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RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA, (U)
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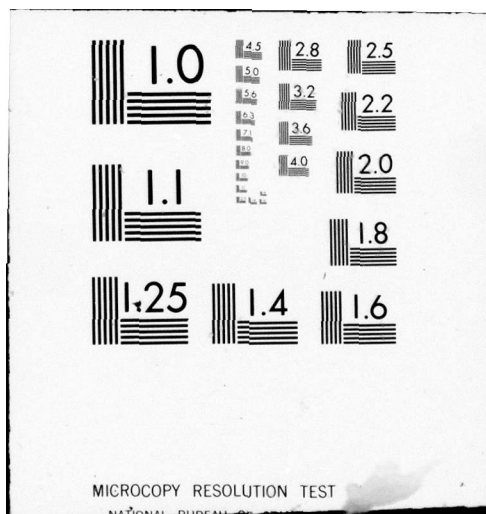
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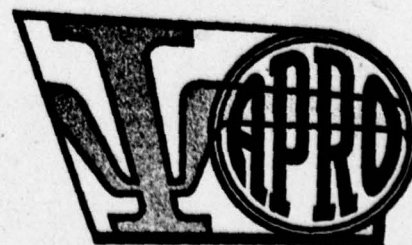
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6 RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

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JOB

RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

~~BRIEF~~ ^{ABSTRACT}

Requirement:

Research is being conducted to improve the rate of reenlistment in the Army. As a basis for studies to identify factors affecting decision to reenlist, data were needed on actual reenlistment rates for men in different MOS and occupational areas.

Procedure:

First reenlistments for RA (enlistee) personnel during all of FY 1964 and for US (inductee) personnel during the last quarter of FY 1964 were analyzed.

~~Findings:~~ ^{ac}

1. Rate of reenlistment for RA personnel was almost four times that for US personnel during the final quarter of FY 1964.

2. Enlisted men in low skill MOS showed a higher rate of reenlistment than did men in MOS requiring higher skill levels.

ABSTRACT

Utilization of Findings:

Results are being used to select MOS and MOS groups in which to concentrate subsequent studies of attitudes underlying reenlistment and the impact of early Army experiences on career intention. The later studies will be directed toward developing methods and personnel actions conducive to retention of a greater proportion of men in higher skill MOS.

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RA AND US REENLISTMENT RATES BY MOS AND OCCUPATIONAL AREA

OBJECTIVES

In research on the prediction of decision to reenlist, a questionnaire administered on entry into service has shown significant predictive value for reenlistment three years later. Further improvement in such prediction depends in large part, however, on discovering the factors effecting changes in reenlistment intention during the first term of service. Information about differential reenlistment rates among MOS and occupational areas would be a useful aid in concentrating research in areas most likely to yield useful information.

The present study was designed to identify the areas--and MOS within areas--in which reenlistment rates are unusually high or unusually low, indicating focal areas for intensive study. The major objective is to develop hypotheses about what underlies the differential rates so that a research attack can be made on the problem of factors affecting career intention.

DATA ANALYZED

Data for this study were drawn from descriptive statistics on first reenlistments during FY 64. For US (inductee) personnel, data covered the last quarter of FY 64 only. For RA (enlistee) personnel, except for the comparison with US enlisted men, statistics covered the full FY 64.

RESULTS

Table 1 compares first-term reenlistment rates for RA and US personnel for the last quarter of FY 64, broken down by occupational area. The overall rate for RA men was four times that for US men. This difference was reflected, with moderate variations, in every occupational area, ranging from the 8 to 1 ratio in Radio Code to slightly under 3 to 1 in Combat and Precision Maintenance. Major differences also appeared among occupational areas: Reenlistment rates were high in the Motor Maintenance and Infantry areas; rates were low in the Radio Code and Graphics areas, with Electronics and Clerical somewhat below the general average.

MOS entry groups in which reenlistment rates were higher than the average for MOS groups within RA and US components are shown in Table 2. Those MOS groups with lower than average rates are shown in Table 3. The five highest in the US component were among the seven highest for the RA component: Auxiliary Services, Infantry, Supply Handling, Ammunition,

and Food Service. Virtually all the MOS groups showing a high rate of reenlistment are characterized by relatively low skill aptitude and requirements. Conversely, MOS showing a low rate of reenlistment represent the higher skill requirements.

More detailed analysis was conducted on the RA component only, using data for all of FY 64. There were 60 MOS groups with sufficient numbers of cases for analysis. Again, the low skill MOS predominated among the higher rates, the high skill MOS among the lower rates (Table 4). As a check on the general hypothesis that reenlistment rate is higher among men in lower skill jobs, comparisons were made between jobs within the same area but differing in skill level. The results (Table 5) were quite consistent with the hypothesis of an inverse relationship between reenlistment rate and skill level.

CONCLUSIONS

Analysis of recent first-term reenlistment rates for MOS groups and occupational areas pointed to two major trends: (1) the RA rate is approximately four times the US rate, and (2) low skill MOS show consistently higher rates than high skill MOS. These findings are being used to select MOS and MOS groups in which to study attitudes underlying decision and action with regard to reenlistment and the impact on career intention of events and experiences during the first term of service. In such studies, particular attention will be given to MOS within the same area and in the same organization which show differences in reenlistment rate.

Table 1

COMPARISON OF US AND RA FIRST-TERM REENLISTMENT RATES
BY OCCUPATIONAL AREA, 4th QUARTER FY 64

Occupational Area	No. Eligible to Reenlist		No. Reenlisting		Percent Reenlisting		
	US	RA	US	RA	US	RA	Total
1-Combat	3536	8529	448	3017	12.7	35.4	28.7
2-Electronics	285	1413	20	305	7.0	21.6	19.1
3-Electrical Maintenance	882	1695	67	497	7.6	29.3	21.9
4-Precision Maintenance	317	556	32	158	10.1	28.4	22.9
5-Military Crafts	499	435	54	174	10.8	40.0	24.4
6-Motor Maintenance	1808	3718	103	1148	5.7	30.9	35.5
7-Clerical	2663	4839	120	1245	4.5	25.7	18.2
8-Graphics	282	234	3	18	1.1	7.7	4.1
9-General Technical	1925	2893	115	861	6.0	29.8	20.3
05-Radio Code	1092	1097	21	175	1.9	16.0	8.9
Totals	13289	25419	983	7598	7.4	29.9	22.2

Table 2

MOS GROUPS IN WHICH RA AND US REENLISTMENT RATES WERE HIGHER
THAN THE AVERAGE RATE FOR ALL RA OR US MOS GROUPS

MOS Groups	<u>US</u>		MOS Groups	<u>RA</u>	
	N	%		N	%
54-Auxiliary Services	63	22.2	94-Food Service	307	55.5
11-Infantry	1195	21.8	55-Supply Handling	142	52.1
55-Supply Handling	128	20.3	41-Ammunition	141	42.6
41-Ammunition	93	18.3	53-Chemical	50	42.0
94-Food Service	76	18.2	54-Auxiliary Services	60	40.0
12-Combat Engineering	222	17.1	64-Motor Transport	766	40.0
			11-Infantry	4146	39.8
			32-Wire Maintenance	392	37.5
			14-Field Arty Weapons	982	37.2
			91-Medical Care & Treatment	989	36.6
			52-Utilities	93	36.6

Table 3

MOS GROUPS IN WHICH RA AND US REENLISTMENT RATES WERE LOWER
THAN THE AVERAGE RATE FOR ALL RA OR US MOS GROUPS

<u>US</u>				<u>RA</u>			
MOS Group	N	%		MOS Group	N	%	
71-Administration	1305	2.0		34,35-Teletype & Elec Equip Maint	403	16.4	
05-Radio Code	1092	1.9		05-Radio Code	1097	16.0	
73-Finance	146	1.4		43-GM Mech Assembly & Rep	64	15.6	
90-General Tech, General	76	1.3		27,28-Fixed Sta Radio & Radar Rep	353	14.2	
81-84-Graphics (all)	282	1.1		90-General Tech, General	126	12.7	
93-Medical Laboratory	100	1.0		73,74-Finance & Data Processing	446	8.5	
20-28-Electronics (except 29)	140	0.7		96-99-Intel & Tech Equip Op	618	8.1	
70-Miscellaneous Clerical	73	0.0		81-84-Graphics (all)	234	7.7	
74-Data Processing	146	0.0					

Table 4

REENLISTMENT RATES OF RA ENLISTED MEN IN MOS SHOWING HIGHER
THAN AVERAGE AND LOWER THAN AVERAGE REENLISTMENT RATES

Occupational Group	Higher Skill MOS		Lower Skill MOS	
	MOS	Rate	MOS	Rate
Infantry	113-Op & Intel Spec	29.2	111-Light Wpns Inf	43.0
			112-Heavy Wpns Inf	39.2
Armor	133-Intel Spec	22.3	131-Crewman	34.7
Field Arty Weapons	147-Rocket Crewman	24.2	140-FA Basic	34.9
			141-Lt & Med FA Crewman	32.9
			142-Hvy & Very Hvy FA Crewman	30.6
Artillery	151-AD Op & Intel Asst	22.4	140-147-FA Crewman	33.2
			171-179-AD Missile Op	33.2
	152-FA Op & Intel Asst	20.3		
	153-Arty Surveyor	14.6		
	156-FA Radar Crewman	14.3		
Ammunition	411-Ammo Stor Spec	35.2	410-Ammo Helper	53.2
Metal Working	442-Welder	20.7	440-Metal Working, Helper	30.2
			443-Machinist	
Supply Handling	551-General Warehouseman	28.6	550-Supply Handler	41.5
	552-Petroleum Stor Spec	35.7		
	553 Subsistence Stor Spec			
Engineer Construction	622-Eng Equip Rep	21.3	620-Eng Equip Asst	56.2
	625-Asphalt Concrete Equip Op	18.3		
	626-Const Machine Op	17.4		
	627-Crane Shove Op	15.6		

(Table 4 (Cont'd))

Occupational Group	Higher Skill MOS		Lower Skill MOS	
	MOS	Rate	MOS	Rate
Aircraft Maintenance	671-Single Eng Air- plane Mech	19.5	670-Aircraft Maint Crewman	38.2
	672-Multi-Eng Air- plane Mech	21.5		
	675-Single-Rotor Hel Mech	21.3		
	676-Tandem Rotor Hel Mech	17.9		
	677-Multi-Eng Hel Mech	20.8		
Data Processing	741-Card & Tape Writer	6.9	740-DP Equip Op	25.9
	742-Personnel Acctg Spec	14.1		
	743-Machine Acctg Spec	10.9		
	744-ADPS Console Op 745-ADPS Prog Spec	6.6		
Medical Care and Treatment	911-Medical Spec	34.4	910-Med Corpsman	50.1
	913-Operating Room Spec	28.4		
	914-Neuropsych Spec	21.7		
	917-Dental Spec	34.1		
Radio Code	051-Intermed Speed Radio Op	19.7	050-Low Speed Radio Op	32.4
	053-Radio Teletype Op	20.4		
	055-Communication Monitor	9.9		
	056-Direction-Finding Op	8.3		
	058-Morse Interceptor	12.4		
	059-Teletype Interceptor	12.2		

Table 5

RA COMPONENT MOS ENTRY GROUPS IN ORDER OF REENLISTMENT RATE FOR FY 1964

MOS Group	Title	Reenlistment Rate	MOS Group	Title	Reenlistment Rate
94	Food Service	48.6	77	Parts Supply	27.2
41	Ammunition	41.7	56	Marine Op & Maint	26.7
45	Prosthetic Appliances	40.4	72	Communications Center Op	25.9
11	Infantry	37.4	42	Armament Maintenance	25.7
53	Chemical	37.0	31	Field Communications	25.6
55	Supply Handling	36.8	63	Automotive Maintenance	25.6
91	Medical Care & Treatment	35.2	22	Air Defense Electronics Maint	25.1
17	Air Defense Missile Op	33.2	71	Administration	24.6
14	Field Artillery Wpns	33.2	20	Electronics, General	23.5
13	Armor	31.2	28	Radar & TV Repair	22.7
54	Auxiliary Services	30.7	52	Utilities	22.6
12	Combat Engineering	30.0	67	Aircraft Maintenance	21.8
46	Quartermaster Equip Maint	29.8	93	Medical Laboratory	21.3
16	Field Artillery Missile Op	29.8	62	Eng Const Equip Op & Maint	20.5
76	General Supply	29.7	44	Metal Working	20.2
32	Wire Maintenance	29.7	84	Pictorial	19.8
10	Combat, General	29.5	27	Fixed Station Radio Repair	19.4
64	Motor Transport	29.0	21	Field Artillery Electronics Maint	19.2
29	Radio & Carrier Rep	28.8	40	Precision Maint, General	18.9
18	Air Defense Radar Op	28.1	35	Electrical Equip Maint	18.6

Table 5 (Cont'd)

MOS Group	Title	Reenlistment Rate	MOS Group	Title	Reenlistment Rate
34	Teletypewriter Equip Maint	18.4	97	General Intel	13.9
15	Artillery Op & Intel	18.2	30	Electrical Maint, General	13.5
05	Radio Code	18.0	90	General Technical, General	12.7
96	Military Intel	17.9	73	Finance	11.5
95	Military Police	17.5	74	Data Processing	11.5
68	Aircraft Components Rep	16.5	99	Technical Equip Op	11.2
43	Nuclear Weapons & GM Mech Assem & Rep	15.7	70	Miscel Clerical	9.9
83	Printing	15.1	98	Communications Security	9.8
51	Construction	14.7	82	Surveying	7.8
25	SAM Electronic Guidance Sys Rep	14.7	24	SSM Electronic Guidance Sys Rep	6.1
			81	Drafting & Cartography	5.6