

AD-A114 717

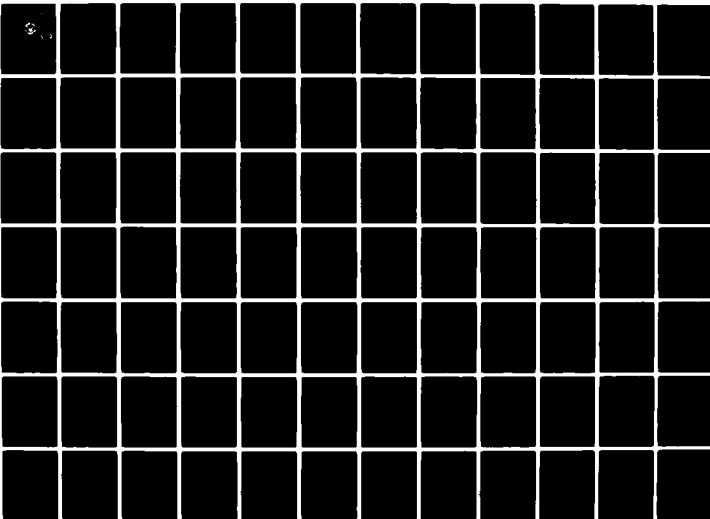
NAVAL POSTGRADUATE SCHOOL MONTEREY CA
CAREER ORIENTATIONS OF COAST GUARD AVIATORS.(U)
DEC 81 D A GOWARE

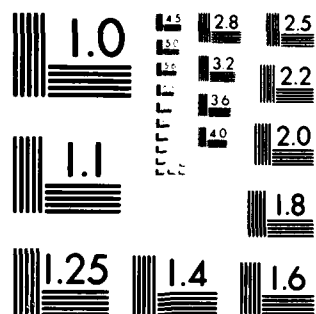
F/6 5/9

UNCLASSIFIED

NL

1-2





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

2

NAVAL POSTGRADUATE SCHOOL

Monterey, California



DTIC
ELECTE
MAY 21 1982
S D B

THESIS

CAREER ORIENTATIONS OF COAST GUARD AVIATORS

by

Dana Allen Goward

December 1981

Thesis Co-Advisors:

J. Senger
R. Weitzman

Approved for public release, distribution unlimited

DTIC FILE COPY

82 04 01 005

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
	AD A114 717	
4. TITLE (and Subtitle) Career Orientations of Coast Guard Aviators		5. TYPE OF REPORT & PERIOD COVERED Master's Thesis December 1981
		6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Dana Allen Goward		8. CONTRACT OR GRANT NUMBER(s)
9. PERFORMING ORGANIZATION NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
11. CONTROLLING OFFICE NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		12. REPORT DATE December 1981
		13. NUMBER OF PAGES 187
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15. SECURITY CLASS. (of this report)
		16a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release, distribution unlimited		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Career orientation, Cosmopolitan(s), Pilots, Aviators, Aviator Careers, Pilot Careers, LDO(s), Limited Duty Officers, Specialists, Professionals, Career Paths.		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Individuals within the same profession often have widely different career orientations. Some think of themselves mostly as professional specialists while others regard themselves as primarily members of the organization. The goal of this study was to examine the career orientations of Coast Guard pilots and the feasibility of establishing a limited duty officer (LDO) career path for aviators in which pilots would be assigned to flight duties for their entire twenty year career.		

A conservative analysis of the data indicated that 19 to 20 percent of the total aviator population would be willing to participate in an LDO program. Willingness to participate in an LDO program was found to vary significantly with (1) how an individual identified himself as a pilot or an officer, (2) commissioning source, (3) interest in becoming a unit instructor pilot, (4) perceived optimal tour length, and (5) rank.

Accession For	
NTIS GRA&I	☒
DTIC TAB	☐
Unannounced	☐
Justification	
By	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
A	



Approved for public release, distribution unlimited

Career Orientations of Coast Guard Aviators

by

Dana Allen Goward
Lieutenant, United States Coast Guard
B.S., United States Coast Guard Academy, 1974

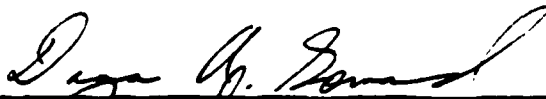
Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL
December 1981

Author:



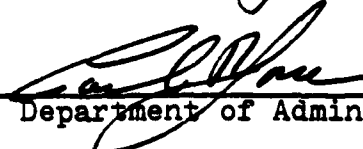
Approved by:



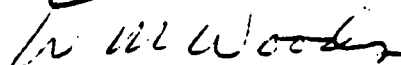
Thesis Co-Advisor



Thesis Co-Advisor



Chairman, Department of Administrative Sciences



Dean of Information and Policy Sciences

ABSTRACT

Individuals within the same profession often have widely different career orientations. Some think of themselves mostly as professional specialists while others regard themselves as primarily members of the organization. The goal of this study was to examine the career orientations of Coast Guard pilots and the feasibility of establishing a limited duty officer (LDO) career path for aviators in which pilots would be assigned to flight duties for their entire twenty year career.

A conservative analysis of the data indicated that 19 to 20 percent of the total aviator population would be willing to participate in an LDO program. Willingness to participate in an LDO program was found to vary significantly with (1) how an individual identified himself as a pilot or an officer, (2) commissioning source, (3) interest in becoming a unit instructor pilot, (4) perceived optimal tour length, and (5) rank.

TABLE OF CONTENTS

I.	INTRODUCTION.....	8
	A. BACKGROUND: THE OFFICER/PILOT DUALITY..	9
	B. HYPOTHESES.....	13
II.	LITERATURE REVIEW.....	17
	A. CAREER ORIENTATION.....	17
	B. PILOT MOTIVATION AND JOB SATISFACTION...	20
	C. CONCLUSION.....	24
III.	RESEARCH METHODOLOGY.....	25
	A. GENERAL.....	25
	B. SAMPLE.....	25
	C. INSTRUMENTS.....	26
IV.	DATA ANALYSIS AND RESULTS.....	30
	A. GENERAL.....	30
	B. EVALUATION OF HYPOTHESES.....	32
V.	CONCLUSION.....	49
	A. SUMMARY OF RESULTS.....	49
	B. AN LDO PROGRAM.....	50
	C. PROGRAM STRUCTURE.....	51
	APPENDIX A THE QUESTIONNAIRE.....	55
	APPENDIX B SPSS ANALYSIS PROGRAM AND OUTPUT FOR HYPOTHESES 1 THROUGH 7.....	62
	APPENDIX C SPSS ANALYSIS PROGRAM AND OUTPUT FOR HYPOTHESIS 8.....	102
	APPENDIX D FREQUENCY DISTRIBUTIONS FOR RESPONSES TO ALL QUESTIONNAIRE ITEMS.....	111
	BIBLIOGRAPHY.....	181
	INITIAL DISTRIBUTION LIST.....	184

LIST OF FIGURES

Figure 1 - Items SURV30 and SURV31.....	31
Figure 2 - Frequency Table for Responses to Item SURV31.....	32
Figure 3 - Frequency Distribution and Related Statistics for Responses to Item SURV31.	33
Figure 4 - Breakdown of Responses to Item SURV31 by Rank.....	34
Figure 5 - Item SURV31.....	35
Figure 6 - Values of COMPETE for Potential LDOs....	37
Figure 7 - Items SURV30 and SURV31.....	38
Figure 8 - The Six Opinion and Interest Items in the Regression.....	40
Figure 9 - Summary of Regression Analysis Results..	41
Figure 10- Computation of Z Statistics for Hypothesis 3.....	43
Figure 11- Frequency Table for Population's Responses to Items SURV04 and SURV16....	45
Figure 12- Regression Analysis Results Using COMB and SCII Scores.....	48

LIST OF TABLES

Table 1 - SCII Occupational Themes and Interest Areas.....	29
Table 2 - Times Between Promotions.....	36
Table 3 - Computation of Variable COMPETE.....	36

I. INTRODUCTION

An understanding of the way in which Coast Guard pilots view their careers is important to efficient aviation personnel management. Whether they consider themselves to be mostly pilots, officers, professionals, specialists, or something else, is important to the proper formulation of any number of personnel policies. One area in which this is particularly important is in the consideration of a Coast Guard limited duty officer aviator (LDO) program that has been proposed. As presently envisioned, participants in this program would be guaranteed assignments involving flight operations for their entire career, and would not advance in rank beyond lieutenant commander.

The purpose of this study is to examine the ways in which Coast Guard aviators view their careers as officers and pilots. The objectives of the study are:

1. To determine the proportion of the Coast Guard aviator population that would be willing to participate in an LDO program.
2. If a sizable group is found, to examine its composition and determine what variables are related to the willingness to participate in such a program.
3. To make a cursory examination of the following related questions:
 - a. Are potential program participants amenable to longer tours of duty?
 - b. How important is achieving status as a pilot through advanced pilot ratings to the potential LDO?

- c. Can willingness to participate in an LDO program (and therefore career orientation) be predicted by a vocational interest inventory?

Willingness to participate in a limited duty officer program would seem to be a function of whether an individual viewed his career in the Coast Guard as primarily that of a pilot or an officer, a professional specialist or a manager. The phenomena of highly trained specialists functioning in bureaucratic organizations appears to be well described by the cosmopolitan/local model of career orientation developed by Alvin Gouldner at the University of Minnesota. This personnel model appears to be an appropriate one about which to structure this study.

A. BACKGROUND: THE OFFICER/PILOT DUALITY

One of the continuing sources of discussion and disagreement in military ready rooms everywhere is the dual role of the military aviator. An aviator must be both a quasi-technical specialist in the operation of his aircraft and execution of operational missions, and an administrator/manager in the performance of his collateral duties. While singly each of these roles could easily demand an officer's full attention, the military aviator is tasked with simultaneous performance of both. This can be a source of conflicting loyalties, unfair demands and frustration.

Of all the services, this problem is perhaps most readily apparent in the Coast Guard. While the aviation units of other

services are almost always located on large military bases and are surrounded by concentric layers of support, the administration of which is left to others, Coast Guard units are usually isolated from other military activities. Consequently they must be responsible for a wide variety of self-support functions in addition to their operational missions. Coast Guard pilots much earlier in their careers are tasked with more demanding and less aviation-relevant collateral duties than their counterparts in other services as a result. This early initiation causes the operator/administrator role conflict to be both pronounced and virtually continuous throughout a Coast Guard pilot's career.

Studies of other occupational groups, especially those commonly thought of as professions, have shown that these conditions often give rise to two distinct and identifiable job attitudes or orientations among the individuals involved. Some become more involved in their operational specialty, seeking achievement and job satisfaction through activities directly related to it. A commonly used example of this orientation is the medical doctor on the staff of a hospital whose sole interests are the healing of patients and the elimination of disease. He or she would typically identify much more with other doctors than with the hospital administration, be likely to submit articles to medical journals on a regular basis, and seek approval and status from peers. This type of orientation is commonly called "cosmopolitan."

On the other hand, some individuals identify more with their organization than their specialty. This orientation is usually called "local." To continue the doctor example, a "local" doctor would probably be less interested in perfecting the art of medicine and more in proper hospital administration and procedures. Rather than becoming widely known as a medical authority, the local doctor would seek to eventually become head of the hospital. It is important to note that the local and cosmopolitan doctors may not necessarily differ in medical competence. Where they do differ is in their attitudes toward their careers and in which arena they seek achievement, recognition and job satisfaction (Landsbury, 1978).

One of the methods of accommodating contrasting career orientations among professionals and specialists in many organizations has been the establishment of dual career paths. A scientist, for example, can often choose, at various points in his career, to either stay in research or move into management. Staying in research would mean promotions as a scientist, increased opportunities to do independent projects, gains in prestige through increases in professional competence, and the absence of most administrative duties. If a move into management was selected, the scientist would use his professional background in the administration of laboratories and management of research programs. When dual paths are available, individual career needs can be satisfied while at the same time the organization gains from more effective utilization of its human resources (Thompson, 1961).

Not all occupational groups are split with significant proportions of their membership having contrasting orientations. Studies have shown that almost all engineers, for example, envision themselves rising within the managerial (rather than professional) structure of their organizations at some point in their careers (Goldner and Ritti, 1970; Shepherd, 1961). Whether or not a significant division of locals and cosmopolitans exists in the field of aviation has never been shown or even addressed. This may be due in part to the fact that commercial pilots are rarely tasked with administrative duties and are employed exclusively in a cosmopolitan role, i.e., flying an aircraft. Similarly, military aviators are normally assigned primarily flight and flight-oriented responsibilities during their first few tours of duty. Traditionally high attrition among junior and mid-grade military pilots may leave only locals in the service. Indeed, there is some indication that those pilots most adept at controlling an aircraft tend to be those least well adapted to the military officer role and most likely to attrite (Rickus et. al., 1968). Retention studies (discussed in detail later) have also hinted that cosmopolitan personalities are more prone to leave the service. Thus it may be that the two major employers of pilots, the airline industry and the military, have relatively homogeneous populations of aviators with contrasting career orientations. The lack of opposing orientations within each group could explain the absence of work in this area.

Contrasting this view is the argument that the existence of dual career paths necessarily indicates coexistence of cosmopolitan and local orientations. The existence of the Army warrant officer and Navy limited duty officer programs for pilots might indicate that military pilots are indeed divided in the way they view their careers. However, these programs were probably established more as a method of resource allocation than to serve individuals' career aspirations. The existence of these programs might therefore be less of an indicator than appearances would suggest.

B. HYPOTHESES

In order to meet the stated objectives of the study and to examine related issues systematically, the following hypotheses will be examined.

1. Hypothesis 1

More than fifteen percent of the population are willing to participate in a limited duty officer program in which participants are not advanced in rank beyond lieutenant commander (referred to hereafter as simply "an LDO program").

The minimum participation required for the LDO program now under consideration by the Coast Guard is thirteen and one half percent (Holemon, 1980). Rounding this up to fifteen percent provides a degree of conservatism and respectable margin of error.

2. Hypothesis 2

Willingness to participate in an LDO program is a function of an individual's career orientation and varies directly with cosmopolitan traits.

Testing this hypothesis will also provide a test of the project's conceptual model. Although the model seems appropriate in every way, it may not be applicable to this particular situation or to the Coast Guard Aviator population.

3. Hypothesis 3

Individuals that have not been selected on schedule for the next highest grade will be more likely to participate in an LDO program than others.

Specialty career paths offer alternate definitions of success to those within the organization who are either unwilling or unable to succeed in the conventional organizational terms of promotions and pay raises. An LDO program, then, should be more attractive to those officers who have not been routinely promoted with their peers. This is also an important issue as the attractiveness of the program to officers who have not been routinely promoted could seriously impact upon the credibility and desirability of the LDO program from the perspectives of both other potential participants and organizational decision makers.

4. Hypothesis 4

Willingness to participate in an LDO program is a function of rank.

It would be expected that the longer an individual has been with an organization the more socialized into it he would become and the more he would identify with it. Similarly, it could be expected that individuals who have been more successful in organizational terms (promotions) will tend to identify with it more than others.

5. Hypothesis 5

Willingness to participate in an LDO program is a function of commissioning source.

It is anticipated that career orientation, and therefore willingness to become an LDO, will vary with commissioning source because of the variance in socialization and organizational attachment between the several sources. Academy graduates, for example, experience a greater period of training and socialization than do other officers. It could be expected that they would tend to local career orientations and be less likely to want to participate in an LDO program. Aviators originally commissioned as officers and pilots in other services, however, would be expected to be oriented more as cosmopolitans. This, if for no other reason than that they have already left one organization while remaining in the same profession.

6. Hypothesis 6

Individuals willing to participate in an LDO program prefer longer tours of duty than do other officers.

Geographic mobility in the military is associated with upward mobility in the organization. Individuals less concerned with upward mobility should therefore be more amenable to longer tours of duty, especially considering the financial hardships of relocation.

7. Hypothesis 7

Achieving status as a pilot through advanced qualifications is significantly more important to potential LDOs than to others.

Assuming that the desire to become an LDO is a cosmopolitan trait, LDOs should prefer achievements within the field of flying more than their local counterparts.

8. Hypothesis 8

Willingness to participate in an LDO program (and therefore career orientation) can be predicted using the Strong-Campbell Interest Inventory.

Conflicting career orientations represent distinct sets of career interests. As the Strong-Campbell Interest Inventory is designed to measure and distinguish between different career interests it should be able to discriminate between locals and cosmopolitans in the same profession.

II. LITERATURE REVIEW

A review of the literature reveals no work in the specific area of pilot career orientation. Much study has been done, however, of local and cosmopolitan orientations in other career fields and of military pilot job satisfaction and motivation. In order to gain a proper background for this study, it is necessary to review work in both these areas.

In reviewing the literature it will be assumed that Coast Guard pilots do not differ significantly from pilots of other services in terms of motivation and job satisfaction. This is a fairly safe assumption as Coast Guard aviators are selected for training by the same criteria and tests used by other services and undergo flight training alongside their Navy and Marine counterparts. It is also a necessary assumption if motivational factors are to be considered in this study as few, if any, studies of Coast Guard pilots have been done.

A. CAREER ORIENTATION

The local/cosmopolitan phenomenon has been established by most writers as occurring primarily within professional groups (Francis and Stone, 1956; Gross, 1958; Corwin, 1961; Hall, 1968). Unfortunately there has been little agreement among sociologists as to what exactly constitutes a profession. In his review, for example, Landsbury cites some fifteen separate studies of occupations with as many definitions of "profession."

Several common elements were noticed, however, in most all of the definitions (Cogan, 1953; Vollmer and Mills, 1966). These were that a profession:

1. Is based on extensive training in a complex field of knowledge.
2. Involves practical application of that knowledge.
3. Is service oriented.

Using these criteria, military aviation could easily qualify as a profession. Flight training averages more than a year in length and is normally followed by a lengthy internship. Military pilots must be schooled in the elements of many disciplines (aerodynamics, structural dynamics, navigation, meteorology, etc.) in addition to the intricacies of the various missions they must perform. This knowledge is practically applied on a day to day basis in providing a service to the surface units they support and to the country as a whole.

It is not enough, however, to demonstrate that military aviation is a profession to conclude that it experiences a significant local/cosmopolitan division within its ranks. Many professions are made up almost exclusively of either all cosmopolitans or all locals. It is necessary, therefore, to examine the specific ways in which locals and cosmopolitans differ and determine if these differences are prevalent among military pilots.

The two opposing career orientations are almost always identified and defined principally in terms of their differences in the following areas:

Identity and Loyalty - Cosmopolitans tend to identify with their professional group, locals with their organizations. Cosmopolitan loyalty is therefore directed more toward colleagues and clients than the hierarchy of the organization. Thus cosmopolitans feel less compelled to support organizational policies, enforce and obey rules, and have few reservations about going outside the "chain of command" (Goldner and Ritti, 1970; Shepherd, 1961; Goldstein, 1958; Sorensen and Sorensen, 1974; Blau and Scott, 1962).

Mobility - Cosmopolitans are much more mobile than locals who are reluctant to sacrifice organizational knowledge and tenure by leaving the organization (Barber, 1965; Dalton, 1950).

Autonomy - Locals generally don't mind relatively close supervision and required adherence to organizational standards while cosmopolitans tend to chafe and balk at them (Kornhauser, 1952; Barber, 1965; Scott, 1968).

Professional Goals - The goals of the organization become the goals of the local. He is therefore more willing to take on a greater range of responsibilities and perform more diverse tasks. Cosmopolitans tend more to their own goals and those of their profession. Consequently they are very reluctant to perform tasks not directly related to the performance of their specialty (Corwin, 1961; Thompson, 1961; Gouldner, 1957; Merton, 1957; Bentz, 1950).

Recognition, Evaluation and Achievement - The cosmopolitan seeks success as a professional. He looks to his peer group

for recognition and approval. The organization is the source of the local's sense of job satisfaction. His achievement is measured in terms of promotions, pay raises, and increases in responsibility (Klatt, 1978; Goldner and Ritti, 1970).

Using these general areas as a guide, pilot motivation and job satisfaction literature can be correlated with what is known about career orientations.

B. PILOT MOTIVATION AND JOB SATISFACTION

1. General

Work in the area of pilot motivation and job satisfaction tends to be divided into two groups. One group consists of psychological studies examining various constructs of the aviator personality. Though many of these offer interesting propositions, such as a suggestion that aviation is a return to the womb because of the closed in ovalness of the fuselage, they offer little insight as to how aviators view their careers (Bond, 1952). Even those studies that have been done with accident prevention as their main goal offer little illumination. One notable exception to this is a study done by Fine and Hartman in 1968. In a report entitled "Psychiatric Strengths and Weaknesses of Typical Air Force Pilots," they comment upon career orientation directly. In describing their subjects they state:

Career interests centered around achievement of competence in flying rather than impulsivity, raw pleasure, or advancement in the organization.
(Emphasis added)

This would seem to be a very strong indicator of cosmopolitan tendencies within the population.

The second group of studies concern retention of military pilots and are regularly conducted, probably because of traditionally high attrition. These studies offer direct insights as to the attitudes of military pilots toward specific aspects of their jobs.

Using the format developed earlier, it can be shown that aviator retention studies reveal a high degree of "cosmopolitaness" among many pilots, especially those leaving the service.

2. Identity and Loyalty

Cosmopolitans identify more with their professional group than with their organization. That some military pilots identify more with aviation than their service is pointedly demonstrated by a 1978-79 survey of pilots leaving the Air Force (Carver, 1979). Significant numbers of this group stated that they "considered themselves pilots first and officers second." Over seventy percent stated they would seek jobs in aviation as civilians. Further evidence of primary identification with aviation was uncovered by a 1966 Navy survey that showed a pronounced "preference for a strictly pilot/flight officer career path as opposed to that of an unrestricted line officer" among thirty-six percent of all the active duty pilots and flight officers polled (Robertson, 1966).

All pilots enjoy flying. Directly associating continuous flight duty and the value of a career, though, is probably

the sign of a cosmopolitan pilot. A 1980 survey of resigning Air Force pilots shows that the inability to fly an entire career was a major factor in this group's leaving the service (Carver, 1980). In another study, seventy-four percent of Marine aviators stated they would "be encouraged to resign" by a non-flying tour of duty (Millard, 1979). The Navy obtained similar results in a 1980 study that found "sufficient flight time (both quantity and quality)..." among the most frequently mentioned factors in pilots' decisions to remain in the service. Conversely it was found that "insufficient flight time (both quantity and quality)..." was a major factor in decisions to leave the service (Sheposh et. al., 1980).

3. Mobility

A greater tendency to change organizations is a recognized trait of cosmopolitans. The mobility of military pilots has been repeatedly demonstrated, at least in their propensity to leave the service. The Navy, for example, lost forty-eight percent of its pilots in 1977. This figure increased to sixty-nine percent in 1979 (NAVPERS, 1979). The Air Force also lost forty-eight percent in 1977 and increased its rate to seventy-three percent in 1979 (Gulick and Lackman, 1980). While other factors may have influenced this high attrition, it is still an indicator of a high degree of mobility.

4. Autonomy

Cosmopolitans tend to have a greater need to work independently than their local co-workers. This attribute is

not specifically revealed in any of the retention studies. This may be because a pilot's job is intrinsically autonomous. Thus a lack of autonomy would not be a significant factor in a decision to leave the service. Several works do, however, cite the individual's lack of control over his future assignments and career in general as demotivating elements and contributors to attrition (Carver, 1979; Millard, 1979; Matthews et. al., 1978). Though this lack of autonomy in career decisions does not apply to the work itself, it may serve as an indicator of cosmopolitan tendencies.

5. Professional Goals

The cosmopolitan tends to pursue his own goals and those of his profession rather than those of the organization. He is less willing to perform tasks outside his specialty area. Two studies of resigning pilots show some evidence of this among military pilots. A 1978 Navy study found that many resignees felt that the needs of the service prevailed unjustly over the needs of the individual (Day, 1979). Resigning Air Force officers shared this feeling (Carver, 1980) and added that their concern for mission readiness did not seem to be shared by senior officers. This same group cited non-aviation related collateral duties as demotivating.

6. Recognition, Evaluation, Achievement

Two studies show that many military pilots have cosmopolitan traits in this area. Resigning Air Force pilots indicated that part of their dissatisfaction with the service

arose with their not being evaluated on their performance as pilots, but rather on miscellaneous collateral duties that were secondary responsibilities (Carver, 1979). A psychological study of Air Force pilots cited earlier also found pilots' achievement motivation to be centered about increased proficiency as an aviator (Fine and Hartman, 1968).

C. CONCLUSION

From the literature available, it can probably be concluded that a significant portion of the military aviator population hold what can be considered cosmopolitan career orientations. The fact that studies of attriting pilots and their reasons for resigning revealed most of the cosmopolitan tendencies, coupled with the organizational success of numerous pilots in the military, provides very strong evidence that many locally oriented pilots exist as well.

III. RESEARCH METHODOLOGY

A. GENERAL

A questionnaire was sent to each of the approximately 850 designated aviators (not including flag officers) serving in the U.S. Coast Guard. The purpose of the survey was to examine cosmopolitan and local career orientations and other related issues among the aviator population. Literature on similar surveys done within other occupational groups suggested many of the survey questions as well as a consistent scoring methodology (Goldner and Ritti, 1970; Sorensen and Sorensen, 1974). One hundred forty copies of the Strong-Campbell Interest Inventory (SCII) were included with questionnaires sent to pilots at several randomly selected units. This was done in the expectation that the vocational interests of cosmopolitan and local pilots would differ significantly and that the SCII results would reinforce those of the questionnaire.

B. SAMPLE

Eight hundred forty-six questionnaires were mailed to individual Coast Guard aviators (the entire population). Of these, 696 were returned completed within three months and were included in the analysis. Sixteen more were returned as undeliverable and one was returned completed but late. This gave a questionnaire response rate of eighty-four percent.

Of the 140 Strong-Campbell Interest Inventories mailed, 103 were returned completed and one returned as undeliverable for a response rate of seventy-four percent. This lower rate was probably due to the additional time (about forty-five minutes) required to complete the SCII.

Judging from the distribution of the biographical data obtained from respondents, non-respondents appeared to have been randomly distributed throughout the population.

C. INSTRUMENTS

1. The Questionnaire

The questionnaire is made up of sixty-four items divided between two sections. Thirty-three of the items are for the purpose of collecting biographical data and comprise the first section entitled "Background Information." The second section, "Opinion and Interest Survey," is made up of the remaining thirty-one items (SURV01 to SURV31) which seek to measure attitudes towards various aspects of a Coast Guard aviation career on five point Likert scales. A copy of the questionnaire annotated for scoring is included as Appendix A. The questionnaire items fall into six major categories. Four of these correspond to areas in which cosmopolitans and locals are known to differ. The remaining two collect background and related information.

a. Question Categories

Background and Introductory - A large amount of biographical information is sought. This includes information on educational background, career experience, and off duty

flight activity. Three "warm up" questions concerning career intentions (retire/resign) and motivation upon joining the service are asked at the beginning of the "Opinion and Interest" section.

Mobility - Four items address the individual's propensity to change jobs. Three of these pertain to work history and are included in the "Background Information" section (items 7, 31, and 33). The fourth item (SURV20) questions the individual's willingness to leave the Coast Guard in order to continue flight activity.

Evaluation - Two items (SURV06 and SURV26) address the manner in which the performance of Coast Guard aviators is evaluated.

Professional Goals and Area of Achievement - Nine items (SURV05, 07, 10, 12, 17, 21, 24, 27, 29) deal with this subject. The desirability of various jobs and tasks (professional goals) and individual aspirations for cosmopolitan and local type achievements are addressed.

Tour Length - Opinions concerning the proper length of a tour of duty at an aviation unit are sought in two items (SURV04 and SURV16).

Identity and Loyalty - The remainder of the items address how the individual identifies with aviation as a general profession and with the Coast Guard as an organization.

The last two items in the questionnaire ask the individual's willingness to participate in a limited duty

aviation career path with limitations on promotion. It is hypothesized that participation in such a program constitutes cosmopolitan behavior and as such will be highly correlated with cosmopolitan-like responses on other items.

b. Scoring

Item responses are recorded as single numerical digits. With the exception of the three "warm up" questions, item responses from the "Opinion and Interest" section are scored with values from one to five corresponding to points on the Likert scale. These items are scored so that high numerical values (4's and 5's) are assigned responses that would normally be associated with local career orientations while low values (1's and 2's) are assigned to cosmopolitan-like ones.

2. The Strong-Campbell Interest Inventory

The Strong-Campbell Interest Inventory is a published vocational interest test of unusually high validity. Its basis is empirical sampling of numerous occupational groups from many fields. By comparing the responses of an individual with the known responses of individuals in various occupations the test can be used to counsel a subject concerning a vocational choice. The test results provide standardized scores for individuals for Holland's six occupational themes, twenty-three basic occupational interest areas, and 183 specific vocations (see Table 1). The instrument has been shown to have high reliability (>70% after two weeks and >60% after two years) as well as having significant concurrent validity (Campbell, 1977).

Table 1

SCII Occupational Themes and Interest Areas

Holland's Six Themes

Realistic
Investigative
Artistic
Social
Enterprising
Conventional

Basic Interest Scales

Agriculture
Nature
Adventure
Military Activities
Mechanical Activities
Medical Service

Music/Dramatics

Art
Writing
Teaching
Social Science
Athletics
Domestic Arts
Religious Activities
Public Speaking
Law/Politics
Merchandising
Sales
Business Management
Office Practices
Science
Mathematics
Medical Science

IV. DATA ANALYSIS AND RESULTS

A. GENERAL

1. Data Processing

Data was processed and analyzed using the Naval Postgraduate School IBM 3330 computer system and the Statistical Package for the Social Sciences (Nie et. al., 1975). Because of the high response rate and as the entire population was surveyed by the questionnaire, the need for statistical inference from the sample was eliminated. The data sample set was large enough to be regarded as constituting responses from the entire population.

Data was compiled from returned surveys by the voice to disk method using equipment at the NPS man-machine laboratory and the IBM 3330 computer system. Sample checks indicated an input error rate of less than one percent for the voice to disk system. The input format and method also allowed a cursory check of the data after transcription from the questionnaire and before final recording on the disk. As the range of possible responses for most items was limited to five values or less, a final check on input accuracy was made. This was done by insuring that all recorded responses were within the permissible region for their respective items. Although this was admittedly only a partial check, it added support to the high accuracy found by sampling as only nine characters of 46,632 were found to be recorded improperly.

2. Defining "Willingness to Participate"

Defining "willingness to participate in an LDO program" is a crucial part of the analysis. For the purpose of evaluating the first two hypotheses, this will be defined as a response in the block closest to "would" on item SURV31 (reproduced below). This will give the most conservative estimate of the number of potential LDOs and the program's potential effect at the lieutenant commander to commander promotion point.

In considering the other hypotheses, willingness to participate in an LDO program will be considered to be reflected by the sum of the scored responses to items SURV30 and SURV31. This sum will constitute a new, nine value (2-10) variable designated COMB. This new variable, through its expanded scale, will be able to reflect more degrees of willingness to participate while at the same time permitting better correlational and regression analysis where required.

30) I _____ participate in a program whereby pilots were guaranteed to stay in flying billets their entire career.

Would ☐ ☐ ☐ ☐ ☐ Would not
 (1) (2) (3) (4) (5)

31. I _____ participate in the above mentioned program even if it meant not being promoted beyond Lieutenant Commander.

Would ☐ ☐ ☐ ☐ ☐ Would not
 (1) (2) (3) (4) (5)

Note: Scoring numbers in parentheses did not appear on the surveys completed by respondents.

Figure 1: Items SURV30 and SURV31

B. EVALUATION OF HYPOTHESES

1. Hypothesis 1

More than fifteen percent of the population would be willing to participate in a limited duty officer program in which participants would not advance in rank beyond lieutenant commander.

For the purposes of this hypothesis, willingness to participate in an LDO program is considered to be indicated by responses in only the left-most block of item SURV31. Even making this very conservative assumption 18.8 percent of the respondents (130 individuals) are found to be potential program participants (see Figures 2 and 3).

SURV31 I _____ participate in the above mentioned program even if it meant not being promoted to lieutenant commander.

Category Label	Code	Absolute Freq.	Relative Freq. (Pct.)	Adjusted Freq. (Pct.)	Cum Freq. (Pct.)
Would	1.	130	18.7	18.8	18.8
	2.	75	10.8	10.8	29.6
	3.	80	11.5	11.5	41.1
	4.	82	11.8	11.8	53.0
Would not	5.	326	46.8	47.0	100.0
	9.	3	0.4	Missing	100.0
Total		696	100.0	100.0	

Figure 2: Frequency table for responses to item SURV31

Another, and perhaps more valid, approach is to examine only the replies of lieutenants and lieutenant commanders as it would be this group that would most likely be called upon to decide whether or not to participate in an LDO program. In addition to being the "target group" the responses of lieutenants and lieutenant commanders are probably more credible than those of other officers. This is because officers junior to this group are less likely to be fully socialized into Coast

Guard aviation while the responses of more senior officers are necessarily retrospective and probably subject to inaccuracies.

Breaking down the replies to item SURV31 by rank it is found that lieutenants and lieutenant commanders responding on the far left of the Likert scale constitute eleven percent of the aviator population overall. More significantly, though, of the 380 lieutenants and lieutenant commanders surveyed, seventy-six, or twenty percent, strongly indicate they would participate in an LDO program (see Figure 4). This seems to indicate more than enough interest required from the target group to permit establishment of such a program.

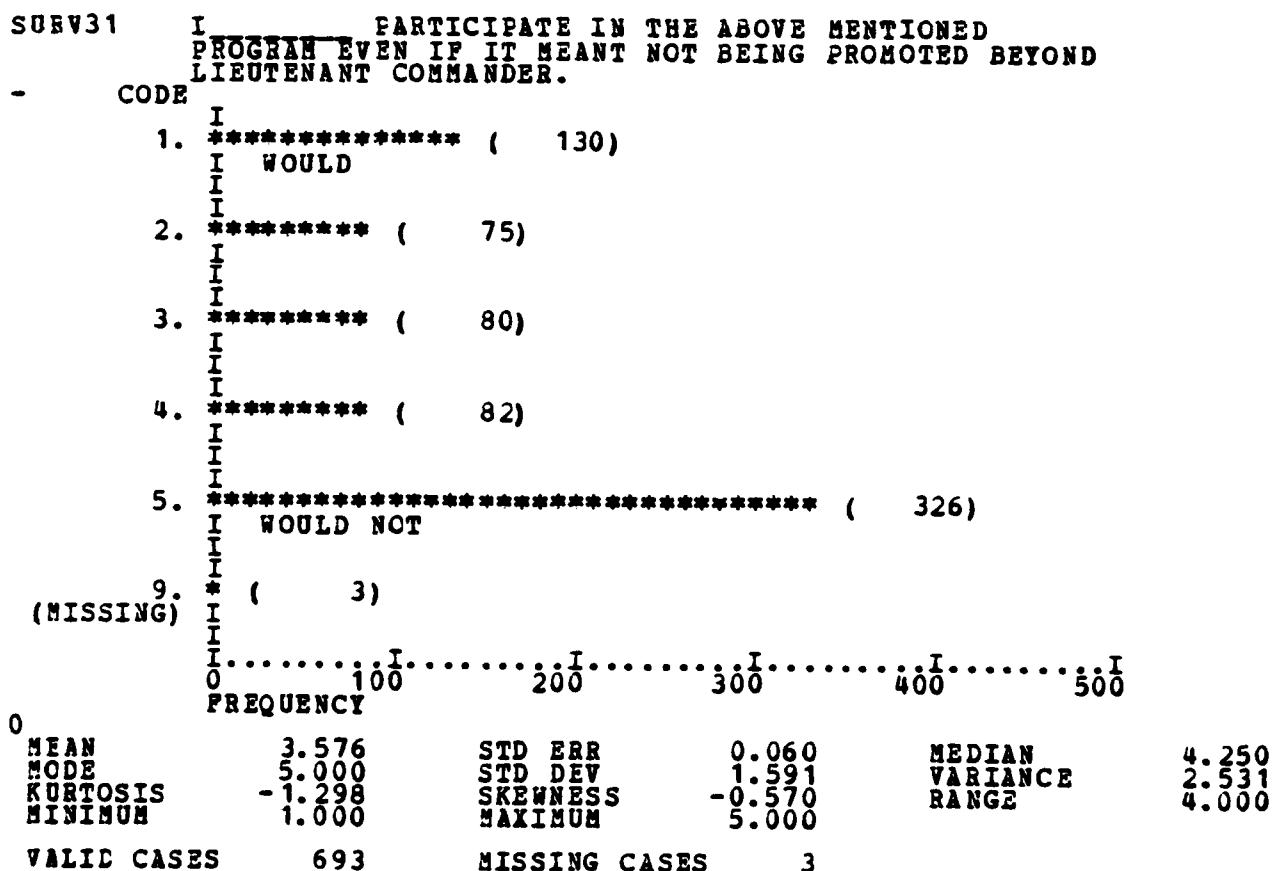


Figure 3: Frequency Distribution and Related Statistics for Responses to Item SURV31

RANK	COUNT		SURV31					WOULD NOT		ROW TOTAL
	ROW	PCT	I WOULD							
	COL	PCT								
	TOT	PCT	1. I	2. I	3. I	4. I	5. I			
ENS	1.		3	2	1	0	0		6	
		50.0	33.3	16.7	0.0	0.0	0.0		0.9	
		2.3	2.7	1.3	0.0	0.0	0.0			
		0.4	0.3	0.1	0.0	0.0	0.0			
LTJG	2.		37	17	9	15	33		111	
		33.3	15.3	8.1	13.5	29.7		16.0		
		28.5	22.7	11.3	18.3	10.1				
		5.3	2.5	1.3	2.2	4.8				
LTO3	3.		50	25	34	27	61		197	
		25.4	12.7	17.3	13.7	31.0		28.4		
		38.5	33.3	42.5	32.9	18.7				
		7.2	3.6	4.9	3.9	8.8				
LCDR	4.		26	18	23	24	92		183	
		14.2	9.8	12.6	13.1	50.3		26.4		
		20.0	24.0	28.8	29.3	28.2				
		3.8	2.6	3.3	3.5	13.3				
CDR	5.		11	9	11	15	90		136	
		8.1	6.6	8.1	11.0	66.2		19.6		
		8.5	12.0	13.8	18.3	27.6				
		1.6	1.3	1.6	2.2	13.0				
CAPT	6.		3	4	2	1	50		60	
		5.0	6.7	3.3	1.7	83.3		8.7		
		2.3	5.3	2.5	1.2	15.3				
		0.4	0.6	0.3	0.1	7.2				
COLUMN TOTAL		130	75	80	82	326		693		
MISSING OBSERVATIONS =		18.8	10.8	11.5	11.8	47.0		100.0		

Figure 4: Breakdown of Responses to Item SURV31 by Rank

a. A Related Question

The officer personnel structure of Coast Guard Aviation is such that there exists a relatively large number of junior officer (duty standing and flying) billets and a relatively small number of senior officer (command and control) billets. Because of this, competition for promotion to senior officer rank is much keener among aviators than is experienced by other specialty groups. An LDO aviator program could help to normalize this competition by removing a portion of the

population from consideration for promotion to senior officer rank. It is important to ask, therefore, what effect, if any, an LDO program would have on officer promotion.

To determine the effect of an LDO program on the promotion system, additional analysis is necessary. This is because many of the potential LDOs are fairly junior officers with relatively large amounts of credited service time either from enlisted experience or service in another branch of the military. Many of these officers will certainly retire before competing for promotion to commander under the present system. This group can not, therefore, be considered when examining an LDO program's effect on competition for promotion to commander.

For the purposes of this analysis the following, mostly conservative, assumptions are made:

1. Only those persons responding to item SURV31 (reproduced below) in the left-most block of the Likert scale would participate in an LDO program.
31. I _____ participate in the above mentioned program even if it meant not being promoted beyond Lieutenant Commander.
- Would ☐ ☐ ☐ ☐ ☐ Would not

Figure 5: Item SURV31

2. The responses of commanders and captains to item SURV31 are unreliable and should not be considered (this eliminates 196 of the 696 respondents).
3. All officers with twenty years of service who have not been selected for promotion to commander will retire.
4. Consideration and selection for promotion to commander takes place six months before actual promotion.

5. All officers have at least one year of service in grade (this is necessary as time in grade survey responses are all scored at a minimum of one year).
6. The time between promotions listed in Table 2 are relatively invariant.
7. No potential LDOs will fail of selection under the present system before being considered for promotion to commander.

Table 2
Times Between Promotions

ENS to CDR	14 yrs. 8 mos.
LTJG to CDR	13 yrs. 2 mos.
LT to CDR	10 yrs. 5 mos.
LCDR to CDR	5 yrs. 6 mos.

(Source: U.S. Coast Guard Commandant's
Bulletin 29-81)

Using these assumptions, the number of officers who would be program participants and who would have otherwise been eligible for consideration for promotion to commander can be sought. This is done by computing a new variable, COMPETE, for each program participant as illustrated in Table 3.

Table 3
Computation of Variable COMPETE

$$\text{COMPETE} = 20 - \text{YRSERV} - (\text{TCDR} - \text{YRSINGRD})$$

Where: 20 = Number of years service required for retirement.

YRSERV = Individual's present years of service.

TCDR = Number of years (rounded to the nearest whole year) between promotion to the individual's present rank and consideration for promotion to commander. Figures taken from Table 1 less six months to allow for selection/promotion lag.

YRSINGRD = Individual's number of years service in present grade (rank).

Individuals with negative values of COMPETE will not be considered for promotion to commander before retirement under the present system while those with positive values will. A value of zero can be considered to place an individual in the "will not be considered" group as requests for retirement must be submitted a minimum of six months in advance.

Sixty-five percent of the potential LDOs, or seventy-six individuals, will be eligible for consideration for promotion to commander under the present system prior to having twenty years of service (see Figure 6). This means that of the 500 lieutenant commander and more junior officers in the population, 15.2 percent would be removed from competition for commander by an LDO program. This is an extremely conservative figure as many officers not considered as potential LDOs will certainly retire before being considered for commander. The seventy-six individuals removed from consideration, then, would be a larger part of a smaller group.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
COMPETE	-9.	1	0.9	0.9	0.9
	-8.	2	1.7	1.7	2.6
	-7.	1	0.9	0.9	3.4
	-5.	3	2.6	2.6	6.0
	-4.	3	2.6	2.6	8.6
	-3.	6	5.2	5.2	13.8
	-2.	3	2.6	2.6	16.4
	-1.	11	9.5	9.5	25.9
	0.	10	8.6	8.6	34.5
	1.	8	6.9	6.9	41.4
	2.	13	11.2	11.2	52.6
VALID CASES	3.	4	3.4	3.4	56.0
MISSING CASES	4.	7	6.0	6.0	62.0
	5.	16	13.8	13.8	75.9
	6.	24	20.7	20.7	96.6
	7.	4	3.4	3.4	100.0
TOTAL		116	100.0	100.0	
MEAN	2.000	STD ERR	0.353	MEDIAN	2.269
MODE	6.000	STD DEV	3.802	VARIANCE	14.452
KURTOSIS	-0.100	SKEWNESS	-0.731	RANGE	16.000
MINIMUM	-9.000	MAXIMUM	7.000		

Figure 6: Values of COMPETE for Potential LDOs

2. Hypothesis 2

Willingness to participate in an LDO program is a function of an individual's career orientation and varies directly with cosmopolitan traits.

A stepwise regression analysis can be used to examine which questionnaire items are related to an individual's willingness to participate in an LDO program. Regression is an appropriate method of analysis as both career orientation and willingness to be an LDO are best expressed in terms of a continuum with many "shades of grey" between the poles of cosmopolitan/LDO and local/unrestricted line officer.

The dependent variable in the analysis will be the variable COMB which is simply the summed scored responses to items SURV30 and SURV31 (reproduced below).

30. I _____ participate in a program whereby pilots were guaranteed to stay in flying billets their entire career.

Would ☐ ☐ ☐ ☐ ☐ Would not

31. I _____ participate in the above mentioned program even if it meant not being promoted beyond Lieutenant Commander.

Would ☐ ☐ ☐ ☐ ☐ Would not

Figure 7: Items SURV30 and SURV31

All of the items in the questionnaire can be used as independent variables in the analysis with the exception of items SURV30, SURV31, and SURV15. Items SURV30 and SURV31 can not, of course, be included as they are used to construct the dependent variable. Item SURV15 can not be used because of its great similarity to item SURV31.

Only those independent variables that contribute to the regression at the .01 level of significance ($F=6.63$) or better will be included in the analysis.

Fifty-nine percent of the variance in the data is explained by the regression and a multiple R of .77 is evidenced (see Figure 9). Of the eight variables contributing to the regression the first (most important) six are items from the "Opinion and Interest" section of the questionnaire. These are reproduced below and have been annotated with their scoring scheme.

As was expected, how an individual identifies himself on a continuum from officer to pilot has the single greatest ability to predict his willingness to participate in an LDO program. Since identification was the most dominant theme found in other studies (see for example Gouldner, 1957; Merton, 1957; or Bentz, 1950) this fits well with what has been found by others. It also provides convincing evidence that participation in a specialist career path is cosmopolitan behavior.

The next five variables support the contention that participation in a specialist career path is cosmopolitan behavior as they deal with two constructs important in distinguishing cosmopolitan and locals - professional goals and area of achievement. Items SURV05, SURV22 and SURV14 all deal with the desirability of job attributes (professional goals) that might be encountered by a Coast Guard pilot. Items SURV21 and SURV29 address the relative importance of local and cosmopolitan

type goals. Although two demographic variables contribute to the regression also, it is important to note that the six "Opinion and Interest" section variables by themselves predict fifty-seven percent of the variance and achieve a multiple R of .756.

28. To what extent do you think of your career as the career of a Coast Guard officer or that of a Coast Guard pilot?

Mostly as a Pilot ☐ ☐ ☐ ☐ ☐ Mostly as an Officer

5. I dislike the idea of being assigned to a non-flying staff job during my career.

Strongly Agree ☐ ☐ ☐ ☐ ☐ Strongly Disagree

_____ Please indicate how important each of the following things are to you in your career. _____

21. Becoming a unit X.O. or C.O.

Very Important ☐ ☐ ☐ ☐ ☐ Very Unimportant

22. Flying Coast Guard aircraft.

Very Important ☐ ☐ ☐ ☐ ☐ Very Unimportant

29. If the Coast Guard wide designations were established, I would be _____ in becoming a unit instructor pilot, flight examiner, or instrument examiner.

Very Interested ☐ ☐ ☐ ☐ ☐ Very Uninterested

14. I dislike paperwork _____ than most other Coast Guard pilots.

Much More ☐ ☐ ☐ ☐ ☐ Much Less

Figure 8: The six Opinion and Interest items in the regression

SPSS BATCH SYSTEM

11/12/81 PAGE 25

FILE TMSIS (CREATION DATE - 09/30/81)

***** MULTIPLE REGRESSION ***** VARIABLE LIST 1
REGRESSION LIST 1

DEPENDENT VARIABLE.. CONB

SUMMARY TABLE

VARIABLE	MULTIPLE R	R SQUARE	MSO CHANGE	SIMPLE R	B	SE	BETA
SURV28 CAREER OF PILOT OR OFFICER	0.5986	0.22474	0.3474	0.5986	0.39537	0.071	0.17627
SURV05 DISLIKE IDEA OF NON-FLY STAFF JOB	0.56908	0.20366	0.1892	0.56908	0.37310	0.071	0.16093
SURV21 IMPORT OF BRING TO OR CO	0.07133	0.00261	0.0009	0.07133	0.37310	0.071	0.00093
SURV22 IMPORT OF FLYING CG ACT	0.07133	0.00261	0.0009	0.07133	0.37310	0.071	0.00093
SURV29 IN RECORDING UNIT INSTE PILOT	0.07133	0.00261	0.0009	0.07133	0.37310	0.071	0.00093
SURV16 DISLIKE PAPERMAN	0.07133	0.00261	0.0009	0.07133	0.37310	0.071	0.00093
DATA CCA	0.07133	0.00261	0.0009	0.07133	0.37310	0.071	0.00093
(CONSTANT)	0.17003	0.00000	0.00000	0.17003	0.37310	0.071	0.00000

ANALYSIS OF VARIANCE

SOURCE	SS	DF	MS	F
REGRESSION	274.35882	6	45.72647	117.29263
RESIDUAL	1909.99371	640	2.98436	
TOTAL	2184.35253	646		

MEAN SQUARE

ADJUSTED R SQUARE 0.77007

STANDARD ERROR 1.72216

Figure 9: Summary of Regression Analysis Results

3. Hypothesis 3

Individuals who have not been selected on schedule for the next higher rank will be more willing to participate in an LDO program than others.

"Willingness to participate" can again be defined as an individual's score on the nine value variable COMB. Individuals who have failed of selection can be defined as those who have times in grade of a year or more beyond what would normally be expected for their particular rank (see Table 2). Although exclusion of those passed over for promotion within a year may eliminate some individuals from the analysis who had only recently failed of selection at the time of the survey, it also helps prevent the initial emotional reaction to it from becoming an extraneous variable in the study.

Fourteen respondents were not selected on time for promotion to the next higher rank. Five of these are lieutenants and nine are lieutenant commanders. Z tests (t with d.f. = ∞) can be used to compare the COMB scores of the "failed of selection group" to those of the aviation population generally and to those of other lieutenants and lieutenant commanders (see Figure 10).

No significant difference in willingness to participate in an LDO program was found between the failed of selection group and either the population generally or the lieutenant/lieutenant commander group. The data does not support the hypothesis.

	GROUP 1 Passed over officers	GROUP 2 General population	GROUP 3 Lieutenants and Lieutenant Commanders
n	14	696	382
$\bar{X}$	5.071	5.916	5.709
σ^2	6.841	7.260	7.330

Test Statistic Formula:

$$d.f. = \infty$$

$$Z_{.005} = 2.576$$

$$Z_{.01} = 2.326$$

$$Z = \frac{(\bar{X}_1 - \bar{X}_2)}{\sqrt{\frac{\sigma_1^2}{n_1} + \frac{\sigma_2^2}{n_2}}}$$

A. Ho: $\mu_1 - \mu_2 = 0$ or - There is no significant difference at the .01 level between the replies of the passed over group and the general aviator population.

$Z = 1.196$ Fail to reject the null hypothesis.

B. Ho: $\mu_1 - \mu_2 = 0$ or - There is no significant difference at the .01 level between the replies of the passed over group and other lieutenants and lieutenant commanders.

$Z = .8953$ Fail to reject the null hypothesis.

Figure 10: Computation of Z Statistics for Hypothesis 3

4. Hypothesis 4

Willingness to participate in an LDO program is a function of rank.

To examine this hypothesis it is only necessary to review the analysis in Figure 9. The rank variable makes a significant, independent contribution to the regression equation for willingness to become an LDO. Its B value is also positive, demonstrating that the higher the rank the lower the tendency to want to be an LDO.

In order to eliminate from the analysis what might be the undue influence of senior officer replies, a Pearson

correlation between RANK and COMB (willingness to participate) was computed using only the junior four grades (ensign to lieutenant commander). Though the correlation between the two falls from .38104 to .2418, the correlation remains significant at better than the .01 level.

It can safely be concluded that the data support the hypothesis.

5. Hypothesis 5

Willingness to participate in an LDO program is a function of commissioning source.

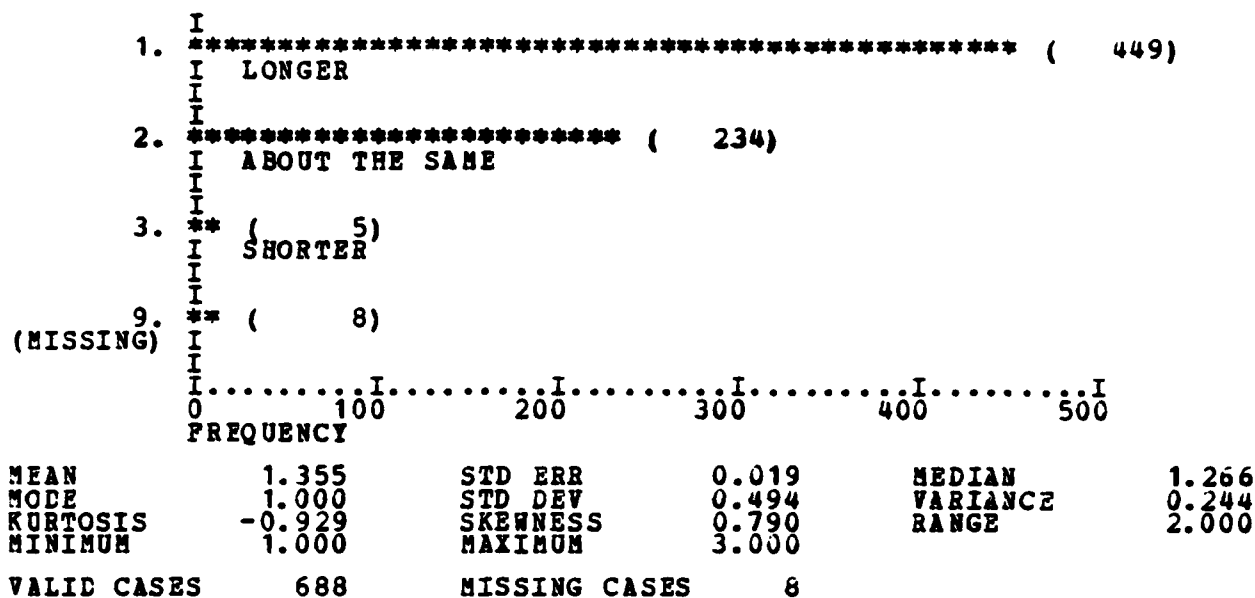
The regression analysis in Figure 9 also supports this hypothesis. Coast Guard Academy commissioning source, is a contributor to the equation with a positive B value. This confirms the expectation that academy graduates would be less likely to want to participate in an LDO program and that commissioning source is an important factor. It is important to note that although it is the last variable included in the analysis and its contribution to R squared fairly small, commissioning source does make a significant, independent contribution to the equation at better than the .01 level.

6. Hypothesis 6

Individuals willing to participate in an LDO program prefer longer tours of duty than do other officers.

The correlation coefficient between the willingness to participate variable, (COMB), and desired tour length as evidenced in item SURV16 is highly significant (.001), though the coefficient is relatively small (.2069). The hypothesis is supported, though not particularly robustly.

SURV04 WITH THE EXCEPTION OF OUT OF CONUS TOURS, I FEEL THAT THE AVERAGE TOUR LENGTH SHOULD AT PRESENT BE:



SURV16 I FEEL THAT, GENERALLY, THE BEST TOUR LENGTH FOR AN AVIATION DUTY STANDER AT AN AIR STATION IS:

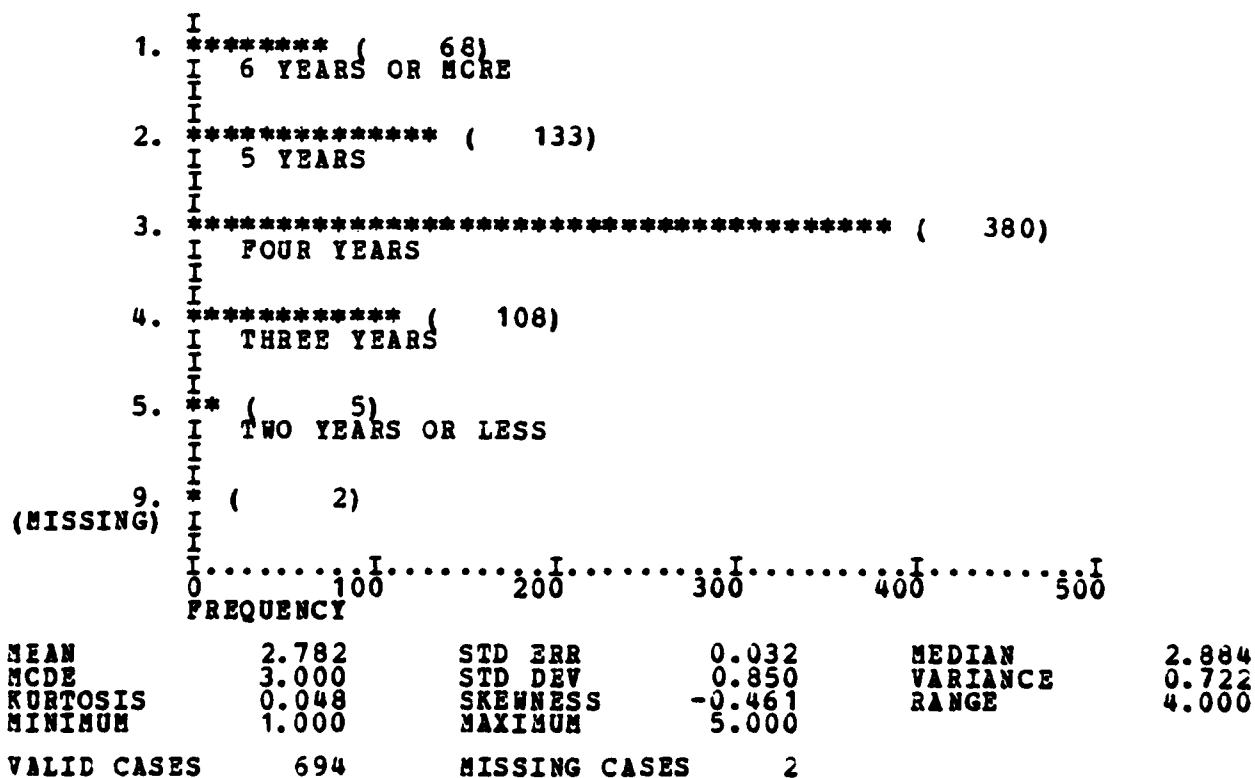


Figure 11: Frequency Table for Population's Responses to Items SURV04 and SURV16

One reason this relationship is not as pronounced as it might be, may be the overwhelming preference among the entire population for longer tours of duty. Eighty-five percent of all the respondents indicated preference for tours of duty longer than the three year standard now in effect.

7. Hypothesis 7

Achieving status as a pilot through advanced qualifications is significantly more important to potential LDOs than to others.

To affirm this hypothesis it is only necessary to refer once again to the regression analysis in Figure 9. One of the most prestigious advanced qualifications is that of instructor pilot, and interest in becoming a unit instructor pilot (SURV29) is a significant predictor of willingness to become an LDO.

8. Hypothesis 8

Willingness to participate in an LDO program (and therefore career orientation) can be predicted using the Strong-Campbell Interest Inventory.

Defining willingness to participate as an individual's value of COMB, regression analyses can be done with COMB as the dependent variable and SCII scores as the independent variables. As SPSS regression analysis is limited to the consideration of 100 independent variables at a time, two regressions are initially required. One, including the scores on the six Holland occupational themes and twenty-three basic interest areas as independent variables, and the other using the ninety-one scores for males in specific vocations. Using the variables found in these first two analyses as independent variables for a third

regression, the overall predictive ability of the SCII can be found.

The results of this last regression show SCII scores explaining only twenty-five percent of the variance in JOMB while achieving a multiple R of .5 (see Figure 12). These results are obtained with a significance level of .05, marginally supporting the hypothesis.

An explanation for these modest results may lie in the fact that the SCII is designed to differentiate between professions rather than professional subgroups. It is quite possible that the career interests of locals and cosmopolitans in the same profession are not divergent enough to be detected with the SCII. This could be particularly true in this case as the SCII manual lists the same vocational interest constructs as applying to both pilot and Navy officer careers.

```

SPSS BATCH SYSTEM
FILE SCII (CREATION DATE = 10/05/01)
***** MULTIPLE REGRESSION ***** VARIABLE LIST 1
DEPENDENT VARIABLE.. COMB ***** REGRESSION LIST 2

SUMMARY TABLE
VARIABLE F MULTIPLE R R SQUARE MSQ CHANGE SIMPLE R B BETA
SCIB099 1.499 0.25129 0.06312 -0.25129 -0.1155833D-01 -0.12041
SCIB122 9.743 0.32832 0.08372 -0.24631 -0.3139633D-01 -0.10338
SCIB123 2.931 0.32832 0.08372 -0.20924 -0.3139633D-01 -0.33200
SCIB124 2.866 0.35082 0.08531 -0.16207 -0.2306722D-01 -0.33779
(CONSTANT) 5.414095

MULTIPLE R 0.50012
R SQUARE 0.25012
ADJUSTED R SQUARE 0.21196
STANDARD ERROR 2.33971

ANALYSIS OF VARIANCE DF SUM OF SQUARES MEAN SQUARE F
REGRESSION 3 177.11375 59.03785 6.47074
RESIDUAL 97 331.00376 3.41335
TOTAL 100 508.11751

```

Figure 12: Regression Analysis Results Using COMB and SCII Scores

V. CONCLUSION

A. SUMMARY OF RESULTS

The cosmopolitan and local career orientations that are so evident in other professions also appear to exist in the Coast Guard aviator population (this probably is also true for military pilots generally). These career orientations, as might be expected, are directly related to an individual's willingness to participate in a limited duty officer career path.

Analysis of survey data reveals that a minimum of twenty percent of the aviator lieutenants and lieutenant commanders would participate in an LDO program. This would meet the organization's goal of reducing the number of pilots competing for promotion to commander. More than fifteen percent of the pilots that will be considered for promotion to commander under the present system would participate in an LDO program and thereby remove themselves from the competition.

Willingness to participate in an LDO program is directly related to career orientation, rank, commissioning source, and interest in becoming a unit instructor pilot. There is also a relationship between willingness to become an LDO and perceived optimal tour length. This last relationship, though significant, is slight, as a great majority of all survey respondents preferred longer tours of duty.

Officers that had not been selected for the next higher rank on schedule are surprisingly no more willing to participate in an LDO program than are others.

Finally, the SCII appears to be unable to predict career orientation or willingness to become an LDO. This may be a function of the instrument or it could be that cosmopolitans and locals do not differ in vocational interests significantly.

B. AN LDO PROGRAM

There is a great amount of interest among the Coast Guard aviator population in the general question of career orientation and the specific proposal of an LDO aviator program. This interest is evidenced by the exceptionally high response rate. That there are sufficient numbers of pilots willing to participate in such a program is probably beyond question. Whether any given program would succeed in practice, however, is an entirely different issue. Should an LDO aviator program be established, its success or failure will hinge on its ability to satisfy the needs of both the organization and the individual.

From the organization's point of view the main advantage of an LDO aviator program is probably its effect in normalizing the officer promotion system. Although having a "hard core" of professional aviators might also be attractive, especially in regard to accident prevention and mission effectiveness, its benefits are difficult to predict and quantify and would probably not be a significant consideration. As is evident in the examination of hypothesis 1, an LDO program could easily

meet the organization's goal of reducing competition among aviators for promotion to commander. Such a program would only succeed in doing this, however, if it had sufficient participation. This study demonstrates that sufficient numbers of potential participants exist in the population. The number of aviators that might actually participate in any given LDO program, though, would be a function of that program's structure, opportunities, and ability to satisfy the career aspirations of the individual participants.

C. PROGRAM STRUCTURE

This study, associated literature, narrative replies appended to returned surveys, and personal contact with other aviators during the course of this project have shown several elements that are probably essential to the success of an LDO aviator program, should one be established.

1. Expectations

Prior to entering the program, participants should be fully aware of the demands that would be placed on them as LDOs. Although LDOs would probably be assigned less demanding and more flight-oriented collateral duties, using this as a selling point of the program could raise false hopes and cause later disillusionment. The administrative load at many air units requires the attention of all pilots assigned under the present system. Exempting part of the staff from even part of these duties could cause unreasonable demands to be placed on others,

as well as to generate a certain degree of animosity. As a minimum, LDOs would have to expect to do their fair share of routine audits, investigations, reports, and inventories. While it could be a good policy to assign LDOs primarily to departments in which their aviation expertise could be utilized, i.e., operations, engineering, training, safety, it would most certainly be a mistake to create the expectation that LDOs would only "fly and go home."

A selection for the LDO aviator career path should not be made to evade responsibilities but rather to bring the primary scope of those responsibilities more into line with career interests. Officers selecting the LDO career path should realize they would still be required to assist the command in some non-aviation areas.

2. Requirements and Evaluation

Performance requirements for LDOs should be as rigorous as those for other officers, though oriented more about aviation duties. LDOs should be expected to be especially proficient in maneuvering their aircraft and should be more familiar with aircraft systems, operations, and capabilities than might be expected of the average, high quality pilot. Minimum acceptable scores on the annual standardization and proficiency team exam should be established for LDOs. To reinforce this effort, the degree to which an LDO contributes to the overall aviation professionalism and proficiency of the command through the performance of his flight and collateral duties should be addressed in performance evaluations.

To be less demanding of LDOs than of other officers would be both to miss a great opportunity and to doom the program to failure. Without high performance requirements the opportunity to establish a "hard core" of highly skilled and professional aviators would be lost. People tend to perform as they are expected to perform. If only routine aviation competence was expected of LDOs only routine competence would be achieved. The establishment of an LDO program would identify a group of pilots as different from the general population. It would take very little reinforcement either way to make this difference a mark of excellence or a social stigma. Stringent performance requirements would insure that the LDOs would become the "professionals' professionals."

Not assuring such high standards for LDOs could also easily lead to failure of the program. If LDOs were only run-of-the-mill pilots their only real distinction in the service would be that they did not get promoted as quickly or as far as everyone else. This distinction could easily lead to a "loser" syndrome wherein actually less was expected of LDOs than of others. An environment such as this would most certainly be counter-productive with all the lack of commitment, safety and morale problems the term "loser" connotes. Such a program could not be allowed to continue long regardless of its effect on officer promotion flow or anything else. Few pilots would wish to participate in such a program and few commanding officers would be willing to tolerate its attendant problems.

3. Achievement

Finally, achievement opportunities within the LDO program structure should be provided. This study demonstrates that potential LDOs do not wish to simply remove themselves from the system and stagnate. Like other cosmopolitan professionals, they seek achievement within their profession rather than within the organization. To make the program viable, opportunities for this achievement should be provided.

The failure to provide achievement and success opportunities for LDOs would make the program a dead-end option and much less attractive to skilled pilots. This failure would be particularly tragic as providing these opportunities would be fairly easy to accomplish. Sources of achievement for LDOs could include participation in Aviation Safety Officer and Aviation Maintenance Officer training. Some, if not most, of the prestigious instructor pilot billets at the Coast Guard Aviation Training Center could be designated for LDOs. Date of original qualification as an aircraft commander could be used to determine the pilot in command for flight missions. This would recognize an LDO's expertise and permit him to command a mission even when flying with a slightly more senior officer. The program might even be structured to include two or three senior officer LDOs who would be stationed in key aviation positions. Providing opportunities such as these would contribute to the satisfaction and motivation of the pilots and help prevent any feeling that the program was a dead-end.

APPENDIX A
THE QUESTIONNAIRE

Notes:

1. Responses in the Background Information section were scored as zeros when items were unmarked.

2. Unmarked items in the Opinion and Interest Survey section were recorded as nines with the exception of the first item. When the first item was left unmarked an eight was recorded.

3. Handwritten numbers indicate the scoring scheme throughout the instrument. With the exception of the first item, all items in the Opinion and Interest Survey section were scored with low values representing cosmopolitan-like responses and high values representing local responses.

4. The handwritten scoring number and notes were not on surveys mailed out for data collection.

CG Pilot Questionnaire
Spring 81

BACKGROUND INFORMATION

Please fill in the blanks or check the appropriate response

General

1. Age _____ (2 DIGITS)
2. Rank - Ens. - ☐ 1
 LTJG. - ☐ 2
 LT. - ☐ 3
 LCDR. - ☐ 4
 CDR. - ☐ 5
 CAPT. - ☐ 6
3. Years in Grade _____ (1 DIGIT)
4. Total years as Aviator (2 DIGITS)
5. Total years in Service (2 DIGITS)
6. Obligated Service Complete?
 Yes - ☐ 0
 No - ☐ 1
7. Source of Commission:
 OCS - ☐ 1
 OCS (Prior CG Enlisted) - ☐ 2
 CGA - ☐ 3
 AVCAD - ☐ 4
 DCA - Army - ☐ 5
 DCA - Navy - ☐ 6
 DCA - AF - ☐ 7
 DCA - Marines - ☐ 8
 Other _____ - ☐ 9

Educational Background

8. Yrs. college or equiv. _____ (1 DIGIT)
9. Degree: None - ☐ 1
 AA - ☐ 2
 AS - ☐ 3
 BS - ☐ 4
 BA-Business - ☐ 5
 BA-other - ☐ 6
10. Post-graduate study
 Some - ☐ 1
 Degree - ☐ 2
 MBA = 1
 MS = 2
 MA = 3
 LAW = 4
 OTHER = 7
 PHD = 9
11. Type of degree _____
12. Went on your own - ☐ 1
 Sent by CG - ☐ 2
13. Completed Aviation Safety Officer Course - ☐ 1
14. Completed Student Engineer Program - ☐ 1

Background Information (cont.)

Career Experiences

15. Majority of Flight Time in:

H-52 - ☐ 1

H-3 - ☐ 2

C-131/HU-16 - ☐ 3

C-130 - ☐ 4

Tours since Flight School:

16. Number (1 DIGIT)

17. Number DIFOPS Tours (2 DIGIT)

Number of other tours at:

18. Headquarters (1 DIGIT)

19. Dist/Area Staff (1 DIGIT)

20. Grad. School-Staff/War Coll.

(1 DIGIT)

21. Others (Please specify)

(1 DIGIT)

Assignments since Flight School:

22. Air Sta.

23. Other Unit

1 C.O. - ☐

2 X.O. - ☐

3 OPS - ☐

4 E.O. - ☐

5 Dept. Hd. - ☐

C.O. - ☐ 1

X.O. - ☐ 2

OPS - ☐ 3

E.O. - ☐ 4

Dept. Hd. - ☐ 5

24. Headquarters Section Head or Above - ☐ 1

25. Mobile Instructor - ☐ 1

26. A.R.S.C. Pilot - ☐ 1

Miscellaneous

27. Married - ☐ 0

Single - ☐ 1

Civil Pilot Ratings held:

28. Private ☐ 1

Commercial ☐ 2

ATP ☐ 3

ATP + Type Rating(s) - ☐ 4

29. Instructor/Ground - ☐ 1

Instructor/Flight - ☐ 2

30. Do you keep current in any of your civil ratings through off duty flying?

Yes - ☐ 0

No - ☐ 1

31. Besides the Coast Guard, how many full time jobs have you held for nine months or more?

0 - ☐ 1 - ☐ 2 - ☐ 3 or more - ☐ 3

32. Have you had enlisted time in any service?

Yes - ☐ 0 How much? X ELIMINATED

No - ☐ 1

33. Have you had any breaks in military service?

Yes - ☐ 0

No - ☐ 1

OPINION AND INTEREST SURVEY

1) When you first joined, what attracted you to the Coast Guard as opposed to another service or a civilian job?

Travel Opportunities	Relative in Service	SAR Mission	Didn't want to be Drafted	Other _____
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

MORE THAN ONE RESPONSE = 9

EDUCATION = 6

2) Did you enter the Coast Guard (or graduate from the Academy or O.C.S.) intending or hoping to become a pilot?

Yes ☐ 1 No ☐ 2

3) All other things being equal, I intend to stay in the Coast Guard at least until 20 year retirement.

Will surely <u>RESIGN</u> before	Probably <u>RESIGN</u> before	Undecided	Probably will <u>STAY IN</u>	Will surely <u>STAY IN</u>
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

4) With the exception of out of CONUS tours, I feel that the average tour length should at present be:

Longer	About the Same	Shorter
☐ 1	☐ 2	☐ 3

_____ Please indicate your opinion on the following issues and statements by checking a box on the scale between the two opposite replies. _____

5) I dislike the idea of being assigned to a non-flying staff job during my career.

Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

6) Too much importance is placed on collateral duties in a pilot's fitness report.

Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

7) I would enjoy being the Station Admin. Officer.

Strongly Agree ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1 Strongly Disagree

8) I would choose a flying assignment in a less desirable location over a non-flying assignment in a more desirable location.

Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

9) If Coast Guard Aviation was disbanded, I would be _____ in some other Coast Guard branch, office or field unit.

Very Unhappy ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Just as Happy

10) I would enjoy being the Station X.O.

Strongly Agree ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1 Strongly Disagree

11) The kind of pilot who just wants to fly usually doesn't put as much effort into his collateral duties as others do.

Strongly Agree ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1 Strongly Disagree

12) My average monthly flight time is:

Lower than I would like ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Higher than I would like

13) Flying is more important to me than getting my staff work done.

Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

14) I dislike paperwork _____ than most other Coast Guard pilots.

Much More ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Much Less

15) I would be willing to forego promotion to CDR in order to continue flying for my entire 20 year career.

Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

16) I feel that, generally, the best tour length for an aviation duty stander at an Air Station is:

6 yrs. or more ☐ 1 5 yrs. ☐ 2 4 yrs. ☐ 3 3 yrs. ☐ 4 2 yrs. or less ☐ 5

17) It would be worth the effort for the Coast Guard to develop standardized advanced pilot qualifications such as instructor pilot and flight examiner and have someone qualified at each unit.
 Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

18) A Coast Guard pilot's important work is flying the aircraft - administrative duties should be left mostly to others.
 Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

19) The primary reason I am in the Coast Guard is because I enjoy flying Coast Guard aircraft.
 Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

20) If I could do it without losing rank and benefits, I would transfer to another service to keep flying rather than being promoted out of flying by the Coast Guard.
 Strongly Agree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Disagree

_____ Please indicate how important each of the following things are to you in your career. _____

21) Becoming a unit X.O. or C.O.
 Very Important ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1 Very Unimportant

22) Flying Coast Guard aircraft.
 Very Important ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Very Unimportant

23) Participating in decisions concerning the direction of Coast Guard aviation as a whole.
 Very Important ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Very Unimportant

24) Becoming an unusually good pilot.
 Very Important ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Very Unimportant

25) Participating in decisions effecting Coast Guard wide policy.
 Very Important ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1 Very Unimportant

26) Being evaluated only on your abilities as a pilot.

Very Important ☒ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Very Unimportant

27) Serving in a highly responsible position on a district, area, or headquarters staff.

Very Important ☐ 5 ☐ 4 ☐ 3 ☐ 2 ☒ 1 Very Unimportant

28) To what extent do you think of your career as the career of a Coast Guard officer or that of a Coast Guard pilot?

Mostly as a Pilot ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Mostly as an officer

29) If the Coast Guard wide designations were established, I would be _____ in becoming a unit instructor pilot, flight examiner, or instrument examiner.

Very Interested ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Very Uninterested

30) I _____ participate in a program whereby pilots were guaranteed to stay in flying billets their entire career.

Would ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Would not

31) I _____ participate in the above mentioned program even if it meant not being promoted beyond Lieutenant Commander.

Would ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Would not

Thank you for taking the time to complete this questionnaire.
Please return it to me at:

Lt. D.A. Goward
SMC 1105
Naval Postgraduate School
Monterey, CA. 93940

A pre-addressed return envelope has been enclosed.

Thanks again!

APPENDIX B

SPSS ANALYSIS PROGRAM AND OUTPUT FOR HYPOTHESES 1 THROUGH 7

Note: Data retained on punched cards by Commandant (G-P-1/2)
U.S. Coast Guard.

SPSS MATCH SYSTEM
 11/12/81 FILE - THERIS - CREATED 09/30/81
 SUBV31 ----- PARTIC IF LIMITED TO LCDR

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
WOULD	1.	130	18.7	18.8	18.8
	2.	75	10.6	10.6	29.6
	3.	90	11.5	11.5	41.1
	4.	82	11.6	11.8	53.0
WOULD NOT	5.	326	46.8	47.0	100.0
	9.	3	0.4	MISSING	100.0
	TOTAL	696	100.0	100.0	

10/12/81 FILE - THESIS - CREATED 09/30/81

-----PANTIC IP LIMITED TO LCDR

CODE

1. ******* (130)**

**WOULD
IT
BE
THE
SAME**

2. ***** (51)

◆◆◆◆◆

3. ******* (80)**

178 (82)

●●●●●

5. I (326)

***** WOULD

19

3

[illegible]

MEAN	3.576	STD DEV	0.060	MEAN	2.250
MODE	5.000	STD DEV	1.591	VARIANCE	2.531
KURTOSIS	-1.208	SKEWNESS	-0.570	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	693	MISSING CASES	3		

SPSS BATCH SYSTEM

CPU TIME REQUIRED.. 0.34 SECONDS

11/12/81

PAGE 4

11 CROSSTABS
12 COMMENT
13 COMMENT
14 COMMENT

TABLES - NAME BY SURVEY
COMPARISONS AND ANALYSIS FOR THE RELATED
QUESTION OF HOW AN I/O PROGRAM WOULD IMPACT ON
ONE OFFICER PROMOTION SYSTEM

***** GIVEN WORKSPACE ALLOWS FOR 14933 CELLS, 14933 TABLES WITH 2 DIMENSIONS FOR CROSSTAB PROBLEM *****

FILE THESIS (CREATION DATE = 09/30/81)

***** RANK RANK ***** CROSS TABULATION OF *****
 ***** BY SURV31 ***** PARTIC IF LIMITED TO LCOM *****
 ***** PAGE 1 OF 1 *****

BRANK	COUNT ROW COL TOT	SUBVJ I HOULD TOT	1	2	3	4	5	ROW TOTAL
ENS	1.	50 2 0	33 20 3	16 10 1	00 00 0	00 00 0	00 00 0	0.9
LTJG	2.	37 30 5	17 12 5	9 11 3	15 13 2	15 13 2	33 30 3	111 16.0
LTJ3	3.	50 35 2	23 12 3	12 7 3	22 13 9	22 13 9	31 19 8	197 28.4
LCDR	4.	26 14 20 3	18 24 2	2 26 3	12 11 3	14 11 3	52 38 3	183 26.4
CDR	5.	11 8 9	9 16 3	1 11 3	15 10 3	15 10 3	30 23 3	136 19.6
CAPT	6.	30 20 8	8 6 5	3 3 3	11 10 3	11 10 3	50 43 3	87 6.7
COLUM TOTAL		110 18	75 10 5	18 11 5	18 11 5	18 11 5	36 11 8	693 100.0

NUMBER OF MISSING OBSERVATIONS = 3

CPU TIME REQUIRED.. 0.35 SECONDS

[illegible]

GIVEN WORKSPACE ALLOWS FOR 19200 VALUES AND 5760 LABELS PER VARIABLE FOR 'FREQUENCIES'.

1 3 2

54

71 7973

BS
DAB12
DA
DADA
HA
HNA
OIN
PND
SOMEPG
PGDNG
OMONW
CGSENT
HNS2
HNC130
TRAVT
REL
SABPT
DRAC
MULT
INSTP

[illegible]

ကလေးငယ်များအား အသံများကို အသံအမျိုးအမည်များနှင့်
အသံအမျိုးအမည်များနှင့် အသံအမျိုးအမည်များနှင့်
အသံအမျိုးအမည်များနှင့် အသံအမျိုးအမည်များနှင့်
အသံအမျိုးအမည်များနှင့် အသံအမျိုးအမည်များနှင့်

FILE THESIS (CREATION DATE = 09/30/01)

***** MULTIPLE REGRESSION *****
***** VARIABLE LIST *****
***** REGRESSION LIST *****

DEPENDENT VARIABLE: COND

IMPORT OF FLYING CG ACFT	SURV22	IMPORT OF FLYING CG ACFT
WAPIABLE(S) ENTERED ON STEP NUMBER 4..		

0.72960	ANALYSIS OF VARIANCE	DF	SUM	MEAN SQUARE	F
0.53193	REGRESSION	2	248.15446	124.07723	184.39101
0.00000	CONSTANT	1	219.13600	219.13600	
1.00000	TOTAL	3	467.29046	155.76349	
1.00000	CORRELATED	1	219.13600	219.13600	
1.00000	RESIDUAL	1	248.15446	248.15446	

-----**VARIABLES IN THE EQUATION**

VARIABLE	B	BETA	STD ERROR B	T
SWAGE	0.0000	0.0000	0.0000	1.0000
SWAGE	0.0000	0.0000	0.0000	1.0000
SWAGE	0.0000	0.0000	0.0000	1.0000
SWAGE	0.0000	0.0000	0.0000	1.0000
CONSTANT	-0.0000	0.0000	0.0000	1.0000

----- VARIABLES NOT IN THE EQUATION

[illegible]

1

[illegible][illegible]

25

```

SYSS BATCH SYSTEM                11/12/81                PAGE 19
FILE  TRESIS  (CREATION DATE = 09/30/81)
***** MULTIPLE REGRESSION *****
***** VARIABLE LIST *****
***** REGRESSION LIST *****

```

DEPENDENT VARIABLE..	CORR								
VARIABLE(S) ENTERED ON STEP	NUMBER	6..	SURV14	DISLIKE PAPERUK___	THAN	OTHERS			
ROUTINE	1	0.75567							
RECEIVED	2	0.72324							
RECEIVED	3	0.56306							
RECEIVED	4	0.76326							
RECEIVED	5	0.76326							
RECEIVED	6	0.76326							
RECEIVED	7	0.76326							
RECEIVED	8	0.76326							
RECEIVED	9	0.76326							
RECEIVED	10	0.76326							
RECEIVED	11	0.76326							
RECEIVED	12	0.76326							
RECEIVED	13	0.76326							
RECEIVED	14	0.76326							
RECEIVED	15	0.76326							
RECEIVED	16	0.76326							
RECEIVED	17	0.76326							
RECEIVED	18	0.76326							
RECEIVED	19	0.76326							
RECEIVED	20	0.76326							
RECEIVED	21	0.76326							
RECEIVED	22	0.76326							
RECEIVED	23	0.76326							
RECEIVED	24	0.76326							
RECEIVED	25	0.76326							
RECEIVED	26	0.76326							
RECEIVED	27	0.76326							
RECEIVED	28	0.76326							
RECEIVED	29	0.76326							
RECEIVED	30	0.76326							
RECEIVED	31	0.76326							
RECEIVED	32	0.76326							
RECEIVED	33	0.76326							
RECEIVED	34	0.76326							
RECEIVED	35	0.76326							
RECEIVED	36	0.76326							
RECEIVED	37	0.76326							
RECEIVED	38	0.76326							
RECEIVED	39	0.76326							
RECEIVED	40	0.76326							
RECEIVED	41	0.76326							
RECEIVED	42	0.76326							
RECEIVED	43	0.76326							
RECEIVED	44	0.76326							
RECEIVED	45	0.76326							
RECEIVED	46	0.76326							
RECEIVED	47	0.76326							
RECEIVED	48	0.76326							
RECEIVED	49	0.76326							
RECEIVED	50	0.76326							
RECEIVED	51	0.76326							
RECEIVED	52	0.76326							
RECEIVED	53	0.76326							
RECEIVED	54	0.76326							
RECEIVED	55	0.76326							

[illegible]

MS NORTH
OPND
SOMERG
PGDNG
CGS22
CHNC130
HNCVLT
TRBLT
NSDRAPT
DEDUCT
INSTP

70 25 56 60 53 38 56 59 38 5
25 56 60 53 38 56 59 38 5
63 55 62 50 53 68 51 59 5
000000010000000000000
000000000000000000000

[illegible][illegible]

090726078075897377
030302258777676377
7700532077772950805
. . .
6702071080400070800

```

SPSS BATCH SYSTEM
FILE THESES (CREATION DATE = 09/30/81)
***** MULTIPLE REGRESSION ***** VARIABLE LIST 1
DEPENDENT VARIABLE.. COMB ***** REGRESSION LIST 1
VARIABLE(S) ENTERED ON STEP NUMBER 7.. BANK BANK
MULTIPLE R 0.76421
R SQUARE 0.58401
ADJUSTED R SQUARE 0.57950
STANDARD ERROR 1.73972
ANALYSIS OF VARIANCE OF SUM OF SQUARES MEAN SQUARE
REGRESSION 7. 2740.76836 391.53834
RESIDUAL 645. 1952.18417 3.02664
TOTAL 7. 2740.76836 391.53834

```

VARIABLES IN THE EQUATION			VARIABLES NOT IN THE EQUATION		
VARIABLE	B	STD ERROR B	BETA	STD ERROR B	F
SBBV28	180.799	0.0561	181.27	0.0561	0.0000
SBBV25	3.30717	0.0544	3.30717	0.0544	0.0000
SBBV21	4.49792	0.05223	4.49792	0.05223	0.0000
SBBV22	9.88136	0.08933	9.88136	0.08933	0.0000
SBBV29	8.89207	0.05749	8.89207	0.05749	0.0000
SBBV14	4.12041	0.0617	4.12041	0.0617	0.0000
RM (CONSTANT)	200.819	0.0616	200.819	0.0616	0.0000

REGRESSION LIST

VARIABLE(S) ENTERED ON ST"p NUMBER 8.. CGA

ANALYSIS OF VARIANCE		DF	SS
REGRESSION	1	9.644	
RESIDUAL	14	64.4	
TOTAL	15	74.044	

342.74E
E586905
387VND5

117.29263

NOISY AND AT 10N 5278V18V

AGE IN GRD
TOLLS COL
COLLS SERV
COLLS SERV
COLLS SERV

REPORT AT 4288 PARTIAL TOLERANCE

2

2

02 298d

[illegible]

SPSS BATCH SYSTEM

FILE THESIS (CREATION DATE = 09/30/81)

DEPENDENT VARIABLE.. COMB

11/12/81 PAGE 25

MULTIPLE REGRESSION ***** VARIABLE LIST 1
RECESSION LIST 1

SUMMARY TABLE

VARIABLE	MULTIPLE R	R SQUARE	R SQ CHANGE	SIMPLE R	B	DELTA
SURV20	0.2986	0.32479	0.32479	0.5986	0.33317	0.17623
SURV03	0.26993	0.42326	0.18847	0.55225	0.23093	0.23093
SURV51	0.70733	0.49321	0.06995	0.30100	0.33317	0.23093
SURV74	0.72267	0.53263	0.03942	0.27102	0.33317	0.23093
SURV76	0.75267	0.57704	0.04441	0.24011	0.33317	0.23093
BANK	0.77007	0.59301	0.01597	0.25013	0.33317	0.23093
CGA					-1	0.0993
(CONSTANT)						

CAREER OF PILOT OR OFFICER
DISLIKE IDEA OF NON-FLY STAFF JOB
IMPORT OF BEING TO OFFICE
INFOIN BECOMING UNIT MASTER PILOT
DISLIKE PAPERWORK
TITAN OTHERS

PAGE 26

11/12/81

SPSS BATCH SYSTEM

CPU TIME REQUIRED.. 7.09 SECONDS

NO FREQUENCIES
NO STATISTICS
NO CORRELATIONS
NO COVARIANCES
NO COMMENTS
GENERAL - COND
ALL
ANALYSIS OF THE VALUES OF COND FOR
LTS AND LCATS

GIVEN WORKSPACE ALLOWS FOR 19200 VALUES AND 5760 LABELS PER VARIABLE FOR 'FREQUENCIES'

11/12/81 FILE - THESIS - CREATED 09/30/81

CON

[illegible]

11/12/81 PAGE 28

SPSS BATCH SYSTEM

CPU TIME REQUIRED.. 0.19 SECONDS

45 *SELECT IF (BANK GT 2 AND BANK LT 5)
46 *FREQUENCIES
47 *STATISTICS
48 *ANALYSIS OF THE VALUES OF COMB FOR THE FAILED
49 *OF SELECTION GROUP
49 COMMENT
GIVEN WORKSPACE ALLONS FOR 19200 VALUES AND 5760 LABELS PER VARIABLE FOR 'FREQUENCIES'

SPSS BATCH SYSTEM
FILE THESIS (CREATION DATE = 09/30/81)

CUM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCF)	ADJUSTED FREQ (PCF)	CUM FREQ (PCF)
	2.	70	18.3	18.3	18.3
	3.	26	6.8	6.8	25.1
	4.	41	10.7	10.7	35.9
	5.	26	6.8	6.8	42.7
	6.	80	20.9	20.9	63.6
	7.	40	10.5	10.5	74.1
	8.	40	10.5	10.5	84.6
	9.	17	4.5	4.5	89.0
	10.	40	10.5	10.5	99.5
	18.	2	0.5	0.5	100.0
	TOTAL	382	100.0	100.0	
MEAN	5.709	STD DEV	9.113	MEDIAN	5.950
MODE	6.000	SKEWNESS	2.498	MODE	6.000
VARIANCE	84.000	KURTOSIS	16.000	RANGE	18.000
VALID CASES	382	MISSING CASES	0		

SPSS BATCH SYSTEM

TRANSPACE REQUIRED.. 100 BYTES
 RECORD OPERATIONS
 0 RECORD VALUES, LAG VARIABLES
 9 IF/COMPUTE OPERATIONS

CPU TIME REQUIRED.. 0.22 SECONDS

50 *SELECT IF
 51 ((MISSINGD GT 3 AND RANK EQ 2) OR
 52 ((MISSINGD GT 3 AND RANK EQ 3) OR
 53 ((MISSINGD GT 3 AND RANK EQ 4))
 54 GENERAL= COMB
 55
 56
 57
 58
 59
 60
 61
 62
 63
 64
 65
 66
 67
 68
 69
 70
 71
 72
 73
 74
 75
 76
 77
 78
 79
 80
 81
 82
 83
 84
 85
 86
 87
 88
 89
 90
 91
 92
 93
 94
 95
 96
 97
 98
 99
 100
 101
 102
 103
 104
 105
 106
 107
 108
 109
 110
 111
 112
 113
 114
 115
 116
 117
 118
 119
 120
 121
 122
 123
 124
 125
 126
 127
 128
 129
 130
 131
 132
 133
 134
 135
 136
 137
 138
 139
 140
 141
 142
 143
 144
 145
 146
 147
 148
 149
 150
 151
 152
 153
 154
 155
 156
 157
 158
 159
 160
 161
 162
 163
 164
 165
 166
 167
 168
 169
 170
 171
 172
 173
 174
 175
 176
 177
 178
 179
 180
 181
 182
 183
 184
 185
 186
 187
 188
 189
 190
 191
 192
 193
 194
 195
 196
 197
 198
 199
 200
 201
 202
 203
 204
 205
 206
 207
 208
 209
 210
 211
 212
 213
 214
 215
 216
 217
 218
 219
 220
 221
 222
 223
 224
 225
 226
 227
 228
 229
 230
 231
 232
 233
 234
 235
 236
 237
 238
 239
 240
 241
 242
 243
 244
 245
 246
 247
 248
 249
 250
 251
 252
 253
 254
 255
 256
 257
 258
 259
 260
 261
 262
 263
 264
 265
 266
 267
 268
 269
 270
 271
 272
 273
 274
 275
 276
 277
 278
 279
 280
 281
 282
 283
 284
 285
 286
 287
 288
 289
 290
 291
 292
 293
 294
 295
 296
 297
 298
 299
 300
 301
 302
 303
 304
 305
 306
 307
 308
 309
 310
 311
 312
 313
 314
 315
 316
 317
 318
 319
 320
 321
 322
 323
 324
 325
 326
 327
 328
 329
 330
 331
 332
 333
 334
 335
 336
 337
 338
 339
 340
 341
 342
 343
 344
 345
 346
 347
 348
 349
 350
 351
 352
 353
 354
 355
 356
 357
 358
 359
 360
 361
 362
 363
 364
 365
 366
 367
 368
 369
 370
 371
 372
 373
 374
 375
 376
 377
 378
 379
 380
 381
 382
 383
 384
 385
 386
 387
 388
 389
 390
 391
 392
 393
 394
 395
 396
 397
 398
 399
 400
 401
 402
 403
 404
 405
 406
 407
 408
 409
 410
 411
 412
 413
 414
 415
 416
 417
 418
 419
 420
 421
 422
 423
 424
 425
 426
 427
 428
 429
 430
 431
 432
 433
 434
 435
 436
 437
 438
 439
 440
 441
 442
 443
 444
 445
 446
 447
 448
 449
 450
 451
 452
 453
 454
 455
 456
 457
 458
 459
 460
 461
 462
 463
 464
 465
 466
 467
 468
 469
 470
 471
 472
 473
 474
 475
 476
 477
 478
 479
 480
 481
 482
 483
 484
 485
 486
 487
 488
 489
 490
 491
 492
 493
 494
 495
 496
 497
 498
 499
 500
 501
 502
 503
 504
 505
 506
 507
 508
 509
 510
 511
 512
 513
 514
 515
 516
 517
 518
 519
 520
 521
 522
 523
 524
 525
 526
 527
 528
 529
 530
 531
 532
 533
 534
 535
 536
 537
 538
 539
 540
 541
 542
 543
 544
 545
 546
 547
 548
 549
 550
 551
 552
 553
 554
 555
 556
 557
 558
 559
 560
 561
 562
 563
 564
 565
 566
 567
 568
 569
 570
 571
 572
 573
 574
 575
 576
 577
 578
 579
 580
 581
 582
 583
 584
 585
 586
 587
 588
 589
 590
 591
 592
 593
 594
 595
 596
 597
 598
 599
 600
 601
 602
 603
 604
 605
 606
 607
 608
 609
 610
 611
 612
 613
 614
 615
 616
 617
 618
 619
 620
 621
 622
 623
 624
 625
 626
 627
 628
 629
 630
 631
 632
 633
 634
 635
 636
 637
 638
 639
 640
 641
 642
 643
 644
 645
 646
 647
 648
 649
 650
 651
 652
 653
 654
 655
 656
 657
 658
 659
 660
 661
 662
 663
 664
 665
 666
 667
 668
 669
 670
 671
 672
 673
 674
 675
 676
 677
 678
 679
 680
 681
 682
 683
 684
 685
 686
 687
 688
 689
 690
 691
 692
 693
 694
 695
 696
 697
 698
 699
 700
 701
 702
 703
 704
 705
 706
 707
 708
 709
 710
 711
 712
 713
 714
 715
 716
 717
 718
 719
 720
 721
 722
 723
 724
 725
 726
 727
 728
 729
 730
 731
 732
 733
 734
 735
 736
 737
 738
 739
 740
 741
 742
 743
 744
 745
 746
 747
 748
 749
 750
 751
 752
 753
 754
 755
 756
 757
 758
 759
 760
 761
 762
 763
 764
 765
 766
 767
 768
 769
 770
 771
 772
 773
 774
 775
 776
 777
 778
 779
 780
 781
 782
 783
 784
 785
 786
 787
 788
 789
 790
 791
 792
 793
 794
 795
 796
 797
 798
 799
 800
 801
 802
 803
 804
 805
 806
 807
 808
 809
 810
 811
 812
 813
 814
 815
 816
 817
 818
 819
 820
 821
 822
 823
 824
 825
 826
 827
 828
 829
 830
 831
 832
 833
 834
 835
 836
 837
 838
 839
 840
 841
 842
 843
 844
 845
 846
 847
 848
 849
 850
 851
 852
 853
 854
 855
 856
 857
 858
 859
 860
 861
 862
 863
 864
 865
 866
 867
 868
 869
 870
 871
 872
 873
 874
 875
 876
 877
 878
 879
 880
 881
 882
 883
 884
 885
 886
 887
 888
 889
 890
 891
 892
 893
 894
 895
 896
 897
 898
 899
 900
 901
 902
 903
 904
 905
 906
 907
 908
 909
 910
 911
 912
 913
 914
 915
 916
 917
 918
 919
 920
 921
 922
 923
 924
 925
 926
 927
 928
 929
 930
 931
 932
 933
 934
 935
 936
 937
 938
 939
 940
 941
 942
 943
 944
 945
 946
 947
 948
 949
 950
 951
 952
 953
 954
 955
 956
 957
 958
 959
 960
 961
 962
 963
 964
 965
 966
 967
 968
 969
 970
 971
 972
 973
 974
 975
 976
 977
 978
 979
 980
 981
 982
 983
 984
 985
 986
 987
 988
 989
 990
 991
 992
 993
 994
 995
 996
 997
 998
 999
 1000
 1001
 1002
 1003
 1004
 1005
 1006
 1007
 1008
 1009
 1010
 1011
 1012
 1013
 1014
 1015
 1016
 1017
 1018
 1019
 1020
 1021
 1022
 1023
 1024
 1025
 1026
 1027
 1028
 1029
 1030
 1031
 1032
 1033
 1034
 1035
 1036
 1037
 1038
 1039
 1040
 1041
 1042
 1043
 1044
 1045
 1046
 1047
 1048
 1049
 1050
 1051
 1052
 1053
 1054
 1055
 1056
 1057
 1058
 1059
 1060
 1061
 1062
 1063
 1064
 1065
 1066
 1067
 1068
 1069
 1070
 1071
 1072
 1073
 1074
 1075
 1076
 1077
 1078
 1079
 1080
 1081
 1082
 1083
 1084
 1085
 1086
 1087
 1088
 1089
 1090
 1091
 1092
 1093
 1094
 1095
 1096
 1097
 1098
 1099
 1100
 1101
 1102
 1103
 1104
 1105
 1106
 1107
 1108
 1109
 1110
 1111
 1112
 1113
 1114
 1115
 1116
 1117
 1118
 1119
 1120
 1121
 1122
 1123
 1124
 1125
 1126
 1127
 1128
 1129
 1130
 1131
 1132
 1133
 1134
 1135
 1136
 1137
 1138
 1139
 1140
 1141
 1142
 1143
 1144
 1145
 1146
 1147
 1148
 1149
 1150
 1151
 1152
 1153
 1154
 1155
 1156
 1157
 1158
 1159
 1160
 1161
 1162
 1163
 1164
 1165
 1166
 1167
 1168
 1169
 1170
 1171
 1172
 1173
 1174
 1175
 1176
 1177
 1178
 1179
 1180
 1181
 1182
 1183
 1184
 1185
 1186
 1187
 1188
 1189
 1190
 1191
 1192
 1193
 1194
 1195
 1196
 1197
 1198
 1199
 1200
 1201
 1202
 1203
 1204
 1205
 1206
 1207
 1208
 1209
 1210
 1211
 1212
 1213
 1214
 1215
 1216
 1217
 1218
 1219
 1220
 1221
 1222
 1223
 1224
 1225
 1226
 1227
 1228
 1229
 1230
 1231
 1232
 1233
 1234
 1235
 1236
 1237
 1238
 1239
 1240
 1241
 1242
 1243
 1244
 1245
 1246
 1247
 1248
 1249
 1250
 1251
 1252
 1253
 1254
 1255
 1256
 1257
 1258
 1259
 1260
 1261
 1262
 1263
 1264
 1265
 1266
 1267
 1268
 1269
 1270
 1271
 1272
 1273
 1274
 1275
 1276
 1277
 1278
 1279
 1280
 1281
 1282
 1283
 1284
 1285
 1286
 1287
 1288
 1289
 1290
 1291
 1292
 1293
 1294
 1295
 1296
 1297
 1298
 1299
 1300
 1301
 1302
 1303
 1304
 1305
 1306
 1307
 1308
 1309
 1310
 1311
 1312
 1313
 1314
 1315
 1316
 1317
 1318
 1319
 1320
 1321
 1322
 1323
 1324
 1325
 1326
 1327
 1328
 1329
 1330
 1331
 1332
 1333
 1334
 1335
 1336
 1337
 1338
 1339
 1340
 1341
 1342
 1343
 1344
 1345
 1346
 1347
 1348
 1349
 1350
 1351
 1352
 1353
 1354
 1355
 1356
 1357
 1358
 1359
 1360
 1361
 1362
 1363
 1364
 1365
 1366
 1367
 1368
 1369
 1370
 1371
 1372
 1373
 1374
 1375
 1376
 1377
 1378
 1379
 1380
 1381
 1382
 1383
 1384
 1385
 1386
 1387
 1388
 1389
 1390
 1391
 1392
 1393
 1394
 1395
 1396
 1397
 1398
 1399
 1400
 1401
 1402
 1403
 1404
 1405
 1406
 1407
 1408
 1409
 1410
 1411
 1412
 1413
 1414
 1415
 1416
 1417
 1418
 1419
 1420
 1421
 1422
 1423
 1424
 1425
 1426
 1427
 1428
 1429
 1430
 1431
 1432
 1433
 1434
 1435
 1436
 1437
 1438
 1439
 1440
 1441
 1442
 1443
 1444
 1445
 1446
 1447
 1448
 1449
 1450
 1451
 1452
 1453
 1454
 1455
 1456
 1457
 1458
 1459
 1460
 1461
 1462
 1463
 1464
 1465
 1466
 1467
 1468
 1469
 1470
 1471
 1472
 1473
 1474
 1475
 1476
 1477
 1478
 1479
 1480
 1481
 1482
 1483
 1484
 1485
 1486
 1487
 1488
 1489
 1490
 1491
 1492
 1493
 1494
 1495
 1496
 1497
 1498
 1499
 1500
 1501
 1502
 1503

COMB

```

CODE
1. .... ( 3)
2. .... ( 2)
3. .... ( 1)
4. .... ( 2)
5. .... ( 3)
6. .... ( 1)
7. .... ( 1)
8. .... ( 1)
9. .... ( 1)
10. .... ( 1)
FREQUENCY
0.....1.....2.....3.....4.....5.....6.....7.....8.....9.....10

```

	MEAN	5.071	STD ERR	0.699	MEDIAN	5.000
MODE	2.000			2.515	VARIANCE	6.891
KURTOSIS	-1.669			1.515	RANGE	8.000
SKEWNESS	2.000			10.000		
VALID CASES	14					
MISSING CASES	0					

SPSS BATCH SYSTEM
 FILE THESIS (CREATION DATE = 09/30/81)
 10/12/81 PAGE 33
 ----- PEARSON CORRELATION COEFFICIENTS -----
 RANK COMB
 0.2818
 1.2900
 1.0000
 (COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

AD-A114 717

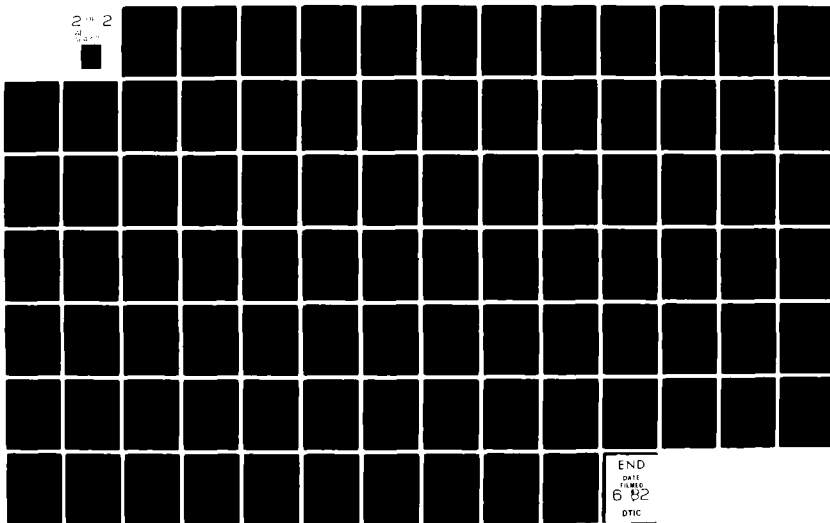
NAVAL POSTGRADUATE SCHOOL MONTEREY CA
CAREER ORIENTATIONS OF COAST GUARD AVIATORS.(U)
DEC 81 D A GOWARE

F/G 5/9

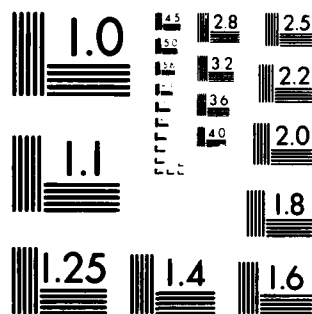
UNCLASSIFIED

NL

2 2



END
DATE
FEBRU
6 82
DTIC



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS 1964-A

SPSS BATCH SYSTEM

TRANSPACE REQUIRED.. 100 BYTES
1 TRANSFORMATIONS
0 RECORD VALUES, LAG VARIABLES
3 IF/COMPUTE OPERATIONS
CPU TIME REQUIRED.. 0.22 SECONDS

73 PEARSON CORR CORR WITH SURV16
***** PEARSON CORR PROBLEM REQUIRES 40 BYTES WORKSPACE *****

SPSS BATCH SYSTEM
FILE THESIS (CREATION DATE = 09/30/01)
----- PEARSON CORRELATION COEFFICIENTS -----
11/12/01 PAGE 35

SURV16	
CONS	0.2067
	$r = .899$
	$p = 0.000$

(COEFFICIENT / (CASES) / SIGNIFICANCE) (A VALUE OF 99.0000 IS PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

SPSS BATCH SYSTEM

CFU TIME REQUIRED.. 0.22 SECONDS

[illegible]

GIVEN WORKSPACE ALLOWS FOR 19200 VALUES AND 5760 LABELS PER VARIABLE FOR 'FREQUENCIES'.

11/12/01 FILE - THESIS - CREATED 09/30/01

SURVIVOR AVERAGE YOUR LENGTH SHOULD BE----

```
CODE      I ..... ( 49)
1. I I I I I LONGER
2. I I I I I ABOUT THE SAME ( 234)
3. I I I I I SHORTER ( 5)
(MISSING) 9 ( 0)
FREQUENCY 366 366 366 366 366
```

MEAN	1.35	STD ERR	0.019	MEDIAN	1.26
HQDR	1.00	STD DEV	0.998	VARIANCE	0.988
XRTDZSIS	-0.99	SKEWNESS	0.790	RANGE	2.000
KURTOSIS	1.00	KURTOSIS	3.000		
NMISS=	600	MISSING CASES	0		
VALID CASES	600				

11/12/81 FILE - THESIS - CREATED 09/30/81

SURV 16 BEST TOUR LENGTH IS _____

[illegible]

11/14/81 PAGE 39

SPSS BATCH SYSTEM

CPU TIME REQUIRED.. 0.20 SECONDS

02 FINISH

NORMAL END OF JOB.
02 CONTROL CARDS WERE PROCESSED.
0 ERRORS WERE DETECTED.

APPENDIX C

SPSS ANALYSIS PROGRAM AND OUTPUT FOR HYPOTHESIS 8

Notes:

1. Because of the limitations of the SPSS package, two preliminary regression analyses were done to identify significant contributors. These two are not included in this appendix. The regression herein is the last one mentioned in the text and includes significant variables from the two previous analyses.

2. Data retained on magnetic tape by Commandant (G-P-1/2) U.S. Coast Guard.

SPSS BATCH SYSTEM
 11/09/81 PAGE 1
 SPSS STATISTICAL ALGORITHMS
 SPSS BATCH GUIDE
 METHODS: THE SPSS INC. BULLETIN

SPSS FOR OS/360, VERSION 4, RELEASE 8.1, MAY 20, 1980
 ORDER FROM MCGRAW-HILL: SPSS, 2ND ED. (PRINCIPAL TEXT)
 SPSS PRIMER (SUPPLEMENT TO SPSS)
 SPSS UPDATE (ISS 8/855, 2ND FOR REL. 7 & 8)

DEFAULT SPACE ALLOCATION:
 WORKSPACE 20000 BYTES
 TRANSFER 30000 BYTES

EXPECTED FILE FOUND FILE SCII
 1 GET FILE SCII

FILE SCII HAS 246 VARIABLES
 THE SUBFILES ARE..

NAME NO OF
 CASES
 SCII 103

CPU TIME REQUIRED.. 0.02 SECONDS

2 REGRESSION
 3
 4
 5
 6
 7
 8
 9
 10
 11
 VARIABLES = COMB
 STSC001 TO STSC029
 STSC030 TO STSC049
 STSC050 TO STSC069
 STSC070 TO STSC089
 STSC090 TO STSC109
 STSC110 TO STSC129
 STSC130 TO STSC149
 STSC150 TO STSC169
 STSC170 TO STSC189
 STSC190 TO STSC209
 STSC210 TO STSC229
 STSC230 TO STSC246
 STSC247 TO STSC261
 STSC262 TO STSC276
 STSC277 TO STSC291
 STSC292 TO STSC306
 STSC307 TO STSC321
 STSC322 TO STSC336
 STSC337 TO STSC351
 STSC352 TO STSC366
 STSC367 TO STSC381
 STSC382 TO STSC396
 STSC397 TO STSC411
 STSC412 TO STSC426
 STSC427 TO STSC441
 STSC442 TO STSC456
 STSC457 TO STSC471
 STSC472 TO STSC486
 STSC487 TO STSC501
 STSC502 TO STSC516
 STSC517 TO STSC531
 STSC532 TO STSC546
 STSC547 TO STSC561
 STSC562 TO STSC576
 STSC577 TO STSC591
 STSC592 TO STSC606
 STSC607 TO STSC621
 STSC622 TO STSC636
 STSC637 TO STSC651
 STSC652 TO STSC666
 STSC667 TO STSC681
 STSC682 TO STSC696
 STSC697 TO STSC711
 STSC712 TO STSC726
 STSC727 TO STSC741
 STSC742 TO STSC756
 STSC757 TO STSC771
 STSC772 TO STSC786
 STSC787 TO STSC801
 STSC802 TO STSC816
 STSC817 TO STSC831
 STSC832 TO STSC846
 STSC847 TO STSC861
 STSC862 TO STSC876
 STSC877 TO STSC891
 STSC892 TO STSC906
 STSC907 TO STSC921
 STSC922 TO STSC936
 STSC937 TO STSC951
 STSC952 TO STSC966
 STSC967 TO STSC981
 STSC982 TO STSC996
 STSC997 TO STSC1011
 STSC1012 TO STSC1026
 STSC1027 TO STSC1041
 STSC1042 TO STSC1056
 STSC1057 TO STSC1071
 STSC1072 TO STSC1086
 STSC1087 TO STSC1101
 STSC1102 TO STSC1116
 STSC1117 TO STSC1131
 STSC1132 TO STSC1146
 STSC1147 TO STSC1161
 STSC1162 TO STSC1176
 STSC1177 TO STSC1191
 STSC1192 TO STSC1206
 STSC1207 TO STSC1221
 STSC1222 TO STSC1236
 STSC1237 TO STSC1251
 STSC1252 TO STSC1266
 STSC1267 TO STSC1281
 STSC1282 TO STSC1296
 STSC1297 TO STSC1311
 STSC1312 TO STSC1326
 STSC1327 TO STSC1341
 STSC1342 TO STSC1356
 STSC1357 TO STSC1371
 STSC1372 TO STSC1386
 STSC1387 TO STSC1401
 STSC1402 TO STSC1416
 STSC1417 TO STSC1431
 STSC1432 TO STSC1446
 STSC1447 TO STSC1461
 STSC1462 TO STSC1476
 STSC1477 TO STSC1491
 STSC1492 TO STSC1506
 STSC1507 TO STSC1521
 STSC1522 TO STSC1536
 STSC1537 TO STSC1551
 STSC1552 TO STSC1566
 STSC1567 TO STSC1581
 STSC1582 TO STSC1596
 STSC1597 TO STSC1611
 STSC1612 TO STSC1626
 STSC1627 TO STSC1641
 STSC1642 TO STSC1656
 STSC1657 TO STSC1671
 STSC1672 TO STSC1686
 STSC1687 TO STSC1701
 STSC1702 TO STSC1716
 STSC1717 TO STSC1731
 STSC1732 TO STSC1746
 STSC1747 TO STSC1761
 STSC1762 TO STSC1776
 STSC1777 TO STSC1791
 STSC1792 TO STSC1806
 STSC1807 TO STSC1821
 STSC1822 TO STSC1836
 STSC1837 TO STSC1851
 STSC1852 TO STSC1866
 STSC1867 TO STSC1881
 STSC1882 TO STSC1896
 STSC1897 TO STSC1911
 STSC1912 TO STSC1926
 STSC1927 TO STSC1941
 STSC1942 TO STSC1956
 STSC1957 TO STSC1971
 STSC1972 TO STSC1986
 STSC1987 TO STSC2001
 STSC2002 TO STSC2016
 STSC2017 TO STSC2031
 STSC2032 TO STSC2046
 STSC2047 TO STSC2061
 STSC2062 TO STSC2076
 STSC2077 TO STSC2091
 STSC2092 TO STSC2106
 STSC2107 TO STSC2121
 STSC2122 TO STSC2136
 STSC2137 TO STSC2151
 STSC2152 TO STSC2166
 STSC2167 TO STSC2181
 STSC2182 TO STSC2196
 STSC2197 TO STSC2211
 STSC2212 TO STSC2226
 STSC2227 TO STSC2241
 STSC2242 TO STSC2256
 STSC2257 TO STSC2271
 STSC2272 TO STSC2286
 STSC2287 TO STSC2301
 STSC2302 TO STSC2316
 STSC2317 TO STSC2331
 STSC2332 TO STSC2346
 STSC2347 TO STSC2361
 STSC2362 TO STSC2376
 STSC2377 TO STSC2391
 STSC2392 TO STSC2406
 STSC2407 TO STSC2421
 STSC2422 TO STSC2436
 STSC2437 TO STSC2451
 STSC2452 TO STSC2466
 STSC2467 TO STSC2481
 STSC2482 TO STSC2496
 STSC2497 TO STSC2511
 STSC2512 TO STSC2526
 STSC2527 TO STSC2541
 STSC2542 TO STSC2556
 STSC2557 TO STSC2571
 STSC2572 TO STSC2586
 STSC2587 TO STSC2601
 STSC2602 TO STSC2616
 STSC2617 TO STSC2631
 STSC2632 TO STSC2646
 STSC2647 TO STSC2661
 STSC2662 TO STSC2676
 STSC2677 TO STSC2691
 STSC2692 TO STSC2706
 STSC2707 TO STSC2721
 STSC2722 TO STSC2736
 STSC2737 TO STSC2751
 STSC2752 TO STSC2766
 STSC2767 TO STSC2781
 STSC2782 TO STSC2796
 STSC2797 TO STSC2811
 STSC2812 TO STSC2826
 STSC2827 TO STSC2841
 STSC2842 TO STSC2856
 STSC2857 TO STSC2871
 STSC2872 TO STSC2886
 STSC2887 TO STSC2901
 STSC2902 TO STSC2916
 STSC2917 TO STSC2931
 STSC2932 TO STSC2946
 STSC2947 TO STSC2961
 STSC2962 TO STSC2976
 STSC2977 TO STSC2991
 STSC2992 TO STSC3006
 STSC3007 TO STSC3021
 STSC3022 TO STSC3036
 STSC3037 TO STSC3051
 STSC3052 TO STSC3066
 STSC3067 TO STSC3081
 STSC3082 TO STSC3096
 STSC3097 TO STSC3111
 STSC3112 TO STSC3126
 STSC3127 TO STSC3141
 STSC3142 TO STSC3156
 STSC3157 TO STSC3171
 STSC3172 TO STSC3186
 STSC3187 TO STSC3201
 STSC3202 TO STSC3216
 STSC3217 TO STSC3231
 STSC3232 TO STSC3246
 STSC3247 TO STSC3261
 STSC3262 TO STSC3276
 STSC3277 TO STSC3291
 STSC3292 TO STSC3306
 STSC3307 TO STSC3321
 STSC3322 TO STSC3336
 STSC3337 TO STSC3351
 STSC3352 TO STSC3366
 STSC3367 TO STSC3381
 STSC3382 TO STSC3396
 STSC3397 TO STSC3411
 STSC3412 TO STSC3426
 STSC3427 TO STSC3441
 STSC3442 TO STSC3456
 STSC3457 TO STSC3471
 STSC3472 TO STSC3486
 STSC3487 TO STSC3501
 STSC3502 TO STSC3516
 STSC3517 TO STSC3531
 STSC3532 TO STSC3546
 STSC3547 TO STSC3561
 STSC3562 TO STSC3576
 STSC3577 TO STSC3591
 STSC3592 TO STSC3606
 STSC3607 TO STSC3621
 STSC3622 TO STSC3636
 STSC3637 TO STSC3651
 STSC3652 TO STSC3666
 STSC3667 TO STSC3681
 STSC3682 TO STSC3696
 STSC3697 TO STSC3711
 STSC3712 TO STSC3726
 STSC3727 TO STSC3741
 STSC3742 TO STSC3756
 STSC3757 TO STSC3771
 STSC3772 TO STSC3786
 STSC3787 TO STSC3801
 STSC3802 TO STSC3816
 STSC3817 TO STSC3831
 STSC3832 TO STSC3846
 STSC3847 TO STSC3861
 STSC3862 TO STSC3876
 STSC3877 TO STSC3891
 STSC3892 TO STSC3906
 STSC3907 TO STSC3921
 STSC3922 TO STSC3936
 STSC3937 TO STSC3951
 STSC3952 TO STSC3966
 STSC3967 TO STSC3981
 STSC3982 TO STSC3996
 STSC3997 TO STSC4011
 STSC4012 TO STSC4026
 STSC4027 TO STSC4041
 STSC4042 TO STSC4056
 STSC4057 TO STSC4071
 STSC4072 TO STSC4086
 STSC4087 TO STSC4101
 STSC4102 TO STSC4116
 STSC4117 TO STSC4131
 STSC4132 TO STSC4146
 STSC4147 TO STSC4161
 STSC4162 TO STSC4176
 STSC4177 TO STSC4191
 STSC4192 TO STSC4206
 STSC4207 TO STSC4221
 STSC4222 TO STSC4236
 STSC4237 TO STSC4251
 STSC4252 TO STSC4266
 STSC4267 TO STSC4281
 STSC4282 TO STSC4296
 STSC4297 TO STSC4311
 STSC4312 TO STSC4326
 STSC4327 TO STSC4341
 STSC4342 TO STSC4356
 STSC4357 TO STSC4371
 STSC4372 TO STSC4386
 STSC4387 TO STSC4401
 STSC4402 TO STSC4416
 STSC4417 TO STSC4431
 STSC4432 TO STSC4446
 STSC4447 TO STSC4461
 STSC4462 TO STSC4476
 STSC4477 TO STSC4491
 STSC4492 TO STSC4506
 STSC4507 TO STSC4521
 STSC4522 TO STSC4536
 STSC4537 TO STSC4551
 STSC4552 TO STSC4566
 STSC4567 TO STSC4581
 STSC4582 TO STSC4596
 STSC4597 TO STSC4611
 STSC4612 TO STSC4626
 STSC4627 TO STSC4641
 STSC4642 TO STSC4656
 STSC4657 TO STSC4671
 STSC4672 TO STSC4686
 STSC4687 TO STSC4701
 STSC4702 TO STSC4716
 STSC4717 TO STSC4731
 STSC4732 TO STSC4746
 STSC4747 TO STSC4761
 STSC4762 TO STSC4776
 STSC4777 TO STSC4791
 STSC4792 TO STSC4806
 STSC4807 TO STSC4821
 STSC4822 TO STSC4836
 STSC4837 TO STSC4851
 STSC4852 TO STSC4866
 STSC4867 TO STSC4881
 STSC4882 TO STSC4896
 STSC4897 TO STSC4911
 STSC4912 TO STSC4926
 STSC4927 TO STSC4941
 STSC4942 TO STSC4956
 STSC4957 TO STSC4971
 STSC4972 TO STSC4986
 STSC4987 TO STSC5001
 STSC5002 TO STSC5016
 STSC5017 TO STSC5031
 STSC5032 TO STSC5046
 STSC5047 TO STSC5061
 STSC5062 TO STSC5076
 STSC5077 TO STSC5091
 STSC5092 TO STSC5106
 STSC5107 TO STSC5121
 STSC5122 TO STSC5136
 STSC5137 TO STSC5151
 STSC5152 TO STSC5166
 STSC5167 TO STSC5181
 STSC5182 TO STSC5196
 STSC5197 TO STSC5211
 STSC5212 TO STSC5226
 STSC5227 TO STSC5241
 STSC5242 TO STSC5256
 STSC5257 TO STSC5271
 STSC5272 TO STSC5286
 STSC5287 TO STSC5301
 STSC5302 TO STSC5316
 STSC5317 TO STSC5331
 STSC5332 TO STSC5346
 STSC5347 TO STSC5361
 STSC5362 TO STSC5376
 STSC5377 TO STSC5391
 STSC5392 TO STSC5406
 STSC5407 TO STSC5421
 STSC5422 TO STSC5436
 STSC5437 TO STSC5451
 STSC5452 TO STSC5466
 STSC5467 TO STSC5481
 STSC5482 TO STSC5496
 STSC5497 TO STSC5511
 STSC5512 TO STSC5526
 STSC5527 TO STSC5541
 STSC5542 TO STSC5556
 STSC5557 TO STSC5571
 STSC5572 TO STSC5586
 STSC5587 TO STSC5601
 STSC5602 TO STSC5616
 STSC5617 TO STSC5631
 STSC5632 TO STSC5646
 STSC5647 TO STSC5661
 STSC5662 TO STSC5676
 STSC5677 TO STSC5691
 STSC5692 TO STSC5706
 STSC5707 TO STSC5721
 STSC5722 TO STSC5736
 STSC5737 TO STSC5751
 STSC5752 TO STSC5766
 STSC5767 TO STSC5781
 STSC5782 TO STSC5796
 STSC5797 TO STSC5811
 STSC5812 TO STSC5826
 STSC5827 TO STSC5841
 STSC5842 TO STSC5856
 STSC5857 TO STSC5871
 STSC5872 TO STSC5886
 STSC5887 TO STSC5901
 STSC5902 TO STSC5916
 STSC5917 TO STSC5931
 STSC5932 TO STSC5946
 STSC5947 TO STSC5961
 STSC5962 TO STSC5976
 STSC5977 TO STSC5991
 STSC5992 TO STSC6006
 STSC6007 TO STSC6021
 STSC6022 TO STSC6036
 STSC6037 TO STSC6051
 STSC6052 TO STSC6066
 STSC6067 TO STSC6081
 STSC6082 TO STSC6096
 STSC6097 TO STSC6111
 STSC6112 TO STSC6126
 STSC6127 TO STSC6141
 STSC6142 TO STSC6156
 STSC6157 TO STSC6171
 STSC6172 TO STSC6186
 STSC6187 TO STSC6201
 STSC6202 TO STSC6216
 STSC6217 TO STSC6231
 STSC6232 TO STSC6246
 STSC6247 TO STSC6261
 STSC6262 TO STSC6276
 STSC6277 TO STSC6291
 STSC6292 TO STSC6306
 STSC6307 TO STSC6321
 STSC6322 TO STSC6336
 STSC6337 TO STSC6351
 STSC6352 TO STSC6366
 STSC6367 TO STSC6381
 STSC6382 TO STSC6396
 STSC6397 TO STSC6411
 STSC6412 TO STSC6426
 STSC6427 TO STSC6441
 STSC6442 TO STSC6456
 STSC6457 TO STSC6471
 STSC6472 TO STSC6486
 STSC6487 TO STSC6501
 STSC6502 TO STSC6516
 STSC6517 TO STSC6531
 STSC6532 TO STSC6546
 STSC6547 TO STSC6561
 STSC6562 TO STSC6576
 STSC6577 TO STSC6591
 STSC6592 TO STSC6606
 STSC6607 TO STSC6621
 STSC6622 TO STSC6636
 STSC6637 TO STSC6651
 STSC6652 TO STSC6666
 STSC6667 TO STSC6681
 STSC6682 TO STSC6696
 STSC6697 TO STSC6711
 STSC6712 TO STSC6726
 STSC6727 TO STSC6741
 STSC6742 TO STSC6756
 STSC6757 TO STSC6771
 STSC6772 TO STSC6786
 STSC6787 TO STSC6801
 STSC6802 TO STSC6816
 STSC6817 TO STSC6831
 STSC6832 TO STSC6846
 STSC6847 TO STSC6861
 STSC6862 TO STSC6876
 STSC6877 TO STSC6891
 STSC6892 TO STSC6906
 STSC6907 TO STSC6921
 STSC6922 TO STSC6936
 STSC6937 TO STSC6951
 STSC6952 TO STSC6966
 STSC6967 TO STSC6981
 STSC6982 TO STSC6996
 STSC6997 TO STSC7011
 STSC7012 TO STSC7026
 STSC7027 TO STSC7041
 STSC7042 TO STSC7056
 STSC7057 TO STSC7071
 STSC7072 TO STSC7086
 STSC7087 TO STSC7101
 STSC7102 TO STSC7116
 STSC7117 TO STSC7131
 STSC7132 TO STSC7146
 STSC7147 TO STSC7161
 STSC7162 TO STSC7176
 STSC7177 TO STSC7191
 STSC7192 TO STSC7206
 STSC7207 TO STSC7221
 STSC7222 TO STSC7236
 STSC7237 TO STSC7251
 STSC7252 TO STSC7266
 STSC7267 TO STSC7281
 STSC7282 TO STSC7296
 STSC7297 TO STSC7311
 STSC7312 TO STSC7326
 STSC7327 TO STSC7341
 STSC7342 TO STSC7356
 STSC7357 TO STSC7371
 STSC7372 TO STSC7386
 STSC7387 TO STSC7401
 STSC7402 TO STSC7416
 STSC7417 TO STSC7431
 STSC7432 TO STSC7446
 STSC7447 TO STSC7461
 STSC7462 TO STSC7476
 STSC7477 TO STSC7491
 STSC7492 TO STSC7506
 STSC7507 TO STSC7521
 STSC7522 TO STSC7536
 STSC7537 TO STSC7551
 STSC7552 TO STSC7566
 STSC7567 TO STSC7581
 STSC7582 TO STSC7596
 STSC7597 TO STSC7611
 STSC7612 TO STSC7626
 STSC7627 TO STSC7641
 STSC7642 TO STSC7656
 STSC7657 TO STSC7671
 STSC7672 TO STSC7686
 STSC7687 TO STSC7701
 STSC7702 TO STSC7716
 STSC7717 TO STSC7731
 STSC7732 TO STSC7746
 STSC7747 TO STSC7761
 STSC7762 TO STSC7776
 STSC7777 TO STSC7791
 STSC7792 TO STSC7806
 STSC7807 TO STSC7821
 STSC7822 TO STSC7836
 STSC7837 TO STSC7851
 STSC7852 TO STSC7866
 STSC7867 TO STSC7881
 STSC7882 TO STSC7896
 STSC7897 TO STSC7911
 STSC7912 TO STSC7926
 STSC7927 TO STSC7941
 STSC7942 TO STSC7956
 STSC7957 TO STSC7971
 STSC7972 TO STSC7986
 STSC7987 TO STSC8001
 STSC8002 TO STSC8016
 STSC8017 TO STSC8031
 STSC8032 TO STSC8046
 STSC8047 TO STSC8061
 STSC8062 TO STSC8076
 STSC8077 TO STSC8091
 STSC8092 TO STSC8106
 STSC8107 TO STSC8121
 STSC8122 TO STSC8136
 STSC8137 TO STSC8151
 STSC8152 TO STSC8166
 STSC8167 TO STSC8181
 STSC8182 TO STSC8196
 STSC8197 TO STSC8211
 STSC8212 TO STSC8226
 STSC8227 TO STSC8241
 STSC8242 TO STSC8256
 STSC8257 TO STSC8271
 STSC8272 TO STSC8286
 STSC8287 TO STSC8301
 STSC8302 TO STSC8316
 STSC8317 TO STSC8331
 STSC8332 TO STSC8346
 STSC8347 TO STSC8361
 STSC8362 TO STSC8376
 STSC8377 TO STSC8391
 STSC8392 TO STSC8406
 STSC8407 TO STSC8421
 STSC8422 TO STSC8436
 STSC8437 TO STSC8451
 STSC8452 TO STSC8466
 STSC8467 TO STSC8481
 STSC8482 TO STSC8496
 STSC8497 TO STSC8511
 STSC8512 TO STSC8526
 STSC8527 TO STSC8541
 STSC8542 TO STSC8556
 STSC8557 TO STSC8571
 STSC8572 TO STSC8586
 STSC8587 TO STSC8601
 STSC8602 TO STSC8616
 STSC8617 TO STSC8631
 STSC8632 TO STSC8646
 STSC8647 TO STSC8661
 STSC8662 TO STSC8676
 STSC8677 TO STSC8691
 STSC8692 TO STSC8706
 STSC8707 TO STSC8721
 STSC8722 TO STSC8736
 STSC8737 TO STSC8751
 STSC8752 TO STSC8766
 STSC8767 TO STSC8781
 STSC8782 TO STSC8796
 STSC8797 TO STSC8811
 STSC8812 TO STSC8826
 STSC8827 TO STSC8841
 STSC8842 TO STSC8856
 STSC8857 TO STSC8871
 STSC8872 TO STSC8886
 STSC8887 TO STSC8901
 STSC8902 TO STSC8916
 STSC8917 TO STSC8931
 STSC8932 TO STSC8946
 STSC8947 TO STSC8961
 STSC8962 TO STSC8976
 STSC8977 TO STSC8991
 STSC8992 TO STSC9006
 STSC9007 TO STSC9021
 STSC9022 TO STSC9036
 STSC9037 TO STSC9051
 STSC9052 TO STSC9066
 STSC9067 TO STSC9081
 STSC9082 TO STSC9096
 STSC9097 TO STSC9111
 STSC9112 TO STSC9126
 STSC9127 TO STSC9141
 STSC9142 TO STSC9156
 STSC9157 TO STSC9171
 STSC9172 TO STSC9186
 STSC9187 TO STSC9201
 STSC9202 TO STSC9216
 STSC9217 TO STSC9231
 STSC9232 TO STSC9246
 STSC9247 TO STSC9261
 STSC9262 TO STSC9276
 STSC9277 TO STSC9291
 STSC9292 TO STSC9306
 STSC9307 TO STSC9321
 STSC9322 TO STSC9336
 STSC9337 TO STSC9351
 STSC9352 TO STSC9366
 STSC9367 TO STSC9381
 STSC9382 TO STSC9396
 STSC9397 TO STSC9411
 STSC9412 TO STSC9426
 STSC9427 TO STSC9441
 STSC9442 TO STSC9456
 STSC9457 TO STSC9471
 STSC9472 TO STSC9486
 STSC9487 TO STSC9501
 STSC9502 TO STSC9516
 STSC9517 TO STSC9531
 STSC9532 TO STSC9546
 STSC9547 TO STSC9561
 STSC9562 TO STSC9576
 STSC9577 TO STSC9591
 STSC9592 TO STSC9606
 STSC9607 TO STSC9621
 STSC9622 TO STSC9636
 STSC9637 TO STSC9651
 STSC9652 TO STSC9666
 STSC9667 TO STSC9681
 STSC9682 TO STSC9696
 STSC9697 TO STSC9711
 STSC9712 TO STSC9726
 STSC9727 TO STSC9741
 STSC9742 TO STSC9756
 STSC9757 TO STSC9771
 STSC9772 TO STSC9786
 STSC9787 TO STSC9801
 STSC9802 TO STSC9816
 STSC9817 TO STSC9831
 STSC9832 TO STSC9846
 STSC9847 TO STSC9861
 STSC9862 TO STSC9876
 STSC9877 TO STSC9891
 STSC9892 TO STSC9906
 STSC9907 TO STSC9921
 STSC9922 TO STSC9936
 STSC9937 TO STSC9951
 STSC9952 TO STSC9966
 STSC9967 TO STSC9981
 STSC9982 TO STSC9996
 STSC9997 TO STSC10011
 STSC10012 TO STSC10026
 STSC10027 TO STSC10041
 STSC10042 TO STSC10056
 STSC10057 TO STSC10071
 STSC10072 TO STSC10086
 STSC10087 TO STSC10101
 STSC10102 TO STSC10116
 STSC10117 TO STSC10131
 STSC10132 TO STSC10146
 STSC10147 TO STSC10161
 STSC10162 TO STSC10176
 STSC10177 TO STSC10191
 STSC10192 TO STSC10206
 STSC10207 TO STSC10221
 STSC10222 TO STSC10236
 STSC10237 TO STSC10251
 STSC10252 TO STSC10266
 STSC10267 TO STSC10281
 STSC10282 TO STSC10296
 STSC10297 TO STSC10311
 STSC10312 TO STSC10326
 STSC10327 TO STSC10341
 STSC10342 TO STSC10356
 STSC10357 TO STSC10371
 STSC10372 TO STSC10386
 STSC10387 TO STSC10401
 STSC10402 TO STSC10416
 STSC10417 TO STSC10431
 STSC10432 TO STSC10446
 STSC10447 TO STSC10461
 STSC10462 TO STSC10476
 STSC10477 TO STSC10491
 STSC10492 TO STSC10506

SPSS BATCH SYSTEM

11/09/81 PAGE 4

FILE SC11 (CREATION DATE = 10/05/81)

***** MULTIPLE REGRESSION ***** VARIABLE LIST 1

DEPENDENT VARIABLE.. COMB

VARIABLE(S) ENTERED ON STEP NUMBER 3.. STSCRI22

MULTIPLE R 0.19834

R SQUARE 0.15691

ADJUSTED R SQUARE 0.12507

STANDARD ERROR 2.46455

ANALYSIS OF VARIANCE

DF	SUM OF SQUARES	MEAN SQUARE	F
3.	106.76893	35.58932	5.86043
99.	601.32755	6.01440	

VARIABLES IN THE EQUATION				VARIABLES NOT IN THE EQUATION			
VARIABLE	B	BETA	STD ERROR B	F	DETA IN	FATIAL TOLERANCE	F
STSCRI22	-0.187571D-01	-0.19373	0.00318	4.171	0.2350	0.77499	0.00000
STSCRI22	-0.489971D-01	-0.22793	0.00819	5.102	0.2350	0.77499	0.00000
STSCRI22	-0.1970619D-01	-0.21879	0.00839		0.2350	0.77499	0.00000
(CONSTANT)	6.076534				0.2350	0.77499	0.00000

SPSS BATCH SYSTEM
 FILE SCII (CREATION DATE = 10/05/81)
 * * * * *
 DEPENDENT VARIABLE.. COMB
 VARIABLE(S) ENTERED ON STEP NUMBER 5... STSC0026
 MULTIPLE R 0.50012
 R SQUARE 0.25012
 ADJUSTED R SQUARE 0.21146
 STANDARD ERROR 2.33971

11/09/81 PAGE 6

VARIABLE LIST 1
 REGRESSION LIST 1

MEAN SQUARE
 35.42255
 5.47074

SUM OF SQUARES
 177.11375
 331.00376

ANALYSIS OF VARIANCE
 REGRESSION
 RESIDUAL

STSC0026
 0.50012
 0.25012
 0.21146
 2.33971

VARIABLES IN THE EQUATION				VARIABLES NOT IN THE EQUATION			
VARIABLE	B	BETA	STD ERROR B	F	VARIABLE	BETA IN	PARTIAL TOLERANCE
STSC0026	-0.145033D-01	-0.12041	0.00996	1.694	STSC0001	0.0942	0.07630
STSC0152	-0.275032D-01	-0.30059	0.00957	10.514	STSC0002	-0.06319	-0.06319
STSC0173	-0.259993D-01	-0.28290	0.00915	9.703	STSC0003	-0.00202	-0.00202
STSC0108	-0.260732D-01	-0.28364	0.00778	8.923	STSC0004	-0.00239	-0.00239
STSC0026 (CONSTANT)	5.41095	0.23779	0.00979	6.896	STSC0005	-0.00239	-0.00239

F-LEVEL OR TOLERANCE-LEVEL INSUFFICIENT FOR FURTHER COMPUTATION
 STATISTICS WHICH CANNOT BE COMPUTED ARE PRINTED AS ALL NINES.

SPSS BATCH SYSTEM

CPU TIME REQUIRED.. 0.61 SECONDS

11/09/81 PAGE 8

12 FINISH

NORMAL END OF JOB
12 CONTROL CARS WERE PROCESSED.
0 ERRORS WERE DETECTED.

APPENDIX D

FREQUENCY DISTRIBUTIONS FOR RESPONSES TO ALL QUESTIONNAIRE ITEMS

Note: Missing values not included in calculation of distribution statistics.

11/13/81

FILE - THESIS - CREATED 09/30/81

AGE AGE OF RESPONDENT

CODE

```
I
24. ** ( 1)
I
I
25. ***** ( 15)
I
I
26. ***** ( 20)
I
I
27. ***** ( 35)
I
I
28. ***** ( 33)
I
I
29. ***** ( 22)
I
I
30. ***** ( 34)
I
I
31. ***** ( 39)
I
I
32. ***** ( 51)
I
I
33. ***** ( 47)
I
I
34. ***** ( 57)
I
I
35. ***** ( 35)
I
I
36. ***** ( 28)
I
I
37. ***** ( 36)
I
I
38. ***** ( 32)
I
I
39. ***** ( 30)
I
I
```

11/13/81

FILE - THESIS - CREATED 09/30/81

40.	***** (33)
41.	***** (25)
42.	***** (22)
43.	***** (20)
44.	***** (16)
45.	***** (13)
46.	***** (14)
47.	***** (11)
48.	***** (8)
49.	***** (8)
50.	*** (3)
51.	** (2)
52.	*** (3)
53.	** (1)
0.	** (1)
(MISSING)	
99.	** (1)
(MISSING)	

.....20.....40.....60.....80.....100
FREQUENCY

11/13/81

FILE - THESIS - CREATED 09/30/81

MEAN	35.365	STD ERR	0.233	MEDIAN	34.377
MODE	34.000	STD DEV	6.145	VARIANCE	37.764
KURTOSIS	-0.459	SKEWNESS	0.430	RANGE	29.000
MINIMUM	24.000	MAXIMUM	53.000		
VALID CASES	694	MISSING CASES	2		

11/13/81

FILE - THESIS - CREATED 09/30/81

RANK

RANK

CODE

```

1. *** ( 6)
   I
   I  ENS
   I
2. ***** ( 112)
   I
   I  LTJG
   I
3. ***** ( 199)
   I
   I  LTO3
   I
4. ***** ( 183)
   I
   I  LCDR
   I
5. ***** ( 136)
   I
   I  CDR
   I
6. ***** ( 60)
   I
   I  CAPT
   I
   I  .....I.....I.....I.....I.....I
   I  0.....40.....80.....120.....160.....200
   I  FREQUENCY

```

MEAN 3.734
 MODE 3.000
 KURTOSIS -0.798
 MINIMUM 1.000

STD ERR 0.046
 STD DEV 1.216
 SKEWNESS 0.154
 MAXIMUM 6.000

MEDIAN 3.669
 VARIANCE 1.479
 RANGE 5.000

VALID CASES 696

MISSING CASES 0

11/13/81

FILE - THESIS - CREATED 09/30/81

YRSINGRD YEARS IN GRADE

```

CODE
  1. ***** ( 153)
      I
      I
      I
  2. ***** ( 171)
      I
      I
      I
  3. ***** ( 152)
      I
      I
      I
  4. ***** ( 106)
      I
      I
      I
  5. ***** ( 53)
      I
      I
      I
  6. ***** ( 29)
      I
      I
      I
  7. ***** ( 14)
      I
      I
      I
  8. *** ( 9)
      I
      I
      I
  9. *** ( 8)
      I
      I
      I
  0. * ( 1)
(MISSING)
      I
      I
      I
      I.....I.....I.....I.....I.....I.....I
      0          40          80          120          160          200
      FREQUENCY

```

MEAN	2.958	STD ERR	0.066	MEDIAN	2.655
MODE	2.000	STD DEV	1.739	VARIANCE	3.023
KURTOSIS	1.144	SKEWNESS	1.081	RANGE	8.000
MINIMUM	1.000	MAXIMUM	9.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

YRSAVITR YEARS AS AN AVIATOR

CODE

```
1. I ***** ( 12)
   I
   I
2. I ***** ( 33)
   I
   I
3. I ***** ( 32)
   I
   I
4. I ***** ( 29)
   I
   I
5. I ***** ( 36)
   I
   I
6. I ***** ( 28)
   I
   I
7. I ***** ( 32)
   I
   I
8. I ***** ( 33)
   I
   I
9. I ***** ( 38)
   I
   I
10. I ***** ( 48)
   I
   I
11. I ***** ( 37)
   I
   I
12. I ***** ( 52)
   I
   I
13. I ***** ( 46)
   I
   I
14. I ***** ( 46)
   I
   I
15. I ***** ( 41)
   I
   I
16. I ***** ( 30)
   I
   I
```

11/13/81

FILE - THESIS - CREATED 09/30/81

ITEM	DESCRIPTION	QUANTITY	UNIT	PRICE	TOTAL
17.	***** (	19)			
18.	***** (	17)			
19.	***** (	13)			
20.	***** (	23)			
21.	***** (	10)			
22.	***** (	10)			
23.	***** (	10)			
24.	***** (	9)			
25.	***** (	7)			
26.	** (	2)			
27.	** (	2)			
80.	** (	1)			
(MISSING)					

MEAN	11.236	STD ERR	0.223	MEDIAN	11.216
MODE	12.000	STD DEV	5.891	VARIANCE	34.699
KURTOSIS	-0.501	SKEWNESS	0.296	RANGE	26.000
MINIMUM	1.000	MAXIMUM	27.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

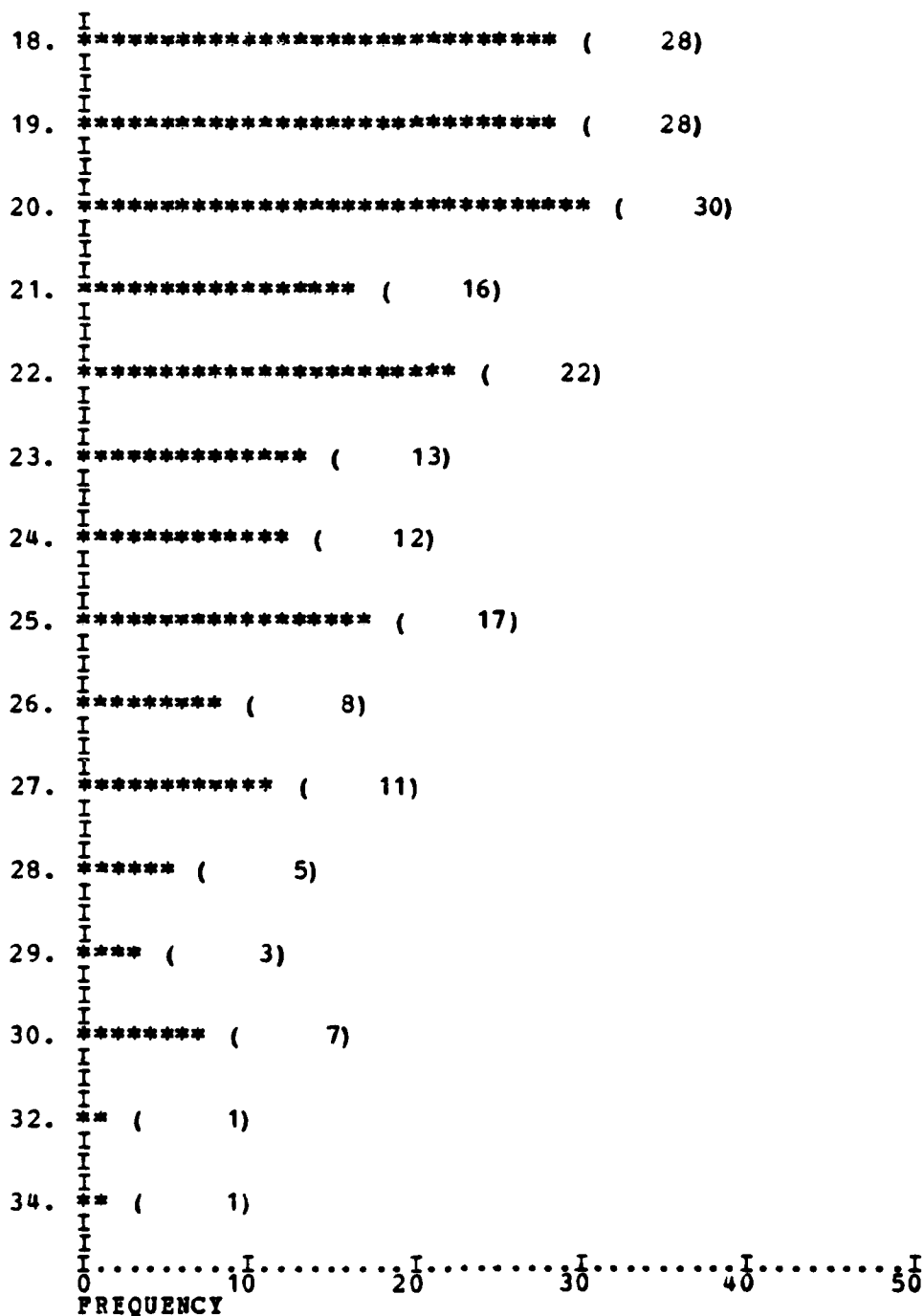
YRSERV TOTAL YEARS OF SERVICE

CODE

```
2. I***** ( 5)
   I
   I
   I
3. I***** ( 7)
   I
   I
   I
4. I***** ( 24)
   I
   I
   I
5. I***** ( 34)
   I
   I
   I
6. I***** ( 27)
   I
   I
   I
7. I***** ( 25)
   I
   I
   I
8. I***** ( 32)
   I
   I
   I
9. I***** ( 39)
   I
   I
   I
10. I***** ( 48)
   I
   I
   I
11. I***** ( 49)
   I
   I
   I
12. I***** ( 31)
   I
   I
   I
13. I***** ( 43)
   I
   I
   I
14. I***** ( 32)
   I
   I
   I
15. I***** ( 34)
   I
   I
   I
16. I***** ( 39)
   I
   I
   I
17. I***** ( 25)
   I
   I
   I
```

11/13/81

FILE - THESIS - CREATED 09/30/81



MEAN	13.899	STD ERR	0.247	MEDIAN	13.128
MODE	11.000	STD DEV	6.515	VARIANCE	42.442
KURTOSIS	-0.475	SKEWNESS	0.424	RANGE	32.000
MINIMUM	2.000	MAXIMUM	34.000		

VALID CASES	696	MISSING CASES	0
-------------	-----	---------------	---

120

11/13/81

FILE - THESIS - CREATED 09/30/81

OBLSERV COMPLETED OBLIGATED SERVICE

CODE

```

I
0. ***** ( 481)
I  YES
I
I
1. ***** ( 215)
I  NO
I
I
I.....I.....I.....I.....I.....I
0      100      200      300      400      500
FREQUENCY

```

MEAN	0.309	STD ERR	0.018	MEDIAN	0.223
MODE	0.0	STD DEV	0.462	VARIANCE	0.214
KUPTOSIS	-1.317	SKEWNESS	0.829	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

COMMSRCE SOURCE OF COMMISSION

CODE

```

1. ***** ( 130)
   I
   I OCS
   I
   I
2. ***** ( 100)
   I OCS PRIOR ENLISTED
   I
   I
3. ***** ( 296)
   I CG ACADEMY
   I
   I
4. **** ( 33)
   I AVCAD PROGRAM
   I
   I
5. ***** ( 63)
   I DCA ARMY
   I
   I
6. *** ( 18)
   I DCA NAVY
   I
   I
7. *** ( 20)
   I DCA AIR FORCE
   I
   I
8. *** ( 24)
   I DCA MARINES
   I
   I
9. ** ( 12)
   I OTHER COMMISSION SOURCE
   I
   I
   I.....I.....I.....I.....I.....I.....I
   O.....100.....200.....300.....400.....500
   FREQUENCY

```

MEAN	3.180	STD ERR	0.070	MEDIAN	2.899
MODE	3.000	STD DEV	1.857	VARIANCE	3.448
KURTOSIS	1.377	SKEWNESS	1.230	RANGE	8.000
MINIMUM	1.000	MAXIMUM	9.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

YRSCOLL YEARS OF COLLEGE OR EQUIVLENT

CODE

```

0.  I
    I* ( 7)
    I
    I
    I
1.  I
    I* ( 10)
    I
    I
    I
2.  I
    I***** ( 47)
    I
    I
    I
3.  I
    I***** ( 45)
    I
    I
    I
4.  I
    I***** ( 235)
    I
    I
    I
5.  I
    I***** ( 184)
    I
    I
    I
6.  I
    I***** ( 158)
    I
    I
    I
7.  I
    I* ( 10)
    I
    I
    I
    I.....I.....I.....I.....I.....I
    0.....100.....200.....300.....400.....500
    FREQUENCY

```

MEAN	4.478	STD ERR	0.049	MEDIAN	4.522
MODE	4.000	STD DEV	1.304	VARIANCE	1.700
KURTOSIS	0.775	SKEWNESS	-0.777	RANGE	7.000
MINIMUM	0.0	MAXIMUM	7.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

DEGREE TYPE OF COLLEGE DEGREE

CODE

```

1. ***** ( 86)
   I
   I NONE
   I
   I
2. ** ( 8)
   I AA
   I
   I
3. ** ( 10)
   I AS
   I
   I
4. ***** ( 455)
   I BS
   I
   I
5. ***** ( 48)
   I BA BUSINESS
   I
   I
6. ***** ( 89)
   I BA
   I
   I
   I ..... I ..... I ..... I ..... I ..... I ..... I
   O          100          200          300          400          500
   FREQUENCY

```

MEAN	3.917	STD ERR	0.050	MEDIAN	4.036
MODE	4.000	STD DEV	1.322	VARIANCE	1.748
KURTOSIS	0.824	SKEWNESS	-0.831	RANGE	5.000
MINIMUM	1.000	MAXIMUM	6.000		

VALID CASES

696

MISSING CASES

0

FILE - THESIS - CREATED 09/30/81

CODE

1. I SOME GRADUATE STUDY (198)

2. ~~*****~~ (168)
I DEGREE OBTAINED

FREQUENCY

MEAN	0.767
MODE	0.0
KURTOSIS	-1.349
MINIMUM	0.0

STD ERR	0.031
STD DEV	0.814
SKEWNESS	0.450
MAXIMUM	2.000

MEDIAN	0.591
VARIANCE	0.662
RANGE	2.000

VALID CASES

696

MISSING CASES

0

11/13/81

FILE - THESIS - CREATED 09/30/81

PGDEG TYPE OF POSTGRADUATE DEGREE

CODE

0. ***** (508)

NONE

1. *** (41)

MBA

2. ***** (88)

MS

3. *** (47)

MA

4. * (1)

LAW

7. * (1)

OTHER

9. ** (10)

PHD OR MORE THAN ONE MASTERS DEGREE

	0	200	400	600	800	1000
FREQUENCY						

MEAN	0.659	STD ERR	0.054	MEDIAN	0.185
MODE	0.0	STD DEV	1.413	VARIANCE	1.998
KURTOSIS	15.873	SKEWNESS	3.458	RANGE	9.000
MINIMUM	0.0	MAXIMUM	9.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

PGFUND SOURCE OF FUNDING FOR POSTGRADUATE WORK

CODE

0. ***** (339)
 I NOT APPLICABLE
 I
 I

1. ***** (239)
 I WENT ON OWN
 I
 I

2. ***** (118)
 I SENT BY COAST GUARD
 I
 I

I.....I.....I.....I.....I.....I.....I
 0 100 200 300 400 500
 FREQUENCY

MEAN	0.682	STD ERR	0.028	MEDIAN	0.538
MODE	0.0	STD DEV	0.746	VARIANCE	0.557
KURTOSIS	-0.991	SKEWNESS	0.590	RANGE	2.000
MINIMUM	0.0	MAXIMUM	2.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

FSO AVIATION SAFETY OFFICER

CODE

0. ***** (587)
 I
 I NO
 I
 I

1. ***** (109)
 I
 I YES
 I
 I

I
 I I I I I I
 0 200 400 600 800 1000
 FREQUENCY

MEAN 0.157
 MODE 0.0
 KURTOSIS 1.591
 MINIMUM 0.0

STD ERR 0.014
 STD DEV 0.364
 SKEWNESS 1.894
 MAXIMUM 1.000

MEDIAN 0.093
 VARIANCE 0.132
 RANGE 1.000

VALID CASES 696

MISSING CASES 0

FILE - THESIS - CREATED 09/30/81

CODE

1. ***** (112)
I YES

FREQUENCY

MEAN	0.161	STD ERR	0.014	MEDIAN	0.096
MODE	0.0	STD DEV	0.368	VARIANCE	0.135
KURTOSIS	1.425	SKEWNESS	1.850	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	696	MISSING CASES	0		

FILE - THESIS - CREATED 09/30/81

CODE

MEAN	2.122	STD ERR	0.043	MEDIAN	1.900
MODE	1.000	STD DEV	1.126	VARIANCE	1.268
KURTOSIS	-1.230	SKEWNESS	0.457	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000		
VALID CASES	694	MISSING CASES	2		

11/13/81

FILE - THESIS - CREATED 09/30/81

NOTOURS NUMBER OF TOURS SINCE FLIGHT SCHOOL

```

CODE
1. ***** ( 153)
2. ***** ( 99)
3. ***** ( 92)
4. ***** ( 110)
5. ***** ( 87)
6. ***** ( 50)
7. ***** ( 48)
8. ***** ( 31)
9. ***** ( 25)
   NINE OR MORE
(MISSING) 0. ( 1)
0. ....I.....I.....I.....I.....I.....I.....I
   FREQUENCY 40      80      120     160     200

```

MEAN	3.757	STD ERR	0.087	MEDIAN	3.532
MODE	1.000	STD DEV	2.298	VARIANCE	5.279
KURTOSIS	-0.638	SKEWNESS	0.543	RANGE	8.000
MINIMUM	1.000	MAXIMUM	9.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

NOFLTRS NUMBER OF DIFOPS TOURS

```

CODE
1. ***** ( 153)
2. ***** ( 126)
3. ***** ( 115)
4. ***** ( 119)
5. ***** ( 88)
6. ***** ( 50)
7. ***** ( 20)
8. ***** ( 14)
9. ** ( 5)
   NINE OR MORE
(MISSING) 0. *** ( 6)
          I.....I.....I.....I.....I
          0.....40.....80.....120.....160.....200
          FREQUENCY

```

MEAN	3.280	STD ERR	0.072	MEDIAN	3.074
MODE	1.000	STD DEV	1.888	VARIANCE	3.563
KURTOSIS	-0.229	SKEWNESS	0.618	RANGE	8.000
MINIMUM	1.000	MAXIMUM	9.000		
VALID CASES	690	MISSING CASES	6		

11/13/81

FILE - THESIS - CREATED 09/30/81

HQ NUMBER OF HEADQUARTERS TOURS

```

CODE
0. ***** ( 558)
1. ***** ( 115)
2. ** ( 22)
9. * ( 1)
(MISSING)
I.....I.....I.....I.....I
0          200          400          600          800          1000
FREQUENCY

```

MEAN	0.229	STD ERR	0.019	MEDIAN	0.123
MODE	0.0	STD DEV	0.490	VARIANCE	0.240
KURTOSIS	3.511	SKEPNESS	2.068	RANGE	2.000
MINIMUM	0.0	MAXIMUM	2.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

DIST NUMBER OF DISTRICT OR AREA STAFF TOURS

```

CODE
0. ***** ( 637)
1. *** ( 48)
2. * ( 8)
3. * ( 2)
9. * ( 1)
(MISSING)
0.....I.....I.....I.....I.....I
FREQUENCY 200 400 600 800 1000

```

MEAN	0.101	STD ERR	0.014	MEDIAN	0.046
MODE	0.0	STD DEV	0.362	VARIANCE	0.131
KURTOSIS	20.418	SKEWNESS	4.198	RANGE	3.000
MINIMUM	0.0	MAXIMUM	3.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

PGWCOLL NUMBER OF TOURS AT PG SCHOOL AND/OR WAR AND STAFF COLLEGES

```

CODE
0. ***** ( 612)
1. ***** ( 78)
2. * ( 5)
9. * ( 1)
(MISSING)
0.....I.....400.....600.....800.....1000
FREQUENCY

```

MEAN	0.127	STD ERR	0.013	MEDIAN	0.068
MODE	0.0	STD DEV	0.354	VARIANCE	0.125
KURTOSIS	6.927	SKEWNESS	2.728	RANGE	2.000
MINIMUM	0.0	MAXIMUM	2.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

TOUROTH OTHER TOURS

```

CODE
0. ***** ( 632)
1. **** ( 53)
2. ** ( 10)
9. * ( 1)
(MISSING)
0.....I.....I.....I.....I.....I.....I.....I
FREQUENCY 200 400 600 800 1000

```

MEAN	0.105	STD ERR	0.013	MEDIAN	0.050
MODE	0.0	STD DEV	0.351	VARIANCE	0.123
KURTOSIS	12.659	SKEWNESS	3.529	RANGE	2.000
MINIMUM	0.0	MAXIMUM	2.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

ASPOSIT HIGHEST POSITION AT AIR STATION

```

CODE
0. ***** ( 309)
   DUTY
1. ***** ( 62)
   COMMANDING OFFICER
2. ***** ( 42)
   EXECUTIVE OFFICER
3. ***** ( 50)
   OPERATIONS OFFICER
4. ***** ( 58)
   ENGINEERING OFFICER
5. ***** ( 174)
   DEPARTMENT HEAD
9. * ( 1)
(MISSING)
0.....I.....I.....I.....I.....I
   FREQUENCY      100      200      300      400      500

```

MEAN	2.012	STD ERR	0.081	MEDIAN	1.121
MODE	0.0	STD DEV	2.129	VARIANCE	4.533
KURTOSIS	-1.601	SKEWNESS	0.385	RANGE	5.000
MINIMUM	0.0	MAXIMUM	5.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

OPOSIT HIGHEST POSITION HELD AT NON-AIR STATION

```

CODE
0. ***** ( 595)
   I NOT APPLICABLE
   I
   I
1. ** ( 20)
   I COMMANDING OFFICER
   I
   I
2. ** ( 23)
   I EXECUTIVE OFFICER
   I
   I
3. ** ( 10)
   I OPERATIONS OFFICER
   I
   I
4. * ( 3)
   I ENGINEERING OFFICER
   I
   I
5. *** ( 44)
   I DEPARTMENT HEAD
   I
   I
9. * ( 1)
(MISSING) I
          I
          I.....I.....I.....I.....I.....I.....I
          0.....200.....400.....600.....800.....1000
          FREQUENCY

MEAN      0.472      STD ERR      0.050      MEDIAN      0.084
MODE      0.0       STD DEV      1.312      VARIANCE    1.722
KUPTOSIS  6.556     SKEWNESS  2.814     RANGE      5.000
MINIMUM   0.0
VALID CASES      695      MISSING CASES      1

```

FILE - THESIS - CREATED 09/30/81

CODE

MEAN	0.128	STD ERR	0.013	MEDIAN	0.074
MODE	0.0	STD DEV	0.335	VARIANCE	0.112
KURTOSIS	2.975	SKEWNESS	2.229	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	694	MISSING CASES	2		

11/13/81

FILE - THESIS - CREATED 09/30/81

MOBILE MOBILE INSTRUCTOR PILOT

```

CODE
0. ***** ( 624)
   NO
   I
   I
   I
1. ***** ( 71)
   YES
   I
   I
   I
9. * ( 1)
(MISSING) I
          I
          I
          I.....I.....I.....I.....I
          0.....200.....400.....600.....800.....1000
          FREQUENCY

```

MEAN	0.102	STD ERR	0.011	MEDIAN	0.057
MODE	0.0	STD DEV	0.303	VARIANCE	0.092
KURTOSIS	4.947	SKWNESS	2.633	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

ARSC A.R.S.C. PILOT

```

CODE
0. ***** ( 658)
   I
   I NO
   I
   I
1. *** ( 37)
   I
   I YES
   I
   I
9. * ( 1)
(MISSING) I
          I
          I
          I.....I.....I.....I.....I.....I
          0          200          400          600          800          1000
          FREQUENCY

```

MEAN	0.053	STD ERR	0.009	MEDIAN	0.028
MODE	0.0	STD DEV	0.225	VARIANCE	0.050
KURTOSIS	13.949	SKEWNESS	3.989	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

FILE - THESIS - CREATED 09/30/81

```

CODE
0. ***** ( 608)
   MARRIED
1. ***** ( 87)
   SINGLE
9. * ( 1)
(MISSING)
0.....200.....400.....600.....800.....1000
FREQUENCY

```

MEAN	0.125	STD ERR	0.013	MEDIAN	0.072
MODE	0.0	STD DEV	0.331	VARIANCE	0.110
KURTOSIS	3.163	SKEWNESS	2.270	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

CIVILP HIGHEST CIVIL RATING HELD

CODE

0. I ***** (179)
I NONE

1. ^I ** (12)
I PRIVATE LICENSE

2. ***** (403)
I COMMERCIAL LICENSE

3. *** (16)
I ATP LICENSE

4. ***** (85)
I ATP AND TYPE RATINGS

(MISSING) 9. * (1)

I.....**I**.....**I**.....**I**.....**I**.....**I**
0.....100.....200.....300.....400.....500
FREQUENCY

MEAN	1.735
MODE	2.000
KURTOSIS	-0.462
MINIMUM	0.0

STD ERR	0.046
STD DEV	1.221
SKEWNESS	0.069
MAXIMUM	4.000

MEDIAN	1.888
VARIANCE	1.492
RANGE	4.000

VALID CASES 695

MISSING CASES 1

11/13/81

FILE - THESIS - CREATED 09/30/81

INSTP CIVIL INSTRUCTOR RATING HELD

```

CODE
0. ***** ( 616)
   NONE
1. * ( 3)
   GROUND INSTRUCTOR
2. ***** ( 76)
   FLIGHT INSTRUCTOR
9. * ( 1)
(MISSING)
0.....I.....I.....I.....I.....I
FREQUENCY 200 400 600 800 1000

```

MEAN	0.223	STD ERR	0.024	MEDIAN	0.064
MODE	0.0	STD DEV	0.627	VARIANCE	0.393
KURTOSIS	4.159	SKEWNESS	2.474	RANGE	2.000
MINIMUM	0.0	MAXIMUM	2.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

CURRENT CIVIL RATINGS CURRENT?

```

CODE
0. ***** ( 140)
   YES
   I
   I
   I
1. ***** ( 555)
   NO
   I
   I
   I
9. (MISSING) ( 1)
   I
   I
   I
0.....200.....400.....600.....800.....1000
FREQUENCY

```

MEAN	0.799	STD ERR	0.015	MEDIAN	0.874
MODE	1.000	STD DEV	0.401	VARIANCE	0.161
KURTOSIS	0.227	SKEWNESS	-1.492	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

JOBS NUMBER OF JOBS OUTSIDE OF COAST GUARD

```

CODE
0. ***** ( 430)
   I
   I  NONE
   I
1. ***** ( 113)
   I
   I  ONE
   I
2. ***** ( 86)
   I
   I  TWO
   I
3. ***** ( 66)
   I  THREE OR MORE
   I
9. * ( 1)
(MISSING) I
          I
          I
          I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

```

MEAN	0.695	STD ERR	0.039	MEDIAN	0.308
MODE	0.0	STD DEV	1.015	VARIANCE	1.031
KURTOSIS	0.016	SKEWNESS	1.185	RANGE	3.000
MINIMUM	0.0	MAXIMUM	3.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

ENLIST ENLISTED TIME IN ANY SERVICE

```

CODE
  0. ***** ( 220)
      I
      I YES
      I
      I
  1. ***** ( 475)
      I
      I NO
      I
      I
  9. * ( 1)
(MISSING) I
          I
          I
          I
          I.....I.....I.....I.....I.....I
          0          100          200          300          400          500
          FREQUENCY

```

MEAN	0.683	STD ERR	0.018	MEDIAN	0.768
MODE	1.000	STD DEV	0.465	VARIANCE	0.217
KURTOSIS	-1.379	SKEWNESS	-0.791	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

FILE - THESIS - CREATED 09/30/81

```

CODE
0. ***** ( 148)
   YES
1. ***** ( 547)
   NO
9. * ( 1)
(MISSING)
0.....200.....400.....600.....800.....1000
FREQUENCY

```

MEAN	0.787	STD ERR	0.016	MEDIAN	0.865
MODE	1.000	STD DEV	0.410	VARIANCE	0.168
KURTOSIS	-0.025	SKEWNESS	-1.405	RANGE	1.000
MINIMUM	0.0	MAXIMUM	1.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

MOTIV REASON FOR JOINING COAST GUARD

```

CODE
  1. ** ( 13)
      TRAVEL OPPORTUNITIES
  2. **** ( 29)
      RELATIVE IN SERVICE
  3. ***** ( 242)
      SEARCH AND RESCUE
  4. ***** ( 84)
      ALTERNATIVE TO DRAFT
  5. ***** ( 150)
      OTHER REASON
  6. ***** ( 100)
      EDUCATION-CGA
  9. ***** ( 72)
      MULTIPLE REASONS
  8. ** ( 6)
(MISSING)
0.....100.....200.....300.....400.....500
FREQUENCY

```

MEAN	4.538	STD ERR	0.074	MEDIAN	4.226
MODE	3.000	STD DEV	1.952	VARIANCE	3.811
KURTOSIS	0.376	SKEWNESS	0.936	RANGE	8.000
MINIMUM	1.000	MAXIMUM	9.000		
VALID CASES	690	MISSING CASES	6		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV02 ENTER INTENDING TO BE A PILOT?

```

CODE
1. ***** ( 506)
   YES
2. ***** ( 186)
   NO
9. * ( 4)
(MISSING)
0.....200.....400.....600.....800.....1000
FREQUENCY

```

MEAN	1.269	STD ERR	0.017	MEDIAN	1.184
MODE	1.000	STD DEV	0.444	VARIANCE	0.197
KURTOSIS	-0.910	SKEWNESS	1.045	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000		
VALID CASES	692	MISSING CASES	4		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV03 INTENTIONS TO STAY AT LEAST 20YR

```

CODE
1. *** ( 20)
   I WILL SURELY RESIGN
   I
   I
2. *** ( 18)
   I PROBABLY RESIGN
   I
   I
3. ***** ( 61)
   I UNDECIDED
   I
   I
4. ***** ( 198)
   I PROBABLY STAY IN
   I
   I
5. ***** ( 391)
   I SURELY STAY IN
   I
   I
9. ** ( 8)
(MISSING) I
          I
          I.....I.....I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

MEAN      4.340      STD ERR      0.036      MEDIAN      4.620
MODE      5.000      STD DEV      0.953      VARIANCE    0.909
KURTOSIS  2.857      SKEWNESS    -1.715      RANGE      4.000
MINIMUM   1.000      MAXIMUM     5.000

VALID CASES      688      MISSING CASES      8

```

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV04 AVERAGE TOUR LENGHT SHOULD BE__

```

CODE
  1. ***** ( 449)
      LONGER
  2. ***** ( 234)
      ABOUT THE SAME
  3. ** ( 5)
      SHORTER
  9. ** ( 8)
(MISSING)
      0.....100.....200.....300.....400.....500
      FREQUENCY

```

MEAN	1.355	STD ERR	0.019	MEDIAN	1.266
MODE	1.000	STD DEV	0.494	VARIANCE	0.244
KURTOSIS	-0.929	SKEWNESS	0.790	RANGE	2.000
MINIMUM	1.000	MAXIMUM	3.000		
VALID CASES	688	MISSING CASES	8		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV05 DISLIKE IDEA OF NON-FLY STAFF JOB

```

CODE
1. ***** ( 210)
   I
   I AGREE STRONGLY
   I
2. ***** ( 132)
   I
   I
   I
3. ***** ( 114)
   I
   I
   I
4. ***** ( 124)
   I
   I
   I
5. ***** ( 110)
   I DISAGREE STRONGLY
   I
   I
9. ** ( 6)
(MISSING) I
          I
          I
          I.....I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

MEAN      2.699      STD ERR      0.056      MEDIAN      2.526
MODE      1.000      STD DEV      1.462      VARIANCE    2.138
KURTOSIS  -1.341      SKEWNESS    0.253      RANGE      4.000
MINIMUM   1.000      MAXIMUM     5.000

VALID CASES      690      MISSING CASES      6

```

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV06 COLLATERALS TOO IMPORTANT ON FITREP

```

CODE
  1. ***** ( 220)
      AGREE STRONGLY
  2. ***** ( 161)
  3. ***** ( 89)
  4. ***** ( 131)
  5. ***** ( 88)
      DISAGREE STRONGLY
  9. ** ( 7)
(MISSING)
  0.....I.....I.....I.....I.....I.....I.....I
  FREQUENCY 100 200 300 400 500

```

MEAN	2.573	STD ERR	0.054	MEDIAN	2.273
MODE	1.000	STD DEV	1.426	VARIANCE	2.033
KURTOSIS	-1.252	SKEWNESS	0.381	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	689	MISSING CASES	7		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV07 WOULD ENJOY BEING ADMIN OFFICER

```

CODE
1. ***** ( 172)
   DISAGREE STRONGLY
2. ***** ( 131)
3. ***** ( 153)
4. ***** ( 140)
5. ***** ( 92)
   AGREE STRONGLY
9. *** ( 8)
(MISSING)
0.....I.....I.....I.....I.....I
  FREQUENCY      40      80      120      160      200

```

MEAN	2.781	STD ERR	0.052	MEDIAN	2.768
MODE	1.000	STD DEV	1.372	VARIANCE	1.883
KURTOSIS	-1.225	SKEWNESS	0.129	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	688	MISSING CASES	8		

FILE - THESIS - CREATED 09/30/81

CODE

5. I DISAGREE STRONGLY (75)

FREQUENCY

MEDIAN	2.158
VARIANCE	1.921
RANGE	4.000

0

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV09 WOULD BE___IN OTHER CG BRANCH

CODE

1. I VERY UNHAPPY (221)

2. ██████████ (193)

3. ***** (122)

4. ***** (97)

5. ***** (63)
I JUST AS HAPPY

0.....100.....200.....300.....400.....500
FREQUENCY

MEAN	2.408	STD ERR	0.049	MEDIAN	2.158
MODE	1.000	STD DEV	1.304	VARIANCE	1.701
KURTOSIS	-0.828	SKEWNESS	0.575	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	696	MISSING CASES	0		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV 10 WOULD ENJOY BEING XO

```
CODE
1. ***** (      84)
   I DISAGREE STRONGLY
   I
   I
2. ***** (      94)
   I
   I
   I
3. ***** (     118)
   I
   I
   I
4. ***** (     152)
   I
   I
   I
5. ***** (     245)
   I AGREE STRONGLY
   I
   I
9. * (        3)
(MISSING) I
I
0.....100.....200.....300.....400.....500
FREQUENCY
```

```
MEAN      3.548
MODE      5.000
KURTOSIS -1.037
MINIMUM   1.000
```

STD ERR	0.053
STD DEV	1.399
SKEWNESS	-0.527
MAXIMUM	5.000

MEDIAN	3.832
VARIANCE	1.956
RANGE	4.000

VALID CASES 693

MISSING CASES 3

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV11 IF JUST WANT TO FLY DONT PUT AS MUCH EFFORT INTO
COLLATERAL DUTIES AS OTHERS DO

```

CODE
 1. ***** ( 121)
    DISAGREE STRONGLY
 2. ***** ( 103)
 3. ***** ( 90)
 4. ***** ( 194)
 5. ***** ( 187)
    AGREE STRONGLY
9. ( 1)
(MISSING)
0.....I.....I.....I.....I.....I
FREQUENCY 40 80 120 160 200

```

MEAN	3.321	STD ERR	0.055	MEDIAN	3.673
MODE	4.000	STD DEV	1.449	VARIANCE	2.100
KURTOSIS	-1.249	SKEWNESS	-0.383	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	695	MISSING CASES	1		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV12 AVG MONTHLY FLT TIME____THAN LIKE

```

CODE
1. ***** ( 367)
   LOWER THAN LIKE
2. ***** ( 159)
3. ***** ( 157)
4. ** ( 8)
5. (0)
   HIGHER THAN WOULD LIKE
9. ** ( 5)
(MISSING)
0.....100.....200.....300.....400.....500
FREQUENCY

```

MEAN	1.719	STD ERR	0.032	MEDIAN	1.441
MODE	1.000	STD DEV	0.853	VARIANCE	0.727
CURTOSIS	-0.971	SKEWNESS	0.684	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000		
VALID CASES	691	MISSING CASES	5		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV13 FLYING MORE IMPORTANT THAN STAFF DUTIES TO ME

```

CODE
1. ***** ( 57)
   I
   I  AGREE STRONGLY
   I
2. ***** ( 135)
   I
   I
   I
3. ***** ( 170)
   I
   I
   I
4. ***** ( 174)
   I
   I
   I
5. ***** ( 157)
   I  DISAGREE STRONGLY
   I
   I
9. ** ( 3)
(MISSING)
   I
   I
   I.....I.....I.....I.....I
   0.....40.....80.....120.....160.....200
FREQUENCY

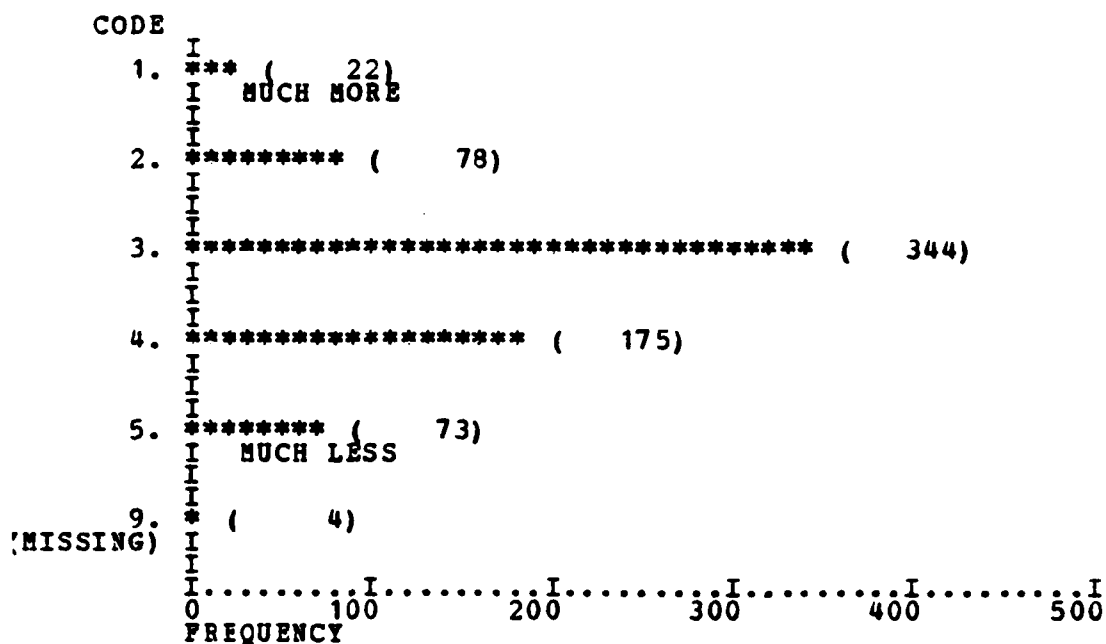
```

MEAN	3.345	STD ERR	0.048	MEDIAN	3.409
MODE	4.000	STD DEV	1.251	VARIANCE	1.564
KURTOSIS	-1.001	SKEWNESS	-0.229	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	693	MISSING CASES	3		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV14 DISLIKE PAPERWK__THAN OTHERS



MEAN	3.288	STD ERR	0.035	MEDIAN	3.215
MODE	3.000	STD DEV	0.913	VARIANCE	0.833
CURTOSIS	0.124	SKEWNESS	-0.016	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	692	MISSING CASES	4		

1/13/81

FILE - THESIS - CREATED 09/30/81

SURV15 WOULD FOREGO CDR TO FLY 20

CODE

```

1. ***** ( 86)
   I AGREE STRONGLY
   I
   I
2. ***** ( 83)
   I
   I
   I
3. ***** ( 69)
   I
   I
   I
4. ***** ( 113)
   I
   I
   I
5. ***** ( 340)
   I DISAGREE STRONGLY
   I
   I
9. * ( 5)
MISSING) I
        I
        I
        I.....I.....I.....I.....I.....I
        0          100          200          300          400          500
        FREQUENCY

```

MEAN	3.779	STD ERR	0.056	MEDIAN	4.451
MODE	5.000	STD DEV	1.465	VARIANCE	2.147
KURTOSIS	-0.875	SKEWNESS	-0.797	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	691	MISSING CASES	5		

1/13/81

FILE - THESIS - CREATED 09/30/81

:URV16 BEST TOUR LENGTH IS_____

```

CODE
1. ***** ( 68)
   I 6 YEARS OR MORE
   I
   I
2. ***** ( 133)
   I 5 YEARS
   I
   I
3. ***** ( 380)
   I FOUR YEARS
   I
   I
4. ***** ( 108)
   I THREE YEARS
   I
   I
5. ** ( 5)
   I TWO YEARS OR LESS
   I
   I
9. * ( 2)
(MISSING) I
          I
          I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

```

MEAN	2.782	STD ERR	0.032	MEDIAN	2.884
MODE	3.000	STD DEV	0.850	VARIANCE	0.722
CURTOSIS	0.048	SKEWNESS	-0.461	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	694	MISSING CASES	2		

1/13/81

FILE - THESIS - CREATED 09/30/81

SURV17 SHOULD DEVELOP INSTRUCTOR PILOT QUALS

```

CODE
1. ***** ( 253)
   I AGREE STRONGLY
   I
   I
2. ***** ( 182)
   I
   I
   I
3. ***** ( 71)
   I
   I
   I
4. ***** ( 92)
   I
   I
   I
5. ***** ( 94)
   I DISAGREE STRONGLY
   I
   I
9. * ( 4)
MISSING) I
        I
        I.....I.....I.....I.....I.....I
        0          100          200          300          400          500
        FREQUENCY

```

MEAN	2.410	STD ERR	0.055	MEDIAN	2.011
MODE	1.000	STD DEV	1.434	VARIANCE	2.057
CURTOSIS	-1.002	SKEWNESS	0.637	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	692	MISSING CASES	4		

1/13/81

FILE - THESIS - CREATED 09/30/81

URV18 PILOTS SHOULD FLY OTHERS SHD ADMIN

CODE

1. ***** (127)
I AGREE STRONGLY
I
I

2. ***** (202)
I
I
I

3. ***** (108)
I
I
I

4. ***** (166)
I
I
I

5. ***** (39)
I DISAGREE STRONGLY
I
I

9. (4)
MISSING) I
I
I

0.....I.....I.....I.....I.....I
FREQUENCY 100 200 300 400 500

MEAN	2.838	STD ERR	0.050	MEDIAN	2.657
MODE	2.000	STD DEV	1.325	VARIANCE	1.757
CURTOSIS	-1.217	SKEWNESS	0.157	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	692	MISSING CASES	4		

1/13/81

FILE - THESIS - CREATED 09/30/81

URV19 PRIMARILY IN CG TO FLY CG ACFT

CODE

1. I ***** (174)
I AGREE STRONGLY
I
2. I ***** (156)
I
I
3. I ***** (150)
I
I
4. I ***** (128)
I
I
5. I ***** (87)
I DISAGREE STRONGLY
I

MISSING)

9. I (1)
I

I I I I I I I
0 40 80 120 160 200
FREQUENCY

MEAN	2.709	STD ERR	0.051	MEDIAN	2.617
MODE	1.000	STD DEV	1.352	VARIANCE	1.829
CURTOSIS	-1.155	SKEWNESS	0.234	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	695	MISSING CASES	1		

1/13/81

FILE - THESIS - CREATED 09/30/81

SURV20 WOULD XFER OUT TO FLY

```

CODE
1. ***** ( 95)
   I AGREE STRONGLY
   I
   I
2. ***** ( 76)
   I
   I
   I
3. ***** ( 70)
   I
   I
   I
4. ***** ( 116)
   I
   I
   I
5. ***** ( 336)
   I DISAGREE STRONGLY
   I
   I
9. * ( 3)
(MISSING) I
          I
          I
          I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

MEAN      3.753      STD ERR      0.056      MEDIAN      4.409
MODE      5.000      STD DEV      1.483      VARIANCE    2.201
URTOSIS   -0.902      SKEWNESS    -0.786      RANGE       4.000
MINIMUM    1.000      MAXIMUM      5.000

VALID CASES      693      MISSING CASES      3
    
```

1/13/81

FILE - THESIS - CREATED 09/30/81

URV21 IMPORT OF BEING XO OR CO

```

CODE
1. ***** ( 121)
   I  VERY UNIMPORTANT
   I
   I
2. ***** ( 73)
   I
   I
   I
3. ***** ( 119)
   I
   I
   I
4. ***** ( 162)
   I
   I
   I
5. ***** ( 220)
   I  VERY IMPORTANT
   I
   I
9. * ( 1)
(MISSING) I
          I
          I.....I.....I.....I.....I.....I
          0.....100.....200.....300.....400.....500
          FREQUENCY

```

MEAN	3.413	STD ERR	0.055	MEDIAN	3.713
MODE	5.000	STD DEV	1.461	VARIANCE	2.133
CURTOSIS	-1.157	SKEWNESS	-0.465	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	695	MISSING CASES	1		

1/13/81

FILE - THESIS - CREATED 09/30/81

SURV22 IMPORT OF FLYING CG ACFT

```

CODE
1. ***** ( 332)
   I  VERY IMPORTANT
   I
   I
2. ***** ( 223)
   I
   I
   I
3. ***** ( 90)
   I
   I
   I
4. ***** ( 32)
   I
   I
   I
5. *** ( 17)
   I  VERY UNIMPORTANT
   I
   I
9. * ( 2)
MISSING) I
        I
        I.....I.....I.....I.....I.....I
        0.....100.....200.....300.....400.....500
        FREQUENCY

```

MEAN	1.817	STD ERR	0.038	MEDIAN	1.567
MODE	1.000	STD DEV	0.990	VARIANCE	0.981
KURTOSIS	1.217	SKEWNESS	1.267	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	694	MISSING CASES	2		

11/13/81

FILE - THESIS - CREATED 09/30/81

SURV23 IMPORT OF PARTIC IN CG AVTN DECISIONS

```

CODE
  1. ***** ( 279)
     I  VERY IMPORTANT
     I
     I
  2. ***** ( 285)
     I
     I
     I
  3. ***** ( 93)
     I
     I
     I
  4. *** ( 24)
     I
     I
     I
  5. ** ( 14)
     I  VERY UNIMPORTANT
     I
     I
  9. * ( 1)
(MISSING) I
          I
          I.....I.....I.....I.....I.....I
          0          100          200          300          400          500
          FREQUENCY

MEAN      1.862      STD ERR      0.035      MEDIAN      1.740
MODE      2.000      STD DEV      0.915      VARIANCE      0.837
SURTOSIS  1.490      SKEWNESS  1.183      RANGE        4.000
MINIMUM   1.000      MAXIMUM   5.000

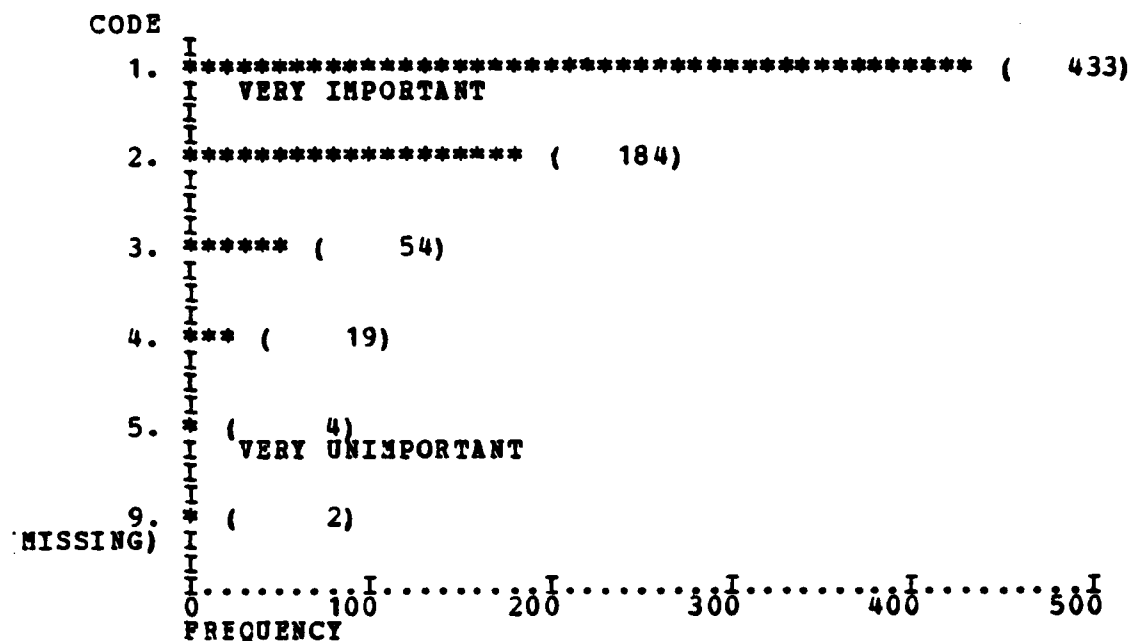
VALID CASES      695      MISSING CASES      1

```

1/13/81

FILE - THESIS - CREATED 09/30/81

SURV24 IMPORT OF BECOMING UNUSUALLY GOOD PILOT



MEAN	1.526	STD ERR	0.030	MEDIAN	1.301
MODE	1.000	STD DEV	0.800	VARIANCE	0.639
KURTOSIS	2.656	SKEWNESS	1.656	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000		
VALID CASES	694	MISSING CASES	2		

FILE - THESIS - CREATED 09/30/81

CODE

2. ***** (64)

3. ¹***** (145)

4. ~~XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX~~ (257)

5. ***** (204)
I VERY IMPORTANT

9. * (1)
MISSING) I

0.....100.....200.....300.....400.....500
FREQUENCY

EAN	3.793
ODE	4.000
URTOSIS	-0.090
INIMUM	1.000

STD ERR	0.041
STD DEV	1.074
SKEWNESS	-0.729
MAXIMUM	5.000

MEDIAN	3.942
VARIANCE	1.153
RANGE	4.000

VALID CASES **695**

MISSING CASES 1

1/13/81

FILE - THESIS - CREATED 09/30/81

URV26 IMPORT OF BEING EVALUATED ONLY AS PILOT

CODE

```

      I
1.  ***** (      47)
      I  VERY IMPORTANT
      I
      I
2.  ***** (    153)
      I
      I
      I
3.  ***** (    214)
      I
      I
      I
4.  ***** (    159)
      I
      I
      I
5.  ***** (    117)
      I  VERY UNIMPORTANT
      I
      I
9.  ** (      6)
MISSING) I
      I
      I
      I
      I.....I.....I.....I.....I.....I
      0.....100.....200.....300.....400.....500
      FREQUENCY

```

EAN 3.212
 ODE 3.000
 URTOSSIS -0.866
 INIMUM 1.000

STD ERR 0.044
 STD DEV 1.166
 SKEWNESS -0.032
 MAXIMUM 5.000

MEDIAN 3.178
 VARIANCE 1.360
 RANGE 4.000

ALID CASES 690

MISSING CASES 6

1/13/81

FILE - THESIS - CREATED 09/30/81

URV27 IMPCRT OF SERV ON HIGH RESF STAFF

```

CODE
1. ***** ( 150)
   I  VERY UNIMPORTANT
   I
   I
2. ***** ( 121)
   I
   I
   I
3. ***** ( 164)
   I
   I
   I
4. ***** ( 158)
   I
   I
   I
5. ***** ( 100)
   I  VERY IMPORTANT
   I
   I
9. ** ( 3)
MISSING) I
         I
         I
         I.....I.....I.....I.....I.....I
         0          40          80          120          160          200
         FREQUENCY

```

EAN	2.909	STD ERR	0.052	MEDIAN	2.960
ODE	3.000	STD DEV	1.356	VARIANCE	1.840
URTOSIS	-1.200	SKEWNESS	-0.009	RANGE	4.000
INIMUM	1.000	MAXIMUM	5.000		
ALID CASES	693	MISSING CASES	3		

1/13/81

FILE - THESIS - CREATED 09/30/81

URV28 CAREER OF PILOT OR OFFICER

CODE

```

1. ***** ( 92)
   I  MOSTLY AS A PILOT
   I
   I
2. ***** ( 151)
   I
   I
   I
3. ***** ( 176)
   I
   I
   I
4. ***** ( 147)
   I
   I
   I
5. ***** ( 127)
   I  MOSTLY AS AN OFFICER
   I
   I
9. ** ( 3)
MISSING) I
         I
         I
         I.....I.....I.....I.....I.....I.....I
         0.....40.....80.....120.....160.....200
         FREQUENCY

```

EAN	3.095	STD ERR	0.049	MEDIAN	3.088
ODE	3.000	STD DEV	1.299	VARIANCE	1.687
URTOSIS	-1.088	SKEWNESS	-0.038	RANGE	4.000
INIMUM	1.000	MAXIMUM	5.000		
ALID CASES	693	MISSING CASES	3		

FILE - THESIS - CREATED 09/30/81

 IN BECOMING UNIT INSTR PILOT

```

CODE
1. ***** ( 316)
   I  VERY INTERESTED
   I
2. ***** ( 163)
   I
   I
3. ***** ( 93)
   I
   I
4. ***** ( 52)
   I
   I
5. ***** ( 70)
   I  VERY UNINTERESTED
   I
9. * ( 2)
MISSING)
0.....100.....200.....300.....400.....500
FREQUENCY

```

EAN	2.131	STD ERR	0.051	MEDIAN	1.690
JDE	1.000	STD DEV	1.335	VARIANCE	1.782
URTOSIS	-0.288	SKEWNESS	0.971	RANGE	4.000
INIMUM	1.000	MAXIMUM	5.000		
ALID CASES	694	MISSING CASES	2		

1/13/81

FILE - THESIS - CREATED 09/30/81

URV30 ____PARTIC IN FLY ONLY CAREER PRGM

```

CODE
1. ***** ( 292)
   I
   I  WOULD
   I
2. ***** ( 134)
   I
   I
   I
3. ***** ( 113)
   I
   I
   I
4. ***** ( 55)
   I
   I
   I
5. ***** ( 100)
   I  WOULD NOT
   I
   I
9. * ( 2)
MISSING) I
I
I.....I.....I.....I.....I.....I
0      100      200      300      400      500
FREQUENCY

```

EAN	2.333	STD ERR	0.055	MEDIAN	1.910
JDE	1.000	STD DEV	1.446	VARIANCE	2.090
URTOSIS	-0.869	SKEWNESS	0.714	RANGE	4.000
INIMUM	1.000	MAXIMUM	5.000		
ALID CASES	694	MISSING CASES	2		

1/13/81

FILE - THESIS - CREATED 09/30/81

URV31 -----PARTIC IN FLY ONLY CAREER PRGM IF LIMITED TO LCDR

```

CODE
1. I ***** ( 130)
   I  WOULD
   I
2. I ***** ( 75)
   I
   I
3. I ***** ( 80)
   I
   I
4. I ***** ( 82)
   I
   I
5. I ***** ( 326)
   I  WOULD NOT
   I
   I
9. I * ( 3)
MISSING) I
        I
        I.....I.....I.....I.....I.....I
        0.....100.....200.....300.....400.....500
        FREQUENCY

```

3AN	3.576	STD ERR	0.060	MEDIAN	4.250
3DE	5.000	STD DEV	1.591	VARIANCE	2.531
JRTOSIS	-1.298	SKEWNESS	-0.570	RANGE	4.000
INIMUM	1.000	MAXIMUM	5.000		
ALID CASES	693	MISSING CASES	3		

FILE - THESIS - CREATED 09/30/81

CODE

EAN	5.951	STD ERR	0.105	MEDIAN	6.022
JDE	6.000	STD DEV	2.767	VARIANCE	7.658
URTOSIS	-0.325	SKEWNESS	0.190	RANGE	16.000
INIMUM	2.000	MAXIMUM	18.000		
ALID CASES	696	MISSING CASES	0		

BIBLIOGRAPHY

- Barber, B., "Some Problems in the Sociology of the Professions," Daedalus, Fall, 1965.
- Bentz, V.J., A Study of Leadership in a Liberal Arts College, Mimeograph, Ohio State University, Columbus, Ohio, 1950.
- Blau, P.M. and Scott, W.R., Formal Organizations, San Francisco: Chandler, 1962.
- Bond, D.D., The Love and Fear of Flying, New York: International University Press, 1952.
- Campbell, D.P., Manual for the SVIB-SCII, Stanford, Stanford University Press, 1977.
- Carver, M.L., "No Surprise Why Pilots Leave Service," Air Force Times, 4 June, 1979.
- Carver, M.L., "The Pilot Exodus," Air Force Times, 24 March, 1980.
- Cogan, M.L., "Toward a Definition of Profession," Harvard Educational Review, Winter, 1953.
- Commandant, U.S. Coast Guard, "Coast Guard Officers: How They are Selected, Promoted and Integrated," Commandant's Bulletin 29-81.
- Corwin, R.G., "The Professional Employee: A Study of Conflict in Nursing Roles," American Journal of Sociology, No. 66, 1961.
- Dalton, M., "Conflicts Between Line and Staff Managerial Officers," American Sociological Review, June, 1950.
- Day, B.A., "Navy Pilots are Bailing Out," Naval Institute Proceedings, October, 1979.
- Dyer, R.F., et. al., Questionnaire Construction Manual, U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Hood, Texas, September, 1976.
- Fine, P.M. and Hartmen, B.O., Psychiatric Strengths and Weaknesses of Typical Air Force Pilots, School of Aerospace Medicine, Brooks A.F.B., Texas, Project 7755, November, 1968.
- Francis, R.G. and Stone, R.C., Service and Procedure in Bureaucracy, Minneapolis, University of Minnesota Press, 1956.

- Goldner, F. and Ritti, R., "Professionalization as Career Im-mobility," The Sociology of Organizations, Grunsky and Miller eds., New York, Free Press, 1970.
- Goldstein, B., "Some Aspects of Unionism Among Salaried Profes-sionals in Industry," American Sociological Review, March 1958.
- Gouldner, A.W., "Cosmopolitans and Locals: Toward an Analysis of Latent Social Roles," Administrative Science Quarterly, December, 1957.
- Gross, M., et. al., Exploration in Role Analysis, New York, John Wiley and Sons, 1958.
- Gulick, C.E. and Laakman, H.E., An Analysis of Factors Influ-encing the Turnover of Unites States Air Force Pilots in the Six to Eleven Year Group, Air Force Institute of Tech-nology, Wright-Patterson A.F.B., June, 1980.
- Hall, R.H., "Professionalization and Bureaucratization," Ameri-can Sociological Review, Vol. 33, 1968.
- Holemon, K., Coast Guard Aviators, Unpublished Staff Study Commandant, U.S. Coast Guard (G-OSR-2), Washington, D.C. 13 August, 1980.
- Klatt, L., "The Professionalization of Everyone," Personnel Journal, March, 1978.
- Kornhauser, W., Scientists in Industry: Conflict and Accommo-dation, Berkeley, University of California Press, 1962.
- Landsbury, R., Professionals and Management, St. Lucia, Aus-tralia, University of Queensland Press, 1978.
- Matthews, W.T., et. al., Job Satisfaction and Retention of Marine Corps Flight Instructors, CRC-364, Center for Naval Analysis, Arlington, Virginia, November, 1978.
- McCormick, E.G. and Ilgen, D.R., Industrial Psychology, Engle-wood Cliffs, New Jersey, Prentice-Hall, 1980.
- Merton, R.V., Social Theory and Social Structure, Glencoe, Ill., Irwin, 1957.
- Millard, C.A., Factors that Effect the Career Decisions of Marine Corps Pilots and Flight Officers CRC-403, Center for Naval Analysis, Arlington, Virginia, September, 1979.
- NAVPERS 15658(A), Navy Military Personnel Statistics, FY-79 Annual Report, Statistics Office, Washington, D.C., Septem-ber, 1979.

- Nie, N.H., et. al., Statistical Package for the Social Sciences, New York, McGraw-Hill, 1975.
- Rickus, G.M., Booth, R.F. and Amoler, R.K., Comparison of Career and Non-Career Naval Aviators, Naval Aeromedical Institute, BUMEDSURGmf 12.524.002.5001.56, Special Report 68-2, Pensacola, Florida, 24 July, 1968.
- Robertson, D.W., Career Related Values of Designated Naval Aviators and Naval Flight Officers, Naval Personnel Research Activity, San Diego, October, 1966.
- Scott, W.R., "Professionals in Bureaucracies - Areas of Conflict," Professionalization, Vollmer and Miller, eds., Englewood Cliffs, New Jersey, Prentice-Hall, 1968.
- Shepherd, C., "Orientations of Scientists and Engineers," Pacific Sociological Review, Spring, 1961.
- Sheposh, J.P., et. al., Factors Relating to Naval Aviator Career Decisions, Navy Personnel Research and Development Center, San Diego, August, 1980.
- Sorensen, J.E. and Sorensen, T.L., "The Conflict of Professionals in Bureaucratic Organizations," Administrative Science Quarterly, January, 1974.
- Thompson, V.A., Modern Organizations, New York, Knoff, 1961.
- Vollmer, H.M. and Mills, D.L. (eds.), Professionalization, Englewood Cliffs, New Jersey, Prentice-Hall, 1966.

INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Technical Information Center Cameron Station Alexandria, Virginia 22314	2
2. Library, Code 0142 Naval Postgraduate School Monterey, California 93940	2
3. Department Chairman, Code 54 Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	1
4. Professor J. Senger Code 54Se Naval Postgraduate School Monterey, California 93940	1
5. Professor R. Weitzman Code 54Wz Naval Postgraduate School Monterey, California 93940	1
6. Professor K. Euske Code 54Ee Naval Postgraduate School Monterey, California 93940	1
7. Lt. D.A. Goward c/o Commandant (G-OSR-2) U.S. Coast Guard Washington, D.C. 20593	2
8. Commandant (G-PTE) U.S. Coast Guard Washington, D.C. 20593	1
9. Commandant (G-PO) U.S. Coast Guard Washington, D.C. 20593	1
10. Commandant (G-P-1/2) U.S. Coast Guard Washington, D.C. 20593	1
11. Commandant (G-PO-2/3) U.S. Coast Guard Washington, D.C. 20593	1
12. Capt. T.T. Matteson c/o Commandant (G-PO) U.S. Coast Guard Washington, D.C. 20593	1

- | | |
|---|---|
| 13. LCDR K. Holemon
c/o Commandant (G-OSR-2)
U.S. Coast Guard
Washington, D.C. 20593 | 1 |
| 14. CAPT D.E. Ciangaglini
Commanding Officer
U.S.C.G. Air Station
Route 1 Box 950
Warrenton, Oregon 97146 | 1 |
| 15. Commanding Officer
U.S.C.G. Air Station
Corpus Christi, Texas 78419 | 1 |
| 16. Commanding Officer
U.S.C.G. Air Station
Elizabeth City, N.C. 27909 | 1 |
| 17. Commanding Officer
U.S.C.G. Air Station
Barbers Point, HI. 96862 | 1 |
| 18. Commanding Officer
U.S.C.G. Air Station
c/o U.S.C.G. Support Center, Box 33
Kodiak, Alaska 99619 | 1 |
| 19. Commanding Officer
U.S.C.G. Air Station
Route 1, Box 950
Warrenton, Oregon 97146 | 1 |
| 20. Commanding Officer
U.S.C.G. Air Station
Port Angeles, Wa. 98362 | 1 |
| 21. Commanding Officer
U.S.C.G. Air Station
McClellan A.F.B.
Sacramento, Ca. 95652 | 1 |
| 22. Commanding Officer
U.S.C.G. Air Station
c/o Naval Air Station
Glenview, Illinois 60026 | 1 |
| 23. Commanding Officer
U.S.C.G. Air Station
2710 Harbor Drive
San Diego, Ca. 92101 | 1 |

24. Commanding Officer U.S.C.G. Air Station Selfridge A.F.B., Michigan 48045	1
25. Commanding Officer U.S.C.G. Air Station Eilington A.F.B. Houston, Texas 77209	1
26. Commanding Officer U.S.C.G. Air Station Floyd Bennett Field Brooklyn, N.Y. 11234	1
27. Commanding Officer U.S.C.G. Air Station Otis A.F.B., Ma. 02542	1
28. Commanding Officer U.S.C.G. Air Station Cape May, N.J. 08204	1
29. Commanding Officer U.S.C.G. Air Station Hunter A.A.F. Post Office Savannah, Georgia 31409	1
30. Commanding Officer U.S.C.G. Air Station Opa Locka Airport 1300 Beach Drive Opa Locka, Fla. 33054	1
31. Commanding Officer U.S.C.G. Air Station Clearwater, Fla. 33054	1
32. Commanding Officer U.S.C.G. Air Station Boringuen Ramey, Puerto Rico 00604	1
33. Commanding Officer U.S.C.G. Air Station South San Francisco, Ca. 94128	1
34. Commanding Officer U.S.C.G. Air Station Traverse City, Michigan 49684	1
35. Commanding Officer U.S.C.G. Air Station 5885 W. Imperial Highway, Box 90220 Los Angeles, Ca. 90009	1

36. Commanding Officer 1
U.S.C.G. Air Station
P.O. Box 445
Belle Chasse, Louisiana 70146

37. Commanding Officer 1
U.S.C.G. Air Station
McKinleyville, Ca. 95521

38. Commanding Officer 1
U.S.C.G. Air Station
2000 Conneticut Ave.
North Bend, Oregon 97459

38. Commanding Officer 1
U.S.C.G. Air Station
P.O. Box 6-5000
Sitka, Alaska 99835

40. Polar Operations Divisions 1
U.S.C.G. Aviation Training Center
Mobile, Alabama 36608

41. Commanding Officer 1
U.S.C.G. Aircraft Repair and Supply Center
Elizabeth City, N.C. 27909

42. Commanding Officer 1
U.S.C.G. Air Station
Washington National Airport
Washington, D.C. 20001

43. U.S.C.G. Aircraft Program Office 1
P.O. Box 1747
Grand Prairie, Texas 75051

44. U.S.C.G. Aircraft Program Office 1
P.O. Box 6186
Little Rock, Arkansas 72216

45. Director 1
Naval Aviation Safety Programs
Naval Postgraduate School
Monterey, Ca. 93940

46. Dr. D. Robertson 1
c/o Commanding Officer
Naval Personnel Research and Development Center
San Diego, Ca. 92151

47. Commanding Officer 1
Navy Personnel Research and Development Center
San Diego, Ca. 92151

DATE
ILME
—8