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Technical Report 951



Family and Other Impacts on Retention

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FOREWORD

The Army Family Research Program (AFRP) began in November 1986 as a 5-year integrated research project mandated by the Chief of Staff of the Army's White Paper, 1983: The Army Family and subsequent The Army Family Action Plans (1984-1991). This mandate was described in the AFRP "charter": the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI)/U.S. Army Community and Family Support Center (CFSC) letter of agreement dated 18 December 1986 and entitled "Sponsorship of ARI Army Family Research."

The object of the research was to support the Chief of Staff, Family Action Plans, and the CFSC through research products that would (1) determine the demographic characteristics of Army families, (2) identify motivators and detractors to soldier retention, (3) improve soldier and family sense of community and adaptation to Army life, and (4) improve operational readiness.

This report presents the results of the initial analysis of the impact of families on Army retention that emerged from a worldwide survey of soldiers conducted during 1989. The results indicate the importance of family concerns and well-being in the retention of young soldiers, most of whom marry and begin families early in their Army careers. Time for family activities, interference of work with family concerns, predictability of work hours and demands, and the quality of the Army community as a place for families are all important factors in retention plans. Spouse involvement and support are critical to a soldier's decision to stay in the Army for an additional term or for an entire career. The data also suggest that career planning includes comparisons between what soldiers and their families make of work and life in the Army versus in the civilian economy.

This research is being conducted by the Leadership, Personnel, and Organizational Change Technical Area (LOCTA) of ARI. The findings of this and other AFRP reports on soldier retention were presented to CFSC and other interested military agencies at a briefing 31 January 1992 at ARI.



EDGAR M. JOHNSON
Technical Director

FAMILY AND OTHER IMPACTS ON RETENTION

EXECUTIVE SUMMARY

Requirement:

This report examines the impact of the Army family and other factors on whether quality soldiers intend to remain in the Army for a full career.

Procedure:

The data for the report were obtained from a sample of 11,035 soldiers serving in 528 active-component Army units at 34 geographical locations in the continental United States and overseas. Data were collected from February through December 1989.

The objectives of this report are to determine

- soldier and family characteristics related to retention,
- reasons soldiers enlist in the Army and their career plans at the time they enter the force,
- changes in soldiers' career plans from the time they enter the Army to the present time, and,
- how Army and family factors affect retention and career plans.

Findings:

Reasons for enlisting. Individuals continue to enter the Army for time-honored reasons, such as serving their country, training, travel, maturity, educational benefits, and job security. Married male soldiers entering the Army are more likely to rate lack of civilian employment opportunities, the job security provided by the Army, and Army retirement programs as important factors in their decision to enlist. Soldiers who are unmarried at the time of enlistment consider money for education, developing maturity, and time to consider career plans as the most important reasons for joining the Army.

Commitment at the time of entry into the Army. Most junior enlisted soldiers and officers are undecided on a full career at entry, but are

willing to try it for a short time. While these soldiers are not committed to a full career at enlistment, they have not rejected the option of a military career.

Education. Most soldiers in the all-volunteer Army have a high school education and expect to serve in an environment that includes training for, and use of, advanced technologies. Members of the force understand that job opportunities exist in the civilian workforce for skilled and disciplined individuals. This understanding provides young soldiers and officers, particularly those who are not married, with a level of confidence that competes with remaining in the Army for a full career.

Marital status. The Army is increasingly becoming a married force and the characteristics of the Army family are comparable to those of families for similar age groups in the civilian population. Most unmarried soldiers at entry marry within a few years after entering the Army. The perception of these individuals for the compatibility of Army and family life has an important impact on their intention to remain in the Army for a full career.

Impact of being married. Married soldiers, in all grades, are more committed to pursuing a full Army career than those who are not married.

Army spouse. The Army spouse and family have a powerful influence on the intention of the soldier to remain for a full career. This study clearly demonstrates the strong influence Army spouses have on the goals, attitudes, and career intentions of soldiers and officers.

Working spouses. More Army spouses want to work or are working and pursuing a civilian career. This reflects the broader trends in U.S. society for women to be working, as well as the economic necessity for many families to have two sources of income. In addition, a spouse's employment may serve as an alternative to a soldier's working a second job to meet the economic needs of the family.

Children. Many Army families have young children living as dependents at home.

Spouse involvement. A strong positive relationship exists between spouse involvement and support for both soldiers and officers remaining in the Army and the intention of these individuals to complete a full military career. Soldiers of all grades who report that their spouses are involved in Army life and supportive of their remaining in the Army also report a higher probability of remaining for a full career than those whose spouses are less involved and less supportive.

Compatibility of Army and family life. The perception of soldiers and their family members about the compatibility of Army work and family life has a direct impact on the intention of these individuals to complete a full Army career.

Career commitment. As the soldier proceeds through an Army career and makes a long-term investment and commitment to the Army, job security and retirement benefits become increasingly important. The strength of this long-term commitment serves to offset some of the distractors, such as less personal freedom and the conflict that arises from time to time between the requirements of the Army and family plans. As soldiers make long-term investments and commitments to the Army, there is increased tolerance for lower levels of personal freedom and Army works interfering with family activities.

Work rewards and quality of military community. A direct relationship exists between the soldiers' perception of the level of work reward and the quality of the military community and their intention to complete a full military career. Soldiers who report higher levels of work reward and who consider the quality of the military community to be high also feel good about remaining in the Army and report high probabilities of staying in the Army.

Comparability of military and civilian jobs. Soldiers rating their Army jobs favorably compared with jobs in the civilian sector are more inclined to remain in the military for a full career.

Utilization of Findings:

These results, along with other data being produced by the Army Family Research Project, provide the Army with an invaluable database for evaluating and designing policies and programs to enhance Army retention objectives. These programs include family support activities, pay and benefits, separation and move programs, and, especially in the near future, force reductions.

FAMILY AND OTHER IMPACTS ON RETENTION

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FAMILY AND OTHER IMPACTS ON RETENTION

CHAPTER 1

INTRODUCTION

The Army and the other Military Services are in a period of transition, perhaps as great as that experienced at any time in the twentieth century. These changes are the result of the convergence of a number of major trends, including the changes taking place in the Soviet Union and Eastern Europe, the Middle East, the developing nations of Central and South America, and Asia. At the national level, there appears to be a shifting of priorities from external national security issues associated with the "Cold War" to those concerned with domestic issues. This apparent shifting of priorities is creating budget adjustments, leaving less for defense, and is impacting Army manpower and personnel policy, as well as other aspects of the military force. Concurrently, continuing economic growth in the private sector will result in higher levels of competition for skilled personnel at both entry and retention points.

The 1990s are also expected to bring broader changes in U.S. culture, especially an increasing emphasis on family life. It is reasonable to expect that these cultural changes will impact Army families as well as other families in the society. From a retention perspective, this means that retaining quality, motivated career soldiers will require the Army to continue paying careful attention to soldier and family expectations for quality of life, family services, and the kind of community in which they live and raise their children.

Also, during the next several years, as the force structure is reduced to lower levels, the Army expects to experience substantial turbulence and uncertainty. Army leadership at all levels is concerned and giving careful attention to the impacts of these downsizing phenomena on soldiers and their families.

In the longer term, changes in world politics, continuing budget pressures, and the continually increasing demands of a high-technology Army mean that the smaller force will have to include a higher proportion of highly trained career soldiers than the current force. Moreover, since soldiers will be expected to perform multiple jobs in a number of mission locations, retention of skilled, high-performing soldiers will be crucial.

The Army recognizes that the quality of family life and family programs impacts the retention of quality soldiers.

The Army is committed to meeting the quality of life and family care needs of its members. Meeting these needs contributes directly to combat readiness and to retaining quality soldiers and civilian employees (*Army Focus*, September 1990, p. 18).

The Army Family Research Program (AFRP) supports the Army's efforts to meet the needs of its soldiers and family members. The AFRP survey was designed to collect data to analyze the impact of family life expectations, family needs, soldier family and career orientation, and other factors on the retention and Army career plans of soldiers at all ranks and across all missions and locations in the

Army. This report presents the results of the first analyses of these survey data on soldier characteristics, expectations, and retention plans.

This introductory chapter briefly reviews the literature on soldier retention, summarizes the objectives of the report and the research issues it addresses, describes the organization of the report, and discusses how the research results can be used by the Army. The remaining chapters describe the data and methods of the report, the results of the analyses, and the implications of the results for the Army.

LITERATURE REVIEW

Past research on soldier retention has drawn on several bodies of theory and research. Much of the early research focused primarily on economic factors, particularly pay and benefits. Later, this research was expanded to take into account other work-related factors, such as the quality of the work life and work experience and civilian alternatives to the soldier's Army job. These lines of research draw both on established Army and other military work on retention and on the broader body of research on job satisfaction and job turnover.

More recently, there has been both policy and theoretical concern with the impact of family factors on soldier retention. This line of research has included both relatively descriptive work, for instance comparing the retention of married and unmarried soldiers at similar career stages, and analyses of the effects of such factors as spouse support for the soldier career, soldier and spouse perception of the quality of the environment for family life, and spouse employment and career opportunities (Bowen, 1986; Lund, 1978; Pittman & Orthner, 1988; Szoc, 1982). This literature also has made comparisons among different military family and other patterns, such as the retention of dual military couples and women soldiers (Becker, 1965; 1975; Bowen, 1986).

More recently, psychological theories of decision making, in some cases combined with more strictly economic conceptions, have been applied in research and theory on soldier retention. In particular, choice models that take into account both cognitive and affective aspects of career choice have been proposed for use in research on soldier retention (Adelman & Rakoff, 1990). Affect, the quality of the emotional feeling about the Army and the meaning of Army life for the individual, is an important and largely unexplored component.

In this section we review the main research literature and its findings relating to soldier retention organized around the categories of work in prior research.

Work-Related Factors

A large body of research demonstrates the positive impact of soldier pay and benefits (including retirement benefits, medical, housing, and other benefits) on the retention of military personnel (Gotz & McCall, 1980; Hogan, 1990; Warner, 1981; Warner & Simon, 1979). Other research, based on the larger civilian literature on work satisfaction and civilian careers, explores the impact of the nature and quality of Army work experience on soldier retention. This research has shown that soldier work life satisfaction, as well as pay and benefits, positively impact soldier retention (Rakoff, Adelman & Mandel, 1987). Aspects of work satisfaction—such as autonomy, meaningfulness, and other intrinsic work rewards—have been shown in the civilian literature to be associated both with work satisfaction and with lower turnover (Appel, 1983; Holz & Gitter, 1974; Owen, 1969; Sterling & Allen, 1983).

The AFRP survey collected data on the nature and quality of soldier work experience, as well as pay and benefits, and family factors, in order to examine the combined effects of these different factors on soldier retention.

Related Army and other military research has examined the effect of soldiers' reasons for entering the service on their length of service and their career plans. In particular, a number of soldiers enter the volunteer Army to obtain education benefits or other short-term work-related benefits, (e.g., skills that would be useful in obtaining a civilian job). Past research shows that a large proportion of soldiers who enter the Army planning to remain for a short period in fact remain only for a period of one or two enlistment terms (Chow & Polich, 1980; Hiller, 1982). In addition, there is some evidence that soldiers who enter planning for a longer period may also, depending on their Army experience, decide to leave the Army at an earlier point. The data suggest that soldiers can be "converted" from an early career expectation by their Army work and other experiences, and that this process affects the retention of soldiers.

Finally, choice models suggest the importance of alternatives to Army employment, or soldiers' perception of the civilian alternatives, as an important factor in their Army career decisions. Although data have not been available to study this directly, the annualized cost of leaving (ACOL) models suggest that the availability of civilian alternatives has an important impact on soldiers' retention behavior.

Family Factors

Prior research has shown that the large majority of soldiers, especially enlisted soldiers, enter the Army unmarried, but a large proportion marry and begin childbearing within a few years after they enter the Army (Rakoff & Doherty, 1988). Recently, Orthner (1990) has shown that soldiers marry at an earlier age than do their peers in the civilian society. Marriage and childbearing are expected to affect soldier retention through several factors. On the one hand, the economic benefits of Army life (housing, medical care, etc.) potentially have larger value for those who are married or have children than for single soldiers. More generally, the allocation of Army housing, family allowances, and other benefits has the effect of directly rewarding early marriage and early childbearing and, thus, the interplay between incentives to family formation and the benefits associated with having a family are likely to increase soldier retention, at least for the early years of the family life course.

Several studies have shown that the spouse's support for the soldier's Army career is strongly associated with soldier retention plans and retention outcomes (Lund, 1978; Orthner, 1990). It is likely that the causal direction goes both ways. Spouses of soldiers who are committed to the Army, plan to make a career there, and find Army life satisfying and rewarding, are likely to be supportive of the soldier's career. At the same time, spouse experiences that lead to high spouse satisfaction with Army life are likely to increase spouse support for the soldier and family's continuing to remain in the Army. Important spouse experiences include rewarding experiences in the Army community (e.g., through volunteer work), and positive experiences with Army programs and Army life that lead the spouse and soldier to feel that the Army is a good kind of community in which to live and raise a family. The opportunity for good spouse employment and career opportunities is becoming increasingly important to Army spouses and is expected to continue being an important factor in spouse satisfaction.

Past research has shown that spouse satisfaction with employment opportunities is positively associated with spouse support for the soldier career (Griffith, Doering, & Mahoney, 1986). Additionally, the soldier's and spouse's perception of the Army environment as a place to raise families has also been shown to be related to spouse support for the soldier's career (Pittman & Orthner, 1988). A negative assessment of the Army community environment is an important factor in discouraging spouse support for retention, while positive experiences enhance spouse support.

Army-Civilian Life Comparisons

Models of career choice treat both the assessment of the current situation and the evaluation of alternatives as important factors driving career decisions. In the Army context, satisfaction with work life and a comparison of the relative opportunities in Army and civilian life are important factors in soldier retention, as discussed above. Also, the security offered the family by the Army in terms of employment, retirement at a relatively early age, and benefits such as family medical care, commissary and post exchange privileges are generally thought to be important considerations in the soldier's choice to remain in the Army. In a broader decision-making context, it is also important to take into account simultaneously the effect of non-monetary considerations. In particular the perception of the quality of the Army environment as a place for raising a family (see above) and a comparison of the Army and civilian environment is hypothesized to be an important factor, and perhaps an overriding one, in soldiers' choices about remaining in the Army, particularly for soldiers with young children and for those who place a high value on family life rewards.

Soldier affect about the Army, the quality and strength of the emotional attachment to Army life, also needs to be incorporated jointly with work, community and other factors in models of soldier retention. Past research has not included affect although preliminary research by Adelman and Rakoff suggests its importance. This factor, along with other factors hypothesized to operate jointly in determining soldier retention plans and outcomes, is measured in the present study.

Different Family Situations and Retention

As noted above, an extensive literature describes the importance of family life course factors for soldier retention, and the differential effect of other factors (pay and benefits, community factors) at different life-course stages. Thus, it is important in any research on the retention of Army soldiers to take both the family life course and the parallel development of the soldier career into account in examining retention plans and outcomes.

In addition, there is some research on overlapping family categories that are important for retention research and policy. These include dual-military couples, women soldiers, and single parents. Increasingly, with the maturation of the all-volunteer force, more women have entered military service. At this time, approximately 11 percent of Army soldiers are women (Stone & Vuono, 1990, p. III-4). Additionally, with the increasing number of women in the military, the number of dual-military couples has increased substantially over time. Although still a minority, 39,604 soldiers are married to other military personnel. The number of Army sole parents is 37,604 (Stone & Vuono, 1990, p. III-8). These overlapping family categories are groups that must be considered in soldier retention.

Currently, women soldiers are concentrated in the lower rank groups, especially the earlier enlisted career stages. For instance, the AFRP survey shows that 13 percent of junior enlisted personnel are women. Existing data show that retention is lower for women soldiers than men, and especially lower for females as they marry and begin childbearing (Orthner, 1990; Rakoff & Doherty, 1988). This research suggests that combining the demands of an Army career with family life is difficult, and that the problems in trying to do so lead a number of young women to decide to end their Army careers. The demands of two Army careers, especially for those with children, and such problems as difficulty in obtaining joint domicile assignments can be strong disincentives to women's continued participation in a military career after marriage and childbearing.

Gaps in the Existing Research and Directions for Research

Although the past research on soldier retention provides valuable insights and helps direct further research, there are major gaps in the existing knowledge. Much of the past research has been done on small samples of soldiers, or has focused on particular groups (e.g., officer careers). Other research, such as analyses contrasting the composition of the force in different enlistment terms, has had to draw inferences about differential retention behavior from existing descriptive data.

More broadly, past research has typically focused only on a few of the different categories of factors hypothesized to affect retention. Thus, for example, studies have examined work-related factors, but have not taken into account family considerations. Other research has examined such factors as spouse support or soldier life-course stage without jointly considering work-related factors, the broader Army environment, soldier and spouse life expectations and values, and the comparison of military and civilian life alternatives. The research reported here is unique in drawing together these lines of questioning into a conceptualization that takes all of these into account. Moreover, the research draws on the data collected in 1989 in an Army-wide survey, to provide results that are generalizable to the whole Army in the recent period.

The research reported in this volume provides early results from this survey; the research objectives and issues are presented in the next section of this chapter.

RESEARCH OBJECTIVES AND ISSUES

The analyses in this report focus on four major issue areas:

- Soldier and family characteristics related to retention
- Soldiers' reasons for entering the Army and their career plans at the time they entered the Army
- Changes in soldier career plans from the time of Army entry to the current time
- Army and family factors affecting current retention and career plans.

These issue areas are discussed briefly below.

Soldier and Family Characteristics

Past research has demonstrated that soldier and family characteristics have important effects on retention plans and outcomes. For instance, earlier research showed that, at given rank levels, married male soldiers and those with children were more likely to plan to remain in the Army, compared with unmarried soldiers and those without children. For married soldiers, economic considerations are also likely to affect retention, especially among younger soldiers and enlisted soldiers. For these young families, the availability of jobs for spouses may be an important consideration in Army retention.

The first chapter of survey results (Chapter 3) briefly summarizes the demographic, economic and other characteristics of soldiers and families that are relevant to soldier retention decisions and retention outcomes. This analysis provides the background and context for the more in-depth analyses of factors affecting soldier retention plans.

Reasons for Entering the Army and Career Plans at Army Entry

Soldiers enter Army service for a wide variety of reasons, including a lack of civilian job alternatives, a desire to obtain Army education benefits, a chance to mature, opportunity to get training

and experience for civilian jobs, family military tradition, and a desire to serve the country. These different reasons for entering the Army have important implications for soldiers' initial career plans and, further down the line, for their later choices to remain in the Army or to leave at different career points. These differences affect the number of soldiers who have a high propensity to remain in the Army or to leave at an early point. Also, by examining the original career intentions of soldiers with different reasons for entering and their career plans at a later point in time, it is possible to draw inferences about the ways in which Army experience, policies, and programs affect soldiers' retention propensity, both positively and negatively.

Changes in Career Plans from Army Entry to the Current Time

The soldiers surveyed in the AFRP survey include soldiers at all ranks, in CONUS and OCONUS locations and with different missions, and those who entered the Army with a wide range of reasons for entry and career plans at entry. The soldiers in the Army at any point in time represent those who remain of the cohorts who entered the Army at different times in the past. Their experiences and their plans reflect the success of the Army programs and policies which are competing against civilian opportunities available, either real or perceived, to these soldiers.

In this section of the analyses we examine the current career plans of soldiers at different career stages, by their reasons for entering the Army and their career plans at the time they entered the Army. These analyses give an indication of the relative numbers that are "converted" from an early intention to stay or leave the Army, as well as the numbers who are continuing to pursue early career plans. By examining similarities and differences among these different groups, we provide insights on factors that appear most important in sustaining soldiers' early Army career plans or changing these plans, either positively or negatively. Analyses of reasons for Army entry and current career plans are presented in Chapter 4.

Family and Other Factors Affecting Soldier Retention Plans

At any point in time, a soldier's plans for remaining in the Army can be seen as the result of a variety of personal, family, work, and other factors. Moreover, retention and career plans are affected by the soldier's assessment of the Army as an environment in which to live and work, in its own right and in comparison with civilian alternatives. In this portion of the analyses, reported in Chapter 5, we examine the relationship to retention plans of such factors as the soldier's family status, spouse employment, soldier work rewards and assessment of Army and civilian employment alternatives, family and work values, the soldier's evaluation of the quality of community life in the Army and in the civilian world, and the soldier's comparison of Army and civilian life in terms of time and freedom for personal and family life. We also examine the effect of "affect," the soldier's sense of emotional attachment to the Army and feelings about remaining in the Army.

Army Use of the Data

Intuitively, policies and programs that support the Army family are an essential feature of a professional, all-volunteer military force. However, the Army needs more than intuitive judgments and conclusions for developing and maintaining costly programs, particularly in a time of declining defense budgets. It needs data that can be presented and defended to maintain consistent programs over time, in the face of challenges. These analyses provide the Army scientific-based data on the impact of the Army family on the retention of quality soldiers and the impact of Army programs designed to create a quality military community for Army families and soldiers. The data developed in these analyses will contribute to the Army's scientific demonstration of the validity for programs that are effective. They also will be helpful in determining modifications that may be needed for current programs to provide

better focus, and obtaining support for these changes. The data also will be useful in justifying the formation of new programs by providing a clear demonstration of need and return on investment.

CHAPTER 2

DATA AND METHODS

INTRODUCTION

The data used in this report were collected in the Army Family Research Program (AFRP) survey, which was conducted under contract with the U.S. Army Research Institute for Behavioral Sciences (ARI). The survey was carried out by a contractor team led by the Research Triangle Institute (RTI) and including Caliber Associates, Human Resources Research Organization (HumRRO) and Decision Science Consortium, Inc. (DSC).

The survey collected data from a probability sample of Army units and soldiers, together with the spouses of sampled soldiers. Data were also collected from other sources, including: supervisor ratings of soldier performance; ratings of unit readiness by soldiers and supervisors; information on unit and installation family programs and activities; and soldier personnel file data. The present report utilizes data provided by the soldiers; subsequent reports on retention will include integrated analyses combining spouse, supervisor and other data to develop more in-depth understanding of soldier retention and career plans.

This chapter briefly describes the survey sample, instrument development, data collection, and data processing and file development. More detail on these topics is presented in Appendix A and in project documents cited in that Appendix.

SAMPLE

The AFRP survey was designed to make it possible to relate characteristics and attitudes of soldiers and family members to characteristics of the Army at both the unit and installation level. The sample represents the active-duty Army worldwide, in all major types of operational units, including both Modified Table of Organization and Equipment (MTOE) and Table of Distribution and Allowance (TDA) units. The data are designed for analyses at both the individual and unit level. For example, effects of unit and installation factors on soldier and spouse experience can be analyzed and, conversely, the effects of soldiers on unit readiness or other outcomes can be examined.

These objectives require the selection of a probability sample of Army units and soldiers. The AFRP used a sampling technique known as multi-stage cluster sampling with three stages of sample selection: (1) installations; (2) units within selected installations; and (3) soldiers (and their spouses) within selected units.

A total of 34 geographic locations (sites) representing 43 site selections participated. Within these, 542 eligible units were selected and 528 participated. A total of 20,033 soldiers (and spouses of married soldiers) from participating units were selected for the sample.

Eligibility requirements were applied at the site, unit and soldier level. Sites were eligible if they had at least 1,000 active-duty Army personnel stationed within 50 miles. This requirement was applied to control data-collection costs and because Army programs and services (a key focus of the analyses) are available largely through installations. Units were eligible if they were at an eligible site and were performing an unclassified mission, had more than 20 active-duty personnel assigned, and were operational units. This eliminated a small number of soldiers, but was required for unit analyses. Soldiers were eligible if they were on active duty, assigned to an eligible unit at the time of sample

selection and data collection, in paygrades E2 through O6, and not AWOL, hospitalized, incarcerated, or detached from their units at the time of data collection.

The requirement that soldiers be assigned to the same unit at sample selection and data collection resulted from several considerations, including the need to identify soldiers in time to provide 60-day briefings and obtain listings of supervisors before data collection, together with the requirement of the Research Support Requests that data be collected only for soldiers in the specified units and installations. The selection of samples of soldiers from personnel files was done in seven "blocks" of selections, based on the schedule for data collection at different sites, to ensure that soldiers were selected as closely as possible to the time of data collection to minimize the effects of selection time on soldier eligibility. Later, delays in data collection imposed by Army requirements in some sites meant that fewer soldiers than expected with short tenure at their installation and unit were included in the sample. Overall, however, the soldiers who were sampled and who responded to the survey represent over 72 percent of the active-duty Army, in both MTOE and TDA units, located in CONUS, Europe and other locations around the world.

Among soldiers eligible for the survey, 11,035 completed a usable questionnaire. These represent 77 percent of eligible soldiers and 84 percent of those who were available (e.g., not on TDY, sick or leave) at the time of data collection.

INSTRUMENT DEVELOPMENT

The soldier questionnaire was designed to collect data for analyses of the combined effects of soldier, family, unit and other factors on such outcomes as soldier retention, readiness (both individual and unit), and family adaptation to the demands of Army life. In addition, continuity with past research was sought, for examination of time trends and differences and to allow comparisons with the results of prior research.

The soldier survey contains 449 items and took an average of approximately 76 minutes to complete. It obtains data on the soldier's background, work and unit environment, readiness (individual and unit), Army attitudes and values, personal and family relationships, retention and career plans, and attitudes toward and use of Army support programs and services.

The soldier questionnaire was developed based on prior Army and other surveys, consultation with Army leaders, program staff and research personnel, and interviews with soldiers and family members. A series of survey development site visits to Army installations and, later, pretests of the instruments and procedures were conducted to refine and test the instruments. Finally, the overall survey and the separate instruments were reviewed and approved by the ODCSPER Military Survey Review Panel.

DATA COLLECTION

Trained data-collection teams collected soldier and other data on site at the installations where the sampled soldiers were located. The samples of soldiers were selected and disposition forms (DFs) prepared prior to the 60-day briefings at participating installations. (If no 60-day briefing was required for an installation, the DFs were sent by mail.) Unit personnel at the installation were asked to identify the soldiers' first- and second-line supervisors who would rate soldiers' readiness. Also, soldiers who were no longer assigned to the unit were identified at this stage.

Most soldier data collection was done in group administrations at the installations, and soldier eligibility and availability was checked again at this point. For soldiers and units that could not attend group sessions, questionnaires were routed by the unit. Special written instructions were provided for

those who could not attend group sessions, and questionnaires were returned in envelopes secured with special confidentiality tape to protect the confidentiality of soldiers' responses. Modified procedures were used in some locations. In USAREUR, because of the more dispersed geographic distribution of units, data collection was organized by units, with project data-collection staff visiting the units at agreed-upon times to carry out data collection. In Panama, because of the political situation and Army reorganization, the installation project officer had primary responsibility for collecting the data (with instruments routed to soldiers through units) and returning the completed data-collection instruments to the contractor team.

Soldier data were collected during the period from late February through early December of 1989, with most data collection complete by late October.

DATA PROCESSING AND FILE CREATION

All survey data-collection instruments were returned to RTI for processing. They were logged in and underwent preliminary checking and manual edits, then were converted to computer-readable form by optical scanning. Identification numbers that link the soldier file to files from other sources (e.g., supervisors, units, installations) are included on all the files.

Once the initial computer-readable file was created, it was further reviewed, checked, and edited. Soldier data from Army personnel files were merged on to this file, and variables needed for the analyses were created and added to the file. These include descriptive variables formed from one or several data elements on the file (e.g., race/ethnicity, soldier marital and family status, number of years of service), and scales that use data from a number of related items to yield summary measures (e.g., of soldier Army experience, attitudes, and military-civilian life comparisons).

Analysis weights were also computed and added to the file. For most complex sample survey designs, weights are necessary for unbiased estimation of population parameters. These weights can be considered as "inflation factors" to account for the number of members in a survey population that a sample member represents. The weights consist of two components—an initial sampling weight and an adjustment factor. The initial sampling weight is simply the inverse of the sample member's selection probability and reflects the different selection rates used to select the sample at each stage of the design. The adjustment factor was applied to the initial sampling weight to compensate for the potential biasing effects of differential nonresponse to the survey. For the soldier survey, adjustments were made within post-strata based on soldier paygrade, marital status, gender, type of unit, and region of the world.

The analysis of data collected using a complex sample design also requires the use of appropriate survey data-analysis software, which correctly takes into account the sample design. Most statistical software packages provide variance estimates that are based on a simple random sample selected from an infinite population. When used on data collected as part of a complex sample survey, these variances are usually too small, resulting in tests that incorrectly conclude that differences are statistically significant. Taylor Series approximation, balanced repeated replication (BRR), and jackknife variance estimation (Cochran, 1977) are three well known techniques that have been developed to provide relatively unbiased methods for estimating the variances of descriptive statistics from a complex survey.

The SUDAAN Procedures for Descriptive Statistics (Shah, LaVange, Barnwell, Killinger & Wheelless, 1989) developed by the Research Triangle Institute compute means, proportions, ratios, cross-tabulations and quantiles, as well as linear and logistic regression coefficients and their associated variance estimates using the Taylor series approximation. The SUDAAN software is used for all analyses in this report.

DATA ANALYSIS AND PRESENTATION

The analyses used in this report are based on cross-tabulations of the soldier data. The findings are summarized in the text, and tables and figures presenting key data are included with the text. More information on the data and citations of other relevant AFRP documents are included in Appendix A. A full set of tables, presenting the results of these analyses in detail, is included as Appendix B. The definitions of the variables in the analyses are described in the sections of the report that deal with different topics and survey items. Appendix B also includes tables of standard errors for the percentages presented in the Appendix B tables.

CHAPTER 3

SOLDIER AND FAMILY CHARACTERISTICS

INTRODUCTION

The Army as an institution is one that both provides unique opportunities and places special demands on its members. Soldiers and their families have an opportunity to serve the country in ways that few other citizens do and to be part of an organization and community dedicated to such service. In this service, there is, in both day-to-day work life and under conditions of deployment or Army exercises, the risk of danger and possibly even death for soldiers. This danger is a part of Army life and is a challenge that both soldiers and their families must continuously face. Deployments, field exercises and Army duty assignments frequently separate soldiers from their families, often on short notice and for prolonged periods of time. Families relocate often—for many, as often as every two to four years—being assigned to duty at both US installations and other locations throughout the world. These aspects of family life provide both rewards and challenges for members of the Army community.

The Army population, as well as the challenges and opportunities of Army life, is a distinctive one in American society. One of the most important characteristics that sets the Army apart from other large employers and from other major institutions in American culture is the relatively young ages of its members. Enlisted soldiers may join the Army shortly after high school graduation, with officers joining after the completion of college. Many remain in the Army for a period of as little as two to four years, whereas others remain for a full career of 20 years or longer. Even at 20 years, however, enlisted soldiers and officers are still young relative to the employees of many other US organizations. The young ages at entry and the large numbers who enter the Army (compared with the much smaller numbers who remain for a career) means the Army is an organization made up of relatively young men and women, together with their spouses and children.

In any conceptualization of soldier and family factors affecting retention, economic considerations necessarily play an important role. For soldiers and their families, the intangible benefits of an Army career—including the opportunity to serve the country, to participate in the Army community, and other benefits—necessarily have to be weighed against tangible economic considerations. If soldiers and their families can have a quality of life and living standard that approximates that which they reasonably could expect to have in the civilian world, then the other aspects of Army life can enter more fully into the Army career decision. On the other hand, if there are substantial and persistent financial disadvantages, perceived or real, of remaining in the Army, quality soldiers may be driven out, despite other considerations that would lead them to want to stay in the Army.

The importance of economic factors and quality of life are reflected in Army personnel policy and in the Army's overall commitment to soldiers and families. Pay and benefits are a continuing subject of Army policy review, with the objective of insuring that soldiers and families are not financially disadvantaged relative to their civilian counterparts. This topic reflects both the concern with the retention impacts and a broader Army commitment to quality of life. Recently, *Army Focus* (September 1990) has reiterated the Army policy that:

The goal of the Army's soldier and family programs is to sustain for members of the Army family an environment and a quality of life that meet the standards of U.S. society. Achieving this goal will be crucial as the force builds down.

In this chapter, we describe the major demographic, economic and social characteristics of Army personnel and families, with the focus on characteristics that are most directly related to retention plans and retention outcomes. The tables and figures shown in this chapter summarize major research findings. The discussion also references the tables (see Appendix A) that present the full data. The reader is referred to these tables for more detailed presentation of the results.

In the early part of the chapter, we make some comparisons between male and female soldiers and between single and married ones. In the later discussion, we focus on male soldiers married to civilians. These represent the largest proportion of the active-duty force and represent a relatively coherent group for the analyses of retention. We also examine several aspects of the Army family's economic situation, focusing on the situation of soldiers and families in the early paygrades. An important issue to be examined is the employment of spouses of Army personnel, especially among young couples. Past research has shown that spouse employment problems are faced by many young couples in the Army (Griffith, Stewart & Cato, 1988). These can be attributed to such factors as frequent moves and the location of many Army installations away from major labor markets. The past research has also shown the economic pressures on young enlisted families for both the soldier and spouse to work. Put in the larger context of American society, spouse employment and its contribution to family economic well-being are increasingly important. The experience of young Army families reflects both their economic needs and the broader trends in American society toward dual-earner couples, including many couples in which mothers of young children are employed outside the home.

MARITAL AND FAMILY STATUS

The Army of the late 1980s and 1990s is, to a considerable degree, a married force. Overall, 58 percent of all soldiers are married, either to a civilian or another member of the military. The data on soldier marital and family status are presented in Figure 1 and Table 3.1.¹ Whether soldiers are single or married and whether they have children, is strongly related to soldier career stage and soldier age, as would be expected. This reflects both age patterns of marriage and childbearing and the higher income and financial security associated with progress of the soldier career.

Among junior enlisted soldiers, nearly two thirds are single. By contrast, the majority of young NCOs are already married and many of them have children. For example, among junior enlisted male soldiers, 65 percent are single and have no children in the household, whereas 76 percent of male junior NCOs (E5s) are married. Furthermore, half of young male NCOs are married to a civilian and already have at least one child in the household.

¹The data for all figures in this report are drawn from the referenced tables which are found in Appendix B. These appendix tables include more detailed information on sample size and standard errors for these figures.

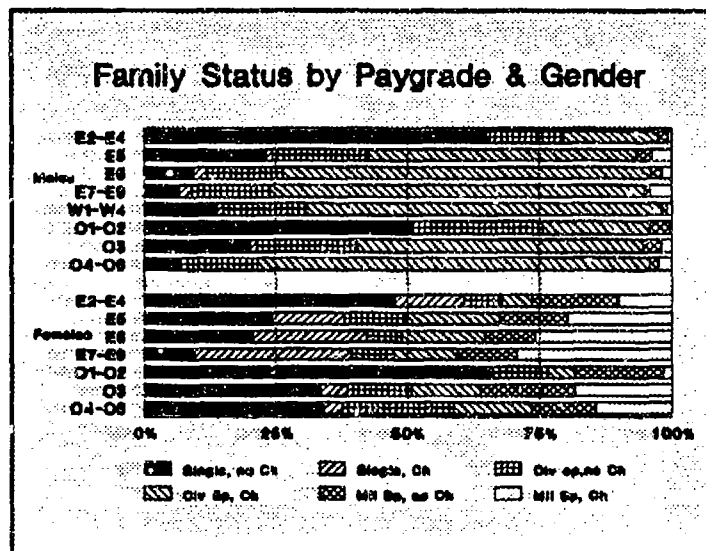


Figure 1

For officers the pattern is similar, with more married after the earliest career stages, but a larger proportion are married in their first years in the Army, reflecting the older age and greater financial security at Army entry.

Among women soldiers, fewer are married, overall and at the different paygrades beyond E2-E4, (in which slightly more women than men are married), more of the married soldiers are married to other military personnel, and proportionately more are single parents.

Additional data from the survey show that few soldiers are married at the time they enter the Army (Figure 2 and Table 3.2). These data underline the importance of the transitions to marriage and parenthood that are made during the early years of the Army career and the large proportions of soldiers who experience these transitions during this career stage. Additionally, the data show that age at Army entry is related to marital status. Thus, for example, 14 percent of male junior enlisted soldiers were married at the time they entered the Army. However, of those who entered before age 19, only 7 percent were married by the time they entered. Among young officers, 22 percent of male soldiers were already married when they entered the Army. This difference between officers and enlisted personnel reflects primarily the difference in the age at which they enter the Army.

Once we control for the age at Army entry, differences between young officers and young enlisted men are small.

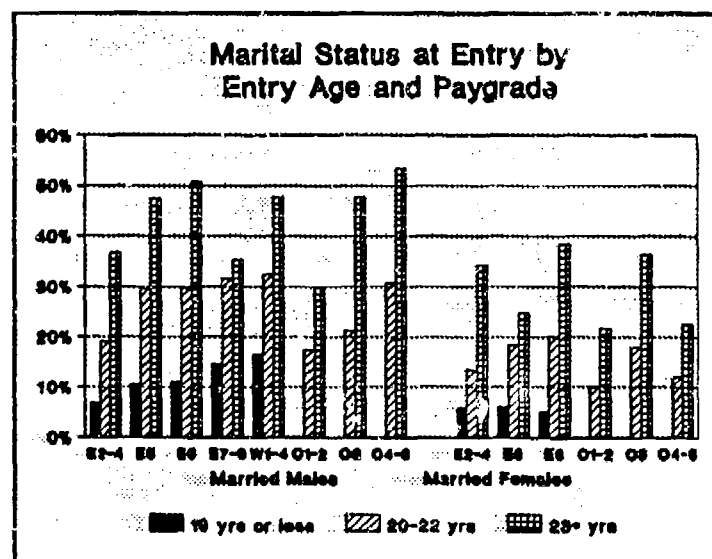


Figure 2

In general, women soldiers are less likely than men to have been married at the time they entered the Army.

Among soldiers in the higher paygrades, relatively more say they were married at the time they entered the Army, compared with younger soldiers, both officers and enlisted men. This difference reflects two patterns. First is the higher retention in the Army of married than single soldiers (discussed in Chapter 5). Second is cohort change in the age at marriage in American society. Thus, young Americans currently are marrying at older ages than did young Americans a decade or two earlier.²

The data make clear that soldiers tend to enter the Army unmarried, then marry and begin their families within a few years after joining. By the time they are young NCOs, most male soldiers are married, most of them to civilian wives, and a large proportion already have at least one child (see Figure 1). Soldiers in early career stages who have children typically have very young children (Table 3.3). Among married junior enlisted males with children, 68 percent have a child under three years of age. Similarly, 80 percent of lieutenants with children have a child under three. This large number of young children places serious demands upon many Army systems, particularly for child care, medical services and community recreation facilities. Young children in the household also can substantially increase the pressure on young families and increase the divided loyalty that soldiers feel between their Army job and the demands of a young and growing family.

SOLDIER EDUCATION

Reflecting the commitment to high ability and competence, as well as the success of Army recruiting efforts in recent years, soldiers are, for the most part, well-educated. As Table 1 and Table 3.4 illustrate, the large majority of enlisted soldiers have at least a high school diploma. Among junior enlisted nearly all are at least high-school graduates and, among those who have a longer term of service, many have some post-secondary education. Among officers, virtually all are college graduates and large numbers have post-baccalaureate training of some kind.

Table 1

Highest Education by Paygrade (percentages)

	E2-E4	E5	E6	E7-E9	W1-W4	O1-O2	O3	O4-O6	TOTAL
LESS THAN H.S.	1	0	0	0	0	0	0	0	0
GED	8	12	13	12	0	0	0	0	9
H.S. DIPLOMA	69	58	39	27	8	1	0	0	51
SOME POST-SECONDARY	19	25	41	53	61	2	1	0	25
BACHELOR'S DEGREE	1	3	3	4	20	88	56	13	7
BEYOND BACHELOR'S	2	2	4	4	11	10	44	87	8

²Although this is generally true, data presented by Orthner (1990) show that soldiers are more likely to be married at a young age than are their civilian age peers.

These figures underline the success of the Army's commitment to soldier quality, as well as the accomplishments of active-duty personnel, many of whom have obtained at least some of their education during their time of active-duty service. At the same time, well-educated, highly skilled soldiers are likely to have attractive alternative career opportunities in the civilian labor force, and thus represent a continuing challenge to the Army to provide work and family career opportunities that meet soldiers' and families' expectations and provide a rewarding alternative to civilian life.

SPOUSE EMPLOYMENT

Soldiers married to civilians were asked the spouses' employment status. This was classified into three categories:

- Spouse is employed in a paid job
- Spouse is not employed, but wants to have a job at the present time
- Spouse not employed and does not want employment.

Analyses were carried out for male soldiers married to civilian spouses, further classified by whether or not there are children in the household. These data (Figure 3 and Table 3.5) show, first, that in nearly all (approximately 90%) couples with no children, the spouse either has a job or wants to have a job. Among those with children, about one-fifth of spouses of young enlisted soldiers do not have or want a job; among young officers, nearly twice as many of those with children do not want or have a job. These data show that, especially for young enlisted soldiers, employment is an important goal for spouses, including those with young children in the household. The difference between young enlisted and officer families with children underlines the greater financial pressure on enlisted families to have both members of the couple work. Additionally, it should be noted that the large numbers of couples with children in which the spouse either wants or has a job has major implications for Army child-care services.

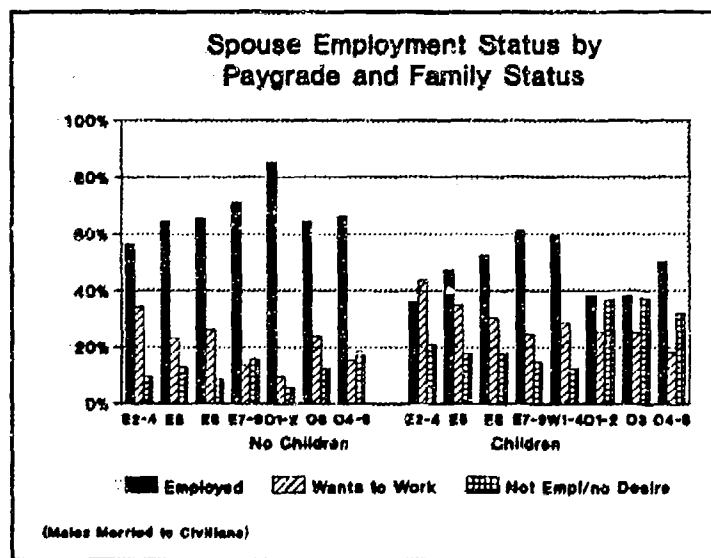


Figure 3

The data on employment status also show the large numbers, especially among spouses of young enlisted soldiers, who want a job but are unable to get one. For example, among junior enlisted couples with children, 36 percent of spouses have a job but an additional 44 percent want to have a job. That is, for these families a larger proportion want a job even than have one. Among junior enlisted couples with no children, 57 percent of spouses currently have a job, and another 34 percent want a job.

Among young officer couples (O1-O2) the large majority of spouses without children have paid employment—85 percent—and only 10 percent want employment but do not have jobs. Among the young officer families with children, 38 percent have an employed spouse and, in an additional 25 percent, the spouse wants to have a job.

At later career stages (senior NCO and field grade officer) the picture is somewhat different. In these families, the majority of spouses with no children in the household have jobs and relatively few who do not have jobs say they want a job. Among those who still have children at home, relatively more of the spouses are not employed and do not want work.

These patterns underline the economic pressures on young soldiers and spouses to have both employed, even if there are children in the household. These pressures are less for young officer families, who have higher pay. The differences by rank group appear also to reflect "generational" differences in family life expectations. The spouses of senior NCOs and of field grade officers married and raised their families in a period when relatively fewer women sought employment and careers. Younger spouses, in addition to having greater financial need, reflect the societal trend in which many young couples have two earners and women increasingly seek employment and career opportunities.

Both the financial importance of spouse employment and the importance of working careers in the lives of the current generation of American women mean that spouse employment is an area that is important for further study. In this report, we briefly examine the relationship of spouse employment status as reported by the soldier to the soldier's retention plans. In subsequent analyses of the spouse survey data, we will examine spouse employment and career orientation in greater detail and relate it to spouse support for the soldier's Army career.

An additional point can be made about the importance of spouse employment and dual-earner couples in the Army of the 1990s. We tabulated the total numbers and proportions of male soldiers in the early career stage who are in dual-earner couples, that is, married to a civilian spouse who has a paid job or married to a soldier on active duty. These data show that, among male junior enlisted soldiers, nearly half (49%) are in dual-earner couples, either with an employed civilian spouse or a spouse in the military. Increasingly, then, the Army is becoming an environment, like the civilian world, in which dual-earner couples are a major proportion of the population. These numbers are likely to increase in coming years, increasing the importance of child-development services and other services that respond to the needs of dual-earner families.

SOLDIER SECOND JOBS

We also analyzed data on whether soldiers have second jobs in the civilian sector, in addition to their regular Army job. Soldiers' second jobs can be seen both as having near-term financial implications (providing additional income for savings or discretionary purchases or a way to meet pressing financial need) and as a means of maintaining or developing civilian career opportunities. Moreover, it could be expected that spouse employment and soldiers' second jobs represent alternative strategies that families can use to enhance their economic position.

The data (Figure 4 and Table 3.6) show that only a small minority—fewer than 10 percent—of any group of soldiers married to civilian spouses currently hold a second job. Among married junior enlisted soldiers, only 4 percent have a second job; the proportion among those at higher enlisted paygrades is 8 percent for E6s and 7 percent for senior NCOs. Among officers, fewer than 5 percent of any group have a second job. The tabulations by spouse employment status show no relationship of spouse employment status (has a job, wants a job, does not want a job) to the soldier's having a second job, and in every spouse employment category, the number of soldiers with second jobs is very small.

These data show that soldiers' second jobs are not an important part of the family's economic strategy, especially for young soldiers and families. To a considerable extent, this doubtless reflects the demands placed by the Army job, which leaves young soldiers with little time to hold a second job.

Additionally, if the soldier's Army work schedule is irregular or unpredictable, this reduces the opportunities for holding a second job. The lack of second jobs may also reflect the relatively limited civilian employment opportunities around many installations, and especially the lack of part-time opportunities that can readily be accommodated with an Army work schedule. Another implication is that spouse employment is the preferred or most feasible strategy for young Army families to enhance or maintain their economic position. For this reason, spouse employment is important both to the family's economic situation and potentially to the couples' assessment of their relative opportunities in the Army and civilian sectors.

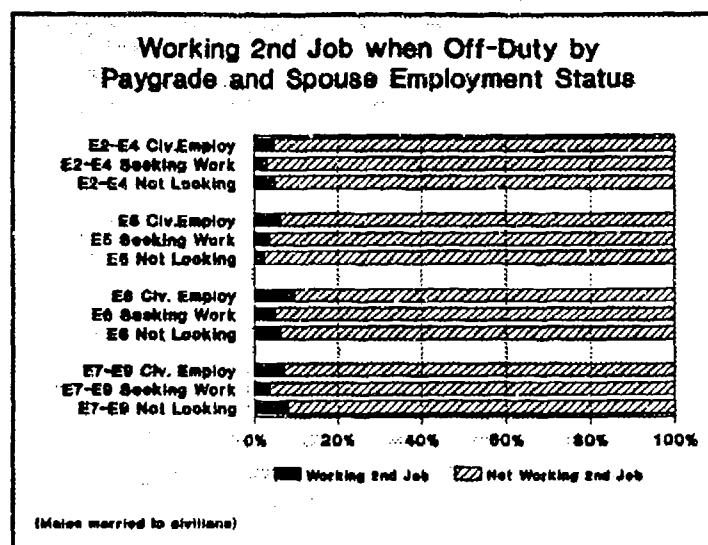


Figure 4

SUMMARY AND CONCLUSION

The data analyzed in this chapter show several important aspects of family social and economic situation, and the variation in family situation over the soldier career and family career. The demographic and social data confirm the picture of the Army as increasingly a married force, and one in which childbearing is begun early in the career. The large number of young families with children creates particular policy challenges for the Army, especially as resources for programs are constrained and soldiers' uncertainties related to force drawdowns increase.

The data indicate the relatively lower economic situation of young enlisted couples, especially young junior enlisted. For these young couples, spouse employment is an important part of the strategy for meeting family economic needs, developing savings, or having money to buy consumer goods at this time. Soldiers' second jobs play only a very minor role in family's economic strategies.

Spouse employment and, more broadly, family economic opportunities in the Army and the civilian world, will be explored in Chapter 5 of this report. Additionally, the effects of spouse employment and its meaning for soldiers and families will be examined in more depth with analyses using the spouse survey data and the spouses' own report of their employment and career goals, experiences, and opportunities.

CHAPTER 4

REASONS FOR ENTRY AND CAREER PLANS AT ENTRY

INTRODUCTION

Any examination of retention behavior must begin with consideration of the reasons young men and women have for entering the Army and the plans for service they have when they enter. This consideration is especially important because the Army, unlike many other organizations, provides only one source of experienced personnel—retention of large proportions of inexperienced entrants. Thus, the motivations, perceptions, and intentions of the entry cohorts of Army enlisted personnel and officers are crucial to achievement of the Army's objectives for retention of a quality career force.

In the volunteer force, without the compulsion and incentive of conscription, the Army has devised a number of strategies and programs to attract young people into the service. As the requirements for high-quality recruits have increased, these recruiting incentives and programs have changed as well, with more emphasis being placed on providing money for educational benefits and on training for future jobs and careers in the civilian sector after Army service. Many of the young people attracted by these appeals will be motivated to leave after a short term of service in order to take advantage of the educational benefits they signed up for or to apply the training they have received. The Army must, in order to achieve its retention objectives, convince some number of these potential leavers (who may be among the highest-quality recruits with the greatest number of alternative employment opportunities) to remain in the Army for a term longer than they have initially planned.

Since, as we noted in the previous chapter, most of these new recruits enter the Army unmarried but do marry and begin families early in their careers, issues of family policy and the impact the Army has on families will play a major role in the ability of the Army to convince a sufficient number of these high-quality soldiers to remain in the Army beyond the first term. A long series of studies and experience suggests that, beyond the first reenlistment points, the effects of the military retirement system and the self-selection of individuals will influence favorable retention rates. In fact, in light of the current force reductions, these career retention rates may be too high—some soldiers will have to be separated when they would have preferred to remain for a longer term of service. But, at the end of the first term, only about one-third of soldiers remain for a second term (or, for officers, remain beyond the initial obligation).

In this chapter, we will examine the reasons that soldiers in the Army now recall as the principal motivations for their entry into the Army. We will also examine their reports about the length of time they had expected to serve when they entered. These data must be treated with some caution. First, the soldiers in the Army now are not representative of the cohort with which they entered—there is quite obviously some selection effect at work here, and that effect likely grows stronger as the seniority of the subset of the force being examined increases. These data cannot be used, therefore, to examine the changes in reasons for entry or career plans at entry over time. Second, asking respondents to recount motivations for actions from some period in the past runs the risk that the respondents will not recall accurately, either because of poor memories or because of the workings of well-known psychological processes such as selective retention and perception. Despite these limitations, the soldiers' reports of their reasons for entering the Army give valuable insights into these reasons and into how the initial reasons for entry are translated into Army retention and career plans.

REASONS FOR ENTRY

Respondents to the AFRP survey were asked to respond to the following question: "How important was each of the following in your decision to enter active duty for the first time?" Soldiers who were drafted were asked to skip the question, so the responses to be analyzed here are for volunteers only, although it is possible that some of the more senior respondents were draft-induced volunteers—that is, they enlisted or accepted a commission to avoid being drafted.

The respondents were offered a list of reasons for entry and asked to rate each:

- Extremely important
- Very important
- Somewhat important
- Not very important
- Not at all important.

The possible reasons they were asked to rate were

- To develop maturity, discipline or responsibility
- To get trained in a skill/profession
- To serve my country
- To take time out to decide about my life plans
- To get money for further education
- To gain experience for a civilian job after service
- To fulfill ROTC or other educational commitments
- Lack of civilian job opportunities
- Chance to travel
- Military tradition in my family
- Security and stability of a job
- Retirement benefits.

Responses to these questions were examined and then dichotomized by grouping those responding extremely or very important into one category, and all other responses into a second category. The analyses that follow report the percentages who responded that each reason was extremely or very important.

The overall responses are presented in Figure 5 and Table 4.1. For all male soldiers, 55 to 60 percent reported that "serving country" and "training for a skill/ profession" were extremely important or very important reasons for initial entry. These represent much different sets of motivations for Army service; serving country focuses on patriotic or civic duty, while training focuses more on what the individual can gain from this service. Both of these themes have been central to recent Army recruiting campaigns.

Just behind these two reasons in importance (at 40-50%) are "gaining job experience," "money for education," "time to consider life," and "developing maturity." These four seem to focus on two aspects of individual needs—future employment and career goals and individual growth and maturity. Again, these results are consistent with the tone of much of the Army recruiting appeals in the past few years, especially the emphasis on the Army College Fund and on the slogan "Be all you can be."

Striking by their low importance are a number of reasons that often appear in recruiting literature as possible reasons for young people entering the military. "Fulfilling a ROTC commitment" applies mostly to officers—which explains, in part, its low overall selection—but "family military tradition" is surprisingly low. Fewer than 20 percent of the soldiers offered this latter reason as extremely or very important. But most surprising was the low selection of "lack of civilian

jobs"—fewer than 20 percent of all soldiers selected this option, although for many years recruiting specialists have thought that local and national economic conditions were major motivators of enlistment and most aggregate Army enlistment models include unemployment rates as crucial determinant variables. This low importance of lack of civilian jobs speaks to the higher-quality recruits that the Army has been able to attract in the last ten years; these higher-quality, high-school graduate recruits presumably have had more opportunities for civilian jobs or continuing education and have not seen the Army as an employer of last resort as often was the case in the more distant past.

Between these high- and low-response reasons for entry are three which close to 40 percent of all male soldiers indicated were extremely or very important: "opportunity to travel," "job security and stability," and "retirement benefits." These traditional characteristics of the military life and the appeal of an Army career were selected quite differentially by soldiers at different paygrades, as we will detail in the following sections.

Remembering the caveats about these data with regard to possible selection effects and recall problems, we can turn to look at the responses to these questions by paygrade. These results are for male soldiers only.

Junior enlisted personnel (those in paygrades E2-E4) have a different pattern of responses than those noted above for all soldiers (see Figure 6). The highest response (60%) was for money for education—not surprising for a cohort recruited with the lure of the Army College Fund and not yet at the point where the young soldiers eligible for education funding can leave the Army to use the benefits. Trailing closely behind education was a cluster of reasons which approximately half of the junior enlisted reported as extremely or very important in their decision to enlist:

- Time to consider life plans
- Training for a career/profession
- Serving country
- Job experience
- Developing maturity.

These are the same responses as found for the total male force (not surprising, since these junior enlisted soldiers are a large portion of the total). At the low end, substantially fewer junior

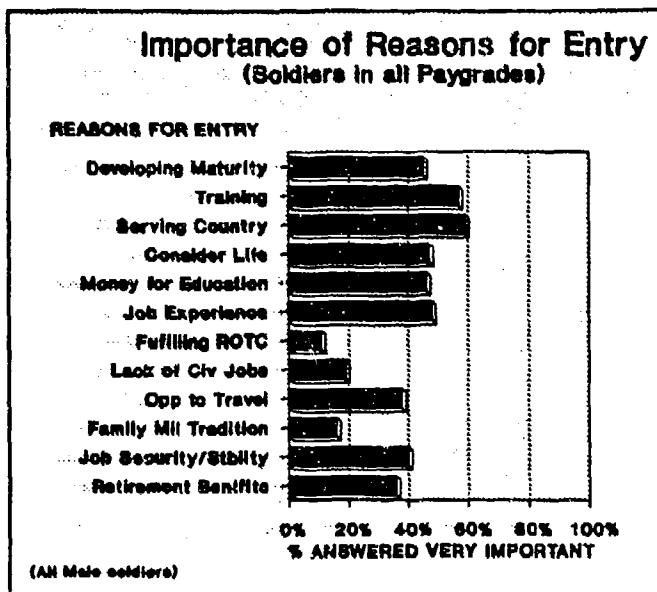


Figure 5

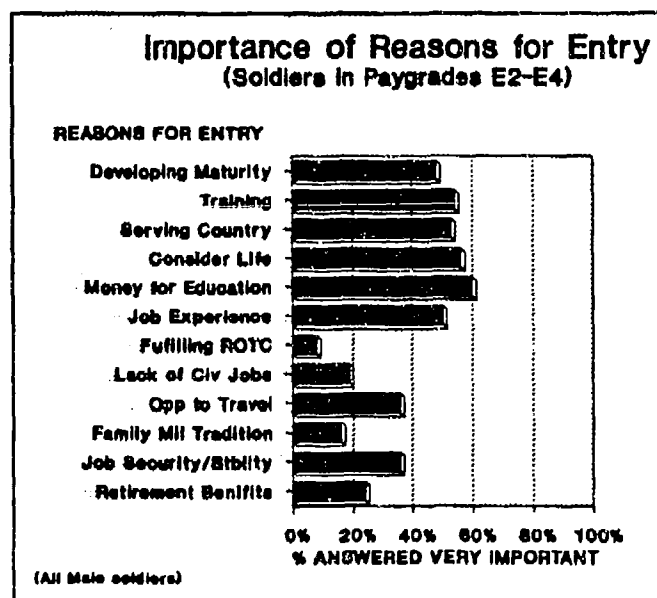


Figure 6

enlisted soldiers offered retirement benefits as an important reason for entry compared to the responses for all soldiers (24% for junior enlisted vs. 36% for the force).

Comparing the junior enlisted with more senior enlisted personnel (Figures 7 and 8) reveals more substantial differences. "Money for education" was much less important for the NCOs than it was for the junior enlisted—only about 40 percent of the E5s and 34 percent of the E6s said it was extremely or very important. These young NCOs, of course, are that portion of their entry cohort who did not take the opportunity to leave at the end of their initial term to use their education benefits, so this result is not surprising. What may be surprising is that the number who reported education money as an important reason for entering is as high for these NCOs as it is—this may reflect the Army's ability to attract high-quality soldiers with the inducement of education benefits and then convince these soldiers to remain in the Army rather than leave for school. It may also reflect the soldiers' overestimation of the value or taste for education—perhaps at entry they did intend to stay for a single term then go on to college, but other inducements (such as promotions and military schooling) or pressures (marriage and children perhaps) then led them to change their plans.

The most notable differences between the junior enlisted and the junior NCOs is the importance of job security/stability and retirement benefits. The NCOs are more likely to offer these as extremely or very important reasons for entry than are the junior enlisted. A number of reasons can be offered for this finding. One is the selection phenomenon—those soldiers who stay beyond the first term are much more likely to be planning to stay to retirement and hence be more aware of the attraction of retirement. They may have thought retirement benefits were important when they entered, or this response may be more of a reconstruction of their present incentives and needs. More of these soldiers are married and have children than are the junior enlisted, and these factors would make both retirement benefits and job stability/security more salient issues than for the junior soldiers. Again, it is not clear how these current family-status considerations play against the reasons for entry—whether the selection of these

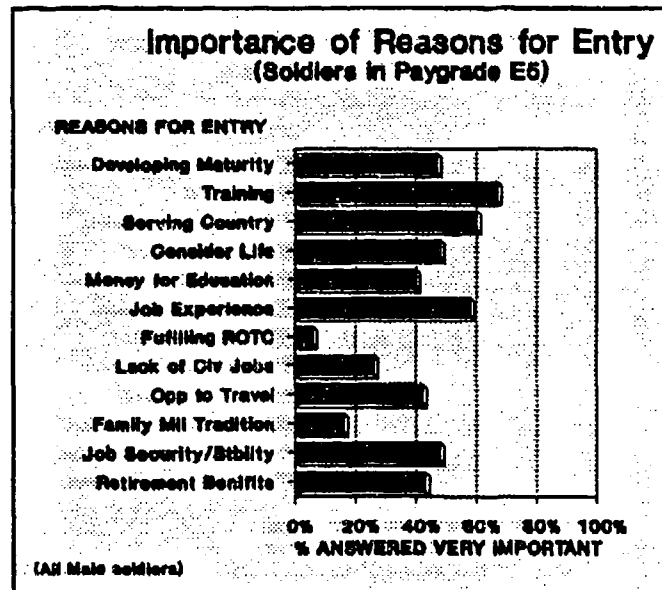


Figure 7

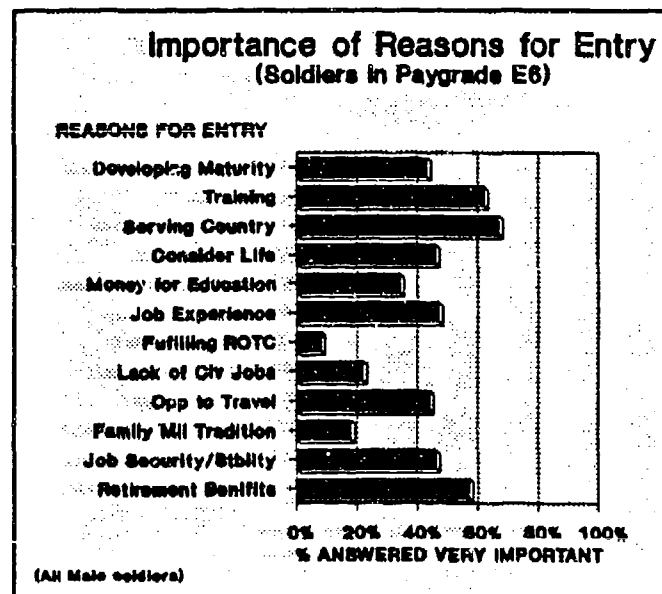


Figure 8

reasons for entry presages future behavior with regard to marriage and retention or whether the current status of these soldiers has influenced what they recall. And, of course, we are dealing here with that portion of the more senior cohorts who have remained in the Army, which is not representative of the entire entry cohort, while the junior enlisted cohort, given less attrition, a shorter time period since entry, and fewer changes in family status, is a closer representation of the initial reasons for entry.

As Table 4.1 shows, there are important differences between enlisted personnel and officers in their reasons for entry. Officers were more likely to offer serving country as an extremely or very important reason for entry than were enlisted personnel. Seventy-four percent of the lieutenants and 69 percent of the captains listed serving country as important, compared to only 53 percent of the junior enlisted. Officers were less likely to cite time to consider life plans, money for education, experience for a civilian job, and lack of civilian jobs than were enlisted personnel. These results are not surprising, given the fact that officers enter older, with a college degree, and with a higher probability of being married.

Although most soldiers enter the Army single, 14 percent of the current junior enlisted were married when they entered the Army. Examination of the patterns of response to this question of reasons for entry indicates some important differences between the responses of single and married recruits. These data are presented in Table 4.2 and Figure 9.

Junior enlisted males who enter the Army married are more likely to rate a lack of civilian jobs, job security/stability, and retirement benefits as being important in their decision to enter than are those who enter single. On the other hand, those who enter single are more likely to rate developing maturity, time to consider life plans, and money for education as important than are their married counterparts. What these data suggest is that marital status at entry is a real demarcation indicator which divides the motivations of these soldiers. The single entrants (who tend to be younger) are more concerned with future careers and prospects; married entrants are focused on providing for their families now. This difference in perspective may well be reflected in the subsequent retention behavior of these two groups, or of the differences in retention choices considered by single and married soldiers.

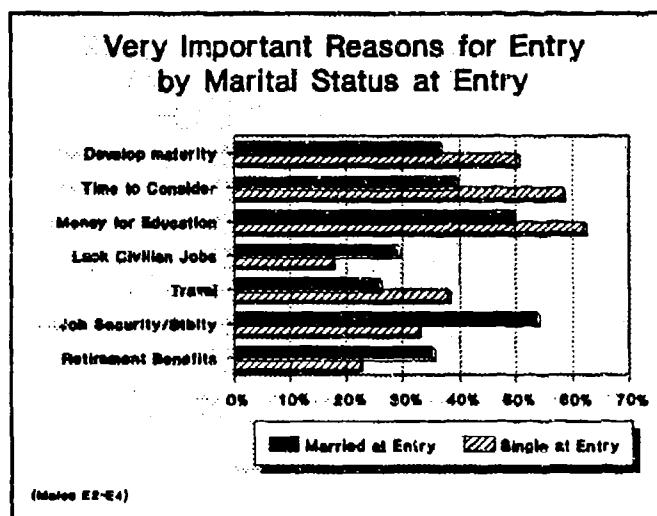


Figure 9

The picture that emerges from this examination of reasons for entry is one in which young men and women are choosing to enter the Army with a wide variety of motives and objectives. Some of these reasons have to do with short-term individual needs—to achieve maturity, to get some time to sort out life plans. Others have to do with beginning to achieve longer-term job goals, including training for a job or profession, and money for education. Serving country is important to many, especially officers. And providing for family well-being, reflected in the number choosing job security/stability and retirement benefits is also important. These multiple sets of reasons suggest that the Army's problem in convincing enough of these soldiers to continue their service beyond the initial obligation is a multifaceted one, in which all of these issues of personal growth, income, job matters and work meaningfulness will play a part.

CAREER PLANS AT ENTRY

Achieving high retention rates results from the successful execution of two strategies:

- reinforcing positive intentions to remain in the Army among soldiers who enter with intent to serve beyond an initial tour;
- convincing soldiers who do not intend to remain in the Army to change their minds.

There are a number of factors, discussed later in this report, which will affect the success of retention strategies. These include the nature of the Army experience of individual soldiers and their families, opportunities for remaining in the Army, and alternative career opportunities in the civilian economy. But the career intent that members have at entry is the baseline against which all future appeals and incentives must be measured.

Examining career intentions of the current Army force is complicated by two factors. First, recollection of one's mental state at a time in the past can be problematic. Asking soldiers who have remained in the Army for a number of years what they intended many years ago may run into issues of selective perception and cognitive dissonance; the resulting distributions may overstate the initial career commitment of these soldiers. Secondly, those soldiers who remain in the Army are the "survivors" of an initial cohort of entrants, the rest of whom have since left the Army and thus were not surveyed. Therefore, the reports of survey respondents on their career plans at Army entry will not fully reflect the distribution of career intent of either current or past entry cohorts. Specifically, we would expect that a higher proportion of those soldiers who actually enter the Army intending to serve a full career will remain in the service than will that portion of the entry cohort who enter intending to serve for only a short term. Despite these caveats, it is valuable to examine soldiers' reports of their career plans at entry and the relationship of these plans, first, to reasons for entry, and, second, to current career plans. These data help us understand what entry motivations are linked to initial plans for a short Army stay or an Army career and they provide insights into the processes by which soldiers who initially entered for a short stay (or were undecided about their plans) become converted to a commitment to an Army career.

With these caveats, we turn to the results of a question asked about career intent at entry. Respondents were offered four choices:

- I planned to make the military a career.
- I planned to try it and see if I liked it, then decide whether to stay in.
- I planned to stay in a short time and then leave.
- I was undecided about my career plans when I entered.

The results are presented in Table 4.1. Figure 10 gives data for all male soldiers.

The expectation was that responses to this question, when arrayed by paygrade, would show that soldiers who had already served one or more terms of service would be more likely to report that they had intended to stay for longer terms when they entered. That is, we expected to find that the bulk of the career force is made up of soldiers who had made (or, in recollection, believe they had made) that commitment to a career at the time they entered the Army.

Contrary to this expectation, the data reveal a quite different picture of the career intent at entry of these soldiers. Only 13 percent of the junior enlisted males responded that they had intended to make the Army a career when they entered. Forty-two percent had intended to try it and then decide. One quarter had intended to stay a short time and then leave and 20 percent had been undecided. Compared to these junior enlisted personnel, more senior soldiers do not evidence markedly different levels of career intent at entry. Only 24 percent of the current E5s had planned for a career at entry, as had 26 percent of the E6s and 21 percent of the E7-E9s.

At every paygrade, the most frequent responses to the question of career plans at entry were that the soldier planned to try it and then decide or was undecided. This finding indicates that these soldiers believe that they had alternative career choices and were not entering the Army as a last resort. Again, this finding may be partially attributable to the quality of soldiers the Army is bringing into the force. For the whole force (males), only 19 percent entered expecting to serve a full career, while 36 percent said they expected to try it and then decide. About 21 percent expected a short stay before leaving, while the final 24 percent were undecided.

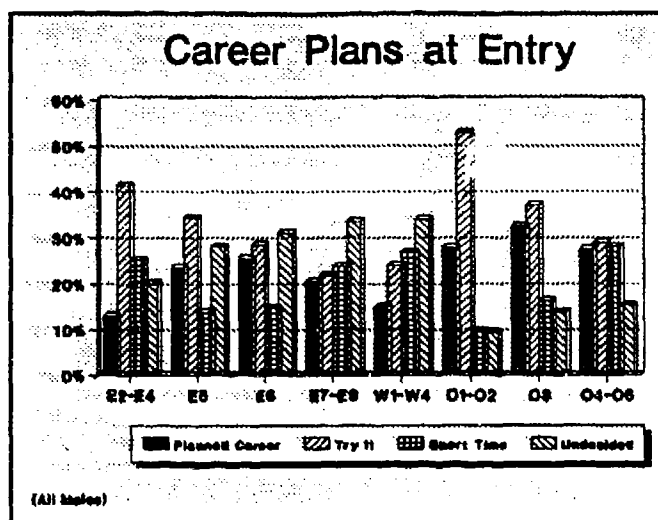


Figure 10

What is most surprising is that, among senior soldiers, a substantial majority had not planned to make the Army a career when they entered although they had subsequently served well beyond the point at which almost all would stay for 20 or more years. This finding is true for officers as well as for enlisted personnel.

What these data suggest is that the Army is faced with the situation in which only a minority of the current career force had made the decision to serve a career when they entered. Rather, most entered with no strong commitment to serve beyond their initial obligation. This finding suggests that what happens to these young people in their early terms of service, and how they react to those experiences, form crucial factors in determining whether they will continue beyond that obligation. If this is the case, then it suggests that the Army has opportunities to influence a number of the quality soldiers that it wishes to remain in the force to do so. The Army must work hard to convince these young soldiers that an Army career is the choice to make.

REASONS FOR ENTRY AND CAREER PLANS AT ENTRY

Plans to serve for a full career are associated differentially with the importance of each of the reasons for entry discussed earlier. The data in Table 2 and in Tables 4.3-4.14 present a clear picture of these associations. For junior enlisted males, Table 2 reveals important differences among those expecting to serve a career at entry on the following reasons for entry:

- Serve country
- Money for education
- Family tradition
- Job security and stability
- Retirement benefits.

For each of these reasons except money for education, junior enlisted soldiers who reported that these reasons were extremely or very important are more likely to have planned to serve a full career at entry than those soldiers who did not rate these items as important. This set of reasons clearly differentiate the short-termers, motivated especially by educational benefits, from those leaning to a career, who are more focused upon service (serve country and family tradition) and security (job security/stability, retirement benefits). These same relationships hold for junior NCOs as well.

Money for education discriminates for E2-E4s in the opposite direction—those soldiers who rated money for education as important are less likely to expect to serve a career. This difference is not found for NCOs, presumably because many of the soldiers motivated by education benefits leave before achieving these paygrades.

Table 2

**Percentage of Soldiers Planning an Army Career
by Importance of Reasons for Entry
(Males)**

REASON FOR ENTRY	E2-E4		E5		E6	
	VERY IM- PORTANT	NOT VERY IMPORTANT	VERY IM- PORTANT	NOT VERY IMPORTANT	VERY IM- PORTANT	NOT VERY IMPORTANT
DEVELOP MATURITY	14%	12%	26%	21%	33%	21%
TRAIN FOR PROFESSION	15	10	25	20	27	24
SERVE COUNTRY	18	7	29	15	32	16
TIME TO CONSIDER	11	15	23	23	26	27
MONEY FOR EDUCATION	10	18	24	23	28	25
JOB EXPERIENCE	13	13	22	25	26	27
NO CIVILIAN JOBS	18	12	23	23	25	27
TRAVEL	14	12	28	20	30	22
FAMILY TRADITION	24	11	43	20	46	22
JOB SECURITY & STABILITY	21	9	30	17	32	22
RETIREMENT BENEFITS	32	7	37	13	34	17

CAREER PLANS AT ENTRY AND CURRENT CAREER PLANS

The data reported above suggest that career intent at the time of entry into the Army is not the only determinant of future retention behavior. To highlight these data further, and to set the stage for the more intensive analysis of retention plans in the next chapter, we turn to an examination of the relationships between career intent at entry and current plans for serving. There are two ways to look at these data. First, we will look at the current plans of soldiers classified by their intent when they entered the Army. The objective of this analysis is to determine the degree of change in career intent over the course of the term of service. The second analysis examines the career plans at entry of the segment of the force that now plans a career (20+ years of service). This analysis shows the combined effects on the composition of the career force of two factors: (1) the numbers in the entry groups and (2) their stability or change in career plans. Because of the focus of the analyses of current retention and career plans, these data are presented for male soldiers married to civilian spouses.

The first analysis examines stability and changes in the career intent of soldiers who enter with different career plans. Table 3 and Table 4.15 present these data for males married to civilians. Each

column of Table 3 presents data for one of the four career-plans-at-entry categories. The cell entries are the percentage in each entry category who now say they expect to serve 20 years or more. These data allow us to examine the movements between intent at entry and current intent.

Table 3

**Intent at Entry and Current Career Plan
(Males Married to Civilians)**

**PERCENT CURRENTLY PLANNING TO SERVE 20 OR MORE YEARS
BY CAREER PLANS AT ENTRY**

PAYGRADE	PLANNED CAREER	TRY IT	SHORT TERM	UNDECIDED
E2-E4	41%	13%	3%	10%
E5	60	43	24	35
E6	78	77	73	73
O1-O2	59	24	19	*
O3	72	49	45	49

*Too few cases for analysis.

For those soldiers who planned at entry to serve a full career, there is substantial decay in career intent when the proportion now planning to remain for 20 years or more is examined. Only 41 percent of the junior enlisted soldiers who entered planning a career still plan to do so. That is to say, in the course of the first term, three-fifths of entering soldiers who originally planned to make the Army a career have decided not to do so. For those junior enlisted whose plan at entry was to try Army service, only 13 percent now plan a career. This is a relatively low rate of conversion to an Army career and suggests areas in which the Army needs to focus additional work. Smaller percentages of these junior enlisted who planned short terms or were undecided have now decided to serve a full term.

For NCOs, the picture is a little brighter, although the data are skewed because many of the soldiers who entered with them and who decided not to serve a 20-year career have already left the Army. But of the survivors to these grades, 60 percent of the E5s and 78 percent of the E6s who had planned a career at entry still have that intent. Despite these higher rates, there is still substantial decay in career intent among these NCOs. At the same time, relatively high proportions of the current surviving NCOs who entered expecting to try the Army then decide have now decided to stay for 20 years or more: 77 percent of E6s and 43 percent of E5s who entered the Army to try it now plan to serve 20 or more years. These NCOs represent the success of the Army in convincing soldiers to remain for a full career.

As Table 3 shows, officers demonstrate similar patterns. There is substantial decay in the number of young officers who had entered planning a career: 59 percent of lieutenants who entered planning a career still plan one, as do 72 percent of captains. However, substantial numbers of those who entered with less determined plans for a career have subsequently decided to serve 20 years or more. Thus, about half of the captains who entered planning to try the Army (49%), to stay for a short time (45%), or were undecided (49%) now plan to serve 20 or more years.

Data for the second analysis are presented in Table 4 and Table 4.16. For each paygrade group of interest, those soldiers who now plan to serve for a career of 20 years or more are divided into categories, depending upon their expressed career intent at entry. The results are quite striking. While almost half (48%) of the junior enlisted who now plan to serve until retirement had the same intent at entry, only one-third of the E5s and about one-quarter of the E6s who now expect to serve a career did so at entry. Put another way, about half of the junior enlisted males with civilian wives who are now planning to serve 20 years did not have that intention when they entered. For NCOs, between two-thirds and three-quarters of those now planning a career have changed their minds regarding a career since they entered.

Table 4

**Career Plans at Entry Among Soldiers Now Planning Army Career
(Males Married to Civilians)**

	E2-4	E5	E6	01-02	03
CAREER	48%	33%	27%	61%	43%
TRY IT	34	37	27	33	31
SHORT TIME	4	7	15	6	14
UNDECIDED	13	22	31	*	13

*Too few cases for analysis

Only a small portion of the enlisted personnel who now plan a career had planned a short term of service at entry—4 percent of the privates, and between 7 and 15 percent of the junior NCOs. More of these soldiers now planning a career entered with the intent of trying the Army before making a decision, and substantial numbers also entered undecided. These groups are the prime soldiers whom the Army must convince to stay in order to achieve its retention goals.

Officers who now plan to serve a career are more likely than enlisted personnel to have also planned a career at entry. Sixty-one percent of the lieutenants and 43 percent of the captains who now plan a career planned to do so when they entered. About another third planned to try the Army. Others entered planning a short career or were undecided. Thus, for officers as well as enlisted soldiers, those who enter the Army planning to try it or are undecided about their plans represent an important pool to be targeted by retention efforts.

The "yield" in terms of career soldiers of each of the different plans-at-entry groups is a function of two factors: (1) the size of the entry group, and (2) the proportion who decide to make the Army a career (either maintaining their early career plans, or converting to stay or leave). The importance of the group who, at entry, planned to try the Army and see if they liked it reflects the large size of this entry category (see Table 4.1) and the fact that a substantial proportion of this group has made a decision to make a career of the Army (see Tables 3 and 4.15).

These figures underline the importance to the Army career force both of soldiers who make an early commitment to an Army career and those who enter without firm career plans and then experience work, personal or other opportunities and rewards that lead them to make a commitment over time to make their career in the Army.

SUMMARY AND CONCLUSIONS

In this chapter, the reasons that soldiers entered the Army and the plans they had for an Army career when they entered have been examined as a key part of understanding the retention decisions of these soldiers. Soldiers enter for a variety of reasons, some having to do with providing themselves and their families with security and stability, some having to do with their quest for experiences and skills for life after the Army. They also enter with expectations about the length of time they expect to serve. But as we have seen, these initial intentions are subject to change. Over the course of their initial terms of service, soldiers not expecting to serve a career decide to stay in the Army, while many who had expected at entry to make the Army a career change their minds. The experiences and circumstances of their Army service play a major role, along with these predispositions, in the retention process. In the next chapter, we turn to these experiences and especially the impact of family and job.

CHAPTER 5

SOLDIER RETENTION AND CAREER PLANS

INTRODUCTION

As the analyses in the preceding chapter demonstrate, soldiers' career plans at entry and their reasons for entering the Army play an important role in their subsequent participation in an Army career and their decisions on whether to stay in or leave the Army. Retention and career plans are also strongly shaped by the current Army experience of soldiers and their families. Important factors include the soldier's experience with work, the family's economic situation (based on both the soldier's pay and benefits and the spouse's employment situation, as well as family needs), perceived quality of life in the Army (including work life, community, personal freedom, and time for personal and family life) and comparisons between Army work and life and the civilian alternatives. Retention plans are also shaped by soldiers' and spouses' work, family, and personal values. Thus, for example, the relative priority the soldier places on work and family rewards, and the perception of close agreement between personal and Army values, are factors that are also likely to affect soldier commitment to the Army and Army retention. The spouse's support for the soldier's retention plans and for the Army career are also major considerations in the examination of retention. In addition, literature suggests that the soldier's affect, or sense of emotional connection to the Army, operates jointly with the assessment of Army life benefits in determining the likelihood that the soldier will make a career of the Army.

This chapter examines the relationship of family factors, spouse support, assessment of Army life, work, family experience and values, Army and civilian life comparisons, and soldier affect in relation to retention and career plans.

The analyses for this chapter are presented for male soldiers, and most analyses are limited to male soldiers married to civilian spouses. The analyses are all carried out within rank-group categories, because of the importance of rank group and career stage to soldiers' retention plans. The major focus in the analyses is on soldiers in the earlier career stages. For enlisted soldiers, we focus on those in paygrades E2 to E4, E5, and E6. Among officers, the focus is on those in paygrades O1-O2 and O3.

The analyses use two main measures of soldier retention and career plans. These are:

- (1) The soldier's self-reported likelihood of staying in the Army at the end of the current obligation. The categories for this measure are:

- No chance
- Low probability (1-4 chances in 10)
- Moderate probability (5-7 chances in 10)
- High probability (8-10 chances in 10)

Because more senior soldiers would reach retirement eligibility at their next retention decision, those who say they will definitely leave the Army to retire are excluded from these analyses. With this exclusion, likelihood of staying in the Army provides a measure of retention intention or propensity that is applicable across all career stages.

- (2) The number of years of active-duty service the soldier expects to have completed by the time of finally leaving the Army. Soldiers are classified into three categories:

- Plan fewer than 20 years of service
- Don't know
- Plan 20 or more years of service

For the analyses in this chapter, we distinguish primarily between those who plan to have a full Army career (i.e., 20 or more years), compared with those who plan shorter service or do not know their plans.

These two measures allow the examination both of current or near-term retention plans and longer-term Army career plans. These two aspects are important to Army planners and to the understanding of soldier retention and careers.

FAMILY FACTORS AND SOLDIER RETENTION PLANS

As background to the analyses of the effect of family factors on the retention and career plans of young soldiers, it is useful to examine briefly the relationship between soldiers' rank or career stage and plans to remain in the Army at the end of their current obligation, as well as plans to serve for a full career (that is, 20 years or more).

As the data in Figures 11 and 12 (Table 5.1) show, soldier career stage is strongly related to retention plans. Among male soldiers, only 17 percent of junior enlisted soldiers have a high probability of reenlisting at the end of their current obligation and only 10 percent plan to remain in the Army for a full 20-year career. By contrast, 59 percent of senior NCOs (E7-E9) plan to reenlist at the end of their current obligation, and fully 95 percent plan to remain in the Army for a full 20-year or longer career. Army career plans are stronger among officers than enlisted soldiers, but among officers as well as enlisted soldiers, those in the early career stages are less likely than others to plan an Army career and more likely to plan to leave at the end of their current obligation. Among lieutenants (O1-O2), 23 percent plan to make the Army a career, whereas virtually all field grade officers (88%) and senior NCOs (95%) will finish a 20-year career in the Army.

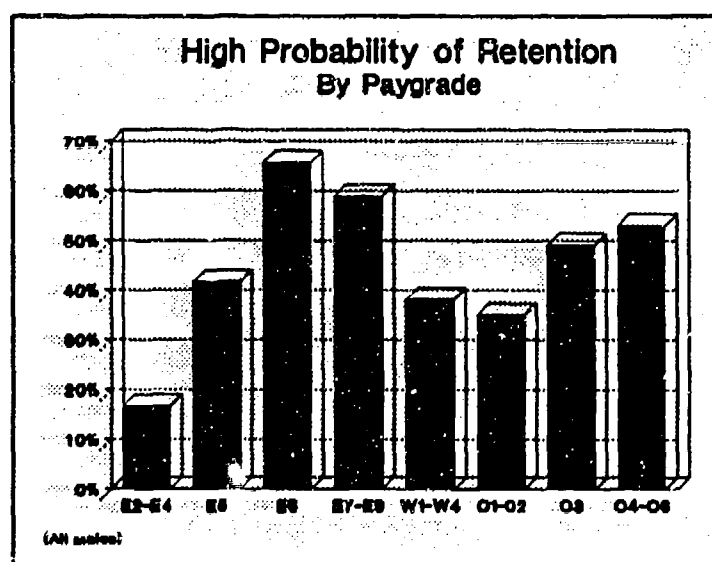


Figure 11

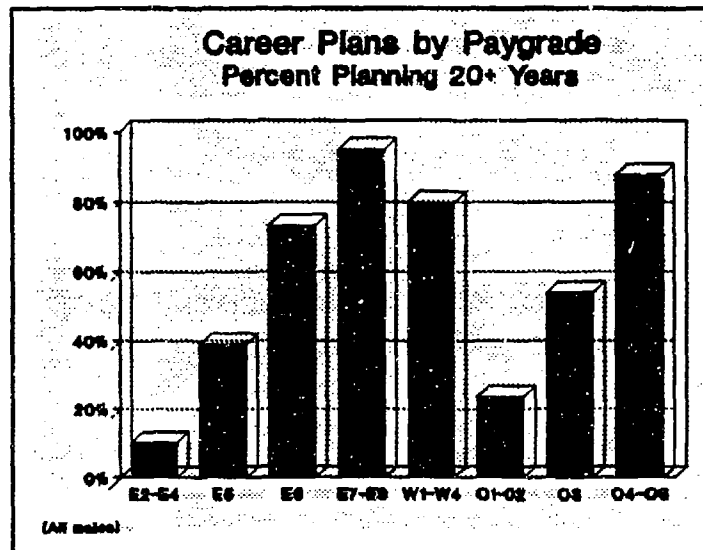


Figure 12

Among young male soldiers, those who are single are more likely than those married to say there is no chance they will stay in the Army at the end of their current obligation, and those in dual-military marriages appear somewhat less likely to leave than those married to civilians (Figure 13 and Table 5.2). Similarly, married young soldiers are more likely to plan an Army career than are those who are still single (Figure 14 and Table 5.2). Among junior enlisted males, the percentages who say there is no chance they will stay at the end of their current obligation is 50 percent of single soldiers, 30 percent of those married to civilian spouses, and 22 percent of those married to military spouses. Conversely, the percentages planning a career of 20 years or more among these groups are 7 percent of single, 15 percent of those married to civilians, and 19 percent of those in dual-military marriages.

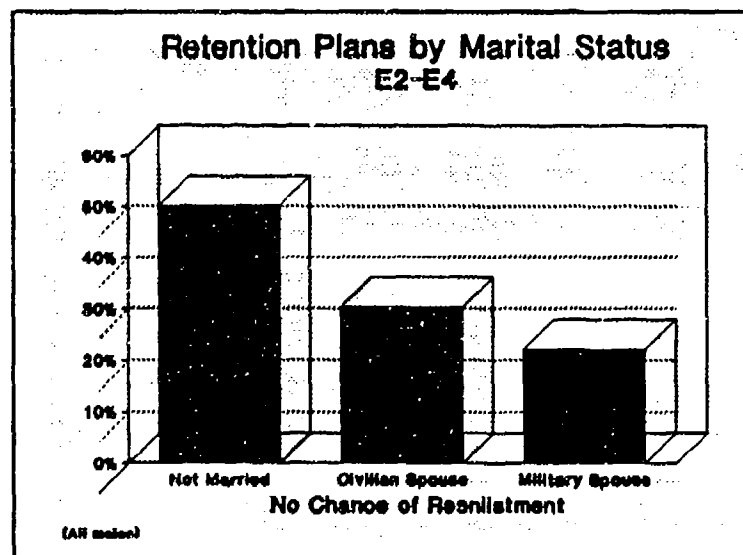


Figure 13

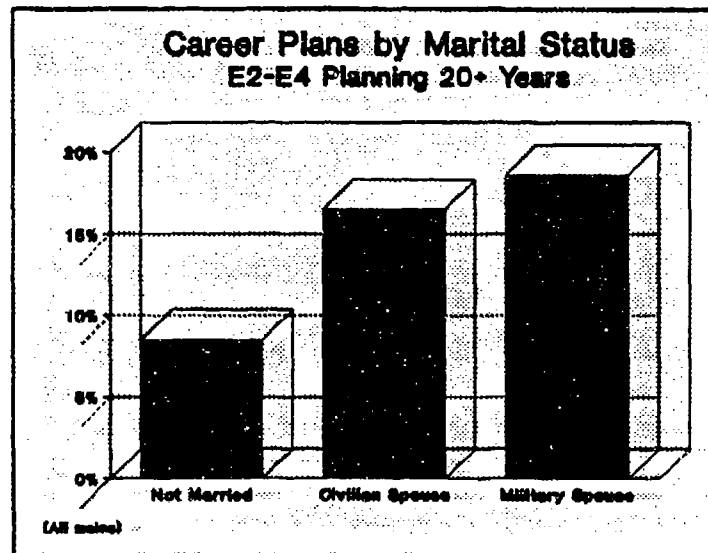


Figure 14

In examining the implications of these findings, it should be recalled that large numbers of soldiers marry in the early years of their Army career. Furthermore, a number of young single soldiers are in established relationships and their retention decisions are influenced by their sense of the Army as an environment for future family life. Thus, in addressing the work, family, and community concerns of these young soldiers, it is important to take into account the fact that, while young single soldiers have not personally experienced family life in the Army, they are forming impressions of this life that influence their decision to remain in the Army or return to civilian status.

Of young male enlisted soldiers who are married to civilians, those who have children are somewhat more likely than those without children to say they have a high probability of remaining in the Army at the end of their current obligation and that they plan to make the Army a career (Figure 15 and Tables 5.3-5.4). Among junior enlisted soldiers married to civilians, 35 percent of those without children say there is no chance they will reenlist, compared with 25 percent of those with children. Among the same group, 25 percent of those with children have a high probability of reenlisting, compared with 18 percent of those with no children. And, among those with children, 18 percent plan to remain in the Army for 20 or more years, compared with 12 percent of those without children (Figure 15 and Table 5.4). For young officers, the presence of children is not related to plans to remain in the Army (Tables 5.3 and 5.4) and, as noted before, more young officers than young enlisted soldiers plan to remain in the Army at the end of their current obligation and plan to make the Army their career.

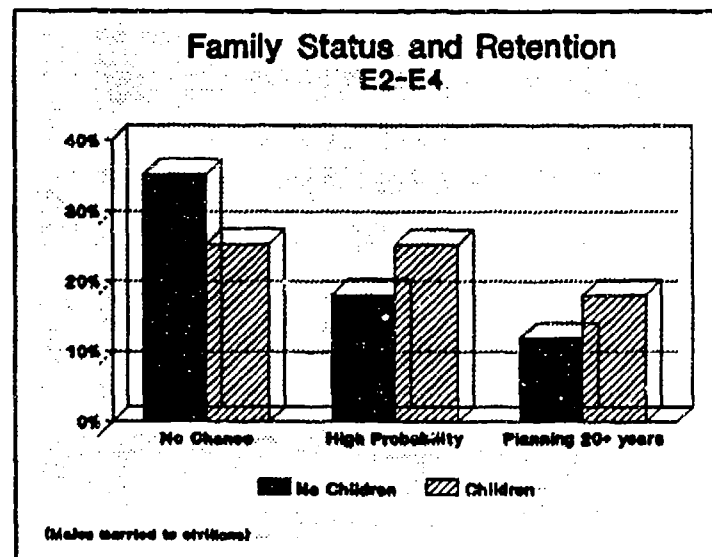


Figure 15

These data showing the high retention propensity of young married soldiers with children suggest several conclusions. One is that the economic and other benefits of Army life are highly valued by this group and that, as currently single young soldiers marry, they also will be inclined to reenlist in these early career years. Second, the data suggest that Army policies and programs directed at the quality of life for young soldiers and families contribute to family quality of life and are an important consideration in the retention decisions of young married soldiers.

Next we examined the relationship of spouse employment to soldier retention plans. These data (Tables 5.5 and 5.6) indicate that whether the soldier says the civilian spouse is employed, wants a job but is not able to get one, or does not want to have a job, is not related to soldier's plans to reenlist at the end of their current obligation or to make a career in the Army.³

It should be recalled in interpreting these data on spouse employment, that the information on the spouse's work preferences is, in these analyses, reported by the soldier rather than the spouse. The effect of spouse's career orientation, work and career experience, and relationship of work experience to the spouse's support for the soldier's career, will be examined more fully in later reports. Thus, the conclusion that spouse employment is not directly related to soldier retention and career plans needs to be treated as preliminary and subject to further analysis.

In summary, these data on family factors and soldier retention and career plans show that, among soldiers in the early enlisted career stages, those who are married and have children are more likely to plan to remain in the Army than are young single soldiers. These data suggest that the Army life and career are meeting important family life goals of these young soldiers, or the financial and other benefits of Army life are rewarding to them. The relationship to retention plans of Army work, community and other experience and of soldier values and expectations are analyzed in more detail in subsequent sections of this chapter.

SPOUSE SUPPORT AND SOLDIER RETENTION PLANS

Past research has shown a strong association between spouse support for the soldier's career and the soldier's retention plans. In this report, we examine the relationship of spouse support, as reported by the soldier, to the soldier's retention and career plans. In subsequent reports we will analyze the effect of spouse support as reported by the spouse. The soldier survey asked two questions about spouse support. The first asked about spouse support for the soldier's being in the Army at the present time; the second question asked about the spouse's support for the soldier's making a career of the Army.

As Figure 16 and Table 5.7 show, young soldiers whose spouse is very supportive of their being in the Army now are more likely to plan to reenlist than are those whose spouse is less supportive or unsupportive. Among junior enlisted soldiers, 41 percent of those whose spouse is very supportive of their being in the Army plan to reenlist compared with 21 percent of those whose spouse is only fairly supportive, and 6 percent of those whose spouse is unsupportive. A similar picture is evident for junior NCOs. In interpreting these data, it is important to note that spouse support for the soldier's remaining in the Army is higher among soldiers at higher ranks, as would be expected; we would expect that, by later stages of the family and Army life, soldiers whose spouse is unsupportive of their being in the Army will have left the Army or spouses will have come to support the soldier's Army plans.

³In another analysis, we examined whether the spouse's employment status was differentially related to soldier's retention plans for soldiers who had a higher or lower commitment to the spouse's career development. Again, no effect of spouse employment, alone or in conjunction with the soldier's commitment to the spouse's career, was found.

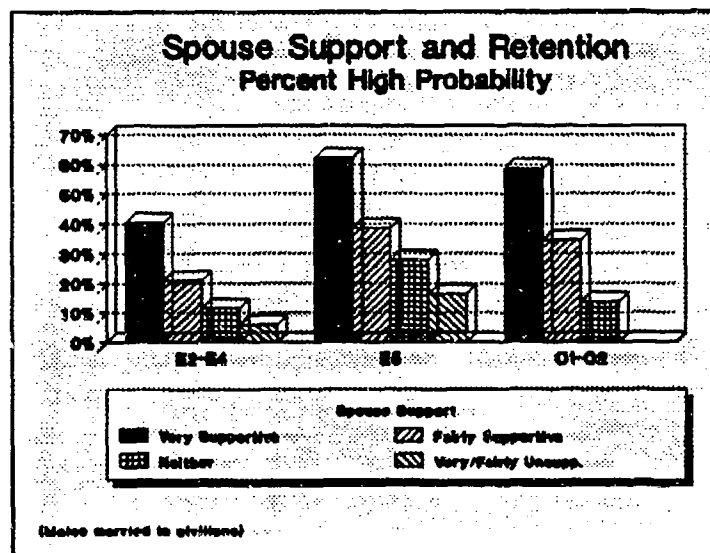


Figure 16

Among young officers as well as enlisted soldiers, spouse support is clearly related to their chance of remaining in the Army at the end of their current obligation. For lieutenants, 59 percent of those with very supportive spouses plan to remain in at the end of their current obligation, compared with 35 percent of those whose spouses are fairly supportive and 14 percent of those whose spouse is neutral or gives mixed support or the soldier does not know the spouse's view. (Among young officers, there are too few with unsupportive spouses for analysis.)

The data also show a strong relationship between the spouse's support for the soldier's making a career in the Army and the soldier's plans to remain in the Army for 20 or more years (Figure 17 and Table 5.8). Among junior enlisted soldiers, 44 percent of those whose spouse is very supportive of the soldier's making a career in the Army plan to remain for 20 or more years, compared with only 4 percent of those whose spouse is fairly or very unsupportive. Among the junior NCOs, the proportion who plan to make a career in the Army is higher, as would be expected because of the increased tendency to plan an Army career among those at a higher ranks, but the effect of spouse support is still very important. Thus, among soldiers in paygrade E5, 68 percent of those whose spouse is very supportive of their making an Army career plan to make a career in the Army, compared with only 4 percent of those whose spouse is fairly or very unsupportive, and 16 percent of those whose spouse is neutral or the soldier does not know her views.

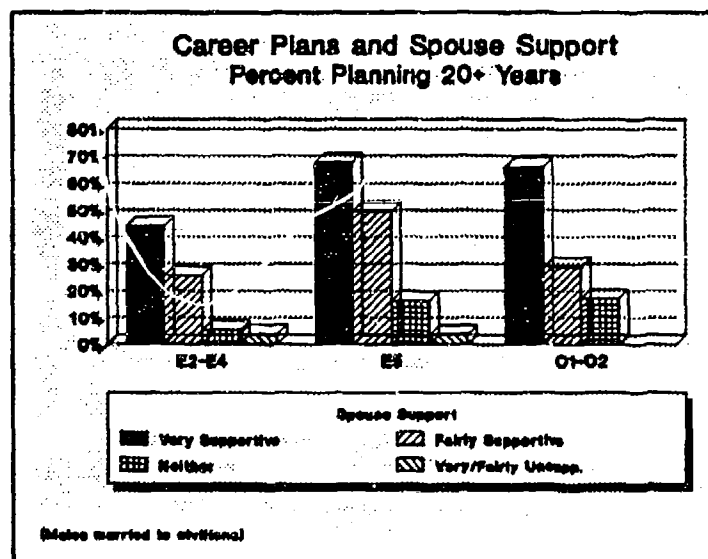


Figure 17

Among young officers as well, spouse support is strongly related to career plans. For lieutenants, 66 percent of those whose spouse is very supportive of their making an Army career plan to remain in for a career, compared with 29 percent of those whose spouse is only fairly supportive.

These findings support the results of earlier research that shows the importance of spouse support both for soldiers' short-term retention plans and for their plans to make the Army a career. An important issue for research is what factors are associated with strong spouse support for the soldier's Army career. Prior research has shown several factors to be important, including the spouse's being able to have the job or career she wants, and the spouse's sense that the Army is a good environment in which to raise children (Griffith et al., 1986; Griffith et al., 1988). These factors will be analyzed in a later report using spouse data from the 1989 AFRP survey. We next turn to the Army experiences and expectations that are associated with the soldier's retention and career plans.

ARMY WORK EXPERIENCE AND RETENTION

In Chapter 4, we examined the impact career plans at entry had on subsequent decisions to remain in the Army beyond the soldier's current obligation. At that time we noted that a substantial number of soldiers made changes from their initial intent after some period of service. Some who had entered planning to serve only a short time or were undecided, decided after entering the Army that they would now stay longer. Others, entering with a career in mind, had judged their Army experiences differently, and now plan to leave. It is clear from these findings that the experiences which soldiers have, especially early in their careers, can have a significant effect on their retention plans. In this section, we examine the relationship between retention plans and several aspects of Army work experience. Data are analyzed for male soldiers married to civilian spouses.

These analyses use four scales that were created from a variety of work-related survey items. These are:

1. Army work rewards. This scale is based on the soldier's response to a series of questions about how good or bad work life in the Army is. The specific items used are:

- Opportunities for advancement
- Pay
- Retirement benefits
- Type of work
- Treatment by supervisors
- Opportunities to make use of abilities
- Job security
- Work rules and regulations
- Opportunity for excitement/adventure
- Opportunity to serve country.

The soldiers are classified as reporting a positive sense of the quality of Army work life if they are above the median on this scale.

2. Family-work precedence. Soldiers were asked about the relative importance of work or career and family life expectations. The items used in this scale are:

- When family needs conflict with Army needs, the family should come first
- My family life has to be going well before I can work well.

Soldiers are classified as having a high work precedence if they are above the median on this scale.

3. Work predictability. This scale is based on the degree of predictability in the work day, in deployment or field exercises, and in whether the soldier has had to cancel vacation or family plans because of work. The items used to create the scale are
- At the start of the duty day you do not know when you will leave work at the end of the day
 - You are kept at work beyond normal duty hours
 - After you leave work at the end of the duty day, you are called back for an additional detail
 - Changes in job procedures are introduced with little or no explanation
 - You are sent to a field training exercise or TDY without adequate prior notification.

Soldiers are classified as having high work predictability if they are above the median on this scale.

4. Army-family interference. This scale measures the degree to which the soldier's Army work and work responsibilities interfere with the ability to spend time with family and meet family responsibilities. The items used in creating the scale are
- Problem getting housework done
 - Problem taking care of family needs (such as doctor visits or sick child)
 - Lack of free time to spend with your family
 - Being unable to attend events with family members.

Soldiers are classified as high on this scale if the degree of interference between their Army work and family life is low.

Work Rewards

For most soldiers, as for most Americans in the civilian labor force, work occupies a large portion of the day and the kinds of opportunities and rewards experienced in the work situation are major motivators for a range of behaviors. A number of studies have demonstrated the relationship between work satisfaction and decisions to change jobs in the civilian sector (Appel, 1983; Holz & Gitter, 1974; Owen, 1969; Sterling & Allen, 1983; Woelfel, 1976). Other studies have found a similar relationship for military personnel (Blair & Phillips, 1983; Bonette & Worstine, 1979; Faris, 1984; Hunter, 1982; Lund, 1978; Woelfel & Samuel, 1978). In an extensive literature review, Martha Teplitzky (1988) of ARI has documented the strong relationships that exist between work and job satisfaction and a number of other factors, including decisions to make job and career changes. The findings from the AFRP support the importance of work opportunities and rewards and of working conditions on retention decisions.

Figures 18 and 19 (Table 5.9) present the results of the comparison between retention intent and work rewards. These data clearly reveal a positive relationship between higher work rewards and probability of reenlisting. For enlisted personnel in the lowest paygrades, there is a strong positive relationship between rewards from work and the probability of reenlisting at the end of the current obligation. Thirty-eight percent of soldiers with low work-reward scores reported no chance of reenlisting, compared to 17 percent of soldiers whose work-reward score was high. At the opposite pole, 15 percent of the low-reward soldiers reported a high probability (8 in 10 or better) of reenlisting, compared to 34 percent of the high work-reward scorers. For NCOs, the results are equally strong.

Sixteen percent of low work-reward and 7 percent of high work-reward E5s reported no chance of reenlisting. On the other hand, 34 percent of low-reward and 56 percent of high-reward E5s said they have a high probability of reenlisting at the end of their current term of service. While very few E6s reported no chance of reenlisting, work reward does discriminate with regard to the number of soldiers who reported a high probability of reenlisting—59 percent of those who are below the median report high probability of reenlisting, compared to 75 percent of those above the median.

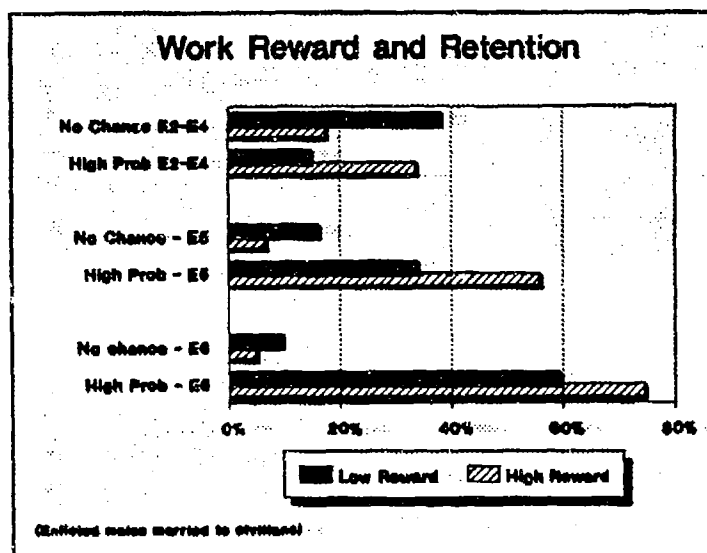


Figure 18

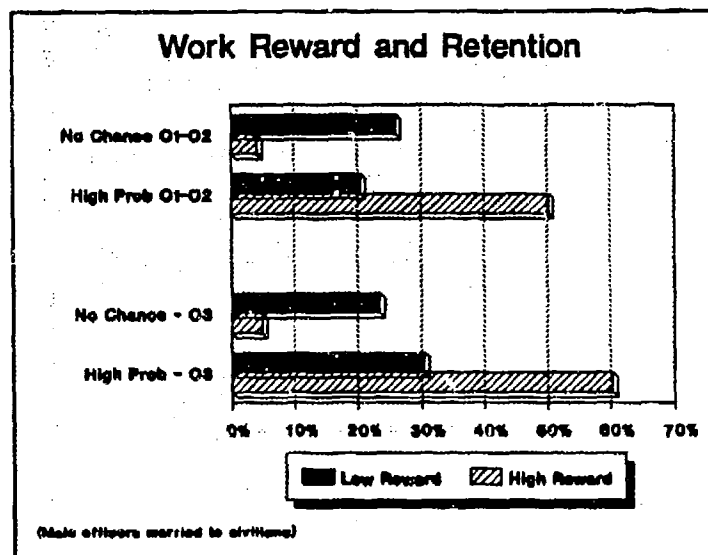


Figure 19

Further analyses of these results will be undertaken in the multivariate modeling to be carried out in the next phase of the Army Family Research Project. These will explore further the direction of causality which is at work here. That is, two explanations for the findings shown above can be offered. We expect that low work reward leads to a decision not to reenlist in the Army, and that positive work

experiences lead to the stronger likelihood that the soldier will remain. However, it is possible that the relationship could work in the other direction as well; having made a decision not to remain, soldiers become dissatisfied with their work conditions or once having decided to remain, they come to view their work more positively. This would suggest that other variables—perhaps affect, a generalized like or dislike of the Army, or comparisons of Army opportunities and experiences compared to expectations about civilian life—may play a part in this relationship between work reward and retention intent.

The strength of this relationship between work rewards and retention plans is even stronger for company-grade officers (Figure 19). For lieutenants, 26 percent of the males married to civilians who scored below the median on work rewards reported no chance of continuing in the Army beyond their current obligation. Conversely, only 4 percent of the lieutenants who report higher levels of work reward say there is no chance of remaining. The results for captains are similar. As noted above, the direction of this relationship remains a matter requiring further analysis in the next phase of the effort. But the strong relationship between work reward and retention found for officers suggests that there is a direct relationship between work reward and the retention decision. We note, for instance, that officers overall are more likely to score above the median on the work-reward scale than are enlisted personnel. This suggests, we believe, that the junior officer's experience on the job is, in general, more positive and that this positive experience reinforces career decisions made before entering active duty. Again, these hypotheses cannot be fully tested here, but must be reserved for the ongoing analysis of these data.

Family-Work Precedence

This aspect of work experience taps the relative importance that soldiers place on work versus family life expectations. As Figure 20 and Table 5.10 show, young enlisted soldiers and officers who put a relatively higher precedence on work and career rewards compared with family life have a high probability of remaining in the Army at the end of their current obligation. These data are consistent with earlier research; those who find the Army a rewarding place for a career and who put high value on such a career are very likely to plan to remain in the service.

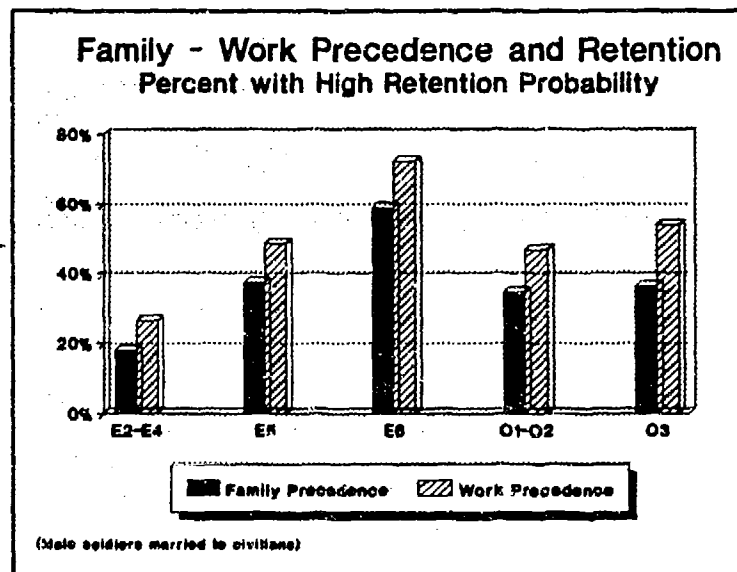


Figure 20

Work Predictability

A third measure of work experience is the work predictability scale, which has been constructed from responses to a series of questions which tap the degree to which soldiers and their families can plan on the amount of time that soldiers will spend at the job on ordinary days, the demands for extra time that the job requires and the amount of notification before major training activities. Compared to work opportunities and rewards, work predictability is not as powerful a discriminator between high and low retention probabilities as is work satisfaction, but soldiers who fall above the median on work predictability have higher retention probabilities than do soldiers whose predictability is below the median. Data in Table 5.11 in Appendix B support this conclusion.

Work-Family Interference

Data on the impact of interference between Army work and family life (Figure 21) show that for all the early paygrade groups, the proportion with a high probability of staying in the Army is higher among those who report little interference between work and family life. In addition, for junior enlisted soldiers, higher levels of interference between work and family life are associated with the likelihood that the soldier will definitely leave the Army at the end of the current term of obligation. Taken together with data from the preceding figures, the data for junior enlisted soldiers suggest that for many soldiers in this group, family life is important and that the degree to which the Army supports family life and does not interfere with it has an important effect on whether or not soldiers will consider remaining in the Army. These data on the effects of work-family interference, together with the earlier findings on work predictability, indicate that—even though many soldiers place a high value on work and are likely to remain in the Army if the work is rewarding—the extent to which the Army can provide predictable day-to-day work hours and reduce interference between Army and family responsibilities will increase soldier retention. In this context, it should be recalled that young soldiers are typically in the early years of marriage and many have very young children in the household, and in many of these families the spouse also is employed. For these families, work-family conflicts are likely to create substantial stress and Army efforts to reduce the conflicts potentially have high payoff, in terms both of soldier and family quality of life and soldier retention.

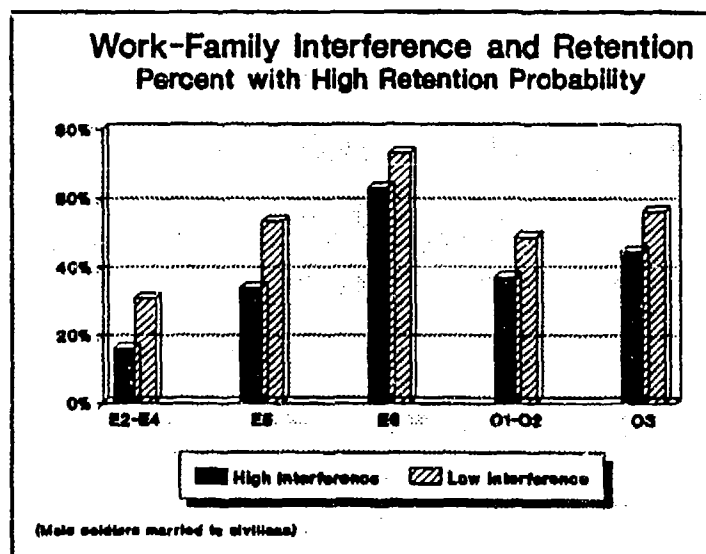


Figure 21

Overall, the data on work factors and Army retention plans show, first, that for soldiers for whom work and career have a high precedence relative to family life, retention probabilities are higher. This is consistent with prior research on the importance of work and career satisfaction for Army commitment and retention. In addition, rewarding work has an effect on the retention plans of young married soldiers in all the paygrade groups examined. Finally, for the most part, reduced interference between work and family life increases the chance that soldiers will remain in the Army, and, for junior enlisted, reduces the probability that they will definitely leave at the end of their commitment. And greater work predictability is associated with higher retention probabilities. Thus, programs, policies, and practices that help soldiers, especially young soldiers, accommodate the demands of both work and family life appear to have important benefits in increasing the retention propensity of soldiers in the early career stages.

Subsequent modeling of the soldier retention data will examine the relative and combined effects of work rewards and conflicts on soldiers and families, to provide additional understanding of these important issues and their implications for Army policy and programs.

ARMY COMMUNITY LIFE AND VALUES

In this section, we look at the relationship of several community-related factors to soldiers retention plans. This uses two measures:

1. Perceived quality of Army community life. This measure is based on how good the soldier says the Army is on several aspects of community life:
 - Quality of place for children to grow up
 - Quality of medical care for family members
 - Programs and services for families
 - Quality of community you live in
 - Opportunity to make good friends.
2. Personal time and freedom. Soldiers were asked to rate how good the Army is in terms of several aspects of personal freedom and time for personal and family life:
 - Your working hours and schedule
 - Personal freedom
 - Time for personal/family life.

Soldiers above the median on these scales are classified as high on perceived quality of Army life or sense of personal freedom and those below are classified as low.

The sense of the Army as a good community in which to live and raise a family has been shown by past research to be an important factor in soldiers' satisfaction with Army life and their willingness to remain in the Army. Although the analyses in this section focus on young married soldiers, the importance of sense of the Army community as a good one for families is also important for the career decisions of young soldiers who have not yet married or begun their families, and thus has important implications for retention in the early career years.

Sense of time for family and personal life is an aspect of the Army community that also is related to work predictability and work-family interference, discussed in the preceding section.

Sense of Community Quality

Perception of the Army as a good community in which to live and raise a family is related to retention propensity. These data are presented in Table 5.13. Figure 22 presents results for junior enlisted soldiers married to civilian spouses. Similar results were found for junior officers, but are not shown here—data for officers can be found in Table 5.13. These data suggest that community quality is a more important factor in retention decisions for junior enlisted soldiers than for NCOs, and more important for enlisted personnel than for officers. Thirty-six percent of the junior enlisted who say the quality of military community life is low report no chance of them remaining in the Army. By contrast, 19 percent of those who report high-quality military community life say there is no chance they will stay. Conversely, of the enlisted soldiers who rate Army quality of life high, 33 percent have a high probability of reenlisting at the end of their obligation, compared with only 16 percent of those who report this life style as low. For E5s and E6s, positive assessment of a quality Army community is also directly related to the probability of remaining in the force. Fifty-two percent of the E5s who rate the

quality of the military community as high report a high probability of reenlisting; this compares to the 39 percent of those who also have a high probability of reenlisting despite rating the Army community as low quality. Similar results were determined for E6s, as shown in Figure 22.

These results suggest that the quality of life in military communities, as perceived by the soldiers themselves, is an important factor in explaining the differential retention plans of enlisted personnel. Further analysis, which will include community quality in a broader multivariate modeling effort to explain retention intent, will be undertaken to explore further the working of these variables. It is interesting to note that the data reveal a steady increase in the percentage of those reporting low quality of military community who also report a high probability of remaining in the force as the rank of the respondent increases from lower-grade enlisted to E6. This finding indicates that other considerations such as commitment, job satisfaction, time invested, and retirement plans may offset some of the negative impact of perceived lower quality of military life as an individual spends more time in the military. These data support the importance of quality-of-life programs for soldiers in lower enlisted grades.

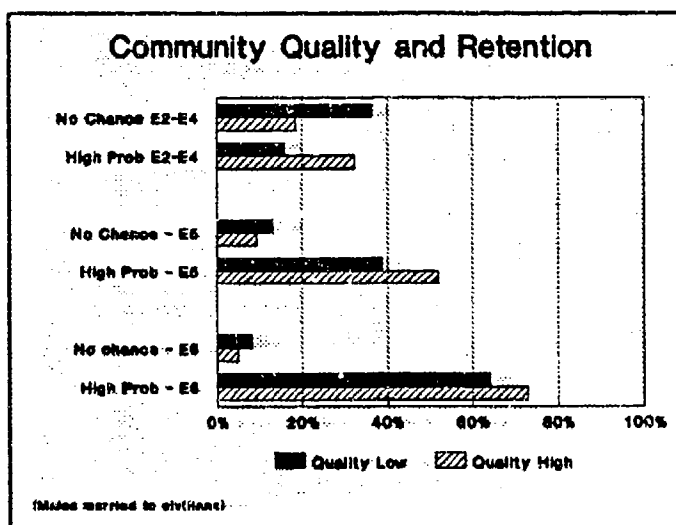


Figure 22

Personal Freedom and Time

The next dimension of Army experience examined for relationship to retention intent was the soldier's perception of the amount of personal freedom and personal time in Army life. This measure captures the demands that Army service places on soldiers, many of which are beyond the demands and restrictions which most civilian employees face.

As found for work and community quality measures, there is a strong relationship between personal freedom and retention intent (Table 5.14). This relationship for enlisted personnel is presented in Figure 23; a similar relationship was found for officers, and is reported in Appendix B (Table 5.14). Twice as many E2-E4 males with civilian spouses who rate personal freedom low report they have no chance of reenlisting at the end of their current obligation (38%) than do similar soldiers who rate the amount of personal freedom and time more positively (20%). Similarly, only 15 percent of those rating Army personal freedom and time low have a high probability of reenlisting, compared to 31 percent of those who rate these more

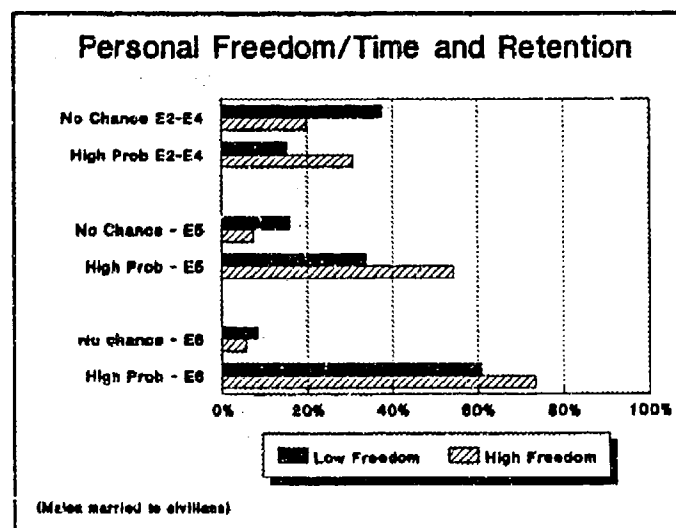


Figure 23

highly. Findings in the same general direction were found for NCOs and for officers. It seems clear that these issues of personal freedom, particularly among career enlisted grades, are closely tied to retention intent, and that, in part, this reflects a more generalized acceptance or rejection of the rigors of Army life. As reported in the preceding section on the relationship that exists between reenlistment probability and quality of military life, these data indicate a steady increase in the percentage of those reporting low freedom also having a high probability of remaining in the force as the rank of the respondent increases from lower-grade enlisted to E6. This finding reinforces the earlier finding that other considerations such as commitment, job satisfaction, time invested, and retirement plans may offset some of the negative impact of perceived lower levels of freedom inherently included in the military as the individual progresses through a military career. Further multivariate analyses will be undertaken to more precisely characterize the strength of this relationship and its interaction with other related factors such as economic conditions, civilian opportunities and comparisons and affect regarding Army service.

Army Values Agreement and Spouse Participation in the Soldier's Career

Finally, we examined the effects of two more Army and family factors on retention plans. The first is the soldier's sense of shared personal and Army values and perception of the Army as a place in which life goals can be met. The second, related factor is the spouse's participation in the soldier's Army career and their teamwork in this career.

The items used in these scales are shown below.

Soldier and Army values agreement. Soldiers were asked how closely their values and the Army's values match on several key dimensions.

- I feel no commitment to the Army
- My values and the Army's values are similar
- There's not much to be gained by staying in the Army until retirement
- For me, the Army is the best organization to work for
- Deciding to join the Army was a mistake on my part
- I can fulfill my personal goals and plans if I stay in the Army until retirement
- If I suddenly became rich (due to an inheritance, lottery winning, etc.), I would continue my Army career until retirement

Spouse involvement in the soldier's career. Soldiers were asked how involved the spouse is in their career development:

- My spouse and I consider ourselves to be a team working for Army goals
- My spouse understands the demands of my Army job
- My spouse does a great deal to further my career
- My spouse is willing to make changes to help me advance in the Army
- My spouse is someone I can really talk with about things that are important to me
- I keep my spouse well informed about the unit's work activities

Soldier responses on each of these scales were dichotomized, so soldiers above the median are classified as high and those below the median are classified as low on each of these two scales.

As Figure 24 and Table 5.15 show, the degree of soldiers' agreement with Army values has a very strong relationship to their retention plans; among all the early-career rank groups, soldiers who perceive themselves and the Army as being high on shared values are much more likely than those low on shared values to plan to remain in the Army at the end of their current obligation. Conversely, those who have high perceived agreement with Army values are much less likely than other soldiers to

say they have no chance of remaining in the Army at the end of their obligation. This is true for junior enlisted soldiers, as well as for young NCOs and young officers. Among junior enlisted soldiers married to civilians, only 8 percent of those who perceive a poor match between their values and the Army's report a high probability of remaining in the Army at the end of the current term, compared with 52 percent of those who perceive a good match in their values and rewards with those of the Army. Among young officers, the relationship is equally strong: only 9 percent of lieutenants who report poor values/rewards congruence plan to remain in the Army at the end of their obligation, compared with 61 percent whose values are more congruent.

Soldiers who report that their spouse is highly involved in their career development are more likely than other soldiers to say they have a high likelihood of remaining in the Army (Figure 25 and Table 5.16). It is striking to note that the relationship is particularly strong among young officers; twice as many lieutenants with highly involved spouses (55%) as with less-involved spouses (23%) say they have a very high probability of remaining in the Army at the end of their current obligation. As the data for other paygrades show, however, the effect of spouse involvement is found for enlisted soldiers as well as officers. Thirty-five percent of male junior enlisted soldiers whose civilian spouse is highly involved in the soldier's career report a high probability of remaining in the Army after their current term, contrasted with only 15 percent of those with less-involved spouses.

Even in a period in which spouse participation in the soldier's career is no longer officially mandated by the leadership, it appears that this factor is very important for the soldiers themselves. With the work and career demands these young soldiers face, the spouse's active participation in the soldier's career appears to be an important factor facilitating the soldier's plans to remain in the Army.

These data on the soldier's sense of community and personal freedom, agreement between soldier and Army values, and spouse participation, all give greater depth to the picture of the personal, Army and community factors that contribute to soldier retention plans. Thus, a sense of shared values, Army support for soldier time and freedom, and high spouse involvement all are important in the

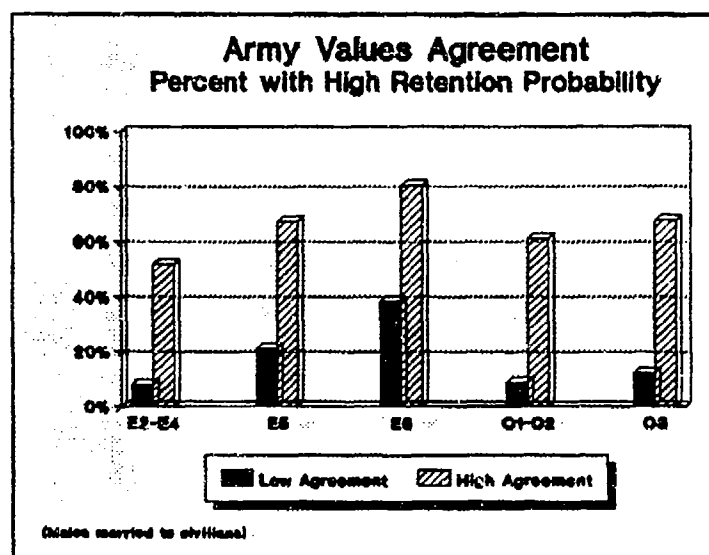


Figure 24

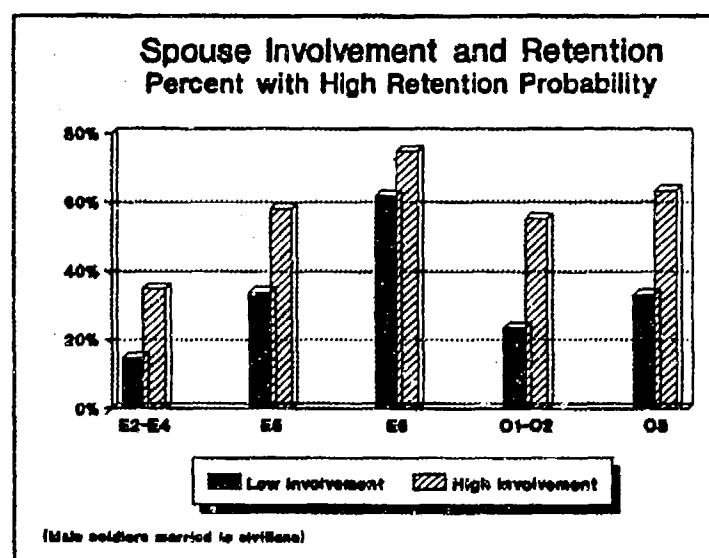


Figure 25

retention decision. The relative and combined effects of these different factors on soldier retention propensity will be examined further in the modeling activity that will be undertaken in later reports on soldier retention.

ARMY-CIVILIAN LIFE COMPARISONS

The preceding sections have examined how soldier and family characteristics, the soldier's sense of rewards in Army work and community life, spouse support and spouse involvement all contribute to the soldier's retention decisions.

Another factor that shapes soldier retention decisions is the comparison between Army and civilian work and life opportunities. The present survey examined this factor by asking soldiers not only how they rate the Army as a environment on a number of different aspects, but also whether they believe their own and their family's opportunities and rewards would be greater in the Army or in civilian life. In this section we examine the effect of these Army-civilian life comparisons on the retention propensity of young soldiers. Because the importance of these factors may differ for soldiers in different life situations, we also analyze differences in the effects of the comparisons by family situation.

For both officers and enlisted soldiers in the early career grades, those who rate the Army relatively high compared to civilian life on work opportunities are much more likely than other soldiers to say they plan to remain in the Army at the end of their current obligation (Figure 26 and Table 5.17). Among junior enlisted soldiers with civilian spouses, 38 percent of those who rate the Army favorably on work opportunities have a high probability of remaining in the Army at the end of their current enlistment term, compared with 11 percent of those who rate the Army low compared with the civilian sector. Similarly, 43 percent of those who rate Army work opportunities low relative to civilian opportunities say they will definitely leave, compared with only 11 percent of those who rate the Army higher. The same pattern is evident for junior NCOs and young officers (see Table 5.17).

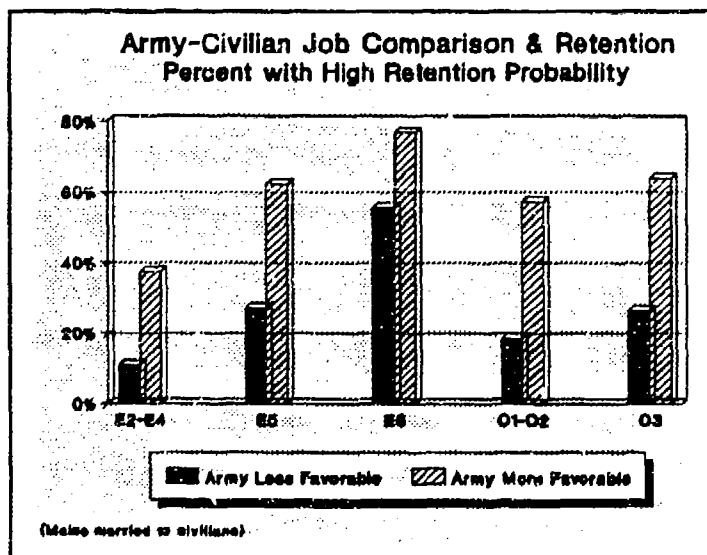


Figure 26

Among married junior enlisted who rate Army work opportunities low compared with civilian life, those who have no children in the household are more likely to say they will definitely leave at the end of their current term (48%) than those who have children (38%) (Figure 27 and Table 5.18). This suggests that, for those with children, near-term needs for job security reduce the willingness to take the risks involved in leaving, even though they may perceive the longer-term work prospects in the Army as relatively poor. Similarly, for married junior enlisted soldiers who rate Army job opportunities relatively favorably, those with children are more likely to say they have a high probability of remaining (41%) than are those who do not have children (33%). It may be that, for this group, the combination of Army family benefits with a perception of good opportunities provides a very favorable climate for soldier retention. These young parents, if the Army provides good opportunities to meet family support responsibilities, seem less likely to consider civilian alternatives than do young soldiers without comparable family responsibilities.

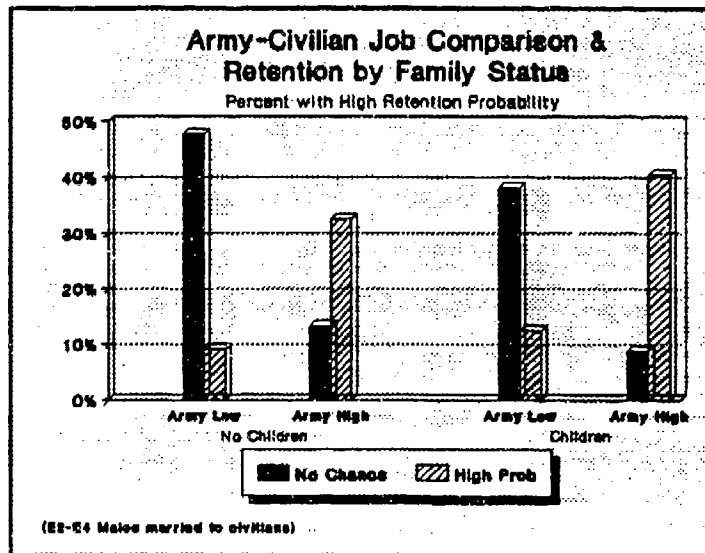


Figure 27

In another analysis we examined the effects of two factors simultaneously: whether soldiers say that pay is the most important factor in their decision to remain in the Army, and whether they say that pay would be better in civilian life than in the Army. There is a joint effect of these two factors taken together (Table 5 and Table 5.19). Every paygrade had a larger percentage indicating that pay was not the most important consideration for remaining in the Army (see Table 5.19). Among those who rate civilian pay high in comparison with the Army, the probability of staying in the Army is higher for those who say other factors are more important than pay in their decision. This finding is true both for officers and enlisted soldiers. This finding suggests that the Army has other opportunities for retaining soldiers who value things other than pay about Army life. Although adequate pay and benefits are elements of the Army's broader commitment to its soldiers, it may not be either feasible or necessary for the Army to try to compete directly or solely on the basis of pay.

Table 5

**Retention Probability by Importance of Pay
and Army-Civilian Pay Comparisons
(Males Married to Civilians)**

PERCENT WITH HIGH RETENTION PROBABILITY

Paygrade	RATE CIVILIAN PAY HIGH COMPARED WITH ARMY	
	Pay Most Important	Pay Not Most Important
E2-E4	9%	21%
E5	32	38
E6	48	68
O1-O2	23	38
O3	13	53

We next examine the Army-civilian community comparison in relation to Army retention propensity. As Table 6 and Tables 5.20-5.21 show, a favorable perception of the Army community relative to the civilian community is positively associated with retention probability, both for enlisted soldiers and officers, and especially for those with children. For all the early career paygrades, soldiers who assess the Army community favorably in comparison with the civilian community are more likely to have a high retention propensity. Among junior enlisted, 35 percent of those who see the Army community favorably have a high probability of staying in the Army, compared with 13 percent among those who view the Army less favorably when compared with the civilian alternatives. Data for the other early career paygrades show a similar pattern. Among the earliest career enlisted soldiers (E2-E4 and E5), a positive perception of Army community life, combined with having children, yields the highest retention propensity (38% report a high probability of reenlistment). For young soldiers, Army community considerations appear to become especially salient by the time they have children, but it is important to note that perceived quality of the Army community life is important both for those who do and do not have children.⁴

Table 6

Effects of Army-Civilian Community Comparisons
and Family Status on Retention Probabilities
(Males Married to Civilians)

PERCENT WITH HIGH RETENTION PROBABILITY

Paygrade	ARMY-CIVILIAN COMMUNITY COMPARISONS					
	Below Median			Above Median		
	No Children	Children	Total	No Children	Children	Total
E2-E4	10	16	13	30	38	35
E5	31	33	33	47	60	57
E6	54	63	61	74	78	78
O1-O2	32	32	32	56	54	56
O3	40	39	40	61	62	62

Table 7 and Tables 5.22-5.23 show the effect of personal/family time for soldiers who do and do not have children. Analyses shown earlier in this chapter (see Figure 23) show the importance of a sense of personal freedom and time for retention plans, especially among junior enlisted soldiers. In addition (as Table 7 shows), having children and perceiving the Army as providing good time and freedom act jointly for young enlisted soldiers. These effects appear to be largely independent; that is, the impact of personal freedom and time appears to be comparable for those who do and do not have

⁴An additional comparison with young single soldiers shows that retention propensities are also higher among single soldiers who perceive the Army community positively (see Table 5.21).

children, rather than being much higher for those with children. This suggests that for all these young soldiers, both those who already have established families and those who are likely to establish their own families and have children in the coming years, the sense that the Army provides them freedom and time for personal and family life is an important consideration. Programs and policies that enhance the soldier's sense of time and freedom thus are important for all young soldiers, not just for those with greater family responsibilities.

Table 7

**Effects of Army-Civilian Time and Personal Freedom Comparisons
and Family Status on Retention Probabilities
(Males Married to Civilians)**

PERCENT WITH HIGH RETENTION PROBABILITY

PAYGRADE	ARMY-CIVILIAN TIME AND PERSONAL FREEDOM COMPARISONS					
	Below Median			Above Median		
	No Children	Children	Total	No Children	Children	Total
E2-E4	12	17	15	34	42	39
E5	34	37	36	53	61	60
E6	59	62	62	61	82	78
O1-O2	34	38	37	57	50	54
O3	48	44	45	55	56	56

Overall, the data on Army-civilian life comparisons demonstrate that soldiers who have relatively favorable views of work, community, and personal/family life in the Army compared with the civilian world express greater propensity to remain in the Army. In the next section of this chapter, we examine how soldiers' affect is related to retention and to their perception of Army and civilian life.

AFFECT AND RETENTION

How people "feel" about an object is often a significant factor in their behavior toward that object. We often make decisions based, not on a careful evaluation of the options available, but on our "gut feelings" about the object. A pair of studies have examined the impact that feelings or affect have on enlistment and reenlistment decisions of Army personnel. Zirk, McTeigue, Wilson, Adelman, and Pliske (1987) studied the enlistment decision-making process and styles of a small sample of potential Army enlistees and found that a generalized affect toward being in the Army was a major contributing factor in explaining the enlistment decisions of these young people. Later, Rakoff, Adelman, and Mandel (1987) examined reenlistment intentions of a small sample of first term Army enlisted personnel and found that affect, measured by like or dislike of the Army, was the single most powerful explanatory variable for retention intent.

The AFRP included two questions designed to measure affect regarding staying in or leaving the Army:

- Question 80. How would you feel if you stayed in the Army at the end of your current obligation?
- Question 85. How would you feel if you left the Army at the end of your current obligation?

For each of these questions, respondents were offered the following choices:

- Extremely good (EG)
- Quite good (QG)
- Slightly good (SG)
- Neither good nor bad (N G/B)
- Slightly bad (SB)
- Quite bad (QB)
- Extremely bad (EB)

Distributions for these two questions by rank are presented in Tables 8 and 9 which follow, and in Table 5.24.

Table 8

Feeling if Stay in the Army by Rank
(All Males)

HOW FEEL IF STAY	JUNIOR ENLISTED	JUNIOR NCO	SENIOR NCO	WARRANT OFFICER	COMPANY GRADE OFFICER	FIELD GRADE OFFICER	TOTAL
EXTREMELY GOOD	10%	25%	34%	16%	23%	27%	19%
QUITE GOOD	17	27	24	27	34	36	23
SLIGHTLY GOOD	10	13	8	13	11	10	11
NEITHER GOOD NOR BAD	24	21	22	29	17	18	22
SLIGHTLY BAD	8	6	4	5	7	4	7
QUITE BAD	10	4	4	6	4	4	7
EXTREMELY BAD	20	4	5	4	4	2	12

Table 9

Feeling if Left Army by Rank
(All Males)

HOW FEEL IF LEFT	JUNIOR ENLISTED	JUNIOR NCO	SENIOR NCO	WARRANT OFFICER	COMPANY GRADE OFFICER	FIELD GRADE OFFICER	TOTAL
EXTREMELY GOOD	36%	14%	27%	28%	12%	16%	26%
QUITE GOOD	20	14	15	26	19	24	18
SLIGHTLY GOOD	9	9	8	9	10	9	9
NEITHER GOOD NOR BAD	24	30	21	21	25	25	26
SLIGHTLY BAD	6	11	8	10	17	11	9
QUITE BAD	3	10	7	3	12	10	6
EXTREMELY BAD	2	12	14	5	8	7	6

Overall, most soldiers would have positive feelings about staying in the Army at the end of their current obligation, but they would also have positive feelings about leaving. Overall, 42 percent of soldiers report they would feel extremely or quite good if they stayed. Only 19 percent say they would feel extremely or quite bad if they stayed. Similar proportions respond at the extreme points when asked how they would feel if they left the Army at the end of their current obligation—44 percent would feel extremely or quite good and 12 percent extremely or quite bad.

Further patterns emerge when these responses are examined by rank. Junior enlisted personnel are less likely to respond at the good end of the range on the stay question compared with NCOs or officers. Only 27 percent of junior enlisted personnel fall at the good end of the scale, compared to 52 percent of the junior NCOs, 57 percent of company grade officers and 63 percent of field grade officers. Junior enlisted are more likely to report they would feel extremely or very bad if they reenlisted compared to more senior enlisted and officers. Thirty percent of the junior enlisted are in the extreme feel-bad-if-stay categories compared to only 8 percent of junior NCOs and company grade officers and 6 percent of field grade officers. Enlisted personnel, both junior and NCOs are somewhat more likely to respond that they would feel neither good nor bad than are officers.

Similar patterns appear when the responses to feeling if left are examined. Substantially more junior enlisted say they would feel extremely or quite good if they left (56%) while only 5 percent say they would feel extremely or quite bad. For junior NCOs the comparable figures are 28 percent and 22 percent. Quite obviously, those junior soldiers who say they would feel very good if they left and bad if they stayed do just that—they leave before they get promoted to the NCO ranks.

How soldiers would feel if they stay in or leave the Army at the end of their current obligation is related to the experiences these soldiers have had in the Army, particularly experiences relating to work and to family life (Figure 28 and Table 5.25). The affect measure reported here is the percentage of male soldiers with civilian wives who report they would feel extremely or quite good if they stayed in the Army at the end of their current obligation. The measure of work reward is taken from the work-reward scale described above, with soldiers divided into high and low scores based on the overall median responses to the scale items. As the figure clearly illustrates, there is a strong relationship between work reward and affect. For every rank group, more soldiers with high than low work-reward scores report positive affect for staying in the Army. The nature of the Army job, and its ability to meet the needs and expectations of soldiers, is clearly an important factor associated with the level of affect.

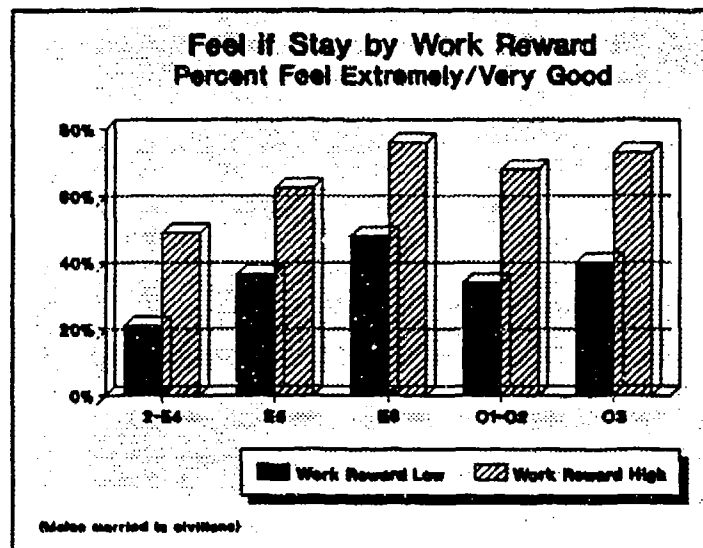


Figure 28

Similar results are found for the relationship between soldier perception of community quality and affect (Figure 29, Table 5.26).

The community-quality scale is based on the soldiers' evaluation of items including the quality of the Army as a place for children, quality of medical care, programs and services for families, the quality of the community and the opportunity to make good friends. These variables begin to tap the basic characteristics of life in an Army community. The strong relationship between these ratings of Army community and positive affect for staying in the Army emphasize the importance of Army family programs and benefits in the attitudes and feelings of soldiers about the Army. At every paygrade, male soldiers with civilian spouses are more likely to have positive affect toward staying in the Army if they scored high on sense of Army community quality. For instance, for junior enlisted, only 21 percent of those soldiers who were below the median on sense of community quality had positive feelings regarding staying in the Army beyond the current obligation, compared to 45 percent of those soldiers who were above the median on community quality. For E5s, the comparable figures are 41 percent with low community quality versus 57 percent with high community quality.

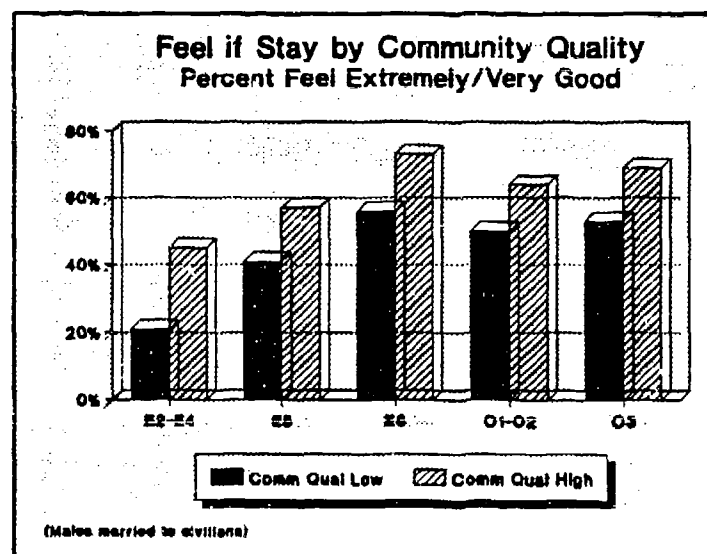


Figure 29

For instance, for junior enlisted, only 21 percent of those soldiers who were below the median on sense of community quality had positive feelings regarding staying in the Army beyond the current obligation, compared to 45 percent of those soldiers who were above the median on community quality. For E5s, the comparable figures are 41 percent with low community quality versus 57 percent with high community quality.

A key issue for soldiers, which relates directly to their affect about staying in or leaving the Army, is their perception of the amount of personal freedom and time for family and personal life they have. Soldiers understand when they enter the Army that they will be giving up some of the freedoms and leisure time they would expect to receive in civilian life. The Army makes very strenuous demands of its soldiers—these demands are essential for training and preparing a force that may have to go to

war. The degree to which soldiers are willing to accept these limitations and sacrifices is an important factor regarding their affect toward the Army and their willingness to remain in the service. At the same time, the extent to which the Army provides time and freedom for its soldiers, within the limits placed by the mission and readiness requirements, also contributes to soldiers' positive feelings about staying in the Army. Figure 30 and Table 5.27 highlight this relationship. For all paygrades, soldiers who score above the median on their sense of personal freedom and the amount of time for themselves and their families have higher levels of positive affect for staying in the Army than do soldiers who are below the median on this measure.

For junior enlisted, more than double the number of satisfied soldiers have positive affect than do unsatisfied soldiers. Only 20 percent of the soldiers below the median on the personal-freedom measure score in the highest positive categories for affect, compared to 42 percent of the junior enlisted soldiers, with a higher sense of personal freedom.

Finally, we looked at the relationship between Army-family interference and affect. Army-family interference reflects another dimension of the price that soldiers and their families must pay for their service in the Army. The Army-family interference scale was created from a series of items that included the soldiers' response to how often in the past month their Army responsibilities had created problems for them or their families in areas such as getting housework done, taking care of family needs, free time to be with families or being able to attend events with family members. These concerns place basic strains on families and family life which may well impact on soldiers' positive feelings toward the Army. The interference scale is reflected—that is, low interference scores are given to soldiers who report that these instances of conflict between Army and family occur often; high scores indicate these conflicts are infrequent. This translation was done to keep this scale consistent with the previous measures. Results of this analysis are presented in Figure 31 and Table 5.28. As with the previous analyses, soldiers who report that there are few cases of Army-family interference (Interference Low) are more likely to have positive affect about staying in the Army than are soldiers who have frequent instances of family interference. For junior enlisted soldiers with civilian spouses, 21 percent of those for whom the Army does interfere with family to a considerable extent report they

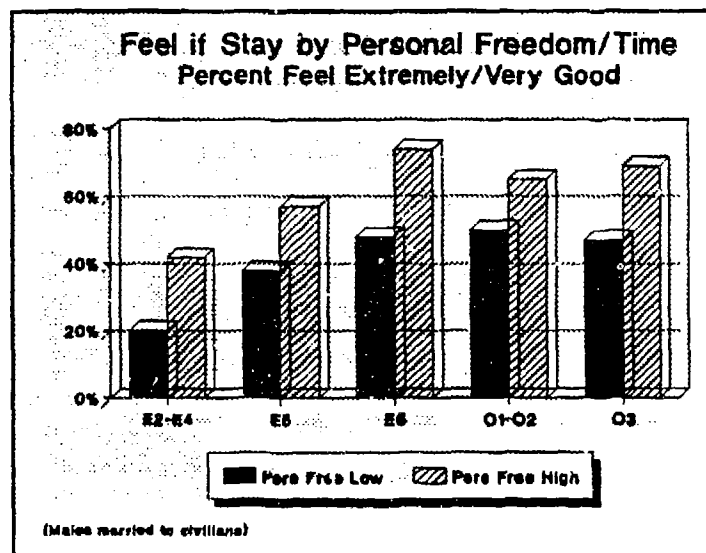


Figure 30

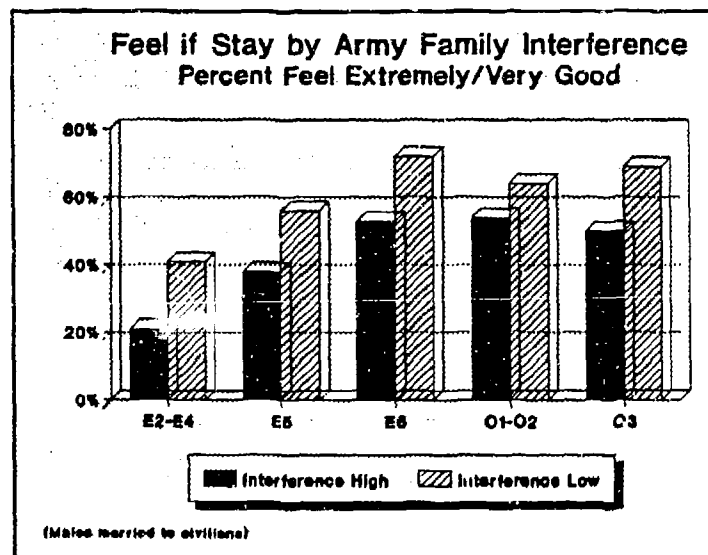


Figure 31

would feel extremely good or very good if they remained in the Army beyond their current obligation. Forty-one percent of junior enlisted soldiers who do not have these high levels of interference have positive affect. The same pattern is found for soldiers in higher paygrades.

These findings are valuable for understanding how Army work and family experience affect soldiers' feelings about Army life and affect about remaining in the Army. Next, it is important to examine the relationship between soldier affect and retention intent. Earlier work by Rakoff, Adelman, and Mandel (1987) on a small sample of Army first term soldiers found that affect (positive or negative feelings about being in the Army) provided the single most important explanation for retention intent. Those findings suggested that affect was capturing the soldier's reaction to his expectations about Army service. Extensive discriminant validity analyses revealed that, for that sample, affect was a distinct factor, separable from both attitudinal (especially economic and job satisfaction) and normative (responding to the perceived desires of significant others) variables.

AFFECT AND RETENTION INTENT

In this section we examine the relationship between affect and intended retention. As noted above, it is not possible in this initial descriptive analysis to disentangle the direction of causality in this relationship. That is, we are not able to determine from these initial analyses whether having positive affect about remaining in the Army leads to a decision to intend to reenlist, or whether, having made a decision to reenlist (perhaps for economic reasons) soldiers alter their affect to reduce the psychological dissonance which would otherwise result. More extensive multivariate modeling planned for the next year of this effort will begin to get at this directionality as well as at the question of the relative power of the affect factors compared to more traditional explanatory variables, such as pay and benefits, family status and labor market conditions. However, preliminary multivariate analyses (not reported here) indicate that affect is a distinct concept which makes a contribution to explaining retention intent independent of these other factors.

Figure 32 and Table 5.29 present the results of this analysis for junior enlisted males with civilian spouses, the subgroup of major interest in this report. As the figure clearly demonstrates, there is a strong positive relationship between affect, here measured as the responses to the question of how the soldier would feel if he stayed in the Army at the end of his current obligation, and the intent to reenlist. Sixty percent of these junior enlisted soldiers who say they would feel extremely good if they reenlisted have a high probability (8 or better chances in 10) of reenlisting at the end of the current term. For all these junior enlisted soldiers only 22 percent reported that high a probability of reenlisting, so it is clear that positive affect does discriminate between those soldiers more and less likely to reenlist. For these same positive affect soldiers, only 13 percent report no chance of reenlisting, compared to 30 percent of all junior enlisted males with civilian spouses. Similar results are also found for those whose affect regarding remaining in the Army is quite good—51 percent have a high probability

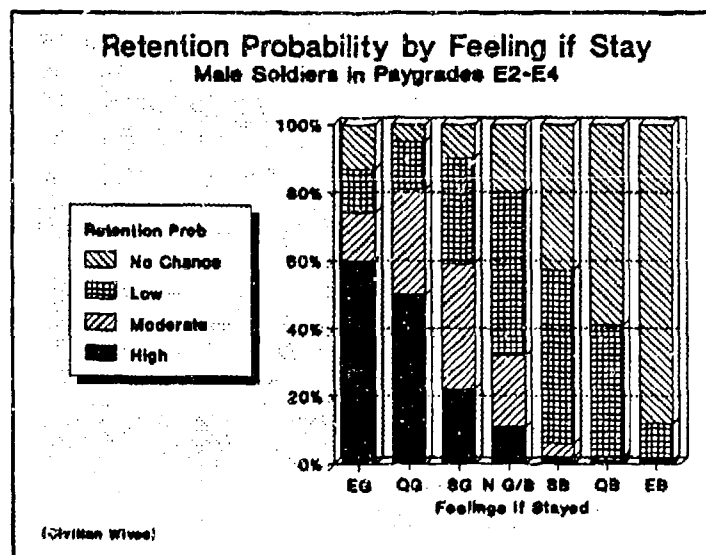


Figure 32

those whose affect regarding remaining in the Army is quite good—51 percent have a high probability

of reenlisting and 5 percent no chance. Similar results for higher paygrades were also found; see Table 5.29 in Appendix B for results of these analyses.

Finally, Figure 33 and Table 5.30 show, for male soldiers married to civilians, the joint effects of (1) positive Army affect and (2) Army-civilian job comparisons on soldiers' retention plans. These data allow us to examine the interplay between "rational" calculations (the Army-civilian comparison) and emotional attachment to the Army and their weighting by soldiers considering their Army retention plans. As the data show, the combined effects of positive Army affect and the sense that the Army provides good job opportunities compared with civilian life yields very high retention probabilities. Among married junior enlisted soldiers, 70 percent of those who would feel extremely good if they stayed and perceive Army job opportunities favorably say they have a high probability of reenlisting. By contrast, only 9 percent of those who say they would feel neither good nor bad if they stay and

perceive Army job opportunities less favorably have a high probability of reenlisting. These figures make clear that the "rational" comparison of Army and civilian opportunities and the strength of positive feeling about the Army both play an important role in soldiers' decisions about remaining in the Army. These factors will be explored in more depth in subsequent reports on soldier retention.

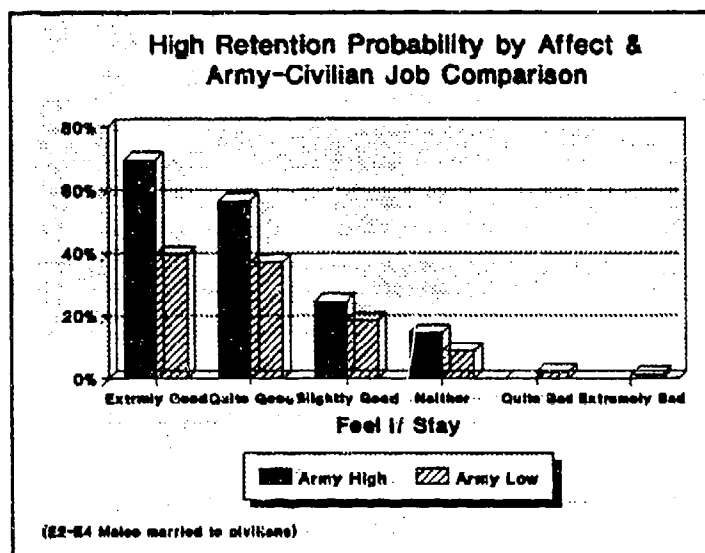


Figure 33

SUMMARY AND CONCLUSION

The analyses reported in this chapter examine the relationship of a number of family, work, and community factors to soldier retention and career plans. Major findings and implications include:

- Among junior enlisted, married soldiers are more likely to plan to remain in the Army and make an Army career than are single soldiers, and married soldiers who have children are more likely to stay than those who are still childless. These data indicate the importance of the Army's commitment to families and family benefits to soldier retention. At the same time, other analyses make clear that the sense of the Army as a good community for families and of the Army's commitment to families is important to the retention plans of young soldiers who have not yet married or had children, suggesting that young soldiers do not perceive Army support for families as coming at the expense of those who do not have families.
- Spouse support for the soldier's being in the Army and support for the soldier's Army career are very important to soldier retention and career plans. Similarly, soldiers with spouses who are strongly involved in the soldier's work and career (for instance, the spouse understands the Army job, contributes to the soldier's career, and is part of the couple-team) are more likely than others to plan to stay in the Army. This finding underlines the importance of the Army spouse to the soldier's Army commitment and to the retention of quality soldiers.

- A number of work-related factors are related to retention plans. Soldiers who find their Army work rewarding, perceive it favorably relative to civilian alternatives, and have high precedence for work relative to family life are more likely than others to plan to remain in the Army at the end of their current obligation. At the same time, time and freedom for personal and family life, and work predictability, are both positively related to retention probabilities. These findings suggest two related conclusions: first, that intrinsic work rewards and work commitment are key factors in retaining soldiers in the Army; and, second, that efforts to provide support for family life and family time will also contribute to soldier retention.
- Although quality of work, community, and family life are important at all Army career stages, the data indicate that, for more senior soldiers, pay, retirement benefits, and other factors weigh more heavily in the retention decision, even when quality of life is not perceived as high. For junior enlisted soldiers, quality of life appears to outweigh such other benefits and more strongly affects retention plans. This gives further emphasis to the importance of Army programs and practices that enhance quality of work, personal and family life for the retention of able young soldiers.
- Both "rational" factors, such as comparisons between Army and civilian life, and the quality of feeling about the Army are important for soldier retention. The data show that soldiers who have more positive feelings about staying in the Army are more likely to plan to stay. At the same time, soldiers appear to weigh these feelings and their sense of civilian alternatives together in making their decisions. This result suggests that programs, policies, and practices that contribute to positive feeling and ones that provide good work and other opportunities are both important for retaining the soldiers the Army needs in the coming years.

CHAPTER 6

STUDY FINDINGS AND IMPLICATIONS FOR THE U.S. ARMY

This research provides a scientific database which supports, as being well-founded, the Army's commitment to meeting the quality of life and family care needs of its members. The data support the hypothesis that the commitment of soldiers to a full career and the retention of these quality individuals, which has a direct impact on readiness, is influenced by Army families. The Army's commitment to those policies and programs that support a satisfied Army family are a component of, and make a direct contribution to, the retention of the force. Indeed, the quality and compatibility of Army requirements and family life extends beyond the married soldier to influence those that are not married, but are weighing future career and marital plans. As such, these policies and programs are having an impact on the entire Army and should be recognized as such.

This research has revealed a number of areas in which Army programs can have a positive impact. This statement is not to suggest that the Army does not have programs addressing most, if not all, of these areas at the present time. However, the findings of this study provide a database that contributes to better understandings which will enable the Army to modify and provide better focus for current programs. They also will support creating new programs as necessary and provide data that demonstrate the validity of ongoing or planned programs.

The study concludes that civilians continue to enter the Army for time-honored reasons such as serving the country, training, travel, maturity, educational benefits, and job security. Married male soldiers entering the Army are more likely to rate the lack of civilian employment opportunities, the job security provided by the Army, and Army retirement programs as being important factors in their decision to enlist. Conversely, soldiers that are unmarried at the time of enlistment consider money for education, developing maturity, and time to consider career plans as the most important reasons for joining the Army. Recognizing these different motivations for enlisting is critical for the Army as recruiting programs are targeted to specific population groups.

Most of the junior enlisted and officer grades report that they were undecided on a full career at entry, but were willing to try it for a short time. This finding indicates that these individuals are not committed to a full career at enlistment, but neither have they closed the option of a military career. The Army has opportunities to influence the young soldier and officer, and can use these opportunities to support retaining those that it wishes to remain in the force. The perceptions of these individuals about the compatibility of Army work and family life contributes to the retention of these individuals for a full Army career.

The research also reinforces the widely held view that the demographics of the Army are changing. The all-volunteer force largely has a high-school education and expects to serve in an environment which includes training for, and use of, advanced technologies. Members of the force understand that job opportunities exist in the civilian workforce for skilled and disciplined individuals. This understanding provides young soldiers, particularly those who are not married, a level of confidence that competes with remaining in the Army for a full career. The Army is, thus, challenged to compete with these alternative career opportunities and convince those that it wants to retain to remain.

It is widely recognized that the Army is increasingly becoming a married force and the characteristics of the Army family are comparable to families for similar age groups in the civilian population. Many children of Army families are young and living as dependents at home. Increased numbers of Army wives want to work or are working and pursuing a civilian career. This reflects the

increasing employment of married women in American society. In addition, the spouse's employment can serve as an alternative to the soldier working a second job to meet the economic needs of the family.

The data very clearly establish a positive relationship between spouse involvement and support for both soldiers and officers remaining in the Army and the intention of these individuals to complete a full military career. Married soldiers, in all grades, are more committed to pursuing a full Army career than those who are not married. Those soldiers of all grades reporting that their spouses are involved in their careers and supportive of them remaining in the Army also report a higher probability of remaining in the Army than those whose spouses are less supportive. Thus, the Army spouse can be viewed as a contributing factor to the retention of quality soldiers and another way of competing with the alternative employment that is available to skilled and disciplined soldiers.

These findings lead to the inescapable conclusion that the Army spouse and family are powerful influencing factors in the intention of the soldier to remain for a full career. The Army will have to provide a level of satisfaction that meets the needs of the Army family to retain quality soldiers. Furthermore, the findings of this research reveal that most unmarried soldiers at entry marry within a few years after entering the Army, and their perception of the compatibility of Army and family life has an impact on their reenlistment plans. This finding indicates that the Army must include creating positive perceptions among single soldiers in its family programs as well if it is to retain those that are needed for the future force.

The data also indicate that, as the soldier proceeds thorough an Army career, the importance of job security, retirement benefits, and family considerations become increasingly important. This finding is not surprising as the soldier and the Army family are making a long-term investment and commitment to the Army. Under these conditions, the need of long-term security provided by the Army becomes increasingly important as career opportunities outside the Army become fewer. Furthermore, the strength of this long-term commitment serves to offset some of the distractors such as less personal freedom and the conflict that arises from time to time between the requirements of the Army job and family plans. The data indicate that, as an individual increases in rank and time spent in the Army, an increasing number of these individuals commit to completing a full career and there is increased tolerance for lower levels of personal freedom and Army work interfering with family activities. Since it will be difficult, if not impossible, to completely eliminate interference between Army work and family requirements, Army recognition of this positive aspect of these programs on its career force and the families of these individuals is important. It also is critical to use the positive aspect of these programs to foster favorable perceptions and counter unfavorable perceptions among those unmarried soldiers that the Army may want to retain in the force.

The study also determines that a direct relationship exists between the level of work reward and the quality of the military community perceived by the soldier and the intention of these individuals to complete a full military career. Those soldiers who report higher levels of work rewards, those who consider the quality of the military community to be high, and those who rate their Army jobs favorably compared with jobs in the civilian sector have a higher probability of remaining in the military. Programs designed to increase the levels of work rewards and quality of the military community are making a positive contribution to the retention of the quality soldiers that the Army needs for manning a high-tech force. Furthermore, the Army has the opportunity to increase the probability of reenlisting those that it wants to remain in the force and it can undertake programs that make the military job more attractive relative to similar jobs in the civilian sector.

The overall conclusion and implications for the Army is that the policies and programs that are underway are having an impact. This research provides scientific data that can be used to validate these policies and programs. It also provides a basis for modifying selected programs to provide better focus and, perhaps in certain examples, to implement new family policies or develop new programs.

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APPENDIX A

DATA AND METHODS

INTRODUCTION

The data used in this report were collected in the 1989 Army Family Research Program (AFRP) survey. This survey was conducted under contract with the Army Research Institute for the Behavioral and Social Sciences (ARI). The survey was conducted by a contractor team led by Research Triangle Institute (RTI), and including Caliber Associates, Human Resources Research Organization (HumRRO) and Decision Science Consortium, Inc. (DSC).

The survey collected data for a probability sample of Army units and soldiers, together with spouses of sampled soldiers. In addition, the following information was obtained from other sources:

- Ratings of soldier readiness and performance - from the soldier's first and second-line supervisors and unit commander
- Unit status and unit family programs and activities - from the unit commander
- Ratings of unit readiness - from soldiers and raters
- Installation characteristics and family programs/services - from service providers and other installation personnel
- Soldier personnel file data - from the Enlisted and Officer Master Files (EMF/OMF)

These data allow integrated analyses that examine such outcomes as soldier and unit readiness and soldier retention intentions, and relate these to soldiers and family characteristics and experiences, Army and family life expectations, and other factors.

This appendix provides information on the sample design, survey implementation, and file construction. More detailed information on the survey is available in the following AFRP reports and documents:

- AFRP Analysis Plan (1990)
- Report on Survey Implementation (1990)
- 1989 AFRP Soldier and Family Survey - Soldier Data File Codebook (1990)
- The Research Plan (1988)
- Sampling Plan for Core Research Effort (1988)
- Materials for Soldier Support Center Review: Army Family Research Program - Field Survey (1989)
- The Measure of Family Adaptation (forthcoming)
- Edits and Imputations - ARI Soldier Questionnaire (1990)
- ARI Spouse Records - Spouse Edits (1990)
- Report on Sampling Weights (forthcoming)

SAMPLING

The research objectives of the Army Family Research Program (AFRP) require the ability to relate characteristics and attitudes of soldiers and their family members to characteristics of the Army at both the unit and installation level. For example, outcomes for individuals—such as family adaptation and soldier readiness—must be related to characteristics and outcomes of units, such as unit readiness, leadership attitudes, and unit mission. As a consequence, the sampling design must include provision for representing the units of the Army and individuals from those units as well as the spouses of married

soldiers. To support these research objectives, the probability samples of persons and units must be capable of producing unbiased estimates of soldier characteristics, characteristics of soldiers' spouses and families, and characteristics of Army units.

Overview of the Sample Design

The purpose of the sample design is to produce samples of Army personnel and Army units that can be used to make inferences to a predetermined survey population of Army personnel and Army units with acceptable levels of accuracy and cost. The only statistically valid way of obtaining such samples is to make random selections from a predetermined probability structure that assigns a nonzero probability of selection to every member of the survey population. The sample that was specified by the AFRP sample design is wholly motivated by this requirement.

The AFRP sample design employed a sampling technique known as multi-stage cluster sampling to achieve desired cost savings without negating the inferential capability of the sample. Three stages of sample selection were specified by the sample design: installations, units within selected installations, and soldiers (and their spouses) from selected units. Stratification was used at each stage to control the distribution of the samples with respect to organizational and demographic characteristics. These included region of the world at the first stage, unit function at the second stage, and demographic categories defined by paygrade, sex, and marital status at the third stage.

A sample of geographic locations, each containing one or more Army installations, was drawn with the requirement that the subsequent selection of units be confined to these locations. Further, the selection of soldiers and their spouses was confined to selected units. Approximately equal-sized samples of soldiers were drawn from each unit to facilitate the estimation of unit-specific attributes.

The first-stage sample of geographic locations was selected in September 1988, with probabilities proportional to a composite size measure based on weighted counts of eligible soldiers assigned to an eligible location. Within selected locations, the second-stage sample of units was selected in November 1988, with probabilities proportional to the composite number of persons assigned to eligible units. The third-stage sample of soldiers and their spouses was selected between December 1988 and March 1989, with approximately equal probabilities within each third-stage stratum. Because of their importance to the unit-level analyses, the commanders of all selected units were also included in the sample. At each stage, the sample selection probabilities were assigned to sampling units to yield an approximately self-weighting (i.e., equal probability) sample of soldiers and spouses within categories defined by the intersection of unit function and demographic category. The sample design is summarized in Table A-1.

Survey Population and Sampling Frames

Because of the three-stage, hierarchical nature of the sample design, the AFRP survey population is defined in terms of eligible locations at the first stage, eligible units located at eligible locations at the second stage, and eligible soldiers assigned to eligible units and spouses of eligible soldiers at the third stage. Specifically,

- a *location* was eligible for the survey if at least 1,000 active-duty Army personnel were stationed there or within 50 miles of it in May 1988;
- a *unit* was eligible if, at the time of data collection, it was located at an eligible location, was unclassified, had more than 20 active-duty Army personnel assigned to it in October 1988, and was not a transition point (i.e., pipeline) or separation unit, a medical holding or confinement unit, or a unit composed entirely of trainees or students;

Table A-1

Summary of the Sample Design

First Stage

Sampling Units:	Posts/installations/sites
Stratification:	Geographic region
Allocation to Strata:	Proportional to composite number of persons
Type of Selection:	PPS¹ to composite number of persons
Sample Size:	43 selections from 34 geographic locations²

Second Stage

Sampling Units:	Army organizational units
Stratification:	Unit function
Allocation to Strata:	Oversample deployable units
Type of Selection:	PPS¹ to composite number of persons
Sample Size:	542 eligible units, 528 participating units³

Third Stage

Sampling Units:	Soldiers and spouses of soldiers
Stratification:	Paygrade group, sex, and marital status
Allocation to Strata:	Oversample officers, marrieds, and females
Type of Selection:	Simple random sample
Sample Size:	20,033 soldiers from participating units and spouses of married soldiers

¹ Probability proportional to size.

² Multiple first-stage selections were made at large installations.

³ A unit was considered participating if at least one completed Soldier Questionnaire was provided from the unit.

- a *soldier* was eligible if he/she was:
 1. on active duty and assigned to an eligible unit at the time of sample selection (February 1989 to March 1989) and was still assigned to the same unit at data collection (February 1989 to October 1989),
 2. in paygrade-level E2 through O6 at the time of sample selection and data collection, and
 3. not AWOL, hospitalized, incarcerated, or detached from his/her unit at data collection.
- a *spouse* was eligible if, at the time of data collection, he/she was married to an eligible soldier.

The survey's eligibility requirements were determined by (1) the research objectives of the survey, (2) the survey's access to Army personnel, and (3) the resources available to the survey. Specifically, the survey was restricted to persons assigned to operational units in order to support the planned unit-level analyses. The additional requirement that eligible units have more than 20 soldiers was necessary to ensure that the unit sample would yield the desired number of soldiers and spouses.

The decision to exclude Army personnel who were stationed more than 50 miles from an installation with a thousand or more soldiers was necessary to control data-collection costs. Although it affected about 5 percent of all Army personnel, the decision was made with the knowledge that the extent of Army family services available to these persons is likely to be quite different than that available to their eligible counterparts.

The requirement that a soldier be assigned to the same unit between sample selection and data collection was necessary because the Army required that installations be notified of personnel selection for the survey at least 60 days prior to data collection. In addition, the Army did not authorize following soldiers beyond the units participating in the survey. Soldiers and spouses who were undergoing or just completing a Permanent Change of Station (PCS) were most affected by this requirement. Army-imposed delays in the start of data collection in Panama, Germany, and several CONUS installations lengthened the time between sample selection and data collection for sample members stationed at these locations. As a result, a greater than expected number of soldiers were excluded from the survey population because of reassignment or separation.

The survey population does not include all active-duty installations, units, soldiers or their spouses because the nature of Army operations and limited survey resources preclude a survey that is truly representative of the entire active-duty Army. However, the AFRP survey population includes the majority of soldiers and their spouses in the vast majority of situations in which they are likely to find themselves during their Army careers.

The sampling frame for units is shown in Table A-2, and the distribution of the target population of soldiers by paygrade, sex and marital status is shown in Table A-3.

Sample Allocation and Selection

Sample Allocation. The purpose of the first-stage sample was to restrict the geographic distribution of the sample and thus control data-collection costs. However, cost was not the only consideration because the size of the first-stage sample also affects the bias and precision of survey estimates. For example, the availability of Army family services varies from installation to installation. Thus, a sample that is too geographically restrictive may fail to capture this important source of variation. In addition, the number of first-stage units (FSUs) determines the degrees of freedom that are available

Table A-2**Unit Sampling Frame**

Type of unit	UICs		Persons	
		(%)		(%)
Total units and personnel provided by PERSCOM ¹	11,103		765,914	
Ineligible units:				
Non-operational UICs ²	330	(2.9)	52,120	(6.8)
UICs with missing or unusable data	755	(6.8)	3,304	(0.4)
UICs outside 50-mile radius of nucleus site ³	1,557	(14.0)	36,821	(4.8)
UICs with 20 or fewer persons ⁴	2,978	(26.8)	22,177	(2.9)
Total ineligible	5,620	(50.6)	114,422	(14.9)
Sampling frame	5,483	(49.4)	651,492	(85.1)

Source: October 1988 Officer and Enlisted Personnel Master Files.

¹Active-duty Army personnel in paygrades E2 through O6 not assigned to classified units.

²Non-operational UICs include transfer point, replacement, separation, medical holding, confinement, and UICs comprised exclusively of trainees.

³A nucleus site is defined as an installation, post, or location where 1,000 or more active-duty Army personnel were stationed in May 1988.

⁴UICs inside 50-mile radius of nucleus sites.

Table A-3

Distribution of the Soldiers Assigned to Eligible Units
by Paygrade Group, Marital Status, and Sex

Paygrade group	Marital status	Males		Females		Total	
		Persons	(%)	Persons	(%)	Persons	(%)
E2-E4	Married	96,990	(15)	15,651	(2)	112,641	(17)
	Not married	<u>185,498</u>	<u>(29)</u>	<u>24,029</u>	<u>(4)</u>	<u>209,527</u>	<u>(32)</u>
		282,488	(44)	39,680	(6)	322,168	(49)
E5-E9	Married	184,343	(28)	13,383	(2)	197,726	(30)
	Not married	<u>35,892</u>	<u>(6)</u>	<u>7,507</u>	<u>(1)</u>	<u>43,399</u>	<u>(7)</u>
		220,235	(34)	20,890	(3)	241,125	(37)
W1-W4	Married	11,309	(2)	178	(0+)	11,487	(2)
	Not married	<u>1,429</u>	<u>(0+)</u>	<u>143</u>	<u>(0+)</u>	<u>1,572</u>	<u>(0+)</u>
		12,738	(2)	321	(0+)	13,059	(2)
01-03	Married	27,866	(4)	3,811	(1)	31,677	(5)
	Not married	<u>13,684</u>	<u>(2)</u>	<u>3,911</u>	<u>(1)</u>	<u>17,595</u>	<u>(3)</u>
		41,550	(6)	7,722	(1)	49,272	(8)
04-06	Married	21,977	(3)	1,261	(0+)	23,238	(4)
	Not married	<u>1,768</u>	<u>(0+)</u>	<u>862</u>	<u>(0+)</u>	<u>2,630</u>	<u>(0+)</u>
		23,745	(4)	2,123	(0+)	25,868	(4)
All	Married	342,485	(53)	34,284	(5)	376,769	(58)
	Not married	<u>238,271</u>	<u>(37)</u>	<u>36,452</u>	<u>(6)</u>	<u>274,723</u>	<u>(42)</u>
		580,756	(89)	70,736	(11)	651,492	(100)

Source: October 1988 Officer and Enlisted Personnel Master Files.

for estimating variances. As a result, the reliability of the proposed complex modeling activities are directly affected by the first-stage sample size.

After careful consideration of these factors, a sample of 40 first-stage selections was determined to be the minimum number needed to support the analytic requirements of a survey of this scope. Multiple selections were necessary at the largest installations to maintain a proportional allocation of the sample. As a result, the 40 first-stage selections corresponded to 30 distinct FSUs.

Because most of the data analyses planned for the survey will take place at the unit and individual level, the second- and third-stage sample allocations were designed to meet the minimum precision requirements established for both levels of analysis.

Sizable demographic differences between MTOE and TDA units were found to exist for each major subpopulation of interest. For example, officers, females, and marrieds each comprised 20, 15, and 83 percent of the personnel assigned to TDA units compared with 8, 9, and 64 percent of the personnel assigned to MTOE units. It was determined that a second-stage allocation of 350 MTOE units and 130 TDA units and a third-stage allocation of 17,945 soldiers satisfied the minimum precision requirements for both the unit-level and person-level analyses. The distribution of the survey population and the final sample allocation of participating units and persons in each first- and second-stage stratum combination is shown in Table A-4.

Military personnel were classified into 20 third-stage strata determined by the intersection of sex, marital status (i.e., married, not married), and paygrade group (i.e., E2-E4, E5-E9, W1-W4, O1-O3, and O4-O6). In order to meet the analytic requirements of the survey, the third-stage sample comprises greater proportions of officers, marrieds, and females than exist in the survey population. The final allocation of sample persons across these strata is shown in Table A-5.

Sample Selection Procedures. Stratification was used at each stage of selection to control the distribution of the sample with respect to important geographic, organizational, and demographic characteristics. In addition, the probabilities used to select the first- and second-stage samples were made proportional to composite size measures to ensure that the desired second- and third-stage sample allocations were achieved, in expectation.

Composite size measures are weighted counts of the number of eligible persons assigned to an installation or unit where the weights reflect the desired sampling rate for each subpopulation. As a result, married persons contributed more to the composite size measure than unmarried persons, officers more than enlisted, females more than males, and persons assigned to MTOE units more than those in TDA units.

Because FSUs and units varied considerably with respect to numbers of personnel (and hence composite size measures), the first- and second-stage samples were chosen with minimum replacement (Chromy, 1979). The minimum replacement procedure is equivalent to without replacement PPS selection if none of the expected selection frequencies exceed unity, i.e., if there are no self-representing sampling units. Otherwise, the procedure achieves the required frequencies over repeated samples and, at any specific drawing of the sample, comes within one sampling unit of the expected allocation. The minimum replacement method is superior to either with or without replacement schemes in that it controls the number of selections assigned to a sampling unit so that the actual allocation and the proportional-to-size allocation differ by less than one and, at the same time, include self-representing sampling units with their required frequencies.

At the first stage, 40 primary selections were made. In addition, 10 alternate selections were made in the event that higher priority activities precluded participation by an originally selected FSU. The selection of primary and alternate FSUs was made with the requirements that (1) the expected selection frequency of each FSU be proportional to its composite size measure, and (2) that each self-representing FSU appear in the primary sample.

Table A-4

AFRP Sample Allocation by Geographic Region and Type of Unit

Stratum	Survey population ¹		Sample		
	Persons	Units	Persons	Units ²	
	(%)	(%)	(%)	(%)	
<u>CONUS, Alaska, Hawaii</u>					
MTOE Units	263,547 (40)	2,202 (40)	7,638 (38)	206 (39)	
TDA Units	<u>147,346 (23)</u>	<u>1,282 (23)</u>	<u>4,202 (21)</u>	<u>102 (19)</u>	
	410,893	(63)	3,484 (63)	11,840 (59)	308 (58)
<u>Europe</u>					
MTOE Units	191,502 (29)	1,534 (28)	6,202 (31)	170 (32)	
TDA Units	<u>13,035 (2)</u>	<u>139 (3)</u>	<u>675 (3)</u>	<u>14 (3)</u>	
	204,537	(31)	1,673 (31)	6,877 (34)	184 (35)
<u>Japan, Korea, Panama</u>					
MTOE Units	32,095 (5)	272 (5)	1,091 (5)	30 (6)	
TDA Units	<u>3,967 (1)</u>	<u>54 (1)</u>	<u>225 (1)</u>	<u>6 (1)</u>	
	36,062	(6)	326 (6)	1,316 (7)	36 (7)
<u>Overall</u>					
MTOE Units	487,144 (75)	4,008 (73)	14,931 (75)	406 (77)	
TDA Units	<u>164,348 (25)</u>	<u>1,475 (27)</u>	<u>5,102 (25)</u>	<u>122 (23)</u>	
	651,492	(100)	5,483 (100)	20,033 (100)	528 (100)

¹Source: October 1988 Officer and Enlisted Personnel Master Files.² Participating units.

Table A-5

AFRP Sample Allocation by Demographic Category

Paygrade group	Marital status	Sex		Total
		Male	Female	
		(%)	(%)	(%)
E2-E4	Married	4,141 (21)	650 (3)	4,791 (24)
	Not married	<u>3,201</u> (16)	<u>565</u> (3)	<u>8,537</u> (19)
		7,342 (37)	1,215 (6)	8,557 (43)
E5-E9	Married	3,761 (19)	507 (3)	4,268 (21)
	Not married	<u>915</u> (5)	<u>170</u> (1)	<u>1,085</u> (5)
		4,676 (23)	677 (3)	5,353 (27)
W1-W4	Married	300 (2)	19 (0+)	319 (2)
	Not married	<u>67</u> (0+)	<u>15</u> (0+)	<u>82</u> (0+)
		367 (2)	34 (0+)	401 (2)
01-03	Married	2,263 (11)	308 (2)	2,571 (13)
	Not married	<u>631</u> (3)	<u>82</u> (0+)	<u>713</u> (4)
		2,894 (14)	390 (2)	3,284 (16)
04-06	Married	2,082 (10)	110 (1)	2,192 (11)
	Not married	<u>173</u> (1)	<u>73</u> (0+)	<u>246</u> (1)
		2,255 (11)	183 (1)	2,438 (12)
ALL	Married	12,547 (63)	1,599 (8)	14,141 (71)
	Not married	<u>4,987</u> (25)	<u>905</u> (5)	<u>5,892</u> (30)
	Total	17,534 (88)	2,499 (13)	20,033 (100)

During data collection, scheduling conflicts resulted in the replacement of three original selections with three alternate selections. In addition, an alternate FSU in Korea and both alternates in Germany were added to the primary sample. These additional FSUs increased the first-stage sample size to 43 selections from 34 locations.

The original second-stage sample comprised 480 primary units and 91 alternate units that were selected from the 40 first-stage selections. When the first-stage sample was increased to 43 selections, however, the second-stage sample size was increased to 515 primary units and 97 alternate units. Except for FSUs that were selected more than once, 12 primary units and three alternate units were selected from each selected FSU whenever possible. FSUs that were selected two or three times had 30 or 45 units selected from them, respectively. To compensate for FSUs with fewer than 12 units, the number of units allocated to other FSUs was increased to maintain the overall sample size.

Eligibility and Participation of Units and Soldiers. A total of 70 of the 612 primary and alternate units selected for the survey were considered ineligible for reasons shown in Table A-6. Ultimately, 528 eligible units provided at least one completed Soldier Questionnaire and were considered participating. Of the 14 eligible but nonparticipating units, 7 were deployed at the time of data collection and were considered eligible but unavailable for the survey. Because these units were undergoing normal operational activities, it is reasonable to assume that the data provided by their responding counterparts are representative of them as well. Thus, a nonresponse adjustment procedure was used to compensate for their nonparticipation. Personnel assigned to ineligible units are not included in the population of inference.

The eligibility status of each selected soldier was maintained on the survey's control system. In general, a soldier was assumed to be eligible unless he/she was specifically classified as ineligible during the rater assignment process or during data collection. Eligible soldiers who were on temporary duty, leave, or sick during data collection retained their eligibility. Persons in these situations were treated differently from prisoners, for example, because TDY, leave, and minor illness are normal situations that soldiers experience. Hence, it is reasonable to assume that the data provided by their responding counterparts are representative of them as well.

INSTRUMENT DEVELOPMENT

Soldier and Spouse Questionnaires

Structured questionnaires were designed to be completed by Army active duty personnel and the spouses of married soldiers. The purpose of these questionnaires was to provide consistent, accurate information on relevant indicators and measures that could only be completed by respondents themselves and were not available from other data sources.

Characteristics of the Questionnaires. The final soldier questionnaire contains 449 items. It obtains data on the personal background of the respondents, work and unit characteristics, individual and unit performance, Army attitudes and values, personal and family relationships, Army commitments and retention intentions, parental experience and roles, community activities, and use of and attitudes toward Army support programs and services. The mean completion time of the questionnaire is approximately 76 minutes with less time required of single soldiers and more time required of married soldiers, especially those with children. The soldier questionnaire was designed to be group or individually administered with instructions and a privacy statement incorporated on the form. The questionnaire was administered in a 28-page booklet that could be optically scanned via trans-optic technology.

The spouse survey was designed to provide complementary and comparable information to the soldier survey. The final version of the questionnaire required approximately 40 minutes for spouses to complete. The spouse survey was designed to be administered to those spouses married to active-duty

Table A-6

Participation Summary of AFRP Units and Soldiers

Participation status	Count	Percent	
		Within groups	Across groups
<u>Units</u>			
Ineligible			
All trainees	25	35.7	
Unit moved	16	22.9	
Less than 21 persons assigned	15	21.4	
Dispersed personnel	7	10.0	
Medical holding unit	3	4.3	
Unit disbanded/reorganized	2	2.9	
Confinement unit	<u>2</u>	<u>2.9</u>	
	70	100.0	11.4
Eligible			
Deployed/priority duty	7	1.3	
Did not provide a Sold Ques	7	1.3	
Participated ¹	<u>528</u>	<u>97.4</u>	
	542	100.0	88.6
Total selected	612	100.0	
<u>Soldiers in participating units</u>			
Ineligible			
Reassigned	4,066	71.8	
Separated	1,309	23.5	
Confined/AWOL/DFR/Chap 8	129	2.3	
Medical holding	62	1.1	
Rank out-of-range	72	1.3	
Detached from unit	<u>24</u>	<u>0.1</u>	
	5,662	100.0	28.3
Eligible			
Did not participate ²	1,174	8.2	
Sold Ques only	1,376	9.6	
IRR only	2,162	15.0	
Sold Ques and IRR	<u>9,659</u>	<u>67.2</u>	
	14,371	100.0	71.7
Total selected	20,033	100.0	

¹ A unit was considered participating if at least one usable Soldier Questionnaire was provided.

² Includes soldiers who were on TDY, leave, or were sick during data collection.

personnel who participated in the soldier survey. The spouse survey included 337 items, including data on personal and family background, current and past employment experience, relocation and separation experience, personal and family attitudes and values, Army family adaptations, family and parenthood experiences, community experiences, and the use of Army support services and programs. Some of the questions are parallel to those in the soldier survey while others specifically address the concerns of spouses. Much more information is collected from spouses about employment experiences and relocation and separation experiences. The spouse survey was prepared in a 20-page booklet designed to be optically scanned and included a set of instructions and a privacy statement.

Development of Questionnaires. An initial pool of potential indicators was produced by each of the AFRP research teams. These indicators included individual items and scales that were based upon extensive literature reviews conducted in the areas of family adaptation, soldier retention, soldier performance and readiness, spouse employment, and community support programs and services. The literature reviews were designed to suggest constructs and measures that represented key independent, dependent, and intervening variables that needed to be included in an extensive survey of military personnel and families. This activity was augmented by interviews with program administrators, Army leaders and researchers, as well as focus group interviews with Army personnel and families. These early questionnaires included both open- and close-ended questions designed to represent the key concepts and constructs suggested in the early phase of the investigation.

In addition to reviews of previous military and civilian research, ongoing research in a number of related areas was also reviewed. A number of project staff had direct working knowledge of closely related projects, including project A, the AFAP evaluation and ACS/YA assessment, The Annual Survey of Army Family (ASAF) analysis, as well as information on other related research being conducted by the Walter Reed Army Institute for Research (WRAIR) and RAND Corporation. The AFRP questionnaires were designed to build on and complement past Army Survey Research. Project staff reviewed and conducted analyses on a number of related surveys to assess items, factors, and constructs for use in predicting Army outcomes, especially the outcomes of retention, readiness, and family adaptation. Surveys reviewed included: the 1987 ASAF Spouse Survey, the 1985 DoD Survey of Officer and Enlisted Personnel and Military Spouses, the 1986 DOD Survey of Reserve Components, the SSC Surveys of Army Personnel, the RAND Survey of Family Programs and Readiness, the 1985 Families in Green Survey, the One Thousand Army Families in Europe Survey, and the Current Population Survey. Each of these databases was examined for relevant and comparable items and scales.

The soldier and spouse survey also benefitted from the development of related surveys conducted in coordination with the AFRP effort. This was done to provide early analysis for the soldier and spouse surveys and to assist in their development. These surveys included: the 1986 UPOS Survey, the Project AIT Graduate Survey and LV Survey, the augmentation of the 1985 DoD Survey Army file with retention outcomes and other information from the soldier personnel file, and the TPU Attritee Research Project (TARP) Survey. Results of these contributed to the AFRP survey.

Readiness Measurement

The readiness of units and individuals to perform their wartime missions has always been of paramount concern to the Army during peacetime. However, readiness is not easy to measure. Many different factors influence degree of readiness. The Army currently does not have an operational set of reliable, comprehensive, and valid measures of readiness that can be used to diagnose the relative strengths and weaknesses of units and individuals.

The Unit Status Report, the Army's current instrument for measuring unit readiness, does not include measures of experience, morale, leadership, or other factors indicative of whether units would successfully complete their missions. Furthermore, the Unit Status Report does not measure individual readiness.

Neither does the Army have normative data that would allow comparison of the relative readiness of different types of units and individuals and the determination of readiness trends over time. The impact of improved practices toward families, policy changes, corrective unit-level actions, personnel turnover, and the like could be assessed through noting changes in readiness levels within and across units and individuals.

The readiness measures collected for the AFRP core survey are directed primarily at producing a set of readiness measures that can be used both by the Army to improve its measurement of readiness and by AFRP researchers to identify the personnel, environmental, family, and other factors that most impact readiness.

The measures were developed using a process that included: literature review; critical incident workshops; content analyses of the critical incidents; scale construction; scale tryouts; analyses of the scale tryout results; and deletions and revisions to the scales.

The individual and unit readiness ratings are supplemented by data collected from unit commanders using the Unit Status Summary, which collects unclassified information related to that obtained in the Unit Status Report (USR).

The development and use of the readiness measures are detailed in the Report on Survey Implementation.

Other Measures

The Survey of Family Services (SFS) obtained information from Army service providers at installations on the availability and quality of 18 family-related programs and services available to soldiers and families at the installation. This instrument was developed in consultation with experts in assessing military family community services and is similar to instrumentation used in previous research (e.g., Croan & Orthner, 1987). The instrument was field-tested and revised before use in the AFRP survey.

Information obtained from the Installation and Community Characteristics Inventory (ICCI) includes: tenure of senior installation staff; numbers of soldiers, family members, retirees and others at or near the installation; housing availability and waits; and child care availability. This instrument was developed based on existing sources and incorporated in the survey materials used at participating installations.

Field Work and Pretests

Preliminary field work to further develop the survey measures and indicators took place at several locations. Early site visits, with focus groups, workshops, program staff and leader interviews and other activities were carried out at Forts Jackson, Drum, Ord, and Knox and in several USAREUR sites.

After the initial instrument development, the project team, consisting of the Project Director, Data Collection Task Leader, and other project staff from ARI, RTI, Caliber Associates and HumRRO, conducted two levels of pretesting. The more repeated and intensive level was the pretesting of the Soldier Questionnaire and the Spouse Questionnaire. An additional level was added to one pretest for testing the procedures that had been designed to identify and administer the survey to a sample of soldiers. Drafts of the Soldier and Spouse Questionnaires were prepared and pretests were conducted to refine the instruments before the data collection. Pretests for the Soldier Questionnaire were conducted with officers and enlisted personnel and pretests for the Spouse Questionnaire were conducted with spouses of officers and enlisted personnel. Formal troop support requests to conduct the pretests were made through ARI, indicating the installations, dates of the pretests, soldiers needed by rank, and facility requirements.

Requests for participation of spouses for the installations were included in the troop support requests although the spouses were actually recruited through the Army Community Service office at each installation because the Army could not task spouses to participate.

The pretests began in February 1988 and were conducted at six installations in CONUS and four installations in USAREUR. The first pretest was conducted at Fort Polk in February 1988, where draft Soldier Questionnaire was administered to 64 soldiers and 46 spouses. The second pretest was conducted at Fort Bragg in March 1988. Fifty-eight soldiers and eighty spouses participated in this pretest. The third pretest was conducted at Fort Benning in April 1988. One hundred thirty-two soldiers were pretested on the Soldier Questionnaire. There was no Spouse Questionnaire pretest at Fort Benning because the questionnaire design staff felt the Spouse Questionnaire would not require much additional work.

The fourth pretest was conducted at Fort Stewart in April 1988. One hundred thirty soldiers were pretested on the Soldier Questionnaire. Again, no Spouse Questionnaire was pretested because the emphasis was on developing the Soldier Questionnaire. The fifth pretest was conducted in USAREUR in May 1988. Pretesting was conducted in five units with approximately 30 soldiers participating per unit. Pretesting of the revised Spouse Questionnaire was conducted in four locations in USAREUR, with approximately 60 spouses participating.

The sixth pretest and field test was conducted at Fort Jackson in October 1988. For the 194 soldiers scheduled for the field test, 150 Soldier Questionnaires were completed. This provided a test of the survey field procedures as well as a pretest of the revised Soldier Questionnaire. A limited pretest of the Spouse Questionnaire by mail was conducted following the Fort Jackson field test. A total of 104 spouses were identified by the participating soldiers. A survey mailing and two postcard reminders were sent, thus producing an overall response rate of 38.5 percent for this limited pretest. The seventh pretest was conducted at Fort Eustis in January 1989. Twenty-one soldiers were administered the revised Soldier Questionnaire and 18 spouses were administered the revised Spouse Questionnaire.

The initial version of the pretest questionnaire that was introduced to the soldiers contained over 1,000 items and the spouse version contained over 700 items. These preliminary questionnaires took approximately four hours for the soldiers and two hours for the spouses to complete. The questionnaires were revised following each pretest. Some questionnaires contained item-by-item feedback and written notations from the respondents. In addition, the data from several installations were keyed and analyzed to check the frequency distribution on questionnaire items, to examine the interrelation between items (for scale construction and to reduce redundancy), and to validate the relationships of variables in the model to the key outcome measures. The major changes made to the questionnaires resulting from the analysis and the pretests were to reduce the length of the questionnaire and to reword items for clarification.

Army Review Process

Throughout the project, ARI, Community and Family Support Center (CFSC) as project sponsor, and the project team have been committed to ensuring that the results provided to the Army are useful in the short term and enhance the knowledge base on which Army programs and policies must draw to ensure that they best meet the needs of Army families and contribute to readiness and retention.

ARI and CFSC have provided input on Army needs throughout the project, and key users in ODCSPER, ODCSOPS, and other Army offices have been consulted periodically. The project has a Scientific Advisory Committee (SAC) to advise on research issues and methods. This advisory group met three times with the research team and ARI and CFSC personnel to discuss issues, methods and analysis for the survey and for the project in general.

The survey instruments and plans were reviewed by the AFRP SAC, and by staff of ARI, CFSC, WRAIR and RAND. A two volume report describing the instruments, sampling plan, and field

procedures for the fielding of the AFRP survey was submitted for review and was approved by ODCSPER Military Survey Review Panel in February 1989. Changes suggested by the reviewers were incorporated into the final version of the survey instrument.

SURVEY IMPLEMENTATION

Data Collection

The Army Family Research Program collected data from a sample of soldiers, their spouses, the soldiers' first- and second-line supervisors, unit commanders, and directors of family services available at an installation or community. Questionnaires used to collect the data were the Soldier Questionnaire, Individual Readiness Rating (IRR) questionnaire, Unit Readiness Rating (URR) questionnaire, Unit Information Form (UIF), Spouse Questionnaire, Survey of Family Services (SFS) form, and the Installation and Community Characteristics (ICCI) form.

For the soldier survey, trained data-collection teams travelled to the installations where the sampled soldiers were located and administered the questionnaire(s) in group sessions. These same teams administered questionnaires to the soldiers' designated supervisors and the Unit Commanders at the same time. While the survey team was at the installation, the soldier designated as project liaison for the survey completed the ICCI and obtained completed SFS forms from the appropriate service directors. This data-collection design was used most of the time; however, complications occasionally arose that required deviation from this model.

The spouse survey was strictly a mail survey. Soldiers who completed the Soldier Questionnaire and were married were asked to provide the names and mailing addresses of their spouses. This information was used to prepare a Spouse Questionnaire and mailing envelope. The questionnaire was then mailed to the spouses for them to complete and return by mail. Up to four mailings were made to each spouse if the first attempt to obtain a completed questionnaire failed.

After the sampling process identified the sampled installations, the sampled units within those installations, and the sampled soldiers within the units, lists of the sampled soldiers by unit were generated. The sample of soldiers for each site was drawn from Army personnel records approximately 85 days before data collection was scheduled for the site. Eight separate draws from the Army personnel files were done over the period December 1988 through March 1989, based on the schedule for data collection agreed upon by the Army.

The early selection of soldiers was required for the readiness rating component of the survey. The 85-day period was designed so the disposition forms (DFs) listing all soldiers, by unit, for a site could be prepared and taken to the installation at the 60-day briefing. At this briefing (or by mail if no briefing was required), the DFs were distributed to a designated person in the units who was responsible for checking the list for accuracy and for designating each soldier's first- and second-line supervisors. These completed lists were then returned and used to assign soldiers to supervisors who would then complete readiness rating questions for each assigned soldier. This assignment process prevented overburdening any one supervisor by limiting the number of soldiers rated to eight.

The completed lists for each unit and the associated supervisor rating assignments were used to determine which questionnaires each soldier and supervisor were to receive and to make up the individual packets of material for field administration.

Experience during the data-collection period required alterations to the basic data-collection design. The first problem surfaced when some of the soldiers who were supposed to attend the survey administration sessions could not. Special arrangements were made to have these soldiers' questionnaire

packets delivered to them to be completed. Whenever possible, these completed questionnaires were returned to the survey data-collection team before they left the installation.

The second complication arose with MEDDAC and DENTAC units. Their duties are such that they are unable to schedule whole blocks of time away from their jobs. Therefore, completion of the questionnaires for these units was the responsibility of a designated member of the unit. This person was responsible for delivering the questionnaire packets to the respective soldiers, collecting completed questionnaires and returning them to the survey team. Special written instructions were developed for the unit point of contact and for each questionnaire packet so the soldiers would know the purpose of the survey and would know how to complete the questionnaires. In addition to the MEDDAC and DENTAC units, some other units required this same procedure.

Another special complication arose in the Panama site. After the survey team had scheduled the data collection for Panama, they were refused permission to visit there for security reasons associated with the Panamanian elections. Because of continuing tension and a subsequent coup attempt, all civilian travel to the area was canceled. Also, because of the state of alert there, military families were being transferred back to the U.S. and personnel changes were being made. Then a change of command was made in Panama and with it a reorganization of the troops under the command. These events, along with the fact that approximately 4 months had passed since the originally scheduled survey administration date, created concern about the number of sampled soldiers who were still in Panama and available for the survey. It was determined that approximately 50 percent of the original sample were still available. Because of the late date and the amount of time that would be needed to reselect the Panama sample, the decision was made to continue with the sample in Panama as originally drawn. Units' survey materials were routed to the units and returned to the Installation Project Officer who mailed them to RTI.

Data collection in USAREUR was somewhat different from other areas because the organization of troops there is not as concentrated as it is in the U.S. Therefore, units were dealt with individually to schedule the administration sessions. Because the survey team usually was not in any one location for very long, opportunities were limited for soldiers to attend sessions other than the one for which they were scheduled. Therefore, more individual questionnaire packets had to be routed to soldiers than in the U.S.

In a number of sites, both CONUS and OCONUS, Army delays resulted in data collection substantially later than the 85 days after sample selection that was the original design. In addition to Panama, USAREUR participation was delayed by several months, as was the participation of several major CONUS installations. It was not possible to re-draw the samples for these sites for two major reasons: (1) the Army personnel records system was undergoing a major change in software and hardware during this period and extensive re-drawing of the sample would not have been possible; and (2) most of the delays occurred after the lists of sample soldiers (DFs) were distributed to the field and some compliance in checking the lists and adding supervisor names was underway; to distribute new DFs and re-start the process would have resulted in even greater delays and possibly greater problems of compliance in the field.

The major results of the relatively long period from sample selection to field data collection were:

- Substantial numbers of soldiers were no longer eligible for the survey because they had been reassigned to another unit or installation or had left the Army. (The ineligibility of soldiers who were reassigned resulted from two factors: (1) the Troop Support Request (TSR) process required by Forces Command (FORSCOM) meant that soldiers who were assigned to a unit or installation for which a TSR had been approved could not be followed; and (2) the design requirement that units and soldiers within units be analyzable meant that soldiers would not be followed, even in cases where the TSRs would have allowed this.)

- No soldiers who had recently moved to an installation were included in the sample. Although this was part of the original design because of the requirement to obtain supervisor listings for the readiness measures, the length of time soldiers had been at their current location was greater for a number of sites because of Army-imposed delays.
- The total data-collection period was longer than originally planned and data thus refer to a longer time period. The soldier data collection covered the period from February 1989 through December 1989; spouse data collection covered the period May 1989 through May 1990, though most spouse instruments were completed by March 1990.

Spouse Questionnaires were mailed only to those spouses identified by soldiers who completed the Soldier Questionnaire and filled in the last page of the questionnaire reporting their spouses' names and mailing addresses. The approach of obtaining the spouse's address from the soldier rather than from the unit was used because the requirement for the units to provide supervisor listings was such that it was deemed too burdensome to place additional requirements on the unit, and because the delay from sample selection to data collection meant that more current spouse addresses would be available from soldiers. Checks of soldier questionnaires from early survey sites indicated that approximately 10 to 15 percent of married soldiers did not provide a spouse address. Although it would have been very desirable to obtain addresses for the other spouses, it was determined that other means could not be used, both because of the further delays that would be incurred and because of the implicit promise to soldiers that spouses would be contacted only on the basis of the soldier's providing the address.

The weighting procedure used with the spouse data adjusted separately for the two components of spouse response—the soldier's providing a mailing address, and the spouse's returning a completed questionnaire—to compensate for non-response on this survey.

Spouse Questionnaires were mailed beginning in May 1989 and continuing at approximately 6-week intervals until May 1990. No spouse received more than four mailings of the questionnaire. The four mailings were conducted over consecutive 6-week mailouts.

Data-Collection Results

Data-collection results for the soldier survey are shown in Table A-6, and results of the spouse survey are shown in Table A-7.

Table A-7

Spouse Survey Results

	<u>Number</u>	<u>Percent</u>
Spouses mailed a questionnaire	6,321	100.00
Completed questionnaires received	3,345	52.92
Nonresponse	2,491	39.41
Refusal	10	.16
Undeliverable	462	7.31
Soldier no longer in Army	10	.16
Language barrier	1	.02
No longer married	1	.02
Spouse not available	1	.02

Results show, for the soldier, the total number sampled and the number eligible and, for the eligibles, the number of respondents and response rates. Eligibles included soldiers who, at the time of data collection, were still on active duty, assigned to the same unit, in paygrades E2-O6, and not AWOL, confined, hospitalized or detached from their units. Those who were on temporary duty, on leave, or were sick were considered unavailable but not ineligible and thus are counted as survey nonrespondents.

Calculated from Table A-6, 77 percent (11035/14371) of eligible soldiers provided a usable questionnaire. If we exclude unavailable soldiers from the calculation, 84 percent of those available provided a usable questionnaire. IRR data (from one or both supervisors) were provided for 88 percent of soldiers for whom soldier questionnaire data are available.

The target response rate for the spouse survey was 50 percent. The overall response rate for all groups was 52.9 percent, with another 39.4 percent nonresponses and the rest not returned for other reasons.

DATA PROCESSING AND FILE CREATION

Data Receipt and Data Entry

When completed data-collection instruments were received at RTI they were logged as received and edited by trained editors; then the data were converted to a computer-readable form. Soldier Questionnaire and Spouse Questionnaire responses were converted to computer-readable form by optical scanning of the questionnaires. Thus, manual edits of these documents prior to data entry were limited to a check of the identification information, checks for stray marks, and checks for adequate darkening of answer bubbles. The IRR, URR, UIF, ICCI, and SFS forms were all converted to a computer-readable form by means of programmed controlled data entry keying. This required more detailed editing than was needed for the optical scan forms. Further editing was done after data entry, as described below.

Editing

The goals for AFRP editing were to: identify bad data values, make variable responses consistent across all questions and forms, identify legitimately skipped portions of the questionnaires, provide as much useful information as possible, and prepare variables for analysis so that minimum recoding efforts would be necessary.

To meet these goals, some of the individual instruments were edited in stages. Multistage editing involves editing variables that will affect subsequent edits and checking their results before going to the next stage. It also breaks one very complex task into several more manageable tasks. The soldier questionnaire, for example, had seven different editing stages. The types of edits and recodes performed were: range checks, critical item checks, special edits on marital status, consistency checks, combining of multi-part questions, skip pattern checks, and imputations. Similar edits were performed for the spouse questionnaire. The simpler forms (ICCI, IRR, UIF, SPF, URR) followed the same basic editing philosophy but were edited in one stage.

The edit specifications are detailed more fully in the Analysis Plan and the Spouse File Edit Specifications.

Weights Computation

For most complex sample designs, sampling weights are necessary for the unbiased estimation of population parameters. Sampling weights are the link between the sample and the survey population. As such, they may be viewed as inflation factors to account for the number of members in a survey population (e.g. installations, units, or persons) that a sample member represents. A sampling weight consists of two components: an initial sampling weight, and an adjustment factor. The initial sampling weight is simply the inverse of a sample member's selection probability and reflects the different selection rates that were used to select the sample. Because a three-stage, hierarchical sample design was used to select the AFRP sample, sampling units are geographic areas at the first stage, Army operational units at the second stage, and soldiers and spouses at the third stage. The selection probabilities used at each of these stages were assigned as per the sample design.

An adjustment factor was applied to the initial sampling weight to compensate for the potential biasing effects of systematic, nonsampling errors caused by differential nonresponse to the Soldier Questionnaire. The adjustments were made within 79 ratio-adjustment post-strata that were defined by the intersection of paygrade, marital status, gender, type of unit, and region of the world. The adjustments forced the sum of the sampling weights of respondents in each post-stratum to equal the corresponding population count of eligible soldiers in the post-stratum. Details of the AFRP sampling weights will be presented in a forthcoming report.

Variable Construction

A number of measures have been created from the data and added to the analysis files. There are three main categories of measures:

- *Basic Descriptive Measures.* These measures of soldier and family characteristics were created from the data provided by the soldier and personnel file data. They include: years of active duty service; age; marital and family status; spouse employment status; race/ethnicity; and other basic measures. The creation of these measures is detailed in the Analysis Plan and the variables are shown in the Codebook.
- *Scales.* A set of scales was constructed for use in the analyses of soldier and spouse data. The scales and their construction are detailed in the Report on Scale Construction.
- *Individual and Unit Readiness Measures.* These have been constructed from the individual readiness ratings (IRRs), Unit Readiness Ratings, and other sources. The measures are detailed in the following two reports:
 - Report on Individual Readiness Measures
 - Report on Unit Readiness Measures

Organization of Analysis Files

The organization of the AFRP database was driven by the analysis needs of the project and the efficiency of data processing on the files in the database. Because analysis activities will use data at the individual, unit, and installation levels, the structure of the database reflects these levels (see Figure A-1). The database contains information collected during this project as well as information from secondary sources. The OMF/EMF/JUMPS secondary data provide variables that are necessary to the analysis efforts.

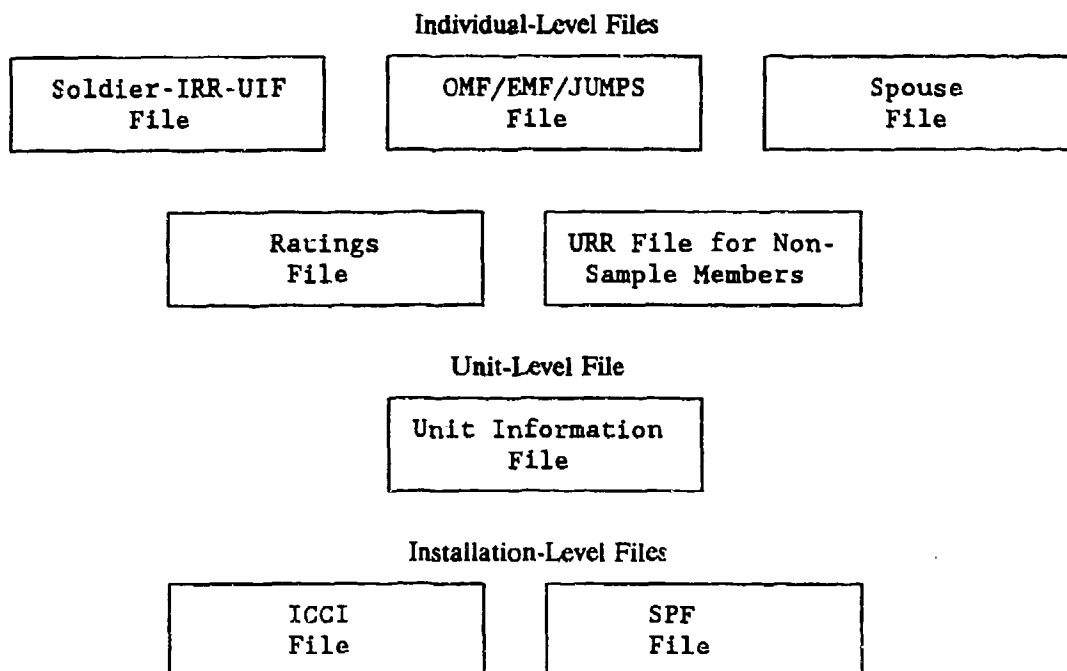


Figure A-1: Organization of Analysis Files

Data-processing considerations dictate that data storage requirements be balanced with processing time. To that end, groups of information that were usually processed together (e.g., IRR and soldier data) and matched well were combined. Groups, such as the ICCI and the SPF, that did not match well were not merged. Although both these files are installation-level files, there are 18 possible SPFs for each installation. Most installations do not have 18 SPFs; thus to allow space for 18 SPFs for every installation would be a waste of disk space.

The AFRP database are resident on RTI's VAX Cluster and on the National Institutes of Health (NIH) Computer Facility as SAS files. Linkages between the various levels of files is provided in the form of XIDs to link individual data, XUICs to link unit data, and XARLOCs to link installation information. Individual-level files contain the XID, XUIC, and XARLOC. The unit-level files contain the XUIC and the XARLOC. The installation-level file contains the XARLOC.

Documentation for the analysis files includes a codebook that describes the variables in the file and the values those variables may assume as well as unweighted frequencies. A data book of weighted cross-tabulations is provided for the soldier data.

SURVEY DATA ANALYSIS

Most statistical software packages provide variance estimates that are based on a simple random sample selected from an infinite population. When used on data collected as part of a complex sample survey, these variances are usually too small, resulting in tests that incorrectly conclude that differences are statistically significant. Taylor Series approximation, balanced repeated replication (BRR), and jackknife variance estimation (Cochran, 1977) are three well-known techniques that have been developed to provide relatively unbiased methods for estimating the variances of descriptive statistics from a complex survey.

The Taylor series approach to variance estimation is based on a first-order Taylor series approximation of the deviations of estimates from their expected values. This approximation for large samples is well known (see Kendall & Stuart, 1961, p. 231). Woodruff (1971) presented applications of this technique to sample surveys. This method provides one of the best-known numerical approximations for ratio estimates currently available in the statistical literature.

The SUDAAN Procedures for Descriptive Statistics (Shah, LaVange, Barnwell, Killinger & Wheelless, 1989) developed by the Research Triangle Institute compute means, proportions, ratios, cross-tabulations and quantiles, as well as linear and logistic regression coefficients and their associated variance estimates using the Taylor series approximation. In addition, options are available for producing estimates of domain differences and other linear contrasts. Thus as other specialized survey analysis software must be used in estimating confidence intervals and testing differences between groups.

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APPENDIX B
DETAILED TABLES

Chapter 3 Tables

Table 3.1
Family Status
by Sex and Paygrade

	SOLDIER'S PAYGRADE							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06
Male								
FAMILY STATUS								
Single, no children in household	64.9 %	23.2 %	9.4 %	6.8 %	13.8 %	50.9 %	20.1 %	6.7 %
Single, have children in household	0.7	1.2	2.5	2.3	1.1	0.3	1.3	1.0
Married to civilian, no children in HH	14.0	18.4	14.6	14.6	16.1	24.3	19.4	14.4
Married to civilian, have children in HH	17.8	50.6	69.5	71.1	66.7	20.1	53.8	73.8
Married to military, no children in HH	1.8	2.9	2.1	1.1	1.1	3.8	3.4	1.6
Married to military, have children in HH	0.9	3.7	1.9	4.1	1.2	0.6	2.0	2.5
Sample size	3,828	1,109	667	518	183	474	1,002	1,305
Weighted total	193,270	66,037	48,788	38,172	8,851	9,287	15,273	17,614
								9,086
								397,292
Female								
FAMILY STATUS								
Single, no children in household	47.7 %	24.2 %	20.5 %	9.5 %	—	66.3 %	33.5 %	34.0 %
Single, have children in household	12.9	13.8	21.9	29.9	—	0.0	5.0	3.7
Married to civilian, no children in HH	7.2	11.8	6.5	8.1	—	10.0	12.2	26.9
Married to civilian, have children in HH	5.7	17.6	15.7	12.0	—	5.4	12.9	14.7
Married to military, no children in HH	16.5	12.8	9.6	11.3	—	16.6	18.1	12.3
Married to military, have children in HH	10.0	19.7	25.8	29.3	—	1.6	18.3	14.4
Sample size	654	204	117	40	17	72	138	124
Weighted total	27,645	7,372	4,428	1,296	328	2,389	2,942	1,887
								1,366
								48,286
Total								
FAMILY STATUS								
Single, no children in household	62.7 %	23.3 %	10.3 %	6.9 %	13.9 %	54.1 %	22.3 %	9.4 %
Single, have children in household	2.2	2.5	4.1	3.2	1.8	0.3	1.9	1.3
Married to civilian, no children in HH	13.1	17.7	13.9	14.3	16.0	21.4	18.2	15.0
Married to civilian, have children in HH	16.3	47.3	65.1	69.1	64.8	17.1	47.2	68.0
Married to military, no children in HH	3.6	3.9	2.7	1.4	1.7	6.4	5.8	2.7
Married to military, have children in HH	2.0	5.3	3.9	4.9	1.7	0.8	4.6	3.6
Sample size	4,482	1,313	784	558	200	546	1,140	1,429
Weighted total	220,915	73,409	53,215	39,468	9,179	11,676	18,215	19,501
								10,452
								445,578

(-- Sample size is insufficient for valid estimates)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Male

SOLDIER'S AGE AT TIME OF ENTRY

	19 years old or younger	20-22 years old	23 years old or older	Total

SOLDIER'S PAYGRADE - RECODE #2

E2-E4

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

93.0 %	80.9 %	63.3 %	86.0 %
7.0	19.1	36.7	14.0

Sample size
Weighted total

2,228	1,162	635	4,025
120,689	53,198	25,610	199,496

E5

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

89.4 %	70.4 %	52.7 %	78.8 %
10.6	29.6	47.3	21.2

Sample size
Weighted total

693	325	188	1,206
41,754	20,303	10,276	72,333

E6

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

88.9 %	70.2 %	49.3 %	76.5 %
11.1	29.8	50.7	23.5

Sample size
Weighted total

393	204	134	731
29,053	14,604	9,921	53,578

(continued)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Male

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY			
	19 years old or younger	20-22 years old	23 years old or older	Total
E7-E9				
<u>MARITAL STATUS AT ENTRY</u>				
Single at entry	85.4 %	68.4 %	64.6 %	77.1 %
Married at entry	14.6	31.6	35.4	22.9
Sample size	305	181	85	571
Weighted total	22,975	13,146	6,012	42,133
W1-W4				
<u>MARITAL STATUS AT ENTRY</u>				
Single at entry	83.5 %	67.6 %	52.4 %	71.5 %
Married at entry	16.5	32.4	47.6	28.5
Sample size	87	66	40	193
Weighted total	4,163	3,312	1,924	9,400
O1-O2				
<u>MARITAL STATUS AT ENTRY</u>				
Single at entry	--	82.6 %	70.2 %	78.0 %
Married at entry	--	17.4	29.8	22.0
Sample size	7	275	202	484
Weighted total	120	5,699	3,633	9,452

(CONT IN 680)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Male

SOLDIER'S AGE AT TIME OF ENTRY

19 years
old or
younger

20-22 years
old

23 years
old or
older

Total

SOLDIER'S PAYGRADE - RECODE #2

03

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

78.8 %
21.2

52.4 %
47.6

68.8 %
33.2

Sample size
Weighted total

26
388

520
7,982

485
7,332

1,031
15,701

04-06

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

69.3 %
30.7

46.6 %
53.4

59.0 %
41.0

Sample size
Weighted total

27
326

691
9,398

625
8,416

1,343
18,140

Total

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

90.8 %
9.2

75.4 %
24.6

57.1 %
42.9

80.3 %
19.7

Sample size
Weighted total

3,766
219,466

3,424
127,641

2,394
73,126

9,584
420,233

(CONT. IN PAGE 2)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender
Female

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY				Total
	19 years old or younger	20-22 years old	23 years old or older		
E2-E4					
MARITAL STATUS AT ENTRY					
Single at entry	94.0 %	86.6 %	65.7 %	85.9 %	
Married at entry	6.0	13.4	34.3	14.1	
Sample size	318	195	160	673	
Weighted total	14,119	8,250	6,000	28,369	
E5					
MARITAL STATUS AT ENTRY					
Single at entry	93.9 %	81.6 %	75.2 %	85.1 %	
Married at entry	6.1	18.4	24.8	14.9	
Sample size	93	68	56	217	
Weighted total	3,253	2,552	2,024	7,829	
E6					
MARITAL STATUS AT ENTRY					
Single at entry	94.9 %	79.8 %	61.6 %	81.5 %	
Married at entry	5.1	20.2	38.4	18.5	
Sample size	54	31	35	120	
Weighted total	2,053	1,259	1,270	4,582	

(continued)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Female

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY				Total
	19 years old or younger	20-22 years old	23 years old or older		
E7-E9					
MARITAL STATUS AT ENTRY					
Single at entry	--	--	--		88.8 %
Married at entry	--	--	--		11.2
Sample size	21	15	9		45
Weighted total	600	583	229		1,412
M1-M4					
MARITAL STATUS AT ENTRY					
Single at entry	--	--	--		--
Married at entry	--	--	--		--
Sample size	11	1	5		17
Weighted total	206	24	98		328
O1-O2					
MARITAL STATUS AT ENTRY					
Single at entry	--	89.9 %	78.3 %		83.8 %
Married at entry	--	10.1	21.7		16.2
Sample size	0	36	37		73
Weighted total	0	1,142	1,259		2,401

(cont. IN 68J)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender
Females

SOLDIER'S AGE AT TIME OF ENTRY

19 years
old or
younger

20-22 years
old

23 years
old or
older

Total

SOLDIER'S PAYGRADE - RECODE #2

03

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

-- 82.0 % 63.7 % 72.2 %
-- 18.0 36.3 27.8

Sample size
Weighted total

2 66 75 143
43 1,324 1,680 3,027

04-06

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

-- 87.9 % 77.5 % 82.4 %
-- 12.1 22.5 17.6

Sample size
Weighted total

13 45 68 126
174 698 1,043 1,916

Total

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

94.1 % 85.0 % 69.1 % 84.4 %
5.9 15.0 30.9 15.6

Sample size
Weighted total

512 457 445 1,414
20,449 15,832 13,584 49,864

(CONTINUED)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Total

SOLDIER'S PAYGRADE - RECODE #2		SOLDIER'S AGE AT TIME OF ENTRY			
		19 years old or younger	20-22 years old	23 years old or older	Total
E2-E4	MARITAL STATUS AT ENTRY				
	Single at entry	93.1 %	81.6 %	63.7 %	85.9 %
	Married at entry	6.9	18.4	36.3	14.1
	Sample size	2,546	1,357	795	4,698
E5	Weighted total	134,808	61,448	31,610	227,865
	MARITAL STATUS AT ENTRY				
	Single at entry	89.7 %	71.6 %	56.4 %	79.5 %
	Married at entry	10.3	28.4	43.6	20.5
E6	Sample size	786	393	244	1,423
	Weighted total	45,007	22,855	12,300	80,162
E6	MARITAL STATUS AT ENTRY				
	Single at entry	89.3 %	70.9 %	50.7 %	76.9 %
	Married at entry	10.7	29.1	49.3	23.1
	Sample size	447	235	169	851
E6	Weighted total	31,106	15,862	11,192	58,160

(continued)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

		SOLDIER'S AGE AT TIME OF ENTRY			Total
		19 years old or younger	20-22 years old	23 years old or older	
SOLDIER'S PAYGRADE -- RECODE #2					
E7-E9					
MARITAL STATUS AT ENTRY					
Single at entry		85.6 %	68.9 %	65.6 %	77.5 %
Married at entry		14.4	31.1	34.4	22.5
Sample size		326	196	94	616
Weighted total		23,575	13,728	6,241	43,545
E1-E4					
MARITAL STATUS AT ENTRY					
Single at entry		84.0 %	67.9 %	53.8 %	72.2 %
Married at entry		16.0	32.1	46.2	27.8
Sample size		98	67	45	210
Weighted total		4,369	3,337	2,022	9,728
O1-O2					
MARITAL STATUS AT ENTRY					
Single at entry		--	83.9 %	72.3 %	79.2 %
Married at entry		--	16.1	27.7	20.8
Sample size		7	311	239	557
Weighted total		120	6,841	4,892	11,853
(301) (1980)					

(CONTINUED)

Table 3.2
Marital Status at Entry
by Pay Grade, Entry Age and Gender

Total

SOLDIER'S AGE AT TIME OF ENTRY

19 years
old or
younger

20-22 years
old

23 years
old or
older

SOLDIER'S PAYGRADE - RECODE #2

Total

03

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

79.3 %
20.7

54.5 %
45.5

67.7 %
32.3

Sample size
Weighted total

586
9,308

580
8,993

1,174
18,729

04-06

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

84.9 %
15.1

50.0 %
50.0

61.2 %
38.8

Sample size
Weighted total

736
10,086

693
9,459

1,469
20,055

Total

MARITAL STATUS AT ENTRY
Single at entry
Married at entry

91.1 %
8.9

58.9 %
41.1

80.7 %
19.3

Sample size
Weighted total

3,881
143,473

2,839
86,709

10,998
470,097

(--) Sample size is insufficient for valid estimates
Table Run for All Soldiers

Table 3.3
Age of Youngest Child
by Sex and Pay grade

[illegible]

Table 3.3
Age of Youngest Child
by Sex and Pay grade

	SOLDIER'S PAYGRADE							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06
Total								
AGE OF YOUNGEST CHILD								
Youngest child less than 1 year old	24.2 %	14.1 %	4.1 %	5.4 %	2.7 %	28.9 %	16.2 %	3.9 %
Youngest child 1-2 years old	43.2	32.7	25.8	9.3	12.9	49.2	37.9	12.0 %
Youngest child 3-5 years old	19.4	29.6	28.8	18.7	15.8	10.9	21.8	15.1
Youngest child 6-9 years old	6.4	13.3	22.1	24.6	29.6	8.4	14.8	20.8
Youngest child 10-14 years old	2.5	5.3	12.9	24.6	27.5	1.3	6.2	27.6
Youngest child 15-17 years old	0.6	0.7	1.9	11.5	6.9	1.5	1.4	13.3
Youngest child 18 years old or older	0.3	0.1	1.1	3.1	4.1	0.0	1.3	5.9
Youngest child's age unknown	3.5	4.2	3.1	2.8	0.6	0.0	0.5	1.4
Sample size	1,469	704	534	411	130	140	673	1,040
Weighted total	42,453	41,318	38,775	31,223	6,294	2,171	9,626	14,248
								5,101
								186,108

(--) Sample size is insufficient for valid estimates
This table was run for all married soldiers

Table 3.4
Soldier's Education
by Sex by Pay grade

		SOLDIER'S PAYGRADE							Total
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	
Male	SOLDIER'S LEVEL OF EDUCATION								
	Less than high school	0.8 %	0.2 %	0.4 %	0.0 %	0.0 %	0.0 %	0.0 %	0.5 %
	High school graduate, GED	9.1	13.5	14.2	11.9	0.2	0.0	0.0	9.6
	High school graduate, diploma	69.8	59.9	40.3	27.5	7.8	0.8	0.0	51.5
	Some post-secondary	17.5	22.3	39.3	52.6	61.6	1.1	0.5	23.8
	Bachelor's degree	1.3	2.4	2.6	3.7	20.0	86.9	56.8	6.8
	Beyond bachelor's degree	1.4	1.8	3.2	4.3	10.3	11.2	42.7	7.7
	Sample size	4,011	1,208	730	567	191	483	1,032	9,566
	Weighted total	198,323	72,518	53,527	41,824	9,319	9,423	15,705	418,783
Female	SOLDIER'S LEVEL OF EDUCATION								
	Less than high school	0.0 %	0.0 %	0.0 %	0.0 %	—	0.0 %	0.0 %	0.1 %
	High school graduate, GED	2.4	1.4	1.8	1.5	—	0.0	0.0	1.8
	High school graduate, diploma	65.4	41.3	25.0	12.5	—	0.0	0.0	46.4
	Some post-secondary	28.9	48.9	59.8	75.1	—	2.9	0.6	32.2
	Bachelor's degree	1.6	6.0	5.8	7.7	—	91.7	49.9	10.9
	Beyond bachelor's degree	1.7	2.4	7.5	3.3	—	5.4	49.5	8.6
	Sample size	673	216	120	44	17	73	143	1,411
	Weighted total	28,366	7,763	4,582	1,367	328	2,401	3,027	49,733
Total									
	SOLDIER'S LEVEL OF EDUCATION								
	Less than high school	0.7 %	0.1 %	0.4 %	0.0 %	0.3 %	0.0 %	0.0 %	0.4 %
	High school graduate, GED	8.2	12.3	13.3	11.6	0.2	0.0	0.0	8.8
	High school graduate, diploma	69.3	58.1	39.1	27.0	7.6	0.6	0.0	51.0
	Some post-secondary	18.9	24.9	40.9	53.3	61.0	1.5	0.5	24.7
	Bachelor's degree	1.4	2.7	2.9	3.8	20.4	87.9	55.7	7.3
	Beyond bachelor's degree	1.5	1.9	3.5	4.3	10.6	10.0	43.8	7.8
	Sample size	4,684	1,424	850	611	208	556	1,175	10,977
	Weighted total	226,689	80,281	58,108	43,191	9,647	11,824	18,732	468,516

(--) Sample size is insufficient for valid estimates

Table 3.5
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
E2-E4			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	35.8 %	56.5 %	44.9 %
Spouse not employed, wants to work	43.5	34.2	39.4
Spouse not employed, doesn't want to work	20.7	9.4	15.7
Sample size	1,182	799	1,981
Weighted total	33,859	26,584	60,443
E5			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	47.5 %	64.3 %	52.0 %
Spouse not employed, wants to work	34.8	22.9	31.6
Spouse not employed, doesn't want to work	17.7	12.8	16.4
Sample size	529	207	736
Weighted total	32,960	11,961	44,921
E6			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	52.3 %	65.4 %	54.6 %
Spouse not employed, wants to work	30.1	26.0	29.4
Spouse not employed, doesn't want to work	17.6	8.5	16.0
Sample size	427	101	528
Weighted total	33,399	6,977	40,376

(continued)

Table 3.5
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
E7-E9			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	61.2 %	71.0 %	62.9 %
Spouse not employed, wants to work	24.2	13.5	22.4
Spouse not employed, doesn't want to work	14.6	15.6	14.8
Sample size	343	78	421
Weighted total	26,891	5,456	32,347
W1-W4			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	59.2 %	--	62.2 %
Spouse not employed, wants to work	28.5	--	26.6
Spouse not employed, doesn't want to work	12.3	--	11.2
Sample size	119	28	147
Weighted total	5,904	1,427	7,331
O1-O2			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	38.4 %	84.9 %	63.9 %
Spouse not employed, wants to work	25.1	9.5	16.5
Spouse not employed, doesn't want to work	36.6	5.6	19.6
Sample size	120	141	261
Weighted total	1,843	2,240	4,083

(continued)

Table 3.5
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
03			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	38.1 %	64.1 %	45.0 %
Spouse not employed, wants to work	24.9	23.6	24.5
Spouse not employed, doesn't want to work	37.1	12.3	30.5
Sample size	578	213	791
Weighted total	8,204	2,951	11,155
04-06			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	50.2 %	66.2 %	52.8 %
Spouse not employed, wants to work	18.0	15.3	17.5
Spouse not employed, doesn't want to work	31.8	18.5	29.6
Sample size	954	193	1,147
Weighted total	12,961	2,525	15,486
Total			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	48.4 %	62.7 %	52.4 %
Spouse not employed, wants to work	31.6	26.5	30.2
Spouse not employed, doesn't want to work	20.0	10.9	17.5
Sample size	4,252	1,760	6,012
Weighted total	156,022	60,120	216,142

(--) Sample size is insufficient for valid estimates
This table was run for male soldiers married to civilian spouses

Table 3.6
Spouse Employment
by Pay Grade and Soldier Second Job

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Total
E2-E4					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	4.6 %	3.2 %	5.0 %	4.1 %
	No, not currently working a second job	95.4	96.8	95.0	95.9
	Sample size	879	771	354	2,004
	Weighted total	27,164	23,991	9,709	60,864
E5					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	6.1 %	3.7 %	2.2 %	4.7 %
	No, not currently working a second job	93.9	96.3	97.8	95.3
	Sample size	366	241	129	736
	Weighted total	23,176	14,342	7,494	45,012
E6					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	9.4 %	4.9 %	6.2 %	7.6 %
	No, not currently working a second job	90.6	95.1	93.8	92.4
	Sample size	283	156	82	521
	Weighted total	22,066	11,590	6,350	40,006
		(continued)			

Table 3.6
Spouse Employment
by Pay Grade and Soldier Second Job

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Total
E7-E9					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	7.1 %	3.8 %	8.0 %	6.5 %
	No, not currently working a second job	92.9	96.2	92.0	93.5
	Sample size	259	94	65	418
	Weighted total	20,270	7,158	4,741	32,168
W1-W4					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	5.5 %	11.3 %	--	7.5 %
	No, not currently working a second job	94.5	88.7	--	92.5
	Sample size	92	41	19	152
	Weighted total	4,677	2,011	924	7,612
01-02					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	1.6 %	0.0 %	2.6 %	1.6 %
	No, not currently working a second job	98.4	100.0	97.4	98.4
	Sample size	158	46	54	258
	Weighted total	2,611	625	800	4,037
(continued)					

Table 3.6
Spouse Employment
by Pay Grade and Soldier Second Job

SPOUSE IS EMPLOYED/WANTS WORK

	Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Total

03

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
Yes, currently working off-duty 2nd job	4.0 %	6.6 %	3.7 %	4.5 %
No, not currently working a second job	96.0	93.4	96.3	95.5

Sample size	348	200	244	792
Weighted total	4,998	2,720	3,461	11,169

04-06

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
Yes, currently working off-duty 2nd job	4.3 %	3.5 %	2.6 %	3.7 %
No, not currently working a second job	95.7	96.5	97.4	96.3

Sample size	606	202	337	1,145
Weighted total	8,204	2,735	4,549	15,488

Total

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
Yes, currently working off-duty 2nd job	6.2 %	4.0 %	4.7 %	5.3 %
No, not currently working a second job	93.8	96.0	95.3	94.7

Sample size	2,991	1,751	1,284	6,026
Weighted total	113,156	65,173	38,027	216,356

(--) Sample size is insufficient for valid estimates
This table run for male soldiers married to civilian spouses

Chapter 4 Tables

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Male									
<u>IMPORTANCE OF DEVELOPING MATURITY</u>									
Very Important	48.2 %	46.8 %	43.0 %	43.5 %	26.7 %	49.2 %	36.2 %	26.9 %	45.2 %
Not very Important	51.8	53.2	57.0	56.5	73.3	50.8	63.8	73.1	54.8
Sample size	3,947	1,173	673	449	157	474	999	1,202	9,074
Weighted total	195,858	70,257	49,213	33,191	7,712	9,277	15,224	16,321	397,055
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>									
Very Important	53.7 %	67.2 %	62.4 %	57.0 %	66.8 %	43.8 %	47.7 %	37.1 %	56.6 %
Not very Important	46.3	32.8	37.6	43.0	33.2	56.2	52.3	62.9	43.4
Sample size	3,953	1,182	680	450	157	475	1,000	1,201	9,098
Weighted total	196,159	70,878	49,677	33,194	7,712	9,280	15,232	16,307	398,440
<u>IMPORTANCE OF SERVING COUNTRY</u>									
Very Important	52.7 %	59.8 %	66.7 %	69.2 %	67.1 %	73.5 %	68.5 %	69.8 %	59.2 %
Not very Important	47.3	40.2	33.3	30.8	32.9	26.5	31.5	30.2	40.8
Sample size	3,937	1,177	680	454	156	473	1,004	1,208	9,089
Weighted total	195,128	70,571	49,606	33,468	7,683	9,266	15,335	16,393	397,449
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>									
Very Important	55.7 %	47.8 %	45.8 %	37.1 %	36.5 %	24.6 %	17.0 %	16.4 %	47.3 %
Not very Important	44.3	52.2	54.2	62.9	63.5	75.4	83.0	83.6	52.7
Sample size	3,944	1,170	674	449	156	475	1,000	1,198	9,066
Weighted total	195,636	70,199	49,278	33,071	7,653	9,280	15,238	16,284	396,638
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>									
Very Important	60.3 %	39.6 %	33.7 %	31.1 %	42.3 %	25.9 %	21.1 %	13.9 %	46.4 %
Not very Important	39.7	60.4	66.3	68.9	57.7	74.1	78.9	86.1	53.6
Sample size	3,929	1,166	668	446	155	474	994	1,199	9,031
Weighted total	195,188	69,870	48,829	33,053	7,604	9,271	15,158	16,283	395,266

(CONTINUED)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - RECODE #2							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06
Male								
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>								
Very important	50.2 %	58.2 %	47.0 %	38.4 %	51.4 %	38.6 %	32.6 %	17.5 %
Not very important	49.8	41.8	53.0	61.6	48.6	61.4	67.4	82.5
Sample size	3,926	1,171	678	446	157	473	986	1,203
Weighted total	194,788	70,024	49,570	32,901	7,712	9,227	15,165	16,337
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>								
Very important	7.7 %	6.2 %	7.9 %	4.8 %	2.5 %	46.7 %	38.6 %	48.3 %
Not very important	92.3	93.8	92.1	95.2	97.5	53.3	61.4	51.7
Sample size	3,857	1,132	654	419	149	472	993	1,198
Weighted total	191,710	68,023	47,914	31,112	7,397	9,218	15,101	16,267
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>								
Very important	19.0 %	26.1 %	22.1 %	17.6 %	11.0 %	4.0 %	7.0 %	4.3 %
Not very important	81.0	73.9	77.9	82.4	89.0	96.0	93.0	95.7
Sample size	3,919	1,161	668	443	155	472	994	1,198
Weighted total	194,554	69,757	48,914	32,765	7,632	9,207	15,128	16,266
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>								
Very important	36.1 %	41.6 %	43.8 %	36.7 %	28.4 %	34.5 %	35.5 %	30.3 %
Not very important	63.9	58.4	56.2	63.3	71.6	65.5	64.5	69.7
Sample size	3,931	1,175	667	444	157	475	1,003	1,202
Weighted total	194,977	70,352	48,555	32,755	7,712	9,279	15,277	16,340

(continued)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

		SOLDIER'S PAYGRADE - RECODE #2								
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Male										
IMPORTANCE OF FAMILY MILITARY TRADITION										
Very Important		15.7 %	15.8 %	18.1 %	20.5 %	14.5 %	17.6 %	18.8 %	19.0 %	16.7 %
Not very Important		84.3	84.2	81.9	79.5	85.5	82.4	81.2	81.0	83.3
Sample size		3,906	1,159	673	442	154	471	999	1,201	9,005
Weighted total		194,425	69,566	49,230	32,642	7,577	9,205	15,220	16,313	394,178
IMPORTANCE OF JOB SECURITY/STABILITY										
Very Important		35.7 %	48.0 %	45.9 %	43.1 %	30.1 %	37.0 %	37.6 %	32.1 %	39.6 %
Not very Important		64.3	52.0	54.1	56.9	69.9	63.0	62.4	67.9	60.4
Sample size		3,942	1,177	676	446	156	473	1,001	1,208	9,079
Weighted total		195,707	70,524	49,415	32,949	7,633	9,250	15,252	16,402	397,131
IMPORTANCE OF RETIREMENT BENEFITS										
Very Important		24.1 %	43.1 %	56.7 %	56.7 %	38.8 %	27.3 %	40.3 %	44.2 %	36.1 %
Not very Important		75.9	56.9	43.3	43.3	61.2	72.7	59.7	55.8	63.9
Sample size		3,932	1,179	678	448	155	473	1,005	1,205	9,075
Weighted total		195,143	70,651	49,502	33,086	7,608	9,253	15,301	16,350	395,893
CAREER/REENLISTMENT PLANS										
Planned to make the military a career		13.0 %	23.7 %	25.6 %	20.6 %	15.0 %	27.9 %	32.6 %	27.5 %	19.0 %
Wanted to try it/decide whether to stay		41.5	34.4	28.6	21.9	24.1	53.0	37.1	29.0	35.8
Planned to stay in short time and leave		25.3	13.8	14.7	23.9	26.9	9.6	16.4	28.1	21.3
Undecided about career plan when entered		20.2	28.1	31.0	33.6	34.0	9.5	13.9	15.4	23.9
Sample size		4,008	1,207	729	564	191	481	1,033	1,341	9,554
Weighted total		198,260	72,455	53,475	41,606	9,292	9,380	15,717	18,120	418,306

(cont. next)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

		SOLDIER'S PAYGRADE - RECODE #2								
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Female										
IMPORTANCE OF DEVELOPING MATURITY										
Very important	42.5 %	43.3 %	56.8 %	30.0 %	39.1 %	24.1 %	22.0 %	41.4 %		
Not very important	57.5	56.7	43.2	70.0	60.9	75.9	78.0	58.6		
Sample size	664	215	116	44	70	143	122	1,391		
Weighted total	27,987	7,748	4,290	1,395	2,328	3,027	1,865	48,967		
IMPORTANCE OF TRAINING FOR PROFESSION										
Very important	70.0 %	74.2 %	78.9 %	68.4 %	53.7 %	53.9 %	48.9 %	68.7 %		
Not very important	30.0	25.8	21.1	31.6	46.3	46.1	51.1	31.3		
Sample size	662	215	118	44	70	143	124	1,393		
Weighted total	27,914	7,748	4,351	1,395	2,328	3,027	1,892	48,982		
IMPORTANCE OF SERVING COUNTRY										
Very important	38.8 %	45.3 %	64.2 %	48.9 %	43.4 %	55.7 %	54.7 %	44.4 %		
Not very important	61.2	54.7	35.8	51.1	56.6	44.3	45.3	55.6		
Sample size	662	212	118	44	70	142	122	1,387		
Weighted total	27,824	7,655	4,351	1,395	2,328	3,016	1,870	48,766		
IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN										
Very important	57.8 %	47.6 %	53.3 %	54.0 %	28.5 %	24.5 %	17.2 %	50.7 %		
Not very important	42.2	52.4	46.7	46.0	71.5	75.5	82.8	49.3		
Sample size	664	211	120	44	71	142	124	1,391		
Weighted total	28,075	7,572	4,582	1,395	2,367	3,000	1,888	49,163		

(cont. p. 36)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2									
E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total	
Female									
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>									
Very Important	69.7 %	55.9 %	57.9 %	56.0 %	--	35.8 %	33.4 %	32.3 %	60.8 %
Not very Important	30.3	44.1	42.1	44.0	--	64.2	66.6	67.7	39.2
Sample size	662	213	118	43	16	68	143	123	1,386
Weighted total	27,924	7,631	4,351	1,364	317	2,240	3,027	1,878	48,733
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>									
Very Important	62.6 %	60.2 %	63.3 %	56.3 %	--	52.5 %	35.7 %	23.6 %	58.2 %
Not very Important	37.4	39.8	36.7	43.7	--	47.5	64.3	76.4	41.8
Sample size	665	211	117	42	16	71	143	123	1,388
Weighted total	28,044	7,539	4,312	1,350	303	2,367	3,027	1,870	48,813
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>									
Very Important	9.4 %	4.8 %	12.9 %	8.0 %	--	41.1 %	39.3 %	27.9 %	13.1 %
Not very Important	90.6	95.2	87.1	92.0	--	58.9	60.7	72.1	86.9
Sample size	649	205	109	42	16	71	142	123	1,357
Weighted total	27,375	7,383	4,020	1,337	303	2,356	3,012	1,886	47,673
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>									
Very Important	25.0 %	22.2 %	30.2 %	12.3 %	--	6.5 %	9.2 %	10.5 %	22.3 %
Not very Important	75.0	77.8	69.8	87.7	--	93.5	90.8	89.5	77.7
Sample size	653	208	116	44	15	70	143	123	1,372
Weighted total	27,578	7,490	4,275	1,395	284	2,328	3,027	1,871	48,247

cont (nued)

(continued)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - REDCODE #2							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06
Female								
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>								
Very Important	47.2 %	56.3 %	59.0 %	48.4 %	--	45.3 %	50.5 %	57.4 %
Not very important	52.8	43.7	41.0	51.6	--	54.7	49.5	42.6
Sample size	663	214	119	43	16	69	142	125
Weighted total	27,896	7,668	4,482	1,305	303	2,300	3,006	1,906
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>								
Very Important	6.5 %	12.6 %	11.4 %	7.7 %	--	8.0 %	22.3 %	15.1 %
Not very important	93.5	87.4	88.6	92.3	--	92.0	77.7	84.9
Sample size	657	208	116	43	16	69	142	124
Weighted total	27,742	7,499	4,275	1,355	317	2,300	3,006	1,898
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>								
Very Important	49.3 %	51.6 %	58.7 %	43.8 %	--	44.8 %	47.6 %	38.9 %
Not very important	50.7	48.4	41.3	51.2	--	55.2	52.4	61.1
Sample size	663	211	118	44	16	70	143	124
Weighted total	27,934	7,564	4,351	1,355	303	2,328	3,027	1,891
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>								
Very Important	20.1 %	38.7 %	55.8 %	52.8 %	--	30.3 %	39.0 %	46.7 %
Not very important	79.9	61.3	44.2	47.2	--	69.7	61.0	53.3
Sample size	663	213	117	44	17	70	142	124
Weighted total	27,936	7,631	4,314	1,395	328	2,328	3,006	1,897

(cont. next)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - RECORD #2							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06
Female								
CAREER/REENLISTMENT PLANS								
Planned to make the military a career	13.2 %	21.4 %	21.1 %	13.4 %	--	12.5 %	25.8 %	13.3 %
Planned to try it/decide whether to stay	43.1	38.7	37.0	17.2	--	44.4	42.1	37.9
Planned to stay in short time and leave	23.5	14.7	12.2	32.3	--	27.4	12.5	28.0
Undecided about career plan when entered	20.1	25.2	29.7	37.2	--	15.8	19.6	20.8
Sample size	672	215	120	45	17	72	143	126
Weighted total	28,320	7,727	4,582	1,412	328	2,374	3,027	1,916
Total								1,410 49,886
IMPORTANCE OF DEVELOPING MATURITY								
Very important	47.5 %	46.4 %	44.1 %	42.9 %	27.1 %	47.1 %	34.2 %	26.4 %
Not very important	52.5	53.6	55.9	57.1	72.9	52.9	65.8	73.6
Sample size	4,611	1,388	789	493	174	544	1,142	1,324
Weighted total	223,845	78,005	53,503	34,586	8,040	11,605	18,251	18,186
IMPORTANCE OF TRAINING FOR PROFESSION								
Very important	55.8 %	67.9 %	63.7 %	57.4 %	66.3 %	45.8 %	48.8 %	38.3 %
Not very important	44.2	32.1	36.3	42.6	33.7	54.2	51.2	61.7
Sample size	4,615	1,397	793	494	174	545	1,143	1,325
Weighted total	224,073	78,625	54,028	34,589	8,040	11,607	18,259	18,199
IMPORTANCE OF SERVING COUNTRY								
Very important	50.9 %	58.4 %	66.5 %	68.4 %	66.7 %	67.4 %	66.4 %	68.3 %
Not very important	49.1	41.6	33.5	31.6	33.3	32.6	33.6	31.7
Sample size	4,599	1,389	798	498	173	543	1,146	1,330
Weighted total	222,953	78,226	53,956	34,863	8,010	11,593	18,350	18,262
								10,476 446,215

(continued)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECORD #2									Total
E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06		
Total									
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>									
Very important	55.9 %	47.8 %	46.5 %	37.8 %	37.2 %	25.4 %	18.2 %	16.5 %	
Not very important	44.1	52.2	53.5	62.2	62.8	74.6	81.8	83.5	
Sample size	4,608	1,391	794	493	171	546	1,142	1,322	
Weighted total	223,710	77,771	53,880	34,466	7,937	11,647	18,238	18,172	
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>								10,457	
Very important	61.5 %	41.2 %	35.7 %	32.1 %	42.9 %	27.8 %	23.2 %	15.8 %	
Not very important	38.5	58.8	64.3	67.9	57.1	72.2	76.8	84.2	
Sample size	4,591	1,379	786	489	171	542	1,137	1,322	
Weighted total	223,113	77,501	53,180	34,427	7,921	11,511	18,185	18,161	
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>								10,417	
Very important	51.8 %	58.4 %	48.3 %	39.1 %	56.5 %	41.4 %	33.1 %	18.2 %	
Not very important	48.2	41.6	51.7	60.9	49.5	58.6	66.9	81.8	
Sample size	4,591	1,382	795	488	173	544	1,139	1,326	
Weighted total	222,832	77,564	53,882	34,250	8,015	11,594	18,192	18,207	
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>								10,438	
Very important	7.9 %	6.0 %	9.3 %	5.0 %	2.8 %	45.6 %	38.7 %	46.2 %	
Not very important	92.1	94.0	91.7	95.0	97.2	54.4	61.3	53.8	
Sample size	4,596	1,337	763	461	165	543	1,135	1,321	
Weighted total	219,085	75,406	51,935	32,449	7,659	11,574	18,112	18,153	
								434,414	

(continued)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

		SOLDIER'S PAYGRADE - RECORD #2							Total	
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Total										
IMPORTANCE OF LACK OF CIVILIAN JOBS										
Very important		19.8 %	25.7 %	22.8 %	17.4 %	11.8 %	4.5 %	7.4 %	4.9 %	19.3 %
Not very important		80.2	74.3	77.2	82.6	88.2	95.5	92.6	95.1	80.7
Sample size		4,572	1,369	784	487	170	542	1,137	1,321	10,382
Weighted total		222,132	77,247	53,189	34,160	7,916	11,534	18,155	18,137	442,469
IMPORTANCE OF OPPORTUNITY TO TRAVEL										
Very important		37.5 %	43.0 %	45.1 %	37.1 %	29.3 %	36.6 %	36.0 %	33.2 %	39.0 %
Not very important		62.5	57.0	54.9	62.9	70.7	63.4	62.0	66.8	61.0
Sample size		4,534	1,389	786	487	173	544	1,145	1,327	10,445
Weighted total		222,273	78,020	53,037	34,060	8,015	11,520	18,283	18,246	444,113
IMPORTANCE OF FAMILY MILITARY TRADITION										
Very important		14.6 %	15.5 %	17.6 %	20.0 %	15.2 %	15.7 %	19.4 %	18.6 %	15.9 %
Not very important		85.4	84.5	82.4	80.0	84.8	84.3	80.6	81.4	84.1
Sample size		4,563	1,367	789	485	170	540	1,141	1,325	10,380
Weighted total		222,138	77,065	53,504	33,997	7,894	11,505	18,226	18,211	442,569
IMPORTANCE OF JOB SECURITY/STABILITY										
Very important		37.4 %	48.4 %	47.0 %	43.3 %	30.4 %	38.6 %	39.2 %	32.8 %	40.7 %
Not very important		62.6	51.6	53.0	56.7	69.6	61.4	60.8	67.2	59.3
Sample size		4,605	1,386	794	490	172	543	1,144	1,332	10,468
Weighted total		223,540	78,088	53,766	34,344	7,935	11,577	18,280	18,293	445,924

(cont. from 307)

Table 4.1
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - RECODE #2								Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	
Total									
IMPORTANCE OF RETIREMENT BENEFITS									
Very important	23.6 %	42.7 %	56.7 %	56.5 %	39.1 %	27.9 %	40.0 %	44.5 %	35.4 %
Not very important	76.4	57.3	43.3	43.5	60.9	72.1	60.0	55.5	64.6
Sample size	4,585	1,392	795	492	172	543	1,147	1,329	10,465
Weighted total	223,079	78,282	53,816	34,490	7,936	11,580	18,306	18,247	445,727
CAREER/REEMPOWERMENT PLANS									
Planned to take the military a career	13.0 %	23.5 %	25.3 %	20.4 %	15.0 %	24.8 %	31.5 %	26.2 %	18.7 %
Planned to try it/decide whether to stay	41.7	34.8	29.3	21.8	24.7	51.3	37.9	29.9	36.4
Planned to stay in short time and leave	25.1	13.8	14.5	24.2	27.1	13.2	15.8	28.1	21.3
Indecided about career plan when entered	20.2	27.8	30.9	33.7	33.3	10.8	14.8	15.9	23.7
Sample size	4,680	1,422	849	609	208	553	1,176	1,467	10,964
Weighted total	226,580	80,182	58,057	43,018	9,620	11,754	18,745	20,036	467,992

(--) Sample size is insufficient for valid estimates
Table Run for All Soldiers

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E2-E4			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	50.2 %	36.5 %	48.3 %
Not very important	49.8	63.5	51.7
Sample size	2,946	996	3,942
Weighted total	168,095	27,554	195,648
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	52.8 %	59.0 %	53.7 %
Not very important	47.2	41.0	46.3
Sample size	2,952	996	3,948
Weighted total	168,407	27,543	195,950
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	52.1 %	56.1 %	52.6 %
Not very important	47.9	43.9	47.4
Sample size	2,934	998	3,932
Weighted total	167,360	27,558	194,919
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>			
Very important	58.3 %	39.3 %	55.6 %
Not very important	41.7	60.7	44.4
Sample size	2,941	997	3,938
Weighted total	167,808	27,582	195,391
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	62.1 %	49.6 %	60.3 %
Not very important	37.9	50.4	39.7
Sample size	2,933	990	3,923
Weighted total	167,567	27,377	194,943
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	49.7 %	53.4 %	50.2 %
Not very important	50.3	46.6	49.8
Sample size	2,930	990	3,920
Weighted total	167,092	27,451	194,543
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	7.6 %	8.3 %	7.7 %
Not very important	92.4	91.7	92.3
Sample size	2,876	975	3,851
Weighted total	164,546	26,919	191,465
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	17.4 %	29.1 %	19.0 %
Not very important	82.6	70.9	81.0
Sample size	2,919	994	3,913
Weighted total	166,856	27,454	194,309

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	37.9 %	25.7 %	36.2 %
Not very important	62.1	74.3	63.8
Sample size	2,933	993	3,926
Weighted total	167,367	27,399	194,766
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	15.9 %	14.9 %	15.8 %
Not very important	84.1	85.1	84.2
Sample size	2,917	983	3,900
Weighted total	167,006	27,174	194,181
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	32.7 %	53.7 %	35.7 %
Not very important	67.3	46.3	64.3
Sample size	2,938	998	3,936
Weighted total	167,863	27,599	195,462
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	22.3 %	35.1 %	24.1 %
Not very important	77.7	64.9	75.9
Sample size	2,931	995	3,926
Weighted total	167,413	27,485	194,898

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	49.4 %	35.9 %	46.6 %
Not very important	50.6	64.1	53.4
Sample size	907	262	1,169
Weighted total	55,236	14,721	69,957
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	69.6 %	57.4 %	67.0 %
Not very important	30.4	42.6	33.0
Sample size	915	263	1,178
Weighted total	55,826	14,751	70,578
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	60.0 %	58.3 %	59.6 %
Not very important	40.0	41.7	40.4
Sample size	906	267	1,173
Weighted total	55,331	14,940	70,271
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	50.0 %	39.2 %	47.7 %
Not very important	50.0	60.8	52.3
Sample size	905	261	1,166
Weighted total	55,228	14,671	69,899

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E5			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	40.8 %	34.0 %	39.4 %
Not very important	59.2	66.0	60.6
Sample size	902	260	1,162
Weighted total	54,929	14,641	69,570
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	60.6 %	48.2 %	58.0 %
Not very important	39.4	51.8	42.0
Sample size	904	263	1,167
Weighted total	55,002	14,723	69,724
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	6.4 %	5.3 %	6.2 %
Not very important	93.6	94.7	93.8
Sample size	873	255	1,128
Weighted total	53,354	14,369	67,723
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	24.2 %	32.6 %	26.0 %
Not very important	75.8	67.4	74.0
Sample size	896	261	1,157
Weighted total	54,848	14,609	69,457
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E5			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	43.7 %	32.8 %	41.4 %
Not very important	56.3	67.2	58.6
Sample size	909	262	1,171
Weighted total	55,413	14,639	70,052
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	15.5 %	16.4 %	15.7 %
Not very important	84.5	83.6	84.3
Sample size	893	262	1,155
Weighted total	54,633	14,633	69,266
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	44.8 %	59.4 %	47.9 %
Not very important	55.2	40.6	52.1
Sample size	909	264	1,173
Weighted total	55,473	14,751	70,224
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	40.3 %	53.0 %	43.0 %
Not very important	59.7	47.0	57.0
Sample size	909	266	1,175
Weighted total	55,444	14,907	70,351
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	45.4 %	35.2 %	43.0 %
Not very important	54.6	64.8	57.0
Sample size	520	153	673
Weighted total	37,611	11,602	49,213
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	63.4 %	59.1 %	62.4 %
Not very important	36.6	40.9	37.6
Sample size	527	153	680
Weighted total	38,095	11,583	49,677
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	66.9 %	66.0 %	66.7 %
Not very important	33.1	34.0	33.3
Sample size	524	156	680
Weighted total	37,834	11,771	49,606
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	49.1 %	35.2 %	45.8 %
Not very important	50.9	64.8	54.2
Sample size	521	153	674
Weighted total	37,728	11,551	49,278

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E6			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	34.5 %	31.2 %	33.7 %
Not very important	65.5	68.8	66.3
Sample size	515	153	668
Weighted total	37,245	11,585	48,829
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	48.4 %	42.8 %	47.0 %
Not very important	51.6	57.2	53.0
Sample size	523	155	678
Weighted total	37,841	11,729	49,570
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	8.1 %	7.2 %	7.9 %
Not very important	91.9	92.8	92.1
Sample size	507	147	654
Weighted total	36,792	11,123	47,914
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	19.3 %	31.4 %	22.1 %
Not very important	80.7	68.6	77.9
Sample size	517	151	668
Weighted total	37,463	11,451	48,914

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	45.7 %	37.9 %	43.8 %
Not very important	54.3	62.1	56.2
Sample size	514	153	667
Weighted total	37,049	11,506	48,555
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	18.2 %	17.7 %	18.1 %
Not very important	81.8	82.3	81.9
Sample size	521	152	673
Weighted total	37,747	11,483	49,230
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	43.7 %	53.3 %	45.9 %
Not very important	56.3	46.7	54.1
Sample size	522	154	676
Weighted total	37,756	11,659	49,415
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	54.1 %	65.2 %	56.7 %
Not very important	45.9	34.8	43.3
Sample size	523	155	678
Weighted total	37,794	11,708	49,502

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	43.3 %	44.1 %	43.5 %
Not very important	56.7	55.9	56.5
Sample size	353	96	449
Weighted total	26,179	7,013	33,191
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	56.8 %	57.7 %	57.0 %
Not very important	43.2	42.3	43.0
Sample size	355	95	450
Weighted total	26,264	6,931	33,194
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	71.1 %	61.7 %	69.2 %
Not very important	28.9	38.3	30.8
Sample size	358	96	454
Weighted total	26,524	6,945	33,468
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	37.8 %	34.8 %	37.1 %
Not very important	62.2	65.2	62.9
Sample size	355	94	449
Weighted total	26,294	6,777	33,071
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	31.8 %	28.6 %	31.1 %
Not very important	68.2	71.4	68.9
Sample size	351	95	446
Weighted total	26,132	6,931	33,063
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	37.7 %	41.2 %	38.4 %
Not very important	62.3	58.8	61.6
Sample size	352	94	446
Weighted total	26,065	6,835	32,901
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	5.2 %	3.4 %	4.8 %
Not very important	94.8	96.6	95.2
Sample size	333	86	419
Weighted total	24,718	6,393	31,112
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	16.5 %	21.7 %	17.6 %
Not very important	83.5	78.3	82.4
Sample size	349	94	443
Weighted total	25,919	6,846	32,765
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	38.7 %	28.9 %	36.7 %
Not very important	61.3	71.1	63.3
Sample size	351	93	444
Weighted total	25,927	6,827	32,755
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	20.5 %	20.7 %	20.5 %
Not very important	79.5	79.3	79.5
Sample size	348	94	442
Weighted total	25,748	6,894	32,642
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	40.4 %	53.2 %	43.1 %
Not very important	59.6	46.8	56.9
Sample size	352	94	446
Weighted total	26,078	6,872	32,949
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	55.3 %	61.8 %	56.7 %
Not very important	44.7	38.2	43.3
Sample size	353	95	448
Weighted total	26,197	6,888	33,086
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
W1-W4			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	30.4 %	17.3 %	26.7 %
Not very important	69.6	82.7	73.3
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	67.1 %	66.1 %	66.8 %
Not very important	32.9	33.9	33.2
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	68.4 %	63.8 %	67.1 %
Not very important	31.6	36.2	32.9
Sample size	114	42	156
Weighted total	5,511	2,172	7,683
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	42.6 %	21.1 %	36.5 %
Not very important	57.4	78.9	63.5
Sample size	114	42	156
Weighted total	5,481	2,172	7,653

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
W1-W4			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	46.4 %	32.1 %	42.3 %
Not very important	53.6	67.9	57.7
Sample size	113	42	155
Weighted total	5,432	2,172	7,604
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	50.3 %	54.3 %	51.4 %
Not very important	49.7	45.7	48.6
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	2.4 %	2.8 %	2.5 %
Not very important	97.6	97.2	97.5
Sample size	108	41	149
Weighted total	5,274	2,123	7,397
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	10.0 %	13.5 %	11.0 %
Not very important	90.0	86.5	89.0
Sample size	113	42	155
Weighted total	5,460	2,172	7,632
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
W1-W4			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	30.6 %	23.0 %	28.4 %
Not very important	69.4	77.0	71.6
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	14.4 %	14.8 %	14.5 %
Not very important	85.6	85.2	85.5
Sample size	112	42	154
Weighted total	5,405	2,172	7,577
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	23.7 %	45.5 %	30.1 %
Not very important	76.3	54.5	69.9
Sample size	113	43	156
Weighted total	5,412	2,221	7,633
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	36.6 %	44.5 %	38.8 %
Not very important	63.4	55.5	61.2
Sample size	113	42	155
Weighted total	5,437	2,172	7,608
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
01-02			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	50.8 %	43.4 %	49.2 %
Not very important	49.2	56.6	50.8
Sample size	343	131	474
Weighted total	7,238	2,039	9,277
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	46.8 %	33.3 %	43.8 %
Not very important	53.2	66.7	56.2
Sample size	343	132	475
Weighted total	7,223	2,057	9,280
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	73.4 %	73.5 %	73.5 %
Not very important	26.6	26.5	26.5
Sample size	343	130	473
Weighted total	7,231	2,035	9,266
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	26.7 %	17.4 %	24.6 %
Not very important	73.3	82.6	75.4
Sample size	343	132	475
Weighted total	7,223	2,057	9,280
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
01-02			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	26.4 %	23.9 %	25.9 %
Not very important	73.6	76.1	74.1
Sample size	342	132	474
Weighted total	7,214	2,057	9,271
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	40.4 %	32.1 %	38.6 %
Not very important	59.6	67.9	61.4
Sample size	343	130	473
Weighted total	7,223	2,004	9,227
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	49.7 %	36.6 %	46.7 %
Not very important	50.3	63.4	53.3
Sample size	341	131	472
Weighted total	7,159	2,058	9,218
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	3.6 %	5.5 %	4.0 %
Not very important	96.4	94.5	96.0
Sample size	341	131	472
Weighted total	7,164	2,043	9,207
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
01-02			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	34.7 %	33.6 %	34.5 %
Not very important	65.3	66.4	65.5
Sample size	343	132	475
Weighted total	7,222	2,057	9,279
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	16.7 %	20.6 %	17.6 %
Not very important	83.3	79.4	82.4
Sample size	339	132	471
Weighted total	7,148	2,057	9,205
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	34.5 %	45.8 %	37.0 %
Not very important	65.5	54.2	63.0
Sample size	341	132	473
Weighted total	7,193	2,057	9,250
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	23.0 %	42.6 %	27.3 %
Not very important	77.0	57.4	72.7
Sample size	341	132	473
Weighted total	7,196	2,057	9,253

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
03			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	42.6 %	23.6 %	36.2 %
Not very important	57.4	76.4	63.8
Sample size	658	339	997
Weighted total	10,054	5,143	15,197
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	46.3 %	50.6 %	47.8 %
Not very important	53.7	49.4	52.2
Sample size	658	340	998
Weighted total	10,055	5,149	15,204
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	71.2 %	63.6 %	68.6 %
Not very important	28.8	36.4	31.4
Sample size	661	340	1,001
Weighted total	10,132	5,163	15,295
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	19.1 %	12.6 %	16.9 %
Not very important	80.9	87.4	83.1
Sample size	660	338	998
Weighted total	10,087	5,124	15,211
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
03			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	21.9 %	19.3 %	21.0 %
Not very important	78.1	80.7	79.0
Sample size	657	336	993
Weighted total	10,051	5,089	15,140
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	32.4 %	33.0 %	32.6 %
Not very important	67.6	67.0	67.4
Sample size	657	337	994
Weighted total	10,041	5,097	15,137
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	38.6 %	38.7 %	38.6 %
Not very important	61.4	61.3	61.4
Sample size	654	337	991
Weighted total	10,011	5,062	15,073
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	5.8 %	9.4 %	7.0 %
Not very important	94.2	90.6	93.0
Sample size	657	335	992
Weighted total	10,041	5,059	15,100
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	38.5 %	29.8 %	35.6 %
Not very important	61.5	70.2	64.4
Sample size	661	340	1,001
Weighted total	10,104	5,145	15,249
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	20.4 %	15.4 %	18.7 %
Not very important	79.6	84.6	81.3
Sample size	660	337	997
Weighted total	10,084	5,109	15,193
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	35.6 %	41.8 %	37.7 %
Not very important	64.4	58.2	62.3
Sample size	661	338	999
Weighted total	10,090	5,135	15,225
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	38.5 %	43.9 %	40.3 %
Not very important	61.5	56.1	59.7
Sample size	663	340	1,003
Weighted total	10,128	5,145	15,273
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
04-06			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	29.1 %	23.6 %	26.9 %
Not very important	70.9	76.4	73.1
Sample size	710	492	1,202
Weighted total	9,757	6,564	16,321
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	36.5 %	38.1 %	37.1 %
Not very important	63.5	61.9	62.9
Sample size	710	491	1,201
Weighted total	9,753	6,553	16,307
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	71.0 %	68.1 %	69.8 %
Not very important	29.0	31.9	30.2
Sample size	714	494	1,208
Weighted total	9,813	6,579	16,393
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	19.2 %	12.3 %	16.4 %
Not very important	80.8	87.7	83.6
Sample size	709	489	1,198
Weighted total	9,760	6,524	16,284
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
04-06			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	15.5 %	11.6 %	13.9 %
Not very important	84.5	88.4	86.1
Sample size	711	488	1,199
Weighted total	9,774	6,509	16,283
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	17.0 %	18.3 %	17.5 %
Not very important	83.0	81.7	82.5
Sample size	711	492	1,203
Weighted total	9,769	6,568	16,337
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	45.8 %	52.1 %	48.3 %
Not very important	54.2	47.9	51.7
Sample size	710	488	1,198
Weighted total	9,753	6,514	16,267
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	3.4 %	5.6 %	4.3 %
Not very important	96.6	94.4	95.7
Sample size	707	491	1,198
Weighted total	9,712	6,553	16,266
(continued)			

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
04-06			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	30.3 %	30.4 %	30.3 %
Not very important	69.7	69.6	69.7
Sample size	710	492	1,202
Weighted total	9,772	6,568	16,340
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	20.6 %	16.5 %	19.0 %
Not very important	79.4	83.5	81.0
Sample size	712	489	1,201
Weighted total	9,783	6,530	16,313
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	32.1 %	32.1 %	32.1 %
Not very important	67.9	67.9	67.9
Sample size	714	494	1,208
Weighted total	9,813	6,589	16,402
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	42.3 %	47.0 %	44.2 %
Not very important	57.7	53.0	55.8
Sample size	710	495	1,205
Weighted total	9,753	6,597	16,350

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	47.7 %	34.5 %	45.2 %
Not very important	52.3	65.5	54.8
Sample size	6,552	2,511	9,063
Weighted total	319,711	76,807	396,518
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	56.7 %	55.8 %	56.5 %
Not very important	43.3	44.2	43.5
Sample size	6,575	2,512	9,087
Weighted total	321,163	76,739	397,902
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	58.7 %	60.8 %	59.1 %
Not very important	41.3	39.2	40.9
Sample size	6,554	2,523	9,077
Weighted total	319,736	77,163	396,899
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	50.7 %	33.1 %	47.3 %
Not very important	49.3	66.9	52.7
Sample size	6,548	2,506	9,054
Weighted total	319,608	76,458	396,066

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	48.9 %	35.5 %	46.3 %
Not very important	51.1	64.5	53.7
Sample size	6,524	2,496	9,020
Weighted total	318,344	76,359	394,704
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	48.7 %	44.8 %	47.9 %
Not very important	51.3	55.2	52.1
Sample size	6,535	2,503	9,038
Weighted total	318,573	76,578	395,151
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	10.3 %	13.7 %	11.0 %
Not very important	89.7	86.3	89.0
Sample size	6,402	2,460	8,862
Weighted total	311,608	74,562	386,169
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	17.5 %	25.1 %	18.9 %
Not very important	82.5	74.9	81.1
Sample size	6,499	2,499	8,998
Weighted total	317,463	76,187	393,651

(continued)

Table 4.2
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	39.5 %	30.0 %	37.6 %
Not very important	60.5	70.0	62.4
Sample size	6,536	2,507	9,043
Weighted total	318,395	76,313	394,708
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	16.8 %	16.5 %	16.7 %
Not very important	83.2	83.5	83.3
Sample size	6,502	2,491	8,993
Weighted total	317,554	76,052	393,606
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	36.7 %	51.6 %	39.6 %
Not very important	63.3	48.4	60.4
Sample size	6,550	2,517	9,067
Weighted total	319,677	76,882	396,559
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	33.3 %	47.6 %	36.1 %
Not very important	66.7	52.4	63.9
Sample size	6,543	2,520	9,063
Weighted total	319,362	76,959	396,321

Table Run for All Male Soldiers

Table 4.3
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	14.4 %	11.5 %	12.9 %
Wanted to try it/decide whether to stay	43.0	40.0	41.4
Planned to stay in short time and leave	23.1	27.5	25.4
Undecided about career plan when entered	19.5	21.1	20.3
Sample size	1,811	2,123	3,934
Weighted total	93,804	101,229	195,033
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.5 %	20.8 %	23.0 %
Wanted to try it/decide whether to stay	37.5	32.3	34.7
Planned to stay in short time and leave	10.4	16.8	13.8
Undecided about career plan when entered	26.5	30.2	28.5
Sample size	533	638	1,171
Weighted total	32,850	37,261	70,110
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	32.9 %	21.3 %	26.3 %
Wanted to try it/decide whether to stay	33.1	27.3	29.8
Planned to stay in short time and leave	9.3	17.6	14.1
Undecided about career plan when entered	24.7	33.8	29.9
Sample size	294	378	672
Weighted total	21,172	27,989	49,161

(continued)

Table 4.3
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.5 %	18.1 %	23.0 %
Wanted to try it/decide whether to stay	28.6	24.0	26.0
Planned to stay in short time and leave	10.9	25.6	19.2
Undecided about career plan when entered	31.0	32.3	31.7
Sample size	192	255	447
Weighted total	14,391	18,677	33,067
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	15.8 %	18.4 %	17.7 %
Wanted to try it/decide whether to stay	36.7	26.3	29.1
Planned to stay in short time and leave	17.5	18.9	18.5
Undecided about career plan when entered	30.0	36.4	34.7
Sample size	44	113	157
Weighted total	2,057	5,655	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	27.2 %	27.7 %	27.5 %
Wanted to try it/decide whether to stay	56.0	51.0	53.5
Planned to stay in short time and leave	9.1	10.2	9.6
Undecided about career plan when entered	7.7	11.1	9.4
Sample size	235	237	472
Weighted total	4,561	4,673	9,235
(continued)			

Table 4.3
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	37.9 %	29.7 %	32.7 %
Wanted to try it/decide whether to stay	37.2	38.1	37.7
Planned to stay in short time and leave	14.0	17.4	16.2
Undecided about career plan when entered	11.0	14.8	13.4
Sample size	361	637	998
Weighted total	5,509	9,695	15,204
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	38.9 %	26.2 %	29.6 %
Wanted to try it/decide whether to stay	31.9	30.3	30.8
Planned to stay in short time and leave	19.1	27.5	25.2
Undecided about career plan when entered	10.1	15.9	14.4
Sample size	322	878	1,200
Weighted total	4,380	11,926	16,306
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	21.5 %	17.1 %	19.1 %
Wanted to try it/decide whether to stay	39.4	34.9	37.0
Planned to stay in short time and leave	17.4	23.2	20.6
Undecided about career plan when entered	21.6	24.9	23.4
Sample size	3,792	5,259	9,051
Weighted total	178,723	217,105	395,828

Table Run for All Male Soldiers

Table 4.4
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	15.4 %	10.1 %	13.0 %
Wanted to try it/decide whether to stay	45.8	36.3	41.4
Planned to stay in short time and leave	18.0	33.8	25.3
Undecided about career plan when entered	20.7	19.8	20.3
Sample size	2,205	1,735	3,940
Weighted total	104,930	90,404	195,334
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.1 %	19.8 %	23.4 %
Wanted to try it/decide whether to stay	37.8	27.4	34.4
Planned to stay in short time and leave	11.7	17.8	13.7
Undecided about career plan when entered	25.4	34.9	28.5
Sample size	758	422	1,180
Weighted total	47,472	23,259	70,731
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	27.2 %	24.1 %	26.0 %
Wanted to try it/decide whether to stay	33.7	23.3	29.7
Planned to stay in short time and leave	10.8	19.6	14.1
Undecided about career plan when entered	28.4	33.0	30.1
Sample size	417	262	679
Weighted total	30,935	18,690	49,626
(continued)			

Table 4.4
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	28.1 %	16.5 %	23.1 %
Wanted to try it/decide whether to stay	31.2	19.5	26.1
Planned to stay in short time and leave	16.1	23.3	19.2
Undecided about career plan when entered	24.7	40.6	31.6
Sample size	250	198	448
Weighted total	18,783	14,287	33,071
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	17.6 %	17.7 %	17.7 %
Wanted to try it/decide whether to stay	34.6	17.9	29.1
Planned to stay in short time and leave	16.0	23.6	18.5
Undecided about career plan when entered	31.8	40.7	34.7
Sample size	106	51	157
Weighted total	5,152	2,560	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.1 %	26.8 %	27.8 %
Wanted to try it/decide whether to stay	55.1	51.7	53.2
Planned to stay in short time and leave	7.2	11.5	9.6
Undecided about career plan when entered	8.6	10.0	9.4
Sample size	202	271	473
Weighted total	4,064	5,173	9,237
(continued)			

Table 4.4
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	33.1 %	32.2 %	32.7 %
Wanted to try it/decide whether to stay	37.9	37.4	37.6
Planned to stay in short time and leave	16.8	15.5	16.2
Undecided about career plan when entered	12.1	14.9	13.5
Sample size	471	528	999
Weighted total	7,251	7,960	15,211
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	35.9 %	26.0 %	29.7 %
Wanted to try it/decide whether to stay	32.4	29.6	30.6
Planned to stay in short time and leave	17.7	29.9	25.4
Undecided about career plan when entered	14.0	14.6	14.4
Sample size	436	763	1,199
Weighted total	6,042	10,249	16,291
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	21.6 %	16.0 %	19.2 %
Wanted to try it/decide whether to stay	40.5	32.1	36.9
Planned to stay in short time and leave	15.2	27.3	20.5
Undecided about career plan when entered	22.7	24.5	23.5
Sample size	4,845	4,230	9,075
Weighted total	224,630	172,583	397,213

Table Run for All Male Soldiers

Table 4.5
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.0 %	7.3 %	12.9 %
Wanted to try it/decide whether to stay	44.1	38.5	41.4
Planned to stay in short time and leave	19.1	32.1	25.3
Undecided about career plan when entered	18.8	22.1	20.4
Sample size	2,093	1,831	3,924
Weighted total	102,207	92,096	194,303
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.2 %	15.0 %	23.5 %
Wanted to try it/decide whether to stay	36.4	32.7	34.9
Planned to stay in short time and leave	9.5	19.4	13.5
Undecided about career plan when entered	24.9	32.9	28.1
Sample size	697	477	1,174
Weighted total	42,019	28,375	70,394
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	31.8 %	15.7 %	26.4 %
Wanted to try it/decide whether to stay	30.7	27.6	29.7
Planned to stay in short time and leave	8.9	24.1	14.0
Undecided about career plan when entered	28.6	32.6	29.9
Sample size	454	225	679
Weighted total	33,027	16,526	49,554

(continued)

Table 4.5
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	27.6 %	13.9 %	23.4 %
Wanted to try it/decide whether to stay	27.4	21.5	25.6
Planned to stay in short time and leave	15.1	28.0	19.0
Undecided about career plan when entered	30.0	36.7	32.0
Sample size	315	137	452
Weighted total	23,114	10,231	33,344
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	20.0 %	13.2 %	17.7 %
Wanted to try it/decide whether to stay	32.8	21.9	29.2
Planned to stay in short time and leave	16.3	23.4	18.6
Undecided about career plan when entered	31.0	41.6	34.5
Sample size	104	52	156
Weighted total	5,152	2,530	7,683
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	33.6 %	10.7 %	27.5 %
Wanted to try it/decide whether to stay	50.9	60.5	53.5
Planned to stay in short time and leave	8.9	11.8	9.6
Undecided about career plan when entered	6.6	17.1	9.4
Sample size	353	118	471
Weighted total	6,763	2,460	9,223
(continued)			

Table 4.5
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	39.1 %	19.4 %	32.9 %
Wanted to try it/decide whether to stay	36.6	39.9	37.6
Planned to stay in short time and leave	12.2	24.4	16.0
Undecided about career plan when entered	12.2	16.3	13.4
Sample size	699	304	1,003
Weighted total	10,507	4,807	15,314
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	35.6 %	15.6 %	29.6 %
Wanted to try it/decide whether to stay	31.6	29.3	30.9
Planned to stay in short time and leave	19.4	38.9	25.3
Undecided about career plan when entered	13.4	16.2	14.2
Sample size	846	360	1,206
Weighted total	11,429	4,948	16,377
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.2 %	10.7 %	19.3 %
Wanted to try it/decide whether to stay	38.2	35.1	36.9
Planned to stay in short time and leave	14.9	28.4	20.4
Undecided about career plan when entered	21.7	25.9	23.4
Sample size	5,561	3,504	9,065
Weighted total	234,219	161,973	396,192

Table Run for All Male Soldiers

Table 4.6
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	11.0 %	15.1 %	12.8 %
Wanted to try it/decide whether to stay	42.1	40.4	41.4
Planned to stay in short time and leave	23.7	27.7	25.4
Undecided about career plan when entered	23.1	16.8	20.3
Sample size	2,046	1,886	3,932
Weighted total	108,269	86,609	194,878
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	23.2 %	23.4 %	23.3 %
Wanted to try it/decide whether to stay	32.7	36.8	34.8
Planned to stay in short time and leave	13.2	14.0	13.6
Undecided about career plan when entered	30.8	25.8	28.2
Sample size	555	613	1,168
Weighted total	33,581	36,470	70,052
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	26.0 %	26.5 %	26.3 %
Wanted to try it/decide whether to stay	35.2	25.2	29.8
Planned to stay in short time and leave	12.2	15.6	14.0
Undecided about career plan when entered	26.7	32.7	29.9
Sample size	308	365	673
Weighted total	22,527	26,699	49,226
(continued)			

Table 4.6
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	24.1 %	22.4 %	23.0 %
Wanted to try it/decide whether to stay	24.5	27.3	26.3
Planned to stay in short time and leave	18.7	19.0	18.9
Undecided about career plan when entered	32.6	31.3	31.8
Sample size	168	280	448
Weighted total	12,283	20,746	33,029
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	8.1 %	23.4 %	17.8 %
Wanted to try it/decide whether to stay	29.2	28.1	28.5
Planned to stay in short time and leave	21.1	17.3	18.7
Undecided about career plan when entered	41.6	31.2	35.0
Sample size	59	97	156
Weighted total	2,792	4,861	7,653
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	17.8 %	31.1 %	27.8 %
Wanted to try it/decide whether to stay	63.4	49.8	53.2
Planned to stay in short time and leave	10.8	9.3	9.6
Undecided about career plan when entered	8.0	9.8	9.4
Sample size	112	361	473
Weighted total	2,271	6,966	9,237
(continued)			

Table 4.6
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	23.3 %	34.7 %	32.7 %
Wanted to try it/decide whether to stay	30.8	39.0	37.6
Planned to stay in short time and leave	25.0	14.3	16.1
Undecided about career plan when entered	20.9	12.0	13.5
Sample size	189	811	1,000
Weighted total	2,587	12,652	15,238
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	15.4 %	32.3 %	29.6 %
Wanted to try it/decide whether to stay	36.4	29.7	30.8
Planned to stay in short time and leave	30.0	24.4	25.3
Undecided about career plan when entered	18.1	13.6	14.4
Sample size	193	1,003	1,196
Weighted total	2,675	13,594	16,268
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	16.2 %	21.8 %	19.1 %
Wanted to try it/decide whether to stay	38.3	35.8	37.0
Planned to stay in short time and leave	20.0	21.0	20.5
Undecided about career plan when entered	25.6	21.5	23.4
Sample size	3,630	5,416	9,046
Weighted total	186,984	208,597	395,581

Table Run for All Male Soldiers

Table 4.7
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	9.8 %	17.5 %	12.9 %
Wanted to try it/decide whether to stay	41.3	41.6	41.4
Planned to stay in short time and leave	30.3	17.8	25.4
Undecided about career plan when entered	18.6	23.1	20.3
Sample size	2,170	1,747	3,917
Weighted total	117,080	77,351	194,430
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	23.6 %	23.0 %	23.2 %
Wanted to try it/decide whether to stay	36.5	33.3	34.6
Planned to stay in short time and leave	16.9	11.7	13.7
Undecided about career plan when entered	23.1	31.9	28.4
Sample size	468	697	1,165
Weighted total	27,659	42,127	69,786
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	27.8 %	25.4 %	26.2 %
Wanted to try it/decide whether to stay	32.5	28.2	29.7
Planned to stay in short time and leave	18.3	11.8	14.0
Undecided about career plan when entered	21.4	34.6	30.1
Sample size	225	442	667
Weighted total	16,409	32,368	48,777
(continued)			

Table 4.7
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.9 %	22.2 %	23.4 %
Wanted to try it/decide whether to stay	29.0	24.3	25.8
Planned to stay in short time and leave	20.6	18.7	19.3
Undecided about career plan when entered	24.5	34.8	31.6
Sample size	130	315	445
Weighted total	10,281	22,740	33,021
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	14.5 %	19.3 %	17.3 %
Wanted to try it/decide whether to stay	35.7	23.5	28.7
Planned to stay in short time and leave	16.8	20.3	18.8
Undecided about career plan when entered	32.9	36.9	35.2
Sample size	65	90	155
Weighted total	3,217	4,386	7,604
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	19.5 %	30.6 %	27.7 %
Wanted to try it/decide whether to stay	51.7	51.7	53.2
Planned to stay in short time and leave	11.1	8.8	9.6
Undecided about career plan when entered	11.1	8.8	9.4
Sample size	122	350	472
Weighted total	2,399	6,830	9,228
(continued)			

Table 4.7
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.1 %	36.4 %	32.6 %
Wanted to try it/decide whether to stay	36.9	38.1	37.9
Planned to stay in short time and leave	27.5	12.9	16.0
Undecided about career plan when entered	17.5	12.5	13.6
Sample size	220	774	994
Weighted total	3,204	11,954	15,158
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	16.5 %	31.8 %	29.7 %
Wanted to try it/decide whether to stay	30.3	30.7	30.7
Planned to stay in short time and leave	35.8	23.5	25.3
Undecided about career plan when entered	17.3	13.9	14.4
Sample size	165	1,032	1,197
Weighted total	2,268	14,000	16,268
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	14.9 %	22.8 %	19.1 %
Wanted to try it/decide whether to stay	39.0	35.1	36.9
Planned to stay in short time and leave	26.2	15.6	20.5
Undecided about career plan when entered	20.0	26.5	23.5
Sample size	3,565	5,447	9,012
Weighted total	182,516	211,756	394,272

Table Run for All Male Soldiers

Table 4.8
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	12.9 %	12.9 %	12.9 %
Wanted to try it/decide whether to stay	44.4	38.2	41.3
Planned to stay in short time and leave	21.1	29.9	25.4
Undecided about career plan when entered	21.6	19.1	20.3
Sample size	2,043	1,873	3,916
Weighted total	97,544	96,560	194,104
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	22.4 %	24.5 %	23.3 %
Wanted to try it/decide whether to stay	34.8	34.1	34.5
Planned to stay in short time and leave	15.0	12.2	13.8
Undecided about career plan when entered	27.8	29.2	28.4
Sample size	660	510	1,170
Weighted total	40,729	29,212	69,940
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	26.0 %	26.5 %	26.3 %
Wanted to try it/decide whether to stay	36.4	23.8	29.7
Planned to stay in short time and leave	11.8	15.9	14.0
Undecided about career plan when entered	25.8	33.8	30.1
Sample size	316	361	677
Weighted total	23,263	26,255	49,518
(continued)			

Table 4.8
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	24.0 %	22.6 %	23.2 %
Wanted to try it/decide whether to stay	31.3	23.2	26.3
Planned to stay in short time and leave	21.4	17.2	18.8
Undecided about career plan when entered	23.3	36.9	31.7
Sample size	174	271	445
Weighted total	12,595	20,264	32,859
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.9 %	16.3 %	17.7 %
Wanted to try it/decide whether to stay	34.7	23.1	29.1
Planned to stay in short time and leave	15.3	21.9	18.5
Undecided about career plan when entered	31.0	38.6	34.7
Sample size	84	73	157
Weighted total	3,966	3,745	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	19.1 %	33.3 %	27.8 %
Wanted to try it/decide whether to stay	58.7	49.5	53.0
Planned to stay in short time and leave	13.5	7.3	9.7
Undecided about career plan when entered	8.7	9.9	9.4
Sample size	177	294	471
Weighted total	3,513	5,666	9,184

(continued)

Table 4.8
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.2 %	39.4 %	32.5 %
Wanted to try it/decide whether to stay	42.5	35.4	37.7
Planned to stay in short time and leave	24.9	12.0	16.2
Undecided about career plan when entered	14.3	13.2	13.6
Sample size	326	670	996
Weighted total	4,949	10,216	15,165
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.6 %	31.8 %	29.5 %
Wanted to try it/decide whether to stay	32.2	30.7	30.9
Planned to stay in short time and leave	32.8	23.5	25.1
Undecided about career plan when entered	16.3	14.0	14.4
Sample size	218	983	1,201
Weighted total	2,864	13,457	16,321
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	17.8 %	20.4 %	19.2 %
Wanted to try it/decide whether to stay	40.3	33.7	36.9
Planned to stay in short time and leave	18.7	22.2	20.5
Undecided about career plan when entered	23.3	23.6	23.5
Sample size	3,998	5,035	9,033
Weighted total	189,427	205,376	394,803

Table Run for All Male Soldiers

Table 4.9
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	19.6 %	12.3 %	12.8 %
Wanted to try it/decide whether to stay	50.3	40.6	41.3
Planned to stay in short time and leave	16.5	26.3	25.6
Undecided about career plan when entered	13.6	20.8	20.3
Sample size	295	3,551	3,846
Weighted total	14,575	176,425	191,000
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	42.7 %	21.9 %	23.2 %
Wanted to try it/decide whether to stay	33.0	34.4	34.4
Planned to stay in short time and leave	9.6	14.3	14.0
Undecided about career plan when entered	14.8	29.3	28.4
Sample size	74	1,057	1,131
Weighted total	4,199	63,740	67,939
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	52.4 %	24.2 %	26.4 %
Wanted to try it/decide whether to stay	16.6	30.3	29.2
Planned to stay in short time and leave	3.7	15.2	14.3
Undecided about career plan when entered	27.3	30.4	30.2
Sample size	51	602	653
Weighted total	3,748	44,114	47,863

(continued)

Table 4.9
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	20.9 %	22.8 %
Wanted to try it/decide whether to stay	--	26.7	26.4
Planned to stay in short time and leave	--	19.1	18.4
Undecided about career plan when entered	--	33.3	32.3
Sample size	18	400	418
Weighted total	1,507	29,562	31,070
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	16.5 %	17.5 %
Wanted to try it/decide whether to stay	--	29.8	29.1
Planned to stay in short time and leave	--	19.0	18.5
Undecided about career plan when entered	--	34.6	34.9
Sample size	4	145	149
Weighted total	189	7,208	7,397
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.0 %	36.8 %	28.0 %
Wanted to try it/decide whether to stay	61.3	45.9	53.1
Planned to stay in short time and leave	10.1	9.1	9.6
Undecided about career plan when entered	10.6	8.2	9.3
Sample size	210	261	471
Weighted total	4,308	4,880	9,189

(continued)

Table 4.9
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	22.9 %	39.2 %	32.9 %
Wanted to try it/decide whether to stay	44.6	33.6	37.8
Planned to stay in short time and leave	18.9	14.2	16.0
Undecided about career plan when entered	13.6	13.0	13.2
Sample size	367	626	993
Weighted total	5,821	9,279	15,101
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	20.4 %	38.1 %	29.6 %
Wanted to try it/decide whether to stay	35.5	26.5	30.9
Planned to stay in short time and leave	30.2	20.6	25.3
Undecided about career plan when entered	13.9	14.7	14.3
Sample size	568	628	1,196
Weighted total	7,847	8,404	16,251
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	26.8 %	18.1 %	19.1 %
Wanted to try it/decide whether to stay	41.9	36.2	36.9
Planned to stay in short time and leave	16.4	21.2	20.6
Undecided about career plan when entered	14.8	24.5	23.4
Sample size	1,587	7,270	8,857
Weighted total	42,194	343,614	385,809

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.10
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	18.4 %	11.7 %	13.0 %
Wanted to try it/decide whether to stay	44.0	40.6	41.2
Planned to stay in short time and leave	15.6	27.8	25.5
Undecided about career plan when entered	22.0	19.9	20.3
Sample size	845	3,064	3,909
Weighted total	36,821	157,094	193,915
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	23.2 %	23.1 %	23.1 %
Wanted to try it/decide whether to stay	31.1	36.2	34.8
Planned to stay in short time and leave	12.3	14.1	13.7
Undecided about career plan when entered	33.4	26.6	28.3
Sample size	296	864	1,160
Weighted total	18,214	51,459	69,673
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.4 %	26.7 %	26.4 %
Wanted to try it/decide whether to stay	26.3	30.4	29.5
Planned to stay in short time and leave	17.3	13.5	14.3
Undecided about career plan when entered	31.0	29.5	29.8
Sample size	146	521	667
Weighted total	10,811	38,051	48,862

(continued)

Table 4.10
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	23.6 %	23.6 %	23.6 %
Wanted to try it/decide whether to stay	25.8	26.1	26.0
Planned to stay in short time and leave	11.9	20.7	19.2
Undecided about career plan when entered	38.8	29.6	31.2
Sample size	80	362	442
Weighted total	5,777	26,946	32,723
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	17.2 %	17.6 %
Wanted to try it/decide whether to stay	--	27.7	28.6
Planned to stay in short time and leave	--	17.8	18.7
Undecided about career plan when entered	--	37.3	35.1
Sample size	19	136	155
Weighted total	837	6,795	7,632
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	27.1 %	28.0 %
Wanted to try it/decide whether to stay	--	54.2	52.9
Planned to stay in short time and leave	--	9.4	9.7
Undecided about career plan when entered	--	9.3	9.5
Sample size	21	450	471
Weighted total	372	8,806	9,178
(continued)			

Table 4.10
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.6 %	33.0 %	32.5 %
Wanted to try it/decide whether to stay	38.5	37.8	37.8
Planned to stay in short time and leave	8.7	16.8	16.2
Undecided about career plan when entered	27.2	12.4	13.4
Sample size	67	927	994
Weighted total	1,062	14,066	15,128
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	27.7 %	29.7 %	29.6 %
Wanted to try it/decide whether to stay	23.9	31.1	30.8
Planned to stay in short time and leave	24.7	25.4	25.4
Undecided about career plan when entered	23.6	13.8	14.2
Sample size	50	1,146	1,196
Weighted total	698	15,553	16,250
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	21.4 %	18.7 %	19.2 %
Wanted to try it/decide whether to stay	36.4	36.9	36.8
Planned to stay in short time and leave	14.9	22.0	20.6
Undecided about career plan when entered	27.4	22.4	23.3
Sample size	1,524	7,470	8,994
Weighted total	74,592	318,768	393,360

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.11
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	14.4 %	12.1 %	12.9 %
Wanted to try it/decide whether to stay	45.5	39.2	41.5
Planned to stay in short time and leave	18.9	29.0	25.3
Undecided about career plan when entered	21.2	19.7	20.3
Sample size	1,336	2,584	3,920
Weighted total	70,284	123,983	194,267
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	28.0 %	19.9 %	23.2 %
Wanted to try it/decide whether to stay	34.1	35.3	34.8
Planned to stay in short time and leave	13.0	14.3	13.8
Undecided about career plan when entered	24.8	30.6	28.2
Sample size	487	687	1,174
Weighted total	29,181	41,087	70,268
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.5 %	22.1 %	25.4 %
Wanted to try it/decide whether to stay	32.1	29.2	30.4
Planned to stay in short time and leave	10.9	16.1	13.8
Undecided about career plan when entered	27.5	32.6	30.4
Sample size	289	377	666
Weighted total	21,226	27,278	48,503

(continued)

Table 4.11
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	30.3 %	19.3 %	23.3 %
Wanted to try it/decide whether to stay	28.3	24.4	25.8
Planned to stay in short time and leave	13.2	22.7	19.2
Undecided about career plan when entered	28.2	33.7	31.7
Sample size	166	277	443
Weighted total	12,012	20,700	32,712
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	24.7 %	14.9 %	17.7 %
Wanted to try it/decide whether to stay	26.7	30.0	29.1
Planned to stay in short time and leave	12.4	21.0	18.5
Undecided about career plan when entered	36.2	34.1	34.7
Sample size	45	112	157
Weighted total	2,194	5,519	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.1 %	27.1 %	27.8 %
Wanted to try it/decide whether to stay	52.6	53.5	53.2
Planned to stay in short time and leave	9.8	9.6	9.6
Undecided about career plan when entered	8.6	9.8	9.4
Sample size	163	310	473
Weighted total	3,187	6,050	9,236
(continued)			

Table 4.11
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	32.5 %	33.2 %	33.0 %
Wanted to try it/decide whether to stay	37.2	37.6	37.5
Planned to stay in short time and leave	15.9	16.2	16.1
Undecided about career plan when entered	14.3	13.0	13.5
Sample size	364	639	1,003
Weighted total	5,426	9,851	15,277
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	29.2 %	29.7 %	29.6 %
Wanted to try it/decide whether to stay	39.2	27.1	33.8
Planned to stay in short time and leave	19.6	27.7	23.7
Undecided about career plan when entered	12.0	15.5	13.8
Sample size	367	833	1,200
Weighted total	4,950	11,375	16,324
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	22.1 %	17.2 %	19.1 %
Wanted to try it/decide whether to stay	39.3	35.7	37.1
Planned to stay in short time and leave	15.7	23.7	20.5
Undecided about career plan when entered	22.8	23.4	23.4
Sample size	3,217	5,819	9,036
Weighted total	143,458	245,842	394,300

Table Run for All Male Soldiers

Table 4.12
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	24.2 %	10.8 %	12.9 %
Wanted to try it/decide whether to stay	43.9	40.8	41.3
Planned to stay in short time and leave	16.6	27.2	25.5
Undecided about career plan when entered	15.4	21.2	20.3
Sample size	592	3,303	3,895
Weighted total	30,532	163,184	193,716
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	42.7 %	19.7 %	23.3 %
Wanted to try it/decide whether to stay	31.2	35.5	34.9
Planned to stay in short time and leave	9.7	14.4	13.7
Undecided about career plan when entered	16.4	30.3	28.1
Sample size	181	977	1,158
Weighted total	11,009	58,473	69,482
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	45.6 %	22.0 %	26.3 %
Wanted to try it/decide whether to stay	27.8	30.4	29.9
Planned to stay in short time and leave	6.7	15.7	14.1
Undecided about career plan when entered	19.8	31.9	29.7
Sample size	122	550	672
Weighted total	8,911	40,267	49,178
(continued)			

Table 4.12
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	33.5 %	20.3 %	23.0 %
Wanted to try it/decide whether to stay	26.9	26.2	26.4
Planned to stay in short time and leave	11.0	21.1	19.0
Undecided about career plan when entered	28.6	32.4	31.7
Sample size	89	352	441
Weighted total	6,698	25,902	32,600
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	13.2 %	17.0 %
Wanted to try it/decide whether to stay	--	28.0	28.8
Planned to stay in short time and leave	--	22.1	18.9
Undecided about career plan when entered	--	36.6	35.3
Sample size	21	133	154
Weighted total	1,098	6,479	7,577
O1-O2			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	53.6 %	22.4 %	27.8 %
Wanted to try it/decide whether to stay	37.9	56.5	53.3
Planned to stay in short time and leave	4.0	10.6	9.5
Undecided about career plan when entered	4.4	10.5	9.5
Sample size	83	386	469
Weighted total	1,574	7,588	9,162
(continued)			

Table 4.12
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	48.9 %	28.8 %	32.6 %
Wanted to try it/decide whether to stay	27.4	40.1	37.8
Planned to stay in short time and leave	6.7	18.3	16.1
Undecided about career plan when entered	17.0	12.7	13.5
Sample size	200	799	999
Weighted total	2,862	12,359	15,220
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	55.5 %	23.5 %	29.6 %
Wanted to try it/decide whether to stay	25.3	31.8	30.6
Planned to stay in short time and leave	11.6	28.7	25.4
Undecided about career plan when entered	7.7	16.0	14.4
Sample size	220	979	1,199
Weighted total	3,096	13,201	16,297
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	34.6 %	16.0 %	19.1 %
Wanted to try it/decide whether to stay	35.9	37.2	37.0
Planned to stay in short time and leave	12.3	22.3	20.6
Undecided about career plan when entered	17.1	24.6	23.3
Sample size	1,508	7,479	8,987
Weighted total	65,780	327,452	393,232

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.13
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	20.9 %	8.5 %	12.9 %
Wanted to try it/decide whether to stay	47.8	37.8	41.4
Planned to stay in short time and leave	12.1	32.9	25.4
Undecided about career plan when entered	19.2	20.9	20.3
Sample size	1,585	2,345	3,930
Weighted total	69,648	125,301	194,949
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	30.3 %	16.6 %	23.2 %
Wanted to try it/decide whether to stay	34.5	35.4	35.0
Planned to stay in short time and leave	7.6	19.4	13.7
Undecided about career plan when entered	27.7	28.6	28.1
Sample size	554	622	1,176
Weighted total	33,797	36,643	70,440
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	31.5 %	22.3 %	26.5 %
Wanted to try it/decide whether to stay	32.9	26.4	29.4
Planned to stay in short time and leave	11.0	16.9	14.2
Undecided about career plan when entered	24.6	34.5	29.9
Sample size	310	365	675
Weighted total	22,650	26,713	49,363

(continued)

Table 4.13
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	36.3 %	13.5 %	23.3 %
Wanted to try it/decide whether to stay	25.7	26.7	26.3
Planned to stay in short time and leave	7.9	27.7	19.2
Undecided about career plan when entered	30.1	32.0	31.2
Sample size	189	256	445
Weighted total	14,146	18,761	32,907
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	19.4 %	16.2 %	17.1 %
Wanted to try it/decide whether to stay	36.1	26.4	29.4
Planned to stay in short time and leave	12.0	21.7	18.7
Undecided about career plan when entered	32.5	35.7	34.8
Sample size	49	107	156
Weighted total	2,296	5,337	7,633
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	37.0 %	22.4 %	27.8 %
Wanted to try it/decide whether to stay	48.7	56.1	53.3
Planned to stay in short time and leave	5.8	11.6	9.4
Undecided about career plan when entered	8.5	10.0	9.4
Sample size	176	295	471
Weighted total	3,408	5,799	9,207
(continued)			

Table 4.13
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	44.7 %	25.5 %	32.7 %
Wanted to try it/decide whether to stay	34.3	39.7	37.7
Planned to stay in short time and leave	10.2	19.7	16.1
Undecided about career plan when entered	10.8	15.2	13.5
Sample size	381	620	1,001
Weighted total	5,733	9,519	15,252
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	47.7 %	21.2 %	29.7 %
Wanted to try it/decide whether to stay	31.6	30.3	30.7
Planned to stay in short time and leave	10.9	32.0	25.2
Undecided about career plan when entered	9.7	16.6	14.4
Sample size	379	827	1,206
Weighted total	5,262	11,124	16,386
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	28.0 %	13.4 %	19.2 %
Wanted to try it/decide whether to stay	39.6	35.2	36.9
Planned to stay in short time and leave	10.3	27.7	20.6
Undecided about career plan when entered	22.1	24.1	23.3
Sample size	3,623	5,437	9,060
Weighted total	156,940	239,197	396,137

Table Run for All Male Soldiers

Table 4.14
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	32.0 %	6.9 %	13.0 %
Wanted to try it/decide whether to stay	43.6	40.6	41.3
Planned to stay in short time and leave	7.3	31.2	25.4
Undecided about career plan when entered	17.1	21.3	20.3
Sample size	1,102	2,819	3,921
Weighted total	46,869	147,564	194,433
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	36.6 %	13.3 %	23.3 %
Wanted to try it/decide whether to stay	36.8	33.2	34.7
Planned to stay in short time and leave	4.5	20.5	13.6
Undecided about career plan when entered	22.0	33.1	28.3
Sample size	501	677	1,178
Weighted total	30,385	40,182	70,567
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	33.6 %	16.8 %	26.3 %
Wanted to try it/decide whether to stay	31.5	27.6	29.8
Planned to stay in short time and leave	9.9	19.3	14.0
Undecided about career plan when entered	25.0	36.3	29.9
Sample size	383	294	677
Weighted total	28,039	21,411	49,450

(continued)

Table 4.14
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	32.9 %	11.3 %	23.6 %
Wanted to try it/decide whether to stay	30.3	20.8	26.2
Planned to stay in short time and leave	9.9	30.5	18.8
Undecided about career plan when entered	26.9	37.4	31.4
Sample size	250	197	447
Weighted total	18,716	14,328	33,043
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	25.1 %	11.1 %	16.6 %
Wanted to try it/decide whether to stay	34.6	26.2	29.5
Planned to stay in short time and leave	7.3	26.1	18.8
Undecided about career plan when entered	33.0	36.6	35.2
Sample size	62	93	155
Weighted total	2,955	4,653	7,608
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	47.5 %	20.1 %	27.6 %
Wanted to try it/decide whether to stay	40.2	58.3	53.3
Planned to stay in short time and leave	4.8	11.5	9.7
Undecided about career plan when entered	7.5	10.2	9.4
Sample size	136	335	471
Weighted total	2,514	6,696	9,210
(continued)			

Table 4.14
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	49.4 %	21.8 %	32.9 %
Wanted to try it/decide whether to stay	33.4	40.4	37.6
Planned to stay in short time and leave	7.5	21.8	16.1
Undecided about career plan when entered	9.7	16.0	13.5
Sample size	422	583	1,005
Weighted total	6,160	9,141	15,301
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	43.2 %	18.8 %	29.6 %
Wanted to try it/decide whether to stay	34.3	28.1	30.8
Planned to stay in short time and leave	12.7	35.3	25.3
Undecided about career plan when entered	9.9	17.8	14.3
Sample size	519	684	1,203
Weighted total	7,217	9,117	16,334
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	34.9 %	10.4 %	19.2 %
Wanted to try it/decide whether to stay	36.9	37.0	36.9
Planned to stay in short time and leave	7.8	27.7	20.5
Undecided about career plan when entered	20.4	25.0	23.4
Sample size	3,375	5,682	9,057
Weighted total	142,855	253,092	395,947

Table Run for All Male Soldiers

Table 4.15
Current Army Career Plans
by Pay Grade and Career Plans at Army Entry

CAREER/REENLISTMENT PLANS						
	Planned to make this military a career	Wanted to try it and then decide whether to stay in	Planned to stay in for short time and then leave	Undecided about my plans when I entered	Total	
E2-E4						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years	39.3 %	62.8 %	86.0 %	71.1 %	64.7 %	
Don't know	19.8	24.8	10.8	18.6	19.9	
20+ years	40.9	12.5	3.2	10.3	15.4	
Sample size	400	872	364	413	2,049	
Weighted total	11,268	26,375	12,024	12,347	62,015	
E5						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years	28.3 %	39.2 %	64.4 %	43.3 %	41.0 %	
Don't know	12.0	17.5	12.0	22.1	16.7	
20+ years	59.7	43.3	23.6	34.6	42.3	
Sample size	175	285	100	201	761	
Weighted total	10,980	16,905	6,007	12,649	46,541	
E6						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years	11.3 %	14.0 %	19.8 %	17.7 %	15.4 %	
Don't know	10.3	9.2	7.6	9.7	9.4	
20+ years	78.4	76.8	72.6	72.6	75.2	
Sample size	137	150	85	169	541	
Weighted total	10,624	11,122	6,352	13,406	41,504	

(CONT. IN 100)

Table 4.15
Current Army Career Plans
by Pay Grade and Career Plans at Army Entry

		CAREER/REEMISMENT PLANS				
		Planned to make the military a career	Wanted to try it and then decide whether to stay in	Planned to stay in for short time and then leave	Undecided about my plans when I entered	Total
01-02	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	27.4 %	52.9 %	67.0 %	--	46.1 %
	Don't know	13.3	23.2	14.4	--	18.8
	20+ years	59.3	23.9	18.6	--	35.2
	Sample size Weighted total	85 1,369	120 1,872	30 422	27 450	262 4,113
03	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	17.9 %	30.3 %	42.1 %	27.4 %	27.8 %
	Don't know	10.5	20.3	12.7	23.3	16.1
	20+ years	71.6	48.9	45.2	49.3	56.0
	Sample size Weighted total	275 3,755	276 3,877	128 1,864	111 1,596	790 11,093
Total						
01-99	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	25.7 %	44.8 %	62.0 %	42.8 %	42.7 %
	Don't know	13.7	19.5	10.5	17.0	16.1
	20+ years	60.5	35.8	27.5	40.2	41.2
	Sample size Weighted total	1,072 37,997	1,703 60,151	707 26,670	921 40,448	4,403 165,266

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 4.16
Career Plans at Entry
by Current Career Plans and Early Pay Grades

EXPECTED # OF YEARS ACTIVE DUTY SERVICE

0-19 years Don't Know 20+ years Total

E2-E4

CAREER/REEMERITENT PLANS

Planned to make the military a career
Planned to try it/decide whether to stay
Planned to stay in short time and leave
Undecided about career plan when entered

11.0 % 48.2 % 18.2 %
41.3 34.4 42.5
25.8 4.1 19.4
21.9 13.3 19.9

Sample size
Weighted total

1,301 339 2,049
40,103 9,566 62,015

E5

CAREER/REEMERITENT PLANS

Planned to make the military a career
Planned to try it/decide whether to stay
Planned to stay in short time and leave
Undecided about career plan when entered

16.3 % 33.3 % 23.6 %
34.7 37.2 36.3
20.3 7.2 12.9
28.7 22.2 27.2

Sample size
Weighted total

316 315 761
19,071 19,680 46,541

E6

CAREER/REEMERITENT PLANS

Planned to make the military a career
Planned to try it/decide whether to stay
Planned to stay in short time and leave
Undecided about career plan when entered

18.8 % 26.7 % 25.6 %
24.4 27.4 26.8
19.7 14.8 15.3
37.2 31.2 32.3

Sample size
Weighted total

84 406 541
6,393 31,216 41,504

(cont. next)

Table 4.16
Career Plans at Entry
by Current Career Plans and Early Pay Grades

		EXPECTED # OF YEARS ACTIVE DUTY SERVICE			
		0-19 years	Don't know	20+ years	total
01-02					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Wanted to try it/decide whether to stay		19.8 %	23.7 %	56.1 %	33.3 %
Planned to stay in short time and leave		52.3	56.2	31.0	45.5
Undecided about career plan when entered		14.9	7.9	5.4	10.3
		13.0	12.2	7.6	10.9
Sample size		122	53	87	262
Weighted total		1,894	771	1,448	4,113
03					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Wanted to try it/decide whether to stay		21.8 %	22.0 %	43.3 %	33.9 %
Planned to stay in short time and leave		38.7	44.0	30.5	35.0
Undecided about career plan when entered		25.4	13.2	13.6	16.8
		14.2	20.8	12.7	14.4
Sample size		196	127	467	790
Weighted total		3,086	1,790	6,217	11,093
Total					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Wanted to try it/decide whether to stay		13.9 %	19.6 %	33.8 %	23.0 %
Planned to stay in short time and leave		38.2	44.1	31.6	36.4
Undecided about career plan when entered		23.4	10.5	10.8	16.1
		24.5	25.8	23.9	24.5
Sample size		2,019	770	1,614	4,403
Weighted total		70,547	26,592	68,127	165,266

THIS TABLE WAS RUN FOR MALE SOLDIERS MARRIED TO CIVILIAN SPOUSES

Chapter 5 Tables

Table 5.1
Retention and Career Plans
by Pay Grade

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)	42.7 %	14.5 %	6.8 %	8.2 %	7.6 %	12.4 %	11.9 %	6.9 %	26.8 %
Low probability (1-4 chances in 10)	25.3	22.8	11.0	17.4	33.6	27.0	19.8	22.4	22.4
Moderate probability (5-7 chances in 10)	15.4	20.9	16.5	15.5	20.7	25.7	19.2	17.6	17.1
High probability (8-10 chances in 10)	16.6	41.7	65.7	58.9	38.1	34.9	49.1	53.0	33.7
Sample size	3,969	1,189	656	386	137	481	961	928	8,707
Weighted total	195,832	71,571	48,175	28,981	6,555	9,395	14,535	12,540	387,584
EXPECTED # OF YEARS ACTIVE DUTY SERVICE									
0-15 years	71.8 %	43.8 %	16.2 %	0.6 %	11.7 %	48.2 %	28.8 %	4.8 %	46.3 %
Don't know	18.2	17.3	10.8	4.3	8.6	28.4	17.3	7.5	15.2
20+ years	10.1	38.9	73.1	95.1	79.7	23.4	53.9	87.7	38.5
Sample size	3,996	1,205	725	568	193	482	1,037	1,337	9,543
Weighted total	137,900	72,158	53,191	41,917	9,435	9,424	15,813	16,043	417,882
SOLDIER'S MARITAL STATUS									
NOT MARRIED	65.3 %	25.1 %	13.4 %	10.4 %	15.8 %	51.3 %	22.1 %	7.8 %	41.1 %
MARRIED TO CIVILIAN SPOUSE	32.1	68.2	82.5	83.8	82.0	44.2	72.6	88.1	54.9
MARRIED TO MILITARY SPOUSE	2.6	6.7	4.1	5.8	2.2	4.5	5.3	4.1	4.0
Sample size	3,917	1,156	696	539	190	478	1,018	1,317	9,311
Weighted total	196,156	69,207	50,873	39,660	9,278	9,368	15,529	17,779	407,851

Table Run for All Male Soldiers

Table 5.2
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
E2-E4				
PLANS FOR REMAINING IN THE ARMY				
No chance (excludes retiring from Army)	50.2 %	29.6 %	22.3 %	42.8 %
Low probability (1-4 chances in 10)	22.7	29.8	34.3	25.3
Moderate probability (5-7 chances in 10)	13.5	18.4	18.9	15.3
High probability (8-10 chances in 10)	13.5	22.1	24.6	16.6
Sample size	1,652	2,068	149	3,859
Weighted total	126,047	62,276	5,058	192,381
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	75.6 %	64.8 %	66.8 %	71.9 %
Don't know	17.5	19.9	14.6	18.2
20+ years	6.9	15.4	18.5	9.9
Sample size	1,677	2,057	147	3,881
Weighted total	126,966	62,313	4,987	194,266
E5				
PLANS FOR REMAINING IN THE ARMY				
No chance (excludes retiring from Army)	23.2 %	11.6 %	10.5 %	14.4 %
Low probability (1-4 chances in 10)	24.3	23.6	14.8	23.2
Moderate probability (5-7 chances in 10)	20.9	20.4	26.1	20.9
High probability (8-10 chances in 10)	31.5	44.4	48.6	41.5
Sample size	305	757	70	1,132
Weighted total	16,930	46,525	4,537	67,992

(continued)

Table 5.2
Retention and Career Plans
by Pay Grade and Marital Status

		SOLDIER'S MARITAL STATUS			
		Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
E5	EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
	0-19 years	53.2 %	41.1 %	39.2 %	44.0 %
	Don't know	17.9	16.7	14.5	16.8
	20+ years	28.9	42.3	46.3	39.2
	Sample size	312	765	71	1,148
E6	Weighted total	17,222	46,769	4,608	68,599
	PLANS FOR REMAINING IN THE ARMY				
	No chance (excludes retiring from Army)	10.5 %	6.7 %	--	7.1 %
	Low probability (1-4 chances in 10)	20.4	9.9	--	11.3
	Moderate probability (5-7 chances in 10)	20.6	15.0	--	16.0
	High probability (8-10 chances in 10)	48.6	68.4	--	65.6
	Sample size	101	497	28	626
	Weighted total	5,796	38,054	2,026	45,877
	EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
	0-19 years	23.3 %	15.3 %	--	16.5 %
	Don't know	15.6	9.3	--	10.3
	20+ years	61.0	75.3	--	73.2
	Sample size	116	544	29	689
	Weighted total	6,638	41,690	2,075	50,404

(continued)

Table 5.2
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
01-02				
PLANS FOR REMAINING IN THE ARMY				
NO CHANCES (EXCLUDES FACILITATING FROM ARMY)		9.8 %	--	12.2 %
Low probability (1-4 chances in 10)	14.7 %	22.9	--	27.2
Moderate probability (5-7 chances in 10)	30.3	24.6	--	25.5
High probability (8-10 chances in 10)	26.0	42.6	--	35.1
Sample size	187	263	26	476
Weighted total	4,779	4,125	421	9,325
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	48.9 %	45.9 %	--	48.4 %
Don't know	37.4	18.7	--	28.4
20+ years	13.8	35.4	--	23.2
Sample size	187	263	26	476
Weighted total	4,792	4,127	421	9,339
03				
PLANS FOR REMAINING IN THE ARMY				
NO CHANCES (EXCLUDES FACILITATING FROM ARMY)		11.2 %	11.7 %	11.9 %
Low probability (1-4 chances in 10)	14.2 %	20.8	12.8	20.0
Moderate probability (5-7 chances in 10)	19.0	17.8	25.3	19.0
High probability (8-10 chances in 10)	21.4	50.3	50.1	49.2
Sample size	143	739	57	939
Weighted total	3,116	10,330	779	14,225
(CONTINUED)				

Table 5.2
Retention and Career Plans
by Pay Grade and Marital Status

		SOLDIER'S MARITAL STATUS			
		Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
03	EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
	0-19 years	31.8 %	28.0 %	30.1 %	29.0 %
	Don't know	21.4	16.0	23.7	17.6
	20+ years	46.8	56.0	46.2	53.5
	Sample size	156	796	61	1,013
	Weighted total	3,428	11,215	827	15,470
Total					
B-109	PLANS FOR REMAINING IN THE ARMY				
	No chance (excludes retiring from Army)	44.0 %	17.3 %	14.0 %	29.8 %
	Low probability (1-4 chances in 10)	23.0	22.6	22.6	22.8
	Moderate probability (5-7 chances in 10)	15.1	18.3	22.5	17.0
	High probability (8-10 chances in 10)	17.9	41.8	40.8	30.5
	Sample size	2,388	4,314	330	7,032
	Weighted total	155,669	161,310	12,820	329,799
	EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
	0-19 years	69.2 %	42.7 %	46.7 %	55.3 %
	Don't know	18.2	16.0	15.2	17.0
	20+ years	12.6	41.2	38.1	27.7
	Sample size	2,448	4,425	334	7,207
	Weighted total	159,046	166,114	12,917	338,078

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.3
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
03						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	13.9 %	—	10.7 %	11.5 %	—	12.0 %
Low probability (1-4 chances in 10)	19.8	—	21.0	20.5	—	19.8
Moderate probability (5-7 chances in 10)	21.6	—	17.1	18.2	—	19.1
High probability (8-10 chances in 10)	44.7	—	51.2	49.8	—	49.1
Sample size	130	7	197	535	19	925
Weighted total	2,846	172	2,718	7,519	251	14,028
04-06						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.2 %	—	8.3 %	6.6 %	—	6.7 %
Low probability (1-4 chances in 10)	22.2	—	20.9	23.6	—	23.0
Moderate probability (5-7 chances in 10)	16.8	—	19.4	17.7	—	17.7
High probability (8-10 chances in 10)	57.8	—	51.4	52.2	—	52.7
Sample size	59	4	123	674	22	901
Weighted total	829	49	1,574	9,184	309	12,172
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	44.1 %	17.4 %	22.1 %	12.8 %	14.4 %	27.3 %
Low probability (1-4 chances in 10)	23.1	12.4	24.6	21.0	22.5	22.4
Moderate probability (5-7 chances in 10)	15.0	23.7	19.2	17.3	21.1	17.1
High probability (8-10 chances in 10)	17.8	46.5	34.1	48.4	42.0	33.2
Sample size	2,372	74	1,635	3,769	217	8,232
Weighted total	152,389	3,783	55,849	139,693	7,772	366,303

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.3
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children Total
E7-E9	PLANS FOR REMAINING IN THE ARMY					
	No chance (excludes retiring from Army)	7.8 %	--	8.6 %	9.4 %	--
	Low probability (1-4 chances in 10)	18.5	--	10.7	18.9	--
	Moderate probability (5-7 chances in 10)	11.9	--	19.6	15.5	--
	High probability (8-10 chances in 10)	61.9	--	61.1	58.2	--
E7-E9	Sample size	30	9	44	249	13
	Weighted total	1,529	547	3,036	19,678	1,084
						348
						26,198
E1-E4	PLANS FOR REMAINING IN THE ARMY					
	No chance (excludes retiring from Army)	--	--	--	7.1 %	--
	Low probability (1-4 chances in 10)	--	--	--	28.1	--
	Moderate probability (5-7 chances in 10)	--	--	--	20.6	--
	High probability (8-10 chances in 10)	--	--	--	44.1	--
E1-E4	Sample size	25	2	21	77	2
	Weighted total	1,063	61	978	3,773	108
						129
						6,076
O1-O2	PLANS FOR REMAINING IN THE ARMY					
	No chance (excludes retiring from Army)	14.9 %	--	12.0 %	7.2 %	--
	Low probability (1-4 chances in 10)	30.9	--	23.0	23.0	--
	Moderate probability (5-7 chances in 10)	26.5	--	22.7	27.3	--
	High probability (8-10 chances in 10)	27.7	--	42.4	42.5	--
O1-O2	Sample size	184	1	142	120	5
	Weighted total	4,697	30	2,259	1,850	54
						472
						9,244

(cont. next)

Table 5.3
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS						Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children	
E2-E4	PLANS FOR REMAINING IN THE ARMY						
	NO CHANCE (EXCLUDES RETIRING FROM ARMY)						
	50.5 %	—	35.2 %	25.3 %	25.4 %	16.3 %	43.0 %
	22.8	—	31.0	25.0	31.9	39.3	25.3
	13.5	—	15.7	20.5	17.1	21.5	15.2
	13.3	—	18.1	25.2	25.5	23.0	16.5
	1,601	21	807	1,195	93	55	3,772
	122,604	1,163	26,711	34,152	3,345	1,693	189,669
E5	PLANS FOR REMAINING IN THE ARMY						
	NO CHANCE (EXCLUDES RETIRING FROM ARMY)						
	23.3 %	—	11.8 %	11.0 %	—	13.8 %	14.1 %
	24.3	—	21.8	24.5	—	18.1	23.2
	21.1	—	26.8	18.5	—	29.4	21.1
	31.3	—	39.6	46.0	—	38.8	41.6
	273	14	206	527	29	37	1,086
	14,965	756	11,997	32,874	1,902	2,431	64,926
E6	PLANS FOR REMAINING IN THE ARMY						
	NO CHANCE (EXCLUDES RETIRING FROM ARMY)						
	11.9 %	—	7.2 %	6.5 %	—	—	6.9 %
	20.3	—	12.0	9.2	—	—	10.7
	20.2	—	18.3	14.5	—	—	16.6
	47.6	—	62.4	69.7	—	—	65.8
	70	16	95	392	14	12	599
	3,856	1,004	6,575	30,664	1,003	888	43,990

(Cont. In next block)

(cont. (ruled))

Table 5.4
Army Career Plans
by Pay Grade and Family Status

		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
E2-E4							Total
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
U-19 years	75.6 %	—	—	69.5 %	61.2 %	66.4 %	67.3 %
Don't know	17.6	—	—	18.6	20.8	18.3	11.3
20+ years	6.8	—	—	11.9	18.0	17.2	21.4
Sample size	1,624	23	803	1,197	94	52	3,793
Weighted total	124,319	1,324	26,634	34,205	3,373	1,594	191,449
E5							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
U-19 years	53.2 %	—	—	41.1 %	40.7 %	—	35.9 %
Don't know	18.6	—	—	21.7	14.7	—	17.6
20+ years	28.2	—	—	37.3	44.6	—	46.5
Sample size	279	15	207	534	29	37	1,101
Weighted total	15,228	788	11,957	33,159	1,902	2,398	65,429
E6							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
U-19 years	28.0 %	—	—	22.1 %	14.1 %	—	16.6 %
Don't know	11.5	—	—	8.0	9.7	—	10.1
20+ years	60.5	—	—	69.9	76.1	—	73.3
Sample size	82	19	101	433	14	13	662
Weighted total	4,461	1,224	6,979	33,840	1,003	938	48,445

(cont. inside)

Table 5.4
Army Career Plans
by Pay Grade and Family Status

		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children Total
01-02	EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
	0-19 years	49.1 %	—	49.4 %	42.1 %	—	48.6 %
	Don't know	37.5	—	14.5	23.9	—	28.4
	20+ years	13.4	—	36.1	34.0	—	22.9
	Sample size Weighted total	184 4,710	1 30	141 2,247	121 1,864	20 354	472 9,259
03	EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
	0-19 years	33.3 %	—	31.1 %	26.9 %	27.2 %	29.1 %
	Don't know	22.9	—	15.7	16.2	32.4	17.9
	20+ years	43.8	—	53.2	56.9	40.4	53.0
	Sample size Weighted total	141 3,076	8 201	213 2,947	576 8,182	37 522	998 15,227
Total							
04-114	EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
	0-19 years	70.3 %	39.8 %	53.2 %	37.9 %	51.4 %	55.5 %
	Don't know	18.2	18.2	17.5	15.3	16.2	17.0
	20+ years	11.5	42.0	29.3	46.8	32.4	27.4
	Sample size Weighted total	2,310 151,791	66 3,567	1,465 50,764	2,861 111,250	194 7,155	7,026 329,809

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.5
Retention Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty
					Total
E2-E4					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)		31.5 %	26.8 %	31.2 %	22.3 %
Low probability (1-4 chances in 10)		31.3	28.6	28.4	34.3
Moderate probability (5-7 chances in 10)		16.8	20.0	19.3	18.9
High probability (8-10 chances in 10)		20.4	24.5	21.1	24.6
Sample size		891	780	350	149
Weighted total		27,422	24,252	9,583	5,058
					2,170
					66,313
E5					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)		12.0 %	8.7 %	17.4 %	10.5 %
Low probability (1-4 chances in 10)		25.9	19.8	24.2	14.8
Moderate probability (5-7 chances in 10)		21.1	21.6	14.6	26.1
High probability (8-10 chances in 10)		41.0	49.9	43.7	48.6
Sample size		377	244	125	70
Weighted total		23,776	14,635	7,317	4,537
					816
					50,327
E6					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)		7.5 %	5.7 %	4.8 %	--
Low probability (1-4 chances in 10)		7.7	12.9	10.1	--
Moderate probability (5-7 chances in 10)		13.9	15.1	18.5	--
High probability (8-10 chances in 10)		70.9	66.3	66.6	--
Sample size		263	151	77	28
Weighted total		20,414	11,158	5,987	2,026
					519
					39,584

(continued)

Table 5.5
Retention Plans
by Pay Grade and Spouse Employment Status

	SPOUSE IS EMPLOYED/WANTS WORK				
	Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
E7-E9					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	10.3 %	10.2 %	5.9 %	--	9.0 %
Low probability (1-4 chances in 10)	18.3	17.3	14.1	--	16.4
Moderate probability (5-7 chances in 10)	17.1	16.3	8.1	--	15.6
High probability (8-10 chances in 10)	58.3	56.3	71.9	--	59.1
Sample size	175	72	47	18	312
Weighted total	13,747	5,673	3,383	1,651	24,455
MI-W4					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	10.5 %	--	--	--	8.3 %
Low probability (1-4 chances in 10)	31.9	--	--	--	28.3
Moderate probability (5-7 chances in 10)	22.9	--	--	--	23.7
High probability (8-10 chances in 10)	34.7	--	--	--	39.6
Sample size	62	27	13	4	106
Weighted total	3,177	1,252	572	201	5,203
01-02					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	12.9 %	4.2 %	4.7 %	--	9.7 %
Low probability (1-4 chances in 10)	22.2	24.2	25.4	--	24.2
Moderate probability (5-7 chances in 10)	21.4	26.2	32.8	--	24.7
High probability (8-10 chances in 10)	43.5	45.4	37.1	--	41.4
Sample size	159	48	54	26	287
Weighted total	2,624	662	800	421	4,506

(continued)

Table 5.5
Retention Plans
by Pay Grade and Spouse Employment Status

	SPOUSE IS EMPLOYED/WANTS WORK				
	Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
03					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	10.1 %	9.2 %	14.3 %	11.7 %	11.2 %
Low probability (1-4 chances in 10)	19.2	22.7	21.6	12.8	20.3
Moderate probability (5-7 chances in 10)	17.9	20.3	15.6	25.3	18.3
High probability (8-10 chances in 10)	52.9	47.8	48.4	50.1	50.2
Sample size	321	192	225	57	795
Weighted total	4,572	2,562	3,183	779	11,095
04-06					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	8.7 %	8.0 %	4.0 %	9.3 %	7.2 %
Low probability (1-4 chances in 10)	23.3	24.3	22.4	19.3	23.0
Moderate probability (5-7 chances in 10)	15.8	21.8	19.0	13.6	17.6
High probability (8-10 chances in 10)	52.2	45.9	54.5	57.8	52.2
Sample size	412	130	259	41	842
Weighted total	5,534	1,757	3,517	536	11,363
Total					
PLANS FOR REMAINING IN THE ARMY					
No chance (excludes retiring from Army)	15.9 %	15.3 %	15.8 %	12.2 %	15.4 %
Low probability (1-4 chances in 10)	22.0	22.2	21.6	21.8	22.0
Moderate probability (5-7 chances in 10)	17.6	19.4	16.7	22.5	18.3
High probability (8-10 chances in 10)	44.5	43.2	45.9	43.5	44.3
Sample size	2,660	1,644	1,150	393	5,847
Weighted total	101,287	62,009	34,341	15,208	212,846

(--) Sample size is insufficient for valid estimates
Table Run for All Married Male Soldiers

Table 5.6
Career Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty Total
E2-E4					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	68.0 %	61.3 %	64.6 %	66.6 %	65.0 %
Don't know	17.4	23.0	18.8	14.6	19.5
20+ years	14.6	15.7	16.6	18.5	15.6
Sample size	884	780	355	147	2,166
Weighted total	27,249	24,302	9,732	4,987	66,270
E5					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	43.4 %	37.1 %	43.7 %	39.2 %	41.3 %
Don't know	18.0	18.0	11.8	14.5	16.7
20+ years	38.6	44.9	44.5	46.3	42.0
Sample size	378	244	131	71	824
Weighted total	23,788	14,559	7,638	4,608	50,593
E6					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	14.4 %	18.3 %	13.7 %	--	15.6 %
Don't know	10.4	7.3	9.7	--	9.6
20+ years	75.1	74.4	76.6	--	74.9
Sample size	290	162	83	29	564
Weighted total	22,451	12,067	6,465	2,075	43,049

(CONTINUED)

Table 5.6
Career Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK				
		Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
E7-E9						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		0.5 %	0.0 %	0.0 %	--	0.3 %
Don't know		2.6	6.4	9.0	--	4.4
20+ years		96.9	93.6	91.0	--	95.3
Sample size		264	96	66	25	451
Weighted total		20,687	7,254	4,837	2,310	35,088
W1-W4						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		7.6 %	10.0 %	--	--	9.1 %
Don't know		5.5	2.4	--	--	6.0
20+ years		86.9	87.6	--	--	84.9
Sample size		92	41	19	4	156
Weighted total		4,677	2,011	924	201	7,814
O1-O2						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		49.0 %	41.7 %	38.9 %	--	47.8 %
Don't know		16.1	15.6	28.2	--	18.8
20+ years		34.8	42.7	32.9	--	33.4
Sample size		158	49	54	26	287
Weighted total		2,612	675	800	421	4,508

(continued)

Table 5.6
Career Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK				
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed, and Doesn't Want to Work	Spouse on Active Duty	Total
03						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		26.9 %	28.3 %	29.6 %	30.1 %	28.2 %
Don't know		17.0	15.7	14.8	23.7	16.5
20+ years		56.2	56.0	55.7	46.2	55.3
Sample size		349	202	243	61	855
Weighted total		4,994	2,752	3,448	827	12,021
04-06						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		3.9 %	3.0 %	5.2 %	12.8 %	4.5 %
Don't know		6.5	8.3	9.1	5.5	7.5
20+ years		89.6	88.7	85.7	81.7	88.0
Sample size		608	202	340	54	1,204
Weighted total		8,224	2,735	4,573	729	16,262
Total						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		30.9 %	35.9 %	31.7 %	38.2 %	33.0 %
Don't know		12.2	15.6	12.9	14.0	13.4
20+ years		56.9	48.5	55.4	47.8	53.6
Sample size		3,023	1,776	1,291	417	6,507
Weighted total		114,602	66,346	38,417	16,158	235,503

(--) Sample size is insufficient for valid estimates
Table Run for All Married Male Soldiers

Table 5.7
Retention Plans
by Pay Grade and Spouse Support for Soldiers Being in Army Now

		SPOUSE SUPPORTIVENESS OF BEING IN ARMY				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't Know	Fairly/Very Unsupportive	Total
E2-E4						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		17.1 %	21.5 %	35.5 %	61.0 %	28.9 %
Low probability (1-4 chances in 10)		21.5	31.6	37.7	28.4	30.0
Moderate probability (5-7 chances in 10)		20.9	25.9	15.4	4.7	18.6
High probability (8-10 chances in 10)		40.5	21.0	11.5	5.9	22.4
Sample size		655	515	642	218	2,030
Weighted total		19,357	15,550	19,704	6,668	61,279
E5						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		5.1 %	13.9 %	15.8 %	29.5 %	11.8 %
Low probability (1-4 chances in 10)		14.8	25.2	33.8	33.0	23.4
Moderate probability (5-7 chances in 10)		17.3	22.2	22.6	21.2	20.4
High probability (8-10 chances in 10)		62.3	38.6	27.8	16.4	44.5
Sample size		312	202	181	51	746
Weighted total		19,265	12,551	10,645	3,301	45,773
E6						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		3.3 %	5.0 %	6.4 %	--	6.6 %
Low probability (1-4 chances in 10)		7.3	9.0	16.3	--	9.6
Moderate probability (5-7 chances in 10)		9.6	21.1	21.3	--	15.4
High probability (8-10 chances in 10)		79.9	65.0	56.0	--	68.4
Sample size		244	131	89	22	486
Weighted total		18,489	9,802	7,121	1,754	37,167

(cont. inside)

Table 5.7
Retention Plans
by Pay Grade and Spouse Support for Soldiers Being in Army Now

		SPOUSE SUPPORTIVENESS OF BEING IN ARMY				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't know	Fairly/Very Unsupportive	Total
01-02						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES TACTICALLY FROM ARMY)						
Low probability (1-4 chances in 10)		3.6 %	9.3 %	18.9 %	--	9.8 %
Moderate probability (5-7 chances in 10)		11.3	31.2	41.0	--	23.0
High probability (8-10 chances in 10)		26.4	25.0	26.4	--	24.7
Sample size		143	68	38	13	262
Weighted total		2,249	983	666	217	4,114
03						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES TACTICALLY FROM ARMY)						
Low probability (1-4 chances in 10)		6.1 %	10.8 %	22.3 %	23.9 %	10.8 %
Moderate probability (5-7 chances in 10)		16.1	20.8	35.0	31.6	21.0
High probability (8-10 chances in 10)		11.4	27.2	23.8	16.1	17.9
Sample size		384	205	106	40	735
Weighted total		5,318	2,884	1,411	622	10,235
Total						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES TACTICALLY FROM ARMY)						
Low probability (1-4 chances in 10)		8.2 %	14.3 %	24.2 %	49.4 %	17.1 %
Moderate probability (5-7 chances in 10)		14.7	23.6	32.7	27.7	22.6
High probability (8-10 chances in 10)		16.2	23.7	18.9	11.8	18.5
Sample size		1,738	1,121	1,056	344	4,259
Weighted total		64,679	41,780	39,548	12,562	158,568

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.8
Army Career Plans
by Pay Grade and Spouse Support for Army Career

SPOUSE SUPPORTIVENESS OF ARMY CAREER

	Very Supportive	Fairly Supportive	Mixed or Neutral or Don't Know	Fairly/Very Unsupportive	Total
E2-E4					
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>					
0-19 years	36.0 %	39.4 %	69.5 %	84.4 %	55.3 %
Don't know	20.1	34.9	25.0	11.4	24.5
20+ years	44.0	25.8	5.5	4.1	20.2
Sample size	431	345	633	146	1,555
Weighted total	12,378	10,120	18,928	4,521	45,945
E5					
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>					
0-19 years	18.5 %	33.2 %	59.6 %	83.3 %	37.3 %
Don't know	13.6	17.2	24.2	12.9	17.0
20+ years	67.9	49.6	16.2	3.8	45.8
Sample size	278	175	171	54	678
Weighted total	17,580	10,606	9,746	3,351	41,283
E6					
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>					
0-19 years	6.8 %	14.6 %	28.3 %	--	13.2 %
Don't know	8.4	11.5	10.5	--	9.7
20+ years	84.9	73.9	61.2	--	77.1
Sample size	285	129	82	14	510
Weighted total	21,928	9,522	6,542	1,011	39,003

(cont. (rued))

Table 5.8
Army Career Plans
by Pay Grade and Spouse Support for Army Career

		SPOUSE SUPPORTIVENESS OF ARMY CAREER				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't know	Fairly/Very Unsupportive	Total
01-02	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	15.2 %	37.8 %	63.6 %	--	39.4 %
	Don't know	18.0	33.3	19.3	--	20.9
	20+ years	66.0	28.9	17.1	--	39.7
	Sample size Weighted total	98 1,581	59 836	54 889	19 317	230 3,622
03	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	10.0 %	17.4 %	51.0 %	72.5 %	23.7 %
	Don't know	14.0	23.2	17.5	13.8	17.1
	20+ years	76.0	59.4	31.5	13.7	59.2
	Sample size Weighted total	353 4,873	207 2,769	135 1,866	43 684	738 10,192
Total						
	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	17.0 %	28.6 %	58.8 %	79.1 %	35.5 %
	Don't know	13.2	21.8	21.8	12.5	17.5
	20+ years	69.8	49.6	19.4	8.5	46.9
	Sample size Weighted total	1,445 58,341	915 33,852	1,075 37,968	276 9,883	3,711 140,044

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.9
Retention Plans
by Pay Grade and Army Work Rewards

	<u>WORK REWARDS</u>		
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	37.8 %	17.4 %	29.6 %
Low probability (1-4 chances in 10)	31.9	26.8	29.8
Moderate probability (5-7 chances in 10)	15.7	22.4	18.4
High probability (8-10 chances in 10)	14.6	33.5	22.2
Sample size	1,213	843	2,056
Weighted total	37,364	24,861	62,225
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	16.0 %	6.6 %	11.5 %
Low probability (1-4 chances in 10)	28.0	19.0	23.7
Moderate probability (5-7 chances in 10)	22.2	18.6	20.5
High probability (8-10 chances in 10)	33.8	55.9	44.3
Sample size	387	367	754
Weighted total	24,193	22,159	46,351
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	9.4 %	4.9 %	6.7 %
Low probability (1-4 chances in 10)	14.8	6.5	9.9
Moderate probability (5-7 chances in 10)	16.5	14.0	15.0
High probability (8-10 chances in 10)	59.4	74.5	68.4
Sample size	201	296	497
Weighted total	15,397	22,657	38,054
(continued)			

Table 5.9
Retention Plans
by Pay Grade and Army Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	26.1 %	4.2 %	9.8 %
Low probability (1-4 chances in 10)	37.7	17.9	22.9
Moderate probability (5-7 chances in 10)	15.9	27.6	24.6
High probability (8-10 chances in 10)	20.4	50.3	42.6
Sample size	70	193	263
Weighted total	1,054	3,071	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	23.5 %	4.9 %	11.2 %
Low probability (1-4 chances in 10)	24.5	18.9	20.8
Moderate probability (5-7 chances in 10)	21.6	15.9	17.8
High probability (8-10 chances in 10)	30.4	60.4	50.3
Sample size	225	514	739
Weighted total	3,483	6,848	10,330
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	25.2 %	9.2 %	17.3 %
Low probability (1-4 chances in 10)	27.2	17.8	22.6
Moderate probability (5-7 chances in 10)	18.1	18.6	18.3
High probability (8-10 chances in 10)	29.5	54.4	41.8
Sample size	2,096	2,213	4,309
Weighted total	81,491	79,595	161,086

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.10
Retention Plans
by Pay Grade and Family-Work Precedence

<u>FAMILY-WORK PRECEDENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	36.9 %	22.1 %	29.2 %
Low probability (1-4 chances in 10)	30.6	29.6	30.1
Moderate probability (5-7 chances in 10)	14.5	21.9	18.4
High probability (8-10 chances in 10)	18.0	26.4	22.4
Sample size	950	1,064	2,014
Weighted total	29,009	31,906	60,915
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	18.2 %	8.3 %	11.8 %
Low probability (1-4 chances in 10)	25.2	22.3	23.3
Moderate probability (5-7 chances in 10)	19.2	21.0	20.4
High probability (8-10 chances in 10)	37.3	48.5	44.5
Sample size	275	468	743
Weighted total	16,139	29,538	45,677
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.0 %	4.5 %	6.6 %
Low probability (1-4 chances in 10)	12.0	8.7	9.6
Moderate probability (5-7 chances in 10)	17.1	14.6	15.3
High probability (8-10 chances in 10)	58.9	72.2	68.4
Sample size	136	348	484
Weighted total	10,628	26,377	37,005
(continued)			

Table 5.10
Retention Plans
by Pay Grade and Family-Work Precedence

<u>FAMILY-WORK PRECEDENCE</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.3 %	8.8 %	9.9 %
Low probability (1-4 chances in 10)	27.9	20.0	22.4
Moderate probability (5-7 chances in 10)	25.3	24.6	24.8
High probability (8-10 chances in 10)	34.5	46.7	42.9
Sample size	76	185	261
Weighted total	1,276	2,823	4,099
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	14.9 %	9.7 %	10.8 %
Low probability (1-4 chances in 10)	33.1	18.0	21.0
Moderate probability (5-7 chances in 10)	15.8	18.5	18.0
High probability (8-10 chances in 10)	36.2	53.8	50.2
Sample size	148	585	733
Weighted total	2,047	8,168	10,215
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	26.1 %	11.9 %	17.2 %
Low probability (1-4 chances in 10)	25.8	20.6	22.5
Moderate probability (5-7 chances in 10)	16.5	19.5	18.4
High probability (8-10 chances in 10)	31.6	48.1	41.9
Sample size	1,585	2,650	4,235
Weighted total	59,098	98,813	157,911

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.11
Retention Plans
by Pay Grade and Work Predictability

<u>WORK PREDICTABILITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	34.7 %	23.6 %	29.6 %
Low probability (1-4 chances in 10)	29.9	29.9	29.9
Moderate probability (5-7 chances in 10)	17.9	18.8	18.3
High probability (8-10 chances in 10)	17.5	27.7	22.2
Sample size	1,093	956	2,049
Weighted total	33,523	28,491	62,015
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	11.9 %	11.0 %	11.5 %
Low probability (1-4 chances in 10)	25.0	22.1	23.8
Moderate probability (5-7 chances in 10)	23.4	16.0	20.3
High probability (8-10 chances in 10)	39.6	50.9	44.4
Sample size	443	310	753
Weighted total	26,464	19,770	46,234
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.5 %	8.2 %	6.8 %
Low probability (1-4 chances in 10)	11.5	8.2	9.9
Moderate probability (5-7 chances in 10)	18.2	11.7	15.1
High probability (8-10 chances in 10)	64.7	71.9	68.2
Sample size	263	231	494
Weighted total	19,839	17,925	37,764

(continued)

Table 5.11
Retention Plans
by Pay Grade and Work Predictability

<u>WORK PREDICTABILITY</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	10.5 %	8.7 %	9.8 %
Low probability (1-4 chances in 10)	26.8	16.7	22.9
Moderate probability (5-7 chances in 10)	24.5	24.8	24.6
High probability (8-10 chances in 10)	38.1	49.8	42.6
Sample size	165	98	263
Weighted total	2,530	1,595	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	10.0 %	12.2 %	11.0 %
Low probability (1-4 chances in 10)	24.2	16.9	21.0
Moderate probability (5-7 chances in 10)	19.7	15.4	17.9
High probability (8-10 chances in 10)	46.1	55.4	50.1
Sample size	426	306	732
Weighted total	5,816	4,385	10,201
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	19.0 %	15.3 %	17.3 %
Low probability (1-4 chances in 10)	23.8	21.3	22.7
Moderate probability (5-7 chances in 10)	20.0	16.2	18.3
High probability (8-10 chances in 10)	37.2	47.2	41.7
Sample size	2,390	1,901	4,291
Weighted total	88,172	72,166	160,339

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.12
Retention Plans
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	34.8 %	22.2 %	29.2 %
Low probability (1-4 chances in 10)	31.3	28.2	29.9
Moderate probability (5-7 chances in 10)	17.9	18.9	18.3
High probability (8-10 chances in 10)	16.1	30.8	22.6
Sample size	1,093	858	1,951
Weighted total	32,829	26,215	59,044
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.6 %	11.1 %	11.8 %
Low probability (1-4 chances in 10)	31.3	16.8	23.7
Moderate probability (5-7 chances in 10)	22.1	18.8	20.4
High probability (8-10 chances in 10)	34.0	53.3	44.0
Sample size	359	373	732
Weighted total	21,563	23,350	44,913
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	6.7 %	6.5 %	6.6 %
Low probability (1-4 chances in 10)	10.3	9.4	9.8
Moderate probability (5-7 chances in 10)	20.0	11.0	15.0
High probability (8-10 chances in 10)	63.0	73.1	68.6
Sample size	212	258	470
Weighted total	16,048	19,951	36,000

(continued)

Table 5.12
Retention Plans
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.6 %	7.4 %	10.3 %
Low probability (1-4 chances in 10)	23.0	20.7	22.0
Moderate probability (5-7 chances in 10)	27.4	23.2	25.5
High probability (8-10 chances in 10)	37.0	48.6	42.3
Sample size	139	115	254
Weighted total	2,140	1,806	3,945
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	9.7 %	11.3 %	10.5 %
Low probability (1-4 chances in 10)	27.2	14.9	21.0
Moderate probability (5-7 chances in 10)	18.6	17.8	18.2
High probability (8-10 chances in 10)	44.5	56.1	50.3
Sample size	349	372	721
Weighted total	4,992	5,041	10,033
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	20.6 %	13.6 %	17.1 %
Low probability (1-4 chances in 10)	26.4	18.7	22.6
Moderate probability (5-7 chances in 10)	19.8	16.8	18.3
High probability (8-10 chances in 10)	33.1	50.8	41.9
Sample size	2,152	1,976	4,128
Weighted total	77,571	76,364	153,936

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.13
Retention Plans
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	36.3 %	18.6 %	29.3 %
Low probability (1-4 chances in 10)	31.5	27.4	29.9
Moderate probability (5-7 chances in 10)	16.5	21.5	18.5
High probability (8-10 chances in 10)	15.7	32.5	22.3
Sample size	1,222	792	2,014
Weighted total	36,876	23,959	60,835
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.9 %	9.4 %	11.4 %
Low probability (1-4 chances in 10)	26.3	20.8	24.0
Moderate probability (5-7 chances in 10)	22.0	17.9	20.3
High probability (8-10 chances in 10)	38.8	51.9	44.3
Sample size	441	301	742
Weighted total	26,673	19,019	45,692
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	8.2 %	5.1 %	6.8 %
Low probability (1-4 chances in 10)	12.0	7.4	10.0
Moderate probability (5-7 chances in 10)	15.8	14.5	15.2
High probability (8-10 chances in 10)	64.0	73.0	68.0
Sample size	275	217	492
Weighted total	21,044	16,509	37,553

(continued)

Table 5.13
Retention Plans
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.3 %	3.0 %	9.9 %
Low probability (1-4 chances in 10)	27.4	19.1	23.1
Moderate probability (5-7 chances in 10)	21.7	27.0	24.5
High probability (8-10 chances in 10)	33.6	50.9	42.5
Sample size	129	131	260
Weighted total	1,972	2,119	4,091
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	13.1 %	9.1 %	11.2 %
Low probability (1-4 chances in 10)	21.9	19.7	20.8
Moderate probability (5-7 chances in 10)	18.8	16.3	17.6
High probability (8-10 chances in 10)	46.3	55.0	50.4
Sample size	382	355	737
Weighted total	5,389	4,915	10,304
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	21.3 %	11.4 %	17.2 %
Low probability (1-4 chances in 10)	24.9	19.7	22.7
Moderate probability (5-7 chances in 10)	18.2	18.5	18.3
High probability (8-10 chances in 10)	35.6	50.3	41.8
Sample size	2,449	1,796	4,245
Weighted total	91,953	66,521	158,474

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.14
Retention Plans
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	11.1 %	8.7 %	9.8 %
Low probability (1-4 chances in 10)	30.8	16.4	22.9
Moderate probability (5-7 chances in 10)	22.5	26.4	24.6
High probability (8-10 chances in 10)	35.6	48.5	42.6
Sample size	125	138	263
Weighted total	1,868	2,257	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	12.8 %	10.1 %	11.2 %
Low probability (1-4 chances in 10)	24.8	18.2	20.8
Moderate probability (5-7 chances in 10)	20.8	15.9	17.8
High probability (8-10 chances in 10)	41.6	55.9	50.2
Sample size	294	444	738
Weighted total	4,101	6,207	10,308
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	23.6 %	11.4 %	17.3 %
Low probability (1-4 chances in 10)	25.4	19.8	22.5
Moderate probability (5-7 chances in 10)	19.6	17.2	18.4
High probability (8-10 chances in 10)	31.4	51.6	41.8
Sample size	2,127	2,174	4,301
Weighted total	77,989	82,737	160,726

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.14
Retention Plans
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	37.6 %	19.9 %	29.7 %
Low probability (1-4 chances in 10)	30.3	29.0	29.7
Moderate probability (5-7 chances in 10)	16.9	20.3	18.4
High probability (8-10 chances in 10)	15.2	30.8	22.2
Sample size	1,124	928	2,052
Weighted total	34,294	27,787	62,081
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	15.8 %	7.4 %	11.5 %
Low probability (1-4 chances in 10)	27.2	20.2	23.6
Moderate probability (5-7 chances in 10)	23.2	18.1	20.6
High probability (8-10 chances in 10)	33.8	54.3	44.3
Sample size	382	369	751
Weighted total	22,422	23,737	46,159
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	8.3 %	5.7 %	6.7 %
Low probability (1-4 chances in 10)	11.1	9.0	9.9
Moderate probability (5-7 chances in 10)	19.8	11.8	15.0
High probability (8-10 chances in 10)	60.8	73.5	68.4
Sample size	202	295	497
Weighted total	15,304	22,750	38,054
(continued)			

Table 5.15
Retention Plans
by Pay Grade and Army Values Agreement

<u>ARMY VALUES AGREEMENT</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	27.4 %	0.2 %	9.8 %
Low probability (1-4 chances in 10)	46.0	10.3	22.9
Moderate probability (5-7 chances in 10)	17.8	28.4	24.6
High probability (8-10 chances in 10)	8.8	61.1	42.6
Sample size	95	168	263
Weighted total	1,455	2,670	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	29.6 %	2.7 %	11.2 %
Low probability (1-4 chances in 10)	44.4	9.9	20.8
Moderate probability (5-7 chances in 10)	13.8	19.7	17.8
High probability (8-10 chances in 10)	12.2	67.7	50.1
Sample size	210	527	737
Weighted total	3,256	7,043	10,299
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	31.7 %	2.7 %	17.2 %
Low probability (1-4 chances in 10)	36.1	9.1	22.6
Moderate probability (5-7 chances in 10)	16.1	20.7	18.4
High probability (8-10 chances in 10)	16.1	67.6	41.8
Sample size	2,160	2,134	4,294
Weighted total	80,512	79,942	160,454

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.15
Retention Plans
by Pay Grade and Army Values Agreement

<u>ARMY VALUES AGREEMENT</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	41.7 %	4.1 %	29.4 %
Low probability (1-4 chances in 10)	36.6	16.0	29.9
Moderate probability (5-7 chances in 10)	13.8	28.1	18.5
High probability (8-10 chances in 10)	7.9	51.8	22.2
Sample size	1,333	711	2,044
Weighted total	41,609	20,157	61,766
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	21.4 %	1.8 %	11.7 %
Low probability (1-4 chances in 10)	38.9	8.4	23.7
Moderate probability (5-7 chances in 10)	18.3	22.6	20.5
High probability (8-10 chances in 10)	21.3	67.2	44.2
Sample size	380	375	755
Weighted total	23,268	23,099	46,367
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.1 %	2.5 %	6.7 %
Low probability (1-4 chances in 10)	24.2	4.1	9.9
Moderate probability (5-7 chances in 10)	20.2	13.0	15.1
High probability (8-10 chances in 10)	38.4	80.3	68.3
Sample size	142	353	495
Weighted total	10,923	26,974	37,897
(continued)			

Table 5.16
Retention Plans
by Pay Grade and Spouse Involvement in Soldier's Career

<u>SPOUSE INVOLVEMENT</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	36.8 %	16.9 %	29.2 %
Low probability (1-4 chances in 10)	32.2	26.3	30.0
Moderate probability (5-7 chances in 10)	16.2	22.0	18.4
High probability (8-10 chances in 10)	14.7	34.8	22.4
Sample size	1,239	798	2,037
Weighted total	38,053	23,494	61,547
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.2 %	5.0 %	11.7 %
Low probability (1-4 chances in 10)	28.1	17.3	23.3
Moderate probability (5-7 chances in 10)	20.9	19.6	20.3
High probability (8-10 chances in 10)	33.8	58.1	44.6
Sample size	413	333	746
Weighted total	25,458	20,353	45,811
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	8.2 %	5.0 %	6.6 %
Low probability (1-4 chances in 10)	11.8	7.7	9.8
Moderate probability (5-7 chances in 10)	18.0	12.4	15.2
High probability (8-10 chances in 10)	62.0	74.9	68.5
Sample size	245	244	489
Weighted total	18,568	18,816	37,384
(continued)			

Table 5.16
Retention Plans
by Pay Grade and Spouse Involvement in Soldier's Career

<u>SPOUSE INVOLVEMENT</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.0 %	5.2 %	9.8 %
Low probability (1-4 chances in 10)	34.5	15.0	22.7
Moderate probability (5-7 chances in 10)	25.1	24.4	24.7
High probability (8-10 chances in 10)	23.4	55.4	42.8
Sample size	98	164	262
Weighted total	1,621	2,492	4,113
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	18.2 %	5.1 %	10.8 %
Low probability (1-4 chances in 10)	24.2	18.5	21.0
Moderate probability (5-7 chances in 10)	24.5	13.0	18.0
High probability (8-10 chances in 10)	33.1	63.4	50.2
Sample size	315	419	734
Weighted total	4,433	5,784	10,217
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	23.8 %	8.9 %	17.2 %
Low probability (1-4 chances in 10)	26.4	17.8	22.5
Moderate probability (5-7 chances in 10)	18.5	18.1	18.3
High probability (8-10 chances in 10)	31.3	55.2	41.9
Sample size	2,310	1,958	4,268
Weighted total	88,134	70,939	159,072

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.17
Retention Plans
by Pay Grade and Army-Civilian Job Comparisons

<u>ARMY-CIVILIAN JOB COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	42.9 %	10.5 %	29.5 %
Low probability (1-4 chances in 10)	32.6	26.6	30.1
Moderate probability (5-7 chances in 10)	13.6	25.4	18.5
High probability (8-10 chances in 10)	10.9	37.5	21.9
Sample size	1,156	887	2,043
Weighted total	36,221	25,524	61,745
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	20.2 %	2.7 %	11.6 %
Low probability (1-4 chances in 10)	32.8	14.9	24.0
Moderate probability (5-7 chances in 10)	19.9	20.2	20.0
High probability (8-10 chances in 10)	27.1	62.2	44.3
Sample size	377	369	746
Weighted total	23,315	22,419	45,734
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	11.3 %	4.3 %	7.0 %
Low probability (1-4 chances in 10)	14.8	6.1	9.4
Moderate probability (5-7 chances in 10)	18.2	12.7	14.8
High probability (8-10 chances in 10)	55.7	76.8	68.9
Sample size	185	295	480
Weighted total	13,883	22,871	36,754

(continued)

Table 5.17
Retention Plans
by Pay Grade and Army-Civilian Job Comparisons

<u>ARMY-CIVILIAN JOB COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	21.6 %	2.3 %	9.9 %
Low probability (1-4 chances in 10)	36.3	14.6	23.2
Moderate probability (5-7 chances in 10)	23.7	25.7	24.9
High probability (8-10 chances in 10)	18.4	57.3	42.0
Sample size	105	156	261
Weighted total	1,607	2,471	4,077
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	22.3 %	5.1 %	11.2 %
Low probability (1-4 chances in 10)	33.8	13.5	20.8
Moderate probability (5-7 chances in 10)	17.6	17.6	17.6
High probability (8-10 chances in 10)	26.3	63.8	50.4
Sample size	245	487	732
Weighted total	3,683	6,566	10,248
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	29.2 %	5.8 %	17.4 %
Low probability (1-4 chances in 10)	29.6	16.0	22.8
Moderate probability (5-7 chances in 10)	16.7	19.7	18.2
High probability (8-10 chances in 10)	24.5	58.5	41.6
Sample size	2,068	2,194	4,262
Weighted total	78,708	79,850	158,559

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

E2-E4

		FAMILY STATUS						
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children	Total
ARMY-CIVILIAN JOB COMPARISONS								
Below the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	63.6 %	—	—	47.8 %	38.2 %	34.8 %	23.0 %	56.4 %
Low probability (1-4 chances in 10)	21.1	—	—	32.7	32.6	37.1	38.9	25.0
Moderate probability (5-7 chances in 10)	10.0	—	—	10.2	16.6	11.0	24.9	11.3
High probability (8-10 chances in 10)	5.2	—	—	9.2	12.5	17.1	13.1	7.3
Sample size	1,031	13	—	483	641	58	32	2,258
Weighted total	80,380	647	—	16,663	18,820	2,124	989	119,623
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	24.8 %	—	—	13.3 %	8.9 %	9.8 %	—	19.2 %
Low probability (1-4 chances in 10)	25.5	—	—	28.9	25.2	24.7	—	26.1
Moderate probability (5-7 chances in 10)	20.2	—	—	25.3	25.4	22.2	—	22.0
High probability (8-10 chances in 10)	29.5	—	—	32.5	40.5	43.3	—	32.7
Sample size	553	8	—	320	544	34	21	1,480
Weighted total	40,745	516	—	9,822	15,057	1,133	636	67,910
Total								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	50.6 %	—	—	35.0 %	25.2 %	26.1 %	14.0 %	42.9 %
Low probability (1-4 chances in 10)	22.6	—	—	31.3	29.3	32.8	39.7	25.4
Moderate probability (5-7 chances in 10)	13.4	—	—	15.8	20.6	14.9	22.3	15.1
High probability (8-10 chances in 10)	13.4	—	—	17.8	25.0	26.2	23.9	16.5
Sample size	1,584	21	—	803	1,185	92	53	3,738
Weighted total	121,124	1,163	—	26,486	33,878	3,257	1,625	187,534

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(continued)

Table 5.18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

E5

ARMY-CIVILIAN JOB COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	34.2 %	—	20.3 %	19.5 %	—	23.1 %
Low probability (1-4 chances in 10)	29.3	—	31.4	33.3	—	31.2
Moderate probability (5-7 chances in 10)	14.0	—	26.5	18.1	—	19.1
High probability (8-10 chances in 10)	22.5	—	21.8	29.1	—	26.7
Sample size	137	10	104	260	11	534
Weighted total	7,583	537	6,150	16,233	819	32,109
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	12.0 %	—	3.0 %	2.2 %	—	5.0 %
Low probability (1-4 chances in 10)	18.5	—	12.0	16.6	—	15.7
Moderate probability (5-7 chances in 10)	27.9	—	25.8	18.2	—	22.3
High probability (8-10 chances in 10)	41.6	—	59.3	63.0	—	57.0
Sample size	132	4	99	260	22	533
Weighted total	7,172	219	5,742	16,030	1,050	31,603
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	23.4 %	—	12.0 %	10.9 %	13.0 %	14.1 %
Low probability (1-4 chances in 10)	24.1	—	22.0	25.0	20.2	23.5
Moderate probability (5-7 chances in 10)	20.8	—	26.1	18.1	28.5	20.7
High probability (8-10 chances in 10)	31.8	—	39.9	46.0	38.4	41.7
Sample size	269	14	203	520	33	1,067
Weighted total	14,755	756	11,892	32,263	1,869	63,712

(continued)

Table 5.18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

E6

		FAMILY STATUS					Total	
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children		
ARMY-CIVILIAN JOB COMPARISONS								
Below the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	--	--	--	15.8 %	9.9 %	--	11.3 %	
Low probability (1-4 chances in 10)	--	--	--	22.2	13.2	--	16.9	
Moderate probability (5-7 chances in 10)	--	--	--	16.4	18.7	--	20.6	
High probability (8-10 chances in 10)	--	--	--	45.6	59.3	--	51.1	
Sample size	28	5	36	144	6	225		
Weighted total	1,626	357	2,487	11,005	451	397	16,324	
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	4.2 %	--	2.1 %	4.8 %	--	--	4.4 %	
Low probability (1-4 chances in 10)	12.9	--	6.2	5.8	--	--	6.2	
Moderate probability (5-7 chances in 10)	17.3	--	19.4	11.6	--	--	13.8	
High probability (8-10 chances in 10)	65.7	--	72.3	77.8	--	--	75.6	
Sample size	41	10	56	235	8	6	356	
Weighted total	2,167	592	3,882	18,644	552	491	26,328	
Total								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	10.4 %	--	7.5 %	6.7 %	--	--	7.0 %	
Low probability (1-4 chances in 10)	20.7	--	12.4	8.5	--	--	10.3	
Moderate probability (5-7 chances in 10)	20.5	--	18.2	14.2	--	--	16.4	
High probability (8-10 chances in 10)	48.4	--	61.9	70.5	--	--	66.3	
Sample size	69	15	92	379	14	12	581	
Weighted total	3,753	949	6,369	29,649	1,003	888	42,652	

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(Cont. inside)

(cont. inside)

Table 5.18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

01-02

FAMILY STATUS

ARMY-CIVILIAN JOB COMPARISONS

Single, No Children
Single, Has Children
Married to Civ. Spouse No Children
Married to Civ. Spouse Has Children
Married to Mil. Spouse No Children
Married to Mil. Spouse Has Children
Total

Below the median

PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

28.3 %
45.5
17.1
9.2

26.7 %
36.7
21.2
15.4

14.5 %
35.8
27.1
22.6

24.6 %
41.8
20.5
13.0

Sample size
Weighted total

82
2,144

60
943

45
664

2
22

200
4,002

At or above the median
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PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

3.8 %
18.6
34.4
43.3

1.6 %
13.4
24.1
60.9

3.2 %
16.2
27.9
52.7

3.0 %
16.7
29.8
50.6

Sample size
Weighted total

102
2,553

81
1,292

74
1,163

3
32

269
5,183

Total

PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

14.9 %
30.9
26.5
27.7

12.1 %
23.2
22.9
41.7

7.3 %
23.3
27.6
41.8

12.4 %
27.6
25.8
34.2

Sample size
Weighted total

184
4,697

141
2,235

119
1,827

5
54

469
9,185

(continued)

Table 5.18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

8

		FAMILY STATUS						
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children	Total
ARMY-CIVILIAN JOB COMPARISONS								
Below the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)		34.8 %	—	18.5 %	24.1 %	—	—	25.8 %
Low probability (1-4 chances in 10)		32.3	—	37.8	31.6	—	—	31.4
Moderate probability (5-7 chances in 10)		18.3	—	16.5	18.3	—	—	18.1
High probability (8-10 chances in 10)		14.8	—	27.3	26.1	—	—	24.7
Sample size		44	3	69	173	12	9	310
Weighted total		892	70	955	2,646	176	130	4,914
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)		2.4 %	—	6.3 %	4.7 %	—	—	4.2 %
Low probability (1-4 chances in 10)		14.7	—	11.4	14.4	—	—	13.7
Moderate probability (5-7 chances in 10)		24.1	—	17.1	16.0	—	—	19.7
High probability (8-10 chances in 10)		53.6	—	65.3	62.9	—	—	62.4
Sample size		52	3	127	356	25	10	603
Weighted total		1,872	70	1,714	4,800	347	121	8,924
Total								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)		12.8 %	—	10.8 %	11.5 %	11.7 %	—	11.5 %
Low probability (1-4 chances in 10)		20.4	—	21.1	20.5	15.0	—	20.0
Moderate probability (5-7 chances in 10)		22.3	—	16.8	18.1	23.7	—	19.1
High probability (8-10 chances in 10)		44.5	—	51.3	49.8	49.6	—	49.0
Sample size		126	6	196	529	37	19	913
Weighted total		2,764	146	2,709	7,446	522	251	13,539

Table 5. 18
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

		FAMILY STATUS						Total
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children	Total
ARMY-CIVILIAN JOB COMPARISONS								
Below the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	59.3 %	31.4 %	36.9 %	24.7 %	25.7 %	15.0 %	44.6 %	
Low probability (1-4 chances in 10)	22.8	14.6	31.8	28.5	31.4	33.3	25.9	
Moderate probability (5-7 chances in 10)	10.9	29.9	15.1	17.8	18.5	23.9	14.0	
High probability (8-10 chances in 10)	7.2	24.1	16.3	29.0	24.4	27.8	15.5	
Sample size	1,322	31	752	1,263	99	60	3,527	
Weighted total	92,625	1,618	27,237	49,369	3,799	2,324	176,972	
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	20.6 %	—	7.5 %	5.1 %	3.5 %	10.0 %	11.6 %	
Low probability (1-4 chances in 10)	23.4	—	18.4	15.1	13.6	17.9	18.9	
Moderate probability (5-7 chances in 10)	21.9	—	23.7	18.1	21.3	22.6	20.6	
High probability (8-10 chances in 10)	34.2	—	50.4	61.7	61.6	49.5	48.8	
Sample size	910	26	683	1,469	91	62	3,241	
Weighted total	54,509	1,427	22,453	55,695	3,195	2,670	139,949	
Total								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	45.0 %	21.6 %	23.6 %	14.3 %	15.5 %	12.3 %	30.1 %	
Low probability (1-4 chances in 10)	22.9	14.9	25.7	21.4	23.3	25.1	22.8	
Moderate probability (5-7 chances in 10)	14.9	24.6	19.0	18.0	19.8	23.2	16.9	
High probability (8-10 chances in 10)	17.2	38.9	31.7	46.3	41.4	39.4	30.2	
Sample size	2,232	57	1,435	2,732	190	122	6,768	
Weighted total	147,134	3,045	49,690	105,064	6,994	4,995	316,921	

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E2-E4

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	40.5 %	30.5 %	33.2 %
Low probability (1-4 chances in 10)	37.0	29.8	31.7
Moderate probability (5-7 chances in 10)	13.4	18.5	17.1
High probability (8-10 chances in 10)	9.1	21.1	18.0
Sample size	362	1,065	1,427
Weighted total	11,419	31,945	43,364
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	18.9 %	15.8 %	16.3 %
Low probability (1-4 chances in 10)	23.9	25.3	25.1
Moderate probability (5-7 chances in 10)	25.6	20.9	21.6
High probability (8-10 chances in 10)	31.7	38.0	37.0
Sample size	76	407	483
Weighted total	2,240	12,080	14,319
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	37.0 %	26.6 %	29.0 %
Low probability (1-4 chances in 10)	34.9	28.5	30.0
Moderate probability (5-7 chances in 10)	15.4	19.1	18.2
High probability (8-10 chances in 10)	12.8	25.8	22.7
Sample size	438	1,472	1,910
Weighted total	13,659	44,025	57,684

(continued)

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E5

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	20.3 %	12.7 %	14.4 %
Low probability (1-4 chances in 10)	30.7	27.6	28.3
Moderate probability (5-7 chances in 10)	17.3	21.4	20.5
High probability (8-10 chances in 10)	31.7	38.3	36.9
Sample size	103	390	493
Weighted total	6,709	23,365	30,074
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	4.5 %	6.1 %	5.9 %
Low probability (1-4 chances in 10)	22.1	11.6	13.1
Moderate probability (5-7 chances in 10)	19.0	19.2	19.2
High probability (8-10 chances in 10)	54.4	63.1	61.9
Sample size	31	174	205
Weighted total	1,820	11,069	12,889
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.0 %	10.6 %	11.8 %
Low probability (1-4 chances in 10)	28.8	22.4	23.7
Moderate probability (5-7 chances in 10)	17.7	20.7	20.1
High probability (8-10 chances in 10)	36.6	46.3	44.4
Sample size	134	564	698
Weighted total	8,528	34,435	42,963

(continued)

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E6

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	15.2 %	5.5 %	7.3 %
Low probability (1-4 chances in 10)	14.7	11.4	12.0
Moderate probability (5-7 chances in 10)	22.2	14.7	16.0
High probability (8-10 chances in 10)	48.0	68.3	64.6
Sample size	52	250	302
Weighted total	4,112	18,497	22,609
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	3.7 %	4.4 %
Low probability (1-4 chances in 10)	--	6.2	6.7
Moderate probability (5-7 chances in 10)	--	12.4	12.6
High probability (8-10 chances in 10)	--	77.6	76.3
Sample size	21	122	143
Weighted total	1,662	9,693	11,354
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	13.1 %	4.9 %	6.3 %
Low probability (1-4 chances in 10)	13.3	9.6	10.3
Moderate probability (5-7 chances in 10)	19.7	13.9	14.9
High probability (8-10 chances in 10)	53.8	71.5	68.5
Sample size	73	372	445
Weighted total	5,773	28,190	33,963

(continued)

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

01-02

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	7.0 %	11.7 %	11.0 %
Low probability (1-4 chances in 10)	37.8	26.4	28.1
Moderate probability (5-7 chances in 10)	32.2	23.7	24.9
High probability (8-10 chances in 10)	23.0	38.2	36.0
Sample size	31	172	203
Weighted total	456	2,629	3,085
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	5.7 %	5.3 %
Low probability (1-4 chances in 10)	--	4.3	5.3
Moderate probability (5-7 chances in 10)	--	23.2	23.3
High probability (8-10 chances in 10)	--	66.8	66.1
Sample size	5	52	57
Weighted total	77	906	983
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	6.0 %	10.2 %	9.6 %
Low probability (1-4 chances in 10)	35.0	20.7	22.6
Moderate probability (5-7 chances in 10)	31.1	23.5	24.5
High probability (8-10 chances in 10)	27.9	45.6	43.2
Sample size	36	224	260
Weighted total	533	3,535	4,068
(continued)			

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

03

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	20.1 %	10.2 %	11.8 %
Low probability (1-4 chances in 10)	43.4	19.0	22.9
Moderate probability (5-7 chances in 10)	23.8	18.3	19.2
High probability (8-10 chances in 10)	12.6	52.5	46.1
Sample size	77	441	518
Weighted total	1,153	6,039	7,192
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	9.1 %	8.0 %
Low probability (1-4 chances in 10)	--	16.2	16.3
Moderate probability (5-7 chances in 10)	--	13.3	14.8
High probability (8-10 chances in 10)	--	61.4	60.9
Sample size	23	171	194
Weighted total	334	2,415	2,750
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	15.6 %	9.9 %	10.7 %
Low probability (1-4 chances in 10)	37.5	18.2	21.1
Moderate probability (5-7 chances in 10)	24.3	16.9	18.0
High probability (8-10 chances in 10)	22.6	55.1	50.2
Sample size	100	612	712
Weighted total	1,488	8,454	9,942
(continued)			

Table 5.19
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

Total

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	28.8 %	17.8 %	20.3 %
Low probability (1-4 chances in 10)	31.7	24.1	25.8
Moderate probability (5-7 chances in 10)	16.9	18.6	18.2
High probability (8-10 chances in 10)	22.6	39.4	35.7
Sample size	625	2,318	2,943
Weighted total	23,850	82,475	106,324
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	10.4 %	8.9 %	9.1 %
Low probability (1-4 chances in 10)	19.1	14.8	15.5
Moderate probability (5-7 chances in 10)	20.4	17.7	18.1
High probability (8-10 chances in 10)	50.1	58.6	57.3
Sample size	156	926	1,082
Weighted total	6,132	36,163	42,295
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	25.1 %	15.1 %	17.1 %
Low probability (1-4 chances in 10)	29.1	21.3	22.9
Moderate probability (5-7 chances in 10)	17.6	18.3	18.2
High probability (8-10 chances in 10)	28.2	45.3	41.8
Sample size	781	3,244	4,025
Weighted total	29,982	118,638	148,619

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.20
Retention Plans
by Pay Grade and Army-Civilian Community Comparisons

<u>ARMY-CIVILIAN COMMUNITY COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	39.6 %	15.0 %	29.9 %
Low probability (1-4 chances in 10)	32.6	26.8	30.3
Moderate probability (5-7 chances in 10)	14.6	23.4	18.1
High probability (8-10 chances in 10)	13.2	34.8	21.7
Sample size	1,178	810	1,988
Weighted total	36,113	23,671	59,783
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	17.7 %	5.2 %	11.9 %
Low probability (1-4 chances in 10)	30.5	16.5	24.0
Moderate probability (5-7 chances in 10)	18.6	21.8	20.1
High probability (8-10 chances in 10)	33.2	56.5	44.0
Sample size	385	335	720
Weighted total	23,660	20,438	44,098
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	9.5 %	4.2 %	6.9 %
Low probability (1-4 chances in 10)	13.9	5.6	9.7
Moderate probability (5-7 chances in 10)	16.1	12.6	14.3
High probability (8-10 chances in 10)	60.5	77.5	69.1
Sample size	232	228	460
Weighted total	17,446	17,805	35,252
(continued)			

Table 5.20
Retention Plans
by Pay Grade and Army-Civilian Community Comparisons

<u>ARMY-CIVILIAN COMMUNITY COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	14.5 %	3.6 %	9.6 %
Low probability (1-4 chances in 10)	29.7	14.9	23.0
Moderate probability (5-7 chances in 10)	23.8	26.0	24.8
High probability (8-10 chances in 10)	32.1	55.5	42.6
Sample size	145	112	257
Weighted total	2,216	1,803	4,019
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	13.0 %	9.0 %	11.1 %
Low probability (1-4 chances in 10)	25.5	16.7	21.3
Moderate probability (5-7 chances in 10)	22.1	12.7	17.6
High probability (8-10 chances in 10)	39.5	61.6	50.1
Sample size	369	341	710
Weighted total	5,165	4,736	9,901
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	25.0 %	8.6 %	17.7 %
Low probability (1-4 chances in 10)	27.6	17.2	23.0
Moderate probability (5-7 chances in 10)	16.7	19.5	17.9
High probability (8-10 chances in 10)	30.6	54.8	41.4
Sample size	2,309	1,826	4,135
Weighted total	84,599	68,454	153,053

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

E2-E4

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	59.8 %	—	47.4 %	33.4 %	26.3 %	52.1 %
Low probability (1-4 chances in 10)	20.8	—	31.1	33.5	45.3	25.0
Moderate probability (5-7 chances in 10)	10.8	—	11.7	17.2	23.4	12.3
High probability (8-10 chances in 10)	8.6	—	9.8	15.8	5.0	10.8
Sample size	886	19	457	689	30	2,136
Weighted total	68,344	1,020	15,588	19,752	867	107,676
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	34.9 %	—	17.1 %	13.7 %	—	26.5 %
Low probability (1-4 chances in 10)	25.5	—	31.1	24.1	—	26.5
Moderate probability (5-7 chances in 10)	17.9	—	22.3	23.9	—	19.8
High probability (8-10 chances in 10)	21.7	—	29.6	38.3	—	27.2
Sample size	464	2	315	473	22	1,302
Weighted total	34,485	143	9,704	13,382	723	59,261
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	51.5 %	—	35.7 %	25.4 %	14.3 %	43.0 %
Low probability (1-4 chances in 10)	22.3	—	31.1	29.7	40.6	25.5
Moderate probability (5-7 chances in 10)	13.2	—	15.8	19.9	20.6	15.0
High probability (8-10 chances in 10)	13.0	—	17.4	24.9	24.5	16.5
Sample size	1,350	21	772	1,162	52	3,438
Weighted total	102,829	1,163	25,291	33,134	1,589	166,937

(continued)

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

E5

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	33.4 %	—	16.8 %	17.5 %	—	21.0 %
Low probability (1-4 chances in 10)	29.8	—	25.4	33.3	—	30.5
Moderate probability (5-7 chances in 10)	14.9	—	26.5	15.9	—	17.7
High probability (8-10 chances in 10)	21.9	—	31.3	33.2	—	30.9
Sample size	123	10	107	267	11	530
Weighted total	6,628	560	6,317	16,673	672	31,664
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	13.2 %	—	7.3 %	3.6 %	—	6.8 %
Low probability (1-4 chances in 10)	18.3	—	19.6	15.4	—	16.4
Moderate probability (5-7 chances in 10)	26.9	—	25.7	20.8	—	24.2
High probability (8-10 chances in 10)	41.6	—	47.4	60.2	—	52.6
Sample size	114	4	86	238	12	473
Weighted total	6,174	196	4,054	14,679	854	28,070
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	23.6 %	—	12.6 %	11.0 %	—	14.3 %
Low probability (1-4 chances in 10)	24.3	—	22.9	24.9	—	23.8
Moderate probability (5-7 chances in 10)	20.7	—	26.1	18.2	—	20.7
High probability (8-10 chances in 10)	31.4	—	38.4	45.8	—	41.1
Sample size	237	14	193	505	23	1,033
Weighted total	12,802	756	11,271	31,352	1,526	59,734

(continued)

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

E6

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	--	--	13.4 %	8.1 %	--	9.5 %
Low probability (1-4 chances in 10)	--	--	15.4	13.9	--	15.0
Moderate probability (5-7 chances in 10)	--	--	17.8	15.6	--	16.7
High probability (8-10 chances in 10)	--	--	53.5	62.5	--	58.8
Sample size	26	9	52	176	6	273
Weighted total	1,582	624	3,541	13,566	397	19,985
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.0 %	--	0.0 %	5.0 %	--	4.4 %
Low probability (1-4 chances in 10)	7.2	--	7.4	4.6	--	6.0
Moderate probability (5-7 chances in 10)	27.2	--	18.2	12.0	--	14.6
High probability (8-10 chances in 10)	61.6	--	74.4	78.4	--	75.0
Sample size	30	7	35	189	6	273
Weighted total	1,576	380	2,463	15,018	491	20,379
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	10.6 %	--	7.9 %	6.5 %	--	6.9 %
Low probability (1-4 chances in 10)	20.2	--	12.1	3.0	--	10.4
Moderate probability (5-7 chances in 10)	19.5	--	17.9	13.7	--	15.7
High probability (8-10 chances in 10)	49.8	--	62.1	70.8	--	67.0
Sample size	56	16	87	365	12	546
Weighted total	3,158	1,004	6,004	28,584	888	40,365

(continued)

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

01-02

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	21.9 %	—	17.7 %	10.5 %	—	17.1 %
Low probability (1-4 chances in 10)	39.3	—	30.7	28.4	—	34.8
Moderate probability (5-7 chances in 10)	19.4	—	19.7	28.8	—	22.2
High probability (8-10 chances in 10)	19.4	—	31.9	32.3	—	25.9
Sample size	90	1	78	67	11	250
Weighted total	2,237	30	1,225	991	214	4,730
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	8.4 %	—	3.8 %	3.6 %	—	6.8 %
Low probability (1-4 chances in 10)	24.2	—	14.7	15.3	—	19.7
Moderate probability (5-7 chances in 10)	30.7	—	25.7	26.8	—	28.2
High probability (8-10 chances in 10)	36.6	—	55.8	54.3	—	45.3
Sample size	78	0	60	51	7	198
Weighted total	2,071	0	971	817	114	3,993
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	15.4 %	—	11.5 %	7.4 %	—	12.4 %
Low probability (1-4 chances in 10)	32.0	—	23.6	22.5	—	27.9
Moderate probability (5-7 chances in 10)	24.9	—	22.4	27.9	—	24.9
High probability (8-10 chances in 10)	27.7	—	42.5	42.2	—	34.8
Sample size	168	1	138	118	18	448
Weighted total	4,308	30	2,196	1,808	328	8,723

(continued)

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

03

	FAMILY STATUS					
	Single, No Children	Single, Has Children	Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN COMMUNITY COMPARISONS						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	15.3 %	—	14.6 %	12.6 %	—	14.2 %
Low probability (1-4 chances in 10)	20.9	—	28.1	24.9	—	23.5
Moderate probability (5-7 chances in 10)	18.5	—	19.9	23.3	—	21.9
High probability (8-10 chances in 10)	45.3	—	39.5	39.2	—	40.4
Sample size	57	4	97	267	15	446
Weighted total	1,227	95	1,323	3,770	223	6,705
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	6.0 %	—	6.4 %	10.0 %	—	8.4 %
Low probability (1-4 chances in 10)	23.9	—	16.9	16.7	—	17.8
Moderate probability (5-7 chances in 10)	26.3	—	15.3	11.9	—	15.9
High probability (8-10 chances in 10)	43.8	—	61.4	61.5	—	57.9
Sample size	49	2	89	250	20	423
Weighted total	1,142	51	1,194	3,520	276	6,367
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	10.8 %	—	10.7 %	11.3 %	12.3 %	11.4 %
Low probability (1-4 chances in 10)	22.4	—	21.7	20.9	15.7	20.7
Moderate probability (5-7 chances in 10)	22.3	—	17.7	17.8	22.8	19.0
High probability (8-10 chances in 10)	44.6	—	49.9	50.0	49.2	48.9
Sample size	106	6	186	517	35	869
Weighted total	2,369	146	2,517	7,290	499	13,072

(continued)

Table 5.21
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

Total

FAMILY STATUS

Single, No Children
Single, Has Children
Married to Civ. Spouse No Children
Married to Civ. Spouse Has Children
Married to Mil. Spouse No Children
Married to Mil. Spouse Has Children
Total

ARMY-CIVILIAN COMMUNITY COMPARISONS

Below the median

PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

Sample size
Weighted total

At or above the median

PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

Sample size
Weighted total

Total

PLANS FOR REMAINING IN THE ARMY
No chance (excludes retiring from Army)
Low probability (1-4 chances in 10)
Moderate probability (5-7 chances in 10)
High probability (8-10 chances in 10)

Sample size
Weighted total

(---) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

	55.0 %	23.4 %	33.3 %	20.5 %	25.0 %	19.4 %	38.9 %
	22.3	18.1	27.6	27.9	21.9	33.2	25.0
	11.5	21.5	16.5	17.0	17.6	18.8	14.5
	11.1	37.0	22.6	34.6	35.5	28.6	21.6
	1,182	43	791	1,465	96	57	3,635
	80,018	2,330	27,994	54,751	3,490	2,179	170,761
	29.0 %	---	11.0 %	7.3 %	7.1 %	9.3 %	16.4 %
	23.8	---	23.4	14.5	26.0	20.1	19.8
	20.2	---	22.4	18.3	26.7	27.1	20.1
	27.0	---	43.2	59.8	46.1	43.5	43.7
	735	15	585	1,201	71	62	2,669
	45,449	769	19,287	47,416	2,518	2,630	118,070
	45.6 %	21.3 %	24.2 %	14.4 %	17.5 %	13.9 %	29.7 %
	22.8	14.6	25.9	21.7	23.6	26.0	22.9
	14.7	24.2	18.9	17.6	18.9	23.3	16.8
	16.9	40.0	31.0	46.3	40.0	36.8	30.7
	1,917	58	1,376	2,667	167	119	6,304
	125,467	3,100	47,280	102,167	6,009	4,809	288,831

Table 5.22
Retention Plans
by Pay Grade and Army-Civilian Freedom/Time Comparisons

<u>ARMY-CIVILIAN FREEDOM/TIME COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	35.9 %	14.3 %	29.7 %
Low probability (1-4 chances in 10)	33.0	23.3	30.2
Moderate probability (5-7 chances in 10)	16.2	23.6	18.4
High probability (8-10 chances in 10)	14.9	38.7	21.8
Sample size	1,420	598	2,018
Weighted total	43,313	17,596	60,910
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	14.6 %	6.1 %	11.8 %
Low probability (1-4 chances in 10)	27.8	17.8	24.4
Moderate probability (5-7 chances in 10)	21.7	16.5	20.0
High probability (8-10 chances in 10)	35.8	59.6	43.7
Sample size	502	229	731
Weighted total	30,025	14,920	44,946
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	7.7 %	5.1 %	6.5 %
Low probability (1-4 chances in 10)	13.0	6.0	9.8
Moderate probability (5-7 chances in 10)	17.9	11.0	14.7
High probability (8-10 chances in 10)	61.5	77.9	69.0
Sample size	258	210	468
Weighted total	19,367	16,394	35,761

(continued)

Table 5.22
Retention Plans
by Pay Grade and Army-Civilian Freedom/Time Comparisons

<u>ARMY-CIVILIAN FREEDOM/TIME COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	11.7 %	6.5 %	10.0 %
Low probability (1-4 chances in 10)	26.5	16.9	23.3
Moderate probability (5-7 chances in 10)	25.4	22.6	24.5
High probability (8-10 chances in 10)	36.5	53.9	42.2
Sample size	180	79	259
Weighted total	2,717	1,337	4,054
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	13.3 %	9.4 %	11.5 %
Low probability (1-4 chances in 10)	22.7	19.1	21.0
Moderate probability (5-7 chances in 10)	18.7	15.8	17.3
High probability (8-10 chances in 10)	45.3	55.8	50.2
Sample size	397	321	718
Weighted total	5,388	4,655	10,043
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	22.3 %	8.7 %	17.5 %
Low probability (1-4 chances in 10)	26.8	16.1	23.1
Moderate probability (5-7 chances in 10)	18.6	17.2	18.1
High probability (8-10 chances in 10)	32.3	57.9	41.3
Sample size	2,757	1,437	4,194
Weighted total	100,811	54,902	155,713

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

F2-E4

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	57.1 %	—	40.5 %	32.0 %	19.1 %	49.6 %
Low probability (1-4 chances in 10)	22.7	—	33.9	32.3	44.7	26.3
Moderate probability (5-7 chances in 10)	11.0	—	13.7	18.4	22.2	12.8
High probability (8-10 chances in 10)	9.2	—	12.0	17.3	14.0	11.3
Sample size	1,181	18	584	798	35	2,682
Weighted total	90,946	940	19,573	22,833	1,116	137,799
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	30.0 %	—	20.5 %	10.7 %	—	23.9 %
Low probability (1-4 chances in 10)	23.0	—	24.3	22.7	—	23.2
Moderate probability (5-7 chances in 10)	20.9	—	21.2	25.1	—	21.7
High probability (8-10 chances in 10)	26.2	—	34.0	41.5	—	31.3
Sample size	366	3	212	370	17	989
Weighted total	27,732	223	6,647	10,495	490	46,278
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	50.8 %	—	35.4 %	25.3 %	14.2 %	43.1 %
Low probability (1-4 chances in 10)	22.7	—	31.5	29.2	40.2	25.5
Moderate probability (5-7 chances in 10)	13.3	—	15.6	20.5	22.6	15.0
High probability (8-10 chances in 10)	13.2	—	17.6	24.9	23.0	16.3
Sample size	1,547	21	796	1,168	52	3,571
Weighted total	118,679	1,163	26,220	33,328	1,605	184,077

(continued)

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

E5

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median:						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	25.2 %	—	13.3 %	14.2 %	—	16.6 %
Low probability (1-4 chances in 10)	26.0	—	28.9	28.3	—	26.6
Moderate probability (5-7 chances in 10)	18.5	—	26.2	20.3	—	21.6
High probability (8-10 chances in 10)	30.3	—	33.6	37.2	—	35.1
Sample size	164	11	141	343	17	687
Weighted total	8,871	623	8,076	20,720	1,117	40,033
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	20.4 %	—	9.8 %	5.2 %	—	10.0 %
Low probability (1-4 chances in 10)	20.0	—	12.5	20.0	—	18.8
Moderate probability (5-7 chances in 10)	23.9	—	25.0	14.2	—	19.0
High probability (8-10 chances in 10)	35.7	—	52.7	60.6	—	52.2
Sample size	97	3	58	166	11	353
Weighted total	5,407	133	3,564	11,008	753	22,149
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	23.4 %	—	12.2 %	11.1 %	—	14.3 %
Low probability (1-4 chances in 10)	23.7	—	22.5	25.4	—	23.8
Moderate probability (5-7 chances in 10)	20.5	—	25.9	18.2	—	20.7
High probability (8-10 chances in 10)	32.4	—	39.4	45.3	—	41.2
Sample size	261	14	199	509	28	1,040
Weighted total	14,278	756	11,639	31,728	1,869	62,182

(CONTINUED)

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

E6

	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN FREEDOM/TIME COMPARISONS						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	15.6 %	—	8.5 %	7.2 %	—	8.3 %
Low probability (1-4 chances in 10)	28.1	—	15.8	12.7	—	14.3
Moderate probability (5-7 chances in 10)	16.8	—	16.3	18.6	—	19.7
High probability (8-10 chances in 10)	41.5	—	59.4	61.5	—	57.7
Sample size	37	10	48	202	7	312
Weighted total	2,132	582	3,281	15,423	522	22,513
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	—	—	7.4 %	4.6 %	—	4.8 %
Low probability (1-4 chances in 10)	—	—	9.2	4.9	—	6.3
Moderate probability (5-7 chances in 10)	—	—	22.1	8.8	—	11.7
High probability (8-10 chances in 10)	—	—	61.3	81.7	—	77.2
Sample size	27	5	38	171	5	250
Weighted total	1,405	359	2,683	13,630	368	18,733
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	11.2 %	—	8.0 %	6.0 %	—	6.7 %
Low probability (1-4 chances in 10)	20.7	—	12.8	9.0	—	10.7
Moderate probability (5-7 chances in 10)	19.2	—	19.0	14.0	—	16.1
High probability (8-10 chances in 10)	48.9	—	60.3	71.0	—	66.6
Sample size	64	15	86	373	12	562
Weighted total	3,537	941	5,964	29,053	888	41,245

(Cont. Table)

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

01-02

	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN FREEDOM/TIME COMPARISONS						
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	17.4 %	—	13.8 %	9.2 %	—	14.5 %
Low probability (1-4 chances in 10)	38.4	—	28.9	25.4	—	32.3
Moderate probability (5-7 chances in 10)	28.2	—	25.0	26.1	—	28.0
High probability (8-10 chances in 10)	20.0	—	34.3	35.2	—	27.2
Sample size	132	1	96	83	18	333
Weighted total	3,308	30	1,466	1,235	331	6,395
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	9.5 %	—	9.0 %	3.3 %	—	7.9 %
Low probability (1-4 chances in 10)	18.7	—	16.5	17.4	—	17.5
Moderate probability (5-7 chances in 10)	24.3	—	17.8	28.9	—	23.1
High probability (8-10 chances in 10)	47.5	—	56.7	50.4	—	51.5
Sample size	49	0	44	35	1	131
Weighted total	1,316	0	758	578	11	2,692
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	15.2 %	—	12.2 %	7.3 %	—	12.5 %
Low probability (1-4 chances in 10)	31.3	—	23.3	23.5	—	27.9
Moderate probability (5-7 chances in 10)	25.7	—	22.6	27.0	—	25.1
High probability (8-10 chances in 10)	27.8	—	41.9	42.1	—	34.4
Sample size	181	1	140	118	19	464
Weighted total	4,623	30	2,225	1,813	342	9,087

(continued)

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

03

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	18.6 %	—	11.9 %	14.2 %	—	14.3 %
Low probability (1-4 chances in 10)	15.1	—	24.2	21.7	—	20.2
Moderate probability (5-7 chances in 10)	25.8	—	16.2	20.1	—	20.9
High probability (8-10 chances in 10)	40.4	—	47.7	44.0	—	44.6
Sample size	63	1	111	280	10	487
Weighted total	1,272	20	1,543	3,768	137	7,047
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	8.3 %	—	9.8 %	9.2 %	—	9.8 %
Low probability (1-4 chances in 10)	26.4	—	16.3	20.0	—	20.2
Moderate probability (5-7 chances in 10)	20.3	—	18.8	14.9	—	17.1
High probability (8-10 chances in 10)	45.0	—	55.1	55.9	—	52.9
Sample size	60	5	81	239	9	409
Weighted total	1,409	126	1,097	3,542	113	6,503
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	13.2 %	—	11.0 %	11.8 %	—	12.1 %
Low probability (1-4 chances in 10)	21.0	—	20.9	20.9	—	20.2
Moderate probability (5-7 chances in 10)	22.9	—	17.3	17.6	—	19.1
High probability (8-10 chances in 10)	42.8	—	50.8	49.8	—	48.5
Sample size	123	6	192	519	19	896
Weighted total	2,680	146	2,640	7,310	251	13,549

(continued)

Table 5.23
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

		FAMILY STATUS					Total
ARMY-CIVILIAN FREEDOM/TIME COMPARISONS		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	
Below the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)		51.9 %	22.7 %	28.5 %	18.8 %	18.4 %	36.9 %
Low probability (1-4 chances in 10)		23.3	19.2	29.7	25.5	27.9	25.1
Moderate probability (5-7 chances in 10)		12.4	25.4	17.5	19.3	30.3	15.8
High probability (8-10 chances in 10)		12.3	32.6	24.3	36.4	23.4	22.2
Sample size		1,577	41	980	1,706	131	4,501
Weighted total		106,529	2,196	33,938	63,978	4,717	213,787
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)		26.1 %	—	14.1 %	6.8 %	11.2 %	15.6 %
Low probability (1-4 chances in 10)		22.1	—	17.7	15.4	15.8	18.5
Moderate probability (5-7 chances in 10)		21.5	—	22.0	15.5	11.3	18.9
High probability (8-10 chances in 10)		30.3	—	46.2	62.2	61.7	47.0
Sample size		599	16	433	981	52	2,132
Weighted total		37,269	841	14,750	39,254	1,959	96,354
Total							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)		45.2 %	21.7 %	24.1 %	14.2 %	16.3 %	30.2 %
Low probability (1-4 chances in 10)		23.0	14.9	26.1	21.7	22.7	23.0
Moderate probability (5-7 chances in 10)		14.8	24.7	18.9	17.9	18.7	16.8
High probability (8-10 chances in 10)		17.0	38.7	30.9	46.2	42.3	29.9
Sample size		2,176	57	1,413	2,687	183	6,633
Weighted total		143,798	3,037	48,688	103,232	6,676	310,141

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.24
Affect of Staying in or leaving Army
by Pay Grade

SOLDIER'S PAYGRADE							
	E2-E4	E5-E6	E7-E9	W1-W4	01-03	04-06	Total
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>							
Extremely good	10.0 %	25.0 %	34.2 %	15.1 %	23.4 %	26.7 %	18.6 %
Quite good	17.3	27.3	23.8	25.6	33.6	35.7	22.9
Slightly good	10.4	12.8	7.7	13.3	11.1	10.1	11.0
Neither good nor bad	24.0	21.4	21.5	23.0	17.0	18.0	22.4
Slightly bad	8.3	5.8	3.9	5.4	6.9	4.3	6.8
Quite bad	10.0	3.8	4.4	5.6	4.0	3.5	6.8
Extremely bad	20.0	4.1	4.5	3.9	4.1	1.7	11.6
Sample size	3,975	1,924	564	190	1,512	1,312	9,477
Weighted total	196,109	125,213	41,680	9,247	25,086	17,728	415,074
<u>FEELING IF LEFT AT END OF OBLIGATION</u>							
Extremely good	36.3 %	13.5 %	27.3 %	27.6 %	12.3 %	15.5 %	26.0 %
Quite good	20.3	13.7	14.9	25.8	19.3	23.8	18.0
Slightly good	8.7	9.4	7.5	8.5	9.6	9.2	8.9
Neither good nor bad	24.0	30.3	21.1	20.6	24.8	24.5	25.6
Slightly bad	6.3	11.3	8.4	10.3	16.5	10.6	8.9
Quite bad	2.8	10.2	7.2	2.6	11.6	9.5	6.3
Extremely bad	1.6	11.6	13.7	4.7	6.0	6.8	6.4
Sample size	3,993	1,927	568	191	1,510	1,315	9,504
Weighted total	197,657	125,238	41,909	9,316	25,094	17,758	416,972

Table Run for All Male Soldiers

Table 5.25
Affect About Staying in Army
by Pay Grade and Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	4.7 %	18.6 %	10.2 %
Quite good	13.9	28.6	19.8
Slightly good	13.2	13.7	13.4
Neither good nor bad	26.7	23.0	25.2
Slightly bad	10.2	6.0	8.6
Quite bad	10.8	4.9	8.4
Extremely bad	20.5	5.2	14.4
Sample size	1,215	840	2,055
Weighted total	37,515	24,759	62,273
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	12.7 %	27.3 %	19.7 %
Quite good	22.5	33.8	27.9
Slightly good	14.7	9.8	12.3
Neither good nor bad	28.3	17.8	23.3
Slightly bad	7.9	5.7	6.8
Quite bad	7.3	3.4	5.4
Extremely bad	6.6	2.2	4.5
Sample size	389	368	757
Weighted total	24,328	22,111	46,440
E6			
(continued)			

Table 5.25
Affect About Staying in Army
by Pay Grade and Work Rewards

	<u>WORK REWARDS</u>		
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	21.3 %	42.8 %	33.9 %
Quite good	24.4	33.5	29.7
Slightly good	14.6	8.2	10.9
Neither good nor bad	27.7	12.2	18.6
Slightly bad	6.2	1.9	3.7
Quite bad	1.9	0.5	1.1
Extremely bad	3.9	1.0	2.2
Sample size	224	321	545
Weighted total	17,323	24,431	41,754
 01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	12.0 %	23.6 %	20.6 %
Quite good	18.8	43.5	37.2
Slightly good	9.9	11.0	10.7
Neither good nor bad	.8	10.5	11.3
Slightly bad	19.3	4.7	8.4
Quite bad	16.3	5.3	8.1
Extremely bad	9.8	1.4	3.6
Sample size	70	193	263
Weighted total	1,054	3,069	4,123

03

(continued)

Table 5.25
Affect About Staying in Army
by Pay Grade and Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	17.4 %	33.3 %	27.9 %
Quite good	20.8	38.9	32.8
Slightly good	16.7	9.6	12.0
Neither good nor bad	20.1	12.8	15.2
Slightly bad	8.6	3.4	5.2
Quite bad	7.6	1.1	3.3
Extremely bad	8.8	0.9	3.6
Sample size	241	550	791
Weighted total	3,754	7,393	11,147
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	11.1 %	29.7 %	20.3 %
Quite good	19.0	32.9	25.8
Slightly good	14.0	10.5	12.3
Neither good nor bad	26.9	17.0	22.0
Slightly bad	8.8	4.4	6.6
Quite bad	7.9	2.8	5.4
Extremely bad	12.4	2.6	7.6
Sample size	2,139	2,272	4,411
Weighted total	83,974	81,763	165,737

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.26
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	7.0 %	15.5 %	10.3 %
Quite good	14.2	29.0	20.0
Slightly good	13.5	13.2	13.4
Neither good nor bad	26.0	22.9	24.8
Slightly bad	10.0	6.7	8.7
Quite bad	10.4	5.4	8.5
Extremely bad	18.9	7.2	14.3
Sample size	1,225	789	2,014
Weighted total	37,093	23,851	60,944
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	14.7 %	26.7 %	19.7 %
Quite good	26.5	30.5	28.1
Slightly good	12.1	12.6	12.3
Neither good nor bad	26.3	18.5	23.0
Slightly bad	8.5	4.7	6.9
Quite bad	4.9	5.8	5.3
Extremely bad	7.0	1.2	4.6
Sample size	442	303	745
Weighted total	26,717	19,063	45,780
E6			
(continued)			

Table 5.26
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	29.9 %	39.1 %	33.9 %
Quite good	26.1	34.3	29.6
Slightly good	11.4	10.6	11.0
Neither good nor bad	23.5	11.8	18.4
Slightly bad	5.6	1.3	3.7
Quite bad	1.7	0.3	1.1
Extremely bad	1.9	2.7	2.2
Sample size	304	235	539
Weighted total	23,417	17,776	41,192
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	11.0 %	29.5 %	20.6 %
Quite good	39.9	34.9	37.3
Slightly good	8.2	12.5	10.4
Neither good nor bad	10.0	12.7	11.4
Slightly bad	12.7	4.6	8.5
Quite bad	12.1	4.5	8.2
Extremely bad	6.0	1.3	3.6
Sample size	129	131	260
Weighted total	1,972	2,117	4,089
03			
(continued)			

Table 5.26
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	21.8 %	34.6 %	27.9 %
Quite good	31.4	34.5	32.9
Slightly good	13.0	10.7	11.9
Neither good nor bad	16.1	14.2	15.2
Slightly bad	7.6	2.6	5.2
Quite bad	5.2	1.3	3.3
Extremely bad	5.0	2.0	3.6
Sample size	406	382	788
Weighted total	5,756	5,358	11,113
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	15.8 %	26.7 %	20.4 %
Quite good	22.2	31.4	26.0
Slightly good	12.4	12.1	12.3
Neither good nor bad	24.5	17.8	21.7
Slightly bad	8.4	4.3	6.7
Quite bad	6.5	3.8	5.4
Extremely bad	10.2	3.8	7.5
Sample size	2,506	1,840	4,346
Weighted total	94,954	68,165	163,119

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.27
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	6.6 %	14.8 %	10.3 %
Quite good	13.8	27.2	19.8
Slightly good	13.1	13.7	13.4
Neither good nor bad	26.3	24.0	25.2
Slightly bad	10.8	5.8	8.6
Quite bad	9.9	6.7	8.5
Extremely bad	19.5	7.8	14.3
Sample size	1,127	924	2,051
Weighted total	34,422	27,707	62,129
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	15.2 %	24.1 %	19.8 %
Quite good	22.4	33.3	28.0
Slightly good	13.5	10.9	12.2
Neither good nor bad	27.6	19.4	23.4
Slightly bad	7.4	5.9	6.6
Quite bad	6.8	4.2	5.5
Extremely bad	7.1	2.1	4.5
Sample size	384	370	754
Weighted total	22,550	23,697	46,247
E6			
(continued)			

Table 5.27
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	22.8 %	41.1 %	33.9 %
Quite good	25.2	32.6	29.7
Slightly good	15.3	8.0	10.9
Neither good nor bad	25.1	14.4	18.6
Slightly bad	6.1	2.1	3.7
Quite bad	1.4	0.9	1.1
Extremely bad	4.2	0.9	2.2
Sample size	216	329	545
Weighted total	16,424	25,330	41,754
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	12.2 %	27.8 %	20.6 %
Quite good	37.4	37.0	37.2
Slightly good	11.4	10.2	10.7
Neither good nor bad	10.9	11.7	11.3
Slightly bad	12.9	4.7	8.4
Quite bad	11.5	5.2	8.1
Extremely bad	3.7	3.4	3.6
Sample size	126	137	263
Weighted total	1,832	2,241	4,123
03			
(continued)			

Table 5.27
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	17.8 %	34.0 %	27.8 %
Quite good	29.0	35.2	32.8
Slightly good	17.3	8.7	12.0
Neither good nor bad	18.5	13.2	15.3
Slightly bad	6.0	4.6	5.2
Quite bad	4.1	2.8	3.3
Extremely bad	7.2	1.3	3.6
Sample size	307	483	790
Weighted total	4,303	6,822	11,124
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	13.1 %	27.0 %	20.3 %
Quite good	20.0	31.4	25.9
Slightly good	13.9	10.8	12.3
Neither good nor bad	25.6	18.7	22.0
Slightly bad	8.7	4.6	6.6
Quite bad	7.0	3.9	5.4
Extremely bad	11.8	3.6	7.5
Sample size	2,160	2,243	4,403
Weighted total	79,581	85,796	165,377

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.28
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	6.5 %	15.1 %	10.3 %
Quite good	14.6	26.2	19.7
Slightly good	14.4	12.0	13.3
Neither good nor bad	26.3	24.0	25.2
Slightly bad	10.5	6.1	8.6
Quite bad	9.5	7.2	8.5
Extremely bad	18.2	9.5	14.3
Sample size	1,097	854	1,951
Weighted total	33,071	26,046	59,118
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	15.4 %	23.1 %	19.4 %
Quite good	22.8	32.9	28.1
Slightly good	13.4	11.2	12.3
Neither good nor bad	26.8	20.2	23.4
Slightly bad	10.8	3.0	6.7
Quite bad	5.0	5.9	5.5
Extremely bad	5.7	3.7	4.7
Sample size	359	377	736
Weighted total	21,532	23,513	45,045
E6			
(continued)			

Table 5.28
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	24.5 %	41.3 %	33.9 %
Quite good	28.4	30.2	29.4
Slightly good	14.7	8.0	10.9
Neither good nor bad	20.9	16.4	18.4
Slightly bad	5.7	2.4	3.9
Quite bad	1.9	0.5	1.1
Extremely bad	3.9	1.1	2.3
Sample size	229	288	517
Weighted total	17,340	22,326	39,667
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	12.0 %	31.9 %	21.1 %
Quite good	41.8	31.6	37.1
Slightly good	10.2	11.9	11.0
Neither good nor bad	11.7	10.3	11.1
Slightly bad	10.8	4.6	8.0
Quite bad	10.3	5.5	8.1
Extremely bad	3.3	4.2	3.7
Sample size	139	115	254
Weighted total	2,140	1,804	3,944
03			
(continued)			

Table 5.28
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	20.5 %	33.6 %	27.2 %
Quite good	29.9	35.6	32.8
Slightly good	15.6	9.1	12.3
Neither good nor bad	18.7	12.0	15.3
Slightly bad	6.6	4.1	5.3
Quite bad	3.7	3.2	3.4
Extremely bad	5.1	2.3	3.7
Sample size	371	399	770
Weighted total	5,299	5,503	10,802
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	13.9 %	26.5 %	20.2 %
Quite good	21.6	30.1	25.9
Slightly good	14.2	10.4	12.3
Neither good nor bad	24.3	19.6	22.0
Slightly bad	9.3	4.0	6.6
Quite bad	6.3	4.6	5.4
Extremely bad	10.4	4.8	7.6
Sample size	2,195	2,033	4,228
Weighted total	79,382	79,193	158,575

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.29
Retention Plans
by Pay Grade and Affect of Staying in the Army

FEELING IF STAYED IN ARMY END OBLIGATION									
		Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
E2-E4									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)									
Low probability (1-4 chances in 10)	12.8 %	4.7 %	9.2 %	19.3 %	43.4 %	58.7 %	87.8 %	29.6 %	
Moderate probability (5-7 chances in 10)	12.7	13.8	30.9	48.8	50.9	39.2	11.5	29.8	
High probability (8-10 chances in 10)	14.1	30.9	37.7	21.1	4.2	1.0	0.0	18.4	
	60.3	50.5	22.1	10.9	1.5	1.0	0.7	22.2	
Sample size	216	431	277	523	170	160	268	2,045	
Weighted total	6,376	12,262	8,222	15,639	5,330	5,224	8,817	61,870	
E5									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)									
Low probability (1-4 chances in 10)	2.3 %	0.6 %	4.0 %	8.9 %	25.5 %	56.5 %	--	11.7 %	
Moderate probability (5-7 chances in 10)	8.8	10.2	19.1	40.9	66.0	37.2	--	23.7	
High probability (8-10 chances in 10)	11.1	23.5	41.7	23.7	6.4	3.3	--	20.1	
	77.8	65.6	35.3	26.5	2.0	3.0	--	44.5	
Sample size	139	221	92	173	55	40	29	749	
Weighted total	9,010	12,815	5,788	10,810	3,173	2,500	1,953	46,048	
E6									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)									
Low probability (1-4 chances in 10)	3.9 %	1.2 %	3.6 %	10.2 %	--	--	--	6.7 %	
Moderate probability (5-7 chances in 10)	2.0	3.5	10.2	29.1	--	--	--	9.9	
High probability (8-10 chances in 10)	2.6	12.4	50.3	19.7	--	--	--	15.1	
	91.5	82.9	35.9	41.1	--	--	--	68.4	
Sample size	164	157	58	83	18	6	10	496	
Weighted total	12,654	12,025	4,374	6,364	1,357	385	843	38,003	

(continued)

Table 5.29
Retention Plans
by Pay Grade and Affect of Staying in the Army

	FEELING IF STAYED IN ARMY END OBLIGATION					
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad
						Extremely Bad
						Total
01-02						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.6 %	0.6 %	0.0 %	--	--	9.8 %
Low probability (1-4 chances in 10)	6.8	5.5	31.4	--	--	22.6
Moderate probability (5-7 chances in 10)	9.1	29.7	62.0	--	--	24.7
High probability (8-10 chances in 10)	82.4	64.2	6.6	--	--	42.8
Sample size	51	100	30	28	21	262
Weighted total	851	1,519	442	468	347	4,109
03						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	6.3 %	2.9 %	7.5 %	12.3 %	21.7 %	11.1 %
Low probability (1-4 chances in 10)	4.7	11.1	24.8	46.1	66.0	20.8
Moderate probability (5-7 chances in 10)	6.3	19.7	44.5	26.4	7.0	17.7
High probability (8-10 chances in 10)	82.7	66.3	23.1	15.2	5.4	50.4
Sample size	223	234	89	104	34	731
Weighted total	2,948	3,187	1,246	1,536	572	10,229
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	5.4 %	2.2 %	6.2 %	13.9 %	32.8 %	17.3 %
Low probability (1-4 chances in 10)	6.5	9.2	22.6	42.5	55.3	22.6
Moderate probability (5-7 chances in 10)	7.8	22.4	42.5	22.1	8.0	18.2
High probability (8-10 chances in 10)	80.3	66.2	28.6	21.5	3.8	41.9
Sample size	793	1,143	546	911	298	4,283
Weighted total	31,840	41,808	20,072	34,817	10,779	160,259

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons
E2-E4

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION:					
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad
						Extremely Bad
						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	29.3 %	8.8 %	13.5 %	24.4 %	45.6 %	64.3 %
Low probability (1-4 chances in 10)	16.6	25.3	28.3	48.2	49.1	3.9
Moderate probability (5-7 chances in 10)	14.7	28.9	39.9	18.7	3.3	0.0
High probability (8-10 chances in 10)	39.4	37.0	18.3	8.7	2.0	0.8
Sample size	66	132	116	325	127	248
Weighted total	2,088	3,753	3,732	9,792	4,131	3,103
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	5.0 %	2.4		9.6 %	35.8 %	10.4 %
Low probability (1-4 chances in 10)	11.1	8.7		50.7	57.1	26.7
Moderate probability (5-7 chances in 10)	14.2	31.5		25.3	7.1	25.3
High probability (8-10 chances in 10)	69.6	56.5		14.4	0.0	37.6
Sample size	147	294	103	195	43	19
Weighted total	4,163	8,404	4,432	5,732	1,200	681
Total						882
						25,383
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	13.1 %	4.6 %	9.3 %	19.0 %	43.4 %	87.8 %
Low probability (1-4 chances in 10)	13.0	14.0	31.1	49.1	50.9	11.5
Moderate probability (5-7 chances in 10)	14.4	30.5	38.0	21.1	4.2	0.0
High probability (8-10 chances in 10)	59.5	50.5	21.6	10.8	1.5	0.7
Sample size	213	426	275	520	170	267
Weighted total	6,251	12,158	8,164	15,523	5,330	8,784
						2,030
						61,339

(continued)

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

E5

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION							
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
Below the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	6.2 %	1.9 %	0.0 %	12.3 %	30.9 %	62.1 %	--	20.4 %
Low probability (1-4 chances in 10)	15.2	15.0	24.5	48.4	66.2	34.0	--	32.8
Moderate probability (5-7 chances in 10)	20.2	33.1	40.4	18.1	0.0	3.8	--	19.4
High probability (8-10 chances in 10)	53.4	46.0	35.0	21.2	3.0	0.0	--	27.4
Sample size	48	74	45	106	37	35	28	373
Weighted total	3,320	4,323	2,731	6,480	2,178	2,152	1,859	23,043
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	0.0 %	0.0 %	7.6 %	4.0 %	--	--	--	2.7 %
Low probability (1-4 chances in 10)	5.4	5.9	14.2	31.3	--	--	--	15.0
Moderate probability (5-7 chances in 10)	6.1	17.2	42.8	29.4	--	--	--	20.1
High probability (8-10 chances in 10)	88.6	76.9	35.4	35.3	--	--	--	62.1
Sample size	88	145	47	63	18	5	0	366
Weighted total	5,417	8,350	3,057	4,052	994	348	0	22,258
Total								
PLANS FOR REMAINING IN THE ARMY								
No chance (excludes retiring from Army)	2.3 %	0.7 %	4.0 %	9.1 %	25.5 %	56.5 %	--	11.7 %
Low probability (1-4 chances in 10)	9.1	10.3	15.1	41.8	66.0	37.2	--	24.1
Moderate probability (5-7 chances in 10)	11.4	22.8	41.7	22.5	6.4	3.3	--	19.7
High probability (8-10 chances in 10)	77.1	66.4	35.3	26.7	2.0	3.0	--	44.5
Sample size	136	219	92	169	55	40	28	739
Weighted total	8,737	12,673	5,788	10,572	3,173	2,500	1,859	45,301

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(continued)

(cont. inside)

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

E6

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION						
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad
Below the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	10.9 %	0.0 %	6.0 %	9.9 %	--	--	11.3 %
Low probability (1-4 chances in 10)	0.0	4.6	13.8	32.1	--	--	14.8
Moderate probability (5-7 chances in 10)	6.2	9.8	50.3	22.1	--	--	18.2
High probability (8-10 chances in 10)	82.9	85.6	29.8	35.8	--	--	55.7
Sample size	36	52	35	38	10	6	8
Weighted total	2,873	3,975	2,624	2,595	754	385	678
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	1.8 %	1.9 %	--	12.0 %	--	--	4.3 %
Low probability (1-4 chances in 10)	2.7	3.1	--	22.0	--	--	6.1
Moderate probability (5-7 chances in 10)	1.5	13.9	--	15.3	--	--	12.8
High probability (8-10 chances in 10)	94.0	81.0	--	50.7	--	--	76.8
Sample size	126	99	21	38	8	0	2
Weighted total	9,645	7,499	1,664	3,242	603	0	166
Total							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	3.9 %	1.3 %	3.7 %	11.1 %	--	--	7.0 %
Low probability (1-4 chances in 10)	2.0	3.6	10.4	26.5	--	--	9.4
Moderate probability (5-7 chances in 10)	2.6	12.5	50.4	18.3	--	--	14.8
High probability (8-10 chances in 10)	91.5	82.6	35.5	44.1	--	--	68.8
Sample size	162	151	56	76	18	6	10
Weighted total	12,518	11,474	4,289	5,837	1,357	385	843

(cont. next)

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons
01-02

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION						
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad
Below the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES FEELING FROM ARMY)							
Low probability (1-4 chances in 10)	--	--	--	--	--	--	21.9 %
Moderate probability (5-7 chances in 10)	--	--	--	--	--	--	35.7
High probability (8-10 chances in 10)	--	--	--	--	--	--	23.9
							18.6
Sample size	12	19	12	18	16	18	9
Weighted total	168	283	181	273	274	275	136
							104
							1,591
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES FEELING FROM ARMY)							
Low probability (1-4 chances in 10)	0.0 %	0.7 %	--	--	--	--	2.3 %
Moderate probability (5-7 chances in 10)	6.3	4.8	--	--	--	--	14.6
High probability (8-10 chances in 10)	6.9	29.0	--	--	--	--	25.7
	86.8	65.5	--	--	--	--	57.3
Sample size	37	81	18	10	5	4	1
Weighted total	635	1,236	261	195	73	59	11
							156
							2,471
Total							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES FEELING FROM ARMY)	1.7 %	0.6 %	0.0 %	--	--	--	10.0 %
Low probability (1-4 chances in 10)	7.2	5.5	31.4	--	--	--	22.9
Moderate probability (5-7 chances in 10)	9.6	29.7	52.0	--	--	--	25.0
High probability (8-10 chances in 10)	81.4	64.2	6.6	--	--	--	42.1
Sample size	49	100	30	28	21	22	10
Weighted total	804	1,519	442	468	347	334	147
							260
							4,062

(continued)

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

3

FEELING IF STAYED IN ARMY END OBLIGATION								
ARMY-CIVILIAN JOB COMPARISONS	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
Below the median								
PLANS FOR REMAINING IN THE ARMY								
NO CHOICES (EXCLUDES FEELING FROM ARMY)		3.2 %	15.3 %	15.8 %	--	--	--	21.9 %
Low probability (1-4 chances in 10)	--	22.3	34.6	43.7	--	--	--	34.0
Moderate probability (5-7 chances in 10)	--	27.6	29.1	23.9	--	--	--	17.6
High probability (8-10 chances in 10)	--	46.9	21.0	16.6	--	--	--	26.4
Sample size	27	59	38	56	21	25	18	244
Weighted total	485	795	556	803	337	329	363	3,667
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
NO CHOICES (EXCLUDES FEELING FROM ARMY)	2.0 %	2.8 %	1.3 %	8.6 %	--	--	--	5.1 %
Low probability (1-4 chances in 10)	5.0	7.5	17.6	47.7	--	--	--	13.3
Moderate probability (5-7 chances in 10)	5.4	16.9	55.3	29.8	--	--	--	17.5
High probability (8-10 chances in 10)	87.6	72.8	25.8	14.0	--	--	--	64.1
Sample size	194	172	50	47	13	1	3	480
Weighted total	2,454	2,359	666	717	236	12	37	6,480
Total								
PLANS FOR REMAINING IN THE ARMY								
NO CHOICES (EXCLUDES FEELING FROM ARMY)	6.3 %	2.9 %	7.7 %	12.4 %	21.7 %	--	--	11.2 %
Low probability (1-4 chances in 10)	4.7	11.2	25.3	45.6	66.0	--	--	20.8
Moderate probability (5-7 chances in 10)	6.3	19.6	43.4	26.7	7.0	--	--	17.5
High probability (8-10 chances in 10)	82.6	66.2	23.6	15.4	5.4	--	--	50.5
Sample size	221	231	88	103	34	26	21	724
Weighted total	2,939	3,154	1,222	1,520	572	341	400	10,147

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(Cont. Next)

Table 5.30
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

		FEELING IF STAYED IN ARMY END OBLIGATION						Total	
		Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
ARMY-CIVILIAN JOB COMPARISONS									
Below the median									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXISTENCES RELYING FROM ARMY)									
	Low probability (1-4 chances in 10)	14.3 %	3.3 %	7.6 %	18.0 %	35.0 %	57.8 %	87.9 %	29.3 %
	Moderate probability (5-7 chances in 10)	9.9	18.4	23.9	46.0	56.5	39.7	11.1	29.6
	High probability (8-10 chances in 10)	13.9	24.5	42.7	19.4	3.3	1.8	0.0	16.5
		61.8	55.8	25.8	18.6	5.2	0.7	1.0	24.7
Sample size		189	336	246	543	211	218	311	2,054
Weighted total		8,934	13,129	9,824	19,943	7,673	7,499	11,139	78,141
At or above the median									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXISTENCES RELYING FROM ARMY)									
	Low probability (1-4 chances in 10)	1.0 %	1.6 %	4.9 %	8.5 %	27.5 %	51.0 %	--	5.8 %
	Moderate probability (5-7 chances in 10)	5.3	6.1	21.8	38.0	52.4	42.8	--	16.0
	High probability (8-10 chances in 10)	5.6	21.2	42.5	24.6	19.7	0.0	--	19.6
		87.2	71.0	30.8	28.9	0.4	6.3	--	58.5
Sample size		592	791	295	353	87	35	25	2,178
Weighted total		22,314	27,849	10,081	13,977	3,106	1,190	894	79,410
Total									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXISTENCES RELYING FROM ARMY)									
	Low probability (1-4 chances in 10)	5.5 %	2.2 %	6.2 %	14.1 %	32.8 %	56.8 %	86.4 %	17.4 %
	Moderate probability (5-7 chances in 10)	6.6	9.4	22.8	42.7	55.3	40.1	12.0	22.7
	High probability (8-10 chances in 10)	8.0	22.3	42.6	21.5	8.0	1.6	0.7	18.1
		80.0	66.1	28.4	21.7	3.8	1.5	0.9	41.7
Sample size		781	1,127	541	896	298	253	336	4,232
Weighted total		31,248	40,977	19,905	33,920	10,779	8,689	12,033	157,551

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Chapter 3 Standard Error Tables

Table 3.1 - Standard Errors
Family Status
by Sex and Paygrade

SOLDIER'S PAYGRADE											
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total		
Male											
FAMILY STATUS											
Single, no children in household	0.9	1.3	0.9	0.9	2.4	2.2	2.1	1.0			1.4
Single, have children in household	0.2	0.4	0.7	0.5	0.7	0.3	0.6	0.3			0.1
Married to civilian, no children in HH	0.6	1.2	1.6	2.0	3.4	2.0	1.4	0.9			0.4
Married to civilian, have children in HH	0.6	1.4	2.2	2.3	3.7	1.5	2.2	1.3			1.3
Married to military, no children in HH	0.2	0.7	0.6	0.6	0.8	0.9	0.8	0.5			0.2
Married to military, have children in HH	0.1	0.6	0.5	0.9	0.8	0.2	0.5	0.5			0.2
Sample size	3,828	1,109	667	518	183	474	1,002	1,305			9,086
Weighted total	193,270	66,037	48,788	38,172	8,851	9,287	15,273	17,614			397,292
Female											
FAMILY STATUS											
Single, no children in household	2.3	3.7	5.0	4.8	—	4.3	5.1	4.0			1.4
Single, have children in household	1.3	2.9	4.4	7.8	—	0.0	3.3	1.7			0.9
Married to civilian, no children in HH	1.1	2.6	1.9	4.9	—	2.3	2.7	4.0			0.8
Married to civilian, have children in HH	1.0	3.0	3.1	3.9	—	2.8	3.5	4.1			0.9
Married to military, no children in HH	1.3	2.6	3.0	4.5	—	4.0	3.1	3.2			0.9
Married to military, have children in HH	1.2	2.0	4.0	7.8	—	1.0	3.6	3.4			0.9
Sample size	654	204	117	40	17	72	138	124			1,366
Weighted total	27,645	7,372	4,428	1,296	328	2,389	2,942	1,887			48,286
total											
FAMILY STATUS											
Single, no children in household	1.0	1.2	0.9	0.9	2.3	2.2	2.1	1.2			1.3
Single, have children in household	0.3	0.5	0.8	0.6	0.8	0.3	0.6	0.3			0.2
Married to civilian, no children in HH	0.5	1.1	1.5	2.0	3.4	1.8	1.1	0.9			0.4
Married to civilian, have children in HH	0.6	1.5	2.1	2.3	3.5	1.3	2.4	1.6			1.1
Married to military, no children in HH	0.3	0.7	0.6	0.6	0.8	0.8	1.0	0.6			0.3
Married to military, have children in HH	0.2	0.7	0.6	0.8	0.8	0.3	0.7	0.5			0.3
Sample size	4,482	1,313	784	558	200	546	1,140	1,429			10,452
Weighted total	220,915	73,409	53,215	39,468	9,179	11,676	18,215	19,501			445,578

(--) Sample size is insufficient for valid estimates

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Male

SOLDIER'S AGE AT TIME OF ENTRY

	19 years old or younger	20-22 years old	23 years old or older	Total

SOLDIER'S PAYGRADE - RECODE #2

E2-E4

MARITAL STATUS AT ENTRY
SINGLE AT ENTRY
Married at entry

0.5	1.1	2.5	0.5
0.5	1.1	2.5	0.5

Sample size
Weighted total

2,228	1,162	635	4,025
120,689	53,198	25,610	199,496

E5

MARITAL STATUS AT ENTRY
SINGLE AT ENTRY
Married at entry

1.4	2.6	4.3	1.3
1.4	2.6	4.3	1.3

Sample size
Weighted total

693	325	188	1,206
41,754	20,303	10,276	72,333

E6

MARITAL STATUS AT ENTRY
SINGLE AT ENTRY
Married at entry

1.8	3.1	5.5	1.9
1.8	3.1	5.5	1.9

Sample size
Weighted total

393	204	134	731
29,053	14,604	9,921	53,578

(continued)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Male

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY				Total
	19 years old or younger	20-22 years old	23 years old or older		
E7-E9					
MARITAL STATUS AT ENTRY					
Single at entry	2.4	4.0	5.3	1.7	
Married at entry	2.4	4.0	5.3	1.7	
Sample size	305	181	85	571	
Weighted total	22,975	13,146	6,012	42,133	
W1-W4					
MARITAL STATUS AT ENTRY					
Single at entry	4.1	6.7	7.6	3.5	
Married at entry	4.1	6.7	7.6	3.5	
Sample size	87	66	40	193	
Weighted total	4,163	3,312	1,924	9,400	
O1-O2					
MARITAL STATUS AT ENTRY					
Single at entry	--	2.3	3.3	1.8	
Married at entry	--	2.3	3.3	1.8	
Sample size	7	275	202	484	
Weighted total	120	5,699	3,633	9,452	

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender
Male

SOLDIER'S PAYGRADE - RECODE #2		SOLDIER'S AGE AT TIME OF ENTRY			
		19 years old or younger	20-22 years old	23 years old or older	Total
03	MARITAL STATUS AT ENTRY				
	Single at entry	--	2.4	2.5	2.1
	Married at entry	--	2.4	2.5	2.1
	Sample size Weighted total	28 386	520 7,982	485 7,332	1,031 15,701
04-06	MARITAL STATUS AT ENTRY				
	Single at entry	--	1.4	2.0	1.6
	Married at entry	--	1.4	2.0	1.6
	Sample size Weighted total	27 326	691 9,338	625 8,416	1,343 18,140
Total					
B-198	MARITAL STATUS AT ENTRY				
	Single at entry	0.6	0.9	1.6	0.7
	Married at entry	0.6	0.9	1.6	0.7
	Sample size Weighted total	3,766 219,466	3,424 127,641	2,394 73,126	9,584 420,233

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Female

SOLDIER'S PAYGRADE - RECODE #2		SOLDIER'S AGE AT TIME OF ENTRY				Total
		19 years old or younger	20-22 years old	23 years old or older		
E2-E4	<u>MARITAL STATUS AT ENTRY</u>					
	Single at entry	1.2	2.1	4.4	1.2	
	Married at entry	1.2	2.1	4.4	1.2	
	Sample size Weighted total	318 14,119	195 8,250	160 6,000	673 28,369	
E5	<u>MARITAL STATUS AT ENTRY</u>					
	Single at entry	2.6	4.7	5.6	3.1	
	Married at entry	2.6	4.7	5.6	3.1	
	Sample size Weighted total	93 3,253	68 2,552	56 2,024	217 7,829	
E6	<u>MARITAL STATUS AT ENTRY</u>					
	Single at entry	2.5	8.1	9.8	3.8	
	Married at entry	2.5	8.1	9.8	3.8	
	Sample size Weighted total	54 2,053	31 1,259	35 1,270	120 4,582	

CONTINUED

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Female

SOLDIER'S AGE AT TIME OF ENTRY

19 years
old or
younger

20-22 years
old

23 years
old or
older

Total

SOLDIER'S PAYGRADE - RECODE #2

E7-E9

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

5.7

5.7

Sample size

Weighted total

21

600

15

563

9

229

45

1,412

W1-W4

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

--

--

Sample size

Weighted total

11

208

1

24

5

98

17

328

O1-O2

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

3.8

3.8

Sample size

Weighted total

0

0

36

1,142

37

1,259

73

2,401

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Female

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY			
	19 years old or younger	20-22 years old	23 years old or older	Total
03				
MARITAL STATUS AT ENTRY				
Single at entry	--	4.2	8.4	5.3
Married at entry	--	4.2	8.4	5.3
Sample size	2	66	75	143
Weighted total	43	1,324	1,660	3,027
04-06				
MARITAL STATUS AT ENTRY				
Single at entry	--	4.6	6.8	4.4
Married at entry	--	4.6	6.8	4.4
Sample size	13	45	68	126
Weighted total	174	698	1,043	1,916
Total				
MARITAL STATUS AT ENTRY				
Single at entry	0.9	1.6	2.6	1.0
Married at entry	0.9	1.6	2.6	1.0
Sample size	512	457	445	1,414
Weighted total	20,449	15,832	13,584	49,864

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

Total

SOLDIER'S AGE AT TIME OF ENTRY

19 years
old or
younger

20-22 years
old

23 years
old or
older

Total

SOLDIER'S PAYGRADE - REDCODE #2

E2-E4

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

0.5 0.9 2.2 0.4

0.5 0.9 2.2 0.4

Sample size

Weighted total

2,546 1,357 795 4,698

134,808 61,448 31,610 227,865

E5

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

1.4 2.4 3.6 1.2

1.4 2.4 3.6 1.2

Sample size

Weighted total

786 393 244 1,423

45,007 22,855 12,300 80,162

E6

MARITAL STATUS AT ENTRY

Single at entry

Married at entry

1.6 2.9 5.1 1.8

1.6 2.9 5.1 1.8

Sample size

Weighted total

447 235 169 851

31,106 15,862 11,192 58,160

(CONT. FROM 3)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY				Total
	19 years old or younger	20-22 years old	23 years old or older	Total	
E7-E9					
MARITAL STATUS AT ENTRY					
Single at entry	2.3	3.8	5.1	1.8	
Married at entry	2.3	3.8	5.1	1.6	
Sample size	326	196	94	616	
Weighted total	23,575	13,728	6,241	43,545	
01-04					
MARITAL STATUS AT ENTRY					
Single at entry	3.9	6.7	7.1	3.5	
Married at entry	3.9	6.7	7.1	3.5	
Sample size	98	67	45	210	
Weighted total	4,369	3,337	2,022	9,728	
01-02					
MARITAL STATUS AT ENTRY					
Single at entry	--	2.0	2.5	1.5	
Married at entry	--	2.0	2.5	1.5	
Sample size	7	311	238	557	
Weighted total	120	6,041	4,892	11,853	

(CONTINUED)

Table 3.2 - Standard Error
Marital Status at Army Entry
by Pay Grade, Age at Entry and Gender

SOLDIER'S PAYGRADE - RECODE #2	SOLDIER'S AGE AT TIME OF ENTRY				Total
	19 years old or younger	20-22 years old	23 years old or older	Total	
03	MARITAL STATUS AT ENTRY				
	Single at entry				
	--	2.1	2.4	1.8	
	--	2.1	2.4	1.8	
04-06	MARITAL STATUS AT ENTRY				
	Single at entry				
	26	586	560	1,174	
	430	9,305	8,993	18,729	
B-204	MARITAL STATUS AT ENTRY				
	Single at entry				
	5.2	1.4	1.9	1.3	
	5.2	1.4	1.9	1.3	
	MARITAL STATUS AT ENTRY				
	Single at entry				
	40	736	693	1,469	
	500	10,096	9,459	20,055	
	MARITAL STATUS AT ENTRY				
	Single at entry				
	0.5	0.8	1.2	0.6	
	0.5	0.8	1.2	0.6	
	MARITAL STATUS AT ENTRY				
	Single at entry				
	4,278	3,881	2,832	10,998	
	239,915	143,473	86,709	470,097	

(-) Sample size is insufficient for valid estimates
Table Run for All Soldiers

Table 3.3 - Standard Errors
Age of Youngest Child
by Sex and Pay grade

SOLDIER'S PAYGRADE									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Male									
AGE OF YOUNGEST CHILD									
Youngest child less than 1 year old	1.1	1.6	1.0	1.3	1.7	4.2	1.7	0.8	0.8
Youngest child 1-2 years old	1.4	1.5	2.3	1.3	2.8	4.5	1.9	1.4	0.9
Youngest child 3-5 years old	1.4	1.5	1.9	2.0	3.6	2.9	1.9	1.4	0.7
Youngest child 6-9 years old	0.8	1.4	2.1	2.2	3.3	3.2	2.1	1.5	0.9
Youngest child 10-14 years old	0.4	1.0	1.5	1.8	4.8	0.0	1.1	1.5	0.8
Youngest child 15-17 years old	0.2	0.3	0.6	1.6	2.4	0.8	0.6	1.3	0.4
Youngest child 18 years old or older	0.2	0.1	0.4	1.1	1.5	0.0	0.4	1.2	0.3
Youngest child's age unknown	0.6	0.8	0.9	1.0	0.6	0.0	0.3	0.3	0.4
Sample size	1,320	615	473	389	125	132	615	1,006	4,675
Weighted total	37,887	38,431	36,845	30,646	6,199	2,002	8,681	13,699	174,390
Females									
AGE OF YOUNGEST CHILD									
Youngest child less than 1 year old	4.2	4.9	2.0	--	--	--	5.9	6.1	2.3
Youngest child 1-2 years old	3.2	4.6	8.0	--	--	--	7.1	0.0	1.7
Youngest child 3-5 years old	2.9	6.0	4.8	--	--	--	4.0	7.4	1.8
Youngest child 6-9 years old	2.6	3.8	7.2	--	--	--	4.9	6.8	2.3
Youngest child 10-14 years old	2.0	1.9	3.7	--	--	--	3.5	8.5	1.5
Youngest child 15-17 years old	0.3	1.0	0.0	--	--	--	0.0	0.0	0.4
Youngest child 18 years old or older	0.0	0.0	2.6	--	--	--	3.6	6.5	0.8
Youngest child's age unknown	1.3	2.6	3.0	--	--	--	0.0	1.8	1.0
Sample size	149	89	61	22	5	8	58	34	426
Weighted total	4,566	2,887	1,930	577	95	169	945	548	11,718

(cont. inued)

Table 3.3 - Standard Errors
Age of Youngest Child
by Sex and Pay grade

SOLDIER'S PAYGRADE									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Total									
AGE OF YOUNGEST CHILD									
Youngest child less than 1 year old	1.0	1.6	1.0	1.2	1.7	4.3	1.4	0.8	0.7
Youngest child 1-2 years old	1.4	1.4	2.2	1.3	2.7	4.5	1.8	1.3	0.9
Youngest child 3-5 years old	1.3	1.4	1.8	2.0	3.5	2.7	1.8	1.3	0.7
Youngest child 6-9 years old	0.7	1.3	2.0	2.2	3.5	3.0	1.9	1.5	0.9
Youngest child 10-14 years old	0.5	1.0	1.5	1.8	5.0	1.3	1.1	1.5	0.7
Youngest child 15-17 years old	0.2	0.3	0.6	1.6	2.4	1.0	0.5	1.2	0.4
Youngest child 18 years old or older	0.2	0.1	0.4	1.1	1.5	0.0	0.5	1.3	0.3
Youngest child's age unknown	0.6	0.7	0.9	1.0	0.6	0.0	0.3	0.3	0.3
Sample size	1,469	704	534	411	130	140	673	1,040	5,101
Weighted total	42,453	41,318	38,775	31,223	6,294	2,171	9,626	14,248	186,108

(--) Sample size is insufficient for valid estimates
This table was run for all married soldiers

Table 3.4 - Standard Errors
Soldier's Education
by Sex by Pay grade

SOLDIER'S PAYGRADE									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Male									
SOLDIER'S LEVEL OF EDUCATION									
Less than high school	0.2	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.1
High school graduate, GED	0.5	1.0	1.8	1.5	0.2	0.0	0.0	0.0	0.5
High school graduate, diploma	0.8	1.3	2.2	1.9	2.4	0.8	0.0	0.0	1.6
Some post-secondary	0.7	1.6	2.6	2.4	4.3	0.4	0.2	0.1	0.9
Bachelor's degree	0.2	0.6	0.7	0.9	3.8	1.7	3.3	1.3	0.3
Beyond bachelor's degree	0.2	0.4	0.8	0.9	2.5	1.7	3.3	1.3	1.1
Sample size	4,011	1,208	730	567	191	483	1,032	1,344	9,566
Weighted total	198,323	72,518	53,527	41,824	9,319	9,423	15,705	18,144	418,783
Female									
SOLDIER'S LEVEL OF EDUCATION									
Less than high school	0.0	0.0	0.0	0.0	—	0.0	0.0	0.0	0.1
High school graduate, GED	0.7	0.8	1.0	1.5	—	0.0	0.0	0.0	0.5
High school graduate, diploma	2.0	3.4	5.4	4.6	—	0.0	0.0	0.0	2.0
Some post-secondary	1.9	2.8	4.7	6.4	—	2.7	0.6	1.5	1.3
Bachelor's degree	0.6	2.2	2.3	3.8	—	3.7	6.0	4.2	1.0
Beyond bachelor's degree	0.6	0.9	2.4	3.1	—	2.9	6.0	4.6	1.3
Sample size	673	216	120	44	17	73	143	125	1,411
Weighted total	28,368	7,763	4,582	1,367	328	2,401	3,027	1,898	49,733
Total									
SOLDIER'S LEVEL OF EDUCATION									
Less than high school	0.2	0.1	0.2	0.0	0.3	0.0	0.0	0.0	0.1
High school graduate, GED	0.5	1.0	1.6	1.4	0.2	0.0	0.0	0.0	0.5
High school graduate, diploma	0.8	1.7	2.2	1.9	2.3	0.6	0.0	0.0	1.6
Some post-secondary	0.7	1.6	2.6	2.4	4.3	0.7	0.2	0.1	0.8
Bachelor's degree	0.2	0.5	0.6	0.9	3.7	1.6	3.3	1.4	0.3
Beyond bachelor's degree	0.2	0.4	0.8	0.9	2.6	1.5	3.4	1.4	1.1
Sample size	4,684	1,424	850	611	208	556	1,175	1,469	10,977
Weighted total	226,689	80,281	58,108	43,191	9,647	11,824	18,732	20,042	458,516

(—) Sample size is insufficient for valid estimates

Table 3.5 - Standard Errors
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
E2-E4			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	1.7	2.7	1.7
Spouse not employed, wants to work	1.9	2.3	1.6
Spouse not employed, doesn't want to work	1.2	1.2	1.0
Sample size	1,182	799	1,981
Weighted total	33,859	26,584	60,443
E5			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	2.7	3.8	2.2
Spouse not employed, wants to work	2.2	3.5	2.1
Spouse not employed, doesn't want to work	1.6	2.4	1.3
Sample size	529	207	736
Weighted total	32,960	11,961	44,921
E6			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	2.6	4.6	2.4
Spouse not employed, wants to work	2.3	4.4	2.2
Spouse not employed, doesn't want to work	1.5	3.0	1.4
Sample size	427	101	528
Weighted total	33,399	6,977	40,376

(continued)

Table 3.5 - Standard Errors
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
E7-E9			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	3.5	5.7	3.0
Spouse not employed, wants to work	3.0	4.7	2.6
Spouse not employed, doesn't want to work	1.7	4.0	1.4
Sample size	343	78	421
Weighted total	26,891	5,456	32,347
W1-W4			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	5.3	--	5.2
Spouse not employed, wants to work	4.8	--	4.9
Spouse not employed, doesn't want to work	3.5	--	2.8
Sample size	119	28	147
Weighted total	5,904	1,427	7,331
01-02			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	5.7	2.6	3.3
Spouse not employed, wants to work	4.0	2.3	2.2
Spouse not employed, doesn't want to work	4.4	1.7	2.1
Sample size	120	141	261
Weighted total	1,843	2,240	4,083
(continued)			

Table 3.5 - Standard Errors
Spouse Employment
by Pay Grade and Family Status

<u>DOES SOLDIER HAVE KIDS ACCOMPANYING</u>			
	Children	No Children	Total
03			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	3.1	3.0	2.5
Spouse not employed, wants to work	2.7	3.5	2.4
Spouse not employed, doesn't want to work	2.6	2.6	1.8
Sample size	578	213	791
Weighted total	8,204	2,951	11,155
04-06			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	2.9	3.0	2.5
Spouse not employed, wants to work	1.6	2.2	1.4
Spouse not employed, doesn't want to work	1.8	2.6	1.6
Sample size	954	193	1,147
Weighted total	12,961	2,525	15,486
Total			
<u>SPOUSE IS EMPLOYED/WANTS WORK</u>			
Spouse employed in civilian labor force	1.6	1.7	1.4
Spouse not employed, wants to work	1.4	1.6	1.3
Spouse not employed, doesn't want to work	0.9	0.8	0.7
Sample size	4,252	1,760	6,012
Weighted total	156,022	60,120	216,142

(--) Sample size is insufficient for valid estimates
This table was run for male soldiers married to civilian spouses

Table 3.6 - Standard Errors
Spouse Employment
by Pay Grade and Soldier Second Job

SPOUSE IS EMPLOYED/WANTS WORK

	Spouse Employed In Civilian Labor Force	Spouse not Employed and Doesn't Want to Work	Total

E2-E4

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY
Yes, currently working off-duty 2nd job
No, not currently working a second job

Sample size
Weighted total

E5

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY
Yes, currently working off-duty 2nd job
No, not currently working a second job

Sample size
Weighted total

E6

CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY
Yes, currently working off-duty 2nd job
No, not currently working a second job

Sample size
Weighted total

(CONTINUED)

0.9 0.8 1.2 0.8

0.9 0.8 1.2 0.8

879 771 354 2,004
27,184 23,991 9,708 60,984

1.4 1.4 1.7 0.9
1.4 1.4 1.7 0.9

366 241 129 736
23,176 14,342 7,494 45,012

1.9 2.0 2.9 1.4
1.9 2.0 2.9 1.4

263 156 82 521
22,068 11,550 6,350 40,006

Table 3.6 - Standard Errors
Spouse Employment
by Pay Grade and Soldier Second Job

	SPOUSE IS EMPLOYED/WANTS WORK				
	Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Total	
E7-E9					
CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY					
Yes, currently working off-duty 2nd job	1.7	2.3	3.5	1.5	
No, not currently working a second job	1.7	2.3	3.5	1.5	
Sample size	259	94	65	418	
Weighted total	20,270	7,158	4,741	32,168	
W1-W4					
CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY					
Yes, currently working off-duty 2nd job	2.8	5.0	--	2.5	
No, not currently working a second job	2.8	5.0	--	2.5	
Sample size	92	41	19	152	
Weighted total	4,677	2,011	924	7,612	
O1-O2					
CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY					
Yes, currently working off-duty 2nd job	1.2	0.0	2.5	0.9	
No, not currently working a second job	1.2	0.0	2.5	0.9	
Sample size	158	46	54	258	
Weighted total	2,611	625	800	4,037	

(continued)

Table 3.6 - Standard Errors
Spouse Employment
by Pay Grade and Soldier Second Job

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Total
D3	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	1.2	2.8	1.5	0.9
	No, not currently working a second job	1.2	2.8	1.5	0.9
	Sample size Weighted total	346 4,988	200 2,720	244 3,461	792 11,169
D4-D6	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	1.0	1.4	0.8	0.8
	No, not currently working a second job	1.0	1.4	0.8	0.8
	Sample size Weighted total	606 8,204	202 2,735	337 4,549	1,145 15,488
Total					
	CURRENTLY WORKING 2ND JOB WHEN OFF-DUTY				
	Yes, currently working off-duty 2nd job	0.7	0.7	0.9	0.6
	No, not currently working a second job	0.7	0.7	0.9	0.6
	Sample size Weighted total	2,991 113,156	1,751 65,173	1,284 38,027	6,026 216,356

(--) Sample size is insufficient for valid estimates
This table run for male soldiers married to civilian spouses

Chapter 4 Standard Error Tables

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - RECODE #2							Total
	E2-E4	E5	E6	E7-E9	W1-W4	O1-O2	O3	O4-O6
Male								
<u>IMPORTANCE OF DEVELOPING MATURITY</u>								
Very important	1.0	1.9	2.2	2.6	2.7	2.3	2.1	1.5
Not very important	1.0	1.9	2.2	2.6	2.7	2.3	2.1	1.5
Sample size	3,947	1,173	673	449	157	474	999	1,202
Weighted total	195,858	70,257	49,213	33,191	7,712	9,277	15,224	16,321
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>								
Very important	1.5	1.4	2.8	2.2	5.0	2.6	2.1	1.8
Not very important	1.5	1.4	2.8	2.2	5.0	2.6	2.1	1.8
Sample size	3,953	1,182	680	450	157	475	1,000	1,201
Weighted total	195,159	70,878	49,677	33,194	7,712	9,280	15,232	16,307
<u>IMPORTANCE OF SERVING COUNTRY</u>								
Very important	1.0	1.4	2.3	2.1	5.1	2.2	2.0	2.6
Not very important	1.0	1.4	2.3	2.1	5.1	2.2	2.0	2.6
Sample size	3,937	1,177	680	454	155	473	1,004	1,208
Weighted total	195,128	70,571	49,606	33,468	7,683	9,266	15,335	16,393
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>								
Very important	0.9	1.4	2.2	2.3	4.2	2.5	1.5	1.1
Not very important	0.9	1.4	2.2	2.3	4.2	2.5	1.5	1.1
Sample size	3,944	1,170	674	449	156	475	1,000	1,198
Weighted total	195,636	70,199	49,278	33,071	7,653	9,280	15,238	16,284
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>								
Very important	1.0	1.5	1.8	2.0	3.8	2.0	1.6	1.0
Not very important	1.0	1.5	1.8	2.0	3.8	2.0	1.6	1.0
Sample size	3,929	1,166	668	446	155	474	994	1,199
Weighted total	195,188	69,870	48,829	33,063	7,604	9,271	15,158	16,283

(continued)

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Male									
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>									
Very important	1.7	1.7	2.9	2.3	5.1	2.5	2.1	1.1	1.2
Not very important	1.7	1.7	2.9	2.3	5.1	2.5	2.1	1.1	1.2
Sample size	3,926	1,171	678	446	157	473	996	1,203	9,050
Weighted total	194,788	70,024	49,570	32,901	7,712	9,227	15,165	16,337	356,723
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>									
Very important	0.6	0.8	1.1	1.1	1.2	2.7	1.6	1.5	0.6
Not very important	0.6	0.8	1.1	1.1	1.2	2.7	1.6	1.5	0.6
Sample size	3,857	1,132	654	419	149	472	993	1,199	8,874
Weighted total	191,710	68,023	47,914	31,112	7,397	9,218	15,101	16,267	386,741
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>									
Very important	0.7	1.5	1.8	2.0	1.9	0.9	0.9	0.4	0.6
Not very important	0.7	1.5	1.8	2.0	1.9	0.9	0.9	0.4	0.6
Sample size	3,919	1,161	669	443	155	472	994	1,198	9,010
Weighted total	194,554	69,757	49,914	32,765	7,632	9,207	15,128	16,266	394,723
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>									
Very important	1.1	1.9	1.7	2.7	4.2	2.5	2.0	1.8	0.8
Not very important	1.1	1.9	1.7	2.7	4.2	2.5	2.0	1.8	0.8
Sample size	3,931	1,175	667	444	157	475	1,003	1,202	9,054
Weighted total	194,977	70,352	48,555	32,755	7,712	9,278	15,277	16,340	395,247

(CONT (FAS))

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2											Total
Male											
IMPORTANCE OF FAMILY MILITARY TRADITION											
Very important	0.8	1.4	1.5	1.9	3.2	2.1	2.1	1.0			0.5
Not very important	0.6	1.4	1.5	1.9	3.2	2.1	2.1	1.0			0.5
Sample size	3,906	1,159	673	442	154	471	999	1,201			9,005
Weighted total	194,425	69,566	49,230	32,642	7,577	9,205	15,220	16,313			394,178
IMPORTANCE OF JOB SECURITY/STABILITY											
Very important	1.0	1.5	2.0	2.9	3.8	2.4	1.8	2.0			0.7
Not very important	1.0	1.5	2.0	2.9	3.8	2.4	1.8	2.0			0.7
Sample size	3,942	1,177	676	446	156	473	1,001	1,208			9,079
Weighted total	195,707	70,524	49,415	32,949	7,633	9,250	15,252	16,402			397,131
IMPORTANCE OF RETIREMENT BENEFITS											
Very important	0.8	1.5	1.8	2.6	2.9	2.5	2.3	1.8			0.8
Not very important	0.8	1.5	1.8	2.6	2.9	2.5	2.3	1.8			0.8
Sample size	3,932	1,179	678	448	155	473	1,005	1,205			9,075
Weighted total	195,143	70,651	49,502	33,086	7,608	9,253	15,301	16,350			396,893
CAREER/RE-ENLISTMENT PLANS											
Planned to take the military a career	0.5	1.6	1.5	1.6	3.1	2.1	1.5	1.4			0.6
Wanted to try it/decide whether to stay	0.9	1.2	1.6	2.0	4.0	2.3	2.1	1.4			0.6
Planned to stay in short time and leave	1.0	1.3	1.5	1.9	3.4	1.4	1.3	1.4			0.6
Undecided about career plan when entered	0.7	1.7	1.8	1.7	5.9	1.3	1.5	0.9			0.4
Sample size	4,008	1,207	729	564	191	481	1,033	1,341			9,554
Weighted total	198,260	72,455	53,475	41,606	9,292	9,380	15,717	18,120			418,306

(cont. inside)

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

	SOLDIER'S PAYGRADE - RECODE #2							Total
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	
Female								
<u>IMPORTANCE OF DEVELOPING MATURITY</u>								
Very important	2.3	3.9	5.0	8.0	—	7.8	4.0	1.7
Not very important	2.3	3.9	5.0	8.0	—	7.8	4.0	1.7
Sample size	684	215	116	44	17	70	143	1,391
Weighted total	27,987	7,748	4,230	1,395	328	2,328	3,027	48,967
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>								
Very important	2.1	2.6	4.2	8.9	—	7.4	5.2	1.4
Not very important	2.1	2.6	4.2	8.9	—	7.4	5.2	1.4
Sample size	662	215	118	44	17	70	143	1,393
Weighted total	27,914	7,748	4,351	1,395	328	2,328	3,027	48,982
<u>IMPORTANCE OF SERVING COUNTRY</u>								
Very important	2.0	3.6	4.7	5.9	—	7.1	6.0	1.3
Not very important	2.0	3.6	4.7	5.9	—	7.1	6.0	1.3
Sample size	662	212	118	44	17	70	142	1,387
Weighted total	27,824	7,655	4,351	1,395	328	2,328	3,016	48,768
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>								
Very important	1.8	3.5	4.6	8.0	—	5.0	5.1	1.5
Not very important	1.8	3.5	4.6	8.0	—	5.0	5.1	1.5
Sample size	664	211	120	44	15	71	142	1,391
Weighted total	28,075	7,572	4,582	1,395	284	2,367	3,000	49,163

(continued)

SOLDIER'S PAYGRADE - RECORD #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Importance of Getting Money for Education									
Very Important	1.7	3.5	4.7	8.0	--	5.0	4.3	4.7	1.3
Not very important	1.7	3.5	4.7	8.0	--	5.0	4.3	4.7	1.3
Sample size	662	213	118	43	16	68	143	123	1,386
Weighted total	27,924	7,631	4,351	1,384	317	2,240	3,027	1,878	48,733
Importance of Gaining Job Experience									
Very Important	2.3	3.5	3.9	6.7	--	6.5	4.7	4.0	1.5
Not very important	2.3	3.5	3.9	6.7	--	6.5	4.7	4.0	1.5
Sample size	665	211	117	42	16	71	143	123	1,388
Weighted total	28,044	7,539	4,312	1,350	303	2,367	3,027	1,870	48,813
Importance of Fulfilling ROTC Commitment									
Very Important	1.2	1.4	3.8	4.5	--	8.2	5.9	4.2	1.1
Not very important	1.2	1.4	3.8	4.5	--	8.2	5.9	4.2	1.1
Sample size	649	205	109	42	16	71	142	123	1,357
Weighted total	27,375	7,383	4,020	1,337	303	2,356	3,012	1,886	47,673
Importance of Lack of Civilian Jobs									
Very Important	2.0	2.7	4.3	4.9	--	3.0	3.0	3.2	1.2
Not very important	2.0	2.7	4.3	4.9	--	3.0	3.0	3.2	1.2
Sample size	653	208	116	44	15	70	143	123	1,372
Weighted total	27,576	7,450	4,275	1,365	284	2,328	3,027	1,871	48,247

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Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2										
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Female										
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>										
Very important		2.7	3.9	4.7	9.5	—	9.2	6.2	4.0	1.9
Not very important		2.7	3.9	4.7	9.5	—	9.2	6.2	4.0	1.9
Sample size		663	214	119	43	16	69	142	125	1,391
Weighted total		27,898	7,668	4,482	1,305	303	2,300	3,006	1,906	48,866
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>										
Very important		0.7	2.4	2.7	4.6	—	3.7	6.2	3.2	1.0
Not very important		0.7	2.4	2.7	4.6	—	3.7	6.2	3.2	1.0
Sample size		657	208	116	43	16	69	142	124	1,375
Weighted total		27,742	7,499	4,275	1,355	317	2,300	3,006	1,898	48,391
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>										
Very important		2.7	3.4	4.7	9.3	—	8.4	6.3	4.1	1.8
Not very important		2.7	3.4	4.7	9.3	—	8.4	6.3	4.1	1.8
Sample size		663	211	118	44	16	70	143	124	1,389
Weighted total		27,934	7,564	4,351	1,395	303	2,328	3,027	1,891	48,792
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>										
Very important		1.6	3.2	4.9	8.1	—	6.6	5.4	4.2	1.6
Not very important		1.6	3.2	4.9	8.1	—	6.6	5.4	4.2	1.6
Sample size		663	213	117	44	17	70	142	124	1,390
Weighted total		27,936	7,631	4,314	1,395	328	2,328	3,006	1,897	48,833

(continued)

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

		SOLDIER'S PAYGRADE - RECODE #2								
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Female										
CAREER/REEMILITMENT PLANS										
Planned to take the military a career		1.4	2.7	4.1	4.3	—	5.0	5.1	3.3	0.9
Planned to try it/decide whether to stay		2.2	3.6	4.2	6.2	—	6.0	6.3	5.1	1.4
Planned to stay in short time and leave		1.6	2.5	2.7	7.0	—	7.2	2.2	4.8	1.2
Undecided about career plan when entered		2.0	3.3	4.8	9.2	—	6.6	5.2	4.2	1.3
Sample size		672	215	120	45	17	72	143	126	1,410
Weighted total		28,320	7,727	4,582	1,412	328	2,374	3,027	1,918	49,686
Total										
IMPORTANCE OF DEVELOPING MATURITY										
Very important		1.0	1.7	2.1	2.5	2.6	2.5	2.3	1.5	0.9
Not very important		1.0	1.7	2.1	2.5	2.6	2.5	2.3	1.5	0.9
Sample size		4,611	1,388	789	493	174	544	1,142	1,324	10,465
Weighted total		223,845	78,005	53,503	34,588	8,040	11,605	18,251	18,186	446,022
IMPORTANCE OF TRAINING FOR PROFESSION										
Very important		1.4	1.3	2.7	2.2	4.7	3.0	2.2	1.9	1.1
Not very important		1.4	1.3	2.7	2.2	4.7	3.0	2.2	1.9	1.1
Sample size		4,615	1,397	798	494	174	545	1,143	1,325	10,491
Weighted total		224,073	78,625	54,028	34,589	8,040	11,607	18,259	18,199	447,421
IMPORTANCE OF SERVING COUNTRY										
Very important		1.0	1.4	2.1	2.0	4.9	2.9	2.3	2.6	0.8
Not very important		1.0	1.4	2.1	2.0	4.9	2.9	2.3	2.6	0.8
Sample size		4,599	1,389	798	498	173	543	1,146	1,330	10,476
Weighted total		222,953	78,226	53,956	34,863	8,010	11,593	18,350	18,262	446,215

(continued)

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Total									
<u>IMPORTANCE TIME OUT TO CONSIDER LIFE PLAN</u>									
Very important	0.8	1.3	2.1	2.2	4.0	2.3	1.4	1.0	0.9
Not very important	0.8	1.3	2.1	2.2	4.0	2.3	1.4	1.0	0.9
Sample size	4,608	1,381	794	493	171	546	1,142	1,322	10,457
Weighted total	223,710	77,771	53,860	34,468	7,937	11,647	18,238	18,172	445,802
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>									
Very important	0.8	1.4	1.8	2.0	3.7	2.3	1.7	1.1	0.8
Not very important	0.8	1.4	1.8	2.0	3.7	2.3	1.7	1.1	0.8
Sample size	4,591	1,379	786	489	171	542	1,137	1,322	10,417
Weighted total	223,113	77,501	53,180	34,427	7,921	11,511	18,185	18,161	444,000
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>									
Very important	1.6	1.7	2.8	2.3	4.9	2.6	1.9	1.0	1.1
Not very important	1.6	1.7	2.8	2.3	4.9	2.6	1.9	1.0	1.1
Sample size	4,591	1,382	795	488	173	544	1,139	1,326	10,438
Weighted total	222,832	77,564	53,882	34,250	8,015	11,594	18,192	18,207	444,538
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>									
Very important	0.6	0.7	1.0	1.0	1.4	3.0	1.7	1.4	0.6
Not very important	0.6	0.7	1.0	1.0	1.4	3.0	1.7	1.4	0.6
Sample size	4,506	1,337	763	461	165	543	1,135	1,321	10,231
Weighted total	219,065	75,406	51,935	32,449	7,699	11,574	18,112	18,153	434,414

(cont. (ruled))

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Total									
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>									
Very important	0.7	1.5	1.7	2.0	2.0	0.8	1.0	0.5	0.6
Not very important	0.7	1.5	1.7	2.0	2.0	0.8	1.0	0.5	0.6
Sample size	4,572	1,369	784	487	170	542	1,137	1,321	10,382
Weighted total	222,132	77,247	53,189	34,160	7,916	11,534	18,155	18,137	442,469
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>									
Very important	1.2	1.8	1.6	2.6	4.2	3.3	2.2	1.9	0.8
Not very important	1.2	1.8	1.6	2.6	4.2	3.3	2.2	1.9	0.8
Sample size	4,534	1,369	786	487	173	544	1,145	1,327	10,445
Weighted total	222,873	78,020	53,037	34,060	8,015	11,580	18,283	18,246	444,113
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>									
Very important	0.6	1.3	1.4	1.8	3.1	1.8	2.2	1.0	0.5
Not very important	0.6	1.3	1.4	1.8	3.1	1.8	2.2	1.0	0.5
Sample size	4,563	1,367	789	485	170	540	1,141	1,325	10,380
Weighted total	222,168	77,065	53,504	33,997	7,894	11,505	18,226	18,211	442,569
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>									
Very important	0.9	1.4	1.9	2.8	3.5	2.7	2.0	1.8	0.7
Not very important	0.9	1.4	1.9	2.8	3.5	2.7	2.0	1.8	0.7
Sample size	4,605	1,388	794	490	172	543	1,144	1,332	10,468
Weighted total	223,640	78,088	53,768	34,344	7,935	11,577	18,280	18,293	445,924

(CONTINUED)

Table 4.1 - Standard Errors
Reasons for Army Entry and Career Plans at Entry
by Pay Grade and Gender

		SOLDIER'S PAYGRADE - RECODE #2								
		E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
Total										
IMPORTANCE OF RETIREMENT BENEFITS										
Very Important		0.8	1.4	1.7	2.6	2.9	2.7	2.5	1.8	0.8
Not very Important		0.8	1.4	1.7	2.6	2.9	2.7	2.5	1.8	0.8
Sample size		4,595	1,392	795	492	172	543	1,147	1,329	10,465
Weighted total		223,079	78,282	53,816	34,480	7,936	11,580	18,306	18,247	445,727
CAREER/REENLISTMENT PLANS										
Planned to enter the military a career		0.5	1.5	1.4	1.6	2.9	1.9	1.8	1.4	0.5
Wanted to try it/decide whether to stay		0.8	1.2	1.5	1.9	4.0	2.3	2.2	1.4	0.5
Planned to stay in short time and leave		0.9	1.1	1.5	1.8	3.2	2.0	1.1	1.3	0.5
Undecided about: career plan when entered		0.7	1.6	1.6	1.6	5.7	1.5	1.7	0.9	0.4
Sample size		4,680	1,422	849	609	208	553	1,176	1,467	10,964
Weighted total		226,580	80,182	58,057	43,018	9,620	11,754	18,745	20,036	467,992

(--) Sample size is insufficient for valid estimates
Table Run for All Soldiers

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E2-E4			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	1.1	1.7	1.0
Not very important	1.1	1.7	1.0
Sample size	2,946	996	3,942
Weighted total	168,095	27,554	195,648
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	1.5	2.2	1.5
Not very important	1.5	2.2	1.5
Sample size	2,952	996	3,948
Weighted total	168,407	27,543	195,950
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	1.1	1.4	1.0
Not very important	1.1	1.4	1.0
Sample size	2,934	998	3,932
Weighted total	167,360	27,558	194,919
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	1.0	1.6	0.9
Not very important	1.0	1.6	0.9
Sample size	2,941	997	3,938
Weighted total	167,808	27,582	195,391
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E2-E4			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	1.0	1.9	1.0
Not very important	1.0	1.9	1.0
Sample size	2,933	990	3,923
Weighted total	167,567	27,377	194,943
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	1.8	2.1	1.7
Not very important	1.8	2.1	1.7
Sample size	2,930	990	3,920
Weighted total	167,092	27,451	194,543
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	0.6	1.0	0.6
Not very important	0.6	1.0	0.6
Sample size	2,876	975	3,851
Weighted total	164,546	26,919	191,465
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	0.8	1.5	0.7
Not very important	0.8	1.5	0.7
Sample size	2,919	994	3,913
Weighted total	166,856	27,454	194,309
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E2-E4			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	1.2	1.5	1.1
Not very important	1.2	1.5	1.1
Sample size	2,933	993	3,926
Weighted total	167,367	27,399	194,766
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	0.7	1.3	0.6
Not very important	0.7	1.3	0.6
Sample size	2,917	983	3,900
Weighted total	167,006	27,174	194,181
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	1.1	1.5	1.0
Not very important	1.1	1.5	1.0
Sample size	2,938	998	3,936
Weighted total	167,863	27,599	195,462
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	0.9	1.5	0.8
Not very important	0.9	1.5	0.8
Sample size	2,931	995	3,926
Weighted total	167,413	27,485	194,898
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	2.1	3.4	1.9
Not very important	2.1	3.4	1.9
Sample size	907	262	1,169
Weighted total	55,236	14,721	69,957
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	1.7	3.5	1.4
Not very important	1.7	3.5	1.4
Sample size	915	263	1,178
Weighted total	55,826	14,751	70,578
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	1.6	3.0	1.4
Not very important	1.6	3.0	1.4
Sample size	906	267	1,173
Weighted total	55,331	14,940	70,271
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	1.5	3.6	1.4
Not very important	1.5	3.6	1.4
Sample size	905	261	1,166
Weighted total	55,228	14,671	69,899

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	1.8	3.7	1.6
Not very important	1.8	3.7	1.6
Sample size	902	260	1,162
Weighted total	54,929	14,641	69,570
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	1.8	3.1	1.6
Not very important	1.8	3.1	1.6
Sample size	904	263	1,167
Weighted total	55,002	14,723	69,724
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	0.8	1.6	0.8
Not very important	0.8	1.6	0.8
Sample size	873	255	1,128
Weighted total	53,354	14,369	67,723
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	1.7	3.2	1.6
Not very important	1.7	3.2	1.6
Sample size	896	261	1,157
Weighted total	54,848	14,609	69,457

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E5			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	2.0	3.9	1.9
Not very important	2.0	3.9	1.9
Sample size	909	262	1,171
Weighted total	55,413	14,639	70,052
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	1.5	2.5	1.4
Not very important	1.5	2.5	1.4
Sample size	893	262	1,155
Weighted total	54,633	14,633	69,266
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	1.8	3.5	1.5
Not very important	1.8	3.5	1.5
Sample size	909	264	1,173
Weighted total	55,473	14,751	70,224
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	1.7	3.0	1.5
Not very important	1.7	3.0	1.5
Sample size	909	266	1,175
Weighted total	55,444	14,907	70,351
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	2.6	4.6	2.2
Not very important	2.6	4.6	2.2
Sample size	520	153	673
Weighted total	37,611	11,602	49,213
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	2.4	5.7	2.8
Not very important	2.4	5.7	2.8
Sample size	527	153	680
Weighted total	38,095	11,583	49,677
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	2.6	3.0	2.3
Not very important	2.6	3.0	2.3
Sample size	524	156	680
Weighted total	37,834	11,771	49,606
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	2.4	3.9	2.2
Not very important	2.4	3.9	2.2
Sample size	521	153	674
Weighted total	37,728	11,551	49,278

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	2.0	4.1	1.8
Not very important	2.0	4.1	1.8
Sample size	515	153	668
Weighted total	37,245	11,585	48,829
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	3.3	4.4	2.9
Not very important	3.3	4.4	2.9
Sample size	523	155	678
Weighted total	37,841	11,729	49,570
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	1.2	2.3	1.1
Not very important	1.2	2.3	1.1
Sample size	507	147	654
Weighted total	36,792	11,123	47,914
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	2.0	3.8	1.8
Not very important	2.0	3.8	1.8
Sample size	517	151	668
Weighted total	37,463	11,451	48,914
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	1.9	3.8	1.7
Not very important	1.9	3.8	1.7
Sample size	514	153	667
Weighted total	37,049	11,506	48,555
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	1.8	2.8	1.5
Not very important	1.8	2.8	1.5
Sample size	521	152	673
Weighted total	37,747	11,483	49,230
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	2.4	4.2	2.0
Not very important	2.4	4.2	2.0
Sample size	522	154	676
Weighted total	37,756	11,659	49,415
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	2.1	4.1	1.8
Not very important	2.1	4.1	1.8
Sample size	523	155	678
Weighted total	37,794	11,708	49,502

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	3.0	4.6	2.6
Not very important	3.0	4.6	2.6
Sample size	353	96	449
Weighted total	26,179	7,013	33,191
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	2.6	5.4	2.2
Not very important	2.6	5.4	2.2
Sample size	355	95	450
Weighted total	26,264	6,931	33,194
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	2.6	4.3	2.1
Not very important	2.6	4.3	2.1
Sample size	358	96	454
Weighted total	26,524	6,945	33,468
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	2.7	4.9	2.3
Not very important	2.7	4.9	2.3
Sample size	355	94	449
Weighted total	26,294	6,777	33,071
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	2.7	5.5	2.0
Not very important	2.7	5.5	2.0
Sample size	351	95	446
Weighted total	26,132	6,931	33,063
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	2.6	5.0	2.3
Not very important	2.6	5.0	2.3
Sample size	352	94	446
Weighted total	26,065	6,835	32,901
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	1.3	1.9	1.1
Not very important	1.3	1.9	1.1
Sample size	333	86	419
Weighted total	24,718	6,393	31,112
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	2.2	4.5	2.0
Not very important	2.2	4.5	2.0
Sample size	349	94	443
Weighted total	25,919	6,846	32,765

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
E7-E9			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	2.9	4.7	2.7
Not very important	2.9	4.7	2.7
Sample size	351	93	444
Weighted total	25,927	6,827	32,755
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	2.0	3.7	1.9
Not very important	2.0	3.7	1.9
Sample size	348	94	442
Weighted total	25,748	6,894	32,642
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	3.1	6.5	2.9
Not very important	3.1	6.5	2.9
Sample size	352	94	446
Weighted total	26,078	6,872	32,949
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	3.0	6.2	2.6
Not very important	3.0	6.2	2.6
Sample size	353	95	448
Weighted total	26,197	6,888	33,086

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>W1-W4</u>			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	2.9	5.8	2.7
Not very important	2.9	5.8	2.7
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	4.3	11.7	5.0
Not very important	4.3	11.7	5.0
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	6.2	7.9	5.1
Not very important	6.2	7.9	5.1
Sample size	114	42	156
Weighted total	5,511	2,172	7,683
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	4.9	7.8	4.2
Not very important	4.9	7.8	4.2
Sample size	114	42	156
Weighted total	5,481	2,172	7,653

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
W1-W4			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	5.0	5.4	3.8
Not very important	5.0	5.4	3.8
Sample size	113	42	155
Weighted total	5,432	2,172	7,604
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	5.3	9.8	5.1
Not very important	5.3	9.8	5.1
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	1.3	2.6	1.2
Not very important	1.3	2.6	1.2
Sample size	108	41	149
Weighted total	5,274	2,123	7,397
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	2.2	5.4	1.9
Not very important	2.2	5.4	1.9
Sample size	113	42	155
Weighted total	5,460	2,172	7,632

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
W1-W4			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	4.9	5.9	4.2
Not very important	4.9	5.9	4.2
Sample size	115	42	157
Weighted total	5,541	2,172	7,712
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	3.5	6.2	3.2
Not very important	3.5	6.2	3.2
Sample size	112	42	154
Weighted total	5,405	2,172	7,577
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	3.5	7.4	3.8
Not very important	3.5	7.4	3.8
Sample size	113	43	156
Weighted total	5,412	2,221	7,633
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	4.3	5.8	2.9
Not very important	4.3	5.8	2.9
Sample size	113	42	155
Weighted total	5,437	2,172	7,608

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
<u>01-02</u>			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	2.8	5.2	2.3
Not very important	2.8	5.2	2.3
Sample size	343	131	474
Weighted total	7,238	2,039	9,277
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	3.2	4.2	2.6
Not very important	3.2	4.2	2.6
Sample size	343	132	475
Weighted total	7,223	2,057	9,280
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	2.4	4.0	2.2
Not very important	2.4	4.0	2.2
Sample size	343	130	473
Weighted total	7,231	2,035	9,266
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	2.6	3.9	2.5
Not very important	2.6	3.9	2.5
Sample size	343	132	475
Weighted total	7,223	2,057	9,280

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>01-02</u>			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	2.5	3.7	2.0
Not very important	2.5	3.7	2.0
Sample size	342	132	474
Weighted total	7,214	2,057	9,271
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	3.1	3.7	2.5
Not very important	3.1	3.7	2.5
Sample size	343	130	473
Weighted total	7,223	2,004	9,227
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	3.2	5.0	2.7
Not very important	3.2	5.0	2.7
Sample size	341	131	472
Weighted total	7,159	2,058	9,218
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	1.0	2.2	0.9
Not very important	1.0	2.2	0.9
Sample size	341	131	472
Weighted total	7,164	2,043	9,207

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
01-02			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	3.0	4.6	2.5
Not very important	3.0	4.6	2.5
Sample size	343	132	475
Weighted total	7,222	2,057	9,279
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	2.3	4.0	2.1
Not very important	2.3	4.0	2.1
Sample size	339	132	471
Weighted total	7,148	2,057	9,205
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	2.6	4.9	2.4
Not very important	2.6	4.9	2.4
Sample size	341	132	473
Weighted total	7,193	2,057	9,250
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	2.5	5.9	2.5
Not very important	2.5	5.9	2.5
Sample size	341	132	473
Weighted total	7,196	2,057	9,253

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	2.6	2.3	2.1
Not very important	2.6	2.3	2.1
Sample size	658	339	997
Weighted total	10,054	5,143	15,197
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	2.3	3.4	2.1
Not very important	2.3	3.4	2.1
Sample size	658	340	998
Weighted total	10,055	5,149	15,204
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	2.1	3.7	2.0
Not very important	2.1	3.7	2.0
Sample size	661	340	1,001
Weighted total	10,132	5,163	15,295
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	1.8	2.4	1.5
Not very important	1.8	2.4	1.5
Sample size	660	338	998
Weighted total	10,087	5,124	15,211

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	1.8	2.5	1.6
Not very important	1.8	2.5	1.6
Sample size	657	336	993
Weighted total	10,051	5,089	15,140
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	2.6	3.2	2.1
Not very important	2.6	3.2	2.1
Sample size	657	337	994
Weighted total	10,041	5,097	15,137
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	1.7	3.3	1.6
Not very important	1.7	3.3	1.6
Sample size	654	337	991
Weighted total	10,011	5,062	15,073
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	1.0	1.7	0.9
Not very important	1.0	1.7	0.9
Sample size	657	335	992
Weighted total	10,041	5,059	15,100

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	2.2	3.9	2.0
Not very important	2.2	3.9	2.0
Sample size	661	340	1,001
Weighted total	10,104	5,145	15,249
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	2.5	2.2	2.1
Not very important	2.5	2.2	2.1
Sample size	660	337	997
Weighted total	10,084	5,109	15,193
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	1.8	3.4	1.8
Not very important	1.8	3.4	1.8
Sample size	661	338	999
Weighted total	10,090	5,135	15,225
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	2.0	4.9	2.3
Not very important	2.0	4.9	2.3
Sample size	663	340	1,003
Weighted total	10,128	5,145	15,273

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
04-06			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	1.2	2.9	1.5
Not very important	1.2	2.9	1.5
Sample size	710	492	1,202
Weighted total	9,757	6,564	16,321
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	2.4	2.8	1.8
Not very important	2.4	2.8	1.8
Sample size	710	491	1,201
Weighted total	9,753	6,553	16,307
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	2.6	3.6	2.6
Not very important	2.6	3.6	2.6
Sample size	714	494	1,208
Weighted total	9,813	6,579	16,393
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	1.4	1.7	1.1
Not very important	1.4	1.7	1.1
Sample size	709	489	1,198
Weighted total	9,760	6,524	16,284
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
04--06			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	1.1	1.8	1.0
Not very important	1.1	1.8	1.0
Sample size	711	488	1,199
Weighted total	9,774	6,509	16,283
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	1.3	1.7	1.1
Not very important	1.3	1.7	1.1
Sample size	711	492	1,203
Weighted total	9,769	6,568	16,337
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	2.4	2.7	1.5
Not very important	2.4	2.7	1.5
Sample size	710	488	1,198
Weighted total	9,753	6,514	16,267
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	0.6	1.0	0.4
Not very important	0.6	1.0	0.4
Sample size	707	491	1,198
Weighted total	9,712	6,553	16,266
(continued)			

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
04-06			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	1.8	2.6	1.8
Not very important	1.8	2.6	1.8
Sample size	710	492	1,202
Weighted total	9,772	6,568	16,340
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	1.5	1.7	1.0
Not very important	1.5	1.7	1.0
Sample size	712	489	1,201
Weighted total	9,783	6,530	16,313
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	2.5	2.7	2.0
Not very important	2.5	2.7	2.0
Sample size	714	494	1,208
Weighted total	9,813	6,589	16,402
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	2.4	2.1	1.8
Not very important	2.4	2.1	1.8
Sample size	710	495	1,205
Weighted total	9,753	6,597	16,350

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
Very important	0.9	1.5	0.9
Not very important	0.9	1.5	0.9
Sample size	6,552	2,511	9,063
Weighted total	319,711	76,807	396,518
<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
Very important	1.1	1.9	1.1
Not very important	1.1	1.9	1.1
Sample size	6,575	2,512	9,087
Weighted total	321,163	76,739	397,902
<u>IMPORTANCE OF SERVING COUNTRY</u>			
Very important	0.9	1.3	0.9
Not very important	0.9	1.3	0.9
Sample size	6,554	2,523	9,077
Weighted total	319,736	77,163	396,899
<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
Very important	0.9	1.4	1.0
Not very important	0.9	1.4	1.0
Sample size	6,548	2,506	9,054
Weighted total	319,608	76,458	396,066

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

<u>MARITAL STATUS AT ENTRY</u>			
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
Very important	0.9	1.6	0.9
Not very important	0.9	1.6	0.9
Sample size	6,524	2,496	9,020
Weighted total	318,344	76,359	394,704
<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
Very important	1.3	1.5	1.2
Not very important	1.3	1.5	1.2
Sample size	6,535	2,503	9,038
Weighted total	318,573	76,578	395,151
<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
Very important	0.6	1.2	0.6
Not very important	0.6	1.2	0.6
Sample size	6,402	2,460	8,862
Weighted total	311,608	74,562	386,169
<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
Very important	0.7	1.3	0.6
Not very important	0.7	1.3	0.6
Sample size	6,499	2,499	8,998
Weighted total	317,463	76,187	393,651

(continued)

Table 4.2 - Standard Errors
Reasons to Enter Active Duty
by Pay Grade by Marital Status at Entry

	<u>MARITAL STATUS AT ENTRY</u>		
	Single at entry	Married at entry	Total
Total			
<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
Very important	0.8	1.4	0.8
Not very important	0.8	1.4	0.8
Sample size	6,536	2,507	9,043
Weighted total	318,395	76,313	394,708
<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
Very important	0.5	0.7	0.5
Not very important	0.5	0.7	0.5
Sample size	6,502	2,491	8,993
Weighted total	317,554	76,052	393,606
<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
Very important	0.8	1.5	0.7
Not very important	0.8	1.5	0.7
Sample size	6,550	2,517	9,067
Weighted total	319,677	76,882	396,559
<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
Very important	0.9	1.5	0.8
Not very important	0.9	1.5	0.8
Sample size	6,543	2,520	9,063
Weighted total	319,362	76,959	396,321

Table Run for All Male Soldiers

Table 4.3 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.7	0.5
Wanted to try it/decide whether to stay	1.3	1.4	0.9
Planned to stay in short time and leave	1.2	1.4	1.0
Undecided about career plan when entered	1.1	0.9	0.7
Sample size	1,811	2,123	3,934
Weighted total	93,804	101,229	195,033
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.4	1.9	1.7
Wanted to try it/decide whether to stay	2.1	1.9	1.2
Planned to stay in short time and leave	1.6	1.6	1.2
Undecided about career plan when entered	2.3	2.4	1.8
Sample size	533	638	1,171
Weighted total	32,850	37,261	70,110
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	1.7	1.4
Wanted to try it/decide whether to stay	2.7	2.4	1.7
Planned to stay in short time and leave	1.6	2.3	1.6
Undecided about career plan when entered	2.4	2.2	1.7
Sample size	294	378	672
Weighted total	21,172	27,989	49,161
(continued)			

Table 4.3 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.0	2.3	1.9
Wanted to try it/decide whether to stay	3.7	2.7	2.3
Planned to stay in short time and leave	2.3	2.2	1.8
Undecided about career plan when entered	3.6	3.1	2.2
Sample size	192	255	447
Weighted total	14,391	18,677	33,067
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	5.7	3.4	3.5
Wanted to try it/decide whether to stay	7.5	5.4	5.1
Planned to stay in short time and leave	6.5	3.7	2.7
Undecided about career plan when entered	9.3	6.3	6.5
Sample size	44	113	157
Weighted total	2,057	5,655	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.1	3.1	2.2
Wanted to try it/decide whether to stay	3.6	3.4	2.3
Planned to stay in short time and leave	2.0	1.8	1.4
Undecided about career plan when entered	1.6	2.1	1.3
Sample size	235	237	472
Weighted total	4,561	4,673	9,235

(continued)

Table 4.3 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Developing Maturity as Reason for Entry

<u>IMPORTANCE OF DEVELOPING MATURITY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.6	1.7	1.5
Wanted to try it/decide whether to stay	3.3	2.3	2.1
Planned to stay in short time and leave	2.0	1.5	1.3
Undecided about career plan when entered	2.3	1.6	1.5
Sample size	361	637	998
Weighted total	5,509	9,695	15,204
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.3	1.8	1.5
Wanted to try it/decide whether to stay	2.2	1.7	1.5
Planned to stay in short time and leave	1.6	1.6	1.3
Undecided about career plan when entered	1.8	1.0	0.9
Sample size	322	878	1,200
Weighted total	4,380	11,926	16,306
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.0	0.6	0.6
Wanted to try it/decide whether to stay	1.0	0.8	0.6
Planned to stay in short time and leave	0.8	0.9	0.6
Undecided about career plan when entered	0.8	0.6	0.4
Sample size	3,792	5,259	9,051
Weighted total	178,723	217,105	395,828

Table Run for All Male Soldiers

Table 4.4 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.6	0.5
Wanted to try it/decide whether to stay	1.2	1.6	0.9
Planned to stay in short time and leave	1.2	1.4	1.0
Undecided about career plan when entered	1.0	1.1	0.7
Sample size	2,205	1,735	3,940
Weighted total	104,930	90,404	195,334
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.9	2.1	1.7
Wanted to try it/decide whether to stay	1.7	2.2	1.2
Planned to stay in short time and leave	1.2	2.2	1.2
Undecided about career plan when entered	2.0	2.6	1.8
Sample size	758	422	1,180
Weighted total	47,472	23,259	70,731
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.2	2.6	1.5
Wanted to try it/decide whether to stay	2.2	2.5	1.7
Planned to stay in short time and leave	1.6	2.3	1.5
Undecided about career plan when entered	2.3	2.3	1.6
Sample size	417	262	679
Weighted total	30,935	18,690	49,626
(continued)			

Table 4.4 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.6	3.1	1.9
Wanted to try it/decide whether to stay	3.2	3.5	2.3
Planned to stay in short time and leave	2.6	2.8	1.8
Undecided about career plan when entered	2.6	4.4	2.2
Sample size	250	198	448
Weighted total	18,783	14,287	33,071
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.6	4.4	3.5
Wanted to try it/decide whether to stay	4.8	6.9	5.1
Planned to stay in short time and leave	2.7	7.1	2.7
Undecided about career plan when entered	6.3	8.3	6.5
Sample size	106	51	157
Weighted total	5,152	2,560	7,712
O1-O2			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.3	3.2	2.1
Wanted to try it/decide whether to stay	3.3	2.9	2.3
Planned to stay in short time and leave	1.9	1.8	1.4
Undecided about career plan when entered	1.8	1.8	1.3
Sample size	202	271	473
Weighted total	4,064	5,173	9,237
(continued)			

Table 4.4 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Training for Profession as Reason for Entry

<u>IMPORTANCE OF TRAINING FOR PROFESSION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.8	2.1	1.5
Wanted to try it/decide whether to stay	2.2	3.0	2.1
Planned to stay in short time and leave	2.2	1.5	1.3
Undecided about career plan when entered	2.0	2.0	1.5
Sample size	471	528	999
Weighted total	7,251	7,960	15,211
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.9	1.6	1.5
Wanted to try it/decide whether to stay	2.2	1.9	1.5
Planned to stay in short time and leave	2.5	1.5	1.3
Undecided about career plan when entered	1.6	1.3	0.9
Sample size	436	763	1,199
Weighted total	6,042	10,249	16,291
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.7	0.6
Wanted to try it/decide whether to stay	0.9	1.0	0.6
Planned to stay in short time and leave	0.7	1.0	0.6
Undecided about career plan when entered	0.6	0.8	0.4
Sample size	4,845	4,230	9,075
Weighted total	224,630	172,583	397,213

Table Run for All Male Soldiers

Table 4.5 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.7	0.5
Wanted to try it/decide whether to stay	1.6	1.5	0.9
Planned to stay in short time and leave	1.3	1.6	1.0
Undecided about career plan when entered	1.0	1.0	0.7
Sample size	2,093	1,831	3,924
Weighted total	102,207	92,096	194,303
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.0	2.3	1.7
Wanted to try it/decide whether to stay	2.0	2.1	1.2
Planned to stay in short time and leave	1.6	2.1	1.2
Undecided about career plan when entered	2.0	2.7	1.8
Sample size	697	477	1,174
Weighted total	42,019	28,375	70,394
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.8	3.4	1.5
Wanted to try it/decide whether to stay	2.4	2.9	1.6
Planned to stay in short time and leave	1.2	3.9	1.6
Undecided about career plan when entered	2.2	3.2	1.6
Sample size	454	225	679
Weighted total	33,027	16,526	49,554

(continued)

Table 4.5 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	3.6	1.9
Wanted to try it/decide whether to stay	2.4	3.9	2.2
Planned to stay in short time and leave	2.3	3.9	1.8
Undecided about career plan when entered	2.8	5.0	2.2
Sample size	315	137	452
Weighted total	23,114	10,231	33,344
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.5	4.7	3.6
Wanted to try it/decide whether to stay	5.5	6.7	5.2
Planned to stay in short time and leave	2.6	6.4	2.7
Undecided about career plan when entered	6.8	8.2	6.5
Sample size	104	52	156
Weighted total	5,152	2,530	7,683
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.3	3.3	2.1
Wanted to try it/decide whether to stay	2.6	4.5	2.3
Planned to stay in short time and leave	1.6	2.7	1.4
Undecided about career plan when entered	1.4	3.5	1.3
Sample size	353	118	471
Weighted total	6,763	2,460	9,223

(continued)

Table 4.5 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Serving Country as Reason for Entry

<u>IMPORTANCE OF SERVING COUNTRY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.7	2.1	1.5
Wanted to try it/decide whether to stay	2.3	3.3	2.1
Planned to stay in short time and leave	1.4	2.8	1.2
Undecided about career plan when entered	1.8	2.7	1.5
Sample size	699	304	1,003
Weighted total	10,507	4,807	15,314
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.9	1.6	1.5
Wanted to try it/decide whether to stay	1.5	3.2	1.5
Planned to stay in short time and leave	1.3	2.5	1.3
Undecided about career plan when entered	1.0	1.9	0.9
Sample size	846	360	1,206
Weighted total	11,429	4,948	16,377
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.7	0.7	0.6
Wanted to try it/decide whether to stay	0.9	1.1	0.6
Planned to stay in short time and leave	0.6	1.1	0.6
Undecided about career plan when entered	0.7	0.9	0.4
Sample size	5,561	3,504	9,065
Weighted total	234,219	161,973	396,192

Table Run for All Male Soldiers

Table 4.6 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.7	0.9	0.5
Wanted to try it/decide whether to stay	1.3	1.3	0.9
Planned to stay in short time and leave	1.1	1.5	1.0
Undecided about career plan when entered	1.1	1.0	0.7
Sample size	2,046	1,886	3,932
Weighted total	108,269	86,609	194,878
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.3	2.1	1.8
Wanted to try it/decide whether to stay	2.0	1.7	1.3
Planned to stay in short time and leave	1.8	1.4	1.2
Undecided about career plan when entered	2.0	2.3	1.8
Sample size	555	613	1,168
Weighted total	33,581	36,470	70,052
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.7	2.0	1.5
Wanted to try it/decide whether to stay	2.4	2.0	1.7
Planned to stay in short time and leave	2.1	2.0	1.6
Undecided about career plan when entered	2.5	2.7	1.7
Sample size	308	365	673
Weighted total	22,527	26,699	49,226
(continued)			

Table 4.6 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.2	2.8	1.9
Wanted to try it/decide whether to stay	3.5	2.9	2.2
Planned to stay in short time and leave	3.4	2.4	1.8
Undecided about career plan when entered	3.7	3.1	2.2
Sample size	168	280	448
Weighted total	12,283	20,746	33,029
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.4	5.4	3.6
Wanted to try it/decide whether to stay	5.8	6.6	5.1
Planned to stay in short time and leave	4.8	3.8	2.7
Undecided about career plan when entered	7.2	7.1	6.5
Sample size	59	97	156
Weighted total	2,792	4,861	7,653
O1-O2			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.9	2.4	2.1
Wanted to try it/decide whether to stay	4.2	2.5	2.3
Planned to stay in short time and leave	2.8	1.6	1.4
Undecided about career plan when entered	2.9	1.3	1.3
Sample size	112	361	473
Weighted total	2,271	6,966	9,237
(continued)			

Table 4.6 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Time to Consider Life Plans as Reason of Entry

<u>IMPORTANCE TIME OUT TO CONSIDR LIFE PLAN</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.4	1.8	1.5
Wanted to try it/decide whether to stay	4.2	2.2	2.1
Planned to stay in short time and leave	3.5	1.5	1.3
Undecided about career plan when entered	3.7	1.5	1.5
Sample size	189	811	1,000
Weighted total	2,587	12,652	15,238
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.2	2.0	1.5
Wanted to try it/decide whether to stay	3.5	1.6	1.5
Planned to stay in short time and leave	4.0	1.5	1.3
Undecided about career plan when entered	2.7	1.1	0.9
Sample size	193	1,003	1,196
Weighted total	2,675	13,594	16,268
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.7	0.8	0.6
Wanted to try it/decide whether to stay	1.0	0.7	0.6
Planned to stay in short time and leave	0.8	0.8	0.6
Undecided about career plan when entered	0.8	0.7	0.4
Sample size	3,630	5,416	9,046
Weighted total	186,984	208,597	395,581

Table Run for All Male Soldiers

Table 4.7 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.6	1.1	0.5
Wanted to try it/decide whether to stay	1.1	1.3	0.9
Planned to stay in short time and leave	1.3	1.2	1.0
Undecided about career plan when entered	0.8	1.2	0.7
Sample size	2,170	1,747	3,917
Weighted total	117,080	77,351	194,430
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.6	1.9	1.7
Wanted to try it/decide whether to stay	2.2	1.8	1.2
Planned to stay in short time and leave	1.7	1.6	1.2
Undecided about career plan when entered	2.2	2.2	1.8
Sample size	468	697	1,165
Weighted total	27,659	42,127	69,786
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.7	1.8	1.4
Wanted to try it/decide whether to stay	3.3	1.8	1.6
Planned to stay in short time and leave	2.5	1.8	1.6
Undecided about career plan when entered	2.4	2.1	1.7
Sample size	225	442	667
Weighted total	16,409	32,368	48,777
(continued)			

Table 4.7 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.0	2.3	1.9
Wanted to try it/decide whether to stay	4.0	3.0	2.3
Planned to stay in short time and leave	3.5	2.3	1.9
Undecided about career plan when entered	3.8	2.6	2.2
Sample size	130	315	445
Weighted total	10,281	22,740	33,021
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.0	4.6	3.3
Wanted to try it/decide whether to stay	5.7	6.4	5.1
Planned to stay in short time and leave	4.3	3.6	2.6
Undecided about career plan when entered	6.4	7.8	6.5
Sample size	65	90	155
Weighted total	3,217	4,386	7,604
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.5	2.3	2.1
Wanted to try it/decide whether to stay	5.2	2.7	2.3
Planned to stay in short time and leave	2.8	1.5	1.4
Undecided about career plan when entered	3.5	1.5	1.3
Sample size	122	350	472
Weighted total	2,399	6,830	9,228

(continued)

Table 4.7 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Getting Money for Education as Reason for Entry

<u>IMPORTANCE OF GETTING MONEY FOR EDUCATION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	1.8	1.5
Wanted to try it/decide whether to stay	3.4	2.4	2.1
Planned to stay in short time and leave	3.2	1.4	1.3
Undecided about career plan when entered	3.1	1.6	1.5
Sample size	220	774	994
Weighted total	3,204	11,954	15,158
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.7	1.8	1.5
Wanted to try it/decide whether to stay	3.0	1.6	1.5
Planned to stay in short time and leave	4.8	1.5	1.3
Undecided about career plan when entered	2.5	1.1	0.9
Sample size	165	1,032	1,197
Weighted total	2,268	14,000	16,268
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.8	0.6
Wanted to try it/decide whether to stay	0.9	0.7	0.6
Planned to stay in short time and leave	1.0	0.7	0.6
Undecided about career plan when entered	0.7	0.6	0.4
Sample size	3,565	5,447	9,012
Weighted total	182,516	211,756	394,272

Table Run for All Male Soldiers

Table 4.8 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.9	0.5
Wanted to try it/decide whether to stay	1.5	1.3	0.9
Planned to stay in short time and leave	1.3	1.4	1.0
Undecided about career plan when entered	1.2	1.0	0.7
Sample size	2,043	1,873	3,916
Weighted total	97,544	96,560	194,104
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.0	2.0	1.7
Wanted to try it/decide whether to stay	1.8	2.2	1.3
Planned to stay in short time and leave	1.3	1.7	1.2
Undecided about career plan when entered	2.5	2.2	1.8
Sample size	660	510	1,170
Weighted total	40,729	29,212	69,940
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.0	2.5	1.4
Wanted to try it/decide whether to stay	2.8	2.4	1.7
Planned to stay in short time and leave	1.9	1.9	1.5
Undecided about career plan when entered	2.2	2.3	1.6
Sample size	316	361	677
Weighted total	23,263	26,255	49,518
(continued)			

Table 4.8 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.1	2.4	1.9
Wanted to try it/decide whether to stay	4.0	3.2	2.2
Planned to stay in short time and leave	3.5	2.1	1.7
Undecided about career plan when entered	3.2	4.0	2.3
Sample size	174	271	445
Weighted total	12,595	20,264	32,859
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.7	5.0	3.5
Wanted to try it/decide whether to stay	4.9	6.7	5.1
Planned to stay in short time and leave	2.9	5.3	2.7
Undecided about career plan when entered	5.5	9.5	6.5
Sample size	84	73	157
Weighted total	3,966	3,746	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.3	2.8	2.1
Wanted to try it/decide whether to stay	3.6	3.2	2.3
Planned to stay in short time and leave	3.1	1.5	1.4
Undecided about career plan when entered	2.0	1.7	1.3
Sample size	177	294	471
Weighted total	3,518	5,666	9,184
(continued)			

Table 4.8 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Experience as Reason for Entry

<u>IMPORTANCE OF GAINING JOB EXPERIENCE</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.8	2.0	1.5
Wanted to try it/decide whether to stay	2.9	2.6	2.1
Planned to stay in short time and leave	2.6	1.4	1.3
Undecided about career plan when entered	2.1	1.8	1.5
Sample size	326	670	996
Weighted total	4,949	10,216	15,165
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.1	1.8	1.5
Wanted to try it/decide whether to stay	2.7	1.7	1.5
Planned to stay in short time and leave	3.3	1.3	1.3
Undecided about career plan when entered	2.4	1.2	0.9
Sample size	218	983	1,201
Weighted total	2,864	13,457	16,321
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.6	0.8	0.6
Wanted to try it/decide whether to stay	1.0	0.8	0.6
Planned to stay in short time and leave	0.8	0.8	0.6
Undecided about career plan when entered	0.7	0.7	0.4
Sample size	3,998	5,035	9,033
Weighted total	189,427	205,376	394,803

Table Run for All Male Soldiers

Table 4.9 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.6	0.5	0.6
Wanted to try it/decide whether to stay	3.6	1.0	0.9
Planned to stay in short time and leave	2.4	1.0	1.0
Undecided about career plan when entered	2.0	0.7	0.7
Sample size	295	3,551	3,846
Weighted total	14,575	176,425	191,000
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	6.6	1.6	1.6
Wanted to try it/decide whether to stay	6.0	1.4	1.3
Planned to stay in short time and leave	3.5	1.4	1.3
Undecided about career plan when entered	4.5	1.8	1.8
Sample size	74	1,057	1,131
Weighted total	4,199	63,740	67,939
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	7.5	1.5	1.5
Wanted to try it/decide whether to stay	5.8	1.9	1.6
Planned to stay in short time and leave	3.6	1.6	1.6
Undecided about career plan when entered	5.3	1.8	1.6
Sample size	51	602	653
Weighted total	3,748	44,114	47,863
(continued)			

Table 4.9 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	1.9	2.0
Wanted to try it/decide whether to stay	--	2.3	2.3
Planned to stay in short time and leave	--	1.8	1.7
Undecided about career plan when entered	--	2.5	2.4
Sample size	18	400	418
Weighted total	1,507	29,562	31,070
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	3.3	3.4
Wanted to try it/decide whether to stay	--	5.6	5.4
Planned to stay in short time and leave	--	2.7	2.6
Undecided about career plan when entered	--	6.7	6.6
Sample size	4	145	149
Weighted total	189	7,228	7,397
O1-O2			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.1	3.1	2.1
Wanted to try it/decide whether to stay	3.3	3.5	2.3
Planned to stay in short time and leave	2.1	1.8	1.4
Undecided about career plan when entered	2.0	1.8	1.3
Sample size	210	261	471
Weighted total	4,308	4,880	9,189
(continued)			

Table 4.9 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Fulfilling ROTC Commitment as Reason for Entry

<u>IMPORTANCE OF FULFILLING ROTC COMMITMENT</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.2	2.5	1.6
Wanted to try it/decide whether to stay	2.8	2.5	2.0
Planned to stay in short time and leave	2.1	1.6	1.3
Undecided about career plan when entered	1.9	2.0	1.5
Sample size	367	626	993
Weighted total	5,821	9,279	15,101
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.0	2.5	1.5
Wanted to try it/decide whether to stay	2.2	2.0	1.5
Planned to stay in short time and leave	1.7	1.6	1.3
Undecided about career plan when entered	1.2	1.1	0.9
Sample size	568	628	1,196
Weighted total	7,847	8,404	16,251
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.7	0.6	0.6
Wanted to try it/decide whether to stay	1.9	0.7	0.6
Planned to stay in short time and leave	1.4	0.7	0.6
Undecided about career plan when entered	1.0	0.5	0.5
Sample size	1,587	7,270	8,857
Weighted total	42,194	343,614	385,809

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.10 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.5	0.7	0.5
Wanted to try it/decide whether to stay	2.7	1.0	0.9
Planned to stay in short time and leave	1.5	1.1	1.0
Undecided about career plan when entered	1.9	0.7	0.7
Sample size	845	3,064	3,909
Weighted total	36,821	157,094	193,915
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.9	1.7	1.7
Wanted to try it/decide whether to stay	3.2	1.6	1.2
Planned to stay in short time and leave	2.1	1.5	1.2
Undecided about career plan when entered	3.0	2.1	1.8
Sample size	296	864	1,160
Weighted total	18,214	51,459	69,673
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.7	1.9	1.5
Wanted to try it/decide whether to stay	3.1	1.9	1.6
Planned to stay in short time and leave	2.8	1.6	1.6
Undecided about career plan when entered	4.0	1.9	1.7
Sample size	146	521	667
Weighted total	10,811	38,051	48,862
(continued)			

Table 4.10 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.2	2.3	2.0
Wanted to try it/decide whether to stay	5.0	2.9	2.3
Planned to stay in short time and leave	4.2	2.0	1.8
Undecided about career plan when entered	5.9	2.6	2.2
Sample size	80	362	442
Weighted total	5,777	26,946	32,723
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	3.5	3.6
Wanted to try it/decide whether to stay	--	5.0	5.1
Planned to stay in short time and leave	--	3.1	2.7
Undecided about career plan when entered	--	6.6	6.5
Sample size	19	136	155
Weighted total	837	6,795	7,632
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	2.0	2.1
Wanted to try it/decide whether to stay	--	2.4	2.3
Planned to stay in short time and leave	--	1.3	1.4
Undecided about career plan when entered	--	1.4	1.3
Sample size	21	450	471
Weighted total	372	8,806	9,178
(continued)			

Table 4.12 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.5	1.7	1.5
Wanted to try it/decide whether to stay	3.5	2.6	2.1
Planned to stay in short time and leave	2.0	1.4	1.3
Undecided about career plan when entered	3.2	1.6	1.5
Sample size	200	799	999
Weighted total	2,862	12,359	15,220
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.4	1.7	1.6
Wanted to try it/decide whether to stay	2.8	1.8	1.5
Planned to stay in short time and leave	1.7	1.6	1.3
Undecided about career plan when entered	1.9	1.1	0.9
Sample size	220	979	1,199
Weighted total	3,096	13,201	16,297
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.7	0.6	0.6
Wanted to try it/decide whether to stay	1.6	0.7	0.6
Planned to stay in short time and leave	1.1	0.7	0.6
Undecided about career plan when entered	1.4	0.6	0.5
Sample size	1,508	7,479	8,987
Weighted total	65,780	327,452	393,232

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.10 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Lack of Civilian Jobs as Reason for Entry

<u>IMPORTANCE OF LACK OF CIVILIAN JOBS</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	7.4	1.5	1.5
Wanted to try it/decide whether to stay	8.0	2.1	2.1
Planned to stay in short time and leave	3.7	1.4	1.3
Undecided about career plan when entered	5.6	1.5	1.5
Sample size	67	927	994
Weighted total	1,062	14,066	15,128
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	6.4	1.5	1.5
Wanted to try it/decide whether to stay	5.9	1.6	1.5
Planned to stay in short time and leave	6.4	1.3	1.3
Undecided about career plan when entered	6.7	0.9	0.9
Sample size	50	1,146	1,196
Weighted total	698	15,553	16,250
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.3	0.6	0.6
Wanted to try it/decide whether to stay	2.0	0.6	0.6
Planned to stay in short time and leave	1.1	0.7	0.6
Undecided about career plan when entered	1.6	0.5	0.4
Sample size	1,524	7,470	8,994
Weighted total	74,592	318,768	393,360

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 4.11 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.9	0.7	0.5
Wanted to try it/decide whether to stay	1.3	1.1	0.9
Planned to stay in short time and leave	1.2	1.3	1.0
Undecided about career plan when entered	1.5	0.7	0.7
Sample size	1,336	2,584	3,920
Weighted total	70,284	123,983	194,267
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.4	1.8	1.7
Wanted to try it/decide whether to stay	2.3	1.7	1.2
Planned to stay in short time and leave	1.7	1.6	1.2
Undecided about career plan when entered	2.2	2.1	1.8
Sample size	487	687	1,174
Weighted total	29,181	41,087	70,268
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.2	1.7	1.3
Wanted to try it/decide whether to stay	2.5	2.5	1.7
Planned to stay in short time and leave	2.0	2.3	1.5
Undecided about career plan when entered	2.3	2.5	1.7
Sample size	289	377	666
Weighted total	21,226	27,278	48,503

(continued)

Table 4.11 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.3	2.7	2.0
Wanted to try it/decide whether to stay	3.7	2.9	2.3
Planned to stay in short time and leave	3.0	2.8	1.8
Undecided about career plan when entered	3.5	3.3	2.3
Sample size	166	277	443
Weighted total	12,012	20,700	32,712
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	6.8	4.6	3.5
Wanted to try it/decide whether to stay	7.3	5.4	5.1
Planned to stay in short time and leave	4.8	3.7	2.7
Undecided about career plan when entered	11.5	5.6	6.5
Sample size	45	112	157
Weighted total	2,194	5,519	7,712
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.6	2.0	2.1
Wanted to try it/decide whether to stay	3.8	2.8	2.3
Planned to stay in short time and leave	2.3	1.7	1.4
Undecided about career plan when entered	2.4	1.8	1.3
Sample size	163	310	473
Weighted total	3,187	6,050	9,236
(continued)			

Table 4.11 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Opportunity to Travel as Reason for Entry

<u>IMPORTANCE OF OPPORTUNITY TO TRAVEL</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.4	2.0	1.5
Wanted to try it/decide whether to stay	3.0	2.5	2.1
Planned to stay in short time and leave	1.8	1.7	1.2
Undecided about career plan when entered	2.2	1.5	1.5
Sample size	364	639	1,003
Weighted total	5,426	9,851	15,277
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	1.9	1.5
Wanted to try it/decide whether to stay	2.9	1.4	1.5
Planned to stay in short time and leave	2.5	1.2	1.3
Undecided about career plan when entered	1.3	1.2	0.9
Sample size	367	833	1,200
Weighted total	4,950	11,375	16,324
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.9	0.7	0.6
Wanted to try it/decide whether to stay	1.0	0.8	0.6
Planned to stay in short time and leave	0.8	0.7	0.6
Undecided about career plan when entered	0.8	0.6	0.4
Sample size	3,217	5,819	9,036
Weighted total	148,458	245,842	394,300

Table Run for All Male Soldiers

Table 4.12 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.1	0.6	0.5
Wanted to try it/decide whether to stay	2.2	1.1	0.9
Planned to stay in short time and leave	2.0	1.1	1.0
Undecided about career plan when entered	1.6	0.8	0.7
Sample size	592	3,303	3,895
Weighted total	30,532	163,184	193,716
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	5.6	1.5	1.7
Wanted to try it/decide whether to stay	2.9	1.4	1.3
Planned to stay in short time and leave	2.7	1.4	1.3
Undecided about career plan when entered	4.1	1.8	1.8
Sample size	181	977	1,158
Weighted total	11,009	58,473	69,482
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.2	1.6	1.4
Wanted to try it/decide whether to stay	4.4	1.8	1.7
Planned to stay in short time and leave	2.4	1.8	1.6
Undecided about career plan when entered	4.1	2.1	1.7
Sample size	122	550	672
Weighted total	8,911	40,267	49,178

(continued)

Table 4.12 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Family Military Tradition as Reason for Entry

<u>IMPORTANCE OF FAMILY MILITARY TRADITION</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.1	2.3	2.0
Wanted to try it/decide whether to stay	4.4	2.5	2.3
Planned to stay in short time and leave	3.1	2.0	1.7
Undecided about career plan when entered	5.8	2.9	2.4
Sample size	89	352	441
Weighted total	6,698	25,902	32,600
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	--	3.3	3.6
Wanted to try it/decide whether to stay	--	5.1	5.2
Planned to stay in short time and leave	--	3.2	2.7
Undecided about career plan when entered	--	6.2	6.5
Sample size	21	133	154
Weighted total	1,098	6,479	7,577
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	5.2	2.0	2.1
Wanted to try it/decide whether to stay	5.3	2.4	2.3
Planned to stay in short time and leave	2.7	1.5	1.4
Undecided about career plan when entered	2.2	1.4	1.3
Sample size	83	386	469
Weighted total	1,574	7,588	9,162
(continued)			

Table 4.13 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.9	0.6	0.5
Wanted to try it/decide whether to stay	1.4	1.1	0.9
Planned to stay in short time and leave	0.9	1.4	1.0
Undecided about career plan when entered	1.1	1.0	0.7
Sample size	1,585	2,345	3,930
Weighted total	69,648	125,301	194,949
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	1.7	1.7
Wanted to try it/decide whether to stay	2.5	1.9	1.2
Planned to stay in short time and leave	1.1	1.9	1.2
Undecided about career plan when entered	2.5	2.2	1.8
Sample size	554	622	1,176
Weighted total	33,797	36,643	70,440
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.3	2.2	1.5
Wanted to try it/decide whether to stay	3.1	2.9	1.6
Planned to stay in short time and leave	1.8	2.1	1.6
Undecided about career plan when entered	2.3	2.4	1.6
Sample size	310	365	675
Weighted total	22,650	26,713	49,363
(continued)			

Table 4.13 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.4	2.0	1.9
Wanted to try it/decide whether to stay	2.7	2.9	2.3
Planned to stay in short time and leave	2.1	2.4	1.8
Undecided about career plan when entered	3.0	3.2	2.2
Sample size	189	256	445
Weighted total	14,146	18,761	32,907
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	7.3	3.8	3.6
Wanted to try it/decide whether to stay	7.4	5.5	5.2
Planned to stay in short time and leave	5.0	4.1	2.7
Undecided about career plan when entered	8.8	6.8	6.3
Sample size	49	107	156
Weighted total	2,296	5,337	7,633
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.8	2.7	2.1
Wanted to try it/decide whether to stay	3.9	3.0	2.3
Planned to stay in short time and leave	2.0	1.8	1.4
Undecided about career plan when entered	1.7	2.0	1.3
Sample size	176	295	471
Weighted total	3,408	5,799	9,207
(continued)			

Table 4.13 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Job Security/Stability as Reason for Entry

<u>IMPORTANCE OF JOB SECURITY/STABILITY</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.1	1.9	1.6
Wanted to try it/decide whether to stay	2.7	2.7	2.1
Planned to stay in short time and leave	1.7	1.7	1.2
Undecided about career plan when entered	2.0	2.0	1.5
Sample size	381	620	1,001
Weighted total	5,733	9,519	15,252
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.5	1.5	1.5
Wanted to try it/decide whether to stay	2.5	1.5	1.5
Planned to stay in short time and leave	1.5	1.3	1.3
Undecided about career plan when entered	1.5	0.9	0.9
Sample size	379	827	1,206
Weighted total	5,262	11,124	16,386
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.0	0.6	0.6
Wanted to try it/decide whether to stay	1.0	0.8	0.6
Planned to stay in short time and leave	0.6	0.8	0.6
Undecided about career plan when entered	0.6	0.7	0.4
Sample size	3,623	5,437	9,060
Weighted total	156,940	239,197	396,137
Table Run for All Male Soldiers			

Table 4.14 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
E2-E4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.4	0.5	0.5
Wanted to try it/decide whether to stay	1.2	1.1	0.9
Planned to stay in short time and leave	0.8	1.1	1.0
Undecided about career plan when entered	1.3	0.8	0.7
Sample size	1,102	2,819	3,921
Weighted total	46,869	147,564	194,433
E5			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.8	1.7	1.7
Wanted to try it/decide whether to stay	2.1	1.9	1.2
Planned to stay in short time and leave	0.9	1.9	1.2
Undecided about career plan when entered	2.5	2.3	1.8
Sample size	501	677	1,178
Weighted total	30,385	40,182	70,567
E6			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	1.9	2.6	1.4
Wanted to try it/decide whether to stay	2.4	2.5	1.6
Planned to stay in short time and leave	1.6	2.3	1.6
Undecided about career plan when entered	2.2	2.7	1.7
Sample size	383	294	677
Weighted total	28,039	21,411	49,450

(continued)

Table 4.14 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
E7-E9			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	3.2	2.1	1.9
Wanted to try it/decide whether to stay	3.0	3.5	2.3
Planned to stay in short time and leave	1.9	3.3	1.8
Undecided about career plan when entered	2.3	3.7	2.2
Sample size	250	197	447
Weighted total	18,716	14,328	33,043
W1-W4			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	5.9	4.0	3.6
Wanted to try it/decide whether to stay	6.2	6.2	5.3
Planned to stay in short time and leave	3.1	4.6	2.7
Undecided about career plan when entered	6.7	8.1	6.5
Sample size	62	93	155
Weighted total	2,955	4,653	7,608
01-02			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	4.1	2.0	2.1
Wanted to try it/decide whether to stay	4.3	2.6	2.3
Planned to stay in short time and leave	2.1	1.7	1.4
Undecided about career plan when entered	2.3	1.9	1.3
Sample size	136	335	471
Weighted total	2,514	6,696	9,210

(continued)

Table 4.14 - Standard Errors
Career Plans at Army Entry
by Pay Grade and Importance of Retirement Benefits as Reason for Entry

<u>IMPORTANCE OF RETIREMENT BENEFITS</u>			
	Very Important	Not Very Important	Total
03			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.8	1.8	1.5
Wanted to try it/decide whether to stay	2.4	2.8	2.1
Planned to stay in short time and leave	1.5	2.1	1.2
Undecided about career plan when entered	1.7	1.8	1.5
Sample size	422	583	1,005
Weighted total	6,160	9,141	15,301
04-06			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	2.2	1.7	1.5
Wanted to try it/decide whether to stay	2.0	2.2	1.5
Planned to stay in short time and leave	1.6	1.9	1.3
Undecided about career plan when entered	1.1	1.1	0.9
Sample size	519	684	1,203
Weighted total	7,217	9,117	16,334
Total			
<u>CAREER/REENLISTMENT PLANS</u>			
Planned to make the military a career	0.8	0.6	0.6
Wanted to try it/decide whether to stay	0.9	0.8	0.6
Planned to stay in short time and leave	0.5	0.9	0.6
Undecided about career plan when entered	0.7	0.6	0.4
Sample size	3,375	5,682	9,057
Weighted total	142,855	253,092	395,947

Table Run for All Male Soldiers

Table 4.15 - Standard Errors
Current Army Career Plans
by Pay Grade and Career Plans at Army Entry

		CAREER/REENLISTMENT PLANS				
		Planned to make this military a career	Wanted to try it and then decide whether to stay in	Planned to stay in for short time and then leave	Undecided about my plans when I entered	Total
E2-E4						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	2.9	1.8	2.2	2.9	1.3	
Don't know	2.5	1.5	1.9	2.4	1.0	
20+ years	3.2	1.2	1.1	2.0	1.0	
Sample size	400	872	364	413	2,049	
Weighted total	11,268	26,375	12,024	12,347	62,015	
E5						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	3.2	3.5	4.2	3.2	2.0	
Don't know	2.4	2.3	2.8	3.6	1.4	
20+ years	3.2	3.7	3.9	3.9	2.1	
Sample size	175	285	100	201	761	
Weighted total	10,980	16,905	6,007	12,649	46,541	
E6						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	3.3	3.2	4.1	3.4	1.7	
Don't know	2.5	2.7	2.6	1.7	1.1	
20+ years	3.7	4.2	4.5	3.6	1.9	
Sample size	137	150	85	169	541	
Weighted total	10,624	11,122	6,352	13,406	41,504	
(cont. next)						

Table 4.15 - Standard Errors
Current Army Career Plans
by Pay Grade and Career Plans at Army Entry

		CAREER/REENLISTMENT PLANS				
		Planned to make the military a career	Wanted to try it and then decide whether to stay in	Planned to stay in for short time and then leave	Undecided about my plans when I entered	Total
01-02	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	5.5	4.4	10.8	--	3.3
	Don't know	3.7	4.0	6.2	--	2.4
	20+ years	6.4	4.4	8.2	--	3.5
	Sample size	85	120	30	27	262
03	Weighted total	1,369	1,872	422	450	4,113
	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	3.3	3.1	6.0	4.2	2.6
	Don't know	1.9	2.8	5.3	4.0	1.6
	20+ years	2.8	3.3	6.2	4.7	2.5
	Sample size	275	276	128	111	790
	Weighted total	3,755	3,877	1,864	1,596	11,093
Total						
	EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
	0-19 years	1.9	1.9	2.8	2.1	1.4
	Don't know	1.1	1.2	1.2	1.4	0.6
	20+ years	2.0	1.9	2.5	2.3	1.4
	Sample size	1,072	1,703	707	921	4,403
	Weighted total	37,997	60,151	26,670	40,428	165,266

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 4.16 - Standard Errors
Career Plans at Entry
by Current Career Plans and Early Pay Grades

		EXPECTED # OF YEARS ACTIVE DUTY SERVICE			
		0-19 years	Don't Know	20+ years	Total
E2-E4					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career		0.9	2.5	2.7	0.8
Wanted to try it/decide whether to stay		1.6	2.7	2.5	1.1
Planned to stay in short time and leave		1.4	1.9	1.3	1.0
Undecided about career plan when entered		1.1	2.1	2.4	0.9
Sample size		1,301	409	339	2,049
Weighted total		40,103	12,345	9,586	62,015
E5					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career		2.0	3.2	3.1	1.8
Wanted to try it/decide whether to stay		3.1	4.7	2.5	1.9
Planned to stay in short time and leave		2.3	2.5	1.6	1.6
Undecided about career plan when entered		2.7	5.3	3.0	2.1
Sample size		316	130	315	761
Weighted total		19,071	7,790	19,680	46,541
E6					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career		5.2	7.3	1.9	1.7
Wanted to try it/decide whether to stay		4.7	6.1	2.5	1.9
Planned to stay in short time and leave		4.2	4.1	2.3	1.9
Undecided about career plan when entered		6.3	5.8	2.3	2.2
Sample size		84	51	406	541
Weighted total		6,393	3,895	31,216	41,504

(CONTINUED)

Table 4.16 - Standard Errors
Career Plans at Entry
by Current Career Plans and Early Pay Grades

		EXPECTED # OF YEARS ACTIVE DUTY SERVICE			
		0-19 years	Don't Know	20+ years	Total
01-02					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Planned to try it/decide whether to stay	3.6	5.0	6.0	2.6	
Planned to stay in short time and leave	4.6	5.6	6.1	2.7	
Undecided about career plan when entered	3.5	3.1	2.5	1.9	
	2.7	5.0	3.0	1.5	
Sample size	122	53	87	262	
Weighted total	1,894	771	1,448	4,113	
03					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Planned to try it/decide whether to stay	3.7	4.0	2.7	2.3	
Planned to stay in short time and leave	4.0	5.4	2.2	2.3	
Undecided about career plan when entered	3.0	4.8	2.0	1.1	
	2.3	4.7	1.8	1.7	
Sample size	196	127	467	790	
Weighted total	3,086	1,790	6,217	11,093	
Total					
CAREER/REENLISTMENT PLANS					
Planned to make the military a career					
Planned to try it/decide whether to stay	0.9	1.5	1.4	0.8	
Planned to stay in short time and leave	1.8	2.3	1.4	0.9	
Undecided about career plan when entered	1.3	1.4	1.2	0.8	
	1.1	1.9	1.5	0.9	
Sample size	2,019	770	1,614	4,403	
Weighted total	70,547	26,592	68,127	165,266	

THIS TABLE WAS RUN FOR MALE SOLDIERS MARRIED TO CIVILIAN SPOUSES

Chapter 5 Standard Error Tables

Table 5.1 - Standard Errors
Retention and Career Plans
by Pay Grade

SOLDIER'S PAYGRADE - RECODE #2									
	E2-E4	E5	E6	E7-E9	W1-W4	01-02	03	04-06	Total
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)	1.1	1.1	1.3	1.3	2.5	1.7	1.7	1.0	1.0
Low probability (1-4 chances in 10)	0.8	1.4	1.3	1.5	5.1	2.3	1.9	1.9	0.7
Moderate probability (5-7 chances in 10)	0.8	1.2	1.5	2.2	3.2	2.6	1.3	1.3	0.5
High probability (8-10 chances in 10)	0.7	1.4	2.2	2.7	4.6	2.8	2.2	2.5	0.9
Sample size	3,969	1,189	656	386	137	481	961	928	8,707
Weighted total	195,832	71,571	48,175	28,981	6,555	9,395	14,535	12,540	387,584
EXPECTED # OF YEARS ACTIVE DUTY SERVICE									
0-19 years	1.1	1.5	1.5	0.3	3.0	2.2	2.4	1.3	1.6
Don't know	0.9	1.3	1.0	1.0	2.2	2.0	1.7	0.9	0.5
20+ years	0.5	1.5	1.8	0.9	4.0	2.1	2.1	2.0	1.6
Sample size	3,996	1,205	725	568	193	482	1,037	1,337	9,543
Weighted total	197,900	72,158	53,191	41,917	9,435	9,424	15,813	18,043	417,882
SOLDIER'S MARITAL STATUS									
Not married	0.9	1.2	1.1	1.0	2.6	2.2	2.0	0.8	1.4
Married to civilian spouse	0.8	1.3	1.3	1.6	3.0	2.2	2.3	1.0	1.3
Married to military spouse	0.3	0.7	0.8	1.2	0.9	0.9	1.0	0.5	0.3
Sample size	3,917	1,156	696	539	190	478	1,018	1,317	9,311
Weighted total	196,156	69,207	50,873	39,660	9,278	9,368	15,529	17,779	407,851

Table Run for All Male Soldiers

Table 5.2 - Standard Errors
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
E2-E4				
PLANS FOR REMAINING IN THE ARMY				
No chance (excludes retiring from Army)				
Low probability (1-4 chances in 10)	1.4	1.0	3.8	1.1
Moderate probability (5-7 chances in 10)	1.0	1.4	4.3	0.8
High probability (8-10 chances in 10)	1.1	1.0	3.7	0.9
	0.9	1.0	4.0	0.8
Sample size	1,652	2,058	149	3,859
Weighted total	125,047	62,276	5,058	192,381
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	1.5	1.3	4.7	1.1
Don't know	1.3	1.0	3.6	0.9
20+ years	0.5	1.0	4.5	0.5
Sample size	1,677	2,057	147	3,881
Weighted total	126,966	62,313	4,987	194,266
E5				
PLANS FOR REMAINING IN THE ARMY				
No chance (excludes retiring from Army)				
Low probability (1-4 chances in 10)	2.6	1.4	3.7	1.1
Moderate probability (5-7 chances in 10)	2.1	1.8	4.1	1.4
High probability (8-10 chances in 10)	2.4	1.4	6.1	1.2
	3.0	2.1	6.0	1.5
Sample size	305	757	70	1,132
Weighted total	16,930	46,525	4,537	67,992

(continued)

Table 5.2 - Standard Errors
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
E5				
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>				
0-19 years	2.6	1.9	6.1	1.6
Don't know	2.2	1.4	4.0	1.3
20+ years	2.4	2.1	6.1	1.5
Sample size	312	765	71	1,148
Weighted total	17,222	46,769	4,608	68,599
E6				
<u>PLANS FOR REMAINING IN THE ARMY</u>				
No chance (excludes retiring from Army)	3.3	1.5	--	1.4
Low probability (1-4 chances in 10)	4.3	1.3	--	1.3
Moderate probability (5-7 chances in 10)	4.8	1.7	--	1.5
High probability (8-10 chances in 10)	5.2	2.3	--	2.1
Sample size	101	497	28	626
Weighted total	5,796	38,054	2,026	45,877
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>				
0-19 years	4.2	1.7	--	1.5
Don't know	3.8	1.1	--	1.0
20+ years	5.3	1.9	--	1.8
Sample size	116	544	29	689
Weighted total	6,638	41,690	2,075	50,404

(continued)

Table 5.2 - Standard Errors
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
01-02				
PLANS FOR REMAINING IN THE ARMY				
NO CHANCES (EXCLUDES RETIRING FROM ARMY)				
Low probability (1-4 chances in 10)	3.1	1.8	--	1.8
Moderate probability (5-7 chances in 10)	3.6	2.3	--	2.3
High probability (8-10 chances in 10)	4.1	3.3	--	2.7
	3.8	3.7	--	2.9
Sample size	187	263	26	476
Weighted total	4,779	4,125	421	9,325
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	3.5	3.3	--	2.2
Don't know	3.5	2.4	--	2.1
20+ years	2.6	3.5	--	2.1
Sample size	187	263	26	476
Weighted total	4,792	4,127	421	9,339
03				
PLANS FOR REMAINING IN THE ARMY				
NO CHANCES (EXCLUDES RETIRING FROM ARMY)				
Low probability (1-4 chances in 10)	3.6	2.4	6.0	1.7
Moderate probability (5-7 chances in 10)	3.1	2.4	5.7	2.0
High probability (8-10 chances in 10)	4.0	1.4	7.5	1.5
	5.6	2.2	7.7	2.2
Sample size	143	739	57	937
Weighted total	3,116	10,330	779	14,225
(CONTINUED)				

Table 5.2 - Standard Errors
Retention and Career Plans
by Pay Grade and Marital Status

	SOLDIER'S MARITAL STATUS			
	Not Married	Married to Civilian Spouse	Married to Military Spouse	Total
03				
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	5.1	2.6	6.9	2.4
Don't know	3.7	1.5	5.1	1.7
20+ years	5.0	2.6	6.2	2.2
Sample size	156	796	61	1,013
Weighted total	3,428	11,215	827	15,470
Total				
PLANS FOR REMAINING IN THE ARMY				
No chance (excludes retiring from Army)	1.3	0.8	2.0	1.0
Low probability (1-4 chances in 10)	0.9	1.1	2.8	0.7
Moderate probability (5-7 chances in 10)	1.0	0.7	2.6	0.6
High probability (8-10 chances in 10)	0.9	1.3	2.7	1.0
Sample size	2,388	4,314	330	7,032
Weighted total	155,669	161,310	12,820	329,799
EXPECTED # OF YEARS ACTIVE DUTY SERVICE				
0-19 years	1.4	1.4	3.3	1.3
Don't know	1.0	0.5	2.5	0.6
20+ years	0.7	1.4	3.7	1.1
Sample size	2,448	4,425	334	7,207
Weighted total	159,046	166,114	12,917	338,078

(--) Sample size is insufficient for valid estimates
Table Run for All Data Soldiers

Table 5.3 - Standard Errors
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
E2-E4						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.4	—	2.0	1.4	5.0	5.1
Low probability (1-4 chances in 10)	1.0	—	2.3	1.4	5.1	7.3
Moderate probability (5-7 chances in 10)	1.1	—	1.3	1.3	4.9	5.6
High probability (8-10 chances in 10)	1.0	—	1.6	1.5	5.6	5.7
Sample size	1,601	21	807	1,195	93	55
Weighted total	122,604	1,163	26,711	34,152	3,345	1,693
E5						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	2.4	—	2.7	1.6	—	6.1
Low probability (1-4 chances in 10)	2.6	—	2.6	2.1	—	6.3
Moderate probability (5-7 chances in 10)	2.5	—	2.6	1.9	—	9.1
High probability (8-10 chances in 10)	3.5	—	3.3	2.5	—	7.7
Sample size	273	14	206	527	29	37
Weighted total	14,965	756	11,597	32,874	1,902	2,431
E6						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.9	—	2.8	1.5	—	—
Low probability (1-4 chances in 10)	5.1	—	2.7	1.4	—	—
Moderate probability (5-7 chances in 10)	5.2	—	4.3	1.9	—	—
High probability (8-10 chances in 10)	6.2	—	4.3	2.5	—	—
Sample size	70	16	95	392	14	12
Weighted total	3,856	1,004	6,575	30,664	1,003	888
(continued)						

Table 5.3 - Standard Errors
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children Total
E7-E9						
PLANS FOR REMAINING IN THE ARMY						
NO CHOICES (EXCLUDES RETIRING FROM ARMY)			4.3	1.9	—	1.4
Low probability (1-4 chances in 10)	5.2	—	5.0	1.9	—	1.6
Moderate probability (5-7 chances in 10)	6.3	—	6.7	2.6	—	2.4
High probability (8-10 chances in 10)	9.0	—	8.5	3.7	—	2.8
Sample size	30	9	44	249	13	348
Weighted total	1,529	547	3,036	19,678	1,084	26,196
M1-M4						
PLANS FOR REMAINING IN THE ARMY						
NO CHOICES (EXCLUDES RETIRING FROM ARMY)	—	—	—	2.9	—	2.3
Low probability (1-4 chances in 10)	—	—	—	5.7	—	5.3
Moderate probability (5-7 chances in 10)	—	—	—	4.6	—	3.7
High probability (8-10 chances in 10)	—	—	—	5.1	—	5.0
Sample size	25	2	21	77	2	129
Weighted total	1,063	61	978	3,773	108	6,076
O1-O2						
PLANS FOR REMAINING IN THE ARMY						
NO CHOICES (EXCLUDES RETIRING FROM ARMY)	3.2	—	2.9	2.7	—	1.8
Low probability (1-4 chances in 10)	3.7	—	3.6	4.3	—	2.3
Moderate probability (5-7 chances in 10)	4.2	—	4.6	4.2	—	2.7
High probability (8-10 chances in 10)	3.9	—	4.6	6.0	—	2.9
Sample size	184	1	142	120	5	472
Weighted total	4,697	30	2,259	1,850	54	9,244

(cont. in next)

Table 5.3 - Standard Errors
Retention Plans
by Pay Grade and Family Status

SOLDIER'S PAYGRADE	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
03						Total
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	4.1	—	2.3	2.9	6.1	1.7
04-06						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	3.0	—	3.8	2.7	8.2	2.0
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	4.2	—	3.1	1.6	7.9	1.5
04-06						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	6.2	—	4.7	3.1	8.9	2.2
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	130	7	197	535	37	925
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	2,846	172	2,718	7,519	522	14,028
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	1.8	—	2.2	1.2	—	1.0
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	6.4	—	3.8	2.0	—	1.9
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	5.3	—	3.7	1.8	—	1.4
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	6.8	—	5.5	2.8	—	2.6
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	59	4	123	674	19	901
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	829	49	1,574	9,184	227	12,172
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	1.3	5.0	1.4	0.8	2.4	1.1
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	0.9	4.8	1.8	0.9	2.8	0.7
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	1.0	5.5	1.1	0.8	3.2	0.5
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	0.9	6.1	1.4	1.3	4.2	1.0
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	2,372	74	1,635	3,769	217	8,232
B-304						
	PLANS FOR REMAINING IN THE ARMY					
	NO CHANCES (EXCLUDES RETIRING FROM ARMY)					
	152,389	3,783	55,849	139,693	7,772	366,392

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.4 - Standard Errors
Army Career Plans
by Pay Grade and Family Status

		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
E2-E4							Total
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	1.5	—	1.9	1.9	1.9	5.6	7.5
Don't know	1.3	—	1.7	1.3	1.3	4.8	5.3
20+ years	0.5	—	1.5	1.2	1.2	5.2	6.5
Sample size	1,624	23	803	1,197	52	3,793	191,449
Weighted total	124,319	1,324	26,634	34,205	94	1,594	191,449
E5							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	2.9	—	3.9	2.5	8.5	—	1.6
Don't know	2.2	—	3.1	1.7	7.0	—	1.3
20+ years	2.7	—	3.9	2.8	9.3	—	1.6
Sample size	279	15	207	534	37	1,101	65,429
Weighted total	15,226	788	11,957	33,159	29	2,398	65,429
E6							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	5.2	—	4.2	1.8	—	—	1.5
Don't know	3.2	—	2.6	1.2	—	—	1.0
20+ years	5.5	—	4.3	2.1	—	—	1.8
Sample size	82	19	101	433	14	13	662
Weighted total	4,461	1,224	6,979	33,840	1,003	938	48,445

(cont. next)

Table 5.4 - Standard Errors
Army Career Plans
by Pay Grade and Family Status

		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
							Total
01-02							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	3.5	—	—	4.9	4.1	—	2.2
Don't know	3.5	—	—	3.3	3.7	—	2.1
20+ years	2.5	—	—	5.6	4.5	—	2.1
Sample size	184	1	1	141	121	5	472
Weighted total	4,710	30	30	2,247	1,864	54	9,259
03							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	5.5	—	—	3.4	3.2	—	2.4
Don't know	3.6	—	—	2.4	1.7	—	1.7
20+ years	4.8	—	—	3.5	3.2	—	2.2
Sample size	141	8	8	213	576	23	998
Weighted total	3,076	201	201	2,947	8,182	299	15,227
Total							
EXPECTED # OF YEARS ACTIVE DUTY SERVICE							
0-19 years	1.4	7.2	7.2	1.6	1.7	4.9	1.3
Don't know	1.0	4.7	4.7	1.3	0.7	4.1	0.5
20+ years	0.6	7.0	7.0	1.5	1.7	5.6	1.2
Sample size	2,310	68	68	1,465	2,861	130	7,026
Weighted total	151,791	3,567	3,567	50,764	111,250	5,282	329,808

(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.5 - Standard Errors
Retention Plans
by Pay Grade and Spouse Employment Status

	SPOUSE IS EMPLOYED/WANTS WORK				
	Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
E2-E4					
PLANS FOR REMAINING IN THE ARMY					
NO chance (EXCLUDES TELLING FROM ARMY)					
Low probability (1-4 chances in 10)	1.7	1.5	2.2	3.8	1.1
Moderate probability (5-7 chances in 10)	1.8	1.9	2.6	4.3	1.3
High probability (8-10 chances in 10)	1.3	1.1	2.2	3.7	1.0
	1.3	1.7	2.3	4.0	1.1
Sample size	891	780	350	149	2,170
Weighted total	27,422	24,252	9,583	5,058	66,313
E5					
PLANS FOR REMAINING IN THE ARMY					
NO chance (EXCLUDES TELLING FROM ARMY)					
Low probability (1-4 chances in 10)	2.1	2.2	4.4	3.7	1.2
Moderate probability (5-7 chances in 10)	2.5	2.9	4.2	4.1	1.8
High probability (8-10 chances in 10)	2.0	3.1	2.8	6.1	1.4
	2.7	4.0	5.1	6.0	2.1
Sample size	377	244	125	70	816
Weighted total	23,778	14,695	7,317	4,537	50,327
E6					
PLANS FOR REMAINING IN THE ARMY					
NO chance (EXCLUDES TELLING FROM ARMY)					
Low probability (1-4 chances in 10)	1.8	2.2	2.3	--	1.4
Moderate probability (5-7 chances in 10)	1.7	2.6	3.7	--	1.3
High probability (8-10 chances in 10)	2.0	3.1	4.1	--	1.6
	3.5	3.7	6.2	--	2.3
Sample size	263	151	77	28	519
Weighted total	20,414	11,158	5,987	2,026	39,584

(continued)

E5

B-307

Table 5.5 - Standard Errors
Retention Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK				
		Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
E7-E9						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		2.4	3.3	2.8	--	1.5
Low probability (1-4 chances in 10)		2.8	4.4	4.8	--	1.6
Moderate probability (5-7 chances in 10)		2.9	4.0	4.4	--	2.1
High probability (8-10 chances in 10)		3.5	6.3	6.8	--	2.8
Sample size		175	72	47	18	312
Weighted total		13,747	5,673	3,383	1,651	24,455
W1-W4						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		4.1	--	--	--	3.0
Low probability (1-4 chances in 10)		7.2	--	--	--	5.0
Moderate probability (5-7 chances in 10)		5.2	--	--	--	4.1
High probability (8-10 chances in 10)		7.3	--	--	--	5.4
Sample size		62	27	13	4	106
Weighted total		3,177	1,252	572	201	5,203
O1-O2						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		2.9	2.5	3.0	--	1.7
Low probability (1-4 chances in 10)		3.0	5.7	6.0	--	2.6
Moderate probability (5-7 chances in 10)		3.6	6.7	7.4	--	3.0
High probability (8-10 chances in 10)		3.9	7.3	8.9	--	3.5
Sample size		159	48	54	26	287
Weighted total		2,624	662	800	421	4,506

(CONTINUED)

Table 5.5 - Standard Errors
Retention Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed In Civilian Labor Force	Spouse not Employed, and Doesn't Want to Work	Spouse not Employed, and Doesn't Want to Work Active Duty	Total
03					
PLANS FOR REMAINING IN THE ARMY					
NO chance (excludes retiring from Army)		2.1	2.5	4.1	6.0
Low probability (1-4 chances in 10)		2.2	5.0	4.0	5.7
Moderate probability (5-7 chances in 10)		2.5	3.1	2.8	7.5
High probability (8-10 chances in 10)		3.2	4.8	3.9	7.7
Sample size		321	192	225	57
Weighted total		4,572	2,562	3,183	779
Total					795
04-06					
PLANS FOR REMAINING IN THE ARMY					
NO chance (excludes retiring from Army)		1.7	2.2	1.1	4.8
Low probability (1-4 chances in 10)		2.1	3.9	2.9	7.7
Moderate probability (5-7 chances in 10)		1.9	3.8	2.2	5.5
High probability (8-10 chances in 10)		3.5	5.1	3.9	11.6
Sample size		412	130	259	41
Weighted total		5,554	1,757	3,517	536
Total					842
					11,363
PLANS FOR REMAINING IN THE ARMY					
NO chance (excludes retiring from Army)		1.1	1.0	1.4	1.7
Low probability (1-4 chances in 10)		1.2	1.3	1.5	2.2
Moderate probability (5-7 chances in 10)		0.8	1.0	1.1	2.5
High probability (8-10 chances in 10)		1.5	1.9	2.0	2.5
Sample size		2,660	1,644	1,150	393
Weighted total		101,287	62,008	34,341	15,208
Total					5,847
					212,846

(--) Sample size is insufficient for valid estimates
Table Run for All Married Male Soldiers

Table 5.6 - Standard Errors
Career Plans
by Pay Grade and Spouse Employment Status

		<u>SPOUSE IS EMPLOYED/WANTS WORK</u>				
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
<u>E2-E4</u>						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	1.7	2.3	2.7	4.7	1.3	
Don't know	1.4	2.0	1.9	3.6	1.1	
20+ years	1.5	1.8	2.0	4.5	1.1	
Sample size	884	780	355	147	2,166	
Weighted total	27,249	24,302	9,732	4,987	68,270	
<u>E5</u>						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	2.3	4.0	4.4	6.1	1.9	
Don't know	1.9	2.3	3.2	4.0	1.4	
20+ years	2.8	4.0	5.0	8.1	2.0	
Sample size	378	244	131	71	824	
Weighted total	23,788	14,559	7,638	4,608	50,593	
<u>E6</u>						
<u>EXPECTED # OF YEARS ACTIVE DUTY SERVICE</u>						
0-19 years	2.1	2.7	3.8	--	1.6	
Don't know	1.8	2.4	3.0	--	1.0	
20+ years	2.3	2.8	4.5	--	1.7	
Sample size	290	162	83	29	564	
Weighted total	22,451	12,057	6,465	2,075	43,049	

(continued)

Table 5.8 - Standard Errors
Career Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK				
		Spouse Employed In Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty	Total
E7-E9						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		0.5	0.0	0.0	--	0.3
Don't know		0.9	3.5	3.4	--	1.2
20+ years		0.9	3.5	3.4	--	1.2
Sample size		264	96	66	25	451
Weighted total		20,687	7,254	4,837	2,310	35,088
W1-W4						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		3.2	5.3	--	--	2.7
Don't know		2.4	2.3	--	--	1.8
20+ years		3.7	6.6	--	--	3.3
Sample size		92	41	19	4	156
Weighted total		4,677	2,011	924	201	7,814
O1-O2						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		4.8	7.3	6.9	--	3.0
Don't know		3.1	6.2	7.5	--	2.4
20+ years		5.0	7.7	6.5	--	2.9
Sample size		158	49	54	26	287
Weighted total		2,612	675	800	421	4,508

(cont. in next)

Table 5.6 - Standard Errors
Career Plans
by Pay Grade and Spouse Employment Status

		SPOUSE IS EMPLOYED/WANTS WORK			
		Spouse Employed in Civilian Labor Force	Spouse not Employed, Wants Work	Spouse not Employed and Doesn't Want to Work	Spouse on Active Duty Total
03					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	3.3	3.3	4.1	6.9	2.7
Don't know	1.9	3.1	2.2	5.1	1.6
20+ years	3.5	3.8	3.7	6.2	2.6
Sample size	349	202	243	61	855
Weighted total	4,994	2,752	3,446	827	12,021
04-06					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	1.2	1.2	1.7	5.8	1.3
Don't know	1.1	2.2	1.9	2.7	1.0
20+ years	1.7	2.9	2.9	7.2	2.0
Sample size	608	202	340	54	1,204
Weighted total	8,224	2,735	4,573	729	16,262
Total:					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	1.7	1.6	2.0	2.7	1.4
Don't know	0.7	1.1	1.1	1.9	0.5
20+ years	1.8	1.9	2.3	3.1	1.6
Sample size	3,023	1,776	1,291	417	6,507
Weighted total	114,692	66,346	38,417	16,158	235,603

(--) Sample size is insufficient for valid estimates
Table Run for All Married Male Soldiers

Table 5.7 - Standard Errors
Retention Plans
by Pay Grade and Spouse Support for Soldiers Being in Army Now

		SPOUSE SUPPORTIVENESS OF BEING IN ARMY				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't Know	Fairly/Very Unsupportive	Total
E2-E4						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)						
Low probability (1-4 chances in 10)		1.7	2.2	2.0	3.5	1.0
Moderate probability (5-7 chances in 10)		1.8	2.8	2.5	3.4	1.3
High probability (8-10 chances in 10)		1.9	2.1	1.4	1.3	1.0
Sample size		2.1	2.2	1.3	1.9	1.0
Weighted total		655	515	642	218	2,030
		19,357	15,550	19,704	6,668	61,279
E5						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)						
Low probability (1-4 chances in 10)		1.2	3.3	3.2	6.6	1.4
Moderate probability (5-7 chances in 10)		2.5	3.1	4.0	8.0	1.9
High probability (8-10 chances in 10)		2.0	3.0	2.7	5.9	1.3
Sample size		2.7	3.8	3.9	5.8	2.1
Weighted total		312	202	181	51	746
		19,265	12,561	10,645	3,301	45,773
E6						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)						
Low probability (1-4 chances in 10)		1.2	1.8	3.8	--	1.5
Moderate probability (5-7 chances in 10)		1.6	3.0	4.1	--	1.3
High probability (8-10 chances in 10)		1.9	4.6	4.7	--	1.8
Sample size		2.7	5.7	5.1	--	2.4
Weighted total		244	131	89	22	486
		18,489	9,802	7,121	1,754	37,167

(cont. inside)

Table 5.7 - Standard Errors
Retention Plans
by Pay Grade and Spouse Support for Soldiers Being in Army Now

		SPOUSE SUPPORTIVENESS OF BEING IN ARMY				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't Know	Fairly/Very Unsupportive	Total
01-02						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES RETIRING FROM ARMY)						
Low probability (1-4 chances in 10)		1.6	4.0	6.0	--	1.8
Moderate probability (5-7 chances in 10)		2.5	5.1	9.3	--	2.3
High probability (8-10 chances in 10)		4.4	6.1	7.3	--	3.3
		4.3	7.2	7.4	--	3.7
Sample size		143	68	38	13	262
Weighted total		2,249	983	666	217	4,114
03						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES RETIRING FROM ARMY)						
Low probability (1-4 chances in 10)		2.2	2.9	6.6	6.2	2.1
Moderate probability (5-7 chances in 10)		2.2	2.9	5.0	7.9	2.4
High probability (8-10 chances in 10)		1.6	2.6	4.4	6.4	1.4
		2.2	4.3	3.7	8.9	2.2
Sample size		384	205	106	40	735
Weighted total		5,318	2,884	1,411	672	10,235
Total						
PLANS FOR REMAINING IN THE ARMY						
NO CHANCES (EXCLUDES RETIRING FROM ARMY)						
Low probability (1-4 chances in 10)		1.0	1.4	1.4	3.0	0.8
Moderate probability (5-7 chances in 10)		1.2	1.8	2.0	3.3	1.1
High probability (8-10 chances in 10)		0.9	1.4	1.4	2.3	0.7
		1.4	2.0	2.0	2.1	1.3
Sample size		1,738	1,121	1,056	344	4,259
Weighted total		64,679	41,780	39,548	12,562	158,568

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.8 - Standard Errors
Army Career Plans
by Pay Grade and Spouse Support for Army Career

		SPOUSE SUPPORTIVENESS OF ARMY CAREER				
		Very Supportive	Fairly Supportive	Mixed or Neutral or Don't know	Fairly/Very Unsupportive	Total
E2-E4						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		2.9	2.6	2.4	3.4	1.6
Don't know		2.2	2.6	1.8	2.7	1.2
20+ years		2.8	2.5	1.2	1.9	1.3
Sample size		431	345	633	146	1,555
Weighted total		12,378	10,120	18,926	4,521	45,945
E5						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		2.6	3.9	4.0	5.8	2.1
Don't know		2.2	3.4	3.3	5.2	1.6
20+ years		2.9	4.6	3.5	2.9	2.2
Sample size		278	175	171	54	678
Weighted total		17,560	10,606	9,746	3,351	41,283
E6						
EXPECTED # OF YEARS ACTIVE DUTY SERVICE						
0-19 years		1.8	3.1	5.3	--	1.7
Don't know		1.8	2.8	3.7	--	1.2
20+ years		2.2	4.1	5.9	--	1.8
Sample size		285	129	82	14	510
Weighted total		21,928	9,522	6,542	1,011	39,003

(Continued)

Table 5.8 - Standard Errors
Army Career Plans
by Pay Grade and Spouse Support for Army Career

	SPOUSE SUPPORTIVENESS OF ARMY CAREER				
	Very Supportive	Fairly Supportive	Mixed or Neutral or Don't know	Fairly/Very Unsupportive	Total
01-02					
EXPECTED # IF YEARS ACTIVE DUTY SERVICE					
0-19 years	4.2	6.9	6.7	--	3.5
Don't know	4.5	6.7	5.5	--	2.8
20+ years	4.8	6.0	6.1	--	3.8
Sample size	98	59	54	19	230
Weighted total	1,581	836	889	317	3,622
03					
EXPECTED # CF YEARS ACTIVE DUTY SERVICE					
0-19 years	2.0	3.5	3.7	8.2	1.9
Don't know	2.0	3.5	2.7	6.2	1.6
20+ years	2.3	4.2	4.3	6.6	2.1
Sample size	353	207	135	43	738
Weighted total	4,873	2,769	1,866	684	10,192
Total					
EXPECTED # OF YEARS ACTIVE DUTY SERVICE					
0-19 years	1.5	1.5	2.1	3.9	1.4
Don't know	0.9	1.5	1.3	2.4	0.7
20+ years	1.5	2.2	1.8	2.8	1.5
Sample size	1,445	915	1,075	276	3,711
Weighted total	58,341	33,852	37,968	9,883	140,044

(-) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.9 - Standard Errors
Retention Plans
by Pay Grade and Army Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	1.4	1.0
Low probability (1-4 chances in 10)	1.6	2.0	1.3
Moderate probability (5-7 chances in 10)	1.1	1.6	1.0
High probability (8-10 chances in 10)	1.3	1.9	1.0
Sample size	1,213	843	2,056
Weighted total	37,364	24,861	62,225
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.1	1.6	1.4
Low probability (1-4 chances in 10)	3.1	2.0	1.8
Moderate probability (5-7 chances in 10)	2.2	2.4	1.4
High probability (8-10 chances in 10)	2.3	3.2	2.1
Sample size	387	367	754
Weighted total	24,193	22,159	46,351
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.2	1.3	1.5
Low probability (1-4 chances in 10)	2.8	1.3	1.3
Moderate probability (5-7 chances in 10)	2.8	1.9	1.7
High probability (8-10 chances in 10)	3.5	2.6	2.3
Sample size	201	296	497
Weighted total	15,397	22,657	38,054
(continued)			

Table 5.9 - Standard Errors
Retention Plans
by Pay Grade and Army Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	4.6	1.5	1.8
Low probability (1-4 chances in 10)	4.9	2.9	2.3
Moderate probability (5-7 chances in 10)	4.2	4.2	3.3
High probability (8-10 chances in 10)	6.6	4.8	3.7
Sample size	70	193	263
Weighted total	1,054	3,071	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.0	1.5	2.4
Low probability (1-4 chances in 10)	3.7	2.7	2.4
Moderate probability (5-7 chances in 10)	3.1	1.4	1.4
High probability (8-10 chances in 10)	4.5	2.5	2.2
Sample size	225	514	739
Weighted total	3,483	6,848	10,330
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.3	0.7	0.8
Low probability (1-4 chances in 10)	1.5	1.0	1.1
Moderate probability (5-7 chances in 10)	1.1	0.9	0.7
High probability (8-10 chances in 10)	1.5	1.3	1.3
Sample size	2,096	2,213	4,309
Weighted total	81,491	79,595	161,086

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.10 - Standard Errors
Retention Plans
by Pay Grade and Family-Work Precedence

<u>FAMILY-WORK PRECEDENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.9	1.0	1.0
Low probability (1-4 chances in 10)	1.9	1.9	1.3
Moderate probability (5-7 chances in 10)	1.5	1.6	1.0
High probability (8-10 chances in 10)	1.2	1.6	1.0
Sample size	950	1,064	2,014
Weighted total	29,009	31,906	60,915
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.6	1.4	1.4
Low probability (1-4 chances in 10)	2.5	2.1	1.8
Moderate probability (5-7 chances in 10)	1.8	1.9	1.4
High probability (8-10 chances in 10)	3.4	2.7	2.1
Sample size	275	468	743
Weighted total	16,139	29,538	45,677
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.5	1.9	1.5
Low probability (1-4 chances in 10)	2.5	1.5	1.3
Moderate probability (5-7 chances in 10)	2.9	1.9	1.8
High probability (8-10 chances in 10)	4.0	2.7	2.4
Sample size	136	348	484
Weighted total	10,628	26,377	37,005
(continued)			

Table 5.10 - Standard Errors
Retention Plans
by Pay Grade and Family-Work Precedence

<u>FAMILY-WORK PRECEDENCE</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.4	2.0	1.8
Low probability (1-4 chances in 10)	4.8	2.6	2.2
Moderate probability (5-7 chances in 10)	5.1	3.9	3.3
High probability (8-10 chances in 10)	5.5	4.2	3.7
Sample size	76	185	261
Weighted total	1,276	2,823	4,099
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.9	2.1	2.1
Low probability (1-4 chances in 10)	4.5	2.2	2.4
Moderate probability (5-7 chances in 10)	2.8	1.6	1.4
High probability (8-10 chances in 10)	4.9	2.0	2.3
Sample size	148	585	733
Weighted total	2,047	8,168	10,215
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	0.7	0.8
Low probability (1-4 chances in 10)	1.6	1.1	1.1
Moderate probability (5-7 chances in 10)	1.2	0.9	0.7
High probability (8-10 chances in 10)	1.7	1.4	1.3
Sample size	1,585	2,650	4,235
Weighted total	59,098	98,813	157,911

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.11 - Standard Errors
Retention Plans
by Pay Grade and Work Predictability

<u>WORK PREDICTABILITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.3	1.4	1.0
Low probability (1-4 chances in 10)	1.6	2.0	1.4
Moderate probability (5-7 chances in 10)	1.3	1.6	1.0
High probability (8-10 chances in 10)	1.3	1.4	1.0
Sample size	1,093	956	2,049
Weighted total	33,523	28,491	62,015
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.0	2.1	1.4
Low probability (1-4 chances in 10)	2.3	2.6	1.8
Moderate probability (5-7 chances in 10)	1.9	2.2	1.4
High probability (8-10 chances in 10)	2.9	2.6	2.1
Sample size	443	310	753
Weighted total	26,464	19,770	46,234
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	2.2	1.5
Low probability (1-4 chances in 10)	1.9	2.0	1.3
Moderate probability (5-7 chances in 10)	2.5	1.8	1.7
High probability (8-10 chances in 10)	3.0	3.2	2.3
Sample size	263	231	494
Weighted total	19,839	17,925	37,764

(continued)

Table 5.11 - Standard Errors
Retention Plans
by Pay Grade and Work Predictability

<u>WORK PREDICTABILITY</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.3	3.6	1.8
Low probability (1-4 chances in 10)	2.8	4.0	2.3
Moderate probability (5-7 chances in 10)	4.1	4.8	3.3
High probability (8-10 chances in 10)	3.8	6.0	3.7
Sample size	165	98	263
Weighted total	2,530	1,595	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.3	3.3	2.4
Low probability (1-4 chances in 10)	3.0	3.0	2.4
Moderate probability (5-7 chances in 10)	1.9	2.1	1.4
High probability (8-10 chances in 10)	2.6	3.3	2.1
Sample size	426	306	732
Weighted total	5,816	4,385	10,201
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.1	1.0	0.8
Low probability (1-4 chances in 10)	1.1	1.4	1.1
Moderate probability (5-7 chances in 10)	1.0	1.1	0.7
High probability (8-10 chances in 10)	1.5	1.5	1.2
Sample size	2,390	1,901	4,291
Weighted total	88,172	72,166	160,339

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.12 - Standard Errors
Retention Plans
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.4	1.7	1.0
Low probability (1-4 chances in 10)	1.5	2.2	1.3
Moderate probability (5-7 chances in 10)	1.3	1.9	1.1
High probability (8-10 chances in 10)	1.2	1.5	1.0
Sample size	1,093	858	1,951
Weighted total	32,829	26,215	59,044
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.0	1.7	1.4
Low probability (1-4 chances in 10)	2.6	2.0	1.9
Moderate probability (5-7 chances in 10)	2.1	2.0	1.4
High probability (8-10 chances in 10)	3.0	2.6	2.1
Sample size	359	373	732
Weighted total	21,563	23,350	44,913
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.1	2.1	1.5
Low probability (1-4 chances in 10)	2.0	1.7	1.4
Moderate probability (5-7 chances in 10)	2.9	1.9	1.7
High probability (8-10 chances in 10)	4.3	2.6	2.3
Sample size	212	258	470
Weighted total	16,048	19,951	36,000

(continued)

Table 5.12 - Standard Errors
Retention Plans
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.8	3.1	1.9
Low probability (1-4 chances in 10)	3.2	4.1	2.1
Moderate probability (5-7 chances in 10)	4.1	4.7	3.4
High probability (8-10 chances in 10)	5.1	4.9	3.8
Sample size	139	115	254
Weighted total	2,140	1,806	3,945
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.2	2.7	2.1
Low probability (1-4 chances in 10)	3.7	2.1	2.3
Moderate probability (5-7 chances in 10)	2.3	2.0	1.4
High probability (8-10 chances in 10)	3.2	3.3	2.2
Sample size	349	372	721
Weighted total	4,992	5,041	10,033
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.1	1.0	0.8
Low probability (1-4 chances in 10)	1.2	1.3	1.1
Moderate probability (5-7 chances in 10)	1.0	1.1	0.7
High probability (8-10 chances in 10)	1.6	1.3	1.2
Sample size	2,152	1,976	4,128
Weighted total	77,571	76,364	153,936

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.13 - Standard Errors
Retention Plans
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	1.5	1.0
Low probability (1-4 chances in 10)	1.5	1.8	1.3
Moderate probability (5-7 chances in 10)	1.2	1.4	1.0
High probability (8-10 chances in 10)	1.1	1.7	1.0
Sample size	1,222	792	2,014
Weighted total	36,876	23,959	60,835
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.9	1.9	1.3
Low probability (1-4 chances in 10)	2.5	2.2	1.8
Moderate probability (5-7 chances in 10)	1.8	2.5	1.4
High probability (8-10 chances in 10)	2.7	3.3	2.1
Sample size	441	301	742
Weighted total	26,673	19,019	45,692
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.0	1.6	1.5
Low probability (1-4 chances in 10)	1.9	1.7	1.3
Moderate probability (5-7 chances in 10)	2.4	2.6	1.7
High probability (8-10 chances in 10)	3.5	3.0	2.2
Sample size	275	217	492
Weighted total	21,044	16,509	37,553
(continued)			

Table 5.13 - Standard Errors
Retention Plans
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.2	1.4	1.8
Low probability (1-4 chances in 10)	4.0	4.6	2.3
Moderate probability (5-7 chances in 10)	4.2	4.7	3.3
High probability (8-10 chances in 10)	5.0	5.0	3.7
Sample size	129	131	260
Weighted total	1,972	2,119	4,091
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.5	2.0	2.4
Low probability (1-4 chances in 10)	2.8	3.2	2.4
Moderate probability (5-7 chances in 10)	1.9	2.0	1.4
High probability (8-10 chances in 10)	2.8	2.8	2.2
Sample size	382	355	737
Weighted total	5,389	4,915	10,304
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.1	1.0	0.8
Low probability (1-4 chances in 10)	1.3	1.3	1.1
Moderate probability (5-7 chances in 10)	1.0	0.9	0.7
High probability (8-10 chances in 10)	1.6	1.5	1.2
Sample size	2,449	1,796	4,245
Weighted total	91,953	66,521	158,474

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.14 - Standard Errors
Retention Plans
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.8	1.5	1.0
Low probability (1-4 chances in 10)	1.3	2.1	1.3
Moderate probability (5-7 chances in 10)	1.2	1.5	1.0
High probability (8-10 chances in 10)	1.2	1.4	1.0
Sample size	1,124	928	2,052
Weighted total	34,294	27,787	62,081
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.4	1.5	1.3
Low probability (1-4 chances in 10)	2.5	2.7	1.8
Moderate probability (5-7 chances in 10)	2.0	2.4	1.4
High probability (8-10 chances in 10)	2.3	3.0	2.1
Sample size	382	369	751
Weighted total	22,422	23,737	46,159
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.4	1.4	1.5
Low probability (1-4 chances in 10)	2.1	1.6	1.3
Moderate probability (5-7 chances in 10)	3.8	1.6	1.7
High probability (8-10 chances in 10)	4.2	2.3	2.3
Sample size	202	295	497
Weighted total	15,304	22,750	38,054

(continued)

Table 5.14 - Standard Errors
Retention Plans
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.0	2.7	1.8
Low probability (1-4 chances in 10)	4.3	3.4	2.3
Moderate probability (5-7 chances in 10)	4.2	4.5	3.3
High probability (8-10 chances in 10)	5.1	4.1	3.7
Sample size	125	138	263
Weighted total	1,868	2,257	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.4	2.3	2.4
Low probability (1-4 chances in 10)	3.1	2.4	2.4
Moderate probability (5-7 chances in 10)	2.6	1.9	1.4
High probability (8-10 chances in 10)	3.1	2.4	2.2
Sample size	294	444	738
Weighted total	4,101	6,207	10,308
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.2	0.7	0.8
Low probability (1-4 chances in 10)	1.2	1.4	1.1
Moderate probability (5-7 chances in 10)	1.1	1.0	0.7
High probability (8-10 chances in 10)	1.5	1.3	1.3
Sample size	2,127	2,174	4,301
Weighted total	77,989	82,737	160,726

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.15 - Standard Errors
Retention Plans
by Pay Grade and Army Values Agreement

<u>ARMY VALUES AGREEMENT</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	0.7	1.0
Low probability (1-4 chances in 10)	1.7	1.4	1.3
Moderate probability (5-7 chances in 10)	1.1	1.5	1.0
High probability (8-10 chances in 10)	1.0	1.8	1.0
Sample size	1,333	711	2,044
Weighted total	41,609	20,157	61,766
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.6	0.7	1.4
Low probability (1-4 chances in 10)	2.7	1.3	1.8
Moderate probability (5-7 chances in 10)	1.8	2.7	1.4
High probability (8-10 chances in 10)	2.4	3.0	2.1
Sample size	380	375	755
Weighted total	23,268	23,099	46,367
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.3	0.9	1.5
Low probability (1-4 chances in 10)	3.2	1.0	1.3
Moderate probability (5-7 chances in 10)	3.5	1.9	1.7
High probability (8-10 chances in 10)	4.3	2.4	2.3
Sample size	142	353	495
Weighted total	10,923	26,974	37,897
(continued)			

Table 5.15 - Standard Errors
Retention Plans
by Pay Grade and Army Values Agreement

<u>ARMY VALUES AGREEMENT</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	4.9	0.2	1.8
Low probability (1-4 chances in 10)	4.7	2.3	2.3
Moderate probability (5-7 chances in 10)	4.7	4.0	3.3
High probability (8-10 chances in 10)	3.0	4.5	3.7
Sample size	95	168	263
Weighted total	1,455	2,670	4,125
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.9	1.0	2.4
Low probability (1-4 chances in 10)	5.3	1.6	2.4
Moderate probability (5-7 chances in 10)	3.0	1.6	1.4
High probability (8-10 chances in 10)	2.7	2.0	2.2
Sample size	210	527	737
Weighted total	3,256	7,043	10,299
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.4	0.5	0.8
Low probability (1-4 chances in 10)	1.5	0.8	1.1
Moderate probability (5-7 chances in 10)	1.0	1.0	0.7
High probability (8-10 chances in 10)	1.2	1.6	1.3
Sample size	2,160	2,134	4,294
Weighted total	80,512	79,942	160,454

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.16 - Standard Errors
Retention Plans
by Pay Grade and Spouse Involvement in Soldier's Career

<u>SPOUSE INVOLVEMENT</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.4	1.4	1.0
Low probability (1-4 chances in 10)	1.6	1.7	1.4
Moderate probability (5-7 chances in 10)	1.0	1.5	1.0
High probability (8-10 chances in 10)	1.0	1.9	1.0
Sample size	1,239	798	2,037
Weighted total	38,053	23,494	61,547
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.2	1.3	1.4
Low probability (1-4 chances in 10)	2.5	2.7	1.9
Moderate probability (5-7 chances in 10)	1.9	2.1	1.4
High probability (8-10 chances in 10)	2.7	3.5	2.1
Sample size	413	333	746
Weighted total	25,458	20,353	45,811
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.4	1.4	1.4
Low probability (1-4 chances in 10)	2.1	1.6	1.3
Moderate probability (5-7 chances in 10)	2.4	2.0	1.8
High probability (8-10 chances in 10)	3.4	3.0	2.4
Sample size	245	244	489
Weighted total	18,568	18,816	37,384
(continued)			

Table 5.16 - Standard Errors
Retention Plans
by Pay Grade and Spouse Involvement in Soldier's Career

<u>SPOUSE INVOLVEMENT</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.6	1.6	1.8
Low probability (1-4 chances in 10)	4.3	2.3	2.3
Moderate probability (5-7 chances in 10)	4.4	4.8	3.3
High probability (8-10 chances in 10)	4.0	4.1	3.7
Sample size	98	164	262
Weighted total	1,621	2,492	4,113
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.8	1.3	2.1
Low probability (1-4 chances in 10)	2.7	2.8	2.4
Moderate probability (5-7 chances in 10)	2.8	1.7	1.4
High probability (8-10 chances in 10)	3.1	2.6	2.3
Sample size	315	419	734
Weighted total	4,433	5,784	10,217
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.2	0.7	0.8
Low probability (1-4 chances in 10)	1.5	1.3	1.1
Moderate probability (5-7 chances in 10)	1.0	1.0	0.7
High probability (8-10 chances in 10)	1.7	1.8	1.3
Sample size	2,310	1,958	4,268
Weighted total	88,134	70,939	159,072

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.17 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Job Comparisons

<u>ARMY-CIVILIAN JOB COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	1.1	1.0
Low probability (1-4 chances in 10)	1.5	1.8	1.4
Moderate probability (5-7 chances in 10)	1.1	1.6	1.0
High probability (8-10 chances in 10)	1.1	2.1	1.0
Sample size	1,156	887	2,043
Weighted total	36,221	25,524	61,745
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.3	1.0	1.4
Low probability (1-4 chances in 10)	2.8	1.8	1.8
Moderate probability (5-7 chances in 10)	2.3	2.1	1.4
High probability (8-10 chances in 10)	2.7	2.9	2.0
Sample size	377	369	746
Weighted total	23,315	22,419	45,734
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.8	1.7	1.5
Low probability (1-4 chances in 10)	2.7	1.4	1.3
Moderate probability (5-7 chances in 10)	3.3	2.0	1.7
High probability (8-10 chances in 10)	4.7	2.8	2.3
Sample size	185	295	480
Weighted total	13,883	22,871	36,754
(continued)			

Table 5.17 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Job Comparisons

<u>ARMY-CIVILIAN JOB COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.9	1.2	1.8
Low probability (1-4 chances in 10)	4.7	3.1	2.4
Moderate probability (5-7 chances in 10)	5.0	4.1	3.3
High probability (8-10 chances in 10)	3.7	4.7	3.7
Sample size	105	156	261
Weighted total	1,607	2,471	4,077
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.3	1.4	2.4
Low probability (1-4 chances in 10)	5.0	2.3	2.5
Moderate probability (5-7 chances in 10)	2.8	1.6	1.4
High probability (8-10 chances in 10)	4.5	2.3	2.2
Sample size	245	487	732
Weighted total	3,683	6,566	10,248
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.5	0.8	0.8
Low probability (1-4 chances in 10)	1.5	1.1	1.1
Moderate probability (5-7 chances in 10)	1.2	0.9	0.7
High probability (8-10 chances in 10)	1.7	1.6	1.3
Sample size	2,068	2,194	4,262
Weighted total	78,708	79,850	158,559

Table Run for All Male Soldiers Married to Civilian Spouses

**Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status**

		FAMILY STATUS						
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children	Total
ARMY-CIVILIAN JOB COMPARISONS								
Below the median								
PLANS FOR REMAINING IN THE ARMY								
	No chance (excludes retiring from Army)	1.4	—	2.8	2.2	7.3	8.1	1.3
	Low probability (1-4 chances in 10)	1.0	—	3.2	1.8	6.4	9.6	1.0
	Moderate probability (5-7 chances in 10)	1.1	—	1.6	1.6	8.0	8.3	0.9
	High probability (8-10 chances in 10)	0.8	—	1.6	1.5	8.4	7.5	0.7
	Sample size	1,031	13	483	641	58	32	2,258
	Weighted total	80,380	647	16,653	18,820	2,124	989	119,623
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
	No chance (excludes retiring from Army)	2.2	—	2.0	1.3	6.2	—	1.4
	Low probability (1-4 chances in 10)	2.4	—	3.2	2.0	8.1	—	1.5
	Moderate probability (5-7 chances in 10)	1.9	—	3.0	2.1	7.9	—	1.3
	High probability (8-10 chances in 10)	2.2	—	3.3	2.3	7.9	—	1.6
	Sample size	553	8	320	544	34	21	1,480
	Weighted total	40,745	516	9,822	15,057	1,133	636	67,910
Total								
PLANS FOR REMAINING IN THE ARMY								
	No chance (excludes retiring from Army)	1.4	—	1.9	1.4	5.3	4.9	1.1
	Low probability (1-4 chances in 10)	1.0	—	2.3	1.3	5.2	7.8	0.9
	Moderate probability (5-7 chances in 10)	1.1	—	1.3	1.3	4.5	5.6	0.8
	High probability (8-10 chances in 10)	1.0	—	1.5	1.5	5.5	5.8	0.8
	Sample size	1,584	21	803	1,185	92	53	3,738
	Weighted total	121,124	1,163	26,488	33,878	3,257	1,625	187,534

Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

E5

ARMY-CIVILIAN JOB COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.7	—	4.3	2.9	—	2.0
Low probability (1-4 chances in 10)	4.2	—	5.2	3.3	—	2.5
Moderate probability (5-7 chances in 10)	2.8	—	4.6	2.9	—	1.8
High probability (8-10 chances in 10)	4.6	—	4.5	3.0	—	2.0
Sample size	137	10	104	260	11	534
Weighted total	7,583	537	6,150	16,233	787	32,109
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.0	—	2.0	1.2	—	1.0
Low probability (1-4 chances in 10)	3.3	—	3.5	2.2	—	1.6
Moderate probability (5-7 chances in 10)	4.2	—	4.6	2.7	—	2.4
High probability (8-10 chances in 10)	4.8	—	5.4	3.3	—	2.7
Sample size	132	4	99	260	22	533
Weighted total	7,172	219	5,742	16,030	1,390	31,603
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	2.4	—	2.7	1.7	6.5	1.2
Low probability (1-4 chances in 10)	2.5	—	2.6	2.1	6.9	1.5
Moderate probability (5-7 chances in 10)	2.5	—	2.7	1.8	9.5	1.2
High probability (8-10 chances in 10)	3.5	—	3.3	2.5	8.2	1.6
Sample size	269	14	203	520	33	1,067
Weighted total	14,755	756	11,892	32,263	2,176	63,712

(CONTINUED)

Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

F6

ARMY-CIVILIAN JOB COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Marr'd to Civ. Spouse No Children	Marr'd to Civ. Spouse Has Children	Marr'd to Mil. Spouse No Children	Marr'd to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	--	--	6.3	2.6	--	2.6
Low probability (1-4 chances in 10)	--	--	6.2	3.0	--	2.6
Moderate probability (5-7 chances in 10)	--	--	6.2	4.2	--	2.8
High probability (8-10 chances in 10)	--	--	7.2	5.5	--	4.1
Sample size	28	5	36	144	6	225
Weighted total	1,626	357	2,487	11,005	397	16,324
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.2	--	2.1	1.9	--	1.4
Low probability (1-4 chances in 10)	5.0	--	2.9	1.5	--	1.2
Moderate probability (5-7 chances in 10)	6.7	--	6.7	2.3	--	1.7
High probability (8-10 chances in 10)	8.3	--	7.0	3.1	--	2.2
Sample size	41	10	56	235	6	356
Weighted total	2,167	592	3,882	18,644	491	26,328
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.3	--	2.9	1.6	--	1.5
Low probability (1-4 chances in 10)	5.1	--	2.8	1.3	--	1.3
Moderate probability (5-7 chances in 10)	5.3	--	4.5	1.8	--	1.5
High probability (8-10 chances in 10)	6.1	--	4.5	2.5	--	2.1
Sample size	69	15	92	379	12	581
Weighted total	3,793	949	6,369	29,649	888	42,652

(continued)

Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

01-02

		FAMILY STATUS				
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN JOB COMPARISONS						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		5.6	—	6.0	5.4	—
Low probability (1-4 chances in 10)		8.2	—	6.6	9.0	—
Moderate probability (5-7 chances in 10)		4.9	—	7.5	6.7	—
High probability (8-10 chances in 10)		3.2	—	4.6	7.7	—
Sample size		82	0	60	45	2
Weighted total		2,144	0	943	664	22
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		2.1	—	1.1	2.2	—
Low probability (1-4 chances in 10)		4.7	—	5.2	4.3	—
Moderate probability (5-7 chances in 10)		5.5	—	5.7	5.5	—
High probability (8-10 chances in 10)		5.8	—	6.4	6.6	—
Sample size		102	1	81	74	3
Weighted total		2,553	30	1,292	1,163	32
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)		3.2	—	3.0	2.7	—
Low probability (1-4 chances in 10)		3.7	—	3.6	4.4	—
Moderate probability (5-7 chances in 10)		4.2	—	4.6	4.3	—
High probability (8-10 chances in 10)		3.9	—	4.5	6.2	—
Sample size		184	1	141	119	5
Weighted total		4,697	30	2,235	1,827	54

(cont. next)

Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

03

ARMY-CIVILIAN JOB COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	9.7	—	5.3	6.4	—	3.7
Low probability (1-4 chances in 10)	7.8	—	7.5	5.6	—	4.0
Moderate probability (5-7 chances in 10)	4.8	—	4.1	3.4	—	2.8
High probability (8-10 chances in 10)	4.4	—	6.8	5.3	—	3.6
Sample size	44	3	69	173	9	310
Weighted total	892	78	955	2,646	130	4,914
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.7	—	2.8	1.5	—	1.0
Low probability (1-4 chances in 10)	4.3	—	3.6	2.5	—	2.2
Moderate probability (5-7 chances in 10)	6.4	—	3.7	1.8	—	1.9
High probability (8-10 chances in 10)	7.2	—	5.5	2.8	—	2.5
Sample size	82	3	127	355	10	608
Weighted total	1,872	70	1,714	4,800	121	8,924
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.1	—	2.3	3.0	—	1.7
Low probability (1-4 chances in 10)	3.1	—	3.6	2.7	—	2.0
Moderate probability (5-7 chances in 10)	4.2	—	3.0	1.6	—	1.5
High probability (8-10 chances in 10)	6.4	—	4.7	3.1	—	2.2
Sample size	126	6	196	529	19	913
Weighted total	2,754	146	2,709	7,446	251	13,839

(continued)

Table 5.18 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Job Comparisons and Family Status

		Total					
		FAMILY STATUS					
ARMY-CIVILIAN JOB COMPARISONS		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median							Total
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.4	9.7	2.4	1.8	4.6	5.5	1.5
Low probability (1-4 chances in 10)	1.0	7.8	2.7	1.8	3.8	9.4	1.0
Moderate probability (5-7 chances in 10)	1.0	9.3	1.6	1.4	4.7	4.7	0.9
High probability (8-10 chances in 10)	0.8	7.5	1.5	2.3	4.9	7.5	1.0
Sample size	1,322	31	752	1,263	60	3,527	
Weighted total	92,625	1,618	27,237	49,369	3,799	2,324	176,972
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.6	--	1.1	0.8	2.0	4.7	0.9
Low probability (1-4 chances in 10)	2.0	--	2.0	1.1	4.0	5.6	0.9
Moderate probability (5-7 chances in 10)	1.6	--	2.0	1.3	5.5	6.8	0.9
High probability (8-10 chances in 10)	1.8	--	2.5	1.8	6.6	8.1	1.2
Sample size	910	26	683	1,463	91	62	3,241
Weighted total	54,509	1,427	22,453	55,695	3,195	2,670	139,949
Total							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.3	6.2	1.4	0.9	2.8	3.7	1.0
Low probability (1-4 chances in 10)	1.0	5.7	1.8	1.2	3.2	5.0	0.8
Moderate probability (5-7 chances in 10)	1.0	5.7	1.1	0.9	3.4	4.7	0.6
High probability (8-10 chances in 10)	0.9	5.6	1.3	1.6	4.3	5.1	1.0
Sample size	2,232	57	1,435	2,732	190	122	6,768
Weighted total	147,134	3,045	49,690	105,064	6,994	4,995	316,921

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E2-E4

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.7	1.5	1.2
Low probability (1-4 chances in 10)	2.7	1.7	1.4
Moderate probability (5-7 chances in 10)	1.6	1.3	1.1
High probability (8-10 chances in 10)	1.4	1.4	1.1
Sample size	362	1,065	1,427
Weighted total	11,419	31,945	43,364
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.3	1.8	1.9
Low probability (1-4 chances in 10)	6.2	2.8	2.6
Moderate probability (5-7 chances in 10)	4.8	2.2	2.1
High probability (8-10 chances in 10)	6.0	2.8	2.4
Sample size	76	407	483
Weighted total	2,240	12,080	14,319
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.3	1.1	1.0
Low probability (1-4 chances in 10)	2.5	1.7	1.3
Moderate probability (5-7 chances in 10)	1.5	1.2	1.0
High probability (8-10 chances in 10)	1.8	1.4	1.1
Sample size	438	1,472	1,910
Weighted total	13,659	44,025	57,684
(continued)			

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E5

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	4.4	2.0	1.9
Low probability (1-4 chances in 10)	5.5	2.6	2.6
Moderate probability (5-7 chances in 10)	4.1	2.4	2.0
High probability (8-10 chances in 10)	5.5	2.6	2.2
Sample size	103	390	493
Weighted total	6,709	23,365	30,074
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.7	2.2	1.9
Low probability (1-4 chances in 10)	8.0	2.6	2.2
Moderate probability (5-7 chances in 10)	8.5	3.5	2.9
High probability (8-10 chances in 10)	9.8	4.6	4.5
Sample size	31	174	205
Weighted total	1,820	11,069	12,889
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.6	1.5	1.4
Low probability (1-4 chances in 10)	4.9	1.7	1.8
Moderate probability (5-7 chances in 10)	3.6	1.8	1.5
High probability (8-10 chances in 10)	4.5	2.4	2.2
Sample size	134	564	698
Weighted total	8,528	34,435	42,963

(continued)

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

E6

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.5	1.5	1.8
Low probability (1-4 chances in 10)	5.2	1.9	1.8
Moderate probability (5-7 chances in 10)	6.2	2.3	2.3
High probability (8-10 chances in 10)	8.4	2.9	3.2
Sample size	52	250	302
Weighted total	4,112	18,497	22,609
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	1.6	1.6
Low probability (1-4 chances in 10)	--	2.1	2.0
Moderate probability (5-7 chances in 10)	--	3.0	2.6
High probability (8-10 chances in 10)	--	4.0	2.9
Sample size	21	122	143
Weighted total	1,662	9,693	11,354
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	4.4	1.3	1.4
Low probability (1-4 chances in 10)	4.0	1.3	1.4
Moderate probability (5-7 chances in 10)	4.9	2.0	1.8
High probability (8-10 chances in 10)	6.3	2.7	2.4
Sample size	73	372	445
Weighted total	5,773	28,190	33,963
(continued)			

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

01-02

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	6.8	2.3	2.2
Low probability (1-4 chances in 10)	8.0	2.8	2.7
Moderate probability (5-7 chances in 10)	8.4	4.2	4.1
High probability (8-10 chances in 10)	7.7	4.8	4.4
Sample size	31	172	203
Weighted total	456	2,629	3,085
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	3.4	3.2
Low probability (1-4 chances in 10)	--	2.5	2.7
Moderate probability (5-7 chances in 10)	--	5.9	5.7
High probability (8-10 chances in 10)	--	6.2	6.1
Sample size	5	52	57
Weighted total	77	906	983
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	5.7	2.0	1.8
Low probability (1-4 chances in 10)	7.6	2.3	2.3
Moderate probability (5-7 chances in 10)	7.6	3.6	3.4
High probability (8-10 chances in 10)	7.0	4.1	3.8
Sample size	36	224	260
Weighted total	533	3,535	4,068

(continued)

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

03

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	7.9	2.2	2.5
Low probability (1-4 chances in 10)	7.4	2.8	3.0
Moderate probability (5-7 chances in 10)	5.9	2.1	2.1
High probability (8-10 chances in 10)	4.3	2.6	2.8
Sample size	77	441	518
Weighted total	1,153	6,039	7,192
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	--	3.3	3.0
Low probability (1-4 chances in 10)	--	3.1	2.6
Moderate probability (5-7 chances in 10)	--	2.8	2.7
High probability (8-10 chances in 10)	--	3.6	3.5
Sample size	23	171	194
Weighted total	334	2,415	2,750
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	6.4	2.3	2.4
Low probability (1-4 chances in 10)	5.8	2.4	2.5
Moderate probability (5-7 chances in 10)	5.0	1.6	1.5
High probability (8-10 chances in 10)	5.8	1.9	2.2
Sample size	100	612	712
Weighted total	1,488	8,454	9,942

(continued)

Table 5.19 - Standard Errors
Retention Plans
by Pay Grade, Importance of Pay and Army-Civilian Pay Comparison

Total

<u>PAY MOST IMPORTANT REASON (S 70)</u>			
	Pay Most Factor to Stay/Leave	Pay Not Most Factor to Stay/Leave	Total
<u>COMPARE PAY TO CIVILIAN LIFE</u>			
Below median (expect civilian pay high)			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.2	1.1	1.0
Low probability (1-4 chances in 10)	2.8	1.3	1.3
Moderate probability (5-7 chances in 10)	1.8	0.9	0.9
High probability (8-10 chances in 10)	2.3	1.5	1.4
Sample size	625	2,318	2,943
Weighted total	23,850	82,475	106,324
Above median			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.0	1.1	1.0
Low probability (1-4 chances in 10)	3.8	1.8	1.5
Moderate probability (5-7 chances in 10)	3.4	1.3	1.1
High probability (8-10 chances in 10)	4.2	2.6	2.2
Sample size	156	926	1,082
Weighted total	6,132	36,163	42,295
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.9	0.9	0.8
Low probability (1-4 chances in 10)	2.4	1.1	1.1
Moderate probability (5-7 chances in 10)	1.7	0.7	0.7
High probability (8-10 chances in 10)	2.1	1.4	1.3
Sample size	781	3,244	4,025
Weighted total	29,982	118,638	148,619

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.20 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Community Comparisons

<u>ARMY-CIVILIAN COMMUNITY COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.8	1.4	1.0
Low probability (1-4 chances in 10)	1.8	2.0	1.4
Moderate probability (5-7 chances in 10)	1.1	1.5	1.0
High probability (8-10 chances in 10)	1.0	1.9	0.9
Sample size	1,178	810	1,988
Weighted total	36,113	23,671	59,783
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.1	1.3	1.5
Low probability (1-4 chances in 10)	2.9	2.2	1.8
Moderate probability (5-7 chances in 10)	1.9	2.2	1.4
High probability (8-10 chances in 10)	2.6	2.8	2.1
Sample size	385	335	720
Weighted total	23,660	20,438	44,098
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.0	1.8	1.6
Low probability (1-4 chances in 10)	2.5	1.5	1.4
Moderate probability (5-7 chances in 10)	2.5	2.2	1.7
High probability (8-10 chances in 10)	4.1	2.5	2.6
Sample size	232	228	460
Weighted total	17,446	17,805	35,252

(continued)

Table 5.20 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Community Comparisons

<u>ARMY-CIVILIAN COMMUNITY COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.9	1.6	1.7
Low probability (1-4 chances in 10)	3.0	3.7	2.4
Moderate probability (5-7 chances in 10)	4.1	5.3	3.4
High probability (8-10 chances in 10)	4.4	5.8	3.7
Sample size	145	112	257
Weighted total	2,216	1,803	4,019
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	3.4	2.0	2.4
Low probability (1-4 chances in 10)	3.9	2.8	2.5
Moderate probability (5-7 chances in 10)	2.3	1.7	1.4
High probability (8-10 chances in 10)	3.9	2.6	2.4
Sample size	369	341	710
Weighted total	5,165	4,736	9,901
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.2	0.9	0.8
Low probability (1-4 chances in 10)	1.6	1.1	1.1
Moderate probability (5-7 chances in 10)	1.0	0.9	0.7
High probability (8-10 chances in 10)	1.7	1.4	1.3
Sample size	2,309	1,826	4,135
Weighted total	84,599	68,454	153,053

Table Run for All Male Soldiers Married to Civilian Spouses

E2-E4

(continued)

Table 5.21 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

E5

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.4	—	4.3	2.7	—	1.7
Low probability (1-4 chances in 10)	3.8	—	4.0	3.5	—	2.5
Moderate probability (5-7 chances in 10)	3.1	—	4.1	2.3	—	1.8
High probability (8-10 chances in 10)	4.1	—	5.4	2.9	—	2.1
Sample size	123	10	107	267	12	530
Weighted total	6,628	560	6,317	16,673	814	31,684
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.5	—	2.9	1.2	—	1.3
Low probability (1-4 chances in 10)	3.8	—	4.1	2.8	—	1.9
Moderate probability (5-7 chances in 10)	4.3	—	5.5	3.2	—	1.9
High probability (8-10 chances in 10)	5.7	—	5.2	3.7	—	2.5
Sample size	114	4	86	238	19	473
Weighted total	6,174	196	4,954	14,679	1,212	28,070
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	2.5	—	2.9	1.7	7.2	1.2
Low probability (1-4 chances in 10)	2.7	—	2.7	2.1	7.7	1.6
Moderate probability (5-7 chances in 10)	2.7	—	2.9	1.9	9.9	1.3
High probability (8-10 chances in 10)	3.7	—	3.5	2.5	7.8	1.6
Sample size	237	14	193	505	31	1,003
Weighted total	12,802	756	11,277	31,352	2,027	59,734

(Cont. Table)

Table 5.21 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

E6

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	—	—	4.8	2.1	—	1.9
Low probability (1-4 chances in 10)	—	—	4.8	2.9	—	2.5
Moderate probability (5-7 chances in 10)	—	—	6.1	3.0	—	2.0
High probability (8-10 chances in 10)	—	—	6.5	4.9	—	3.9
Sample size	26	9	52	176	6	273
Weighted total	1,582	624	3,541	13,566	397	19,986
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.0	—	0.0	2.1	—	1.6
Low probability (1-4 chances in 10)	5.0	—	4.2	1.6	—	1.6
Moderate probability (5-7 chances in 10)	8.6	—	5.9	2.3	—	2.0
High probability (8-10 chances in 10)	10.3	—	6.5	2.5	—	2.3
Sample size	30	7	35	189	6	273
Weighted total	1,576	380	2,463	15,018	491	26,379
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	5.0	—	3.0	1.6	—	1.5
Low probability (1-4 chances in 10)	5.5	—	2.9	1.4	—	1.4
Moderate probability (5-7 chances in 10)	6.2	—	4.8	1.9	—	1.4
High probability (8-10 chances in 10)	7.4	—	4.9	2.8	—	2.3
Sample size	56	16	87	365	12	546
Weighted total	3,158	1,004	6,004	23,584	888	40,365

(cont. Table 5.20)

Table 5.21 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

01-02

	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN COMMUNITY COMPARISONS						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	5.0	—	4.7	4.5	—	2.7
Low probability (1-4 chances in 10)	5.1	—	4.6	6.1	—	3.1
Moderate probability (5-7 chances in 10)	4.6	—	5.9	6.0	—	3.4
High probability (8-10 chances in 10)	4.0	—	4.8	6.6	—	3.1
Sample size	90	1	78	67	11	250
Weighted total	2,237	30	1,225	991	214	4,730
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.2	—	2.1	2.7	—	2.5
Low probability (1-4 chances in 10)	8.0	—	4.9	6.2	—	3.4
Moderate probability (5-7 chances in 10)	7.9	—	6.9	6.7	—	4.9
High probability (8-10 chances in 10)	6.7	—	7.9	8.5	—	4.8
Sample size	78	0	60	51	7	198
Weighted total	2,071	0	971	817	114	3,993
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.4	—	2.8	2.8	—	1.8
Low probability (1-4 chances in 10)	4.1	—	3.6	4.2	—	2.5
Moderate probability (5-7 chances in 10)	4.5	—	4.7	4.4	—	2.8
High probability (8-10 chances in 10)	3.9	—	4.6	6.2	—	2.9
Sample size	168	1	138	118	18	448
Weighted total	4,308	30	2,196	1,808	328	8,723

(CONTINUED)

Table 5.21 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

03

ARMY-CIVILIAN COMMUNITY COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)			4.2	4.2	—	—
Low probability (1-4 chances in 10)	7.0	—	5.2	4.4	—	—
Moderate probability (5-7 chances in 10)	5.9	—	4.3	2.7	—	—
High probability (8-10 chances in 10)	4.4	—	5.7	4.7	—	—
Sample size	57	4	97	267	6	446
Weighted total	1,227	95	1,323	3,770	223	6,705
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)			2.5	2.5	—	—
Low probability (1-4 chances in 10)	3.7	—	4.6	3.2	—	—
Moderate probability (5-7 chances in 10)	5.8	—	3.4	2.0	—	—
High probability (8-10 chances in 10)	7.8	—	6.3	3.5	—	—
Sample size	49	2	89	250	13	423
Weighted total	1,142	51	1,194	3,520	184	6,367
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)			2.4	2.8	—	—
Low probability (1-4 chances in 10)	4.3	—	3.5	2.8	—	—
Moderate probability (5-7 chances in 10)	3.7	—	3.2	1.6	—	—
High probability (8-10 chances in 10)	5.0	—	4.4	3.1	—	—
Sample size	106	6	186	517	19	869
Weighted total	2,369	146	2,517	7,290	251	13,072

(CONTINUED)

Table 5.21 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Community Comparisons and Family Status

		Total					
		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN COMMUNITY COMPARISONS							Total
Below the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.5	7.5	2.0	1.4	5.2	6.7	1.3
Low probability (1-4 chances in 10)	1.0	7.3	2.5	1.9	5.2	7.7	1.1
Moderate probability (5-7 chances in 10)	1.0	7.0	1.5	1.3	4.9	5.3	0.8
High probability (8-10 chances in 10)	1.0	7.5	2.0	2.3	5.8	7.8	1.2
Sample size	1,182	43	791	1,468	96	57	3,635
Weighted total	80,018	2,330	27,994	54,751	3,490	2,179	170,761
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.8	--	1.3	1.0	3.0	4.9	1.0
Low probability (1-4 chances in 10)	1.9	--	2.2	1.5	5.3	7.5	1.1
Moderate probability (5-7 chances in 10)	2.1	--	1.7	1.3	7.0	8.5	1.0
High probability (8-10 chances in 10)	2.1	--	1.9	1.8	5.9	7.5	1.2
Sample size	735	15	585	1,201	71	62	2,669
Weighted total	45,449	769	19,287	47,416	2,518	2,630	118,070
Total							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.4	6.1	1.4	0.9	3.0	4.0	1.0
Low probability (1-4 chances in 10)	1.0	5.6	1.8	1.2	3.6	5.3	0.8
Moderate probability (5-7 chances in 10)	1.1	5.7	1.1	0.9	4.0	4.8	0.7
High probability (8-10 chances in 10)	0.9	5.8	1.4	1.7	4.1	5.0	1.0
Sample size	1,917	58	1,376	2,667	167	119	6,304
Weighted total	125,467	3,100	47,280	102,167	6,009	4,809	288,831

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.22 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Freedom/Time Comparisons

<u>ARMY-CIVILIAN FREEDOM/TIME COMPARISONS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.4	1.4	1.0
Low probability (1-4 chances in 10)	1.5	2.1	1.4
Moderate probability (5-7 chances in 10)	1.1	1.6	1.0
High probability (8-10 chances in 10)	1.1	2.2	1.0
Sample size	1,420	598	2,018
Weighted total	43,313	17,596	60,910
E5			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.9	1.7	1.5
Low probability (1-4 chances in 10)	2.2	2.9	1.9
Moderate probability (5-7 chances in 10)	1.8	2.4	1.4
High probability (8-10 chances in 10)	2.7	3.6	2.0
Sample size	502	229	731
Weighted total	30,025	14,920	44,946
E6			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.0	1.7	1.6
Low probability (1-4 chances in 10)	2.4	1.4	1.4
Moderate probability (5-7 chances in 10)	2.5	2.0	1.7
High probability (8-10 chances in 10)	4.1	2.4	2.5
Sample size	258	210	468
Weighted total	19,367	16,394	35,761
(continued)			

Table 5.22 - Standard Errors
Retention Plans
by Pay Grade and Army-Civilian Freedom/Time Comparisons

<u>ARMY-CIVILIAN FREEDOM/TIME COMPARISONS</u>			
	Below Median	At Median or Above	Total
01-02			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.3	2.9	1.8
Low probability (1-4 chances in 10)	2.7	4.5	2.4
Moderate probability (5-7 chances in 10)	3.9	5.6	3.4
High probability (8-10 chances in 10)	4.2	5.9	3.7
Sample size	180	79	259
Weighted total	2,717	1,337	4,054
03			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	2.8	2.9	2.5
Low probability (1-4 chances in 10)	3.1	3.0	2.5
Moderate probability (5-7 chances in 10)	2.1	1.6	1.4
High probability (8-10 chances in 10)	2.7	3.1	2.3
Sample size	397	321	718
Weighted total	5,388	4,655	10,043
Total			
<u>PLANS FOR REMAINING IN THE ARMY</u>			
No chance (excludes retiring from Army)	1.0	0.9	0.8
Low probability (1-4 chances in 10)	1.3	1.3	1.1
Moderate probability (5-7 chances in 10)	0.9	1.1	0.7
High probability (8-10 chances in 10)	1.6	1.4	1.3
Sample size	2,757	1,437	4,194
Weighted total	100,811	1,902	155,713

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status
E2-E4

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.5	—	2.5	2.1	6.6	7.2
Low probability (1-4 chances in 10)	1.1	—	2.8	1.8	6.1	9.6
Moderate probability (5-7 chances in 10)	1.1	—	1.5	1.5	6.0	8.0
High probability (8-10 chances in 10)	0.9	—	1.6	2.0	7.1	7.0
Sample size	1,181	18	584	798	66	35
Weighted total	90,946	940	19,573	22,833	2,391	1,116
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.3	—	2.8	1.9	—	—
Low probability (1-4 chances in 10)	2.2	—	3.9	2.4	—	—
Moderate probability (5-7 chances in 10)	2.2	—	2.9	2.0	—	—
High probability (8-10 chances in 10)	2.8	—	3.5	2.6	—	—
Sample size	366	3	212	370	21	17
Weighted total	27,732	223	6,647	16,495	691	490
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.4	—	1.9	1.4	5.8	4.9
Low probability (1-4 chances in 10)	1.0	—	2.3	1.4	5.5	7.9
Moderate probability (5-7 chances in 10)	1.0	—	1.4	1.3	4.7	5.7
High probability (8-10 chances in 10)	1.0	—	1.5	1.5	5.7	5.8
Sample size	1,547	21	796	1,168	87	52
Weighted total	118,679	1,163	26,220	33,329	3,081	1,605
(continued)						

Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

E5

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	2.9	—	3.9	2.3	—	1.5
Low probability (1-4 chances in 10)	3.1	—	3.3	2.8	—	1.9
Moderate probability (5-7 chances in 10)	3.7	—	3.4	2.5	—	1.7
High probability (8-10 chances in 10)	4.3	—	4.5	3.0	—	2.9
Sample size	164	11	141	343	17	687
Weighted total	3,871	523	8,076	20,720	1,117	40,033
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.4	—	4.3	2.1	—	1.9
Low probability (1-4 chances in 10)	4.7	—	4.4	3.3	—	2.5
Moderate probability (5-7 chances in 10)	3.1	—	6.1	3.1	—	1.7
High probability (8-10 chances in 10)	6.4	—	6.3	4.8	—	3.2
Sample size	97	3	58	165	11	353
Weighted total	5,407	133	3,564	11,003	753	22,149
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	2.4	—	2.8	1.7	—	1.2
Low probability (1-4 chances in 10)	2.6	—	2.6	2.1	—	1.6
Moderate probability (5-7 chances in 10)	2.6	—	2.7	1.9	—	1.2
High probability (8-10 chances in 10)	3.6	—	3.4	2.5	—	1.6
Sample size	261	14	199	509	28	1,040
Weighted total	14,278	756	11,630	31,728	1,369	62,182

(continued)

Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

ES

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	7.2	—	3.9	2.0	—	2.1
Low probability (1-4 chances in 10)	8.4	—	4.7	2.7	—	2.2
Moderate probability (5-7 chances in 10)	6.8	—	5.7	2.6	—	2.0
High probability (8-10 chances in 10)	8.7	—	7.2	4.4	—	3.7
Sample size	37	10	48	202	7	312
Weighted total	2,132	582	3,281	15,423	573	22,513
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	—	—	4.9	1.9	—	1.5
Low probability (1-4 chances in 10)	—	—	4.0	1.4	—	1.2
Moderate probability (5-7 chances in 10)	—	—	7.0	2.0	—	2.1
High probability (8-10 chances in 10)	—	—	7.6	2.5	—	2.0
Sample size	27	5	38	171	4	250
Weighted total	1,405	359	2,683	13,630	288	18,733
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.8	—	3.1	1.6	—	1.5
Low probability (1-4 chances in 10)	5.4	—	2.9	1.4	—	1.3
Moderate probability (5-7 chances in 10)	5.7	—	5.0	1.9	—	1.5
High probability (8-10 chances in 10)	6.7	—	5.1	2.8	—	2.3
Sample size	64	15	86	373	12	562
Weighted total	3,537	941	5,964	29,053	861	41,245

(cont. inside)

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Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

01-02

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse Has Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.9	—	3.6	3.5	—	2.2
Low probability (1-4 chances in 10)	4.9	—	3.8	5.2	—	3.0
Moderate probability (5-7 chances in 10)	4.6	—	4.9	5.0	—	2.9
High probability (8-10 chances in 10)	3.2	—	4.5	7.1	—	2.6
Sample size	132	1	96	83	3	333
Weighted total	3,308	30	1,466	1,235	25	6,395
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.4	—	4.7	3.3	—	3.0
Low probability (1-4 chances in 10)	6.6	—	6.1	7.5	—	4.6
Moderate probability (5-7 chances in 10)	7.5	—	7.2	8.0	—	4.5
High probability (8-10 chances in 10)	8.4	—	7.8	8.8	—	5.5
Sample size	49	0	44	35	2	131
Weighted total	1,316	0	758	578	28	2,692
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	3.3	—	3.0	2.8	—	1.8
Low probability (1-4 chances in 10)	3.7	—	3.6	4.4	—	2.4
Moderate probability (5-7 chances in 10)	4.3	—	4.6	4.2	—	2.7
High probability (8-10 chances in 10)	3.9	—	4.5	6.2	—	2.9
Sample size	181	1	140	118	5	464
Weighted total	4,623	30	2,225	1,813	54	9,087

(continued)

Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

03

ARMY-CIVILIAN FREEDOM/TIME COMPARISONS	FAMILY STATUS					Total
	Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	6.1	—	3.6	3.0	—	2.5
Low probability (1-4 chances in 10)	4.7	—	5.6	3.1	—	2.5
Moderate probability (5-7 chances in 10)	5.2	—	3.8	2.6	—	2.1
High probability (8-10 chances in 10)	7.1	—	6.0	3.2	—	2.6
Sample size	63	1	111	280	10	487
Weighted total	1,272	20	1,543	3,768	137	7,047
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.2	—	3.7	3.5	—	2.1
Low probability (1-4 chances in 10)	5.0	—	3.9	3.5	—	2.8
Moderate probability (5-7 chances in 10)	7.6	—	3.3	1.8	—	2.4
High probability (8-10 chances in 10)	8.4	—	6.6	4.1	—	2.8
Sample size	60	5	81	239	9	409
Weighted total	1,409	126	1,097	3,542	113	6,503
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	4.1	—	2.4	3.0	—	1.8
Low probability (1-4 chances in 10)	3.3	—	3.6	2.8	—	2.1
Moderate probability (5-7 chances in 10)	4.2	—	3.1	1.6	—	1.4
High probability (8-10 chances in 10)	6.3	—	4.4	3.1	—	2.2
Sample size	123	6	192	519	19	896
Weighted total	2,680	146	2,640	7,310	251	13,549

(cont. inside)

Table 5.23 - Standard Errors
Retention Plans
by Pay Grade, Army-Civilian Freedom/Time Comparisons and Family Status

		Total					
		FAMILY STATUS					
		Single, No Children	Single, Has Children	Married to Civ. Spouse No Children	Married to Civ. Spouse Has Children	Married to Mil. Spouse No Children	Married to Mil. Spouse Has Children
ARMY-CIVILIAN FREEDOM/TIME COMPARISONS							Total
Below the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.4	7.5	2.0	1.3	3.7	5.7	1.1
Low probability (1-4 chances in 10)	1.0	7.5	2.2	1.6	3.8	6.8	0.9
Moderate probability (5-7 chances in 10)	1.1	7.5	1.3	1.2	5.0	6.2	0.9
High probability (8-10 chances in 10)	0.9	7.4	1.8	2.3	4.8	6.2	1.0
Sample size	1,577	41	980	1,706	131	66	4,501
Weighted total	106,529	2,196	33,938	63,978	4,777	2,428	213,787
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	2.6	—	1.9	1.1	4.5	4.2	1.3
Low probability (1-4 chances in 10)	2.0	—	2.3	1.5	6.1	7.3	1.1
Moderate probability (5-7 chances in 10)	1.7	—	2.2	1.4	3.8	6.6	1.0
High probability (8-10 chances in 10)	2.2	—	2.2	2.0	8.5	8.4	1.4
Sample size	599	16	433	981	52	51	2,132
Weighted total	37,269	841	14,750	33,254	1,959	2,282	96,354
Total							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.3	6.1	1.4	0.9	3.0	3.9	1.0
Low probability (1-4 chances in 10)	1.0	5.8	1.8	1.2	3.3	5.3	0.8
Moderate probability (5-7 chances in 10)	1.0	5.7	1.2	0.9	3.4	5.0	0.7
High probability (8-10 chances in 10)	0.9	5.9	1.3	1.7	4.2	5.3	1.0
Sample size	2,176	57	1,413	2,687	183	117	6,633
Weighted total	143,798	3,037	48,688	103,232	6,676	4,710	310,141

(--) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers

Table 5.24 - Standard Errors
Affect of Staying in or leaving Army
by Pay Grade

SOLDIER'S PAYGRADE							
	E2-E4	E5-E6	E7-E9	W1-W4	01-03	04-06	Total
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>							
Extremely good	0.6	1.1	2.0	2.8	1.1	1.7	0.6
Quite good	0.7	1.2	1.6	2.8	1.3	1.6	0.6
Slightly good	0.6	0.9	1.3	2.6	0.8	0.9	0.5
Neither good nor bad	0.9	1.3	1.9	4.3	1.3	1.1	0.6
Slightly bad	0.5	0.6	1.0	1.8	0.9	0.5	0.3
Quite bad	0.8	0.4	0.9	1.9	0.6	0.5	0.4
Extremely bad	1.1	0.6	0.8	1.4	0.8	0.4	0.6
Sample size	3,975	1,924	564	190	1,512	1,312	9,477
Weighted total	196,109	125,213	41,680	9,247	25,096	17,728	415,074
<u>FEELING IF LEFT AT END OF OBLIGATION</u>							
Extremely good	1.1	0.8	1.9	4.6	1.1	1.0	0.8
Quite good	0.8	0.8	1.9	2.9	1.3	1.6	0.5
Slightly good	0.5	0.7	1.0	2.3	0.8	0.7	0.4
Neither good nor bad	0.9	1.1	1.9	2.9	1.3	1.4	0.5
Slightly bad	0.4	0.7	1.3	2.3	1.1	0.7	0.3
Quite bad	0.3	0.8	1.1	0.9	0.9	1.4	0.4
Extremely bad	0.3	0.8	1.4	1.6	0.6	0.8	0.4
Sample size	3,993	1,927	568	191	1,510	1,315	9,504
Weighted total	197,657	125,238	41,909	9,316	25,094	17,758	416,972

TABLE RUN FOR ALL MALE SOLDIERS

Table 5.25 - Standard Errors
Affect About Staying in Army
by Pay Grade and Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	0.5	1.5	0.7
Quite good	1.1	1.8	1.0
Slightly good	1.2	1.4	1.0
Neither good nor bad	1.4	1.9	1.1
Slightly bad	0.9	1.2	0.7
Quite bad	0.9	0.8	0.6
Extremely bad	1.3	0.8	0.8
Sample size	1,215	840	2,055
Weighted total	37,515	24,759	62,273
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.2	2.8	1.6
Quite good	2.6	2.7	2.2
Slightly good	1.9	1.8	1.4
Neither good nor bad	3.0	2.1	1.8
Slightly bad	1.5	1.4	1.0
Quite bad	1.5	1.0	1.0
Extremely bad	1.6	0.8	0.9
Sample size	389	368	757
Weighted total	24,328	22,111	46,440
E6			
(continued)			

Table 5.25 - Standard Errors
Affect About Staying in Army
by Pay Grade and Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	3.6	2.8	2.4
Quite good	3.2	3.2	1.8
Slightly good	2.9	1.4	1.8
Neither good nor bad	2.9	1.7	1.8
Slightly bad	1.8	0.7	0.9
Quite bad	1.0	0.3	0.5
Extremely bad	1.4	0.6	0.7
Sample size	224	321	545
Weighted total	17,323	24,431	41,754
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	4.2	3.2	2.6
Quite good	4.3	4.3	3.6
Slightly good	4.4	2.3	2.0
Neither good nor bad	3.7	2.9	2.3
Slightly bad	5.3	1.9	2.2
Quite bad	4.5	1.5	1.9
Extremely bad	3.2	0.8	1.1
Sample size	70	193	263
Weighted total	1,054	3,069	4,123
03			
(continued)			

Table 5.25 - Standard Errors
Affect About Staying in Army
by Pay Grade and Work Rewards

<u>WORK REWARDS</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	5.0	2.0	2.0
Quite good	2.9	2.4	2.0
Slightly good	2.9	1.4	1.2
Neither good nor bad	2.4	1.7	1.6
Slightly bad	2.5	0.9	0.8
Quite bad	2.0	0.6	0.7
Extremely bad	1.8	0.5	0.8
Sample size	241	550	791
Weighted total	3,754	7,393	11,147
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	1.0	1.1	0.8
Quite good	1.1	1.3	0.9
Slightly good	0.9	0.7	0.6
Neither good nor bad	1.3	0.7	0.8
Slightly bad	0.7	0.5	0.4
Quite bad	0.7	0.4	0.4
Extremely bad	0.9	0.4	0.5
Sample size	2,139	2,272	4,411
Weighted total	83,974	81,763	165,737
Table Run for All Male Soldiers Married to Civilian Spouses			

Table 5.26 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	0.6	1.4	0.7
Quite good	1.1	1.8	1.1
Slightly good	1.2	1.5	1.0
Neither good nor bad	1.3	1.5	1.1
Slightly bad	0.9	1.1	0.7
Quite bad	0.8	0.9	0.6
Extremely bad	1.1	0.8	0.7
Sample size	1,225	789	2,014
Weighted total	37,093	23,851	60,944
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	1.9	2.6	1.6
Quite good	3.0	3.0	2.2
Slightly good	1.4	2.0	1.4
Neither good nor bad	2.8	2.0	1.7
Slightly bad	1.5	1.2	1.0
Quite bad	1.3	1.2	1.0
Extremely bad	1.5	0.7	1.0
Sample size	442	303	745
Weighted total	26,717	19,063	45,780
E6			
(continued)			

Table 5.26 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	3.3	2.8	2.4
Quite good	2.2	3.0	1.8
Slightly good	2.5	2.1	1.8
Neither good nor bad	2.6	2.1	1.8
Slightly bad	1.4	0.7	0.9
Quite bad	1.0	0.3	0.5
Extremely bad	0.8	1.1	0.7
Sample size	304	235	539
Weighted total	23,417	17,776	41,192
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.9	4.7	2.6
Quite good	5.3	4.8	3.6
Slightly good	2.6	3.2	2.1
Neither good nor bad	3.0	3.5	2.4
Slightly bad	3.8	2.2	2.2
Quite bad	3.4	1.7	1.9
Extremely bad	1.8	1.0	1.1
Sample size	129	131	260
Weighted total	1,972	2,117	4,089
03			
(continued)			

Table 5.26 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Community Quality

<u>SENSE OF COMMUNITY QUALITY</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	3.3	2.0	2.0
Quite good	2.5	2.7	2.0
Slightly good	2.0	1.8	1.2
Neither good nor bad	1.4	2.5	1.6
Slightly bad	1.6	0.9	0.8
Quite bad	1.2	0.6	0.7
Extremely bad	1.3	0.8	0.8
Sample size	406	382	788
Weighted total	5,756	5,358	11,113
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	1.1	1.1	0.8
Quite good	1.1	1.3	0.9
Slightly good	0.8	0.9	0.6
Neither good nor bad	1.2	1.0	0.8
Slightly bad	0.6	0.5	0.4
Quite bad	0.5	0.5	0.4
Extremely bad	0.7	0.5	0.5
Sample size	2,506	1,840	4,346
Weighted total	94,954	68,165	163,119

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.27 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	0.8	1.3	0.7
Quite good	1.1	1.4	1.0
Slightly good	1.2	1.4	1.0
Neither good nor bad	1.3	1.6	1.1
Slightly bad	1.2	0.7	0.7
Quite bad	1.0	0.7	0.6
Extremely bad	1.3	1.0	0.8
Sample size	1,127	924	2,051
Weighted total	34,422	27,707	62,129
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.0	2.2	1.6
Quite good	3.0	2.6	2.2
Slightly good	1.9	2.0	1.4
Neither good nor bad	2.5	2.1	1.8
Slightly bad	1.5	1.2	1.0
Quite bad	1.5	1.0	1.0
Extremely bad	1.7	0.7	0.9
Sample size	384	370	754
Weighted total	22,550	23,697	46,247
E6			
(continued)			

Table 5.27 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	3.8	3.1	2.4
Quite good	3.1	2.2	1.8
Slightly good	3.6	1.4	1.8
Neither good nor bad	3.0	1.8	1.8
Slightly bad	1.7	1.1	0.9
Quite bad	1.2	0.5	0.5
Extremely bad	1.5	0.5	0.7
Sample size	216	329	545
Weighted total	16,424	25,330	41,754
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.3	4.2	2.6
Quite good	5.4	4.7	3.6
Slightly good	3.1	2.6	2.0
Neither good nor bad	2.9	4.0	2.3
Slightly bad	3.7	1.8	2.2
Quite bad	3.6	1.7	1.9
Extremely bad	1.5		1.1
Sample size	126	137	263
Weighted total	1,882	2,241	4,123
03			
(continued)			

Table 5.27 - Standard Errors
Affect About Staying in Army
by Pay Grade and Sense of Personal Freedom/Time

<u>SENSE OF PERSONAL FREEDOM/TIME</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.7	2.3	2.0
Quite good	3.2	2.4	2.0
Slightly good	2.8	1.3	1.2
Neither good nor bad	2.2	1.8	1.6
Slightly bad	1.5	1.0	0.8
Quite bad	1.3	0.9	0.7
Extremely bad	2.2	0.6	0.8
Sample size	307	483	790
Weighted total	4,303	6,822	11,124
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	1.1	1.1	0.8
Quite good	1.2	1.0	0.9
Slightly good	0.9	0.8	0.6
Neither good nor bad	1.1	1.0	0.8
Slightly bad	0.8	0.5	0.4
Quite bad	0.6	0.4	0.4
Extremely bad	0.8	0.4	0.5
Sample size	2,160	2,243	4,403
Weighted total	79,581	85,796	165,377

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.28 - Standard Errors
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E2-E4			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	0.8	1.4	0.7
Quite good	1.1	1.5	1.0
Slightly good	1.3	1.3	1.1
Neither good nor bad	1.5	1.7	1.1
Slightly bad	1.1	0.8	0.7
Quite bad	1.0	1.0	0.7
Extremely bad	1.3	1.1	0.8
Sample size	1,097	854	1,951
Weighted total	33,071	26,046	59,118
E5			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.2	2.1	1.6
Quite good	3.1	2.3	2.1
Slightly good	2.0	1.7	1.4
Neither good nor bad	2.9	2.5	1.7
Slightly bad	1.9	0.9	1.0
Quite bad	1.3	1.3	1.0
Extremely bad	1.4	1.2	1.0
Sample size	359	377	736
Weighted total	21,532	23,513	45,045
E6			
(continued)			

Table 5.28 - Standard Errors
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
E6			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	3.5	3.4	2.5
Quite good	3.1	2.6	1.8
Slightly good	3.3	1.4	1.7
Neither good nor bad	3.2	2.2	1.9
Slightly bad	1.7	1.3	0.9
Quite bad	1.3	0.4	0.6
Extremely bad	1.5	0.6	0.7
Sample size	229	288	517
Weighted total	17,340	22,326	39,667
01-02			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.8	5.7	2.7
Quite good	4.7	5.9	3.8
Slightly good	2.3	2.8	2.0
Neither good nor bad	3.2	3.1	2.3
Slightly bad	3.5	1.9	2.3
Quite bad	2.7	1.8	1.9
Extremely bad	1.3	2.1	1.1
Sample size	139	115	254
Weighted total	2,140	1,804	3,944
03			
(continued)			

Table 5.28 - Standard Errors
Affect About Staying in Army
by Pay Grade and Army-Family Interference

<u>ARMY-FAMILY INTERFERENCE</u>			
	Below Median	At Median or Above	Total
03			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	2.6	2.7	1.9
Quite good	2.9	2.9	1.9
Slightly good	2.3	1.6	1.2
Neither good nor bad	2.4	1.5	1.4
Slightly bad	1.2	1.1	0.8
Quite bad	1.1	0.9	0.7
Extremely bad	1.3	0.7	0.9
Sample size	371	399	770
Weighted total	5,299	5,503	10,802
Total			
<u>FEELING IF STAYED IN ARMY END OBLIGATION</u>			
Extremely good	1.1	1.1	0.8
Quite good	1.2	1.2	0.9
Slightly good	1.0	0.8	0.7
Neither good nor bad	1.2	1.0	0.8
Slightly bad	0.7	0.6	0.4
Quite bad	0.6	0.5	0.4
Extremely bad	0.9	0.5	0.5
Sample size	2,195	2,033	4,228
Weighted total	79,382	79,193	158,575

Table Run for All Male Soldiers Married to Civilian Spouses

Table 5.29 - Standard Errors
Retention Plans
by Pay Grade and Affect of Staying in the Army

	FEELING IF STAYED IN ARMY END OBLIGATION						
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad
Total							
E2-E4							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES TALKING FROM ARMY)							
Low probability (1-4 chances in 10)	2.9	1.1	2.3	1.7	5.4	4.6	2.1
Moderate probability (5-7 chances in 10)	1.7	2.0	3.3	2.8	5.3	4.4	2.1
High probability (8-10 chances in 10)	2.8	2.2	3.3	2.0	1.3	0.7	0.0
	4.0	2.9	2.8	1.8	0.9	0.7	0.7
Sample size	216	431	277	523	170	160	268
Weighted total	6,376	12,262	8,222	15,639	5,330	5,224	8,817
							2,045
							61,870
E5							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES TALKING FROM ARMY)							
Low probability (1-4 chances in 10)	1.3	0.7	2.3	2.0	7.2	8.0	—
Moderate probability (5-7 chances in 10)	2.4	2.3	3.9	4.8	7.1	7.6	—
High probability (8-10 chances in 10)	2.8	3.1	5.7	3.2	4.6	3.0	—
	3.7	3.3	5.0	4.0	1.9	3.0	—
Sample size	139	221	92	173	55	40	29
Weighted total	9,010	12,815	5,788	10,810	3,173	2,500	1,953
							749
							46,048
E5							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES TALKING FROM ARMY)							
Low probability (1-4 chances in 10)	2.0	0.9	2.8	4.5	—	—	—
Moderate probability (5-7 chances in 10)	1.0	1.4	4.1	5.8	—	—	—
High probability (8-10 chances in 10)	1.0	2.5	6.1	3.6	—	—	—
	2.0	2.6	5.7	6.0	—	—	—
Sample size	164	157	58	85	18	6	10
Weighted total	12,654	12,025	4,374	6,364	1,357	385	843
							496
							38,003

(continued)

Table 5.29 - Standard Errors
Retention Plans
by Pay Grade and Affect of Staying in the Army

	FEELING IF STAYED IN ARMY END OBLIGATION						
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad
							Total
01-02							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.6	0.6	0.0	—	—	—	1.8
Low probability (1-4 chances in 10)	3.6	2.0	10.1	—	—	—	2.4
Moderate probability (5-7 chances in 10)	3.5	5.5	10.1	—	—	—	3.3
High probability (8-10 chances in 10)	5.2	5.3	4.7	—	—	—	3.8
Sample size	51	100	30	28	21	22	262
Weighted total	851	1,519	442	468	347	334	4,109
03							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	4.7	1.2	3.1	4.4	7.4	—	2.3
Low probability (1-4 chances in 10)	1.1	2.5	5.2	6.7	7.5	—	2.4
Moderate probability (5-7 chances in 10)	1.8	2.3	5.6	7.3	4.6	—	1.4
High probability (8-10 chances in 10)	5.1	2.8	5.2	3.5	3.6	—	2.2
Sample size	223	234	89	104	34	26	731
Weighted total	2,948	3,157	1,246	1,536	572	341	10,229
Total							
PLANS FOR REMAINING IN THE ARMY							
No chance (excludes retiring from Army)	1.3	0.4	1.3	1.3	3.5	3.4	2.2
Low probability (1-4 chances in 10)	0.8	1.0	2.0	2.8	4.1	3.5	1.9
Moderate probability (5-7 chances in 10)	1.0	1.7	2.6	1.5	1.9	1.0	0.7
High probability (8-10 chances in 10)	1.6	1.7	2.3	2.3	1.7	0.9	1.3
Sample size	753	1,143	546	911	298	254	4,283
Weighted total	31,840	41,808	20,072	34,817	10,779	8,783	180,259

(—) Sample size is insufficient for valid estimates
Table for All Male Soldiers Married to Civilian Spouses

Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

13-2

FEELING IF STAYED IN ARMY END ORIENTATION								
ARMY-CIVILIAN, SEE COMPARISONS	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
Below the median								
PLANS FOR REMAINING IN THE ARMY								
NO chance (excludes retiring from Army)	6.2	2.5	3.6	2.3	6.4	5.3	2.2	1.5
Low probability (1-4 chances in 10)	3.8	3.9	4.7	3.1	6.3	5.3	2.2	1.6
Moderate probability (5-7 chances in 10)	5.4	4.1	4.1	2.3	1.5	0.9	0.0	1.1
High probability (8-10 chances in 10)	7.6	3.7	3.6	1.9	1.2	0.9	0.8	1.1
Sample size	66	122	116	325	127	134	240	1,143
Weighted total	2,088	3,753	3,732	9,752	4,131	4,358	8,103	35,956
At or above the median								
PLANS FOR REMAINING IN THE ARMY								
NO chance (excludes retiring from Army)	2.2	0.9	2.6	1.9	8.1	—	—	1.1
Low probability (1-4 chances in 10)	1.8	1.9	4.2	3.8	8.0	—	—	1.8
Moderate probability (5-7 chances in 10)	3.1	3.3	4.4	3.1	3.5	—	—	1.6
High probability (8-10 chances in 10)	4.1	3.8	3.8	2.9	0.0	—	—	2.2
Sample size	147	294	159	195	43	25	19	882
Weighted total	4,163	8,404	4,432	5,732	1,200	771	681	25,383
Total								
PLANS FOR REMAINING IN THE ARMY								
NO chance (excludes retiring from Army)	2.9	1.1	2.4	1.8	5.4	4.5	2.1	1.0
Low probability (1-4 chances in 10)	1.7	2.1	3.3	2.8	5.3	4.4	2.1	1.4
Moderate probability (5-7 chances in 10)	2.8	2.2	3.3	2.0	1.3	0.7	0.0	1.9
High probability (8-10 chances in 10)	3.8	2.9	2.8	1.8	0.9	0.8	0.7	1.0
Sample size	213	426	275	520	170	159	267	2,050
Weighted total	6,251	12,158	8,164	15,523	5,330	5,129	8,784	61,339

Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

E5

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION						Total
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	
Below the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	3.5	1.9	0.0	3.4	9.1	7.7	2.4
Low probability (1-4 chances in 10)	5.1	5.9	5.8	5.9	8.6	7.5	2.8
Moderate probability (5-7 chances in 10)	6.1	6.9	6.8	4.8	0.0	3.4	2.3
High probability (8-10 chances in 10)	6.9	7.0	7.2	4.8	2.8	0.0	2.6
Sample size	48	74	45	106	37	35	373
Weighted total	3,320	4,323	2,731	6,480	2,178	2,152	23,043
At or above the median							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	0.0	0.0	4.4	2.3	—	—	1.0
Low probability (1-4 chances in 10)	2.5	2.0	6.3	6.4	—	—	1.8
Moderate probability (5-7 chances in 10)	2.7	3.5	7.0	6.3	—	—	2.1
High probability (8-10 chances in 10)	3.7	3.9	7.0	6.8	—	—	2.9
Sample size	88	145	47	63	18	5	366
Weighted total	5,417	8,350	3,057	4,092	994	348	22,258
Total							
PLANS FOR REMAINING IN THE ARMY							
NO CHANCE (EXCLUDES RETIRING FROM ARMY)	1.3	0.7	2.3	2.1	7.2	8.0	1.5
Low probability (1-4 chances in 10)	2.5	2.3	3.9	4.9	7.1	7.6	1.8
Moderate probability (5-7 chances in 10)	2.9	2.8	5.7	3.1	4.6	3.0	1.3
High probability (8-10 chances in 10)	3.8	3.3	5.0	4.1	1.9	3.0	2.0
Sample size	136	219	92	169	55	40	739
Weighted total	8,737	12,673	5,788	10,572	3,173	2,500	45,301

(continued)

**Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons**

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ARMY-CIVILIAN JOB COMPARISONS		FEELING IF STAYED IN ARMY END OBLIGATION							Total
		Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	
Below the median									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXCLUDES TATTING FROM ARMY)									
Low probability (1-4 chances in 10)	5.2	0.0	4.6	5.2	—	—	—	2.8	
Moderate probability (5-7 chances in 10)	0.0	2.8	5.6	8.0	—	—	—	2.7	
High probability (8-10 chances in 10)	3.3	4.6	10.0	6.3	—	—	—	3.3	
	5.2	5.0	8.4	7.5	—	—	—	4.7	
Sample size	36	52	35	38	10	6	8	185	
Weighted total	2,873	3,975	2,624	2,595	754	385	678	13,883	
At or above the median									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXCLUDES TATTING FROM ARMY)									
Low probability (1-4 chances in 10)	1.2	1.3	—	6.3	—	—	—	1.7	
Moderate probability (5-7 chances in 10)	1.3	1.8	—	6.9	—	—	—	1.4	
High probability (8-10 chances in 10)	1.0	3.0	—	5.5	—	—	—	2.0	
	2.0	3.4	—	9.4	—	—	—	2.8	
Sample size	126	99	21	38	8	0	2	294	
Weighted total	9,645	7,499	1,664	3,242	603	0	168	22,819	
Total									
PLANS FOR REMAINING IN THE ARMY									
NO CHANCES (EXCLUDES TATTING FROM ARMY)									
Low probability (1-4 chances in 10)	2.1	0.9	2.9	4.8	—	—	—	1.5	
Moderate probability (5-7 chances in 10)	1.1	1.5	4.2	5.5	—	—	—	1.3	
High probability (8-10 chances in 10)	2.1	2.5	6.3	4.0	—	—	—	1.7	
		2.6	5.8	6.0	—	—	—	2.3	
Sample size	162	151	56	76	18	6	10	479	
Weighted total	12,516	11,474	4,289	5,837	1,357	385	843	36,702	

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Continued

Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons

01-02

ARMY-CIVILIAN JOB COMPARISONS	FEELING IF STAYED IN ARMY END OBLIGATION					
	Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad
						Extremely Bad
						Total
Below the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	--	--	--	--	--	3.9
Low probability (1-4 chances in 10)	--	--	--	--	--	4.8
Moderate probability (5-7 chances in 10)	--	--	--	--	--	5.0
High probability (8-10 chances in 10)	--	--	--	--	--	3.8
Sample size	12	19	12	18	16	104
Weighted total	168	283	181	273	274	1,591
At or above the median						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	0.0	0.7	--	--	--	1.2
Low probability (1-4 chances in 10)	4.1	2.2	--	--	--	3.1
Moderate probability (5-7 chances in 10)	4.0	5.8	--	--	--	4.1
High probability (8-10 chances in 10)	5.2	5.5	--	--	--	4.7
Sample size	37	81	18	10	5	156
Weighted total	635	1,238	261	195	73	2,471
Total						
PLANS FOR REMAINING IN THE ARMY						
No chance (excludes retiring from Army)	1.7	0.6	0.0	--	--	1.8
Low probability (1-4 chances in 10)	4.0	2.0	10.1	--	--	2.5
Moderate probability (5-7 chances in 10)	3.6	5.5	10.1	--	--	3.3
High probability (8-10 chances in 10)	5.6	5.3	4.7	--	--	3.8
Sample size	49	100	30	28	21	260
Weighted total	804	1,519	442	468	347	4,062

(continued)

**Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons**

03

ARMY-CIVILIAN JOBS COMPARISONS		FEELING IF STAYED IN ARMY END OBLIGATION							Total
		Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	
Below the median									
PLANS FOR REMAINING IN THE ARMY									
	NO chance (EXCLUDES RETIRING FROM ARMY)								
	Low probability (1-4 chances in 10)	—	3.0	6.8	5.6	—	—	—	5.2
	Moderate probability (5-7 chances in 10)	—	7.5	8.3	7.9	—	—	—	5.0
	High probability (8-10 chances in 10)	—	5.8	6.8	9.2	—	—	—	2.8
		—	9.2	7.7	4.5	—	—	—	4.5
	Sample size	27	59	38	56	21	25	18	244
	Weighted total	485	795	556	803	337	329	363	3,667
At or above the median									
PLANS FOR REMAINING IN THE ARMY									
	NO chance (EXCLUDES RETIRING FROM ARMY)								
	Low probability (1-4 chances in 10)	1.1	1.4	1.4	4.3	—	—	—	1.5
	Moderate probability (5-7 chances in 10)	1.4	2.6	7.0	9.7	—	—	—	2.3
	High probability (8-10 chances in 10)	1.9	2.6	7.7	7.3	—	—	—	1.8
		2.7	3.0	8.2	5.6	—	—	—	2.3
	Sample size	194	172	50	47	13	1	3	480
	Weighted total	2,454	2,359	668	717	238	12	37	6,480
	Total								
PLANS FOR REMAINING IN THE ARMY									
	NO chance (EXCLUDES RETIRING FROM ARMY)								
	Low probability (1-4 chances in 10)	4.7	1.2	3.2	4.5	7.4	—	—	2.4
	Moderate probability (5-7 chances in 10)	1.1	2.5	5.2	6.9	7.5	—	—	2.5
	High probability (8-10 chances in 10)	1.8	2.4	5.5	7.3	4.6	—	—	1.4
		5.1	2.8	5.2	3.5	3.6	—	—	2.2
	Sample size	221	231	88	103	34	26	21	724
	Weighted total	2,939	3,154	1,222	1,520	572	341	400	10,147

(continued)

**Table 5.30 - Standard Errors
Retention Plans
by Pay Grade, Affect of Staying/Leaving the Army and Army-Civilian Job Comparisons**

		FEELING IF STAYED IN ARMY END OBLIGATION						Total	
		Extremely Good	Quite Good	Slightly Good	Neither Good or Bad	Slightly Bad	Quite Bad	Extremely Bad	Total
ARMY-CIVILIAN JOB COMPARISONS									
Below the median									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)		3.1	1.0	1.8	2.0	4.5	3.6	2.1	1.5
Low probability (1-4 chances in 10)		2.1	2.4	3.0	2.9	4.4	3.7	2.0	1.5
Moderate probability (5-7 chances in 10)		2.9	3.2	3.8	2.4	1.1	1.1	0.0	1.2
High probability (8-10 chances in 10)		4.1	3.3	3.8	2.1	2.3	0.5	0.7	1.7
Sample size		189	336	246	543	211	218	311	2,054
Weighted total		8,934	13,129	9,824	19,943	7,573	7,499	11,139	78,141
At or above the median									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)		0.7	0.5	1.7	1.7	4.0	10.7	--	0.8
Low probability (1-4 chances in 10)		0.9	0.9	3.0	3.7	6.9	10.3	--	1.1
Moderate probability (5-7 chances in 10)		1.2	1.7	3.7	2.3	5.3	0.0	--	0.9
High probability (8-10 chances in 10)		1.6	1.8	3.5	3.4	0.5	6.2	--	1.6
Sample size		592	791	295	353	87	35	25	2,178
Weighted total		22,314	27,849	10,081	13,977	3,106	1,190	894	79,410
Total									
PLANS FOR REMAINING IN THE ARMY									
No chance (excludes retiring from Army)		1.3	0.4	1.3	1.3	3.5	3.3	2.3	0.8
Low probability (1-4 chances in 10)		0.8	1.0	2.0	2.9	4.1	3.4	2.0	1.1
Moderate probability (5-7 chances in 10)		1.0	1.6	2.6	1.6	1.9	1.0	0.7	0.7
High probability (8-10 chances in 10)		1.6	1.6	2.4	2.3	1.7	1.0	0.7	1.3
Sample size		781	1,127	541	896	298	253	336	4,232
Weighted total		31,248	40,977	19,905	33,920	10,779	8,689	12,033	157,551

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(—) Sample size is insufficient for valid estimates
Table Run for All Male Soldiers Married to Civilian Spouses