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(6) AIR FORCE OCCUPATIONAL ATTITUDE INVENTORY DEVELOPMENT

By

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This report describes the development of the operational version of the Air Force Occupational Attitude Inventory (OAI). The original OAI of 55 life history, 11 work history, and 348 specific job attitude statements was administered to 3,100 airmen to validate the 35 hypothesized job attitude dimensions used in development of the OAI and reduce the inventory to a minimum subset of items capturing the domain of job attitude variance measured by the full set of 348 items. Principal components factor analysis and varimax rotation resulted in identification of 35 job attitude facets which were markedly different from the hypothesized facets and from job satisfaction factors traditionally found in civilian literature. Because of skewed rectangular response distributions, the 8-point scale was revised to add a neutral point. The inventory was reduced to 200 attitudinal items using a computing algorithm

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titled VARSEL and then readministered to a 10,000-case sample. Items were refactored and original empirical factors were validated, resulting in a conclusion that civilian and military personnel have different perspectives of their work environment and thus established that civilian job satisfaction inventories have limited utility in the military setting.

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SUMMARY

This report presents the development of the operational version of the Air Force Occupational Attitude Inventory (OAI). The OAI is a key element to the first two steps in a comprehensive long-term job satisfaction-research project being conducted by the Occupation and Manpower Research Division of the Air Force Human Resources Laboratory. The two steps are ". . .(a) define the dimensions of job satisfaction operating in the Air Force work environment, and (b) measure job satisfaction levels on these dimensions. . .(Gould, 1976)." Phase one of the OAI development hypothesized the relevant dimensions and produced an item pool and a scale to measure those dimensions. The first phase was conducted by Tuttle, Gould, and Hazel (1975). The second phase is covered by this report and validates the original hypothesized dimensions through empirical analyses, reduces the item pool to a manageable size, evaluates and changes the measurement scale, and revalidates the dimensions of job attitude operating in the Air Force work environment using the modified measurement scale and a greatly reduced number of job attitude items. The second phase also includes identification of background history items related to job attitudes and likely to be of value as concomitant or covariables in analyses of job attitudes.

The experimental version of the OAI contained 55 life history information items and 11 current work status items in the Background Information Section and 348 work specific items in the Job Attitude Section. The 348 items had been written to measure 35 hypothesized dimensions or facets of job satisfaction—dimensions identified through extensive reviews of the civilian job satisfaction literature or hypothesized by the authors to exist in the military work environment. The initial OAI was administered to a random sample of 3,100 airmen and responses of 1,340 first-term airmen were subjected to a principal components factor analysis with varimax rotation. Analyses were restricted to first-term airmen since they represented the group with the greatest job dissatisfaction and the target population for most subsequent job attitude research. Thirty-five factors were obtained, but only 15 of the hypothesized factors were replicated, and the factor structure differed markedly from that reported by numerous studies conducted in civilian environments. Essentially, separate facets of the work performed, such as Interest, Importance, Responsibility, Variety, and Achievement, found in the civilian environment collapsed into a single factor—the Work Itself. Further, normal civilian single factors, such as Policies and Procedures and Pay and Benefits, separated into multiple, highly specific factors. In short, the military work environment and facets relating to job satisfaction were found to differ substantially from their civilian counterparts.

The 348-item pool was excessive for an operational instrument, so a computing algorithm was developed which selected the minimum subset of items that captured the domain of reliable job attitude variance measured by the full set of 348 items (Gould & Christal, 1976). As is explained in the report, traditional factor analytic procedures for selecting items were inappropriate for the item reduction task, primarily because they select redundant common variance items while eliminating items contributing unique variance. Further, Tuttle, Gould, and Hazel (1975) had previously supported the argument that job satisfaction studies aimed at specifying remedial actions rather than identifying general problems required the use of highly specific job aspect statements instead of factor scores. Application of the algorithm resulted in selection of 200 items for the final version of OAI. Multiple linear regression techniques were used to identify background variables related to job attitudes, and those related were removed from the Background Information Section. Distributions of item responses showed most items had a somewhat skewed rectangular distribution. The 8-point attitude scale was modified to 9 points and included a neutral response option in an attempt to have a scale that provided more normally distributed responses.

The modified OAI was administered to a random sample of 10,000 airmen, and the results obtained from 5,089 first-term airmen airmen were analyzed to revalidate the original findings of job attitude factor structure in the Air Force work environment. The obtained 35-factor structure essentially replicated the first factor analysis. One clear finding from both factor analyses was that civilian sector and military personnel have different perspectives of their work environments. Job attitude related research conducted in one environment must be validated in the other before attempting to apply or make generalizations from the results. Specifically, results here support a requirement to use a job attitude inventory developed for the military setting rather than using established civilian inventories. It is likely that for active duty military personnel, the work environment has a more pronounced interaction with their total life space; hence, components of the work environment take on different meanings than for civilian workers. For those readers familiar with recent discussions as to whether the military is an occupation or an institution (Moskos, 1976), these findings support the Institutional Model where the military job is part of a total life style rather than a unique component of the job incumbent's life.

PREFACE

This research was conducted under Project 7734, Development of Methods for Describing, Evaluating, and Structuring Air Force Occupations; Work Unit 77340504, Development of an Instrument for Assessing Levels of Job Satisfaction. Instrument development proceeded in three phases. Phase I developed an experimental Occupational Attitude Inventory (OAI) as documented by AFHRL-TR-75-1. This report, Phase II, describes development and validation of an operational OAI to be used to collect job attitude predictor and criterion data for Air Force management and research programs. The next phase, Phase III, will describe Air Force job attitudes as measured by the OAI.

Recognition must be given to Dr. Raymond E. Christal and Dr. Joe T. Hazel for their instrumental roles in directing research conducted under task 773405.

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AIR FORCE OCCUPATIONAL ATTITUDE INVENTORY DEVELOPMENT

I. INTRODUCTION

With a long-range goal of full utilization of personnel, retention of qualified personnel, maintenance of critical skills, and increased productivity, the Air Force Human Resources Laboratory's Occupation and Manpower Research Division has developed a comprehensive plan for job satisfaction research as one step toward reaching the goal. The basic steps of the plan are to "(a) define the dimensions of job satisfaction, (b) measure satisfaction levels on these dimensions, (c) identify problem areas which have the greatest potential for improvement through satisfaction research, (d) measure the effects which specific changes in job content have on job attitudes, and (e) implement job reengineering actions and measure their effects on job attitudes, job performance, and eventual reenlistment decisions" (Gould, 1976, p. 3). The first two steps required that an inventory be developed to measure the dimensions of job satisfaction operating in the Air Force work environment. Phase one of that development hypothesized the relevant dimensions and produced items and a scale to measure those dimensions (Tuttle, Gould, & Hazel, 1975). This report covers the second phase of the inventory development including validation of the hypothesized dimensions, examination of the rating scale, and reduction of the item pool to the minimum subset of items required to measure the domain of job attitudes present in the Air Force work environment.

II. INITIAL DEVELOPMENT OF THE OCCUPATIONAL ATTITUDE INVENTORY

Tuttle et al. (1975) described the initial development of the Air Force Occupational Attitude Inventory (OAI). After an extensive review of the satisfaction dimensions reported in the civilian literature and the addition of other facets believed to be present in the Air Force work environment, 35 potential satisfaction dimensions were hypothesized. Items were written for each facet, resulting in a final pool of 348 items or approximately 10 items per facet. Table 1 lists the hypothesized dimensions and the number of items written for each. The full list of 348 items is included in Appendix A and could serve as an item pool source for those interested in developing their own job attitude instrument for use in a specific military job environment.

Table 1. **Hypothesized 35 Job Satisfaction Dimensions**

Dimension	Number of Original Items
Achievement	7
Activity	8
Air Force and Unit Policies and Practices	18
Assignment Locality	17
Authority	4
Co-workers	9
Creativity	10
Economic Security	4
Importance	8
Independence	9
Interest	9
Job Change	7
Job Design	10

Table 1 (*Continued*)

Dimension	Number of Original Items
Knowledge of Results	7
Optional Social Contact	7
Pay and Benefits	12
Performance Evaluation	8
Personal Growth and Development	9
Physical Safety	6
Physical Work Environment	13
Promotion Opportunity	8
Recognition	9
Required Social Contact	10
Responsibility	10
Service to Others	8
Social Status	11
Sufficiency of Training	12
Supervision Received-Human Relations	15
Supervision Received-Technical	9
Supervisory Duties	18
Tools, Equipment, and Supplies	8
Unclassified	8
Utilization	8
Value of Experience	8
Variety	9
Work Schedule	15
Total	348

An extensive review of job attitude empirical studies indicates that job satisfaction and dissatisfaction represent opposite ends of a single bipolar continuum rather than separate satisfaction and dissatisfaction dimensions as proposed by Herzberg (1966). Therefore, a single 8-point rating scale anchored at each point by verbal definitions ranging from Extremely Dissatisfied to Extremely Satisfied was constructed for use with the inventory items; the scale is shown in Table 2 and will be discussed in more depth in a subsequent section of this report. To overcome difficulties associated with interpreting an ambiguous neutral point, the rating scale developed forced the respondent into a positive or negative response by using an even number of scale points. For a more detailed description of the experimental version of the OAI, the reader is referred to Tuttle et al. (1975).

Table 2. **Job Satisfaction Scales**

Original 8-Point Scale	Revised 9-Point Scale
1 = Extremely Dissatisfied	1 = Extremely Dissatisfied
2 = Very Dissatisfied	2 = Very Dissatisfied
3 = Moderately Dissatisfied	3 = Moderately Dissatisfed
4 = Slightly Dissatisfied	4 = Slightly Dissatisfied
5 = Slightly Satisfied	5 = Neither Satisfied nor Dissatisfied
6 = Moderately Satisfied	6 = Slightly Satisfied
7 = Very Satisfied	7 = Moderately Satisfied
8 = Extremely Satisfied	8 = Very Satisfied
	9 = Extremely Satisfied

III. VALIDATION OF HYPOTHESIZED FACETS OF JOB SATISFACTION

Preliminary analyses of the attitude instrument were made to validate the hypothesized satisfaction dimensions operating in the Air Force work environment. The experimental inventory was administered to a random sample of 3,100 airmen. Since job satisfaction problems occur primarily with airmen in their first year of enlistment, the initial analyses concentrated on first-term airmen. This eliminated 18 supervisory items from many of the analyses because few first-term airmen serve as supervisors.

Using a random sample of 1,340 first-term airmen, a principal components factor analysis with varimax rotation of the responses to 330 items resulted in the 35 factors shown in Table 3. The factors are not entirely the same 35 dimensions hypothesized in the development of the inventory, and in fact, only 15 of the 35 were substantially replicated. Table 4 summarizes the differences between the hypothesized facets and empirically derived job satisfaction factors. For example, hypothesized work dimensions, such as

Table 3. **Thirty-Five Varimax Rotated Job Satisfaction Factors Based on 330 Nonsupervisory Items** [a]

Additional Duties
Assignment Locality
Base Housing and Eating Facilities
Benefits Provided by Base Facilities
Control Over Others
Co-Workers
Economic Security
Family Attitude Toward Job
Independence
Information on Policies and Procedures
Job Security
Knowledge of Results
Leave and Time-Off Policies
Morality of Work
Opportunities for Social Contact
Opportunity to Stay Busy
Personal Growth and Development
Physical Demands of Job
Physical Safety
Physical Work Environment
Promotion Opportunity
Recognition
Required Verbal and Written Coordination
Service to Others
Social Contact (nonpeer)
Status in Civilian Community
Sufficiency of Training
Supervisor's Competence
TDY Costs and Conditions
Tools, Equipment, and Supplies
Travel Requirements and Opportunities
Unit Safety and GMT Programs
Value of Experience
Work Itself
Work Schedule

[a] Supervisory Duty Items not included in factor analysis.

Table 4. **Comparison Summary of Hypothesized and Subsequent Empirically Derived Job Satisfaction Factors** [a]

Replicated Dimensions/Factors

Assignment Locality
Co-Workers
Economic Security
Independence
Knowledge of Results
Physical Safety
Physical Work Environment
Personal Growth and Development
Promotion Opportunity Based on Ability
Recognition for Good Performance
Service to Others
Sufficiency of Training
Tools, Equipment, and Supplies
Value of Experience
Work Schedule

Dimensions Whose Items Collapsed Into New Factors

Hypothesized Dimension	Empirically Derived Factor
Achievement, Creativity, Importance, Interest, Job Change, Job Design, Responsibility, Utilization, Variety	Work Itself
Performance Evaluation, Supervision Received-Human Relations, Supervision Received-Technical	Supervisor's Competence

Dimensions Whose Items Expanded Into Several Factors

Hypothesized Dimension	Empirically Derived Factor
Activity	Opportunity to Stay Busy
	Physical Demands of Job
Air Force and Unit Policies and Practices	Additional Duties
	Information on Policies and Procedures
	Leave and Time-Off Policies
	Unit Safety and GMT Programs
	Travel Requirements and Opportunities
Pay and Benefits	Base Housing and Eating Facilities
	Benefits Provided by Base Facilities
	Job Security
	TDY Costs and Conditions
Social Status	Family Attitude Toward Job
	Status in Civilian Community

New Factors and Primary Source Dimensions

Primary Source Dimension	New Empirically Derived Factor
Authority	Control Over Others
Optional Social Contact	Opportunities for Social Contact
Required Social Contact	Required Verbal and Written Coordination
	Social Contact (nonpeer)
Unclassified	Morality of Work

[a] Items for the hypothesized Supervisory Duties dimension were not included in the factor analysis.

Achievement, Importance, Interest, Job Design, Responsibility, Job Change, Utilization of Abilities, and Variety, are all represented by one new factor—the Work Itself. Similarly, the items written for Performance Evaluation, Supervision Received (technical), and Supervision Received (human relations) are now represented by one factor, Supervisor's Competence.

While the items of the aforementioned dimensions combined to form single factors, the items in the hypothesized facet of Air Force and Unit Policies and Practices divided into five separate factors, Pay and Benefits items formed four factors, and Activity and Social Status items each formed two. Five new factors were found which took items from multiple sources although the primary source was identifiable.

In summary, several hypothesized separate facets of the work (or tasks) performed combined to form a single work factor while a generalized Air Force policies dimension separated into several specific factors. This finding is a departure from those of the better known civilian job satisfaction inventories, such as the Minnesota Satisfaction Questionnaire (Weiss, Dawis, England, & Lofquist, 1967), where most of the work facets represent independent factors. These results further support the requirement to use an inventory developed for the military setting rather than using established civilian inventories. The military work environment and facets relating to job satisfaction do differ substantially from their civilian counterparts. It is quite possible that, for active duty military personnel, the work environment has a more pronounced interaction with their total life space; hence, components of the work environment take on different meanings than for civilian workers. For those readers familiar with recent discussions as to whether the military is an occupation or an institution (Moskos, 1976), these findings support the Institutional Model where military life is a lifestyle rather than just a type of job.

The authors of the OAI (Tuttle et al., 1975) attempted to define, a priori, the factor space of the Air Force job attitude domain for two primary reasons: (a) to provide a theory-based outline for initial development of the OAI, and (b) to provide a basis for assessing the relationships between the military job attitude domain and its civilian counterpart. The factors were never intended to be used operationally. The authors believed that job satisfaction was multidimensional and that only specific detailed items would yield implications for job reengineering actions, suggest policy changes, or assess the effects of policy changes. An inspection of the factor space of the domain of Air Force job attitudes indicates that the 35 empirical factors account for approximately two-thirds of the variance in job attitudes—65 percent of the variance. Many of the items are thus accounting for substantial amounts of specific variance, and if only their common variance, factor scores, is considered, much of the information collected by the aggregate pool of items is lost. For these reasons, the factor structure of the attitude inventory may be of more concern to psychometricians rather than the operational managers. Appendix B contains the definitions of the 35 hypothesized factors by the item writers in developing the experimental OAI. Factor definitions derived from items with primary loadings on the 35 empirically derived factors (varimax rotated factors) are presented in Appendix C.

IV. IDENTIFICATION OF A MINIMUM SUBSET OF ITEMS MEASURING THE DOMAIN OF JOB ATTITUDE IN THE AIR FORCE

As stated previously, the operational use of factor scores for analyzing attitudes toward Air Force work environments does not always provide the level of specificity required. However, the 348 items in the experimental version of the OAI provided an instrument of excessive length for both administration and synthesis of results during analysis. The problem was then to reduce the OAI to the minimum subset of items which can capture the domain of variance measured by the full set.

The ideal item selection approach would have been to correlate the items with external criteria such as target consequences of job attitude and then select those items with the greatest correlation with the criteria. However, many of the consequences are unknown at this stage of the state-of-the-art in job satisfaction research (Gould, 1976), and those criteria that are known either do not have measures available

or they require lengthy longitudinal studies to collect, or else they are not yet fully defined or reliably measurable. Retention in service, productivity, motivation, accident rates, and absenteeism are but a few of the potential criteria. Even if items were selected using these specific external criteria, the resulting attitude instrument would be forever limited in use to the specific topics. The problem is then—how to identify a reduced set of OAI items and construct an OAI which can be used for multiple purposes.

In the absence of suitable external criteria, the standard approach for selecting a final set of variables is to use some type of total score (or factor scores) as the selection criteria. The procedure presents several disadvantages. Selecting variables which correlate with total or factor scores tends to produce a set of highly related or redundant variables with a corresponding loss of variables accounting for relatively unique components of score variance. Linear dependencies among scores, skewed variable distributions, and factor extraction inadequacies are only a few of the data and procedural discrepancies that can introduce criterion error when factor scores are used in variable selection exercises. Finally, the use of total and factor score criteria limits, unnecessarily, the future applications of many measurement instruments, particularly diagnostic instruments, because of the specificity of the selection criteria.

Faced with the item reduction problem and lack of a suitable existing item selection procedure, a general purpose computing algorithm was developed (Gould & Christal, 1976). The algorithm is titled Variable Selection for Multiple-Purpose Prediction Systems in the Absence of External Criteria (VARSEL). The system uses multiple linear regression techniques to start with a single item, or set of items, and iteratively select additional items which contribute the greatest amount of unique variance to the growing prediction system. At each iteraction, the selected set of items (S) is used to predict (R^2) the remaining $N - S$ individual items. The resulting $N - S$ R^2 values are then subtracted from their respective item reliabilities (r_{11}). The $r_{11} - R^2$ values represent the amount of reliable item variance unpredicted by the set of S items and thus the amount of unique reliable variance the item will contribute to the prediction system.

The 348-item OAI had been administered to a random sample of 3,100 airmen. Since previous studies indicated that most job dissatisfaction is among first-term airmen (Gould, 1976), responses of 1,340 first-term airmen were used in the item reduction exercise of the 330 non-supervisory items. The remaining sample of 1,760 career airmen was used in a separate item reduction exercise for the 18 supervisory items. The 330 items had been factor analyzed and 35 dimensions of job satisfaction identified. Therefore, before VARSEL processing began, approximately two items having high factor loadings, yet which subjectively measured different specific elements of the satisfaction dimension, were selected per factor for use as the starting set of selected items. This was done to ensure that the factor structure of the entire domain of 330 job attitude items was maintained during the selection process. Although the operational use of factor scores was not intended by the OAI developers, it seemed prudent to maintain the factor structure for possible use by future investigators. Because of the extreme length and varied content of the experimental OAI, it was not practical to obtain item reliabilities so a simple estimate procedure was used. One item, "The chance to work at your own pace," was placed in the OAI twice as item numbers 235 and 306. The item is the same format as the other 328 items and is considered to be a relatively simple and straightforward statement of an aspect of a job. Therefore, the correlation between items 235 and 306, $r = .77$, was accepted as the best available conservative estimate of the individual item reliabilities (r_{11}). The $r_{11} - R^2$ or $.77 - R^2$ values were used to determine the potential unique reliable variance contribution of each selection candidate item. Because the same reliability was applied to all items, the r_{11} value played a very small role in the actual selection process but did help to determine when to stop selecting items.

Table 5 presents an extract of the VARSEL iteration summary output obtained for the first five OAI item selection iterations. Seventy-one "user selected" variables were placed in the predictor set on the first iteration. Item 91 becomes the candidate variable for selection in iteration 2 because it has the largest unpredicted unique reliable variance, $r_{11} - R^2 = .575$, and will thus contribute the largest amount of domain variance prediction by being placed in the predictor system. There was no required number of items to select so VARSEL was allowed to continue until all items were selected. The iteration which would define the final set of OAI items was then selected. The unique reliable variance sum was used as one

Table 5. **VARSEL Iteration Summary Print Extract for 330 OAI Items**

Iteration Number		1	2	3	4	5
Sum of Unique Reliable Variance		48.25	47.33	46.39	45.42	44.52
Variables Selected This Iteration		–	91	55	115	16
Selection Candidate for Next Iteration		91	55	115	16	56
Number of Predictor System Variables		71	72	73	74	75
Variable ID	Description	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2
1	Chance to feel you are accomplishing something	.109	.109	.107	.107	.106
2	Air Force's efforts to remove irritants	.376	.376	.373	.372	.371
3	Geographical area to which you are assigned	****	****	****	****	****
•						
6	Need for frequent retraining within your specialty	.455	.453	.448	.448	****
•						
91	Cost of living in the area to which you are assigned	.575	****	****	****	****
•						
115	Adequacy of lighting in the immediate work area	.455	.454	.454	****	****
•						
148	Opportunity for personal growth	.022	.021	.021	.021	.021
•						
235	Chance to work at your own pace	.211	.209	.208	.208	.208

indicator of when to stop selecting items. Iteration 119 was selected as the stopping point resulting in a final set of 190 items for the OAI. The sum of the unique reliable variance in the set of remaining 140 items was .36 so the average loss of unique reliable variance per item was .0026. The candidate item for selection in iteraction 120 had an $r_{11} - R^2 = .075$, so less than 8 percent of its "true" variance was not accounted for by the set of S variables. Most of the unselected items had less than 1 percent of their "true" variance unaccounted for by the S set of items; a highly successful result. The 190 selected items were refactored and the original 35 dimensions were obtained. The factor structure of the domain of attitude items had been maintained by the item selection process. However, the number of items per factor with moderate or high factor loadings decreased substantially, and several items selected did not load moderately on any factor. This would have been predicted since VARSEL is designed to minimize commonality among items selected.

The VARSEL analysis of the 18 supervisory items resulted in the selection of 10 items and thus a final set of 200 items for the OAI. Table 6 presents the 10 VARSEL iterations selecting the supervisory items. The unselected items were highly redundant with those selected since the average loss in unique reliable variance was again less than 1 percent per item. Appendix D contains the operational version of the OAI. The ordering of items in the OAI attempted to place dissimilar items adjacent to each other and have as many items as possible between the most similar items. Dispersion of similar items was attempted to reduce response set tendencies present when lengthy inventories are being completed. However, the 10 supervisory items were placed last in the inventory to permit nonsupervisory personnel to skip items which did not apply to their jobs. Following the final 200 items in Appendix D is a listing of 35 attitude dimensions with an accompanying importance rating scale. The 35 dimensions are not intended for use by program managers but are included in the OAI to facilitate additional validation and research efforts.

Table 6. **VARSEL Iteration Summary Print for 18 Supervisory OAI Items**

Iteration Number		1	2	3	4	5	6	7	8	9	10
Sum of Unique Reliable Variance		9.496	5.577	3.061	1.701	1.136	.940	.711	.254	.112	.056
Variable Selected This Iteration		347	332	339	345	338	348	331	335	341	344
Selection Candidate for Next Iteration		332	339	345	338	348	331	335	341	344	334
Number of Predictor System Variables		1	2	3	4	5	6	7	8	9	10
Variable ID	Description	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2	r_{11}-R^2
331	The power you have over others	.563	.352	.210	.172	.145	.143	****	****	****	****
332	The number of people that you supervise	.632	****	****	****	****	****	****	****	****	****
333	The opportunity to supervise the work of others	.601	.212	.130	.066	.041	.038	.034	.003	.000	.000
334	The chance to organize the efforts of others to accomplish a mission	.596	.344	.260	.165	.122	.122	.120	.030	.030	.030
335	The chance to show you can supervise the work of others	.601	.371	.291	.161	.142	.151	.137	****	****	****
336	The authority you have over others	.561	.327	.131	.105	.075	.073	.031	.000	.000	.000
337	The chance to have people working under your authority	.570	.261	.152	.096	.059	.052	.038	.002	.000	.000
338	The extent to which your job requires you to enforce rules and regulations	.556	.391	.263	.204	****	****	****	****	****	****
339	The way others respect your authority	.569	.472	****	****	****	****	****	****	****	****
340	The opportunity to evaluate the work of others	.557	.352	.200	.090	.056	.052	.052	.030	.007	.006
341	The chance to give orders	.570	.362	.202	.124	.092	.090	.084	.072	****	****
342	The chance to be responsible for work done by others	.554	.384	.249	.132	.101	.091	.091	.062	.027	.020
343	The opportunity to direct the work of others	.555	.335	.191	.082	.035	.033	.031	.007	.000	.000
344	The chance to take control and run things	.561	.371	.242	.119	.097	.095	.093	.048	.048	****
345	The chance to have other people come to you for information and advice	.574	.420	.296	****	****	****	****	****	****	****
346	The opportunity to influence how others do their jobs	.559	.369	.244	.009	.000	.000	.000	.000	.000	.000
347	The amount of paperwork associated with your role as supervisor	****	****	****	****	****	****	****	****	****	****
348	The amount of counseling time required to supervise people	.317	.254	.204	.176	.171	****	****	****	****	****

[a] Asterisks indicate the item has been selected and is in the set of predictor items.

V. DEVELOPMENT OF A BACKGROUND INFORMATION SECTION FOR INCLUSION IN THE OCCUPATIONAL ATTITUDE INVENTORY

The authors of the experimental version of the OAI (Tuttle et al., 1975) conducted an extensive review of the job attitude literature to identify individuals' characteristics which were reportedly related to job attitudes for inclusion in the Background Information Section of the OAI. Fifty-five life history information and 11 current work status items were selected as shown in Appendix E. Four job attitude questions were also included in the Background Information Section to serve as criteria for a future background item reduction exercise. The items selected included personal characteristics such as age, race, marital status, and education level; life history items such as early work history, characteristics of place of residence during formative years, socioeconomic status of parents, and characteristics of family and parents; past and current interests and activities such as sports and literary activities; personal aspirations and expectations; and perceived attitudes by family members toward a military career.

Stepwise, multiple-linear regression techniques were used to eliminate background items which did not have unique relationships to any of the attitude criteria items as shown on the second page of Appendix E. Several items such as race, age when obtained first regular paying job, mobility, education, and socioeconomic status of parents, individual's contribution to parent's income, birth order, and draft vulnerability of the individual when he entered service did not contribute to job attitude prediction when such factors as age, marital status, academic standing, aptitude, and selected leisure activities were held constant.

A separate analysis of the relationship between job attitudes and sports and leisure activities was conducted and reported by Burtch and Hazel (1975). Using criteria of career intent, job interest, perceived utilization, and a general job satisfaction measure, tennis, fishing, and listening to hard rock or country/western music were the few activities that significantly correlated with job attitudes. These few relationships were found out of the 18 past and current activities considered: frequency of participation in football, basketball, wrestling, boxing, baseball/softball, track, golf, tennis, hunting, fishing, swimming, camping, hiking, jogging/running; time spent reading at home; hobby activities; type music enjoyed; and average hours of exercise. Satisfied personnel tend to have a greater preference for western music and spend more time fishing than dissatisfied personnel who like rock music and play more tennis. Some activity preferences differ between first-term and career airmen but, except for those just cited, generally do not significantly relate to job attitudes when a measure of job tenure (i.e., time in service) is held constant. Few sports and leisure activity differences exist between satisfied and dissatisfied airmen when job tenure is taken into account.

Items uniquely related to job attitudes are listed in Table 7. The vast majority of items failed to significantly relate to the job attitude criteria when measures of age, education, aptitude, and job tenure were held constant. The significant items were included in the Background Information Section of the revised OAI, along with additional items believed to be important to researchers when investigating the correlates of job attitudes in Air Force jobs. The additional items were selected to amplify original OAI responses which were ambiguous, particularly to those interested in defining specific job problem areas and suggesting remedial actions. For example, items soliciting respondents' satisfaction with shift work, PCS opportunities, overseas assignments and required retraining did not permit the examiner to identify whether negative responses meant the respondent had too much or not enough of the indicated activities. The final items included in the OAI are shown in Appendix D.

VI. DEVELOPMENT OF THE FINAL RATING SCALE

The experimental version of the OAI considered a number of specific issues in developing the satisfaction rating scale to be used (Tuttle et al., 1975). The basic issues concerned: (a) dimension to be measured, (b) nature of the dimension–bipolar or unipolar, (c) benchmarks to be used, if any, (d) consideration of the neutral point, and (e) number of scale intervals.

Table 7. **Background Information Items Uniquely Related to a Variety of Job Attitude Criteria as Identified by Multiple Regression Techniques[a]**

Personal attributes:	**Family attributes:**
Age	Marital status
Average time spent reading technical material	Number of brothers and sisters
Educational aspirations	Number of dependents
Educational level	Parents' attitude toward military career
High school class standing	Spouse's attitude toward military career
Rated driving ability	
Type music enjoyed most	**Other:**
Job History attributes:	Distance from current base to home of record
	Population of community near base
Grade level	Size of community raised in
Number supervised directly	
Total months active Federal military service	

[a]Background items shown in Appendix E and not listed above were not significantly related to job attitude.

Past approaches to the dimensions to be measured had (a) requested the degree of agreement and disagreement with various attitude statements, (b) measured amounts of reward desired and amounts received to derive a discrepancy score, and (c) asked for direct statements of levels of satisfaction. The last approach was selected as the most parsimonious approach, the one most consistent with the authors' definition of job satisfaction, and the approach that had been the most fruitful method in past research. An extensive literature review (Tuttle & Hazel, 1974) had concluded that satisfaction and dissatisfaction represented opposite ends of a single bipolar job attitude continuum rather than separate dimensions as proposed by Herzberg (1966) and his associates (Herzberg, Mausner, & Snyderman, 1959). This conclusion also meant that the rating scale would at least have benchmarks ranging from dissatisfaction to satisfaction.

Concerning the scale points, Kaplan (1972) discussed the interpretation of the neutral point on a bipolar scale which ranges from a negative scale value to a positive value. A person can respond with "0" either because he is truly ambivalent and cannot decide between the two aspects of the dimension being measured or because he is indifferent concerning the attitude being measured. Therefore, a neutral point on such a scale is ambiguous and can only be interpreted in light of other information. One approach to the problem is to eliminate the neutral point by having an even number of steps in the scale. This approach assumes that individuals can be forced out of the neutral point in a reliable way (Nunnally, 1967). In addition, as Nunnally (1967) points out, elimination of the neutral point helps control for response style in that there may be individual differences in the tendency to take the midpoint of a scale, and this tendency might not relate to the attitude being measured.

On the basis of the evidence from Kaplan (1972) concerning the problem of interpretability, and Nunnally (1967) indicating that individuals who mark the neutral point can be reliably differentiated on the attitude in question, an even number of scale intervals was chosen, thereby omitting the zero, or neutral, point. For determining the number of scale steps, a general guideline is that it is better to have more rather than fewer (Nunnally, 1967). Empirical evidence indicates that reliability increases as a function of the number of steps. This function increases rapidly up to about seven steps, more slowly to 11 steps, and then very gradually to about 20 steps. Based on this phenomenon and the ability to write distinguishable anchor points, the decision was made to construct a scale with eight intervals as shown in Table 2. The scale constructed was anchored at each step by numbers ranging from 1 to 8 and by verbal definitions ranging from Extremely Dissatisfied to Extremely Satisfied. For a full discussion of the scale development and the relevant issues concerning the 8-point scale, see Tuttle et al. (1975).

The results obtained from administration of the 8-point scale to the 3,100-case sample suggested that forcing airmen to choose a negative or positive response provided a less than desirable distribution of item responses. Rather than approximating a normal pattern of responses, the distributions tended to be relatively flat (platykurtic) and were in fact rectangular in appearance with a slight positive skewness. Assuming that attitudes toward Air Force jobs are normally distributed about mean values, the 8-point scale forced the responses into a non-normal and unrepresentative array. The obtained rectangular distributions are not desired since they tend to maximize the measurement errors in the region of primary concern (the polar ends of the distribution) when distinguishing between satisfied and dissatisfied personnel. From a research utility standpoint, such distribution deviations from normality also deflate correlational values and hence the probability of investigators identifying significant relationships when using the attitude items as predictors of criteria.

For these reasons, which are primarily empirical rather than theoretical concerns, a new scale was developed for future use with the OAI. The scale employs 9 points with a central, Neither Satisfied nor Dissatisfied, point as shown in Table 2. Subsequent administration of the revised OAI to a random sample of 7,567 airmen yielded distributions which more closely approximated the normal curve. The actual shapes of the distributions were somewhat peaked (leptokurtic) and again slightly positively skewed. From a psychometric standpoint, the 9-point scale distributions are viewed as more favorable to the utility of the OAI as a research instrument. Subsequent analyses of the OAI should address the issues of mental set or response pattern problems and the difficulty in interpreting the meaning of neutral responses; these are problems largely avoided by the original 8-point scale.

VII. REVALIDATION OF THE OAI JOB ATTITUDE FACTORS

Several issues mandated revalidation of the factor structure of the OAI.

1. The initial factor analysis of 330 items showed considerable variance between empirically derived facets of job satisfaction for the Air Force work environment and facets identified in the civilian work environment and subsequently hypothesized to exist in the military environment.

2. The substantial deviation from the civilian findings and lack of similar studies in the military setting suggest a chance bias may have existed in the sample—the analyses used a small sample of 1,340 first-term airmen and an instrument whose length (348 items) was excessive.

3. Revalidation was also required because the inventory was reduced to 200 items by a process which sought to primarily select unique items rather than replicate factors. The possibility existed that the selection technique may have violated the factor space of the original 348-item instrument.

The item reduction exercise had identified a subset of 190 nonsupervisory and 10 supervisory items for use in the operational version of the OAI. The 200-item inventory was mailed to a random sample of 7,000 first-term and 3,000 career airmen. The complete inventory is included in Appendix D. Usable returns for 5,089 first-term and 2,478 career airmen were received. The entire 7,567 case sample was used to analyze the 190 nonsupervisory items. Thirty-five varimax rotated factors were again obtained. With minor exceptions, primarily in specific item loadings, the same factor structure was identified.

As summarized in Table 8, 24 extracted factors were virtually identical and six new factors were identified. Five factors were not repeated, and loadings on five others changed sufficiently to warrant a minor change in the name. The renamed factors posed few surprises and primarily were combinations or slight emphasis changes of the non-replicated factors. For example, *Information on Policies* and Procedures and Unit Safety and GMT Programs became Safety, GMT and Promotion Policies and Procedures; Control Over Others became Control Over Work and Personnel; and Service to Others became Welfare of Members. Three factors, Continuing Job Training (Job Change), Job Design, and Variety and Utilization replicated original hypothesized dimensions which were not found in the factor analysis of 330 original OAI items. The 35-facet factor structure accounted for 64 percent of the domain of variance measured by the 190

Table 8. **Comparison of Empirically Derived Job Attitude Factors for Original and Revised OAI[a]**

Replicated Dimensions/Factors

Assignment Locality
Base Housing and Eating Facilities
Benefits Provided by Base Facilities
Co-Workers
Economic Security
Family Attitude Toward Job
Independence
Knowledge of Results
Leave and Time-Off Policies
Opportunities for Social Contact
Personal Growth and Development Opportunities
Physical Characteristics of Work Environment
Promotion Opportunity
Recognition
Social Contact (nonpeer)
Status in Civilian Community
Sufficiency of Training
Supervisor's Competence
TDY Costs and Conditions
Tools, Equipment, and Supplies
Travel Requirements and Opportunities
Value of Experience
Work Itself
Work Schedule

Non-Replicated Dimensions/Factors

Additional Duties
Job Security
Morality of Work
Opportunity to Stay Busy
Required Verbal and Written Coordination

New Dimensions/Factors

Area Cost of Living
Continuing Job Training
Job Design
Temperatures in the Work Environment
Variety and Utilization
Work Climate

Renamed Dimensions

Previous Name	Final Name
Control Over Others	Control Over Work and Personnel
Information on Policies and Procedures Unit Safety and GMT Programs	Safety, GMT, and Promotion Policies and Procedures
Physical Demands of Job	Physical Activity of Job
Physical Safety	Physical Demands of Work Environment
Service to Others	Welfare of Members

[a]Supervisory duty items not included in factor analysis.

items. Again the individual items measure substantial amounts of unique variance. Table 9 ia a summary listing of the final factors, Appendix F contains the factor definitions, and Appendix G contains item factor loadings of primary items representing each factor.

Table 9. **Summary Listing of the Final 35 Varimax Rotated Job Attitude Factors Extracted from the 190 Nonsupervisory OAI Items**

Area cost of living
Assignment locality
Base housing and eating facilities
Benefits provided by base facilities
Continuing job training
Control over work and personnel
Co-workers
Economic security
Family attitude toward job
Independence
Job design
Knowledge of results
Leave and time-off policies
Opportunities for social contact
Personal growth and development opportunities
Physical activity of job
Physical demands of the work environment
Physical characteristics of work environment
Promotion opportunity
Recognition
Safety, GMT, and promotion policies and procedures
Social contact (nonpeer)
Status in civilian community
Sufficiency of training
Supervisor's competence
TDY costs and conditions
Temperatures in the work environment
Tools, equipment, and supplies
Travel requirements and opportunities
Value of experience
Variety and utilization
Welfare of members
Work climate
Work itself
Work schedule

Minor differences in original and validation sample factor structures are believed to be due largely to sample differences. Differences between original empirical and validation factor definitions are minor and reflect the subjectivity of the factor analytic process. Original hypothesized and final validation factor structure differences were virtually the same as were originally found between hypothesized and empirical factors obtained from the development sample. Most specific facets of the job itself found in civilian work environments compose a single facet, the Work Itself, in the military work environment. Similarly, various aspects of supervisors' attributes differentiated in the civilian environment are combined into a single Supervisor's Competence facet. While civilian research tends to report a general Pay and Benefit facet, the

attitudes of military members are compartmentalized into many specific aspects of their overall life environment. From both the developmental and validation sample results, one clear finding is that the civilian sector and military personnel have different perspectives of their work environments. Job attitude related research conducted in one environment must be validated in the other before attempting to apply or make generalizations from the results.

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APPENDIX A: OCCUPATION ATTITUDE INVENTORY ITEM POOL OF 348 ITEMS

1. The chance to feel you are accomplishing something.
2. The Air Force's efforts to remove irritants and sources of dissatisfaction.
3. The geographical area to which you are assigned.
4. The moral standards of your co-workers.
5. The contribution your work makes to the national defense.
6. Enjoyment you get from doing your job.
7. The contribution your job makes to your vocational development.
8. The opportunity to choose your close associates on the job.
9. Personal conveniences provided in the work area.
10. The chance to get ahead on the job.
11. The amount of social contact required by the job.
12. The attention given to safety in your work area.
13. The respect that results from your rank and job.
14. The extent to which your supervisor brings out the best in his men.
15. Your supervisor's knowledge of the way your job is done.
16. The need for frequent retraining within your specialty.
17. The opportunity to develop your skills for a lifetime occupation.
18. Chance to vary your work schedule when required to conduct personal business.
19. The chance to complete work that you start.
20. The adequacy of the information provided you on the Air Force promotion system.
21. The attitudes of civilians around your base toward the Air Force.
22. The opportunity to make and implement new suggestions.
23. The chance to plan your own work.
24. The chance to know for yourself when you do a good job.
25. The efficiency with which your work time is allocated.
26. The opportunity to meet new people.
27. The noise level of your work environment.
28. Recognition for the quality of work that you do.
29. The chance to be responsible for your own work.
30. The chance to improve the welfare of others.
31. Your training in where and how to get needed technical information.
32. Your personal relationship with your supervisor.
33. The accuracy of the information you receive about your performance.
34. The priority given to your requests for supplies.
35. The demand for your job obtained skills in the civilian job market.
36. The regularity of your work schedule.
37. The pace of your work.
38. The amount of "red tape" connected with your work.
39. The chance for meaningful social contact in your work.
40. The chance to try different methods on your own.
41. Your level of interest in this job compared to others you have held.
42. The ability of your job to provide new challenges.

43. The chance to tell others what to do.
44. The amount of money you can make in the Air Force.
45. The opportunity for promotions in your career field.
46. The amount of time you spend in job-required communication.
47. The control your job gives you over material.
48. The opportunity to be of service to others.
49. The availability of useful self-help training materials.
50. The extent to which your supervisor keeps you informed.
51. The rate of change in the content of your work.
52. The way your job uses your abilities.
53. Sometimes having new and different situations to handle.
54. Opportunity to point to your accomplishments.
55. The way your unit handles required General Military Training and Physical Fitness testing.
56. The educational opportunities provided by the surrounding community.
57. The amount of pride your co-workers have in their work.
58. The chance to make decisions for yourself.
59. The opportunity to see the results of your work.
60. The way the tasks in your job are organized.
61. The opportunity to have some control over the time spent with others.
62. Amount of work space available.
63. The recognition you receive from your family for the work you do.
64. The chance to feel responsible for a total unit of work.
65. The security of your job.
66. The opportunity to meet and work with important people.
67. The respect your supervisor shows for you as a person.
68. The amount of time your supervisor takes to make a decision.
69. The promptness with which equipment malfunctions are handled.
70. The amount of your training that can be applied to a civilian occupation.
71. Your work schedule compared to the schedule of a typical civilian job.
72. Chance to engage in physical activity.
73. Travel (PCS) opportunities for personnel in your specialty.
74. The BX and Commissary facilities at your base.
75. The amount of creativity required by your job.
76. The amount of freedom you have on the job.
77. Chance to do a "whole piece of work".
78. The difficulty level of your job.
79. Your pay compared to what you could make on the outside.
80. The amount of exposure to unpleasant chemicals or gases.
81. The recognition your unit gives for good performance.
82. The chance to take charge of a work goal.
83. The chance to perform tasks which benefit peoples lives.
84. Your chance of getting additional training compared to others in your field.
85. The fairness with which your supervisor assigns work.
86. Opportunity to find out from your supervisor whether you are doing poorly or well.
87. The ability demands of your job.
88. Chance to work in different types of situations.
89. The number of times your work schedule has interfered with personal plans.
90. Your unit's policy for assigning additional duties.
91. The cost of living in the area to which you are assigned.
92. The friendliness of your co-workers.
93. Opportunity to make a clear contribution to the mission of your unit.
94. Amount of interesting work you get to do.

95. The challenge provided by your job.
96. The chance to do work that does not bother your conscience.
97. The protection provided by the Air Force Life Insurance program.
98. Your chance for promotion compared to others doing similar work.
99. The closeness with which you have to work with others.
100. Your physical safety on the job.
101. Your social position in the Air Force as a result of your job.
102. The instructional methods used in your training.
103. The way your supervisor handles technical problems.
104. The pace of new developments in your field.
105. Chance to take advantage of your abilities.
106. Opportunity to get away from the routine and do something new.
107. The opportunity to have pride in the work that you do.
108. The way your preferences are considered by your unit.
109. The similarity between your assignment and your assignment preference.
110. Your amount of effort compared to the effort of your co-workers.
111. The importance attached to your job by your co-workers.
112. Chance to do the type of work you have always wanted to do.
113. The chance to gain new knowledges and skills.
114. The chance to work with different people if you want to.
115. Adequacy of lighting in the immediate work area.
116. The opportunity to have the results of your work noticed by others.
117. The amount of cooperation required.
118. The feeling of economic security you have in the Air Force.
119. The status you have in the civilian community because of your job.
120. The way your supervisor handles personal problems.
121. The ability of your supervisor to make decisions.
122. The availability of tools and equipment needed to do the job.
123. The future potential for civilian work of the same type you are now doing.
124. The flexibility of your work schedule.
125. Opportunity to always have something to do.
126. The frequency of reassignment for airmen in your specialty.
127. The facilities provided by the base.
128. The chance to "think up" new ways of doing things.
129. The chance to have a say in what you do.
130. Chance to do a job from start to finish.
131. The physical demands of your job.
132. Your fringe benefits compared to fringe benefits offered by a civilian job.
133. The cleanliness of your work environment.
134. The chance to be recognized for outstanding performance.
135. The opportunity to accept responsibility for getting a job done.
136 The chance to help people.
137. The opportunity to receive additional training when necessary to meet new job dem
138. The way your supervisor handles disciplinary problems.
139. Your supervisor's fairness in rating subordinates.
140. The opportunity to use up-to-date equipment.
141. The chance to receive civilian educational credit for your military job training.
142. The chance to schedule your time-off.
143. The amount of work you have to do.
144. The frequency of overseas or remote assignments for your specialty.
145. The "know-how" of the people you work with.
146. The benefit derived by the Air Force from you work.

147. The interest you have in going to work each day.
148. The opportunity for personal growth and development in your job.
149. The opportunity to perform activities which are morally acceptable.
150. The advantages provided by the commissary and BX.
151. The chance to be promoted on the basis of ability.
152. The amount of communication required.
153. The level of danger in your job.
154. The prestige that goes with your position.
155. The competence of the instructors you have encountered.
156. The amount of respect your supervisor shows for your ability.
157. The amount of work time spent learning about new procedures or equipment.
158. The chance to utilize your civilian education and training.
159. The opportunity to "wear several hats".
160. The feeling that your efforts lead to results.
161. The adequacy of information you receive about unit policies.
162. The distance to your home of record.
163. The chance to try new ideas.
164. The chance to participate in setting your work goals.
165. The chance to see how your effort pays off.
166. The time allotted for different tasks.
167. The chance to work by yourself whenever you feel like it.
168. Normal temperature of your work environment.
169. The recognition co-workers give to your work.
170. The chance to be held accountable for your work.
171. Your chances of remaining on active duty until retirement if you want to.
172. The status given a military man by the civilian community.
173. The leadership qualities of your supervisor.
174. The information you get from your supervisor about your work performance.
175. The amount of time you spend waiting for needed tools, supplies or equipment.
176. The future value of your skill in the civilian labor market.
177. The time of day that you go to work.
178. The extent to which you can stay mentally active on the job.
179. The amount of leave time you are allowed.
180. The on-base housing.
181. The opportunity to use your imagination to solve problems.
182. The opportunity to decide for yourself how to accomplish your job.
183. The chance to broaden the scope of your activities.
184. Amount of effort required to do your work.
185. The opportunity for you or your family to travel at military rates.
186. Convenience of the location of the work area to mess facilities and living quarters.
187. The amount of required coordination with others.
188. The extent to which you take the blame for others mistakes.
189. The importance of your job performance to the welfare of others.
190. The chance to be trained in the use of modern equipment.
191. The chance to make your grievances known.
192. Your supervisor's skill in writing performance evaluations.
193. Chance to do the kind of work you do best.
194. The amount of variety in your work.
195. The amount of non-scheduled work you have to do.
196. The leave policy of your unit.
197. The size of your base.
198. The opportunity to work with people who know their jobs.

199. The importance of your work.
200. Opportunity to develop new interests.
201. The chance to realize your vocational potential.
202. The chance to do things which do not violate your sense of right and wrong.
203. The standard of living which your income provides.
204. The relationship between your job performance and chances for promotion.
205. The amount of dependence on others to get the job done.
206. The hazards involved in doing your job.
207. The pride your family has in your work.
208. The similarity between your training and the requirements of the job.
209. Your supervisor's knowledge of your job.
210. The feeling that changes made in your job are usually improvements.
211. Chance to use your military training.
212. The chance to start something else if a task gets monotonous.
213. The feeling of accomplishment you get from your work.
214. The availability of information on Air Force policies and practices.
215. The size of the surrounding community.
216. The chance to work with other people.
217. The importance you feel while doing your job.
218. Amount of pleasure you get from doing your job.
219. The time pressures of your job.
220. The opportunity to associate with people you like.
221. The surroundings in which your job is performed.
222. The chance to receive community recognition for your work.
223. The level of responsibility that goes with your job.
224. The way the Air Force provides for its people.
225. Your prestige in the military community resulting from the type of work you do.
226. The way your supervisor handles his men.
227. The way your supervisor trains his men.
228. The condition of the tools or equipment you use.
229. The chance to acquire valuable skills.
230. The number of hours you work per week.
231. Opportunity to stay busy.
232. The assignment possibilities associated with your career field.
233. The weather at your base.
234. The opportunity for originality in your work.
235. The chance to work at your own pace.
236. Chance to do work with identifiable results.
237. The additional duties associated with your job.
238. The quality of medical care provided by the Air Force.
239. The physical appearance of the work area.
240. The praise you get from your supervisor.
241. The chance to handle a position of trust.
242. The chance to feel that you perform a service to others.
243. The training you have received to perform your current job.
244. The likelihood that your supervisor will back you up.
245. The promptness with which you find out how you are doing.
246. The availability of necessary materiel or supplies.
247. Chance to regularly perform a variety of tasks.
248. The way your working hours are scheduled.
249. The frequency of slack periods on the job.
250. Travel (TDY) opportunities for personnel in your specialty.

251. The "spirit of teamwork" which exists between your co-workers.
252. The importance of your work for the accomplishment of you unit's mission.
253. The similarity between your interests and work activities.
254. The chance to "dig deeper" into work activities which interest you.
255. The chance to avoid situations which violate your religious beliefs.
256. The retirement income you would receive from an Air Force career.
257. The Weighted Airman Promotion System (WAPS).
258. The amount of teamwork required.
259. The chances of being injured or physically harmed on your job.
260. The prestige your family receives as a result of your job.
261. The adequacy of your training for meeting emergency situations.
262. The technical competence of your supervisor.
263. The amount of effort required to keep up with developments in your field.
264. The similarity between the skills you have learned and the job you are doing.
265. Chance to use different types of equipment.
266. The progress you are making toward work objectives.
267. The opportunity provided by the Air Force for self-improvement education.
268. The cultural opportunities provided by the surrounding community.
269. The chance to use your initiative.
270. The amount of freedom you have to decide work methods and procedures.
271. Chance to identify clearly the results of the tasks you perform.
272. The amount of work required by your job compared to other Air Force jobs.
273. The chance to socialize with people whose work is different from yours.
274. The working conditions associated with your job.
275. The opportunity for recognition provided by your job.
276. The amount of responsibility for equipment or supplies.
277. The chance to do work that is beneficial to mankind.
278. The feelings you get from wearing the Air Force uniform.
279. The willingness of your supervisor to listen to his employees.
280. The chance to know where you stand with your supervisor.
281. The extent to which tools and equipment are shared by co-workers.
282. The chance to prepare for your eventual return to civilian life.
283. Effect of your work schedule on your personal life.
284. The opportunity to move around on your job.
285. The amount of paperwork required to do your job.
286. The extent to which those you work with "share the load".
287. The way new ideas are accepted.
288. The chance to pursue interests you have had for a long time.
289. The chance to "grow" in your job.
290. The amount of "dirty-hand" work you do.
291. The benefits provided by the Air Force.
292. Your promotion opportunities in the Air Force compared to those in a civilian occupation.
293. The amount of required telephone communication.
294. The control your job gives you over people.
295. The effects of your work on other people.
296. The scope and type of on-the-job training you are receiving.
297. The availability of your supervisor when you have a problem.
298. The way your supervisor evaluates your work.
299. The similarity between your abilities and the requirements of the job.
300. Opportunity to vary your work methods or procedures.
301. The effect of your work schedule on your favorite recreational activities.
302. The consideration given you as a person by the Air Force.

303. The recreational opportunities provided by the surrounding community.
304. The amount of competition among your co-workers.
305. The value of your work for the Air Force.
306. The chance to work at your own pace.
307. The cost of TDY versus the payment received.
308. The opportunity to take on new responsibilities.
309. The morality of your work.
310. Amount of time you must work in extreme temperatures.
311. Your knowledge of the operation of the Air Force promotion system.
312. The social obligations related to the job you hold.
313. The safety program in your unit.
314. The status your job gives compared to the status you would expect as a civilian.
315. Your organization's OJT training program.
316. The concern your supervisor shows for the welfare of his subordinates.
317. The technical "know-how" of your supervisor.
318. The amount of change in your job compared to other jobs you have held.
319. The extent to which your military pay covers your living expenses.
320. The living and working conditions faced on TDY.
321. The kind of job supervision usually received.
322. The amount of authorized time off for meals.
323. On-base and off-base transportation facilities.
324. The opportunity to get enough sleep during an average 24 hour day.
325. The amount of on the job supervision you receive.
326. The quality of base quarters, barracks, or civilian housing in which you live.
327. The quality of food and availability of eating facilities at your base or location.
328. The opportunity for an off duty job.
329. Your work schedule.
330. The ability of your supervisor to communicate instructions.

For Supervisors Only

331. The power you have over others.
332. The number of people that you supervise.
333. The opportunity to supervise the work of others.
334. The chance to organize the efforts of others to accomplish a mission.
335. The chance to show you can supervise the work of others.
336. The authority you have over others.
337. The chance to have people working under your authority.
338. The extent which your job requires you to enforce rules and regulations.
339. The way others respect your authority.
340. The opportunity to evaluate the work of others.
341. The chance to give orders.
342. The chance to be responsible for work done by others.
343. The opportunity to direct the work of others.
344. The chance to take control and run things.
345. The chance to have other people come to you for information and advice.
346. The opportunity to influence how others do their jobs.
347. The amount of paperwork associated with your role as supervisor.
348. The amount of counseling time required to supervise people.

APPENDIX B: REVISED LIST OF 35 ATTITUDE CATEGORIES

1. *Achievement* - Feelings of accomplishment derived from your job performance. The pride and pleasure associated with a job well done.
2. *Activity* - The opportunity to have sufficient work to keep you busy during required duty hours. Being able to avoid slack periods and periods of involuntary inactivity. (Includes physical and/or mental work activity)
3. *Air Force and Unit Policies and Practices* - The effects of Air Force, Major Command, or local unit policies on you and your motivation to perform or remain in your position.
4. *Assignment Locality* - The desirability of your current assignment locality. Includes characteristics of the base as well as characteristics of the surrounding community.
5. *Authority* - The amount of power you have to influence or control the activities of others. This power may be due to your position in the chain of command, power inherent in the performance of your duties (i.e., security policeman), or power due to special knowledge or expertise.
6. *Co-workers* - The compatibility of your co-workers. Includes characteristics of your co-workers such as how friendly, cooperative, competent, and sociable they are.
7. *Creativity* - The chance to apply your initiative, ingenuity, and creative talent to the work situation to produce new or original products, ideas, or solutions to problems.
8. *Importance* - The feeling that your work is valuable to the Air Force. Work could be perceived as important if the failure to perform satisfactorily could, in some way, affect the accomplishment of an Air Force mission.
9. *Independence* - The chance to plan and carry out your own work activities rather than be directed by others. The chance to work with minimal supervision, and to exercise considerable autonomy in planning and implementing your work.
10. *Interest* - The chance to perform work activities which are compatible with your preferences or interests. The chance to do work which you find pleasurable for its own sake.
11. *Knowledge of Results* - The chance to see or determine the results of your work. Having the opportunity to determine the contribution you make to mission accomplishment.
12. *Personal Growth and Development* - The opportunity for self-fulfillment in the job. The chance to "grow" in the job, by developing new interests and skills.
13. *Job Design* - The manner in which your tasks fit together in your job. Includes the efficiency of task organization, whether tasks are performed in a logical sequence, time pressures of the job, number of tasks performed, etc.
14. *Optional Social Contact* - The opportunity to choose the co-workers with whom you have close contact, either on the job or off the job. The amount of control you have over the time, place, and frequency of social interaction.
15. *Pay and Benefits* - The level of pay and the desirability of Air Force benefits. Included are incentive pay, retirement, medical care, BX, commissary privileges, etc.
16. *Physical Work Environment* - Characteristics of your immediate work area. Included are such characteristics as lighting, noise level, cleanliness, attractiveness, amount of work space, temperature, humidity, location, etc.
17. *Promotion Opportunity* - The operation of the Air Force promotion system. Includes your opportunity for promotion, the criteria for promotion, feelings that promotions are rewards for good work, etc.

18. *Recognition* - The opportunity to obtain clear recognition or appreciation for your work activities. This acknowledgement may come from sources inside the Air Force (i.e., supervisor, unit commander, etc.) or outside the Air Force (community, family, etc.). Included is recognition based on the work performed rather than the position occupied.

19. *Required Social Contact* - The amount of contact with others required to perform your work activities or to fulfill the social obligations of your position. Included is face to face contact as well as contact through written and oral communication.

20. *Responsibility* - The amount of responsibility you have for your actions, decisions, and their consequences. Includes responsibility for the welfare of people, for accomplishment of a mission, for tools or equipment and other property, or for financial assets.

21. *Physical Safety* - The protection you have against bodily injury or harm connected with your job. The threat of injury may be due to the type of equipment used, weapon system worked on, handling or dealing with explosives, as well as danger from combat activity.

22. *Economic Security* - The feeling that your Air Force job is secure and will continue even if the general economic situation becomes poor. The chance to feel that your basic security needs, (food, clothing, shelter, medical care, etc.) will be met.

23. *Service to Others* - The opportunity to engage in work activities which directly or indirectly improve the well being of others. The opportunity to feel that the work you do is of benefit to others.

24. *Social Status* - The social standing or prestige which results from your position or job. This refers to social status both within and outside the Air Force.

25. *Sufficiency of Training* - The opportunity to receive adequate training to do your assigned job. Also includes the feeling that you will be able to obtain additional training as needed to remain current on the job.

26. *Supervision Received - Human Relations* - The ability of your boss or supervisor to handle human or social situations on the job. The amount of concern displayed by your supervisor for the welfare of his men.

27. *Supervision Received - Technical* - The competence displayed by your supervisor in dealing with technical problems encountered in the job. Your supervisor's ability to develop technical skills in his men.

28. *Performance Evaluation* - The frequency, timeliness, accuracy and fairness of the performance evaluation received from your supervisor. The extent to which your supervisor lets you know where you stand.

29. *Job Change* - The frequency with which the content of your job changes as a result of technological developments. The rate or pace of changes in tasks performed, tools used, procedures used, and their impact on the worker. Amount of time and effort required to remain current.

30. *Tools, Equipment, and Supplies* - The availability, when needed, of adequate tools, equipment, and supplies. The condition of tools and equipment and the ease with which malfunctions are handled.

31. *Utilization* - The extent to which your work makes use of your abilities, training, and experience.

32. *Value of Experience* - The opportunity to obtain Air Force skills which will be of future value to the Air Force and the civilian labor market. Being able to feel that the skills you obtain will not become obsolete.

33. *Variety* - The opportunity to have variety in the content of your work. Variety may result from working with unique problems, working with different people, working in a new location, or from having a number of different tasks to perform.

34. *Work Schedule* - The hours that you are required to work. Includes the way your work is scheduled as well as the impact of your work schedule on your private life.

35. *Supervisory Duties* - Defined in terms of the specific items involved. See heading and items 191-200 in Appendix D.

APPENDIX C: FACTOR DEFINITIONS DERIVED FROM 330 ITEMS WITH PRIMARY LOADINGS ON 35 EMPIRICALLY DERIVED VARIMAX ROTATED FACTORS[a]

Additional Duties - Additional duties, nonscheduled work, red tape and irritants associated with your job.

Assignment Locality - Characteristics of the assignment location (includes probable future assignments).

Base Housing & Eating Facilities - Quality of base housing and eating facilities.

Benefits Provided by Base Facilities - Benefits provided by base facilities (BX, commissary, medical care).

Control Over Others - Chance to control or direct others (nonsupervisory direction).

Co-workers - Co-worker characteristics and relationships (teamwork, competitiveness, technical compentence).

Economic Security - Economic security provided by the military.

Family Attitude Toward Job - Family attitude toward your job.

Independence - Independence in work procedures (personal responsibility for determining own work procedures).

Information on Policies and Procedures - Availability of information on policies and procedures.

Job Security - Job security through certainty of being retained in the military.

Knowledge of Results - Amount of autonomy and closure on job tasks to permit self assessment of own work methods.

Leave & Time Off Policies - Leave and time off policies.

Morality of Work - Moral acceptability of job.

Opportunities for Social Contact - Opportunities for social contact.

Opportunity to Stay Busy - Frequency of slack periods on the job.

Personal Growth & Development - Opportunities for self-improvement (off-duty educational, cultural, and work opportunities).

Physical Demands of Job - Physical activity and demands of job.

Physical Safety - Job hazards.

Physical Work Environment - Characteristics of work space (size and appearance).

Promotion Opportunity - Promotion chances based on ability.

Recognition - Recognition unit gives for good performance of job tasks and additional duties.

Required Coordination - Required verbal and written coordination (paperwork and telephone communication) in your job.

Service to Others - Chance to benefit or improve welfare of others through performance of job.

Social Contact (nonpeer) - Close association with people (other than co-workers).

Status in Civilian Community - Status in civilian community resulting from military job.

Sufficiency of Training - Job associated training (OJT and technical instructors' competence; relevance and extent of training).

Supervisor's Competence - Managerial and technical competence of supervisors.

TDY Costs and Conditions - TDY costs and conditions (living and working conditions and adequacy of reimbursements for expenses).

Tools, Equipment, & Supplies - Availability and condition of tools, supplies, and equipment.

Travel Requirements & Opportunities - Travel (PCS & TDY requirements and opportunities).

Unit Safety & GMT Programs - Safety programs and GMT within your unit.

Value of Experience - Transferability of Air Force job obtained skills to civilian job market.

Work Itself - Work itself (challenge, interest, importance, variety, feelings of accomplishment).

Work Schedule - Work schedule (number of hours and time of day worked; flexibility of schedule).

[a]Supervisory duty items not included in factor analysis because of nonsupervisory nature of the sample.

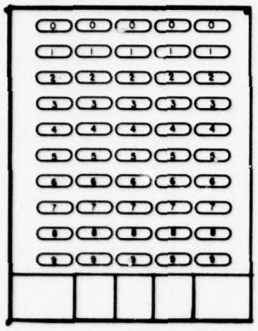
UNITED STATES AIR FORCE



OCCUPATIONAL ATTITUDE INVENTORY

OCCUPATIONAL AND MANPOWER RESEARCH DIVISION
USAF HUMAN RESOURCES LABORATORY
LACKLAND AFB TEXAS 78236
AUTOVON 473-3895
USAF SCN 75-158
15 May 1975

Return completed to CBPO within
10 working days per AFM 35-2



INTRODUCTION

How do you feel about your Job?

The purpose of this inventory is to investigate thoroughly the attitudes of Air Force personnel about a wide range of factors. Most of these factors are job-related, however, some are related to Air Force life in general. Once the attitudes of a large number of individuals are obtained, these will be analyzed to determine: (1) causes of dissatisfaction; and (2) what can be done to increase job satisfaction.

The inventory is composed of three sections. Section I - General Information requests information about your background, interests, and family to assist in interpretation of responses. Section II - Occupational Attitude Information includes statements concerning various aspects of your job and Air Force life. Section III - Importance of Job Aspects to Career Decisions asks you to indicate the importance of aspects of your job to career decisions.

It is extremely important that the true attitudes of individuals be obtained. The information you are asked to provide will be used for research purposes only. Responses will not be identified with you by name, and will be combined with responses from others in agregate form for use by Air Force managers.

When you have completed the survey, place the booklet in the enclosed brown manila envelope and seal it. Then complete the information on the envelope and return it to your CBPO who will place the booklets in the mail.

SECTION I - GENERAL INFORMATION

Please print the information requested and check applicable blocks. Respond to all items.

SOCIAL SECURITY ACCOUNT NUMBER (SSAN) [ ][ ][ ] - [ ][ ] - [ ][ ][ ][ ]

AGE [ ][ ]

SEX [ ] M [ ] F

GRADE

E1	E2	E3	E4	E5	E6	E7	E8	E9
[ ] AB	[ ] AMN	[ ] A1C	[ ] SGT	[ ] SSGT	[ ] TSGT	[ ] MSGT	[ ] SMSGT	[ ] CMSGT

MAJOR COMMAND

A [ ] AAC	C [ ] ADC	E [ ] AFAFC	Y [ ] AFCS	O [ ] AFDAA	M [ ] AFRES	H [ ] AFSC
F [ ] ALC	J [ ] ATC	K [ ] AU	P [ ] HQ COMD	N [ ] HQ USAF	Q [ ] MAC	R [ ] PACAF
S [ ] SAC	T [ ] TAC	B [ ] USAFA	D [ ] USAFE	L [ ] USAFSO	U [ ] USAFSS	

PRIMARY AFSC [ ] Prefix [ ][ ][ ][ ][ ] [ ] Suffix

DUTY AFSC [ ] Prefix [ ][ ][ ][ ][ ] [ ] Suffix

TOTAL MONTHS IN PRESENT JOB [ ][ ]

TOTAL MONTHS AT PRESENT BASE [ ][ ]

TOTAL MONTHS IN DUTY AFSC [ ][ ][ ]

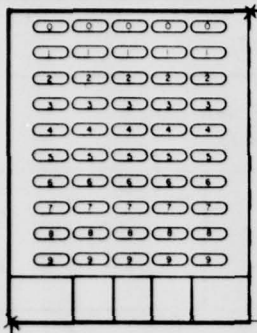
TOTAL MONTHS IN CAREER FIELD [ ][ ][ ]

TOTAL MONTHS ACTIVE FEDERAL MILITARY SERVICE [ ][ ][ ]

NUMBER OF SUBORDINATES WHO REPORT TO YOU DIRECTLY FOR SUPERVISION [ ][ ][ ]

ORGANIZATION

BASE OR INSTALLATION



PLEASE RESPOND TO EACH OF THE ITEMS BY CHECKING THE APPROPRIATE BLOCK

How much formal education have you had?

1 [ ] Did not finish high school
2 [ ] Graduated from high school
3 [ ] Had some college work
4 [ ] Graduated from four-year college
5 [ ] Completed some graduate training

What is your present marital status?

1 [ ] Single
2 [ ] Married
3 [ ] Widowed
4 [ ] Separated or Divorced

In comparison with others in your high school graduating class, what was your standing?

1 [ ] Upper third
2 [ ] Middle third
3 [ ] Lower third
4 [ ] Don't know
5 [ ] Did not graduate from high school

How many persons - not including yourself - are dependent on you for most or all of their support?

1 [ ] None
2 [ ] One
3 [ ] 2 or 3
4 [ ] 4 or 5
5 [ ] More than 5

What is the highest educational level you hope to achieve?

1 [ ] High school graduate
2 [ ] One to three years of college credit
3 [ ] College graduate
4 [ ] Master's degree or more
5 [ ] I have no further education goals

How many brothers and sisters do you have?

1 [ ] None
2 [ ] One
3 [ ] Two
4 [ ] Three
5 [ ] Four or more

How much time on the average do you spend reading technical manuals, or professional technical journals, magazines, or books?

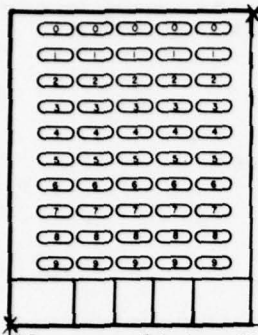
1 [ ] None
2 [ ] Less than 1 hour per week
3 [ ] 1-3 hours per week
4 [ ] 4-7 hours per week
5 [ ] More than 7 hours per week

The place in which you spent the most time during your early life was a

1 [ ] Farm/Ranch or town of less than 1,000
2 [ ] Town of more than 1,000 but less than 50,000
3 [ ] Town of more than 50,000 but less than 100,000
4 [ ] City of more than 100,000 but less than 500,000
5 [ ] City of more than 500,000

Which of the following types of music do you enjoy most?

1 [ ] Classical
2 [ ] Hard Rock
3 [ ] Folk
4 [ ] Jazz
5 [ ] Country/Western



PLEASE RESPOND TO EACH OF THE ITEMS BY CHECKING THE APPROPRIATE BLOCK.

For how many years did you enlist or reenlist in your current tour?

1 [ ] 2 years
2 [ ] 4 years
3 [ ] 6 years
4 [ ] Other

If you could immediately cross-train to another AFSC, would you cross-train?

YES NO
[ ] [ ]
If yes, what AFSC? _____

If separated from the Air Force today, could you obtain a civilian job which has equal or better pay and is at least as desirable as your current job?

1 [ ] No
2 [ ] Uncertain, probably not
3 [ ] Uncertain, probably yes
4 [ ] Yes

If you are required to cross-train to another AFSC in order to reenlist at the end of your current enlistment, would you reenlist?

1 [ ] Definitely would not reenlist
2 [ ] Probably would not reenlist
3 [ ] Probably would reenlist
4 [ ] Definitely would reenlist
5 [ ] Would retire with over 20 years service

Do you plan to reenlist at the end of your current enlistment?

1 [ ] Definitely will not reenlist
2 [ ] Probably will not reenlist
3 [ ] Probably will reenlist
4 [ ] Definitely will reenlist
5 [ ] Will retire (I will have completed at least 20 years service)

How much do you expect general economic and employment trends to affect your next reenlistment decision?

1 [ ] Absolutely no affect
2 [ ] Slight affect
3 [ ] Moderate affect
4 [ ] Strong affect
5 [ ] Very strong affect

I find my job:

1 [ ] Extremely dull
2 [ ] Very dull
3 [ ] Fairly dull
4 [ ] So-so
5 [ ] Fairly interesting
6 [ ] Very interesting
7 [ ] Extremely interesting

My job utilizes my talents and training:

1 [ ] Not at all
2 [ ] Very little
3 [ ] Fairly well
4 [ ] Quite well
5 [ ] Very well
6 [ ] Excellently
7 [ ] Perfectly

In general, how satisfied are you with your present job

1 [ ] Extremely dissatisfied
2 [ ] Very dissatisfied
3 [ ] Moderately dissatisfied
4 [ ] Slightly dissatisfied
5 [ ] Slightly satisfied
6 [ ] Moderately satisfied
7 [ ] Very satisfied
8 [ ] Extremely satisfied

PLEASE RESPOND TO EACH OF THE ITEMS BY CHECKING THE APPROPRIATE BLOCK

How do you rate your driving ability?

1 [ ] Below average
2 [ ] Average
3 [ ] Above average
4 [ ] Much above average
5 [ ] I do not drive

Use the following rating scale to indicate how frequently the indicated conditions exist for personnel in your Air Force Specialty.

1 = NEVER
2 = RARELY
3 = OCCASIONALLY
4 = FREQUENTLY
5 = VERY FREQUENTLY
6 = CONTINUOUSLY

Mark your answer in this space

How frequently are personnel in your specialty

required to do night shift work? [ ]

required to work on holidays? [ ]

given PCS opportunities? [ ]

reassigned to another location? [ ]

given overseas of remote assignments? [ ]

required to train or retrain to maintain proficiency? [ ]

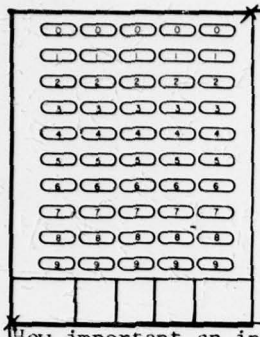
What is the population of the community surrounding your base or station:

1 [ ] Less than 5,000
2 [ ] More than 5,000 but less than 50,000
3 [ ] More than 50,000 but less than 100,000
4 [ ] More than 100,000 but less than 500,000
5 [ ] More than 500,000

Approximately how many miles is it from your current assignment location to your home of record?

[ ][ ][ ][ ] miles

Continue to the next page



PLEASE RESPOND TO EACH OF THE ITEMS BY CHECKING THE APPROPRIATE BLOCK

How important an influence is your spouse's or fiance(e)'s attitude in affecting your decision concerning a military career?

1 [ ] Not important
2 [ ] Slightly important
3 [ ] Considerably important
4 [ ] Extremely important
5 [ ] Not applicable

Which of the following best describes your spouse's or fiance(e)'s attitudes toward a military career for you?

1 [ ] Extremely displeased
2 [ ] Displeased
3 [ ] Pleased
4 [ ] Extremely pleased
5 [ ] Not applicable

How important an influence are your parents' attitudes in affecting your decision concerning a military career?

1 [ ] Not important
2 [ ] Slightly important
3 [ ] Considerably important
4 [ ] Extremely important
5 [ ] Not applicable

Which of the following best describes your parents' attitudes towards a military career for you?

1 [ ] Extremely displeased
2 [ ] Displeased
3 [ ] Pleased
4 [ ] Extremely pleased
5 [ ] Not applicable

Use the following rating scale to indicate your family's attitude toward the topics described.

1 = EXTREMELY DISPLEASED
2 = DISPLEASED
3 = PLEASED
4 = EXTREMELY PLEASED
5 = NOT APPLICABLE

Mark your answer in this space

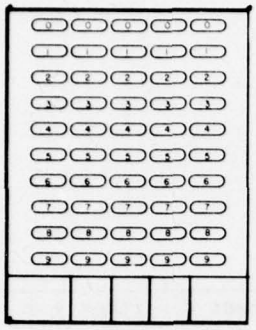
Service member and dependent medical care

Pay and allowances

Commissary and BX

Recreational facilities

Base support organizations



SECTION II. OCCUPATIONAL ATTITUDE INFORMATION

This part of the inventory asks you to indicate your attitude about specific aspects of your present job. On the following pages are a number of statements. While some of these statements may appear similar to each other no two items are identical.

Read each statement carefully. Then decide for yourself whether you are satisfied or dissatisfied with that aspect of your present job. Indicate "how satisfied" or "how dissatisfied" by choosing the statement below which best represents your attitude. Then fill in the appropriate circle in the right hand column.

Mark 1 if you are EXTREMELY DISSATISFIED
Mark 2 if you are VERY DISSATISFIED
Mark 3 if you are MODERATELY DISSATISFIED
Mark 4 if you are SLIGHTLY DISSATISFIED
Mark 5 if you are NEITHER SATISFIED NOR DISSATISFIED
Mark 6 if you are SLIGHTLY SATISFIED
Mark 7 if you are MODERATELY SATISFIED
Mark 8 if you are VERY SATISFIED
Mark 9 if you are EXTREMELY SATISFIED

For example, if you are VERY SATISFIED with the first job aspect on the next page, Air Force's efforts to remove irritants and sources of dissatisfaction, you would fill in circle number 8 ①②③④⑤⑥⑦●⑨ If you were VERY DISSATISFIED with this aspect you would fill in circle number 2 and if you were NEITHER SATISFIED NOR DISSATISFIED you would mark circle 5. Mark only <u>one</u> circle for each job aspect. <u>Caution</u>: Completely fill in the circle you have chosen but do <u>NOT</u> overlap into other circles on the same line. Answer <u>every</u> item. Please work quickly and do not go back to previous items. Give a true picture of your feelings about your <u>present job</u>.

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
1. The Air Force's efforts to remove irritants and sources of dissatisfaction	①②③④⑤⑥⑦⑧⑨
2. The geographical area to which you are assigned	①②③④⑤⑥⑦⑧⑨
3. The moral standards of your co-workers	①②③④⑤⑥⑦⑧⑨
4. The contribution your work makes to the national defense	①②③④⑤⑥⑦⑧⑨
5. The opportunity to choose your close associates on the job	①②③④⑤⑥⑦⑧⑨
6. Personal conveniences provided in the work area	①②③④⑤⑥⑦⑧⑨
7. The amount of social contact required by the job	①②③④⑤⑥⑦⑧⑨
8. The attention given to safety in your work area	①②③④⑤⑥⑦⑧⑨
9. The respect that results from your rank and job	①②③④⑤⑥⑦⑧⑨
10. The extent to which your supervisor brings out the best in his subordinates	①②③④⑤⑥⑦⑧⑨
11. Your supervisor's knowledge of the way your job is done	①②③④⑤⑥⑦⑧⑨
12. The need for frequent retraining within your specialty	①②③④⑤⑥⑦⑧⑨
13. Chance to vary your work schedule when required to conduct personal business	①②③④⑤⑥⑦⑧⑨
14. The chance to complete work that you start	①②③④⑤⑥⑦⑧⑨
15. The adequacy of the information provided you on the Air Force promotion system	①②③④⑤⑥⑦⑧⑨
16. The attitudes of civilians around your base toward the Air Force	①②③④⑤⑥⑦⑧⑨
17. The opportunity to make and implement new suggestions	①②③④⑤⑥⑦⑧⑨
18. The chance to know for yourself when you do a good job	①②③④⑤⑥⑦⑧⑨
19. The efficiency with which your work time is allocated	①②③④⑤⑥⑦⑧⑨
20. The opportunity to meet new people	①②③④⑤⑥⑦⑧⑨
21. The noise level of your work environment	①②③④⑤⑥⑦⑧⑨
22. The chance to be responsible for your own work	①②③④⑤⑥⑦⑧⑨
(Continued next page)	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
23. The chance to improve the welfare of others		①②③④⑤⑥⑦⑧⑨
24. Your training in where and how to get needed technical information		①②③④⑤⑥⑦⑧⑨
25. Your personal relationship with your supervisor		①②③④⑤⑥⑦⑧⑨
26. The priority given to your requests for supplies		①②③④⑤⑥⑦⑧⑨
27. The demand for your job obtained skills in the civilian job market		①②③④⑤⑥⑦⑧⑨
28. The regularity of your work schedule		①②③④⑤⑥⑦⑧⑨
29. The pace of your work		①②③④⑤⑥⑦⑧⑨
30. The amount of "red-tape" connected with your work		①②③④⑤⑥⑦⑧⑨
31. The chance for meaningful social contact in your work		①②③④⑤⑥⑦⑧⑨
32. The chance to try different methods on your own		①②③④⑤⑥⑦⑧⑨
33. The chance to tell others what to do		①②③④⑤⑥⑦⑧⑨
34. The opportunity for promotions in your career field		①②③④⑤⑥⑦⑧⑨
35. The amount of time you spend in job-required communication		①②③④⑤⑥⑦⑧⑨
36. The control your job gives you over material		①②③④⑤⑥⑦⑧⑨
37. The availability of useful self-help training materials		①②③④⑤⑥⑦⑧⑨
38. The way your job uses your abilities		①②③④⑤⑥⑦⑧⑨
39. The way your unit handles required General Military Training and Physical Fitness testing		①②③④⑤⑥⑦⑧⑨
40. The educational opportunities provided by the surrounding community		①②③④⑤⑥⑦⑧⑨
41. The amount of pride your co-workers have in their work		①②③④⑤⑥⑦⑧⑨
42. The opportunity to have some control over the time spent with others		①②③④⑤⑥⑦⑧⑨
43. Amount of work space available		①②③④⑤⑥⑦⑧⑨
44. The recognition you receive from your family for the work you do		①②③④⑤⑥⑦⑧⑨
(Continued next page)		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfie 2. Very dissatisfied 3. Moderately dissatisfi 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
45.	The chance to feel responsible for a total unit of work	①②③④⑤⑥⑦⑧⑨
46.	The security of your job	①②③④⑤⑥⑦⑧⑨
47.	The promptness with which equipment malfunctions are handled	①②③④⑤⑥⑦⑧⑨
48.	Your work schedule compared to the schedule of a typical civilian job	①②③④⑤⑥⑦⑧⑨
49.	Chance to engage in physical activity on the job	①②③④⑤⑥⑦⑧⑨
50.	Travel (PCS) opportunities for personnel in your specialty	①②③④⑤⑥⑦⑧⑨
51.	The BX and Commissary facilities at your base	①②③④⑤⑥⑦⑧⑨
52.	Your pay compared to what you could make on the outside	①②③④⑤⑥⑦⑧⑨
53.	The amount of exposure to unpleasant chemicals or gases	①②③④⑤⑥⑦⑧⑨
54.	The recognition your unit gives for good performance	①②③④⑤⑥⑦⑧⑨
55.	Your chance of getting additional training compared to others in your field	①②③④⑤⑥⑦⑧⑨
56.	The fairness with which your supervisor assigns work	①②③④⑤⑥⑦⑧⑨
57.	Chance to work in different types of situations	①②③④⑤⑥⑦⑧⑨
58.	The number of times your work schedule has interfered with personal plans	①②③④⑤⑥⑦⑧⑨
59.	Your unit's policy for assigning additional duties	①②③④⑤⑥⑦⑧⑨
60.	The cost of living in the area to which you are assigned	①②③④⑤⑥⑦⑧⑨
61.	The friendliness of your co-workers	①②③④⑤⑥⑦⑧⑨
62.	Amount of interesting work you get to do	①②③④⑤⑥⑦⑧⑨
63.	The challenge provided by your job	①②③④⑤⑥⑦⑧⑨
64.	The chance to do work that does not bother your conscience	①②③④⑤⑥⑦⑧⑨
65.	The protection provided by the Air Force Life Insurance program	①②③④⑤⑥⑦⑧⑨
66.	Your chance for promotion compared to others doing similar work	①②③④⑤⑥⑦⑧⑨
	(Continued next page)	①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
67.	The closeness with which you have to work with others	①②③④⑤⑥⑦⑧⑨
68.	Your physical safety on the job	①②③④⑤⑥⑦⑧⑨
69.	Your social position in the Air Force as a result of your job	①②③④⑤⑥⑦⑧⑨
70.	The instructional methods used in your training	①②③④⑤⑥⑦⑧⑨
71.	The pace of new developments in your field	①②③④⑤⑥⑦⑧⑨
72.	The similarity between your assignment and your assignment preference	①②③④⑤⑥⑦⑧⑨
73.	Your amount of effort compared to the effort of your co-workers	①②③④⑤⑥⑦⑧⑨
74.	The importance attached to your job by your co-workers	①②③④⑤⑥⑦⑧⑨
75.	The chance to work with different people if you want to	①②③④⑤⑥⑦⑧⑨
76.	Adequacy of lighting in the immediate work area	①②③④⑤⑥⑦⑧⑨
77.	The amount of cooperation required	①②③④⑤⑥⑦⑧⑨
78.	The feeling of economic security you have in the Air Force	①②③④⑤⑥⑦⑧⑨
79.	The status you have in the civilian community because of your job	①②③④⑤⑥⑦⑧⑨
80.	The ability of your supervisor to make decisions	①②③④⑤⑥⑦⑧⑨
81.	The flexibility of your work schedule	①②③④⑤⑥⑦⑧⑨
82.	Opportunity to always have something to do	①②③④⑤⑥⑦⑧⑨
83.	The frequency of reassignment for airmen in your specialty	①②③④⑤⑥⑦⑧⑨
84.	The facilities provided by the base	①②③④⑤⑥⑦⑧⑨
85.	The physical demands of your job	①②③④⑤⑥⑦⑧⑨
86.	Your fringe benefits compared to fringe benefits offered by a civilian job	①②③④⑤⑥⑦⑧⑨
87.	The cleanliness of your work environment	①②③④⑤⑥⑦⑧⑨
88.	The chance to help people	①②③④⑤⑥⑦⑧⑨
	(Continued next page)	①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

CODE 99

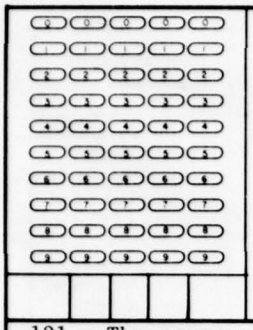
	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfie 2. Very dissatisfied 3. Moderately dissatisfi 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
89. The opportunity to use up-to-date equipment		①②③④⑤⑥⑦⑧⑨
90. The chance to receive civilian educational credit for your military job training		①②③④⑤⑥⑦⑧⑨
91. The chance to schedule your time-off		①②③④⑤⑥⑦⑧⑨
92. The amount of work you have to do		①②③④⑤⑥⑦⑧⑨
93. The frequency of overseas or remote assignments for your specialty		①②③④⑤⑥⑦⑧⑨
94. The "know-how" of the people you work with		①②③④⑤⑥⑦⑧⑨
95. The opportunity to perform activities which are morally acceptable		①②③④⑤⑥⑦⑧⑨
96. The chance to be promoted on the basis of ability		①②③④⑤⑥⑦⑧⑨
97. The level of danger in your job		①②③④⑤⑥⑦⑧⑨
98. The competence of the instructors you have encountered		①②③④⑤⑥⑦⑧⑨
99. The amount of work time spent learning about new procedures or equipment		①②③④⑤⑥⑦⑧⑨
100. The chance to utilize your civilian education and training		①②③④⑤⑥⑦⑧⑨
101. The opportunity to "wear several hats"		①②③④⑤⑥⑦⑧⑨
102. The adequacy of information you receive about unit policies		①②③④⑤⑥⑦⑧⑨
103. The distance to your home of record		①②③④⑤⑥⑦⑧⑨
104. The chance to work by yourself whenever you feel like it		①②③④⑤⑥⑦⑧⑨
105. Normal temperature of your work environment		①②③④⑤⑥⑦⑧⑨
106. The recognition co-workers give to your work		①②③④⑤⑥⑦⑧⑨
107. Your chances of remaining on active duty until retirement if you want to		①②③④⑤⑥⑦⑧⑨
108. The status given a military member by the civilian community		①②③④⑤⑥⑦⑧⑨
109. The time of day that you go to work		①②③④⑤⑥⑦⑧⑨
110. The amount of leave time you are allowed		①②③④⑤⑥⑦⑧⑨
(Continued next page)		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
111.	The way your supervisor handles his subordinates	①②③④⑤⑥⑦⑧⑨
112.	The opportunity to decide for yourself how to accomplish your job	①②③④⑤⑥⑦⑧⑨
113.	The opportunity for you or your family to travel at military rates	①②③④⑤⑥⑦⑧⑨
114.	Convenience of the location of the work area to mess facilities and living quarters	①②③④⑤⑥⑦⑧⑨
115.	The extent to which you take the blame for others mistakes	①②③④⑤⑥⑦⑧⑨
116.	The importance of your job performance to the welfare of others	①②③④⑤⑥⑦⑧⑨
117.	The chance to make your grievances known	①②③④⑤⑥⑦⑧⑨
118.	The amount of non-scheduled work you have to do	①②③④⑤⑥⑦⑧⑨
119.	The leave policy of your unit	①②③④⑤⑥⑦⑧⑨
120.	The size of your base	①②③④⑤⑥⑦⑧⑨
121.	The importance of your work	①②③④⑤⑥⑦⑧⑨
122.	The chance to do things which do not violate your sense of right and wrong	①②③④⑤⑥⑦⑧⑨
123.	The amount of dependence on others to get the job done	①②③④⑤⑥⑦⑧⑨
124.	The pride your family has in your work	①②③④⑤⑥⑦⑧⑨
125.	The similarity between your training and the requirements of the job	①②③④⑤⑥⑦⑧⑨
126.	Chance to use your military training	①②③④⑤⑥⑦⑧⑨
127.	The feeling of accomplishment you get from your work	①②③④⑤⑥⑦⑧⑨
128.	The availability of information on Air Force policies and practices	①②③④⑤⑥⑦⑧⑨
129.	The size of the surrounding community	①②③④⑤⑥⑦⑧⑨
130.	The chance to work with other people	①②③④⑤⑥⑦⑧⑨
131.	The time pressures of your job	①②③④⑤⑥⑦⑧⑨
132.	The opportunity to associate with people you like	①②③④⑤⑥⑦⑧⑨
	(Continued next Page)	①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfie 2. Very dissatisfied 3. Moderately dissatisfi 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
133. The chance to receive community recognition for your work		①②③④⑤⑥⑦⑧⑨
134. The on-base housing		①②③④⑤⑥⑦⑧⑨
135. The way your supervisor trains his men		①②③④⑤⑥⑦⑧⑨
136. The condition of the tools or equipment you use		①②③④⑤⑥⑦⑧⑨
137. The chance to acquire valuable skills		①②③④⑤⑥⑦⑧⑨
138. The number of hours you work per week		①②③④⑤⑥⑦⑧⑨
139. The assignment possibilities associated with your career field		①②③④⑤⑥⑦⑧⑨
140. The weather at your base		①②③④⑤⑥⑦⑧⑨
141. The chance to work at your own pace		①②③④⑤⑥⑦⑧⑨
142. The additional duties associated with your job		①②③④⑤⑥⑦⑧⑨
143. The quality of medical care provided by the Air Force		①②③④⑤⑥⑦⑧⑨
144. The physical appearance of the work area		①②③④⑤⑥⑦⑧⑨
145. The praise you get from your supervisor		①②③④⑤⑥⑦⑧⑨
146. The chance to feel that you perform a service to others		①②③④⑤⑥⑦⑧⑨
147. The training you have received to perform your current job		①②③④⑤⑥⑦⑧⑨
148. The availability of necessary materiel or supplies		①②③④⑤⑥⑦⑧⑨
149. Chance to regularly perform a variety of tasks		①②③④⑤⑥⑦⑧⑨
150. The frequency of slack periods on the job		①②③④⑤⑥⑦⑧⑨
151. Travel (TDY) opportunities for personnel in your specialty		①②③④⑤⑥⑦⑧⑨
152. The "spirit of teamwork" which exists between your co-workers		①②③④⑤⑥⑦⑧⑨
153. The chance to avoid situations which violate your religious beliefs		①②③④⑤⑥⑦⑧⑨
154. The retirement income you would receive from an Air Force career		①②③④⑤⑥⑦⑧⑨
(Continued next page)		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
155.	The Weighted Airman Promotion System (WAPS)	①②③④⑤⑥⑦⑧⑨
156.	The adequacy of your training for meeting emergency situations	①②③④⑤⑥⑦⑧⑨
157.	The technical competence of your supervisor	①②③④⑤⑥⑦⑧⑨
158.	The opportunity provided by the Air Force for self-improvement education	①②③④⑤⑥⑦⑧⑨
159.	The chance to socialize with people whose work is different from yours	①②③④⑤⑥⑦⑧⑨
160.	The amount of responsibility for equipment or supplies	①②③④⑤⑥⑦⑧⑨
161.	The feelings you get from wearing the Air Force uniform	①②③④⑤⑥⑦⑧⑨
162.	The chance to know where you stand with your supervisor	①②③④⑤⑥⑦⑧⑨
163.	The extent to which tools and equipment are shared by co-workers	①②③④⑤⑥⑦⑧⑨
164.	The chance to prepare for your eventual return to civilian life	①②③④⑤⑥⑦⑧⑨
165.	The opportunity to move around on your job	①②③④⑤⑥⑦⑧⑨
166.	The amount of paperwork required to do your job	①②③④⑤⑥⑦⑧⑨
167.	The extent to which those you work with "share the load"	①②③④⑤⑥⑦⑧⑨
168.	The amount of "dirty-hand" work you do	①②③④⑤⑥⑦⑧⑨
169.	The amount of required telephone communication	①②③④⑤⑥⑦⑧⑨
170.	The control your job gives you over people	①②③④⑤⑥⑦⑧⑨
171.	The way your supervisor evaluates your work	①②③④⑤⑥⑦⑧⑨
172.	Opportunity to vary your work methods or procedures	①②③④⑤⑥⑦⑧⑨
173.	The consideration given you as a person by the Air Force	①②③④⑤⑥⑦⑧⑨
174.	The recreational opportunities provided by the surrounding community	①②③④⑤⑥⑦⑧⑨
175.	The amount of competition among your co-workers	①②③④⑤⑥⑦⑧⑨
176.	The cost of TDY versus the payment received	①②③④⑤⑥⑦⑧⑨
	(Continued next page)	①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨

	IN THE "JOB ATTITUDE" COLUMN, RATE EACH ITEM ON YOUR ATTITUDE TOWARD YOUR PRESENT JOB.	JOB ATTITUDE PRESENT JOB
	HOW YOU FEEL ABOUT SPECIFIC ASPECTS OF YOUR PRESENT JOB	1. Extremely dissatisfied 2. Very dissatisfied 3. Moderately dissatisfied 4. Slightly dissatisfied 5. Neither satisfied nor dissatisfied 6. Slightly satisfied 7. Moderately satisfied 8. Very satisfied 9. Extremely satisfied
177.	Amount of time you must work in extreme temperatures	①②③④⑤⑥⑦⑧⑨
178.	Your knowledge of the operation of the Air Force promotion system	①②③④⑤⑥⑦⑧⑨
179.	The safety program in your unit	①②③④⑤⑥⑦⑧⑨
180.	Your organization's OJT training program	①②③④⑤⑥⑦⑧⑨
181.	The concern your supervisor shows for the welfare of his subordinates	①②③④⑤⑥⑦⑧⑨
182.	The extent to which your military pay covers your living expenses	①②③④⑤⑥⑦⑧⑨
183.	The living and working conditions faced on TDY	①②③④⑤⑥⑦⑧⑨
184.	The amount of authorized time off for meals	①②③④⑤⑥⑦⑧⑨
185.	On-base and off-base transportation facilities	①②③④⑤⑥⑦⑧⑨
186.	The opportunity to get enough sleep during an average 24-hour day	①②③④⑤⑥⑦⑧⑨
187.	The quality of base quarters, barracks, or civilian housing in which you live	①②③④⑤⑥⑦⑧⑨
188.	The quality of food and availability of eating facilities at your base or location	①②③④⑤⑥⑦⑧⑨
189.	The opportunity for an off duty job	①②③④⑤⑥⑦⑧⑨
190.	Your work schedule	①②③④⑤⑥⑦⑧⑨
	IF YOU SUPERVISE THE WORK OF OTHERS CONTINUE TO THE NEXT PAGE.	①②③④⑤⑥⑦⑧⑨
	IF YOU DO NOT SUPERVISE THE WORK OF OTHERS SKIP TO PAGE 17.	①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨
		①②③④⑤⑥⑦⑧⑨



For Supervisors Only

The items in this section are applicable only to those who supervise other people as part of their job. Respond to these items only if you supervise other people. If you do not supervise the work of others SKIP TO PAGE 17. Use the same satisfaction scale.

191. The power you have over others	①②③④⑤⑥⑦⑧⑨
192. The number of people that you supervise	①②③④⑤⑥⑦⑧⑨
193. The chance to show you can supervise the work of others	①②③④⑤⑥⑦⑧⑨
194. The extent which your job requires you to enforce rules and regulations	①②③④⑤⑥⑦⑧⑨
195. The way others respect your authority	①②③④⑤⑥⑦⑧⑨
196. The chance to give orders	①②③④⑤⑥⑦⑧⑨
197. The chance to take control and run things	①②③④⑤⑥⑦⑧⑨
198. The chance to have other people come to you for information and advice	①②③④⑤⑥⑦⑧⑨
199. The amount of paperwork associated with your role as supervisor	①②③④⑤⑥⑦⑧⑨
200. The amount of counseling required in the supervision of people	①②③④⑤⑥⑦⑧⑨
(Continued next page, Section III)	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
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	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨

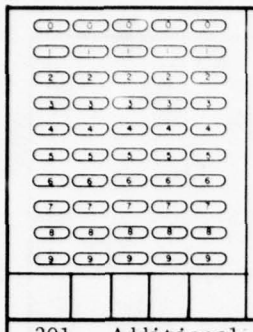
SECTION III. IMPORTANCE OF JOB ASPECTS TO CAREER DECISIONS

At the end of your current enlistment there may be several job factors influencing your decision to reenlist, separate, or retire from the Air Force. This last section of the inventory asks you to indicate the influence which specific job aspects will probably have on your decision.

Read the next series of statements carefully. Then decide how important each stated job aspect may be in influencing future career decisions. Use the following scale to indicate the amount of expected influence.

1	2	3	4	5	6	7	8	9
Not Important		Slightly Important		Moderately Important		Very Important		Extremely Important

For example, if you expect the first job aspect on the next page (additional duties, non-scheduled work, red tape and irritants associated with your job) to be SLIGHTLY IMPORTANT to a decision to reenlist, separate, or retire, you would fill in circle number 3 (① ② ● ④ ⑤ ⑥ ⑦ ⑧ ⑨). If you feel the aspect would be between SLIGHTLY AND MODERATELY important you would mark circle 4.

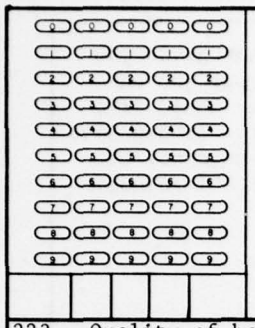


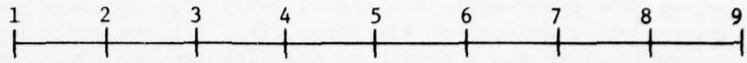
1 2 3 4 5 6 7 8 9

Not Important — Slightly Important — Moderately Important — Very Important — Extremely Important

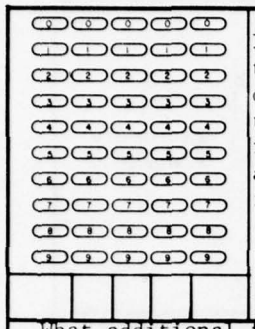
201. Additional duties, non-scheduled work, red tape and irritants associated with your job	①②③④⑤⑥⑦⑧⑨
202. Cost of living and standard of living you are able to maintain in the assignment location	①②③④⑤⑥⑦⑧⑨
203. Availability and condition of tools, supplies, and equipment	①②③④⑤⑥⑦⑧⑨
204. Availability of information on policies and procedures	①②③④⑤⑥⑦⑧⑨
205. Benefits provided by base facilities (BX, commissary, medical care, housing)	①②③④⑤⑥⑦⑧⑨
206. Chance to benefit or improve welfare of others through performance of job	①②③④⑤⑥⑦⑧⑨
207. Chance to control or direct others (non-supervisory direction)	①②③④⑤⑥⑦⑧⑨
208. Characteristics of the assignment location (includes probable future assignments)	①②③④⑤⑥⑦⑧⑨
209. Characteristics of work space (size and appearance)	①②③④⑤⑥⑦⑧⑨
210. Close association with people (other than co-workers)	①②③④⑤⑥⑦⑧⑨
211. Co-worker characteristics and relationships (teamwork, competitiveness, technical competence)	①②③④⑤⑥⑦⑧⑨
212. Economic security	①②③④⑤⑥⑦⑧⑨
213. Family attitude toward job	①②③④⑤⑥⑦⑧⑨
214. Independence in work procedures (personal responsibility for determining own work procedures)	①②③④⑤⑥⑦⑧⑨
215. Job associated training (OJT and technical instructors' competence; relevance and extent of training)	①②③④⑤⑥⑦⑧⑨
216. Job hazards	①②③④⑤⑥⑦⑧⑨
217. Job security	①②③④⑤⑥⑦⑧⑨
218. Moral acceptability of job	①②③④⑤⑥⑦⑧⑨
219. Opportunities for self-improvement (off-duty educational, cultural, and work opportunities)	①②③④⑤⑥⑦⑧⑨
220. Opportunities for social contact	①②③④⑤⑥⑦⑧⑨
221. Physical activity and demands of job	①②③④⑤⑥⑦⑧⑨
222. Promotion chances based on ability	①②③④⑤⑥⑦⑧⑨
(Continued next Page)	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨

CODE 99





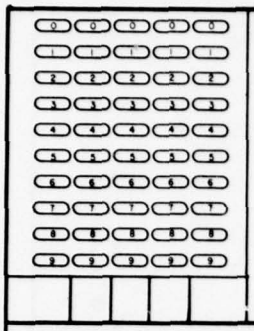
223. Quality of base housing and eating facilities	①②③④⑤⑥⑦⑧⑨
224. Required verbal and written coordination (paperwork and telephone communication) in your job	①②③④⑤⑥⑦⑧⑨
225. Safety programs and GMT within your unit	①②③④⑤⑥⑦⑧⑨
226. Status in civilian community resulting from military job	①②③④⑤⑥⑦⑧⑨
227. Managerial and technical competence of supervisors	①②③④⑤⑥⑦⑧⑨
228. Supervisory responsibilities	①②③④⑤⑥⑦⑧⑨
229. TDY costs and conditions (living and working conditions and adequacy of reimbursements for expenses)	①②③④⑤⑥⑦⑧⑨
230. Temperature of work environment	①②③④⑤⑥⑦⑧⑨
231. Travel (PCS & TDY requirements and opportunities)	①②③④⑤⑥⑦⑧⑨
232. Transferability of Air Force job obtained skills to civilian job market	①②③④⑤⑥⑦⑧⑨
233. Leave and time off policies	①②③④⑤⑥⑦⑧⑨
234. Work itself (challenge, interest, importance, variety, feelings of accomplishment)	①②③④⑤⑥⑦⑧⑨
235. Work schedule (number of hours and time of day worked; flexibility of schedule)	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
	①②③④⑤⑥⑦⑧⑨
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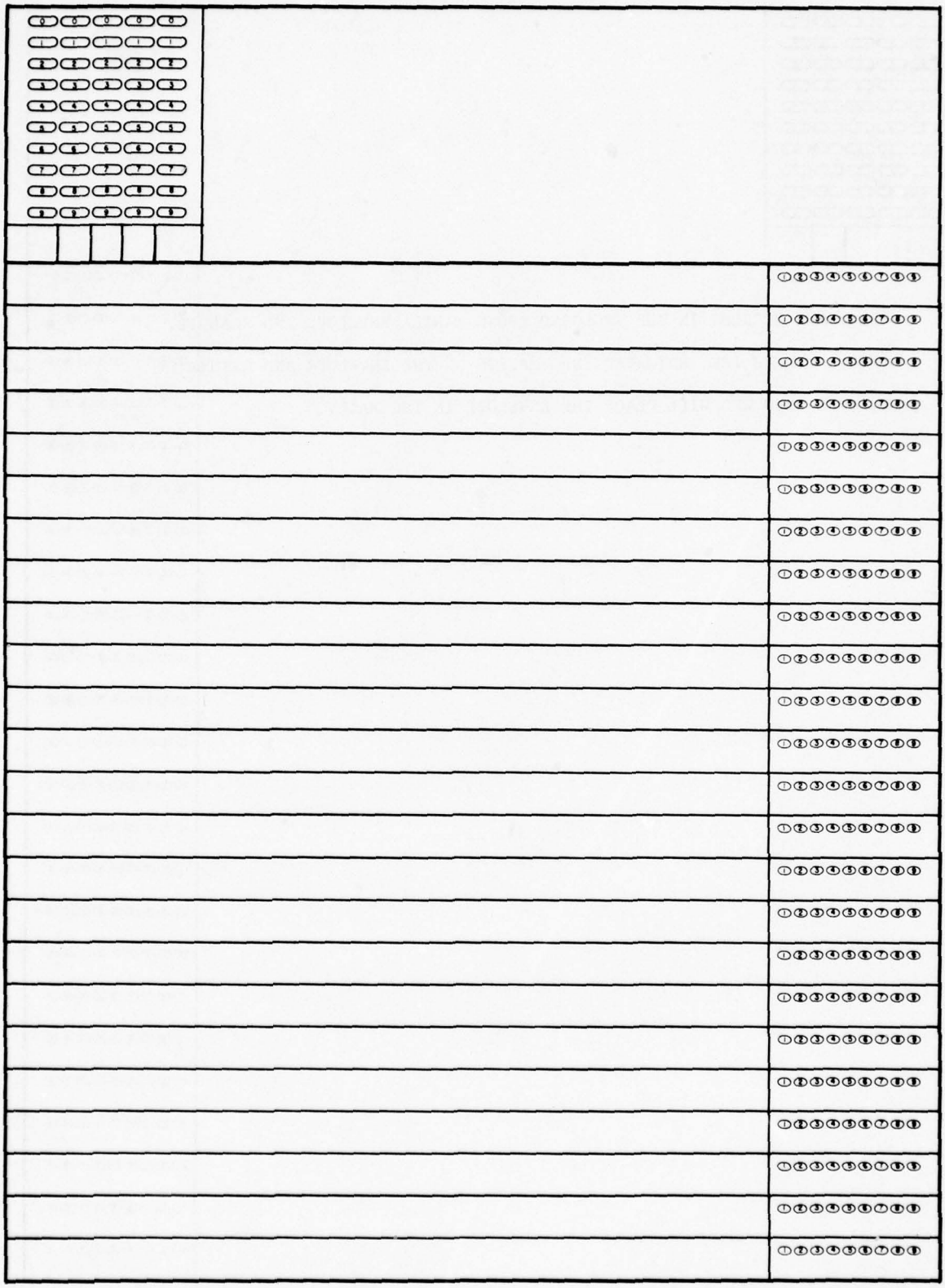
It is possible that the items in this inventory have not given you the opportunity to express fully your feelings about your job and other aspects of Air Force life. In the space below we would like to give you a chance to describe any additional positive or negative reactions you have about your Air Force service which have not been adequately covered by the preceding items. Do not write in classified information.

What additional factors are you satisfied with?	
What additional factors are you dissatisfied with?	

CODE 99



	⓪①②③④⑤⑥⑦⑧⑨
PLACE THE BOOKLET IN THE ENCLOSED BROWN MANILA ENVELOPE AND SEAL IT.	⓪①②③④⑤⑥⑦⑧⑨
THEN COMPLETE THE INDICATED INFORMATION ON THE ENVELOPE AND RETURN IT	⓪①②③④⑤⑥⑦⑧⑨
TO YOUR CBPO WHO WILL PLACE THE ENVELOPE IN THE MAIL.	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨
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	⓪①②③④⑤⑥⑦⑧⑨
	⓪①②③④⑤⑥⑦⑧⑨



CODE 99

APPENDIX E: BACKGROUND INFORMATION ITEMS INCLUDED IN EXPERIMENTAL VERSION OF THE OCCUPATIONAL ATTITUDE INVENTORY

SECTION I - LIFE HISTORY INFORMATION

Please print the information requested and check applicable blocks. Respond to all items.

(5) GRADE

E1	E2	E3	E4	E5	E6	E7	E8	E9
☐ AB	☐ AMN	☐ A1C	☐ SGT	☐ SSGT	☐ TSGT	☐ MSGT	☐ SMSGT	☐ CMSGT

AGE (6-7) ☐☐

SOCIAL SECURITY ACCOUNT NUMBER (8-16) ☐☐☐☐☐☐☐☐☐

MAJOR COMMAND (17)

A ☐ AAC	G ☐ ACIC	C ☐ ADC	E ☐ AFAFC	Y ☐ AFCS	F ☐ AFLC	M ☐ AFRES
H ☐ AFSC	J ☐ ATC	K ☐ AU	P ☐ HQ COMD	N ☐ HQ USAF	Q ☐ MAC	R ☐ PACAF
S ☐ SAC	T ☐ TAC	B ☐ USAFA	D ☐ USAFE	L ☐ USAFSO	U ☐ USAFSS	

PRIMARY AFSC ☐ (18) ☐☐☐☐☐ (19-23) ☐ (24)

DUTY AFSC ☐ (25) ☐☐☐☐☐ (26-30) ☐ (31)

TOTAL MONTHS IN PRESENT JOB ☐☐ (32-33)

TOTAL MONTHS AT PRESENT BASE ☐☐ (34-35)

TOTAL MONTHS IN DUTY AFSC ☐☐☐ (36-38)

TOTAL MONTHS IN CAREER FIELD ☐☐☐ (39-41)

TOTAL MONTHS ACTIVE FEDERAL MILITARY SERVICE ☐☐☐ (42-44)

NUMBER OF SUBORDINATES WHO REPORT TO YOU DIRECTLY FOR SUPERVISION ☐☐☐ (45-47)

ORGANIZATION (2:5-69)

BASE OR INSTALLATION (2:70-73)

PRESENT WORK ASSIGNMENT
(Position or Job Title)

(3:5-73)

Please respond to each of the items below by checking the appropriate block.

Reenlistment plans: At the end of my current enlistment I

(4:5)

1 ☐ Definitely will not reenlist
2 ☐ Probably will not reenlist
3 ☐ Probably will reenlist
4 ☐ Definitely will reenlist
5 ☐ Will retire (I will have completed at least 20 years service)

I find my job:

(6)

1 ☐ Extremely dull
2 ☐ Very dull
3 ☐ Fairly dull
4 ☐ So-so
5 ☐ Fairly interesting
6 ☐ Very interesting
7 ☐ Extremely interesting

My job utilizes my talents and training:

(7)

1 ☐ Not at all
2 ☐ Very little
3 ☐ Fairly well
4 ☐ Quite well
5 ☐ Very well
6 ☐ Excellently
7 ☐ Perfectly

In general, how satisfied are you with your present job?

(8)

1 ☐ Extremely dissatisfied
2 ☐ Very dissatisfied
3 ☐ Moderately dissatisfied
4 ☐ Slightly dissatisfied
5 ☐ Slightly satisfied
6 ☐ Moderately satisfied
7 ☐ Very satisfied
8 ☐ Extremely satisfied

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
1. What is your present marital status? 1. Single 2. Married, no children 3. Married, one or more children 4. Widowed 5. Separated or Divorced	1. _____ (9)
2. How many persons - not including yourself - are dependent on you for most or all of their support? 1. None 2. One 3. 2 or 3 4. 4 or 5 5. More than 5	2. _____ (10)
3. Which one of the following do you consider yourself? 1. Black 2. Caucasian 3. Oriental 4. Spanish/Mexican-American 5. Other	3. _____ (11)
4. At what age did you first enlist in the Air Force? 1. 18 or younger 2. 19-20 3. 21-22 4. 23-24 5. 25 or older	4. _____ (12)
5. While growing up, how many times did your family change its place of residence from city to city or state to state? 1. None 2. 1 or 2 times 3. 3-5 times 4. More than 5 times 5. I did not live with my family	5. _____ (13)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
6. The place in which you spent the most time during your early life was a 1. Farm/Ranch or town of less than 1,000 2. Town of more than 1,000 but less than 50,000 3. Town of more than 50,000 but less than 100,000 4. City of more than 100,000 but less than 500,000 5. City of more than 500,000	6. _____ (14)
7. How old were you when you got your first regular paying job, part-time or full-time? 1. 12 years old or younger 2. 13 to 15 3. 16 to 18 4. 19 years old or older 5. I have never had a regular job (except for military service)	7. _____ (15)
8. While you were living at home did you contribute to your parents' income? 1. I gave them all my pay 2. I gave them almost all my pay 3. I gave them about half my pay 4. I gave them money occasionally 5. I never contributed to their income	8. _____ (16)
9. What was the maximum amount of financial support you have provided for yourself for a period of three months or more (prior to entering the Air Force)? 1. None 2. Approximately 25 percent 3. Approximately 50 percent 4. Approximately 100 percent 5. I supported myself completely	9. _____ (17)
10. What was your parent's or guardian's average yearly income just before you entered the service? 1. Less than $3,000 a year 2. $3,000 to $6,999 3. $7,000 to $10,999 4. $11,000 to $15,999 5. $16,000 or over	10. _____ (18)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
11. How many brothers do you have? 1. None 2. One 3. Two 4. Three 5. Four or more	11. _____ (19)
12. How many sisters do you have? 1. None 2. One 3. Two 4. Three 5. Four or more	12. _____ (20)
13. With regard to your brothers or sisters, are you the: 1. Oldest 2. Youngest 3. Next to the youngest 4. Other 5. Have no brothers or sisters	13. _____ (21)
14. How much education did your mother or female guardian complete? 1. Did not graduate from high school 2. High school graduate 3. Attended college but did not graduate 4. College graduate (four years or more) 5. Not applicable. Had no mother/female guardian or don't know her educational level.	14. _____ (22)
15. How much education did your father or male guardian complete? 1. Did not graduate from high school 2. High school graduate 3. Attended college but did not graduate 4. College graduate (four years or more) 5. Not applicable. Had no father/male guardian or don't know his educational level.	15. _____ (23)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
16. Your father's active duty military service consisted of 1. Career officer 2. Career enlisted man 3. Non-career officer 4. Non-career enlisted 5. Had no military service	16. _____ (24)
17. How much formal education have you had? 1. Did not finish high school 2. Graduated from high school 3. Had some college work 4. Graduated from college (four year college) 5. Completed some graduate training	17. _____ (25)
18. In comparison with others in your high school graduating class what was your standing? 1. Upper third 2. Middle third 3. Lower third 4. Don't know 5. Did not graduate from high school	18. _____ (26)
19. What is the highest educational level you hope to achieve? 1. High school graduate 2. One or three years of college credit 3. College graduate 4. Master's degree or more 5. I have no further educational goals	19. _____ (27)
20. What is the highest elective office you have held in an organization to which you belonged? 1. President or equivalent 2. Vice-President or equivalent 3. Secretary or Treasurer or equivalent 4. Other 5. Held no offices in organizations	20. _____ (28)

While in school, how often did you participate in each of the following sports during the appropriate seasons? Write the number of the response you choose in the answer space provided.

1=NEVER
2=RARELY
3=OCCASIONALLY
4=FREQUENTLY
5=VERY FREQUENTLY

	Mark your answer in this space
21. Football	21. _____ (29)
22. Basketball	22. _____ (30)
23. Wrestling	23. _____ (31)
24. Boxing	24. _____ (32)
25. Baseball/Softball	25. _____ (33)
26. Track	26. _____ (34)
27. Golf	27. _____ (35)
28. Tennis	28. _____ (36)

How often do you now participate in each of the following sports/activities? Write the number of the response you choose in the answer space provided.

1=NEVER
2=RARELY
3=OCCASIONALLY
4=FREQUENTLY
5=VERY FREQUENTLY

	Mark your answer in this space
29. Hunting	29. _____ (37)
30. Fishing	30. _____ (38)
31. Swimming	31. _____ (39)
32. Camping	32. _____ (40)
33. Hiking	33. _____ (41)
34. Golf	34. _____ (42)
35. Tennis	35. _____ (43)
36. Jogging/Running	36. _____ (44)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
37. How often do you spend an evening at home reading? 1. Practically never 2. Rarely 3. Occasionally 4. Frequently 5. Almost every evening	37. _____ (45)
38. Which part of the Sunday newspaper are you most likely to skip? 1. Entire news section - not just front page 2. Business or financial section 3. Comics 4. Sports section 5. Some other - or no section consistently	38. _____ (46)
39. How much time on the average do you spend reading technical manuals, or professional/ technical journals, magazines, or books? 1. None 2. Less than 1 hour per week 3. 1-3 hours per week 4. 4-7 hours per week 5. More than 7 hours per week	39. _____ (47)
40. In which of the following activities have you spent the most time? 1. Collecting things (stamps, coins, model cars, etc) 2. Building or making things using someone else's plans or instructions (models, handicrafts, etc) 3. Creating things using your own plans or designs (painting, sculpture, wood carving, etc.) 4. Performing (singing, playing musical instrument as a soloist, doing magic tricks, acting, etc.) 5. Have not participated in any of these activities	40. _____ (48)
41. In which of the following activities have you spent the most time? 1. Listening to music 2. Reading fiction 3. Reading non-fiction 4. Writing poems, stories 5. Writing or composing music	41. _____ (49)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
42. Which of the following types of music do you enjoy most? 1. Classical 2. Hard Rock 3. Folk 4. Jazz 5. Country/Western	42. _____ (50)
43. Before entering the Air Force how many times had you flown in an airplane 1. I had never flown in an airplane 2. Once 3. 2-5 4. 6-10 5. More than ten times	43. _____ (51)
44. Before entering the Air Force had you ever done any maintenance work on an airplane? 1. No, I never had any desire to work on an airplane 2. I never had a chance to work on an airplane but I would enjoy it 3. I had done this once or twice 4. I had done this a few times 5. I had done this often	44. _____ (52)
45. How old were you when you learned to drive a car? 1. 12 or younger 2. 13-14 3. 15-16 4. 17 or older 5. Have not driven a car	45. _____ (53)
46. How do you rate your driving ability? 1. Below average 2. Average 3. Above average 4. Much above average 5. I do not drive	46. _____ (54)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
47. Have you ever operated a tractor? 1. I have never had a chance to do this 2. I had a chance to, but never did it 3. I have done it once or twice 4. I have done it a few times 5. I have done it often	47. _____ (55)
48. Have you ever located and corrected engine trouble in a privately owned vehicle? 1. I have never had a chance to do this 2. I had a chance to but never did it 3. I have done this once or twice 4. I have done this a few times 5. I have done this often	48. _____ (56)
49. How many hours per week of physical exercise did you average during the past two or three months? 1. None 2. 1-3 3. 4-6 4. 4-6 5. 7-9 5. 10 more more	49. _____ (57
50. If there had been no draft and you had no military obligation do you think you would have entered the service? 1. Definitely yes 2. Probably yes 3. Probably no 4. Definitely no 5. Not relevant - I am a female	50. _____ (58)
51. If you had not enlisted in the Air Force would you have been drafted in the Army? 1. Definitely yes 2. Probably yes 3. About 50-50 chance 4. Probably no 5. Definitely no	51. _____ (59)

Please write the number of your answer in the space provided to the right of each item.

	Mark your answer in this space
52. How important an influence are your spouse's or fiance(e)'s attitudes in affecting your decision concerning a military career? 1. Extremely important 2. Considerably important 3. Slightly important 4. Not important 5. Not applicable	52. _____ (60)
53. How important an influence are your parents' attitudes in affecting your decision concerning a military career? 1. Extremely important 2. Considerably important 3. Slightly important 4. Not important 5. Not applicable	53. _____ (61)
54. Which of the following best describes your spouse's or fiance(e)'s attitudes toward a military career for you? 1. Extremely pleased 2. Pleased 3. Displeased 4. Extremely displeased 5. Not applicable	54. _____ (62)
55. Which of the following best describes your parents' attitudes towards a military career for you? 1. Extremely pleased 2. Pleased 3. Displeased 4. Extremely displeased 5. Not applicable	55. _____ (63)

APPENDIX F: FACTOR DEFINITIONS OF 35 FACETS OF JOB ATTITUDE COMPRISING THE FACTOR SPACE OF 190 JOB SATISFACTION ITEMS

Area Cost of Living - Area costs and standard of living you are able to maintain in your area of assignment.

Assignment Locality - The desirability of your current assignment locality. Includes weather, recreational and educational opportunities, and other characteristics of the base and surrounding community.

Base Housing and Eating Facilities - The quality and availability of base housing and eating facilities.

Benefits Provided by Base Facilities - BX, commissary, educational, recreational, transportation, and medical facilities provided by the base or immediate vicinity.

Continuing Job Training - Instructional methods, required training, and use of up-to-date equipment associated with pace of new developments in your field. Includes receiving civilian educational credit for training.

Control Over Work and Personnel - Degree which job gives you control over personnel, material, and procedures in getting the job done.

Co-workers - Teamwork, willingness to work, technical competence, friendliness, and respect for others displayed by your co-workers.

Economic Security - The feeling of current and future (retirement) economic security you have in the Air Force. Includes comparability of your pay and benefits to those available to you in the civilian environment.

Family Attitude Toward Job - The pride and recognition of your family for the work you do.

Independence - The independence your job and your unit's policies give you in the performance of your work and time off activities.

Job Design - The work efficiency which your job affords due to the organization and types of tasks performed. An inefficient job design is one requiring excessive paperwork and coordination with others, rush and slack periods, and performance of additional duties.

Knowledge of Results - The opportunity to know how well you are performing based on information received during performance of job related tasks. Supervisor feedback is <u>not</u> included.

Leave and Time Off Policies - Leave, time off, and working schedule policies of your unit.

Opportunity for Social Contact - Opportunities for contact with others during the performance of your job assigned tasks.

Personal Growth and Development Opportunities - Educational, recreational, and off-duty financial self-improvement opportunities provided by your job and facilities of surrounding community.

Physical Activity of Job - Performance of job related tasks which aid your physical well being through healthy activity without violating your moral well being.

Physical Demands of the Work Environment - Danger and physical demands of your job through exposure to chemicals, temperatures, noise, and unclean conditions.

Physical Characteristics of the Work Environment - The physical characteristics of your work area including lighting, space, cleanliness, appearance, noise level, personal conveniences, safety devices, and physical comfort afforded.

Promotion Opportunity - Opportunities for promotion based on your type of work and quality of performance.

Recognition - Recognition, respect, and special opportunities that result from giving a good job performance.

Safety, GMT, Promotion Policies and Procedures - Air Force and unit policies and procedures concerning safety, general military, on-the-job, and physical fitness training and dissemination of information concerning the promotion system.

Social Contact (Non-Peer) - Opportunities your position as an Air Force member provide to meet, help, and work with people other than your co-workers.

Status in Civilian Community - Your status in the civilian community as a result of being a member of the Air Force.

Sufficiency of Training - The adequacy of training received to perform your job and the availability of programs and materials for continued improvement in job related skills.

Supervisors' Competence - Managerial and technical competence of supervisors including ability to look after the welfare of their subordinates.

TDY Costs and Conditions - Living and working conditions, disruption of off-duty activities, and adequacy of reimbursements for expenses incurred by TDY.

Temperatures in the Work Environment - Temperatures associated with your work environment and surrounding area.

Tools, Equipment, and Supplies - Availability, condition, and adequacy of tools, equipment, supplies, and training materials.

Travel Requirements and Opportunities - Frequency and types of travel opportunities available to personnel in your specialty. Includes frequency and locations (overseas/remote and CONUS) of PCS requirements.

Value of Experience - Value of your job obtained skills in the civilian job market.

Variety and Utilization - Variety in the kinds of tasks performed and the manner in which your job utilizes your civilian education and training.

Welfare of Members - The medical care provided by the Air Force and your opportunity to improve the welfare of others.

Work Climate - The overall atmosphere in which you perform your job. Includes the influences of close associates on the job, personal conveniences provided in the work area, efforts to remove irritants and sources of dissatisfaction, frequency of required training, contribution work makes to National Defense, and type of supervision received.

Work Itself - Overall rating of your job. Includes challenge, interesting nature, feelings of accomplishment, importance, way your talents are utilized, variety, and self-improvement opportunities associated with your job.

Work Schedule - Your work schedule including the number of hours and time of day worked, flexibility of schedule, and opportunities for off-duty activities afforded.

APPENDIX G: FACTOR LOADINGS FOR PRIMARY ITEMS RELATED TO 35 FACTORS FROM A DOMAIN OF 190 JOB ATTITUDE STATEMENTS

Area Cost of Living

Item Number	Factor Loading	Item
60	.679	The cost of living in the area to which you are assigned.
182	.225	The extent to which your military pay covers your living expenses.
59	.224	Your unit's policy for assigning additional duties.
134	.178	The on-base housing.

Assignment Locality

Item Number	Factor Loading	Item
2	.773	The geographical area to which you are assigned.
103	.679	The distance to your home of record.
72	.648	The similarity between your assignment and your assignment preference.
140	.551	The weather at your base.
129	.443	The size of the surrounding community.
174	.387	The recreational opportunities provided by the surrounding community.
120	.299	The size of your base.
105	.243	Normal temperature of your work environment.
177	.217	Amount of time you must work in extreme temperature.
40	.203	The educational opportunities proved by the surrounding community.

Base Housing and Eating Facilities

Item Number	Factor Loading	Item
187	.697	The quality of base quarters, barracks, or civilian housing in which you live.
134	.663	The on-base housing.
188	.538	The quality of food and availability of eating facilities at your base or location.
185	.286	On-base and off-base transportation facilities.
189	.261	The opportunity for an off-duty job.
114	.250	Convenience of the location of the work area to mess facilities.
182	.245	The extent to which your military pay covers your living expenses.

Benefits Provided by Base Facilities

Item Number	Factor Loading	Item
51	.698	The BX and commissary facilities at your base.
84	.605	The facilities provided by the base.
174	.340	The recreational opportunities provided by the surrounding community.
143	.301	The quality of medical care provided by the Air Force.
120	.271	The size of your base.
129	.210	The size of the surrounding community.
185	.206	On-base and off-base transportation facilities.
40	.201	The educational opportunities provided by the surrounding community.
188	.201	The quality of food and availability of eating facilities at your base or location.
86	.198	Your fringe benefits compared to fringe benefits offered by a civilian job.

Continuing Job Training

Item Number	Factor Loading	Item
71	.331	The pace of new developments in your field.
90	.292	The chance to receive civilian educational credit for your military job training.
85	.279	The physical demands of your job.
70	.250	The instructional methods used in your training.
12	.244	The need for frequent retraining within your specialty.
89	.242	The opportunity to use up-to-date equipment.
92	.242	The amount of work you have to do.

Control Over Work and Personnel

Item Number	Factor Loading	Item
33	.534	The chance to tell others what to do.
36	.444	The control your job gives you over material.
32	.424	The chance to try different methods on your own.
35	.388	The amount of time you spend in job-required communication.
45	.311	The chance to feel responsible for a total unit of work.
23	.310	The chance to improve the welfare of others.
42	.303	The opportunity to have some control over the time spent with others.
37	.293	The availability of useful self-help training materials.
170	.275	The control your job gives you over people.

Control Over Work and Personnel (Continued)

Item Number	Factor Loading	Item
24	.268	Your training in where and how to get needed technical information.
31	.266	The chance for meaningful social contact in your work.
112	.245	The opportunity to decide for yourself how to accomplish your job.
26	.220	The priority given to your requests for supplies.
104	.218	The chance to work by yourself whenever you feel like it.
30	.216	The amount of "red tape" connected with your work.

Co-Workers

Item Number	Factor Loading	Item
152	.575	The "spirit of teamwork" which exists between your co-workers.
73	.569	Your amount of effort compared to the effort of your co-workers.
74	.551	The importance attached to your job by your co-workers.
41	.543	The amount of pride your co-workers have in their work.
167	.534	The extent to which those you work with "share the load".
94	.494	The "know-how" of the people you work with.
61	.471	The friendliness of your co-workers.
106	.447	The recognition co-workers give to your work.
175	.425	The amount of competition among your co-workers.

Co-Workers (Continued)

Item Number	Factor Loading	Item
3	.412	The moral standards of your co-workers.
77	.405	The amount of cooperation required.
123	.312	The amount of dependence on others to get the job done.
67	.280	The closeness with which you have to work with others.
75	.256	The chance to work with different people if you want to.
163	.255	The extent to which tools and equipment are shared by co-workers.
132	.246	The opportunity to associate with people you like.
42	.244	The opportunity to have some control over the time spent with others.

Economic Security

Item Number	Factor Loading	Item
78	.614	The feeling of economic security you have in the Air Force.
52	.600	Your pay compared to what you could make on the outside.
86	.594	Your fringe benefits compared to fringe benefits offered by a civilian job.
154	.504	The retirement income you would receive from an Air Force career.
182	.460	The extent to which your military pay covers your living expenses.
65	.395	The protection provided by the Air Force Life Insurance Program.
161	.394	The feelings you get from wearing the Air Force uniform.

Economic Security (Continued)

Item Number	Factor Loading	Item
143	.348	The quality of medical care provided by the Air Force.
113	.299	The opportunity for you or your family to travel at military rates.
107	.299	Your chances of remaining on active duty until retirement if you want to.
46	.225	The security of your job.

Family Attitude Toward Job

Item Number	Factor Loading	Item
44	.692	The recognition you receive from your family for the work you do.
124	.563	The pride your family has in your work.

Independence

Item Number	Factor Loading	Item
119	.437	The leave policy of your unit.
114	.413	Convenience of the location of the work area to mess facilities and living quarters.
115	.401	The extent to which you take the blame for others mistakes.
120	.388	The size of your base.
122	.381	The chance to do things which do not violate your sense of right and wrong.
128	.375	The availability of information on Air Force policies and practices.
123	.371	The amount of dependence on others to get the job done.
117	.360	The chance to make your grievances known.
118	.356	The amount of nonscheduled work you have to do.
113	.353	The opportunity for you or your family to travel at military rates.
116	.329	The importance of your job performance to the welfare of others.
131	.325	The time pressures of your job.
130	.325	The chance to work with other people.
132	.307	The opportunity to associate with people you like.
129	.305	The size of the surrounding community.
112	.287	The opportunity to decide for yourself how to accomplish your job.
126	.258	Chance to use your military training.
124	.258	The pride your family has in your work.
110	.230	The amount of leave time you are allowed.

Job Design

Item Number	Factor Loading	Item
166	.564	The amount of paperwork required to do your job.
30	.521	The amount of "red tape" connected with your work.
169	.320	The amount of required telephone communications.
142	.300	The additional duties associated with your job.
29	.283	The pace of your work.
118	.267	The amount of nonscheduled work you have to do.
150	.262	The frequency of slack periods on the job.
131	.251	The time pressures of your job.
92	.246	The amount of work you have to do.
35	.241	The amount of time you spend in job-required communication.
59	.219	Your unit's policy for assigning additional duties.
19	.203	The efficiency with which your work time is allocated.
168	.200	The amount of "dirty-hand" work you do.
167	.199	The extent to which those you work with "share the load".

Knowledge of Results

Item Number	Factor Loading	Item
14	.511	The chance to complete work that you start.
22	.493	The chance to be responsible for your own work.
18	.487	The chance to know for yourself when you do a good job.
13	.381	Chance to vary your work schedule when required to conduct personal business.
19	.346	The efficiency with which your work time is allocated.
17	.339	The opportunity to make and implement new suggestions.
15	.330	The adequacy of the information provided you on the Air Force promotion system.
45	.259	The chance to feel responsible for a total unit of work.
8	.254	The attention given to safety in your work area.
141	.226	The chance to work at your own pace.
32	.218	The chance to try different methods on your own.
112	.215	The opportunity to decide for yourself how to accomplish your job.

Leave and Time Off Policies

Item Number	Factor Loading	Item
110	.483	The amount of leave time you are allowed.
186	.280	The opportunity to get enough sleep during an average 24-hour day.
184	.275	The amount of authorized time off for meals.
109	.263	The time of day that you go to work.
119	.249	The leave policy of your unit.

Opportunities for Social Contact

Item Number	Factor Loading	Item
159	.472	The chance to socialize with people whose work is different from yours.
160	.469	The amount of responsibility for equipment or supplies.
170	.449	The control your job gives you over people.
163	.423	The extent to which tools and equipment are shared by co-workers.
158	.414	The opportunity provided by the Air Force for self-improvement education.
169	.393	The amount of required telephone communication.
165	.392	The opportunity to move around on your job.
172	.340	Opportunity to vary your work methods or procedures.
175	.337	The amount of competition among your co-workers.
156	.336	The adequacy of your training for meeting emergency situations.
168	.334	The amount of "dirty-hand" work you do.
161	.330	The feelings you get from wearing the Air Force uniform.
164	.318	The chance to prepare for your eventual return to civilian life.
162	.290	The chance to know where you stand with your supervisor.
167	.282	The extent to which those you work with "share the load".
166	.275	The amount of paperwork required to do your job.
171	.261	The way your supervisor evaluates your work.
132	.259	The opportunity to associate with people you like.
155	.252	Weighted Airman Promotion System (WAPS).
130	.245	The chance to work with other people.

Personal Growth and Development Opportunities

Item Number	Factor Loading	Item
40	.600	The educational opportunities provided by the surrounding community.
174	.300	The recreational opportunities provided by the surrounding community.
158	.284	The opportunity provided by the Air Force for self-improvement education.
90	.275	The chance to receive civilian educational credit for your military job training.
65	.270	The protection provided by the Air Force Life Insurance Program.
189	.235	The opportunity for an off-duty job.
129	.223	The size of the surrounding community.

Physical Activity of Job

Item Number	Factor Loading	Item
49	.519	Chance to engage in physical activity on the job.
85	.266	The physical demands of your job.
64	.266	The chance to do work that does not bother your conscience.
65	.259	The protection provided by the Air Force Life Insurance Program.
61	.226	The friendliness of your co-workers.
39	.222	The way your unit handles required general military training and physical fitness testing.
153	.212	The chance to avoid situations which violate your religious beliefs.
57	.206	Chance to work in different types of situations.

Physical Demands of the Work Environment

Item Number	Factor Loading	Item
53	.645	The amount of exposure to unpleasant chemicals or gases.
97	.582	The level of danger in your job.
177	.434	Amount of time you must work in extreme temperatures.
21	.397	The noise level of your work environment.
68	.374	Your physical safety on the job.
168	.354	The amount of "dirty-hand" work you do.
153	.349	The chance to avoid situations which violate your religious beliefs.
64	.349	The chance to do work that does not bother your conscience.
105	.335	Normal temperature of your work environment.
95	.311	The opportunity to perform activities which are morally acceptable.
87	.279	The cleanliness of your work environment.
122	.269	The chance to do things which do not violate your sense of right and wrong.
58	.203	The number of times your work schedule has interfered with personal plans.
76	.200	Adequacy of lighting in the immediate work area.

Physical Work Environment

Item Number	Factor Loading	Item
76	.606	Adequacy of lighting in the immediate work area.
43	.549	Amount of work space available.
87	.524	The cleanliness of your work environment.
144	.493	The physical appearance of the work area.
6	.311	Personal conveniences provided in the work area.
68	.307	Your physical safety on the job.
77	.288	The amount of cooperation required.
21	.283	The noise level of your work environment.
105	.280	Normal temperature of your work environment.
8	.277	The attention given to safety in your work area.
67	.216	The closeness with which you have to work with others.
179	.205	The safety program in your unit.

Promotion Opportunity

Item Number	Factor Loading	Item
34	.714	The opportunity for promotions in your career field.
66	.682	Your chance for promotion compared to others doing similar work.
96	.641	The chance to be promoted on the basis of ability.
155	.565	The Weighted Airman Promotion System (WAPS).
15	.353	The adequacy of the information provided you on the Air Force promotion system.
178	.242	Your knowledge of the operation of the Air Force promotion system.
54	.203	The recognition your unit gives for good performance.

Recognition

Item Number	Factor Loading	Item
59	.465	Your unit's policy for assigning additional duties.
54	.422	The recognition your unit gives for good performance.
142	.258	The additional duties associated with your job.
9	.215	The respect that results from your rank and job.
118	.213	The amount of nonscheduled work you have to do.
55	.209	Your chance of getting additional training compared to others in your field.
117	.205	The chance to make your grievances known.

Safety, GMT, Promotion Policies, and Procedures

Item Number	Factor Loading	Item
178	.548	Your knowledge of the operation of the Air Force promotion system.
179	.471	The safety program in your unit.
15	.442	The adequacy of the information provided you on the Air Force promotion system.
180	.412	Your organization's OJT training program.
128	.294	The availability of information on Air Force policies and practices.
39	.278	The way your unit handles required general military training and physical fitness testing.
24	.275	Your training in where and how to get needed technical information.
8	.269	The attention given to safety in your work area.
177	.250	Amount of time you must work in extreme temperature.
156	.237	The adequacy of your training for meeting emergency situations.
102	.237	The adequacy of information you receive about unit policies.
107	.214	Your chances of remaining on active duty until retirement if you want to.
155	.202	The Weighted Airman Promotion System (WAPS).

Social Contact (Non-Peer)

Item Number	Factor Loading	Item
20	.631	The opportunity to meet new people.
7	.535	The amount of social contact required by the job.
31	.528	The chance for meaningful social contact in your work.
88	.372	The chance to help people.
130	.366	The chance to work with other people.
23	.352	The chance to improve the welfare of others.
132	.318	The opportunity to associate with people you like.
159	.288	The chance to socialize with people whose work is different from yours.
75	.275	The chance to work with different people if you want to.
67	.249	The closeness with which you have to work with others.
21	.237	The noise level of your work environment.
5	.203	The opportunity to choose your close associates on the job.
146	.203	The chance to feel that you perform a service to others.
69	.199	Your social position in the Air Force as a result of your job.

Status in Civilian Community

Item Number	Factor Loading	Item
16	.697	The attitudes of civilians around your base toward the Air Force.
108	.662	The status given a military member by the civilian community.
79	.503	The status you have in the civilian community because of your job.
133	.368	The chance to receive community recognition for your work.
60	.220	The cost of living in the area to which you are assigned.
129	.216	The size of the surrounding community.
173	.212	The consideration given you as a person by the Air Force.
17	.196	The opportunity to make and implement new suggestions.
161	.196	The feelings you get from wearing the Air Force uniform.

Sufficiency of Training

Item Number	Factor Loading	Item
147	.539	The training you have received to perform your current job.
125	.477	The similarity between your training and the requirements of the job.
70	.470	The instructional methods used in your training.
126	.423	Chance to use your military training.
24	.335	Your training in where and how to get needed technical information.
156	.329	The adequacy of your training for meeting emergency situations.
99	.325	The amount of work time spent learning about new
98	.325	The competence of the instructors you have encountered.
55	.313	Your chance of getting additional training compared to others in your field.
180	.299	Your organization's OJT training program.
37	.289	The availability of useful self-help training materials.
12	.275	The need for frequent retraining within your specialty.
137	.220	The chance to acquire valuable skills.

Supervisor's Competence

Item Number	Factor Loading	Item
111	.809	The way your supervisor handles his subordinates.
80	.764	The ability of your supervisor to make decisions.
10	.746	The extent to which your supervisor brings out the best in his subordinates.
135	.744	The way your supervisor trains his men.
181	.737	The concern your supervisor shows for the welfare of his subordinates.
157	.726	The technical competence of your supervisor.
11	.714	Your supervisor's knowledge of the way your job is done.
25	.704	Your personal relationship with your supervisor.
171	.695	The way your supervisor evaluates your work.
162	.666	The chance to know where you stand with your supervisor.
56	.662	The fairness with which your supervisor assigns work.
145	.625	The praise you get from your supervisor.
112	.394	The opportunity to decide for yourself how to accomplish your job.
94	.354	The "know-how" of the people you work with.
167	.336	The extent to which those you work with "share the load".
117	.331	The chance to make your grievances known.
152	.328	The "spirit of teamwork" which exists between your co-workers.
172	.303	Opportunity to vary your work methods or procedures.
61	.292	The friendliness of your co-workers.
180	.287	Your organization's OJT training program.

TDY Costs and Conditions

Item Number	Factor Loading	Item
183	.708	The living and working conditions faced on TDY.
176	.701	The cost of TDY versus the payment received.
185	.386	On-base and off-base transportation facilities.
182	.322	The extent to which your military pay covers your living expenses.
189	.251	The opportunity for an off-duty job.
184	.245	The amount of authorized time off for meals.

Temperatures in the Work Environment

Item Number	Factor Loading	Item
105	.323	Normal temperature of your work environment.
140	.309	The weather at your base.
177	.299	Amount of time you must work in extreme temperatures.

Tools, Equipment, and Supplies

Item Number	Factor Loading	Item
148	.603	The availability of necessary material or supplies.
26	.589	The priority given to your requests for supplies.
136	.583	The condition of the tools or equipment you use.
47	.518	The promptness with which equipment malfunctions are handled.
89	.501	The opportunity to use up-to-date equipment.
36	.235	The control your job gives you over material.
37	.231	The availability of useful self-help training materials.
71	.226	The pace of new developments in your field.
99	.210	The amount of work time spent learning about new procedures or equipment.

Travel Requirements and Opportunities

Item Number	Factor Loading	Item
50	.721	Travel (PCS) opportunities for personnel in your specialty.
83	.684	The frequency of reassignment for airmen in your specialty.
93	.672	The frequency of overseas or remote assignments for your specialty.
139	.634	The assignment possibilities associated with your career field.
151	.487	Travel (TDY) opportunities for personnel in your specialty.
165	.294	The opportunity to move around on your job.

Value of Experience

Item Number	Factor Loading	Item
27	.736	The demand for your job obtained skills in the civilian job market.
164	.379	The chance to prepare for your eventual return to civilian life.
90	.333	The chance to receive civilian educational credit for your military job training.
137	.284	The chance to acquire valuable skills.
100	.164	The chance to utilize your civilian education and training.

Variety and Utilization

Item Number	Factor Loading	Item
101	.486	The opportunity to "wear several hats."
102	.381	The adequacy of information you receive about unit policies.
100	.332	The chance to utilize your civilian education and training.
104	.321	The chance to work by yourself whenever you feel like it.

Welfare of Members

Item Number	Factor Loading	Item
143	.290	The quality of medical care provided by the Air Force.
146	.194	The chance to feel that you perform a service to others.
144	.185	The physical appearance of the work area.
23	.183	The chance to improve the welfare of others.

Work Climate

Item Number	Factor Loading	Item
5	.488	The opportunity to choose your close associates on the job.
6	.450	Personal conveniences provided in the work area.
3	.447	The moral standards of your co-workers.
1	.408	The Air Force's efforts to remove irritants and sources of dissatisfaction.
4	.394	The contribution your work makes to the National defense.
12	.379	The need for frequent retraining within your specialty.
9	.355	The respect that results from your rank and job.
7	.304	The amount of social contact required by the job.
8	.268	The attention given to safety in your work area.
10	.224	The extent to which your supervisor brings out the best in his subordinates.
17	.224	The opportunity to make and implement new suggestions.

Work Itself

Item Number	Factor Loading	Item
63	.777	Challenge provided by your job.
62	.734	Amount of interesting work performed.
127	.704	Feeling of accomplishment you get from your work.
121	.684	The importance of your work.
38	.657	The way your job uses your abilities.
146	.561	The chance to feel that you perform a service to others.
149	.554	Chance to regularly perform a variety of tasks.
57	.534	Chance to work in different types of situations.
137	.530	The cahnce to acquire valuable skills.
82	.523	Opportunity to always have something to do.
116	.511	The importance of your job performance to the welfare of others.
45	.509	The chance to feel responsible for a total unit of work.
64	.492	The chance to do work that does not bother your conscience.
126	.490	Chance to use your military training.
4	.485	The contribution your work makes to the National defense.
125	.476	The similarity between your training and the requirements of the job.
88	.447	The chance to help people.
172	.422	Opportunity to vary your work methods or procedures.
100	.408	The chance to utilize your civilian education and training.
69	.389	Your social position in the Air Force as a result of your job.

Work Schedule

Item Number	Factor Loading	Item
190	.743	Your work schedule.
28	.697	The regularity of your work schedule.
48	.680	Your work schedule compared to the schedule of a typical civilian job.
81	.663	The flexibility of your work schedule.
138	.651	The number of hours you work per week.
58	.609	The number of times your work schedule has interfered with personal plans.
109	.586	The time of day that you go to work.
91	.575	The chance to schedule your time off.
13	.543	Chance to vary your work schedule when required to conduct personal business.
186	.535	The opportunity to get enough sleep during an average 24-hour day.
184	.477	The amount of authorized time off for meals.
189	.462	The opportunity for an off-duty job.
29	.415	The pace of your work.
131	.407	The time pressures of your job.
141	.386	The chance to work at your own pace.
118	.372	The amount of nonscheduled work you have to do.
92	.351	The amount of work you have to do.
42	.346	The opportunity to have some control over the time spent with others.
150	.345	The frequency of slack periods on the job.
19	.340	The efficiency with which your work time is allocated.

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