responding said they belonged to one or more such clubs. Of those who said they did not belong, 32.5 percent said they would like to belong. When queried about the usefulness of wives' clubs, two-thirds (66.2%) of the wives responding said they felt that clubs were or could be extremely helpful. About equal numbers of wives either said No (17.6%) or were undecided (16.2%). Eighteen wives thought wives' clubs were generally a good thing, 17 were undecided, and 9 wives were negative toward such an organization.

When asked about specific problems that keep other wives from attending meetings, 68.8 percent perceived that baby-sitting was a problem for most wives. However, only 41.3 percent reported that baby-sitting was a personal problem for them. Three-fifths (61.2%) felt that lack of interest or apathy would prevent other wives from attending meetings, however only 10 wives (12.5%) indicated they themselves weren't interested.

Half of all wives (48.8%) felt that work obligations would make for time conflicts and perhaps also make it difficult to contact these wives. However, only 18.8 percent reported that their own working schedules made it difficult for them to attend meetings. Other reasons frequently given as to why other wives might have a problem were no cars available unless their husbands were on sea duty (46.3%) when they also have more time and desire to become involved; don't drive (43.8%); hard to contact (38.8%); can't afford gas (31.3%); and lack of public transportation (22.5%). However, many wives carpool to meetings, babysit for each other, and generally help each other in whatever ways they can. In addition, living in Navy housing was said to help a great deal to provide company and contact, when needed.

Other factors make it difficult to contact Navy wives. Many cannot afford to have telephones and this is sometimes due to extremely high deposits and in-

stallation charges required of military personnel in some areas. The Privacy Act also impacts on ability to contact wives. Husbands are inadequate contacts because they are frequently uninformed about opportunities for wives' involvement in Navy or community affairs. Also, many wives reported that some husbands did not want their wives to be involved, or even to be contacted.

With regard to general attitude toward Navy life, 39.3 percent of those responding were favorable. Almost as many (36.1%) said that it was all right, however, 24.6 percent were negative about Navy life.

When asked if they had talked with their husbands' career counselors, 19.0 percent said they had had interviews with their husband's career counselor. Several of these reported that their husbands either now were career counselors or had been collateral duty counselors previously. These wives had a heightened and sympathetic attitude toward the Navy's career counseling efforts. However, of the 64 wives who had not had such interviews, some did not know that they could talk to career counselors and a few had never even heard of them. Topics discussed in these interviews with career counselors included choice of duty station, pay, benefits such as retirement, reenlistment, their husband's job, questions about housing, Navy life in general, the command, and specific programs for which their husbands might be eligible. These wives reported general satisfaction with the interviews--at the least, the experience gave them a feeling that the Navy did care about them as persons.

Wives interviewed were asked if they had attended a meeting where the Navy wives slide show was presented. Three-fourths (75.6%) had not. Some wives also said that they had seen slide packages developed locally by their husband's command which were used in pre-development briefings.

Wives were asked if they would be willing to help organize a meeting for the purpose of gaining information about the Navy and their husbands' career opportunities. Two-thirds (64.5%) said they would be glad to help arrange such a meeting and one-fifth (20.5%) were undecided, depending on the type of meeting and the sponsorship. Eleven wives (14.1%) felt it wouldn't do any good and they

would prefer not to help. Most of the wives (83.3%) would attend such a meeting, 12.1 percent were undecided about attending, and only 3 said they would not be interested. Most of the wives (86.3%) responding (N=66) also thought it would be helpful for husbands to attend such a meeting as well. These wives generally tended to feel there would be less minunderstanding if both husband and wife received the message at the same time--and many indicated that their husbands needed to find out not only that their wives were interested but that wives had a right to obtain information about the Navy. Five of the wives felt that husbands' presence at such a meeting would tend to intimidate wives and keep them from asking questions. This reflects two attitudes frequently encountered during these interviews: (1) wives tended to feel that some husbands don't want their wives to be informed about the Navy other than what husbands choose to tell them and (2) wives' comments in the meeting might reflect unfavorably on husbands if their commands were to learn what wives had said.

Regarding the husband's decision to reenlist, over half (53.8%) reported that they were willing for their husbands to reenlist; one-fifth (20.0%) were undecided; and about one-fourth (26.3%) said No. Five wives had husbands due to retire at the end of the present term of enlistment. Seven wives described themselves as being married to "career" men. While many wives expressed unhappiness about erosion of benefits and career opportunities, they tended to feel a real commitment to the Navy, and in some cases, felt that failure to reenlist would be wasting the years their husbands had already invested in the Navy. Wives were also asked if they would encourage their husbands to reenlist if the decision had to be made today. Over half (56.8%) would encourage their husbands to reenlist. The rest (43.2%) would not. Many of those who stated they would not encourage their husbands to reenlist today also stated they would not discourage them either. The decision was his to make, and they would support his decision, or at least go along with it, whatever his decision might be.

SECTION 4 - DISCUSSION

Navy wives are believed to be a factor that importantly influences retention of Navy enlisted personnel. Wives' satisfaction with Navy life in large part determines in which direction that influence will be exercised. If wives' attitudes and opinions are favorable, it is reasonable to infer that they would be more willing for their husbands to reenlist. This inference is strongly supported by the findings we obtained in this investigation. The samples surveyed reflected the Navy's balance between younger and more experienced Navy wives. The fact that the Navy tends to enlist a single man and reenlist a married man accounts for some of the difficulty experienced in achieving an equal balance between non-career and career Navy wives. In Phase 2[1], only about one in ten of enlisted personnel surveyed were married before they entered the Navy and about one-third of those in service less than five years were married. Over one-third of wives surveyed in Phase 3 had been married a similar length of time. Racial and ethnic minorities tended to be underrepresented in the Phase 3 Navy wives samples. This fact provides implicit evidence that racial and ethnic minority wives may tend to be included within informal wives' communication networks to a lesser extent than majority wives.

Navy wives tended to feel that their husbands enlisted because of career growth and development opportunities offered by the Navy. Wives' perceptions of reasons why their husbands joined the Navy indicate that educational, training and career opportunities were perceived to be major reasons. As compared with Phase 2 wives sampled, the Phase 3 percentage of wives giving these reasons increased while the percentage who thought the reason was for travel, adventure, and new experience dropped substantially. This change over the past two years reflects the changing Navy image over this time span.

The retention of adequate numbers of quality enlisted personnel is a major Navy objective. A reason frequently given to explain why married Navy men do

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[1]References to Phase 2 made throughout this discussion assume that the reader has been sufficiently acquainted with the source--the Phase 2 report (Holoter, Stehle, Conner, and Grace, 1974). Therefore, specific reference citations have been omitted from this discussion.

not reenlist is that their wives are unwilling for them to do so because the wives don't like Navy life. In Phase 2, fewer than two-fifths of husbands sampled reported that their wives were willing for them to reenlist. In contrast, over three-fifths of Navy wives sampled in Phase 2 said they were willing and almost three-fourths said they would encourage their husbands to reenlist if the decision had to be made today. In Phase 3, about twice as many young wives were sampled and two-fifths of the Non-Career group said they were willing for their husbands to reenlist. Three-fifths of the Career group and half of the Over Career group wives were willing. The findings for the Non-Career group wives closely match Phase 2 husbands' perceptions of wives willingness. Since the Phase 2 sample of Navy wives closely paralleled the Phase 3 Career group sample, Phase 3 results support findings obtained in the earlier study. These results emphasize the importance of finding ways to increase young Navy wives' satisfaction with Navy life in order to increase retention of junior enlisted personnel. Career status was not found to be related to the proportion of wives who were undecided about reenlistment. One-fourth of the wives in all three career groups were undecided about their willingness for husbands to reenlist. Almost all of the Navy wives surveyed thought that their feelings about Navy life would influence their husbands' reenlistment decision. These findings tend to indicate that retention could be further improved if the satisfaction of undecided wives in all terms of husband's enlistments could be increased.

Navy retention programs are designed to increase retention of Navy enlisted personnel. Most of the Navy wives sampled were familiar with the GI Bill and the Selective Reenlistment Bonus (SRB). When wives judged the importance of retention incentive programs on husbands' reenlistment decision, order of importance was directly related to wives' familiarity with the program. If wives could be made more familiar with opportunities offered by these programs, they might encourage their husbands to take greater advantage of these opportunities.

An unfavorable economic climate is thought to influence the reenlistment decision of Navy enlisted personnel. A depressed economy is also thought to influence wives attitudes toward reenlistment. Two-thirds of Navy wives sampled

said that the recent recession rather strongly made them want their husbands to reenlist. Findings were less clear as to the effect that an end to the recession would have on their husbands' decisions to reenlist. Only one-fourth thought that it would discourage him from reenlisting. These findings tend to indicate that although a depressed economy tends to be perceived to influence wives' attitudes toward reenlistment in the Navy, wives perceived its influence on husbands to be less clearcut. For husbands, factors such as favorableness of experiences in the Navy and job satisfaction may tend to counterbalance the economic factor as an influencer of reenlistment.

The changing social climate with respect to more women serving in line military organizations appeared to be looked on with disfavor by Navy wives. One-fourth of the wives surveyed said that they would strongly discourage their husbands from reenlisting if the laws were changed to permit Navy women to serve aboard ships at sea. This is a factor that the Navy needs to take into consideration in plans and policy related to equal opportunity for Navy women.

The impact of the Navy's retention advertising program on Navy wives was investigated. Only about one-third of the wives sampled recalled having seen or heard such advertisements. Fewer than one in ten reported that these advertisements had caused them to encourage their husbands to reenlist. Advertising is a costly way of influencing attitudes toward reenlistment. Given the findings obtained in this study, less costly and more effective methods of positively influencing wives attitudes toward reenlistment could probably be developed.

With respect to the Career Counseling Program, attitudes of wives familiar with the program tended to be positive. However, one-fourth of the wives sampled said they were unfamiliar with the program and only about one in ten reported ever having discussed their husband's career with a career counselor. Only one-fourth had attended a slide presentation prepared to inform Navy wives about career growth and development opportunities for their husbands. In contrast, wives were overwhelmingly in favor of expanding the Career Counseling Program to include more counseling of wives pertaining to their husband's career potential and Navy fringe and retirement benefits. Only one-fifth of the wives sampled said they had discussed the Career Counseling Program with their husbands

to any extent, and a number of these were wives of career counselors. Similar findings were obtained in Phase 2. Navy efforts to increase contact with Navy wives appear to have made little dent into the potential audience even though the demand remains great. If the effectiveness of these efforts could be increased, wives' understanding of the Navy would be increased which, in turn, might increase their satisfaction with Navy life. Increased exposure of wives to the Career Counseling Program might also tend to counteract the feelings of some wives that counselors and supervisors were trying to "sell" their husbands on reenlisting.

Wives tended to be satisfied with their husbands' jobs in the Navy and almost all discussed husbands' working conditions with them. These findings indicate that the job situation is an influence that enters the home. If working conditions are favorable, wives attitudes toward the Navy are also probably more favorable. In addition, wives tended to feel that their husbands' supervisors had supported their husbands' requests for additional education or training. However, one-fifth perceived that their husbands had obtained less than a moderate amount of support. If these wives could be made aware of reasons why not all requests can be granted--such as Navy operational needs, personnel shortages, or lack of available seats in the schoolroom--their perceptions of lack of support might be altered.

Although many Navy wives are not currently working, having a career outside the home appears to be attractive to them. One-fourth of the wives surveyed already had a career additional to homemaking. Major reasons for working outside the home were to earn more money and to have a more interesting life. Many wives were interested in obtaining additional education or training. The Navy needs to take these factors into consideration in developing plans to improve personnel satisfaction and increase delivery of career counseling services to Navy wives. Types of programs and times for holding meetings need to be designed to appeal to both non-working and working wives. If educational opportunities available at little or no cost to the Navy could be brought to the attention of wives desiring additional education or training, their satisfaction with Navy life might also be increased.

Wives' attitudes toward Navy life tended to be favorable in general, but less favorable with respect to the past six months. In Phase 2, the same trend was observed. Apparently, recent events tend to have an adverse effect on attitudes. This might reflect a decline in actual conditions or unfavorable recent events. The fact that this trend was observed in surveys conducted in two different time-frames tends to indicate that it may be a more generalizable phenomenon. In any case, this factor needs to be taken into consideration in approaching the wives of enlisted personnel who are nearing the reenlistment decision point in time. Things wives like most about Navy life were dependent medical benefits, retirement benefits, and exchange and commissary services; things least liked were family separation and amount of money husband makes. These findings were also obtained in the Phase 2 survey of Navy wives. However, wives reported less than average satisfaction in these areas. In Phase 2, wives expressed dissatisfaction only with regard to dependent medical benefits. Recent changes and rumors about further erosion of these benefits and services appear to be negatively influencing Navy wives' satisfaction. The fact that as a general rule, moving tends to cost families more than the Navy can allow only leads to greater dissatisfaction. Although many Navy wives are satisfied with Navy life, only a small number perceive public opinion about the Navy to be favorable.

Expectations are a factor that can importantly influence attitudes. Although about half of the Navy wives sampled said that they found Navy life about as they had expected, more found it worse than expected rather than better than expected. If Navy wives who found it worse could have been given a more realistic picture of Navy life before exposure to it, their satisfaction with Navy life would probably have been increased.

Housing is an important factor influencing wives' attitudes toward the Navy. In fact, one-third reported that housing discouraged them and caused them to dislike Navy life. About five times as many are living in rented civilian housing as would choose to do so. Most experienced some delay in obtaining housing and about half experienced a wait of more than two months in order to get permanent housing at their husbands' current assignments. Although economic conditions may make it impossible to take corrective action in this area, the Navy needs to give careful consideration to finding ways to decrease housing

delays and improve the quality of available housing in order to increase wives' satisfaction with Navy life.

Navy wives dislike family separation. They find it places a burden on them and they dislike living alone. Many find it difficult to get needed help when their husbands are away on Navy duty. Almost two-thirds reported that their husbands had been away from them on Navy duty half or more of the time since they had been Navy wives. Less than half of the wives sampled felt that the amount of time their husbands spent at sea was necessary to accomplish the overall Navy mission. If wives could obtain a better understanding of why it is necessary for their husbands to be assigned to duty away from home and if ways could be found to ease the burden that family separation places on them, their satisfaction with Navy life might be improved.

Navy wives surveyed tended to like the location to which they were assigned. However, one in four was dissatisfied and felt that the Navy paid very little attention to their husbands' choice of duty location. Most wives reported that their husbands discussed filling out the Duty Preference Card with them. If both wives and husbands had a better understanding about Navy needs and realistic location choices, attitudes toward Navy life in general might be improved.

Military life requires that personnel and their families live by a set of military regulations. Almost one-third of wives sampled reported that they did not like to live by the set of Navy rules and regulations. Phase 2 wives on the average expressed less dislike in this area. Most Navy wives are willing to take on responsibility and on the average, in Phase 3, wives were more willing than in Phase 2. Wives are generally proud to be Navy and feel that their husbands are making a contribution to society by serving in the Navy. Similar findings were obtained in Phase 2. On the other hand, Phase 3 wives tended to feel that the Navy did not treat them as persons worthy of respect and on the average they felt less well treated than did Phase 2 wives. While these differences may in part be attributable to sample difference, the possibility exists that conditions have really changed for Navy wives. Women in civilian

society appear to be becoming more independent and gaining in self-esteem. This probably is also true of Navy wives. The fact that these wives tend not to feel treated as persons worthy of respect may increasingly have a negative influence on retention of married Navy men.

With regard to information about the Navy, wives are very interested in obtaining additional information about medical and dental benefits, dependent educational benefits, retirement benefits, husband's job, Exchange and Commissary services, and educational and training opportunities for their husbands. They were also interested in obtaining additional information about other aspects of Navy life. Wives consider their husbands and the Navy Times to be the most accurate sources of information about the Navy and husbands, other Navy wives and the Navy Times were sources most frequently used to obtain such information. These findings emphasize the importance of ensuring that husbands have accurate information to pass along to their wives and expanding the Career Counseling Program to make counseling more available to Navy wives.

Interview findings tended to support results obtained in the Navy wives survey. Interviews were conducted in order to obtain new ideas and guidance concerning the practicality of bringing Navy wives into closer contact with the Navy and other Navy families. Wives could expect to benefit from closer contact with the Navy in three major ways: (1) gain increased understanding of their husband's career development opportunities within the Navy and later in civilian life; (2) obtain assistance more easily if needed when their husbands are required to be away from home on Navy duty; and (3) improve the quality of life for their own and other Navy families.

In SDC's administration of Phase 2 Navy wives survey, difficulties in contacting Navy wives were encountered. Navy personnel reported that they had encountered similar difficulties in trying to contact Navy wives. After exploring many alternatives, SDC and the Navy jointly concluded that although interest and access routes varied by location, certain commonalities existed across areas. Interviews were designed to explore and expand the set of commonalities that had been identified.

Development of a contact model which could be implemented by the Navy to establish and maintain two-way communication with wives of enlisted personnel was important to the Navy because husbands' reenlistment decisions had been found to be influenced by spouses' attitudes toward the Navy. Wives with favorable attitudes tend to encourage their husbands to reenlist. If wives are dissatisfied with Navy life, they tend to be unwilling. Retention could probably be improved if ways to increase wives' satisfaction with Navy life can be found.

The way the new Navy wife is introduced to Navy life is of particular importance because first impressions tend to be lasting. Generally speaking, the new Navy wife reports that she had expected a certain amount of family separation and was ready to accept it. However, the reality of separation was often much more difficult to accept than she had been led to expect. The fact that many new wives--particularly those who are young--are unfamiliar with how to obtain help from the Navy only adds to their feelings of dissatisfaction. Misinformation can also create problems. During the interviews, several junior wives reported that they had been misinformed by their husband's recruiter--not only about Navy life but also what these wives perceived as "promises" concerning their husbands' careers. A few young wives were found to have been "turned off" rather quickly when faced with the reality of day-to-day Navy life. These wives stated that they preferred no contact at all with the Navy and were just marking time till their husbands got out. Unfamiliarity, misinformation, and being "turned off" are wives' problems that the Navy Wives Contact Model should be able to help solve.

SECTION 5 - NAVY WIVES CONTACT MODEL

The Navy Wives' Contact Model was developed using information obtained from various Navy agencies and interviews conducted with knowledgeable Navy wives. Results obtained in the Phase 2 and Phase 3 Navy wives surveys were used to verify and expand findings obtained from the interviews. The model, which is depicted in Figure 5-1, shows location, contact agent, probable best sequence of contact, and direction of communication. The key intercept point at the new Navy location has been identified as the Housing Office. Therefore, communication direction is shown by arrows entering or emanating from this office. In reality, information about other contact agencies is to be provided by the Housing Office, with future contact to be made at times and locations to be mutually determined by the Navy wife and the other agency representatives. The same approach would be utilized to contact newly married wives of personnel already stationed at a location. Although a similar model could, if desired, be developed for use with single enlisted personnel, development of such a model fell beyond the scope of the present study. Each aspect of the Navy Wives Contact Model will be discussed in terms of location in the following paragraphs.

5.1 FORMER LOCATION

The importance of treating wives as persons worthy of respect by welcoming them and providing them with realistic information about the new location is recognized in the model by box (1), as follows:

(1) Receive Information About Housing, Command, and Community by Mail. Prior to the time of transfer/arrival, each Navy wife to be relocated will receive a packet from the Housing Office at the new location. This packet will contain (1) a letter of welcome from the Housing Office with directions about how to reach it, including map and telephone number; (2) brochures descriptive of the new location with information about locations, types and availability of housing, dependent educational opportunities, shopping facilities, and how to contact emergency medical servies; (3) a letter of personal

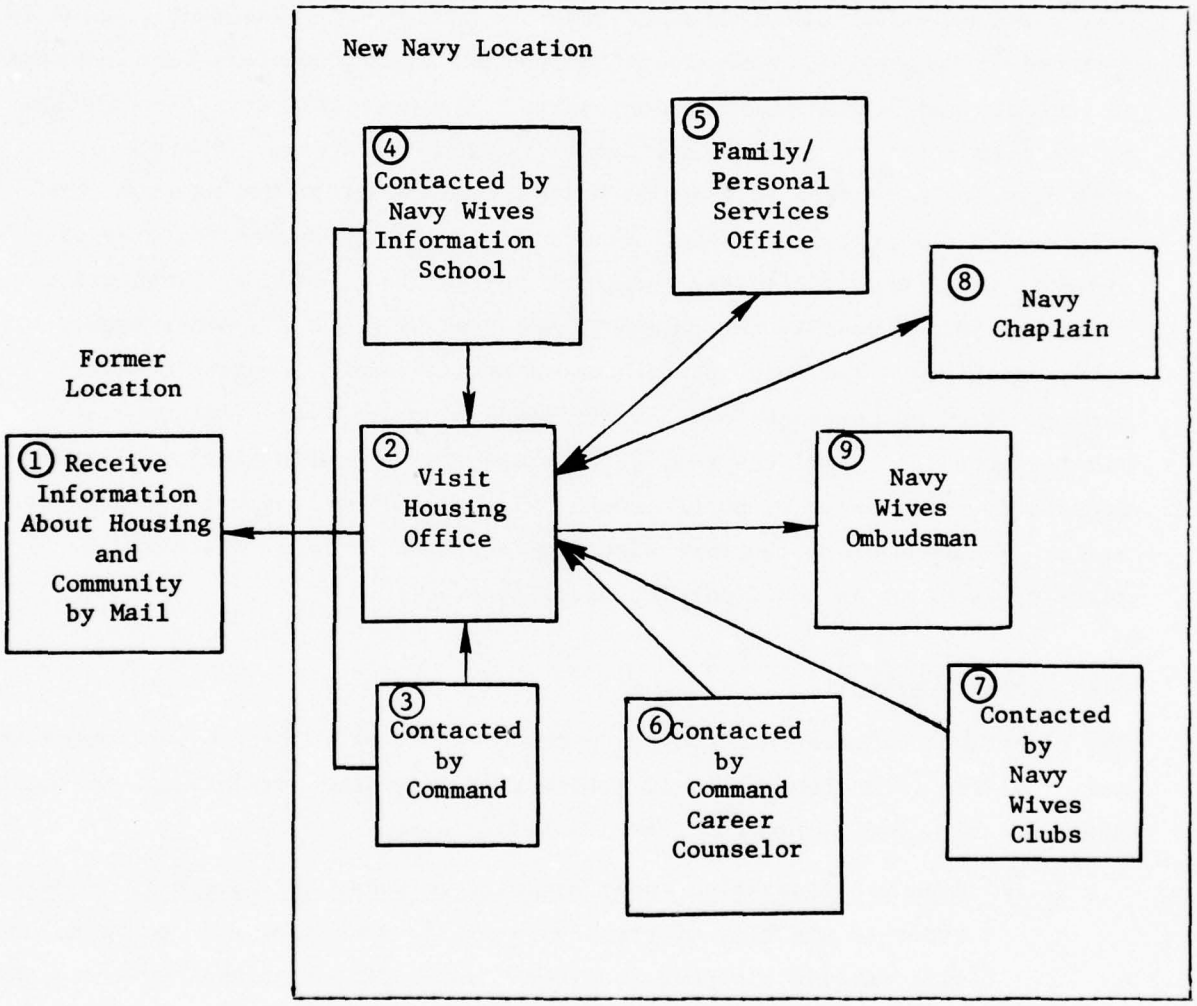

Figure 5-1. Navy Wives Contact Model

Arrows indicate direction in which contact is to be made. Circled numbers indicate probable best sequence of contact.

welcome from a Navy wife within the unit command with a promise of personal contact once the relocating wife arrives at the new location; and (4) a letter of personal welcome from the head of the local Navy Wives Information School with a description of the program offered and an invitation to attend. Contents of this packet should be prepared in compact form in order to keep the packet as small yet as complete as possible. The emphasis should be placed on extending a warm welcome to the new wife and assuring her that she is viewed as a valued addition by the new Navy community. While the packet will be issued by the Housing Office, the local receiving unit command should be tasked with responsibility for ensuring that all wives of personnel entering that command receive the appropriate packet in a timely manner. The intent of the model is to institutionalize wives' contact within the command structure of the local unit command and introduce wives to their husbands' work environments. A man with a satisfied family is a more satisfied man on the job.

The importance of providing Navy wives with favorable entry into the new community cannot be overemphasized. Another reason for sending material on ahead is to acquaint Navy husbands with the fact that the Navy wants to be able to contact their wives at the new location in order to assist wives in settling their families and making the home happier for husbands. This approach is honest and would greatly assist in counteracting the resistance of some husbands about providing their wives' addresses and/or telephone numbers to appropriate Navy agencies for purposes of contact. Every effort should be made to deliver these packets to Navy wives at the former location, but in cases where this is impossible, wives should be given a packet when they reach the Housing Office at the new location. Husbands should not be depended upon to deliver packets to their wives as this has proved to be a very ineffective way of reaching both civilian and military wives.

5.2 NEW NAVY LOCATION

The sequence and function of each of the contact agencies are as follows:

(2) Visit Housing Office. The most dependable place to contact all Navy wives appears to be the Housing Office because all families must find a place to live. While a few families are able to locate housing on their own, most require assistance, and at some locations a visit to the Housing Office is mandatory. An atmosphere of warm welcome and assistance should exist in the Housing Office. Another personalized packet, this time in a Navy folder with the wife's name on the cover should be awaiting her at the Housing Office. Think how you would feel when you arrive at a conference meeting and find your name tag and a personalized set of informative material awaiting you. It generally makes you feel welcomed and important. That is exactly how the entering Navy wife will feel. The other Navy agencies within the contact model should be identified and the need for the Navy to be free to contact wives explained. A Privacy Act form for husband's signature should be explained and every effort made to encourage him to sign it. The Navy Wives Information School (4) should be described and the location and schedule provided. Another letter of welcome from the unit command (5) containing a second welcome and more specific plans for personal contact should also be included. The function of the Wives Ombudsman (9) should be explained and wives given her name, address, and telephone number. Both husband and wife should be alerted to the fact that wives will be contacted by each of the other agencies, excepting the Wives Ombudsman, for purposes of welcome and offers of assistance. Then, the promise of contact should be kept by each of these agencies unless the husband or wife absolutely refuses to accept contact. Special attention should be paid to ensuring that hesitant wives are contacted because hesitancy is related to timidity, and these wives are often the ones most in need of supportive contact. Any real or commonly perceived inequities in housing across the services should be pointed out by Housing Office personnel and valid reasons given to wives during this first visit. Waiting for wives to find out by word of mouth or later experience can

only serve to increase wives' dissatisfaction with Navy housing and can lead to wives' mistrust of other information provided them.

(3) Contacted by Command. The promise of personal contact should be kept and a visit to husband's work location arranged for the wife as soon as possible. If the specific location is inaccessible for security or other reasons, the visit should at least include a tour of the general premises. It is a great help to wives if they have an opportunity to see first-hand the place where their husbands work. This visit helps them better understand their husbands' jobs and provides an excellent opportunity for unit commands to point out Navy needs to wives. The importance of the husband's job to the Navy and the nation should also be pointed out during this visit. Wives should also be introduced to the career counselor (6) during this visit.

(4) Contacted by Navy Wives Information School. The head of the Navy Wives Information School should contact new wives and invite them to attend the next session of the school. The coordinator should also make provisions for babysitting and transportation, perhaps with the assistance of volunteer wives from Navy wives clubs, and the fact that such provisions have been made should also be clearly pointed out to new wives at the time of contact.

(5) Family/Personal Services Office. New wives will have been provided with information about services offered by the Family/Personal Services Office and directions given as to how to reach this office. At locations where this office is co-located with the Housing Office, wives should be escorted and introduced to personnel at the time of their visit to the Housing Office. At a slightly later time, Family/Personal Services Office personnel should contact wives directly to follow-up on the adequacy with which family needs are being met at the new location. This office should serve as the contact point to direct wives to other needed resources, such as Navy Relief. If wives need assistance before the follow-up, it

should have been made clear when the office was identified that wives are free to contact this office if they so desire.

(6) Contacted by Command and Career Counselor. Within the first two months after wives' arrival at the new location, career counselors should personally contact wives for purposes of setting up a counseling session. The preferred method would be a joint husbands-wives session. The Navy Wives slide presentation could be used to provide focus for wives' meetings, but other locally developed options could also be employed. The important reason for providing counseling early on is that wives currently obtain Navy information primarily from their husbands or other Navy wives. While wives consider their husbands to be accurate sources of information, this is not always the case. One way career counselors can aid in meeting the need to make wives feel treated as persons worthy of respect is to honor wives with the presentation of accurate and official information jointly with their husbands. An advantage of using the slide presentation is that the professional quality of the production implicitly tells wives that the Navy cares enough about them to prepare a top quality presentation for them. Since Navy information which reaches wives through informal face-to-face communication with husbands or other wives may be inaccurate, an authoritative presentation by a career counselor early in the tour of duty at the location will assist in counteracting inaccuracies that otherwise are perpetuated via the informal method of communication. Group discussion should also be encouraged during the session, and even if a wife has previously attended a session, programs change and her attendance again at the new location should be encouraged.

(7) Contacted by Navy Wives Clubs. Arrangements should be made by Navy Wives Clubs of America, local enlisted and ship's wives clubs, and Wifeline to acquaint new wives with their objectives, program, and meeting schedule. New wives should be contacted and invited to accompany a member to a meeting. While not all Navy wives are interested or able to be active in wives' clubs, almost all are

interested in obtaining additional information about them. A visit to a club meeting is a good way to obtain such information and meet other Navy wives, regardless of whether the new wife chooses to be active. The invitation and honor shown during the visit will implicitly tell new wives that the Navy community cares and is treating them as persons worthy of respect. Such gestures will also help counteract the feeling commonly expressed by some Navy wives that "if the Navy wanted enlisted men to have wives, the Navy would have issued them one in their sea bag."

(8) Navy Chaplain. The Navy Chaplain should arrange to contact new wives to welcome them, provide information about religious activities at the location, and invite them to attend if they so desire. It should have been made clear to new wives that they are also free to contact the Chaplain if they so desire, and information provided to assist them in making the contact.

(9) Navy Wives Ombudsmen. The function and role of the Navy Wives Ombudsman, together with information about how to reach her, should have been provided during the new wives' first visit to the Housing Office. Initiative for follow-up rests with the new wife under current Ombudsman program policy.

In summary, the objective of the Navy Wives Contact Model is to ensure that all wives entering a new Navy location are warmly welcomed, treated as persons worthy of respect, made aware of contact points for obtaining assistance if needed, and provided with adequate information about their husbands' career growth and development opportunities in the Navy. The model has been designed so that it can be implemented at little if any additional cost to the Navy. Many aspects of the model are already in operation at Navy locations. The difference is that model implementation would be made consistent across Navy locations and operational responsibility would be assigned to the local unit command. This assignment would strengthen the chain of command and ensure that Navy staff functions, such as housing and family/personal services, are operated to best advantage with respect to retention. One facet of the model requires institutionalization within the Bureau of Naval Personnel. This

facet is the Navy Wives Information School. Those currently in operation and doing a good job have strong local support. This support needs to be formalized and the practice of holding such schools needs to be institutionalized Navywide.

SECTION 6 - CONCLUSIONS

This section summarizes Navy Wives study objectives and presents conclusions drawn from this study. Recommendations growing out of these conclusions appear in a separate report (Grace, Holoter, Provenzano, Copes, and Steiner, 1976) which integrates Navy Wives study, Command Retention Team Concept study and Career Counseling Multi-Media Evaluation study findings into a single set of Phase 3 research recommendations. Because certain aspects of the research were replicated across studies, related conclusions have been drawn in these three studies. By combining study recommendations into a single report, appropriate weight can be assigned to recommendations based on conclusions drawn from more than one study. Navy wives study objectives and conclusions are as follows:

Objective 1. Baseline data relative to Navy wives attitudes and opinions obtained in the Phase 2 survey were confirmed in the Phase 3 Navy wives survey.

Conclusion 1. Navy wives generally have favorable attitudes toward Navy life, but recent attitudes are less favorable than long-term attitudes. Navy wives tend to be proud to be Navy and to feel that their husbands are making a contribution to society by serving in the Navy. In contrast, wives tend to feel that the Navy does not treat them as persons worthy of respect.

Conclusion 2. Navy wives tend to be willing to take on responsibility. Also, many Navy wives do not like to live by a set of Navy rules and regulations and few perceive public opinion about the Navy to be favorable.

Conclusion 3. Areas of Navy life considered to be important and with which Navy wives are most dissatisfied, such as retirement benefits, husbands pay, financial security and dependent medical and dental benefits, are areas that fall largely if not entirely outside the control of local unit commands.

Conclusion 4. Most Navy wives would present a realistic picture of the Navy to non-Navy wives whose husbands were considering enlisting.

Conclusion 5. Many Navy wives combine work outside the home with their traditional role as wife and mother, and most of these are working in order to earn more money. Some Navy wives are unaware of their husbands Navy pay arrangements. Most Navy wives would like to obtain additional education or training, and many report that they cannot afford to obtain it.

Conclusion 6. Almost all Navy wives discuss their husbands' working conditions with them. Most wives tend to be satisfied with their husbands' jobs in the Navy. Most Navy wives perceive that their husbands enlisted in the Navy for reasons of career growth and development opportunity. Some Navy wives perceive that supervisors have not supported their husbands' requests for additional education and training.

Conclusion 7. Housing tends to discourage many Navy wives and cause them to dislike Navy life, and many experience extensive delays in obtaining permanent housing. Navy wives usually discuss Duty Preference Card decisions with their husbands. Most wives express at least average satisfaction with the location to which they are assigned.

Conclusion 8. Navy wives overwhelmingly dislike the burden that family separation places on them and lack a clear understanding as to why their husbands must spend so much time at sea in order to accomplish the overall Navy mission.

Conclusion 9. Many Navy wives have difficulty in getting needed assistance when their husbands are away from home on Navy duty.

Conclusion 10. Navy wives familiar with the Career Counseling Program tend to have favorable attitudes toward it, however relatively few have ever received counseling or obtained information designed to be made available through this program. Relatively few Navy wives discuss the Career Counseling Program to any extent with their husbands. Most Navy wives lack exposure to the program required to understand its objectives. Some tend to feel that counselors and supervisors are trying to "sell" their husbands on reenlisting.

Objective 2. Additional data relative to wives' attitudes and opinions of specific interest to the Navy were obtained.

Conclusion 11. Reenlistment advertising fails to impact on a majority of Navy wives sampled and it has little influence on wives' encouragement of their husbands reenlisting in the Navy.

Conclusion 12. The recession tended to make Navy wives attitudes toward their husbands' reenlisting more favorable. Wives perceived that the end of the recession would have a lesser effect on their husbands' decisions to reenlist. Wives who were unwilling or undecided about their husbands' reenlisting thought that the end of the recession would discourage their husbands from reenlisting. Real and perceived erosion of benefits and services has tended to increase the dissatisfaction of Navy wives, as compared with the 1973 time-frame.

Conclusion 13. The possibility of Navy women serving aboard ships at sea will tend to make wives discourage their husbands from reenlisting.

Conclusion 14. Navy wives are extremely interested in obtaining more information about various aspects of Navy life that affect families and husbands' careers. Judged importance of Navy retention incentive programs is directly related to Navy wives' familiarity with these programs.

Conclusion 15. Navy wives obtain information about the Navy most frequently from their husbands, other Navy wives, and the Navy Times, and wives consider the most accurate sources of information to be their husbands and the Navy Times.

Objective 3. A Navy Wives Contact Model was developed.

Conclusion 16. Implementation of the Navy Wives Contact Model with responsibility for program operation placed at the unit command level with Housing Office and other contact agency support would assist in countering influences that negatively impact on wives attitudes toward the Navy and as a result, retention of Navy husbands would be increased.

Conclusion 17. Navy wives are interested in and willing to help arrange meetings in which Navy wives could obtain information about the Navy. Wives willing to help organize such meetings tend to perceive that they would have fewer problems in attending them than other Navy wives probably would experience. Racial and ethnic minority wives tend to be included in informal wives' communication networks to a lesser extent than majority wives.

Conclusion 18. The Navy Wives Information School is a valuable concept which is designed to increase wives' satisfaction with Navy life. This concept is currently implemented largely under local sponsorship. In order to ensure continuity and expand usage of the concept, Navy Wives Information Schools need to be institutionalized Navywide.

Objective 4. Findings relative to the probable impact of wives as influence agents in the area of Navy enlisted personnel satisfaction and retention were confirmed.

Conclusion 19. Most Navy wives are either willing or undecided about their willingness for their husbands to reenlist in the Navy; a lesser number are unwilling for their husbands to reenlist. The closer the reenlistment decision time, the more encouraging wives are toward their husbands' reenlisting.

Conclusion 20. Navy wives who are willing for their husbands to reenlist feel more positively about a wide variety of aspects of Navy life than do wives who are undecided; similarly, wives who are undecided feel more positibely than do wives who are unwilling for their husbands to reenlist.

Conclusion 21. Willingness for husbands to reenlist is related to the degree to which wives' expectations about the Navy are met; wives who found Navy life worse than expected were less willing for their husbands to reenlist.

Conclusion 22. Improving the satisfaction with Navy life of younger wives and wives who are undecided about their husbands' reenlisting can be expected to increase retention of Navy enlisted personnel. Younger Navy wives are less willing for their husbands to reenlist than more experienced Navy wives. Career status is unrelated to the proportion of Navy wives who are undecided about their husbands' reenlisting.

APPENDIX A

FACTORS AFFECTING NAVY ENLISTED PERSONNEL RETENTION - PART I

This appendix presents the questionnaire in the survey of wives of Navy enlisted men. Response data are included for most questions, showing the number of persons responding, percentage for each response and means where the response choices are of an ordinal nature. Data from several questions are depicted by bar charts and page references are included by the question.

10 September 1976

System Development Corporation
TM-5031/007/00

O.M.B. No. 45-S75006

Approval Expires December 1976

FACTORS AFFECTING NAVY ENLISTED PERSONNEL RETENTION

PART I

Date _____ Time _____

PURPOSE OF SURVEY

A study is currently in progress to determine career satisfaction and other factors that may affect the Navyman's decision about reenlistment. Based on the results obtained from this study, modifications may be made that will make a Navy career more attractive to the Navyman and his family. As a Navy wife, your opinions and suggestions are important in determining the needs and desires of Navy personnel and their families.

Please feel free to be completely frank in your answers. There are no "right" or "wrong" answers for these questions. It is your own honest opinion we want. Your responses will be strictly confidential and will be used only for research purposes. All processing of data will be accomplished by an outside, non-military organization to ensure that individual replies and other information about individuals will not be released to any agency of the U.S. Navy.

Instructions about how to fill out this survey appear on the next page.

FORMAL NOTICE

The data are intended to be used only for statistical purposes; no data reported for an individual will be identified in any publication, and individual data will not be disclosed for any other purpose except as required by law.

SDC/WV-0875

INSTRUCTIONS

- There are four types of questions in this survey. Some questions require that you enter numbers or letters in boxes. For example, if your husband is a Seaman, you would enter a 3 in the box next to this question:

5 | What is your husband's pay grade? E- [3]

Please note that the numbers to the left of the responses are for processing purposes only and are not part of the questions.

- Other questions require a check mark to indicate your answer. For example:

	What is the highest level of education that you have attained?
	___1 Less than high school
	___2 High school graduate
9	✓3 Some college with no degree
	___4 Associate degree
	___5 Bachelor's degree
	___6 Master's or doctoral degree

- Some questions are arranged to indicate degree of opinion or feeling. On these, please circle the number that best corresponds to your opinion or feeling. For example:

	How do you feel about your husband's present Navy job?
17	5 — (4) — 3 — 2 — 1
	Very satisfied — Average — Very dissatisfied

Circling the 4 would indicate that your feeling is between "very satisfied" and "average", or, to put it another way, you are fairly satisfied.

- In some cases, you may need to write in brief answers or descriptions.

Please answer all questions on each page, but do not spend a lot of time on any particular one. In all cases, except where specified, please give only one answer to each question.

Thank you very much for your cooperation in responding to this questionnaire.

> NOTE: Please refer to your Navy ID card for any information you need to answer questions 1 through 3 and questions 14 and 15.

PART I

What is your husband's social security number?

N=491 ☐☐☐ ☐☐ ☐☐☐☐ *84.1% responded*

1. What is your husband's rate/rating in the Navy (e.g., ET, AME)?

See Page A-5

☐☐☐

2. What is your husband's Navy pay grade?

See Page A-5

E - ☐

3. How many different neighborhoods did you live in prior to the age of 18?

N=580
m=2.87

26.0%	1	One
20.2%	2	Two
15.3%	3	Three
17.4%	4	Four to six
21.0%	5	Seven or more

4. What is your racial background?

N=577
m=3.82

2.3%	1	American Indian or Alaskan native
4.0%	2	Asian or Pacific Islander
3.5%	3	Black
90.3%	4	White

5.a. Is your ethnic heritage Hispanic?

N=542

6.8%	1	Yes
93.2%	2	No

5.b. *28.6%* Other, specify _____

6. How many dependent children do you have?

See Page A-6

a. ___ Please check here if no children.
b. How many age 5 and below? _____
c. How many ages 6 through 12? _____
d. How many ages 13 through 17? _____

QUESTION	N Respond	Percent of Total
Rate Group (Q1) (N=564)		
Deck	73	12.9%
Ordnance	64	11.3%
Electronics	44	7.8%
Precision Equipment	2	0.4%
Administrative and Clerical	99	17.6%
Miscellaneous	3	0.5%
Engineering and Hull	129	22.9%
Construction	1	0.2%
Aviation	131	23.2%
Medical	9	1.6%
Dental	3	0.5%
Non-Rated	6	1.1%
No Response=20		
Pay Grade (Q2) (N=583)		
E-1	0	0.0%
E-2	5	0.9%
E-3	30	5.1%
E-4	56	9.6%
E-5	127	21.8%
E-6	199	34.1%
E-7	115	19.7%
E-8	42	7.2%
E-9	9	1.5%
No response = 1		
Mean = 5.79		

QUESTION	N Respond	Percent of Total
No. dependent children (Q6)		
No. children under 6		
0	273	46.7%
1	193	33.0%
2	99	17.0%
more than 2	19	3.3%
N=	584	
No. children aged 6-12		
0	298	51.0%
1	135	23.1%
2	110	18.8%
more than 2	41	7.0%
N=	584	
No. children aged 13-17		
0	478	81.8%
1	60	10.3%
more than 1	46	7.9%
N=	584	
Total no. of children		
0	102	17.5%
1	117	20.0%
2	198	33.9%
3	106	18.2%
more than 3	61	10.4%
N=	584	
Mean = 1.9		

7. **Please indicate the type of activity to which your husband is assigned.**

N=579

18.8%	A	Shore duty (other than shore-based A/C squadron)
6.4%	B	Shore-based A/C squadron or detachment
7.9%	C	Carrier-based A/C squadron or detachment
6.4%	D	Aircraft carrier (other than carrier-based A/C squadron)
4.3%	E	Service force ship
9.8%	F	Amphibious ship/craft
27.1%	G	Cruiser/destroyer types
0.2%	H	Minecraft
6.7%	I	Submarine
2.9%	J	Tender
9.3%	K	If other, specify _____

On the next three questions, please insert the appropriate code for the month, and the last two digits of the year.

Jan = 01	May = 05	Sept = 09
Feb = 02	June = 06	Oct = 10
Mar = 03	July = 07	Nov = 11
Apr = 04	Aug = 08	Dec = 12

8. **When were you married?**

See Page A-8

Month ☐☐ 1 9 Year ☐☐

9. **When did your husband first report for active duty in the Navy?**

See Page A-8

Month ☐☐ 1 9 Year ☐☐

10. **When does your husband's present active duty end?**

See Page A-8

Month ☐☐ 1 9 Year ☐☐

11. **How do you feel about your husband's present Navy job?**

N=577
m=3.30

15.9%	28.4%	34.5%	11.8%	9.5%
5	4	3	2	1
Very satisfied		Average		Very dissatisfied

QUESTION	N Respond	Percent of Total
Length of Marriage (Q8) (N=571)		
Less than 5 Years	213	37.3%
5-10 Years	167	29.2%
10-15 Years	122	21.4%
15-20 Years	60	10.5%
More than 20 Years	9	1.6%
No response = 13		
Mean=7 Years 8 Months		
Length of Active Duty (Q9) (N=563)		
Less than 5 Years	110	19.5%
5-10 Years	118	21.0%
10-15 Years	139	24.7%
15-20 Years	152	27.0%
More than 20 Years	44	7.8%
No response = 21		
Mean=11 Years 5 Months		
Time Remaining (Q10) (N=568)		
Less than 2 Years	211	37.1%
2-4 Years	246	43.3%
4-6 Years	100	17.6%
More than 6 Years	11	1.9%
No response = 16		

12. How often does your husband discuss his working conditions with you?

N=581 m=4.08	47.2%	22.7%	22.9%	5.3%	1.9%
	5	4	3	2	1
	Very often		Sometimes		Never

13. While your husband has been in the Navy, has he ever tried to be assigned to any educational or training program for which he is qualified?

N=577

78.3% 3 Yes
8.5% 2 No
13.2% 1 Don't know

14. If he has, how much support did his superiors give him in obtaining such an assignment?

N=390 m=3.40	29.7%	19.5%	27.4%	7.7%	15.6%	N=122
	5	4	3	2	1	6
	A great deal of support		A moderate amount of support		Very little support	Don't know

15. Has your husband ever received special pay because of the type of job he holds in the Navy? (For example, pro-pay, or Selective Reenlistment Bonus [SRB])?

N=582

56.9% 3 Yes
33.5% 2 No
9.6% 1 Don't know

16. Are you presently a member of an organized wives' club associated with the Navy?

N=583

52.0% 2 Yes
48.0% 1 No

17. Does being a Navy wife prevent you from doing things that you would like to do?

N=576

29.7% 2 Yes
67.0% 1 No
3.3% 3 If yes, please describe _____

- **Listed below are eleven things about the Navy and Navy life that affect people differently.**

Things about the Navy

A	Husband's job	G	Changes of station
B	Retirement benefits	H	Family housing
C	Dependent medical benefits	I	Exchange and commissary services
D	Dependent educational benefits	J	Contact with people of other races or ethnic groups
E	Family separation	K	Clubs and social life
F	Amount of money husband makes		

18. Which are the three things you like best about Navy life?
(Put the letter that stands for the thing you like in the blank)

See Page A-11

___a First choice for like best
___b Second choice for like best
___c Third choice for like best

19. Which are the three things you dislike most about Navy life?
(Put the letter that stands for the thing you dislike in the blank)

See Page A-11

___a First choice for dislike most
___b Second choice for dislike most
___c Third choice for dislike most

20. How do you feel about having to live by a set of Navy rules and regulations?

N=572
m=2.70

1.6%	*9.4%*	*57.2%*	*20.6%*	*11.2%*
5	4	3	2	1
Like very much		Don't mind		Dislike very much

21. How do you feel about taking responsibility?

N=582
m=3.54

21.5%	5	Enjoy it very much
22.3%	4	Like it
45.9%	3	Don't mind
9.5%	2	Would rather not
0.9%	1	Definitely do not like

QUESTION	% Not Answering	Number Answers	Percent of Those Responding*										
			A	B	C	D	E	F	G	H	I	J	K
18. Three things liked best													
a) First	4.3%	559	11.4%	20.6%	28.1%	0.9%	0.2%	2.3%	10.9%	3.6%	10.9%	10.2%	0.9%
b) Second	6.3	547	2.6	13.2	27.7	2.4	0.4	1.8	6.8	5.8	25.0	11.3	3.1
c) Third	8.7	533	4.1	14.3	14.3	3.4	0.4	6.4	8.8	7.5	24.0	11.4	5.4
19. Dislike Most													
a) First	2.6	569	2.1	0.7	4.4	0.2	75.4	12.5	2.5	1.2	0.7	0.2	0.4
b) Second	10.4	523	5.4	4.2	8.4	4.2	15.1	30.4	18.5	9.6	2.1	0.6	1.5
c) Third	20.0	467	7.5	7.1	9.4	5.8	6.2	21.8	17.1	15.2	4.3	2.1	3.4

*Things about the Navy

A Husband's job
B Retirement benefits
C Dependent medical benefits
D Dependent educational benefits
E Family separation
F Amount of money husband makes
G Changes of station
H Family housing
I Exchange and commissary services
J Contact with people of other races or ethnic groups
K Clubs and social life

22. To what extent has Navy life met the expectations you had when you became a Navy wife?

N=575 m=2.91

6.3%	18.4%	46.1%	18.6%	10.6%
5	4	3	2	1
Much better than I expected		About as I expected		Much worse than I expected

23. How would you rate your attitude toward the Navy in the past six months?

N=579 m=2.90

10.9%	27.3%	21.8%	21.2%	18.8%
5	4	3	2	1
Very positive		Indifferent		Very negative

24. How do you like the Navy way of life?

N=580 m=3.48

18.3%	40.7%	20.7%	11.9%	8.4%
5	4	3	2	1
Very much		Undecided		Not at all

25. How would you rate public opinion about the Navy?

N=575 m=2.33

1.9%	9.2%	35.5%	27.1%	26.3%
5	4	3	2	1
Very favorable		Indifferent		Very unfavorable

26. Have you ever maintained your own household as a single person?

N=581

55.4%	2	Yes
44.6%	1	No

27. Have you ever wanted to have a career other than homemaking?

N=578 m=2.02

52.8%	2	Yes
22.5%	1	No
24.7%	3	Already have an additional career other than homemaking

28. Are you currently working outside the home?

N=579

9.0%	7	Yes, full-time for pay (40 hours or more per week)
4.5%	6	Yes, half-time for pay (at least 20 hours but less than 40 per week)
7.6%	5	Yes, part-time for pay (less than 20 hours per week)
4.0%	4	Yes, irregular work (such as temporary agency work)
16.8%	3	Yes, as nonpaid volunteer
54.6%	2	No, not at the present time
3.6%	1	No, but I work when my husband is away on sea duty.

29. Which one of the following best describes why you are currently working either at a paying job or as a non-paid volunteer?

N=566

20.1%	1	To earn money
13.1%	2	To have a more interesting life
3.2%	3	To get out of the house
7.1%	4	To be of service to the community
2.3%	5	To help the Navy
3.4%	6	To help my children
4.4%	7	Other, specify _____
46.5%	8	Not working

30. If your husband has been assigned overseas, on how many assignments (e.g., homeporting, shore duty) have you accompanied him?

N=566

23.4%	1	One
7.2%	2	Two
1.9%	3	Three
1.9%	4	Four or more
19.4%	5	Never accompanied him
46.1%	6	He has never been assigned overseas

31. How do you feel about your husband's present home port or station assignment?

N=580
m=3.24

24.8%	18.8%	29.7%	11.9%	15.7%
5	4	3	2	1
Very satisfied		Average		Very dissatisfied

32. How much attention do you feel the Navy pays to your husband's choice of duty?

N=580
m=2.55

6.4%	18.8%	28.1%	16.9%	29.8%
5	4	3	2	1
Very much attention		Some attention		Very little attention

33. If you had an option, how would you choose to house your family?

N=578
m=3.07

29.1%	1	Government-owned public quarters (surrender BAQ)
5.5%	2	Navy-owned rental housing (keep BAQ, but pay rental fee)
8.7%	3	Navy-leased housing (civilian home, but surrender BAQ)
46.5%	4	Civilian housing (owned)
6.2%	5	Civilian housing (rented)
4.0%	6	Other, specify _____

34. In what type of housing are you currently living?

N=581

45.1%	1	Government-owned public quarters (surrender BAQ)
2.2%	2	Navy-owned rental housing (keep BAQ, but pay rental fee)
1.5%	3	Navy-leased housing (civilian home, but surrender BAQ)
16.9%	4	Civilian housing (owned)
31.7%	5	Civilian housing (rented)
2.6%	6	Other, specify _____

35. How long did it take you to get housing (other than temporary quarters) at your husband's current assignment?

N=547

7.5%	1	Not available
41.1%	2	Available, but long delay (more than two months wait)
27.8%	3	Available, but some delay (two weeks to two months wait)
19.9%	4	Immediately available (less than one week wait)
3.7%	5	Don't remember

36. What influence does your current housing have on the way you feel about Navy life for your family?

N=572
m=3.02

12.8%	16.8%	42.3%	16.3%	11.9%
5	4	3	2	1
Housing encourages me to like Navy life		Housing has no influence		Housing discourages me and causes me to dislike Navy life

37. In your opinion, what was the single most important reason why your husband initially joined the Navy?

N=568

4.9%	1	Wanted to serve his country
23.1%	2	Career opportunities looked better than in civilian life
4.0%	3	For a position with responsibility, dignity, and social opportunities
10.0%	4	Security, such as promotions and retirement benefits
2.8%	5	Travel
23.8%	6	Opportunity for advanced education, professional, or technical skills
19.7%	7	To fulfill a military obligation at a time and in the service of his choice, rather than being drafted
11.6%	8	If other, specify _____

38. How important an influence do you think the following Navy programs might be on your husband's reenlistment decision? (Please circle one number for each program.)

		Very important		Moderately important		Not at all important	Don't know program
		5	4	3	2	1	6
N=411 m=3.35	a. STAR (Selective Training and Reenlistment) [Early reenlistment with school guarantee and possibly automatic advancement]	37.5%	15.6%	16.8%	4.6%	25.5%	N=135
N=394 m=2.85	b. SCORE (Selective Conversion and Reenlistment) [Change to critical rating with school guarantee and possibly automatic advancement]	25.6%	12.9%	17.5%	8.4%	35.5%	N=146
N=432 m=3.60	c. GUARD II (Guaranteed Assignment Retention Detailing) [Accept or reject reenlistment based on receiving choice of assignment]	41.4%	15.5%	21.8%	4.4%	16.9%	N=112
N=511 m=3.86	d. GI BILL [Pay for continued education]	50.5%	14.9%	16.6%	5.9%	12.1%	N=33
N=397 m=3.34	e. NCFA (Navy Campus for Achievement) [Academic education supported by Navy]	33.0%	17.4%	21.7%	6.5%	21.4%	N=126
N=377 m=2.67	f. BOOST (Broadened Opportunity for Officer Selection and Training Program) [Help towards commission for those with inadequate academic backgrounds]	22.3%	11.7%	17.0%	9.3%	39.8%	N=161
N=493 m=3.60	g. SRB (Selective Reenlistment Bonus) [Pay for reenlisting in critical rating]	48.1%	12.8%	12.6%	3.9%	22.7%	N=51

39. When your husband's present term of service is up, would you be willing for him to reenlist?

N=581

53.4%	3	Yes
24.6%	2	Undecided
22.0%	1	No

40. If your husband had to make a reenlistment decision today, would you encourage him to reenlist?

N-562

61.6%	2	Yes
38.4%	1	No

41. How much influence do you think <u>your</u> feelings about Navy life have on your husband's reenlistment decision?

N=577
m=4.19

51.6%	24.5%	18.6%	2.6%	2.9%
5	4	3	2	1
Very great influence		Some influence		No influence

42. What would you do if a non-Navy wife asked you about her husband's joining the Navy?

N=582

7.4%	4	Encourage her
84.2%	3	Point out the pros and cons
2.1%	2	Not give an opinion
6.4%	1	Discourage her

43. How has the <u>recession</u> in the national economy influenced <u>your</u> feelings about your husband's reenlisting in the Navy?

N=579
m=3.02

18.7%	20.2%	25.2%	16.1%	19.9%
5	4	3	2	1
Made me want him to reenlist very much		Made me want him to reenlist moderately		No effect at all

44. In your opinion, what influence will the end of the recession have on your husband's decision to reenlist in the Navy?

N=572
m=2.97

8.6%	13.8%	54.2%	12.4%	11.0%
5	4	3	2	1
Encourage him to reenlist		No effect on his reenlistment decision		Discourage him from reenlisting

45. If the law were changed to permit Navy women to serve aboard ships at sea, what would your attitude be toward your husband's reenlisting in the Navy?

N=578 m=2.49	3.3%	3.1%	57.6%	10.9%	25.1%
	5	4	3	2	1
	I would strongly encourage him to reenlist		It would have no effect		I would strongly discourage him from reenlisting

46. How much of a contribution do you feel that your husband is making to society by serving in the Navy?

N=576 m=3.90	42.7%	23.1%	22.6%	4.5%	7.1%
	5	4	3	2	1
	Very great contribution		Some contribution		Very little contribution

47. Do you think the Navy treats you as a person worthy of respect?

N=578 m=2.70	9.2%	20.8%	25.8%	19.4%	24.9%
	5	4	3	2	1
	Definitely Yes		Undecided		Definitely No

48. Are you proud to be associated with the Navy?

N=580 m=3.81	34.3%	30.3%	22.4%	7.8%	5.2%
	5	4	3	2	1
	Definitely Yes		Indifferent		Definitely No

49. Indicate about how much of the time Navy duties have kept your husband away from you since you have been a Navy wife.

N-578 m=2.90	3.5%	33.2%	33.7%	28.9%	0.7%
	1	2	3	4	5
	0% of the time	25% of the time	50% of the time	75% of the time	100% of the time

50. Do you feel that the amount of time your husband spends at sea is necessary to accomplish the overall Navy mission?

N=570
m=3.04

5	4	3	2	1
16.7%	22.1%	26.7%	17.7%	16.8%
Definitely necessary		Undecided		Definitely unnecessary

51. How much of a burden do you feel the family separation places on you?

N=575
m=4.06

5	4	3	2	1
45.6%	22.3%	27.1%	3.1%	1.9%
Very great burden		Moderate burden		No burden

52. How do you feel about living alone while your husband is away on Navy duty?

N=575
m=4.44

5	4	3	2	1
61.2%	26.1%	9.2%	2.4%	1.0%
Dislike it very much		Doesn't make any difference		Enjoy it very much

53. If you have a problem while your husband is away on Navy duty, how easy is it to get help from the Navy, if you need it?

N=520
m=2.64

5	4	3	2	1
8.1%	12.5%	35.6%	22.7%	21.2%
Very easy		Moderately easy		Very difficult

54. How often does your husband discuss pending decisions with you such as his applying for school or filling out his Duty Preference card?

N=579
m=4.50

5	4	3	2	1
70.6%	13.8%	11.4%	2.9%	1.2%
Always discusses with me		Sometimes discusses with me		Never discusses with me

55. Are you familiar with the booklet entitled, SEA LEGS, A Handbook for the Navy Wife?

N=580

40.0%	4	Yes, I have read it and have a copy at home
11.9%	3	Yes, I have read it but don't have a copy
12.4%	2	Yes, I have heard about it but am not familiar with it
35.8%	1	No, I have never heard about it

56. To what extent have you discussed with your husband the Navy's Career Counseling Program?

N=580

18.7%	3	Yes, to a great extent
45.3%	2	Yes, to some extent
35.9%	1	No, never discussed it

57. Which best describes your attitude toward the Navy's Career Counseling Program?

N=423
m=3.28

13.9%	22.5%	48.7%	7.1%	7.8%	N=152
5	4	3	2	1	6
Very positive		Neutral		Very negative	Not familiar with it

58. In your opinion, what influence has the Navy Career Counseling Program had on your husband's intent to reenlist?

N=393
m=3.31

10.7%	24.7%	55.0%	4.1%	5.6%	N=179
5	4	3	2	1	6
Very positive influence		None		Very negative influence	Don't know

59. Should the Navy Career Counseling Program be expanded to include more counseling of wives on matters pertaining to their husbands' career potential, fringe benefits, retirement benefits, etc.?

N=571
m=4.49

69.4%	15.6%	11.6%	2.1%	1.4%
5	4	3	2	1
Definitely yes		Undecided		Definitely no

60. Do you ever get the impression that your husband's career counselor or direct supervisors are trying to "sell" him on reenlisting?

N=563
m=3.11

22.7%	15.6%	30.4%	12.1%	19.2%
5	4	3	2	1
Definitely yes		Undecided		Definitely no

61. What is your reaction to Navy programs or Navy personnel that encourage your husband to reenlist?

N=565
m=3.17

9.7%	18.8%	56.6%	8.0%	6.9%
5	4	3	2	1
Very positive		Neutral		Very negative

62. **Have you ever met with a Navy career counselor to discuss any aspect of your husband's career in the Navy?**

N=578

13.0% 3 Yes
86.3% 2 No
0.7% 1 Don't remember

63. **Have you ever seen the Navy wives' slide presentation describing benefits and opportunities available to Navy personnel?**

N=574

25.3% 3 Yes
71.1% 2 No
3.6% 1 Don't remember

- **Information about the Navy's benefits, entitlements, services, and career opportunities can be obtained from many different sources.**

64. **Please indicate how you most frequently obtain such information. (Choose three sources from the list and write the appropriate letter in the blanks below.)**

See Page A-21

I obtain information about the Navy from:

___a. Most frequent source

___b. Next most frequent source

___c. Third most frequent source

65. **Please indicate which sources you think are best for obtaining accurate information about the Navy. (Choose three sources and write the appropriate letter in the blanks below. You may choose the same sources as in question 64, if you like.)**

See Page A-21

Best source of accurate information about the Navy:

___a. First choice

___b. Second choice

___c. Third choice

Sources of Information

A. Billboards
B. Navy Times
C. Local Navy newspapers
D. Other local newspapers
E. Magazines
F. Radio
G. Television
H. Mail
I. Posters
J. Wifeline publications
K. Husband tells me
L. Other Navy wives tell me
M. Navy personnel, such as my husband's division officer

QUESTION	% No Response (N=584)	Number Answers	Percent of Those Responding*												
			A	B	C	D	E	F	G	H	I	J	K	L	M
64. Frequent sources of information															
a) First	5.0%	555	1.3%	14.2%	5.2%	0.7%	0.5%	0.2%	0.4%	0.5%	0.4%	2.3%	62.0%	9.9%	2.3%
b) Second	6.8	544	0.7	19.3	9.6	2.8	1.1	0.2	2.6	1.7	0.7	8.3	16.4	33.3	3.5
c) Third	10.4	523	3.3	14.6	13.0	4.4	1.5	1.1	5.4	5.9	1.0	12.8	11.9	15.1	10.1
65. Accurate sources of information															
a) First	7.4	541	0.2	26.2	5.4	0.2	0.9	0.4	1.3	2.2	---	3.1	45.7	3.9	10.5
b) Second	9.6	528	0.8	24.2	12.3	2.3	0.9	0.6	3.8	3.0	---	11.4	17.0	10.8	12.9
c) Third	15.4	494	1.4	14.6	14.2	3.4	2.2	1.0	6.3	6.1	0.6	15.0	12.1	9.9	13.2

*Sources of Information

A Billboards
B Navy Times
C Local Navy newspapers
D Other local newspapers
E Magazines
F Radio
G Television
H Mail
I Posters
J Wifeline publications
K Husband tells me
L Other Navy wives tell me
M Navy personnel, such as my husband's division officer

66. There are many aspects of Navy life about which Navy wives might like to obtain additional information. Please indicate how interested you are about obtaining additional information for each of the following.

	INTEREST IN ADDITIONAL INFORMATION				
	Very interested		Moderately interested		Not interested
a. Educational and training opportunities for your husband	5	4	3	2	1
b. Family Housing	5	4	3	2	1
c. Medical and dental benefits	5	4	3	2	1
d. Retirement benefits	5	4	3	2	1
e. Recreational facilities	5	4	3	2	1
f. Exchange and Commissary services	5	4	3	2	1
g. Personal Services Office	5	4	3	2	1
h. Wifeline	5	4	3	2	1
i. Navy Wives Club	5	4	3	2	1
j. Husband's job	5	4	3	2	1
k. Dependent educational benefits	5	4	3	2	1
l. Amount of money husband can expect to earn in future	5	4	3	2	1

See Page A-23

66. There are many aspects of Navy life about which Navy wives might like to obtain additional information. Please indicate how interested you are about obtaining additional information for each of the following:

INTEREST IN ADDITIONAL INFORMATION

	Very interested		Moderately interested		Not interested
	5	4	3	2	1
a.	55.4%	18.9%	16.4%	3.7%	5.6%
		N=572	m=4.15		
b.	42.5	17.7	18.8	4.2	16.8
		N=570	m=3.65		
c.	81.7	11.7	4.2	0.5	1.9
		N=575	m=4.71		
d.	76.1	10.1	6.6	1.7	5.4
		N=573	m=4.50		
e.	38.8	24.8	27.1	5.1	4.2
		N=572	m=3.89		
f.	63.7	18.4	12.3	2.4	3.1
		N=576	m=4.37		
g.	41.6	25.4	23.3	5.4	4.2
		N=570	m=3.95		
h.	32.5	22.0	28.1	8.1	9.3
		N=569	m=3.60		
i.	37.0	17.5	20.7	8.8	16.0
		N=570	m=3.51		
j.	67.8	19.1	8.9	0.9	3.3
		N=572	m=4.47		
k.	72.6	14.9	7.6	2.1	2.8
		N=576	m=4.52		
l.	79.0	12.3	5.4	0.5	2.8
		N=571	m=4.64		

- **The Navy is conducting an information program dealing with career opportunities and reenlistment.**

67. If you have seen or heard any such advertisements recently, where did you see or hear them? (Check all that apply)

N=208	*35.6%*	A	Billboards
N=190	*32.5%*	B	Navy Times
N=109	*18.7%*	C	Local Navy newspapers
N=55	*9.4%*	D	Other local newspapers
N=134	*22.9%*	E	Magazines
N=58	*9.9%*	F	Radio
N=189	*32.4%*	G	Television
N=38	*6.5%*	H	Mail
N=109	*18.7%*	I	Posters
N=74	*12.7%*	J	Other _____
N=105	*18.0%*	K	Don't recall where

68. Did these advertisements cause <u>you</u> to encourage your husband to find out more about reenlisting in the Navy?

N=544	*7.9%*	3	Yes
	79.4%	2	No
	12.7%	1	Don't know

69. Are you interested in obtaining additional education?

N=566	*34.5%*	6	Yes, college level with academic credit
	4.8%	5	Yes, high school courses, such as English, Math, etc.
	1.8%	4	Yes, foreign language conversation courses
	28.1%	3	Yes, but can't afford
	14.7%	2	Yes, other
	16.3%	1	No, not interested

This section of the questionnaire is designed to measure your satisfaction with certain Navy benefits and to determine how important they are to you.

FIRST, consider the IMPORTANCE of each area and circle the number (1, 2, or 3) below the statement which best describes your answer.

SECOND, consider each area again, but from a standpoint of HOW SATISFIED you actually are, and indicate your answer by circling the number (scale of 1 to 5) below the statement which matches your feeling most closely.
Consider each area carefully. Be sure to give TWO answers to each area. Circle the number which best represents your response on both scales.

EXAMPLE:

Card Col.	HOW IMPORTANT IS EACH AREA TO YOU?			AREA	HOW SATISFIED ARE YOU WITH EACH AREA?					Card Col.
	Very Important	Moderately Important	Not Important		Very Satisfied	Fairly Satisfied	Average	Fairly Dissatisfied	Very Dissatisfied	
	3	2	(1)	Library facilities	5	4	3	(2)	1	

The answers on this example indicate that, although you are fairly dissatisfied with the library facilities offered by the Navy, they are not particularly important to you.

	HOW IMPORTANT IS EACH AREA TO YOU?			AREA	HOW SATISFIED ARE YOU WITH EACH AREA?					
	Very Important	Moderately Important	Not Important		Very Satisfied	Fairly Satisfied	Average	Fairly Dissatisfied	Very Dissatisfied	
N=569 m=2.63	65.6%	31.5%	3.0%	70. Base exchange	12.8%	30.7%	32.1%	17.4%	7.0%	N=570 m=3.25
N=563 m=1.82	17.1	48.1	34.8	71. Base hobby shops	8.1	22.7	58.2	7.9	3.2	N=534 m=3.25
N=556 m=1.94	36.0	21.8	42.3	72. Base nursery	12.8	17.6	46.2	10.6	12.8	N=500 m=3.07
N=555 m=2.29	48.1	32.6	19.3	73. Children's recreational facilities provided by Navy	5.4	18.2	47.9	13.8	14.7	N=516 m=2.86
N=570 m=2.86	87.2	11.4	1.4	74. Commissary	11.7	32.0	21.9	20.1	14.3	N=566 m=3.07
N=562 m=2.85	88.4	8.4	3.2	75. Dependent dental	2.4	3.1	9.6	13.6	71.3	N=550 m=1.52
N=556 m=2.51	61.9	27.5	10.6	76. Dependent educational programs	2.5	7.8	51.3	16.6	21.8	N=513 m=2.53
N=568 m=2.96	95.8	4.0	0.2	77. Dependent medical	13.6	22.8	20.5	22.3	20.8	N=566 m=2.86
N=563 m=1.70	14.0	41.6	44.4	78. Enlisted men's club facilities	5.1	17.3	61.6	7.6	8.4	N=526 m=3.03
N=563 m=2.21	36.8	47.2	16.0	79. Family services center	6.5	16.6	63.1	7.4	6.5	N=537 m=3.09
N=566 m=2.35	47.5	40.1	12.4	80. Family travel opportunities	7.0	16.8	47.8	14.5	13.9	N=546 m=2.89
N=567 m=2.81	85.4	10.2	4.4	81. Financial security of a Navy career	8.3	26.6	27.0	19.5	18.6	N=564 m=2.87

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	HOW IMPORTANT IS EACH AREA OR SERVICE TO YOU?			AREA	HOW SATISFIED ARE YOU WITH EACH AREA OR SERVICE?					
	Very Important	Moderately Important	Not Important		Very Satisfied	Fairly Satisfied	Average	Fairly Dissatisfied	Very Dissatisfied	
N=568 m=2.86	88.6%	9.2%	2.3%	82. Household shipping	9.4%	27.4%	32.1%	18.1%	13.0%	N=554 m=3.02
N=565 m=2.49	57.0	35.4	7.6	83. Navy Federal Credit Union	32.7	24.3	34.0	3.2	5.8	N=556 m=3.75
N=534 m=2.12	39.9	31.8	28.3	84. Overseas home-porting	4.3	11.7	60.5	10.5	13.0	N=486 m=2.84
N=566 m=2.79	85.7	7.8	6.5	85. Retirement benefits	6.3	24.7	31.5	22.5	15.1	N=543 m=2.85
N=559 m=2.08	39.2	29.3	31.5	86. Alcohol/drug abuse rehabilitation programs	9.1	15.5	60.6	7.0	7.8	N=497 m=3.11
N=563 m=2.01	30.9	39.3	29.8	87. Women's social/ club activities	16.6	20.7	49.9	6.8	6.0	N=517 m=3.35
N=571 m=2.94	94.4	5.4	0.2	88. Your husband's pay	5.1	26.9	22.6	25.3	20.1	N=566 m=2.72
N=543 m=2.14	31.3	51.4	17.3	89. Personal Services Office	6.4	17.1	65.9	5.4	5.2	N=519 m=3.14
N=536 m=2.45	58.4	28.0	13.6	90. Ombudsman Program	26.8	22.9	36.3	5.3	8.7	N=507 m=3.54
N=550 m=2.01	33.3	33.6	33.1	91. Equal opportunity for Navy women	6.0	13.7	63.2	7.6	9.5	N=503 m=2.99

APPENDIX B

FACTORS AFFECTING NAVY ENLISTED PERSONNEL RETENTION - PART II

This appendix presents the interview form in the survey of wives of Navy enlisted men. Response data are included for most questions, showing the number of persons responding. In questions calling for comments, the majority answers are given.

10 September 1976

TM-5031/007/00

O.M.B. No. 45-S75006
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FACTORS AFFECTING NAVY ENLISTED PERSONNEL RETENTION

PART II

A study is currently in progress to determine career satisfaction and other factors that may affect the Navyman's decision about reenlistment. Based on results of this study, modifications may be made that will make a Navy career more attractive to the Navyman and his family. As a Navy wife, your opinions and suggestions are important in determining the needs and desires of Navy personnel and their families.

The purpose of this interview is to obtain your guidance concerning the need for and the practicality of bringing Navy wives into closer contact with the Navy and other Navy families. Wives could expect to benefit from closer contact in three major ways: (1) gaining increased understanding of how to help their husband's career development, either inside or outside the Navy; (2) more easily obtaining assistance, if needed, when the Navy requires husbands to be away from home; and (3) improving the quality of life for their own and other Navy families.

Please feel free to be completely frank in your answers. There are no "right" or "wrong" answers to the questions we will be discussing today. It is your own honest opinion we want. Your responses will be strictly confidential and will be used only for research purposes. All processing of data will be accomplished by an outside, non-military organization to ensure that individual replies and other information about individuals will not be released to any agency of the U.S. Navy.

FORMAL NOTICE

The data are intended to be used only for statistical purposes; no data reported for an individual will be identified in any publication, and individual data will not be disclosed for any other purpose except as required by law.

SDC/WI-0875

FACTORS AFFECTING NAVY ENLISTED PERSONNEL RETENTION

PART II

N=80

1. Date _____ 2. Time _____

3. Interviewer _____

4. What is your husband's rate/rating? (e.g., ET, AME, etc.)

☐☐☐ *34 different rates/ratings were specified.*

5. What is your husband's paygrade?

E-☐

E-3	*5*
E-4	*12*
E-5	*21*
E-6	*22*
E-7	*15*
E-8	*3*

6. Is this your husband's first enlistment in the Navy?

18 2 Yes *62* 1 No

7. Do you have dependent children?

61 2 Yes *19* 1 No

- How many? _____
- What are their ages? _____

8. Do you work outside the home?

5	1	work when husband is away on sea duty
32	2	non-paid volunteer
3	3	temporary agency (occasionally)
29	4	no
17	5	part time, salaried
0	6	half time, "
7	7	full time, "

9. Are you going to school to continue your education?

16 2 Yes *62* 1 No

- Type of school
- How much education already completed?

Nearly all had completed high school.
Several had completed one or more years of college work.

10. Where do you live? (e.g., on base, etc.)

- Please describe your housing and neighborhood in general. (e.g., size, distance from station/base, proximity of shopping, schools, etc.)

Navy housing - 37
Civilian rent- 27
Own home - 12

11. About how often do you see other Navy wives. . . *Frequent contact:*

- As neighbors?

47

- Socially?

34

- At Navy facilities (e.g., commissary, exchange, medical, recreational, etc.)?

25

- At Navy wives meetings or other affairs organized for Navy wives?

34 frequent; 32 never

12. If you were to need help while your husband was away from home on Navy business, or when he was at sea, how would you go about getting it?

"Navy"agencies, incl.Red Cross, NRS	*- 66*	*Friends, neighbors*	*- 17*	*Self - 9*
Chaplain or church	*- 29*	*Parents, relatives*	*- 13*	
Command or CO's wife	*- 20*	*Civilian agencies*	*- 7*	
Ombudsman	*- 20*	*Wives' Club*	*- 3*	

13. About how often do you talk on the telephone with other Navy wives?

- Is a telephone "tree" in your command for use in times of emergency? *28* 2 Yes *45* 1 No
- Is there a telephone "tree" for passing other information? *31* 2 Yes *39* 1 No

14. Is there an organized group for Navy wives, such as the Navy Wives Club, at your command?

51 2 Yes 28 1 No

Name of Club *N.W.C.A. clubs - 26 ; Ship's Clubs - 23 CPO Wives - 1*

Do you belong? 34 2 Yes 38 1 No

If you don't, would you like to?

13 2 Yes Why? *Be more informed; do something constructive; make friends*

27 1 No Why not? *Don't accomplish much; too catty; my husband says no*

- Do you think wives clubs in general are useful groups?
  Yes - 45; No - 12; Undecided - 11
  Friendly? Pleasant? Helpful?
  Good - 18; Bad - 9; ? - 17

- What does your wives' club do? (kinds of activities, purpose of meetings, goals, etc.)
  -Many positive contributions; mostly social; reach out to new wives; provide information

- What do you think about your command's wives' club?
  -Great, very helpful
  -Gossipy, rank-oriented

15. If you were asked to get a group of about 10 Navy wives together during the day for an important meeting, how would you go about it?

Telephone calls -

Friends - 58
Neighbors - 12
Follow-up - 1
Wives Club- 12
Ombudsman - 13

Mail -

Newsletter, ads - 5
Group Meetings - 5 (Scouts, Church)
Face-to-face - 6
Posters - 3

16. What problems might women you know have in getting to such a meeting? What problems would you in particular have?

PROBLEMS	OTHERS	YOU
Don't drive	*35*	*3*
No car available	*37*	*11*
Public transportation inadequate or unavailable	*18*	*6*
Can't afford gas	*25*	*8*
Public transportation too expensive	*11*	*2*
Babysitting problems	*55*	*33*
Hard to contact	*31*	*4*
Work Obligations; time conflicts	*39*	*15*
Lack of Interest	*49*	*10*

17. How well do you like the Navy way of life?

Very favorable - 24
Medium - 22
Very negative - 15

- Advantages?

Steady income; adventure; retirement benefits; medical benifits

- Disadvantages?

Family separation

18. Have you ever talked with your husband's Navy career counselor?

15 2 Yes
64 1 No

Or, if you don't know of anyone with that title, have you discussed your husband's career with his division officer, the personnel officer, etc.?
Whom? _____

- If so, what did you discuss?

  Reenlistment
  Choice of duty and options
  Benefits available, including retirement
  Pay
  Family problems

19. Have you ever attended a group meeting where the Navy wives slide show was presented?

  27 2 Yes *59* 1 No

- If so, about how long ago?

- If so, about how many other Navy wives were present?

- Were husbands present also?

- What was your general reaction to this presentation?

  Helpful, especially to new wives - 14
  So-so or needs improvement - 12
  Distorted and unrealistic - 6

20. Would you be willing to help organize a meeting of Navy wives for the purpose of discussing their husbands' career development possibilities both inside and outside the Navy?

  51 3 Yes

  16 2 Undecided

  11 1 No

21. What would you think about attending such a meeting?

  Yes - 55; No - 3; Undecided - 8

- Should husbands be present?

  Yes - 63; No - 5; Undecided - 5

22. When your husband's present term of service is up, would you be willing for him to reenlist?

43 3 Yes

16 2 Undecided

21 1 No

23. If your husband had to make a reenlistment decision today, would you encourage him to reenlist?

42 2 Yes *32* 1 No

24. Have you any comments to make about this interview or about Navy life in general?

- It's been a pleasure talking with you.
  Thanks again for your help and cooperation.

APPENDIX C - REFERENCES

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