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Family Adaptation: Second Annual In Process Review

Caliber Associates

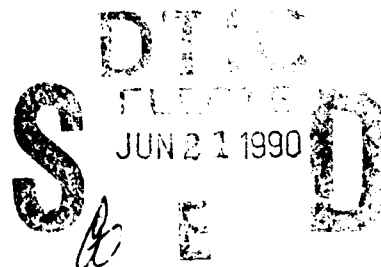
for

**Contracting Officer's Representative
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**Manpower and Personnel Research Laboratory
Paul A. Gade, Acting Director**

April 1990



**United States Army
Research Institute for the Behavioral and Social Sciences**

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Research accomplished under contract for
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Caliber Associates

Technical review by

Albert C. F. Gilbert

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<p>This report covers the progress and plans for Research Area #1 (Family Adaptation) of the Army Family Research Program. The report highlights three areas of research: (1) the family adaptation model and measures, (2) developmental research (products and findings), and (3) the planned core extension research designed to address installation leadership practices, family adaptation to relocation, and family adaptation to separation.</p> <p style="text-align: right;">Keywords:</p>			
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FAMILY ADAPTATION: SECOND ANNUAL IN PROCESS REVIEW

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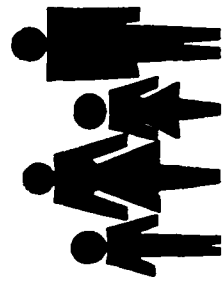
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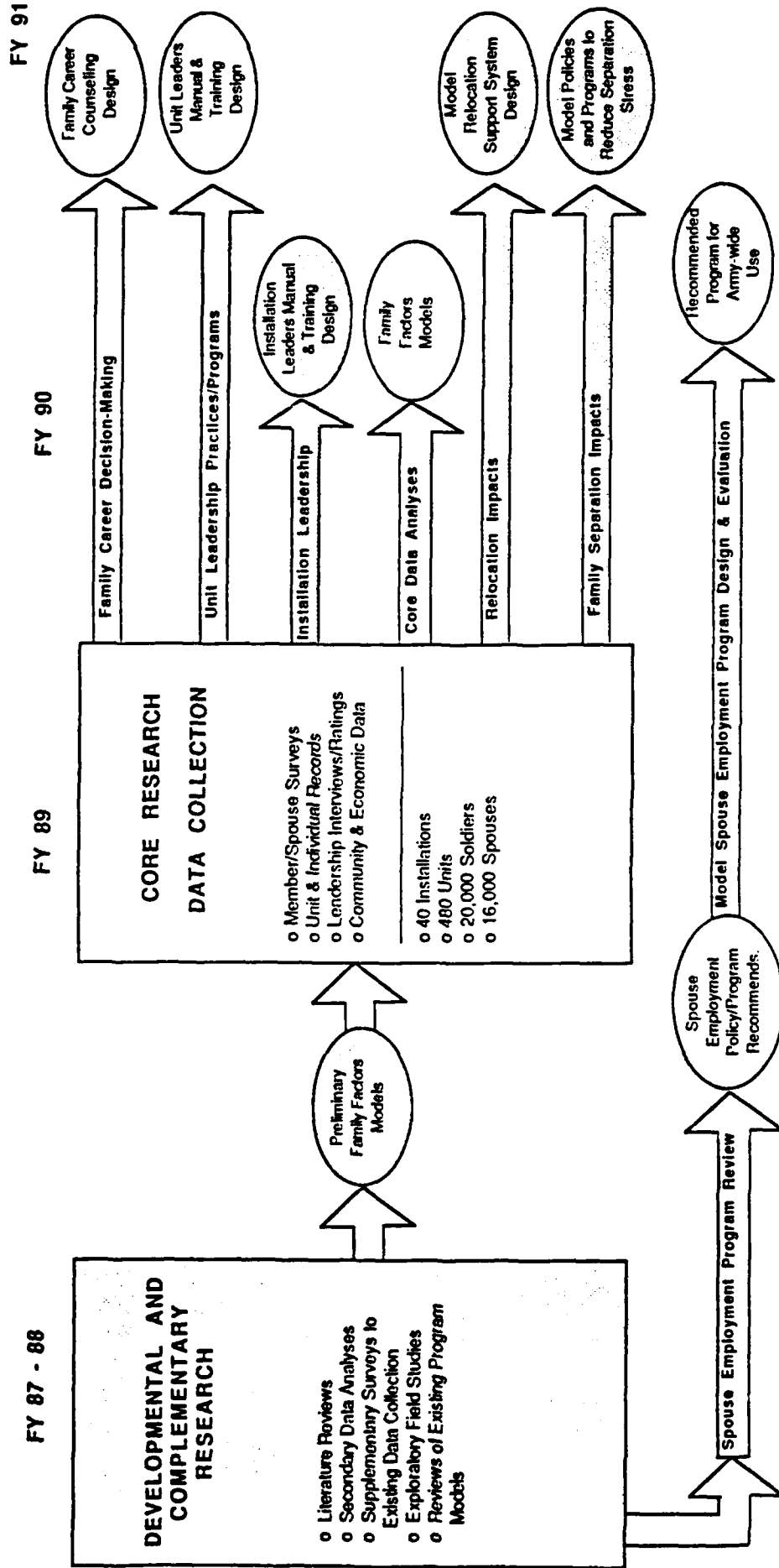


FAMILY ADAPTATION: SECOND ANNUAL IN PROCESS REVIEW

OVERVIEW OF AFRP RESEARCH AREA #1: FAMILY ADAPTATION



AFRP RESEARCH STRATEGY



OVERVIEW OF RESEARCH AREA #1: Family Adaptation

- Family Adaptation Model and Measures
- Developmental Research -- Products and Findings
- Core Extension Projects
 - Installation Leadership Practices
 - Family Adaptation to Relocation
 - Family Adaptation to Separation

FAMILY ADAPTATION MODEL AND MEASURES

- Theoretical Model
- Empirical Model
- TR 1 Outline

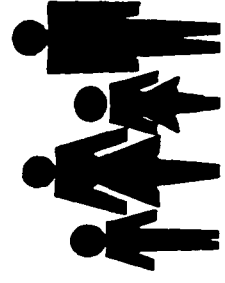


FIGURE 1

THE (ARMY) FAMILY ADAPTATION MODEL

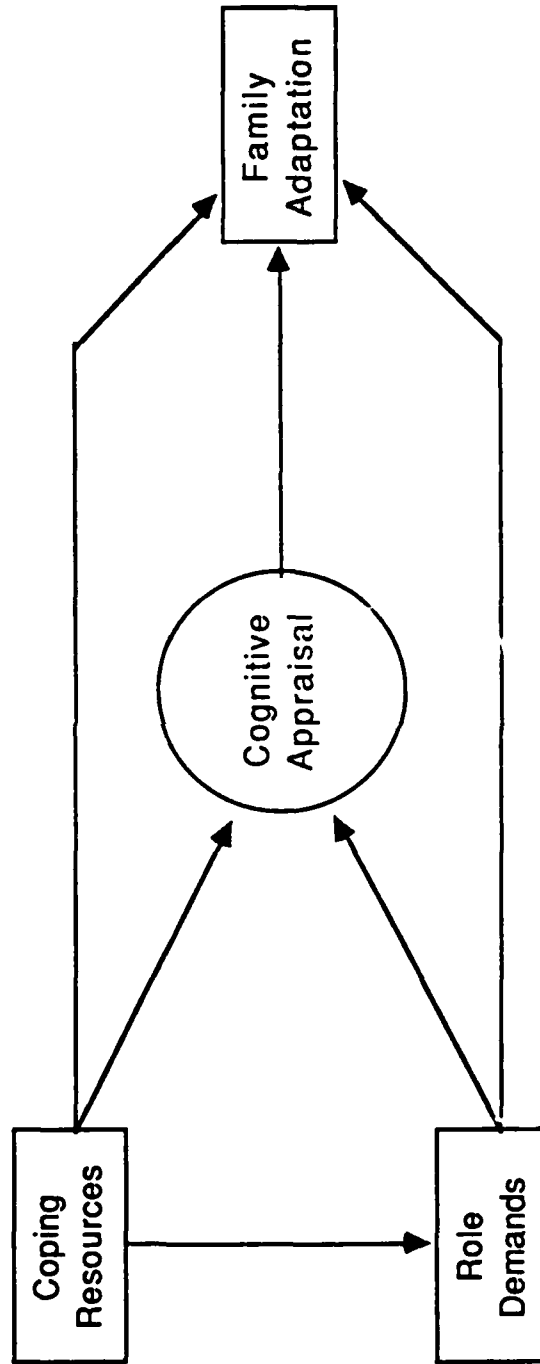
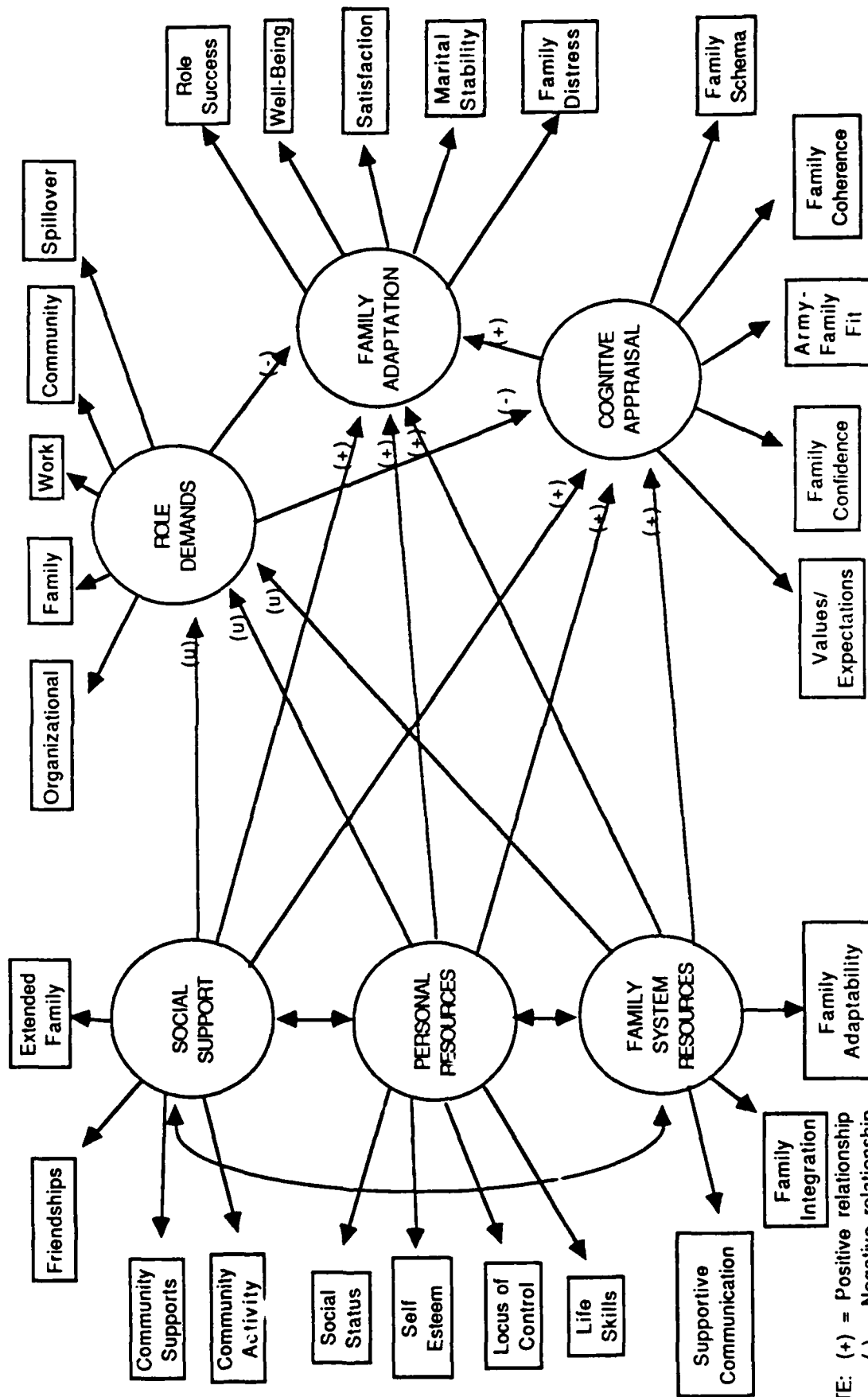


FIGURE 2

THE ARMY FAMILY ADAPTATION AS AN EMPIRICALLY TESTABLE MODEL



NOTE: (+) = Positive relationship
 (-) = Negative relationship
 (u) = Curvilinear relationship

OUTLINE

**TR 1: THE EFFECT OF ROLE DEMANDS ON FAMILY ADAPTATION
IN THE U.S. ARMY: THE ARMY FAMILY ADAPTATION MODEL**

INTRODUCTION

- o The Nature of Role Demands
- o A Brief Overview of Task 1
- o Purpose and Overview of TR 1
- To present a theoretical model to explain variation in the level of family adaptation to role demands
- To provide nominal definitions of each conceptual domain in the model, including a delineation of propositions derived from the model
- To specify an empirically testable model from the theoretical model, including operational definitions of key concepts and theoretically - and empirically - derived hypotheses
- To describe measures recommended as operational indicators of the variables in the model.

THE ARMY FAMILY ADAPTATION MODEL (FIGURE 1)

- o Introduction
 - Provide a brief and general overview of historical roots of the model as well as its major focus.
- o Definition of Constructs
 - Role Demands
 - Coping Resources
 - Cognitive Appraisal
 - Family Adaptation

TR 1 OUTLINE CONT'D

o Propositions from the Model

1. The level and interaction of coping resources influence the intensity and spillover of role demands, and this is a curvilinear relationship.
2. The level and interaction of coping resources influence the family's cognitive appraisal of their situation, and this is a positive relationship.
3. The level and interaction of coping resources influence the level of family adaptation, and this is a positive relationship.
4. There is a reciprocal and positive interaction among the subdimensions of coping resources.
5. The intensity and spillover of role demands influence the family's cognitive appraisal of their situation, and this is a negative relationship.
6. The intensity and spillover of role demands influence the level of family adaptation, and this is a negative relationship.
7. The family's cognitive appraisal of their situation influences the level of family adaptation, and this is a positive relationship.
8. The intensity and spillover of role demands, the level and interaction of coping resources, the family's cognitive appraisal of their situation, and the level of family adaptation vary across the family and career life cycle.

AN EMPIRICALLY TESTABLE MODEL (FIGURE 2)

o Introduction

Specify the model, provide operational definitions of its key constructs, and specify hypotheses.

o Hypotheses

Direct Influences on Family Adaptation

1. The level of family adaptation is positively influenced by the level and interaction of personal resources, family system resources, and social support; positively influenced by the family's cognitive appraisal of their situation; and negatively influenced by the intensity and spillover of role demands.

Indirect Influences on Family Adaptation

2. The intensity and spillover of role demands is influenced by the level and interaction of personal resources, family system resources, and social support, and this is a curvilinear relationship: families will experience the highest levels of role demands and spillover at high and low levels of personal resources, family system resources, and social support.
3. The family's cognitive appraisal of their situation is positively influenced by the level and interaction of personal resources, family system resources, and social support and negatively influenced by the intensity and spillover of role demands.
4. There is a positive and reciprocal relationship among the levels of personal resources, family system resources, and social support.

TR 1 OUTLINE CONT'D

MEASURES

- o Brief Introduction
- o Role Demands
- o Personal Resources
- o Family System Resources
- o Social Support
- o Cognitive Appraisal
- o Family Adaptation

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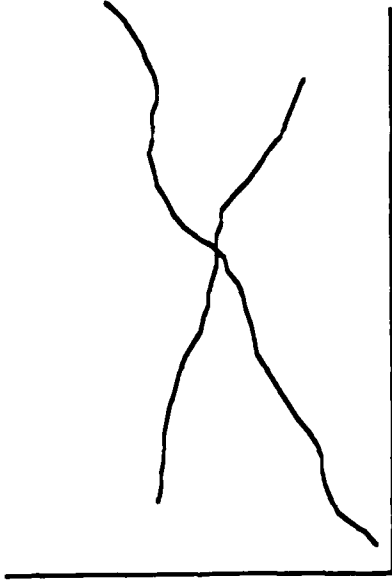
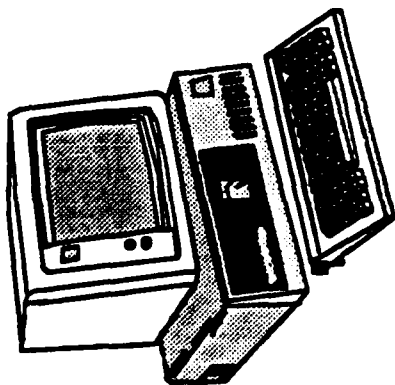
PLANS FOR ANALYSIS

CONCLUSION

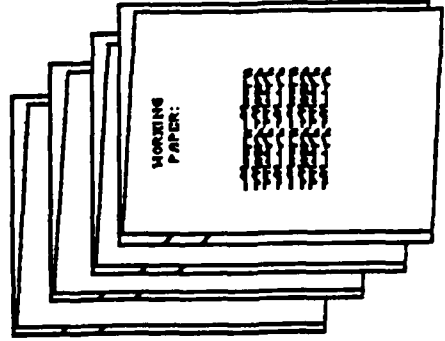
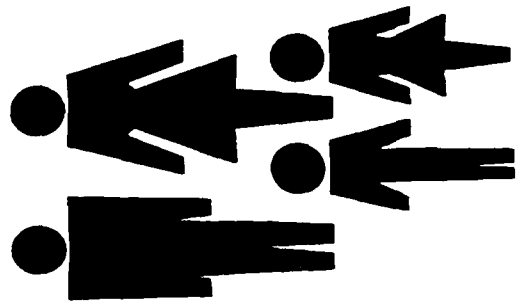
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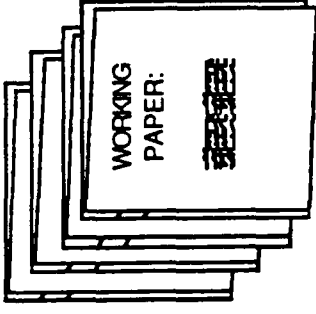
APPENDIX

Description of each measure, including a copy of the measure.)



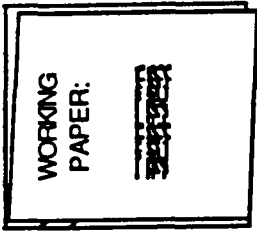
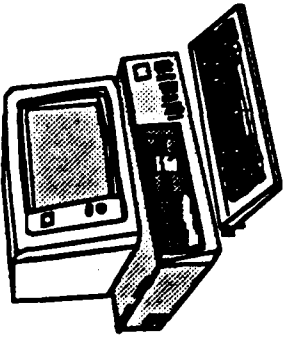
DEVELOPMENTAL RESEARCH -- PRODUCTS AND FINDINGS





DEVELOPMENTAL RESEARCH OVERVIEW

<u>Activity</u>	<u>Product</u>	<u>Status</u>
Literature review	To be incorporated in TR 1	Draft due 8/30/88
Secondary Analyses		
1985 DoD Family Survey	Family Satisfaction with Military Way of Life Among Soldiers	Final working paper delivered 4/88
	Satisfaction with Service's Attitude Toward Families Among Civilian Spouses	Final working paper delivered 5/88
1000 Army Families in Europe	Family Stressors and Resources	Final working paper due 6/30/88
Exploratory site visits	Investigating Family Adaptation to Army Life	Research Product due 6/30/88



WP: The Relationship of Family Satisfaction to Satisfaction with the Military Way of Life Among Soldiers

o Satisfaction with the environment for families is a significant predictor of overall satisfaction with the military way of life for the following groups:

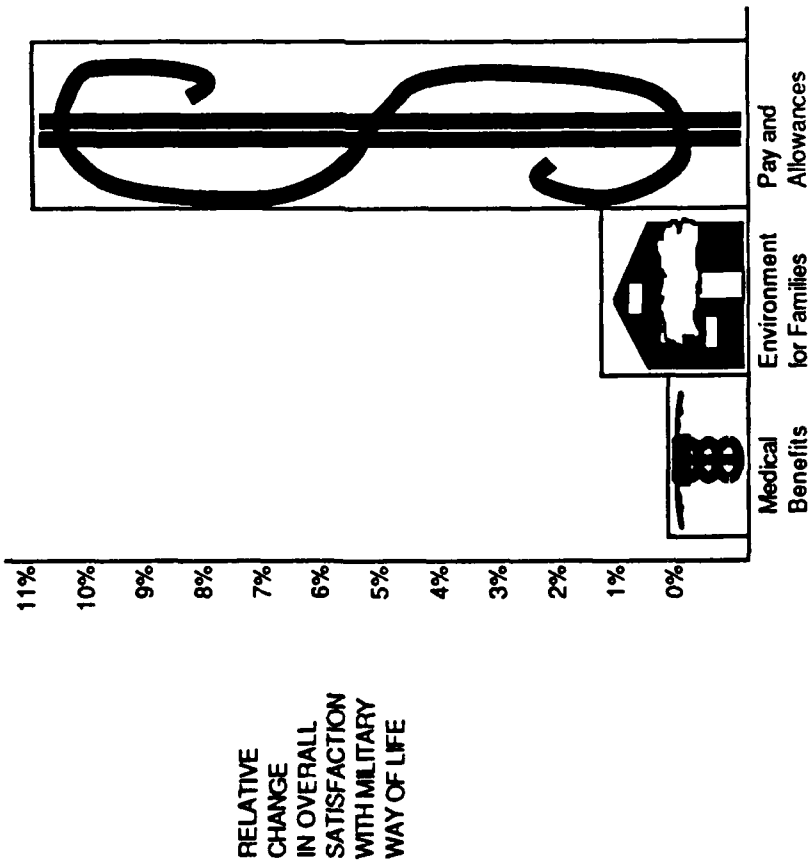
<u>Soldiers:</u>	<u>Married to:</u>	<u>With children?</u>
Enlisted	Other military	No
Enlisted	Other military	Yes
Enlisted	Civilians	Yes
Officers	Civilians	Yes

o These groups of soldiers comprise approximately 50% of the Army's total force.

THE FACTORS THAT PREDICT SATISFACTION WITH ARMY LIFE CHANGE WHEN A SOLDIER HAS A FAMILY

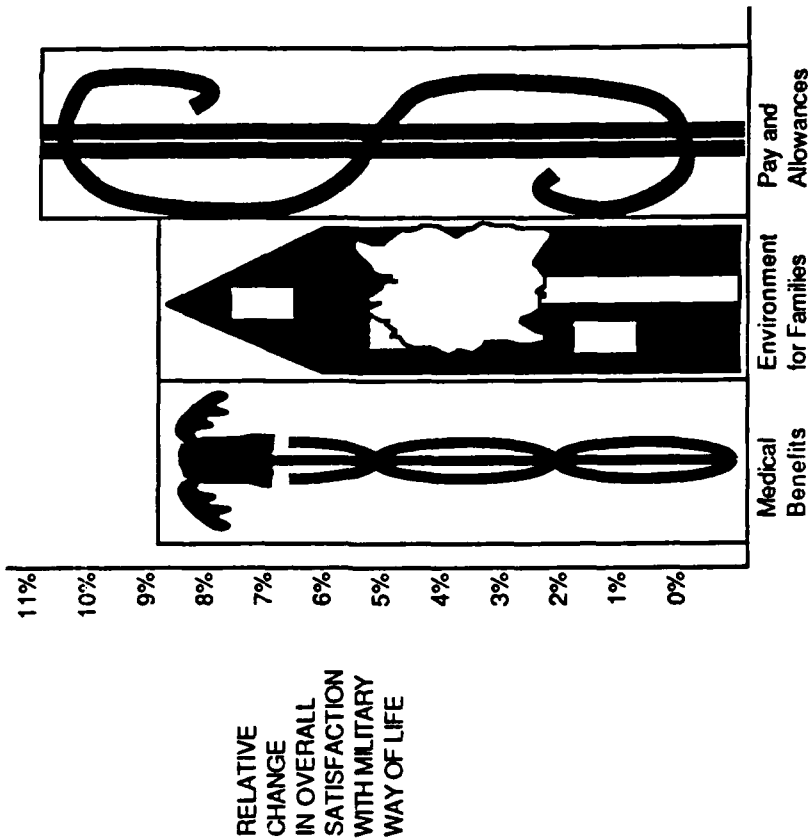
ENLISTED

SINGLE SOLDIERS

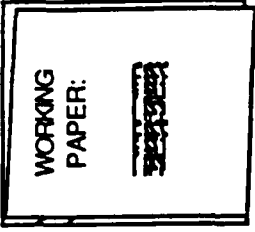
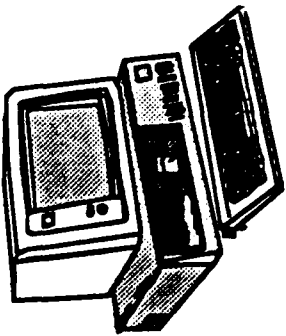


For single soldiers, pay and allowances are far more important than medical benefits or environment for families

MARRIED, WITH CHILDREN

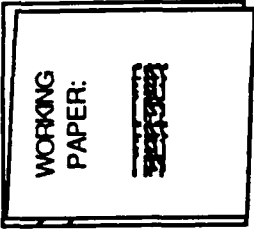
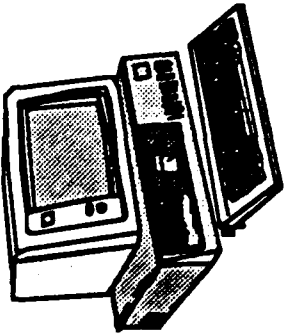


For married soldiers with children, medical benefits and environment for families are almost as important as pay and allowances



WP: The Service's Attitude Toward Families and Family Problems and Satisfaction With The Military Way of Life Among Civilian Spouses

- o Spouses are generally more dissatisfied than satisfied with the Service's attitude toward families and family problems.
- o Spouse satisfaction with the Service's attitude toward families and family problems was positively and significantly associated with overall satisfaction with the military way of life for all groups:
 - Married to enlisted with children
 - Married to enlisted without children
 - Married to officers with children
 - Married to officers without children.
- o The relationship is the strongest for spouses married to officers with children.



FAMILY ADAPTATION: AN EMPIRICAL ANALYSIS OF FAMILY STRESSORS AND FAMILY RESOURCES

o The significant predictors of family adaptation accounted for 48-59% of the variance in the level of family adaptation across four groups:

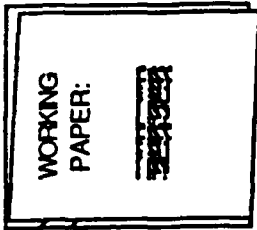
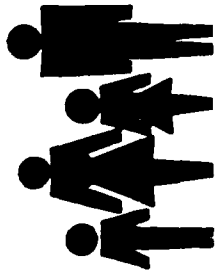
- Officers - Enlisted
- Officer spouses - Enlisted spouses

o Expectations before arrival about life in West Germany was the best predictor of family adaptation for all four groups:

- No less than 50% and as much as 70% of the variance explained in each regression model was explained by this variable

- The more families perceived life in West Germany to be the same or better than they expected, the higher the level of family adaptation.

o Level of community support emerged as the second best predictor of family adaptation for officers, enlisted, and enlisted spouses. For officer spouses, family support emerged as the second best predictor of family adaptation.



EXPLORATORY SITE VISITS

PURPOSE: Obtain Army and family perspectives on:

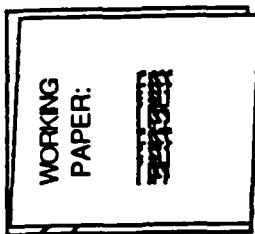
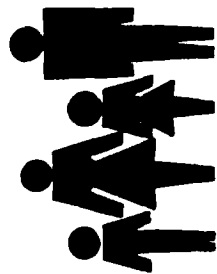
- o The Army family experience
- o Factors which define and affect Army family adaptation
- o Interactive effects between the Army and its families.

SITES:

- o Ft. Jackson, South Carolina
- o Ft. McClellan, Alabama
- o Ft. Ord, California

METHODS:

- o Focus group interviews with:
 - Soldiers/spouses (105)
 - Army leaders (51)
- o Resources Checklist completed by soldiers and spouses (86)
- o Individual interviews with service providers (28)



EXPLORATORY SITE VISIT FINDINGS: THE ARMY FAMILY EXPERIENCE

- o Participants reported that they enjoy the benefits of military service, but some benefits involve problems and constraints:

Advantages

Travel

Availability of housing and medical care

Job security

Career opportunity for member

Work with people

Disadvantages

Frequent relocation

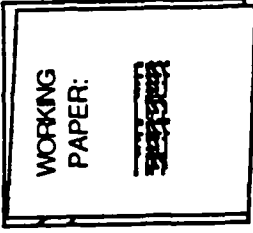
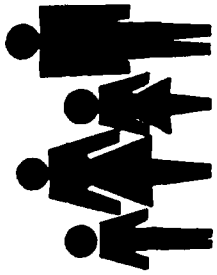
Quality of housing and medical care

Long hours and low pay

Demands on family

Separation from family

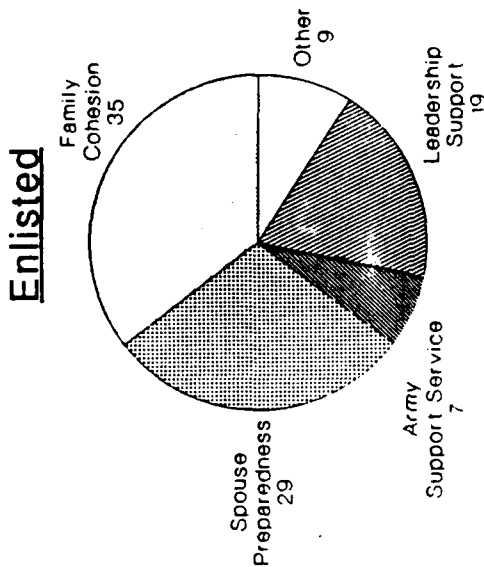
- o Army life was viewed as particularly demanding for spouses who have problems with careers and employment ("A wife can throw away dreams of a career") and with what is perceived as a lack of institutional support for their independent needs.



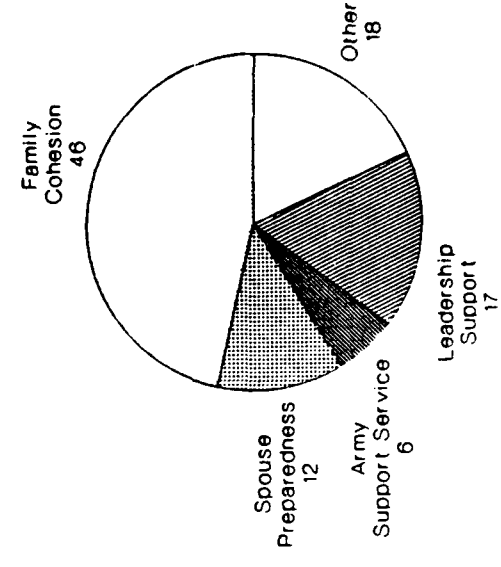
EXPLORATORY SITE VISIT FINDINGS: FAMILY ADAPTATION

- o Command support was described as a key factor in determining whether a unit or installation is supportive of families:
 - "Leadership emphasis on the family must go all the way through the chain of command."
 - "[Caring for families] is learned and passed on to others through experience. Soldiers learn by watching their supervisors so that when they reach that level, they understand."
 - "All commanders will talk about motherhood and apple pie but if senior leadership really cares, it won't provide just lip service."
- o Participants thought Army services and programs to support families were useful and important, but they themselves wouldn't use many services and programs (even the chaplains) because of breaches in confidentiality and adverse affects on the soldier's career. Career soldiers and spouses tended to rely, therefore, on informal support networks and civilian resources.
- o Checklist respondents identified family cohesion, leadership support, spouse preparedness, and Army services as important family adaptation resources.
- o The "adapted" family for the Army is an involved, committed family with no problems or complaints, but according to participants, "the Army is looking for the ideal family that does not exist in the Army or in larger society."

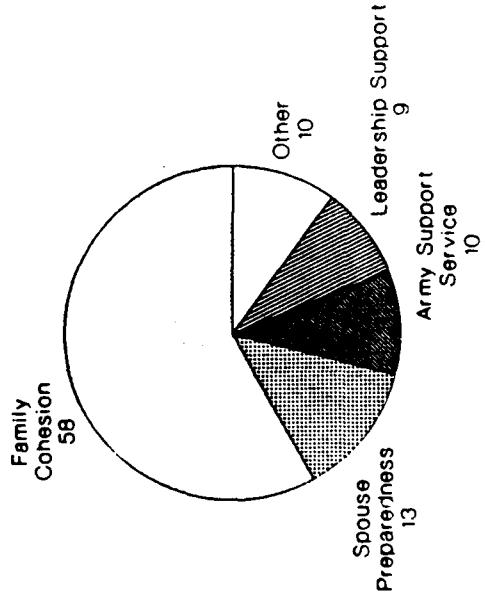
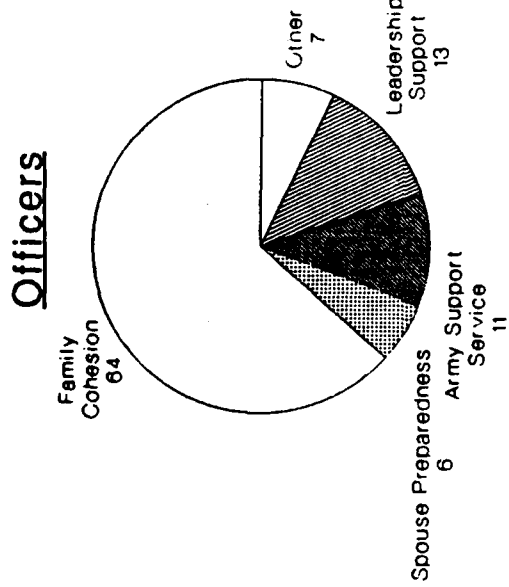
FAMILY COHESION, LEADERSHIP SUPPORT, SPOUSE PREPAREDNESS, AND ARMY SERVICES WERE IDENTIFIED AS IMPORTANT FAMILY ADAPTATION RESOURCES



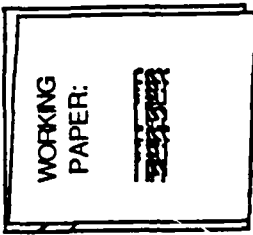
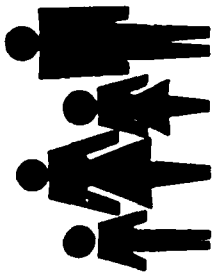
Active Duty Members



Spouses

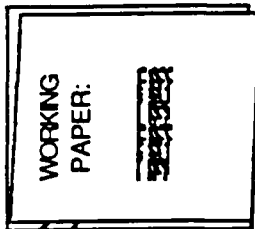
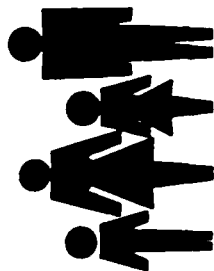


Source: Family Adaptation Exploratory Site Visit Report, 1988



EXPLORATORY SITE VISIT FINDINGS: IMPACT OF FAMILIES ON THE ARMY

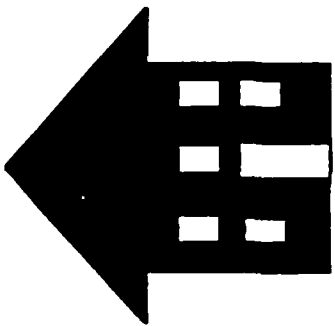
- o Families positively affect job performance and mission accomplishment by understanding job demands, supporting the soldier, and functioning independently:
 - "The soldier needs to be able to go off to work with confidence in the spouse"
 - "Needs met at home make it possible for the soldier to do his job"
 - "When the member is happy with family life, he will come to work happy"
 - "The family makes it possible for Private Light Fighters to jump out of the plane"
- o Families can negatively affect job performance and mission accomplishment by not supporting the soldiers and failing to function independently
 - "Any problem the family has is going to affect you and your job"
 - "If the soldier is unhappy, he won't be productive or motivated"
 - "Families hurt the mission if the spouse can't handle separation and is constantly...bothering the unit."
- o Families affect retention by encouraging or pressuring the soldier to leave the Army.
 - "Spouse's attitude is, if I'm not happy, you're not happy [in the Army]"



EXPLORATORY SITE VISIT FINDINGS: IMPLICATIONS

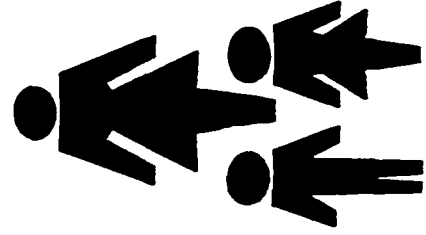
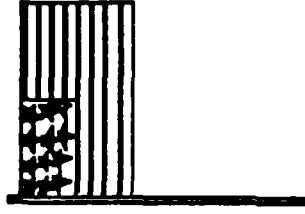
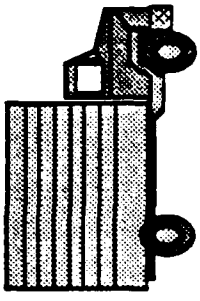
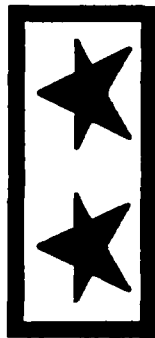
- o Site visit findings reinforce the value of research planned under the Army Family Research Program:
 - Army leaders, soldiers, spouses, and service providers believe family factors affect readiness and retention
 - Separations and relocations were identified as significant areas of concern for Army families
 - Leadership was identified as a key ingredient in making Army Family Programs successful

- o Site visit participants emphasized the importance of addressing the Army's impact on families as well as the families' impact on the Army.



CORE EXTENSION PROJECTS

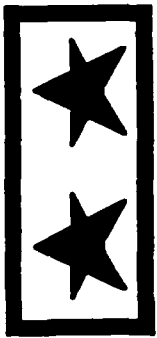
- Installation Leadership Practices
- Family Adaptation to Relocation
- Family Adaptation to Separation





INSTALLATION LEADERSHIP PRACTICES

- Purpose and objectives
- Overall design
- Products
- Work plan



PURPOSE AND OBJECTIVES

PURPOSE: Identify installation leaders' attitudes and practices which create a supportive environment for Army families and which promote family support for the Army

- OBJECTIVES:**
- Determine installation leadership attitudes, policies, practices and programs which affect the environment for families
 - Determine families' perceptions of the supportiveness of those policies, practices and programs
 - Assess the impact of those perceptions on family support for the Army
 - Determine which policies, practices and programs are perceived as most supportive and are most effective in promoting family support for the Army



PRODUCTS



TR 3: Effects of Installation Leadership Practices on Army Families

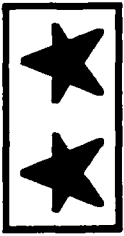
- Leadership practices, policies and programs affecting families
- Levels of family satisfaction and support
- Installation profiles and categories

RP 3: Leadership Practices and Training for Supportive Army Families

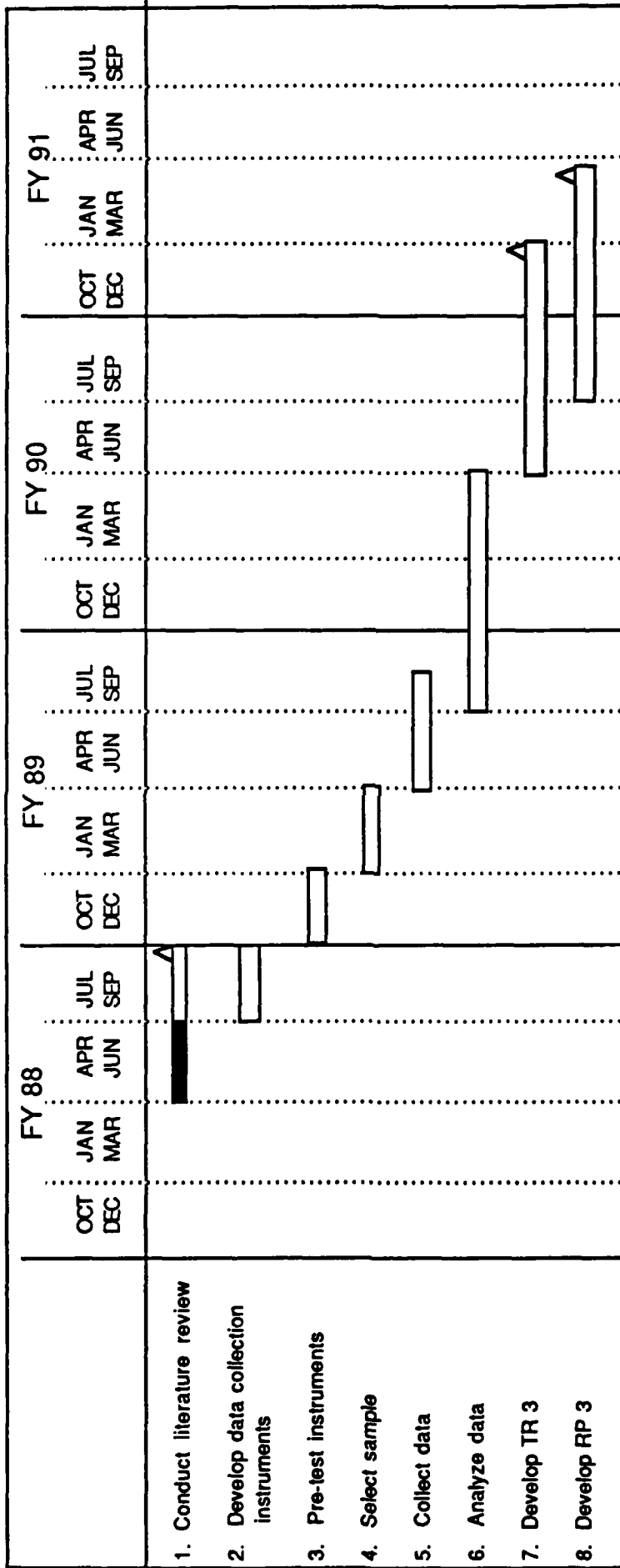
- Recommended training module
- "Best and worst" practices handbook
- Evaluation design to assess impact of modules and handbook

AUDIENCES

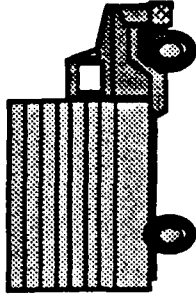
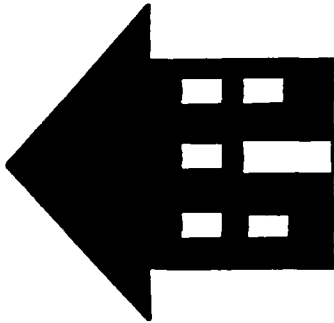
- DCSPER
- ARI
- TRADOC
- CFSC
- WRAIR



INSTALLATION LEADERSHIP PRACTICES WORK PLAN

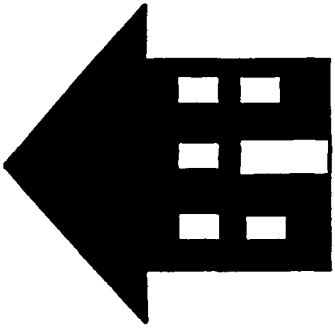


▲ = Major Deliverable

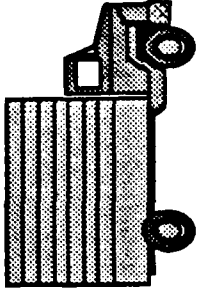


FAMILY ADAPTATION TO RELOCATION

- Purpose and objectives
- Overall design
- Products
- Work plan
- Secondary analysis plan
- Literature review findings to date



PURPOSE AND OBJECTIVES

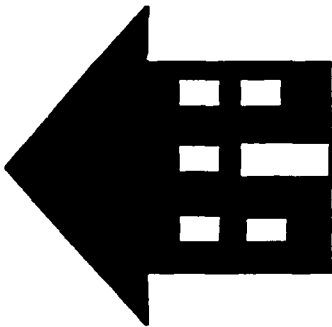


PURPOSE:

Identify a model set of Army relocation policies and programs that facilitate family adaptation to relocation; propose approaches for testing and evaluating these model policies and programs.

OBJECTIVES:

- Determine how relocations affect Army families and their adaptation and commitment to the Army
- Determine how Army families successfully adapt to frequent relocations and to new environments
- Assess the impact of Army PCS policies, practices, and programs on family adaptation to relocation
- Identify innovative, pro-active relocation programs used in the private sector and by government agencies to assist family adaptation.



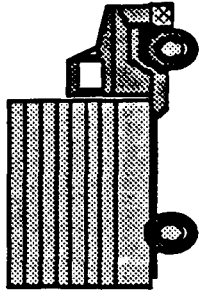
PRELIMINARY EFFORTS

LITERATURE REVIEW
<ul style="list-style-type: none"> • Army policies • Innovative programs • Relocation stressors • Effects on family adaptation

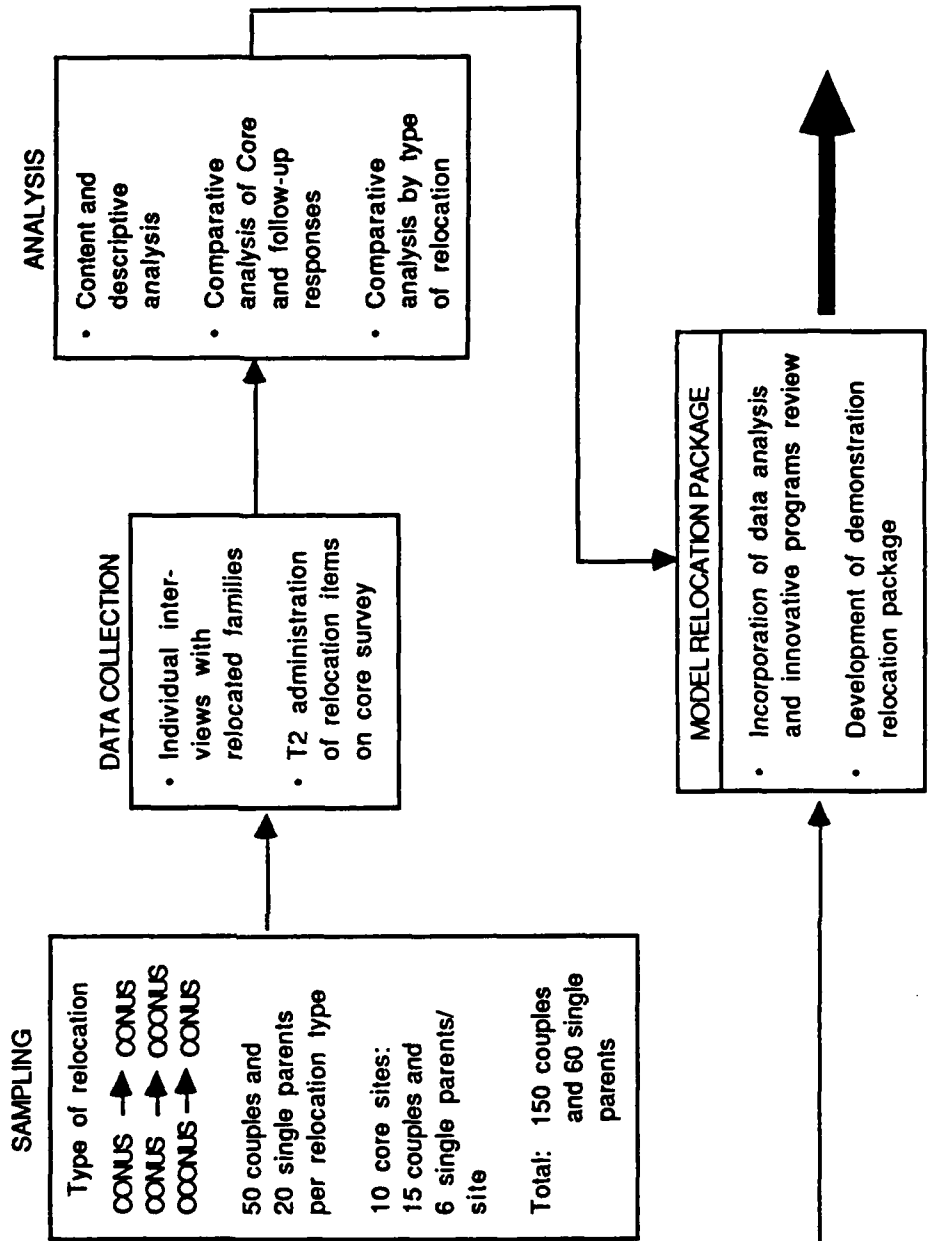
SECONDARY ANALYSIS
ASAF data set 1985 DoD data set

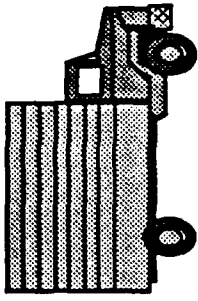
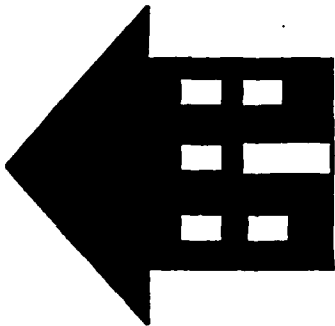
INNOVATIVE PROGRAMS
Identify, describe and assess innovative, proactive relocation programs in military and civilian sectors

OVERALL DESIGN



RESEARCH ON RELOCATED FAMILIES





INTERIM PRODUCTS

WP: Literature Review

- Relocation strategies
- Army policies
- Effects on family adaptation

WP: Secondary Analyses

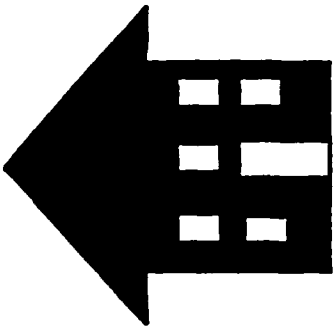
- Characteristics of families adjusting well/poorly
- Factors affecting family adjustment

WP: Innovative Programs

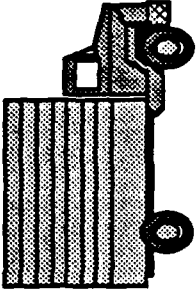
- Comparison of civilian, gov't and military programs
- Key model program features

AUDIENCES

- DCSPER
- ARI
- CFSC
- WRAIR



FINAL PRODUCTS



TR 4: Family Adaptation to Relocation: Problems and Programs

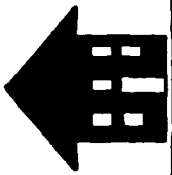
- Typologies of families who adapt well/poorly
- Relocation problems experienced
- Utilization of Army programs
- Effects of Army policies and practices

RP 4: Model Relocation Policies and Programs

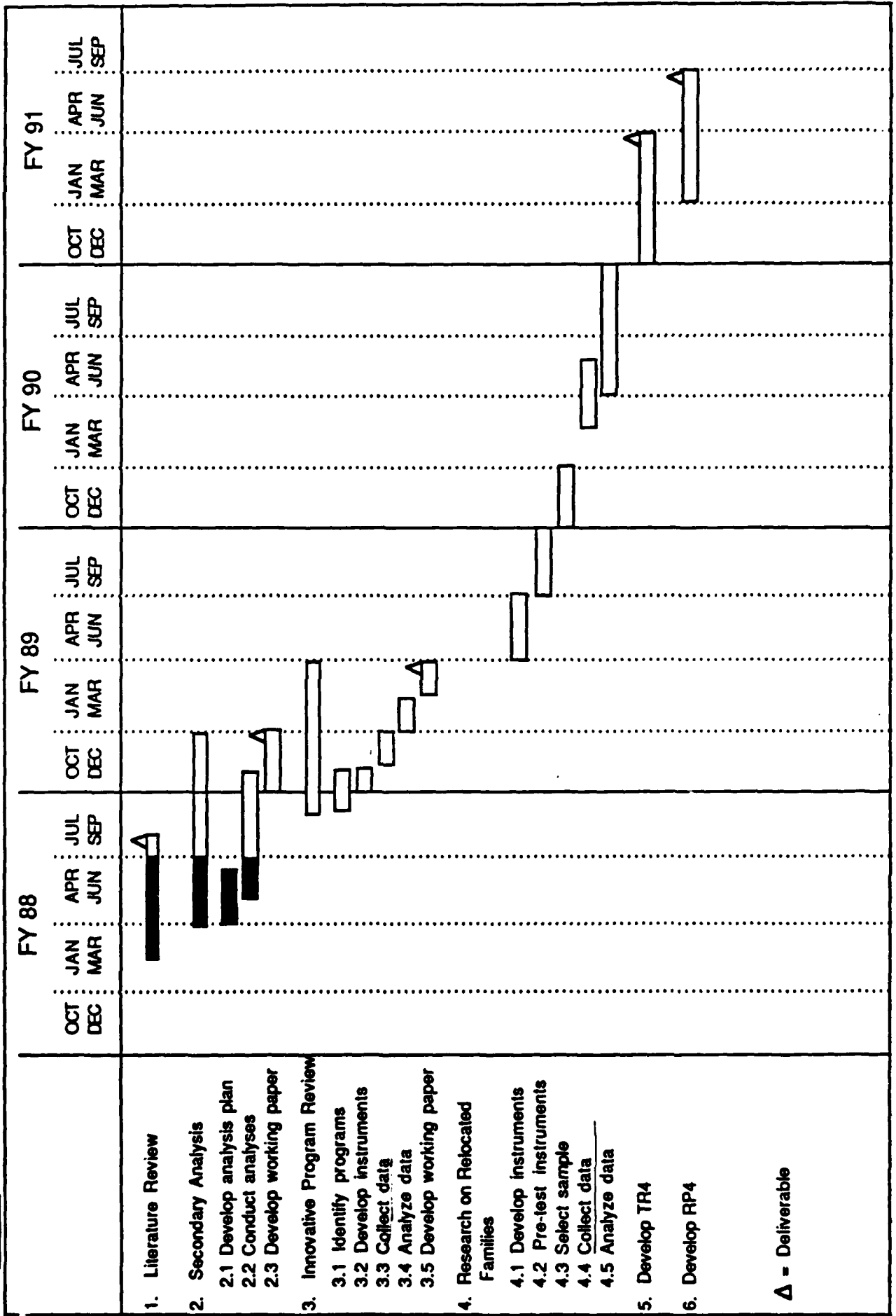
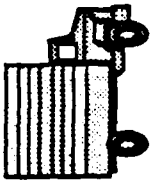
- Policy changes needed
- Model relocation program design
- Evaluation design to test model program

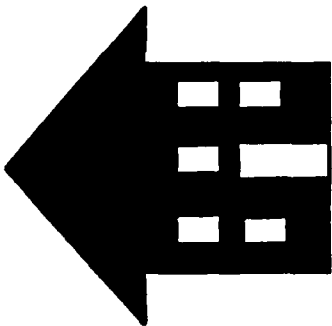
AUDIENCES

- DCSPER
- ARI
- CFSC
- WRAIR

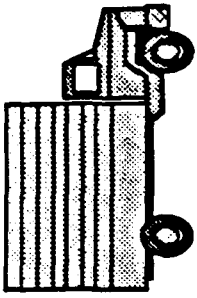


FAMILY ADAPTATION TO RELOCATION WORKPLAN

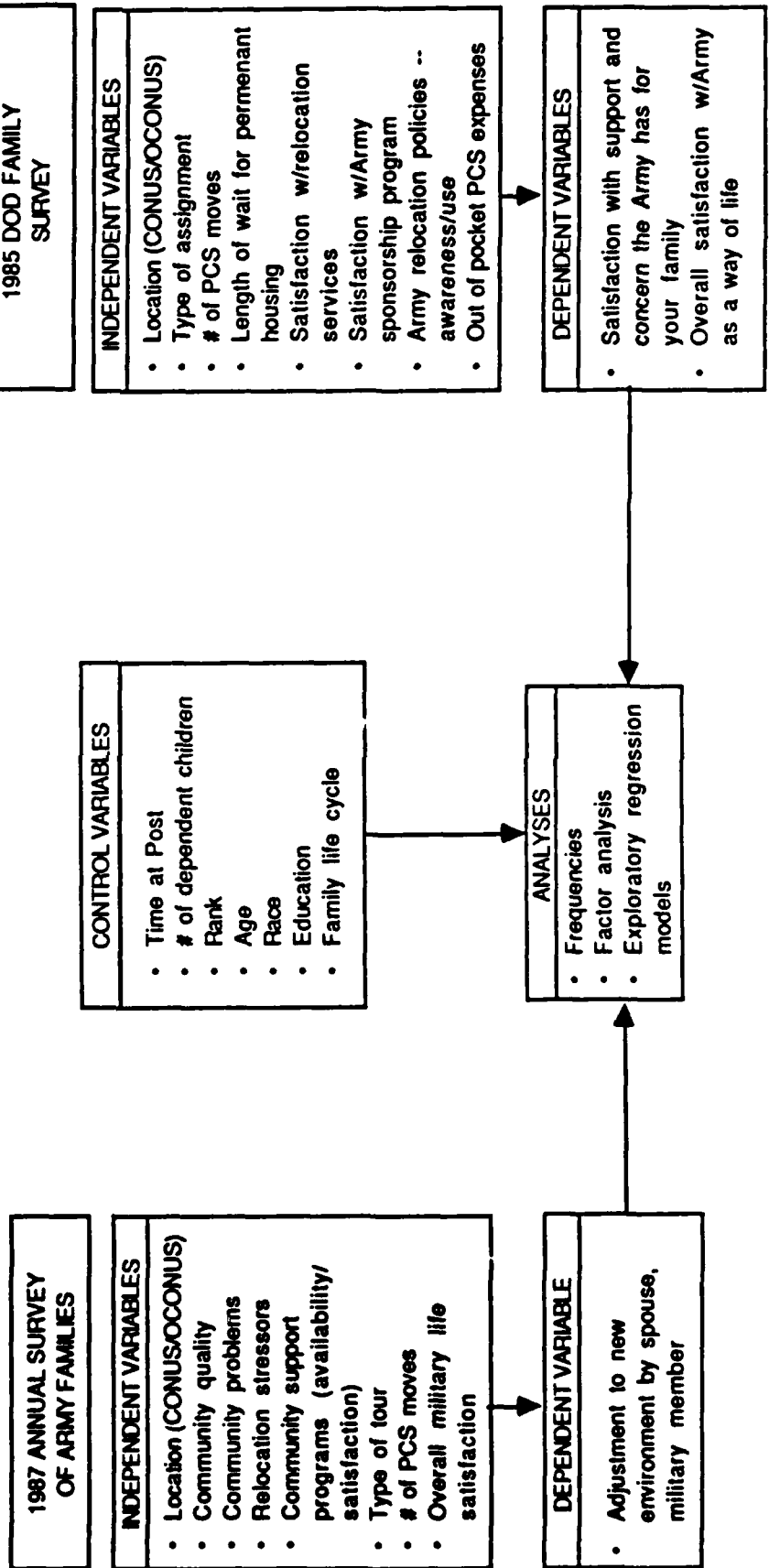


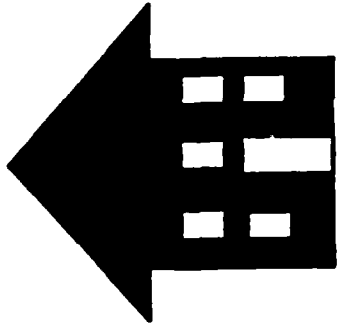


RELOCATION ADAPTATION SECONDARY ANALYSIS PLAN

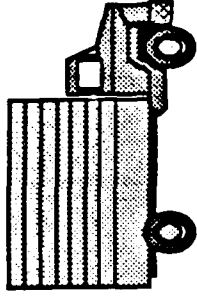


RESEARCH QUESTION: What are the factors that influence adaptation to a new environment after a PCS move?

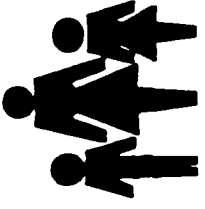




RELOCATION LITERATURE REVIEW: SELECTED FINDINGS

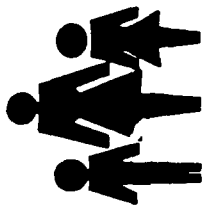


- Frequent moves inhibit development of close friendships and distance the relationships of many military wives with their extended families (Martin & Ichovich, 1986).
- The more the soldier and family identify with the military way of life, the less likely that there will be a problem associated with relocation (McKain, 1976).
- Geographic mobility is significantly related to feelings of alienation and family problems (Jensen, Lewis & Kanakis, 1986).
- Many spouses experience extreme sadness and overwhelming loneliness 3-6 months after a move (Magnus & Dodd, 1981).
- The problems associated with relocation for families dissipate over time, if they are not too severe (Jensen, et al., 1986).



FAMILY ADAPTATION TO SEPARATION

- Purpose and objectives
- Overall design
- Products
- Work plan



PURPOSE AND OBJECTIVES

PURPOSE:

Identify how families cope with extended separations and how the Army can either mitigate the stresses of separation or facilitate family adaptation to them.

OBJECTIVES:

- Determine the effects of Army-imposed separations on families and how they cope with separations
- Determine availability, quality and utilization of formal, quasi-formal and informal social support systems, including Family Support Groups, in helping families cope with separation
- Determine what the Army can do about separation policies or how the Army can help families to cope with separations.



OVERALL DESIGN

SAMPLING

DATA COLLECTION

Support network interviews

- FSG Leader
- Unit representative
- ACS
- Chaplains

Spouse focus groups

- T2 administration of separation items from core survey
- Focus group discussion guide

Content and descriptive analysis

- Comparative analysis of core and followup responses
- Comparative Analyses by location (CONUS vs OCONUS), presence of FSG and family life cycle

Core subsample of units (8) and spouses (200) experiencing 30 day separation 7-9 months after the core survey

4 CONUS units

- 2 with FSGs
- 2 without FSGs

4 OCONUS units

- 2 with FSGs
- 2 without FSGs

100 Spouses (25/unit)

100 Spouses (25/unit)

ANALYSIS





PRODUCTS

TR 5: Family Adaptation to Separation: Stressors and Social Supports

- Effects of separations
- Types of families which adapt best
- Most effective support mechanisms used
- Effects of Army policies/practices on adaptation

RP 5: Strategies to Support Families During Separation

- Policy changes needed
- Installation/unit practices recommended
- Family Support Group enhancements
- New programs or activities recommended

AUDIENCES

- DCSPER
- ARI
- CFSC
- WRAIR

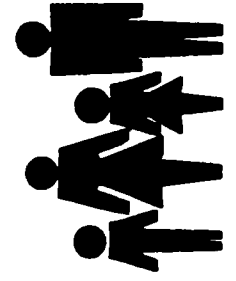
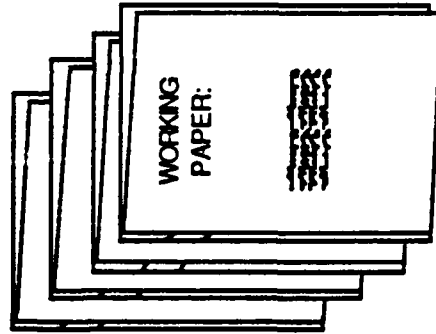


SEPARATION PROJECT WORK PLAN

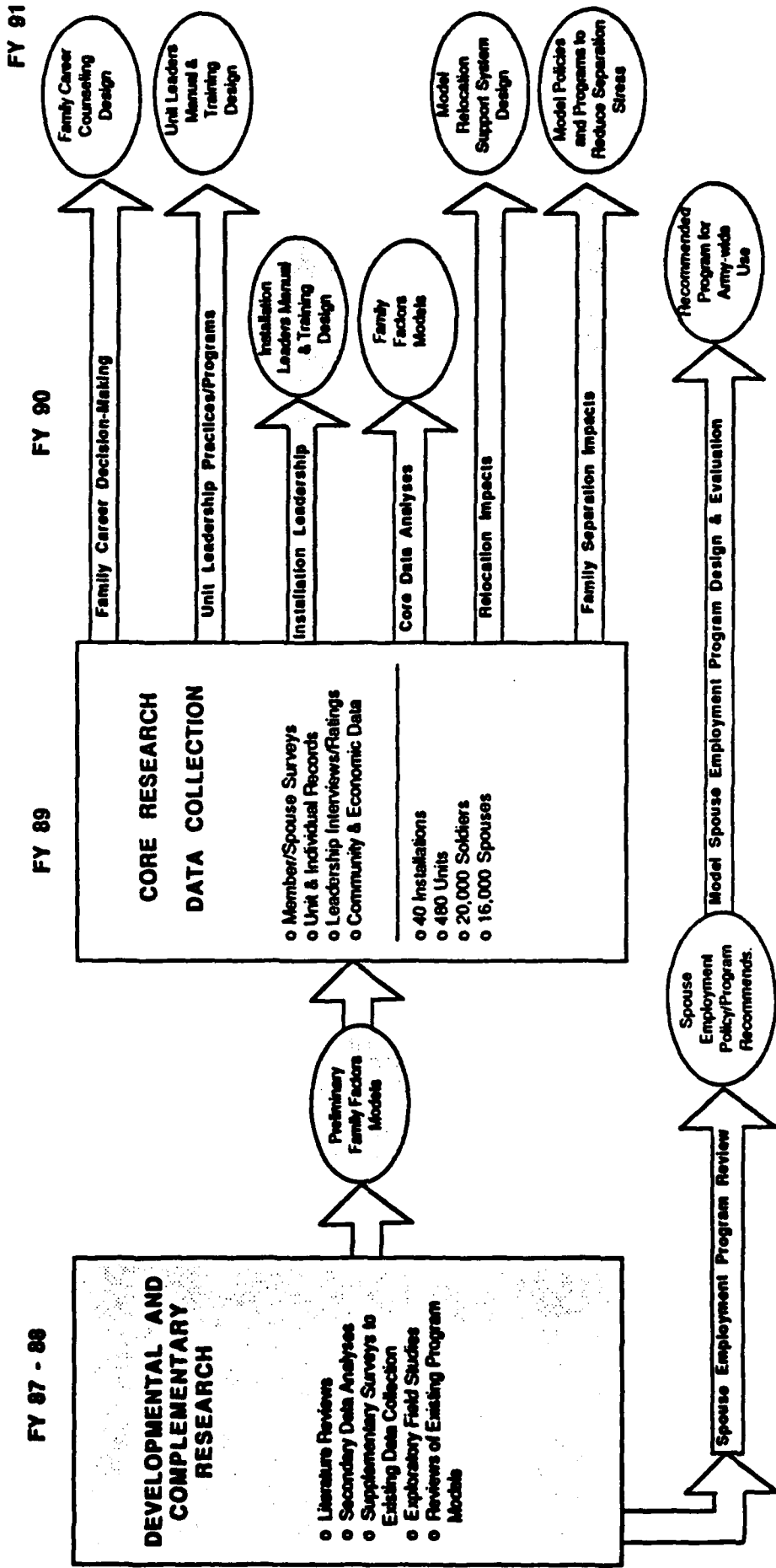
TASKS	FY 89				FY 90				FY 91			
	OCT DEC	JAN MAR	APR JUN	JUL SEP	OCT DEC	JAN MAR	APR JUN	JUL SEP	OCT DEC	JAN MAR	APR JUN	JUL SEP
1. Literature review	[Bar]											
2. Develop instruments and plans		[Bar]										
3. Pretest instruments			[Bar]									
4. Select sample				[Bar]								
5. Collect data					[Bar]							
6. Analyze data							[Bar]					
7. Develop TR 5								[Bar]				
8. Develop RP 5									[Bar]	[Bar]		

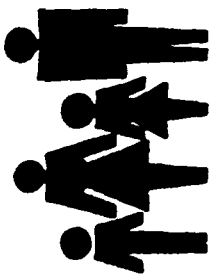
Δ - Major Deliverable

FAMILY ADAPTATION SUMMARY



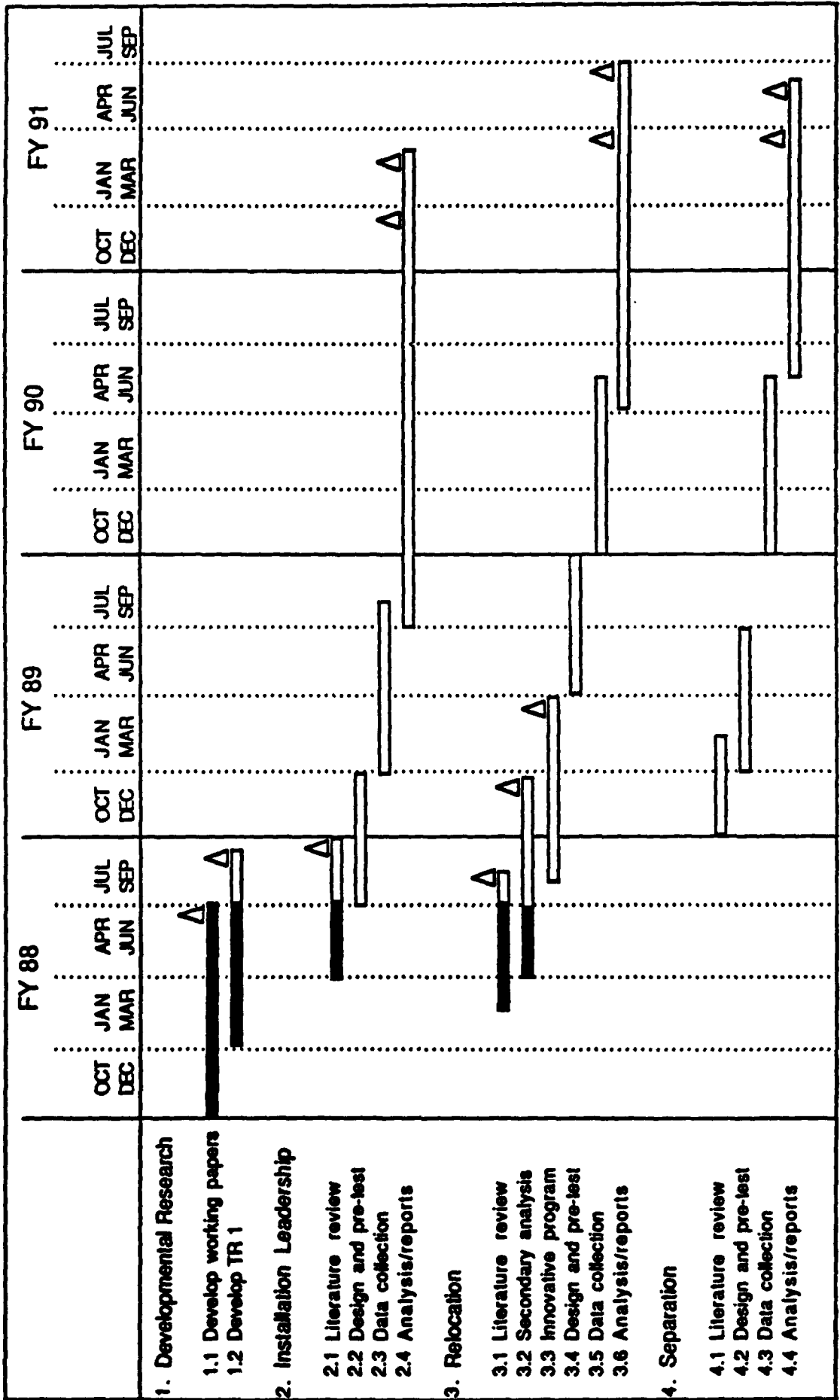
AFRP RESEARCH STRATEGY





FAMILY ADAPTATION OVERALL WORK PLAN

WORKING PAPER:



Δ - Deliverable