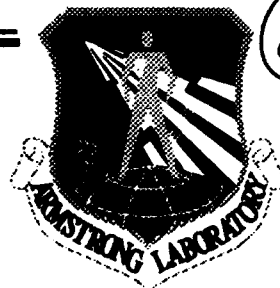


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ARMSTRONG

**THIRTY-DAY RESULTS FOR THE KELLY AIR FORCE BASE  
COMPRESSED WORK WEEK SURVEY**

Jonathan French  
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**CREW SYSTEMS DIRECTORATE  
Brooks Air Force Base, TX 78235-5000**

LABORATORY

November 1992

Interim Technical Report for Period September 1991 - February 1992

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**AIR FORCE MATERIEL COMMAND  
BROOKS AIR FORCE BASE, TEXAS 78235-5000**

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The Office of Public Affairs has reviewed this report, and it is releasable to the National Technical Information Service, where it will be available to the general public, including foreign nationals.

This report has been reviewed and is approved for publication.



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# REPORT DOCUMENTATION PAGE

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<b>12a. DISTRIBUTION/AVAILABILITY STATEMENT</b>  Approved for public release; distribution is unlimited.			<b>12b. DISTRIBUTION CODE</b>	
<b>13. ABSTRACT (Maximum 200 words)</b> The AFSC Human Systems Division, Armstrong Laboratory, Sustained Operations Branch, (AL/CFTO), was requested by the San Antonio Air Logistics Center, Human Resources Center (SA-ALC/HRC) at Kelly AFB, TX, in May 1991 to evaluate worker attitudes during a trial transition from an 8-hour per day, 5-day work week to a 10-hour per day, 4-day work week. This Compressed Work Schedule (CWS) began September-October 1991. Worker responses to the first 30 days of the trial period were surveyed by AL/CFTO from late October through early December 1991. There were 2,265 surveys collected and 2,170 were acceptable for statistical analysis. Overall, 74.9% of the workers indicated a preference for the new work week schedule and 7.3% had no preference. Of those surveyed, 17.9% preferred their previous schedule of 8 hours per day during a 5-day work week. The intent of this 30-day interim report, and the 6-month and 1-year reports to follow, is to explore the social impact of the CWS and the demographic characteristics of those who preferred and those who did not prefer the CWS. Although the majority consistently favored the CWS, certain characteristics emerged for those who did not. For example, older employees, evening or night shift workers, single parents with children, and those who use public transportation to get to work were demographic groupings that expressed less preference for the CWS than other groupings. Surveys after 6 months and 1 year will determine if subjective responses to the new work schedule were altered. These results may help management decide upon the implementation of the CWS throughout the Kelly AFB community.				
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THIRTY-DAY RESULTS FOR THE KELLY AIR FORCE BASE  
COMPRESSED WORK WEEK SURVEY

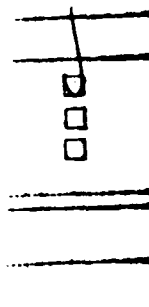
INTRODUCTION

Background

Many industries have explored the use of Compressed Work Schedules (CWS) as an alternative to the 8 hours per day, 5 days per week Standard Work Schedule (SWS), to reduce operating costs while maintaining the same level of 40-hour per week productivity. The Federal Employees Flexible and Compressed Work Schedule Act of 1978 empowered Federal agencies to alter employee duty hours where expedient. The Air Force Logistics Command (AFLC) considered the job responsibilities of its civilian work force appropriate for the implementation of an altered work schedule. Accordingly, the San Antonio Air Logistics Center, Human Resources Center (SA-ALC/HRC) at Kelly Air Force Base (AFB) decided to assess the CWS on a representative number of its employees using the 10-hour per day, 4-day CWS before making the decision basewide. The Armstrong Laboratory, Sustained Operations Branch (AL/CFTO) at Brooks AFB is experienced in evaluating fatigue and performance particularly during atypical duty cycles and was requested to help assess worker/supervisor attitudes to the new schedule. The subjective responses of employees involved in the prototype CWS were evaluated in this interim 30-day report, which is the first in a series of evaluations during the yearlong trial period.

Very little data have been previously published regarding the impact of the CWS on the lifestyles or quality of life of the employee, particularly over an evaluation period of sufficient length to gauge attitude change during the adjustment period. This made the opportunity to gauge worker attitudes at Kelly AFB in response to the CWS, over the duration of a yearlong trial period, an important and unique one in Federal work force practices (8). The results may be useful in management's decision to implement compressed work schedules base-wide and may also guide this decision for other Department of Defense (DOD) organizations.

The sparse existing literature does report some data on employee attitudes to nonstandard work schedules. In one review, the 4-day CWS was found to produce improvements in job satisfaction and morale, but only in those employees who actively participated in leisure activities (4). The authors recommended training employees in effectively using leisure time. During a 12-hour, 3-day CWS, the strongest preference for the new schedule was among those who participated in the decision to implement the new schedule (6). Another study of a 3-day CWS found that those with experience on 12-hour shifts preferred the schedule and felt that it provided less commuting costs with more useable time off (1). This finding corresponds with other research (12) which suggests the percent preference for CWS is greater for employees with CWS experience than for those without CWS experience and may indicate that attitudes change in the direction of favoring the CWS over time.



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Some CWS are not successful. One review estimates that 28% of companies initiating a CWS will return to the SWS (12). In another study, initial response to the 4-day work week indicated greater self actualization, less absenteeism, and better performance after 13 months but not at 25 months (5). The older worker and women with children seem to prefer the CWS least. One of the objectives of this report was to identify the characteristics of workers at Kelly AFB negatively impacted by the CWS. Management may then wish to provide alternative schedules or apply special considerations to employees impaired by the CWS.

Perhaps the most damaging consequence of the CWS to job satisfaction is the potential for cumulative fatigue. As well, the extent of fatigue generated by a CWS can reduce the ability to effectively utilize off-duty time. Fatigue may have physical repercussions in addition to subjective consequences. One study found that the 4-day CWS significantly degraded physiological indices of fatigue, strength, and alertness when the first day of the work week was compared to the last (13). Likewise, a 4-day work schedule produced measurable fatigue on cognitive, perceptual-motor, and subjective tasks for data entry personnel on the last day of the week compared to a SWS (9). Subjective reports of fatigue and difficulty arranging meetings with staff on other schedules are some typical complaints about the CWS, although work productivity does not usually suffer (3). Others, particularly among groups experienced with long shifts like medical staff, report less fatigue and greater employee satisfaction with 4-day CWS (2,7). Management may consider preparing information for employees on the best means to effectively manage sleep and leisure time on a CWS.

The subjective responses of those involved in the prototype CWS at Kelly AFB are described in this 30-day report. AL/CFTO felt it important to provide immediate feedback regarding employee attitudes to the CWS for the management at Kelly AFB in the form of this report. Alternative ways to evaluate and present these data may be found during the upcoming 6-month or yearlong survey analyses.

## METHODS

The main instrument for evaluating worker attitudes toward the 10-hour per day, 4-day work week at Kelly AFB was a survey developed by AL/CFTO. The survey was patterned after comparable studies found in a literature review for monitoring job and personal satisfaction (3, 10, 11, 14). AL/CFTO has a long history of measuring fatigue and mood in aircrew and applied this experience to the development of the survey. Finally, the survey was designed specifically for the unique conditions of the trial transition at Kelly AFB after visits to each of the facilities involved in the trial work week and after lengthy discussions with Kelly AFB human resources personnel. A copy of the survey is included in Appendix A. Standard bubble sheets (AF Form 1200) were used to record the responses for subsequent processing on a Scantron 8200 Optical Mark Reader. The respondents completed the survey during duty time in groups as small as 1 or 2 or as many as 50 at a time. Investigators were always on hand to answer questions and to ensure the integrity of the survey. SA-ALC/HRC arranged for well-lighted and

quiet facilities for the completion of the survey by each group, usually in conference rooms or unused cafeteria rooms. The effects of the CWS on employee health and productivity were evaluated by the ALC at Kelly AFB and will not be included in this report.

A total of 2,265 workers completed the survey, representing about 90% of the Kelly AFB employees participating in the prototype CWS. Errors in completion of the standard bubble response form resulted in excluding 95 surveys, leaving 2,170 surveys for the analysis. The most common errors were selection of unassigned response choices and misalignment of responses to survey items.

The responses to sections A, B and C of the survey provided information concerning the impact of the CWS transition on life-style and job satisfaction. These data comprise the results in Appendix B in which the 91 attitude questions are grouped into lifestyle subcategories (family, community, health, leisure, social, cultural, sleep, and finances) or job related subcategories (satisfaction, productivity and stress). The subcategories represent a subjective organization of the items until a more thorough correlational grouping can be made. The data for these items (questions 1 - 91) are presented as percents of those responding in each subcategory heading. The columns from left to right in Appendix B indicate the number responding (N), the percent increased or improved (↑), the percent not changed or the same (→←), the percent decreased or worsened (↓) and the percent indicating not applicable (NA) for each item.

The results of the demographic survey (Section D of the survey) are shown in Appendix C. These data are organized according to the response given to the work schedule preference question (question 119). The columns left to right in Appendix C represent, for each response to a demographic category, the percent of people preferring the SWS or the CWS or no preference and the total number who responded to each choice. Anchoring the responses to each question according to schedule preference permitted a demographic profile of those who like and who do not like the CWS.

## RESULTS

The main result of the 30-day survey concerns the response to the last question, "Which work schedule do you prefer?" (question 119) in which 74.9% of the respondents indicated a preference for the CWS prototype, 7.3% expressed no preference for either CWS or SWS, and 17.8% of the respondents selected the SWS.

The results of the lifestyle and job impact (questions 1-91) generally support the main finding that the majority of the workers preferred the CWS to their old schedule. These data indicated that lifestyle and job factors have improved or stayed the same under the CWS (see Appendix B). For example, the section in Appendix B concerning Job Related Factors revealed that 91% of respondents felt that job productivity had improved or stayed as it was under the SWS. Alternatively, only 8% felt that productivity was down under the CWS. This finding means that even among those who prefer the SWS (17%), there were a substantial number that did not believe the CWS had interfered with job output.

Appendixes D through G give the same information as Appendixes B and C, except for each organization, separately. Appendix H provides the same information, but only for the second (evening) shift workers.

Demographics data were evaluated by anchoring each response with the response to question 119, which concerned preference for either the CWS or the SWS. In this way, a profile was obtained of those preferring the CWS and those not preferring the CWS. A  $\chi^2$  statistic was used to determine if significant relationships ( $p < 0.05$ ) existed between demographic response and work schedule (SWS or CWS) preference. Those demographic items associated with statistically significant trends are described first.

The age of the respondent influenced preference for the compressed work week schedule (question 93). Preference for the CWS was indicated by 82.4% of the younger workers, 30 years old or less. However, this number was reduced to 68.1% of workers over 50 years old. These results are shown in Figure 1 which graphs preference for the SWS compared to preference for the CWS within each age group. Those workers indicating no preference are not shown. Figure 1 shows that the majority at every age preferred the CWS or 10-hour schedule. However, as age increases, Figure 1 reveals that preference for the SWS or 8-hour schedule increases while preference for the CWS decreases.

### Work Schedule Preference by Age

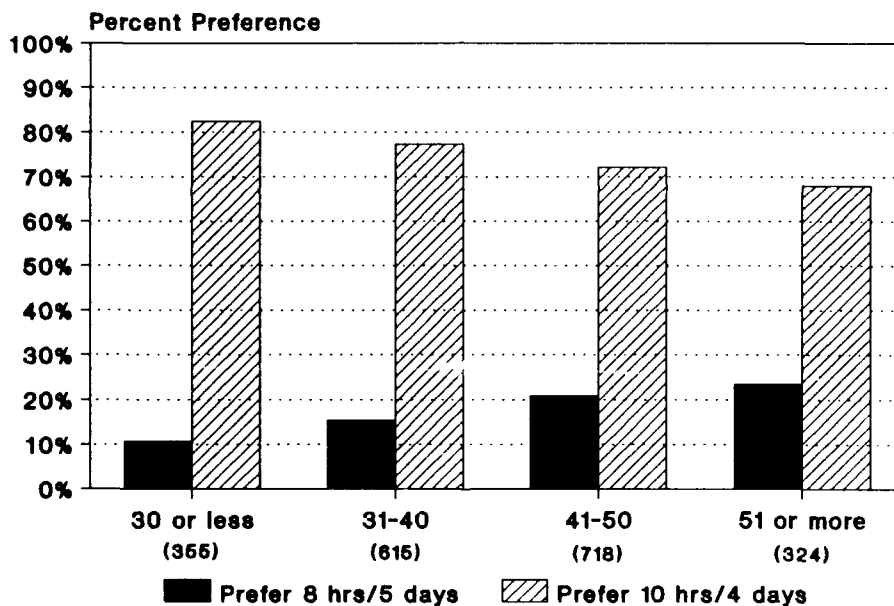


Figure 1. Preference for the SWS 8 hr/5 days or CWS 10 hr/4 days by age grouping.

Similarly, two related demographics, years employed in Federal service and years employed at Kelly AFB, also were related to schedule preference. Approximately half of those sampled indicated having worked at Kelly AFB for 10 or more years in response to question 115, and 71.5% of these people preferred the CWS. In contrast, of those working at Kelly AFB for less than 3 years, 79.3% preferred the CWS. As well, of those who reported having 31 years of Federal service

(question 96), 64.2% preferred the CWS whereas 75.5% of those with less than 5 years of Federal service did.

Having children did not influence preference for the CWS unless one considered whether the adult was single or not. Fewer single parents (66%) indicated a preference for the CWS than did the single respondents with no children (78%). This result was obtained by organizing the responses to questions 97-98 in Appendix C into 2 categories; either single (see question 98a) or married (see question 98b) and having some children or none.

Having adults at home who need care reduced the preference for the CWS whereas having adults who can help in the home increased the preference for the CWS. Considering only 3 categories of adults in the home (no extra adult, only 1 adult, and 2 or more adults) revealed differences in preference for the CWS. Of those families in which 2 or more extra adults needed care (question 101) 69.9% of the respondents favored the CWS (n=251), a decrease from the 77.2% who favored it in the family having no extra adults (n=809). This preference also increased to 77.9% if at least 2 adults could help around the home (question 100; n=205) from 71% if none of the adults could help around the home (n=574).

The potential for a schedule to produce chronic fatigue is an important consideration in the decision to implement a CWS. Accordingly, a series of questions were designed to address this issue. Both the amount of sleep obtained and the subjective impressions of alertness were assessed. As Table 1 shows, the 57% majority of people surveyed were getting the same amount of sleep on the CWS as they did on the SWS (n=1237). However, a substantial number (33%) reported getting less sleep on the CWS (n=713). Examination of Table 1 shows that of those reporting less sleep on the CWS, 34% prefer the 8-hour SWS schedule. The significance of this result cannot be determined after a 30-day evaluation of the CWS. Time to adjust to the new sleep schedules required of the CWS must be considered. Thus, the impact of the CWS on sleep must await the 6-month sample. Table 1 was composed of responses to questions 104 and 105 regarding the amount of sleep obtained on the SWS after a typical workday compared to the amount obtained on the CWS.

Table 1. Change in sleep obtained after a workday under the CWS compared to the SWS. Results are organized by preference for work schedule; (SWS= 8-HR), (CWS= 10-HR), (NP = No Preference indicated).

SLEEP COMPARISON	SCHEDULE PREFERENCE			N
	SWS	CWS	NP	
LESS	34%	55%	10%	713
SAME	9%	85%	6%	1237
MORE	16%	81%	4%	220

Organizing work schedule preference by subjective rating of alertness at the beginning or ending of a workday approached the issue of schedule-induced fatigue from another perspective. Considering questions 110 and 111 regarding the degree of alertness at the end of the workday, Table 2 compares those preferring the SWS to those favoring the CWS. The same pattern emerged as in Table 1. The majority (n=1364) reported no change in alertness as a result of the CWS. However, a large number (n=590) reported being less alert at the end of the day. Of those reporting less alertness, 50% preferred the SWS. It is noteworthy that only 3% of those reporting feeling more alert and 6% reporting the same alertness level preferred the SWS. Similar findings were obtained considering alertness at the beginning of the day (questions 108-109).

Although a disproportionate number of people surveyed were on the first (day) shift (n=1988) as opposed to the second (evening) (n=160) or third (night) (n=22) shifts proportionately, a small percentage of the people on these later shifts preferred the new CWS (question 112). For example, 75.9% expressed a preference for the CWS on the first shift whereas only 68.2% did so on the third shift.

Table 2. Change in alertness at the end of the workday under the CWS compared to the SWS. Results are organized by preference for work schedule; (SWS= 8-HR), (CWS= 10-HR), (NP = No Preference indicated).

ALERTNESS COMPARISON	SCHEDULE PREFERENCE			
	SWS	CWS	NP	N
LESS	50%	39%	11%	590
SAME	6%	87%	7%	1364
MORE	3%	96%	1%	216

Only a few people used public transportation to get to work under the SWS (n=47) or the CWS (n=26) as opposed to other forms of transportation. However, under the CWS (question 118), only 46.2% of those who used public transportation favored the CWS while 81.5% of those who car pooled or 74.6% of those who drove preferred the CWS. Public transportation may not be as available under the CWS.

A number of findings did not achieve statistical significance but may nonetheless be important. For example, educational background (question 94) did not appear to influence the preference for the CWS. Likewise, Federal service grade level from WG 5 through GM 15 (question 95) had no significant effect on work schedule preference. There was no preference for the work schedule on the basis of sex gender (question 92). About as many males (74%) as females (75%) preferred the CWS. There was no indication that singles (72%) were different from married respondents (75%) in their preference for the CWS (question 97).

There was no tendency for job type (question 102) to influence the overall preference for CWS. For example, preference for the CWS was expressed by 69.2% of those identifying their job as secretarial and 75.4% of managers. Finally,

the organization to which the respondent belonged did not make a difference in the overall preference for the CWS (question 103).

### CONCLUSIONS

The results of this survey sample, based on 30 days of experience on the CWS, indicated that over 82% of the workers surveyed either preferred the CWS or had no preference. The responses for the majority of lifestyle or job related questions paralleled this overall result.

The characteristics that inclined a worker at Kelly AFB to report less favor with the CWS are probably not inclusive. A demographic profile of this group would include single parents with children or other adults in need of care at home, older workers, those who have been at Kelly AFB for many years, those who take public transportation, and those who work other than the day shift. The impact of the CWS on those workers less satisfied by the CWS may be lessened with more experience on the schedule. Management may find ways to reduce the lifestyle impact through education or special arrangements for the individuals disaffected by the CWS.

A few anecdotal comments, made to the investigators by the respondents, deserve mention in this interim report. Several workers commented on inequities in overtime with the CWS. For example, it was easier to get overtime if one worked Monday through Thursday than if one worked Tuesday through Friday, or they indicated that overtime now required working longer than 10 hours, often 12 hours in a day. In addition, meetings were sometimes scheduled on their day off, abrogating the 4-day work week. Second and third shift workers seemed the least content with the advantages of CWS. Some commented to investigators that their hours were now more extreme (getting off work at 0300 rather than midnight), and it was difficult to adjust to these new times.

Based on our literature review, there is reason to believe that the overall preference for the CWS will exceed the 75% rate found in this 30-day evaluation by the 6-month and 1-year samples. As all workers become more familiar with the demands of the CWS and adapt their lifestyles to accommodate the schedule, job and employee satisfaction under the CWS could increase to even more than 75%. On the other hand, once the euphoria of "3-day weekends" begins to fade, workers may find more dissatisfaction with the CWS due to presently unrealized stresses. We therefore strongly recommend continuing to poll those involved in the prototype for the 6-month and yearlong attitudes to the CWS schedule as originally planned by SA-ALC/HRC.

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APPENDIX A  
THE KELLY AFB ATTITUDE SURVEY



## The Kelly AFB Attitude Survey



### Instructions

1. Answer each question on this survey using the green answer sheet and pencil(s) provided. If you wish to change an answer, *erase completely* your first response, and then mark the new response. Do not make any stray marks on the answer sheet.
2. **DO NOT MARK YOUR NAME OR ANY OTHER IDENTIFYING INFORMATION ON EITHER THE ANSWER SHEET OR THE SURVEY BOOKLET.**
3. Please follow carefully the instructions given to you by your survey administrator. There is no time limit for this survey.
4. When a question in this survey asks about your "old work schedule," it is referring to the original 5 days/week, 8 hours/day work schedule. When a question asks about your "new work schedule," it is referring to the trial 4 days/week, 10 hours/day work schedule.
5. If you do not understand a question or if you do not wish to answer, leave the question blank and move on to the next question.

## Section A.

**Instructions:** For each of the activities described in questions 1-41, please complete the following sentence:

Compared to my old work schedule, I feel today that my new work schedule has allowed me:

- A. MORE TIME for this activity.
- B. SAME TIME for this activity.
- C. LESS TIME for this activity.
- D. DOES NOT APPLY to me.

- |                                       |                                       |
|---------------------------------------|---------------------------------------|
| 1. doing chores around the house.     | 22. working on hobbies.               |
| 2. gardening.                         | 23. being with friends.               |
| 3. doing errands.                     | 24. being with spouse.                |
| 4. grocery shopping                   | 25. spending time with children.      |
| 5. caring for children.               | 26. training on the job.              |
| 6. spending time outdoors.            | 27. helping in my community.          |
| 7. resting or relaxing.               | 28. being with companions.            |
| 8. moonlighting.                      | 29. doing my job effectively.         |
| 9. traveling.                         | 30. going on vacation.                |
| 10. studying.                         | 31. exercising.                       |
| 11. socializing.                      | 32. spending time with parents.       |
| 12. participating in cultural events. | 33. dropping off/picking up children. |
| 13. watching T.V.                     | 34. attending child school events.    |
| 14. keeping personal appointments.    | 35. participating in clubs/societies. |
| 15. doing volunteer work.             | 36. attending to personal appearance. |
| 16. watching sports.                  | 37. achieving job goals.              |
| 17. participating in sports.          | 38. reaching family goals.            |
| 18. going to movies.                  | 39. having fun.                       |
| 19. preparing meals.                  | 40. recreation.                       |
| 20. dining out.                       | 41. sleeping.                         |
| 21. attending religious services.     |                                       |

**Please turn to the reverse side for more questions.**

## Section B.

**Instructions:** For each of the items described in questions 42-70, please complete the following sentence:

Compared to my old work schedule, I feel today that my new work schedule has:

- A. IMPROVED this part of my life.
- B. NOT CHANGED this part of my life.
- C. WORSENERD this part of my life.
- D. DOES NOT APPLY to me.

- |     |                           |     |                            |
|-----|---------------------------|-----|----------------------------|
| 42. | commute to/from work.     | 57. | waking up.                 |
| 43. | marital life.             | 58. | spouse's attitude.         |
| 44. | attitude at work.         | 59. | spouse's schedule.         |
| 45. | attitude at home.         | 60. | spouse's happiness.        |
| 46. | meals at home.            | 61. | personal happiness.        |
| 47. | motivation on the job.    | 62. | health.                    |
| 48. | sleep.                    | 63. | home life.                 |
| 49. | family life.              | 64. | job skills.                |
| 50. | job environment.          | 65. | economic outlook.          |
| 51. | personal finances.        | 66. | drive to/from work.        |
| 52. | fellow workers' attitude. | 67. | scheduling leave/vacation. |
| 53. | supervisor's attitude.    | 68. | work output.               |
| 54. | rest breaks.              | 69. | work conditions.           |
| 55. | outlook on work.          | 70. | holiday enjoyment.         |
| 56. | outlook on life.          |     |                            |

**Please turn to the next page for more questions.**

## Section C.

**Instructions:** For each of the items described in questions 71-91 please complete the following sentence:

Compared to my old work schedule, I feel today that my new work schedule has:

- A. INCREASED this aspect of my life.
- B. NOT CHANGED this aspect of my life.
- C. DECREASED this aspect of my life.
- D. DOES NOT APPLY to me.

- |                          |                        |
|--------------------------|------------------------|
| 71. stress at home.      | 82. work punctuality.  |
| 72. work tardiness.      | 83. job complaints.    |
| 73. job enrichment.      | 84. happiness at work. |
| 74. job satisfaction.    | 85. happiness at home. |
| 75. job productivity.    | 86. job problems.      |
| 76. job fatigue/ stress. | 87. family problems.   |
| 77. job efficiency.      | 88. expenses.          |
| 78. tiredness.           | 89. work backlog.      |
| 79. job load.            | 90. clock watching.    |
| 80. job strain.          | 91. work output.       |
| 81. family pride.        |                        |

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## Section D.

**Instructions:** For each of the following questions, please select the response which *best* describes you:

92. What is your sex?

- A. Male
- B. Female

93. What is your age?

- A. 20 years or less
- B. 21-30 years
- C. 31-40 years
- D. 41-50 years
- E. 51 or more years

**Please turn to the reverse side for more questions.**

94. Which *one* category best describes your educational background?

- A. some high school
- B. high school diploma or GED
- C. completed technical/vocational training
- D. completed Associates (2 yr) degree
- E. completed Bachelors (4 yr) degree
- F. completed graduate degree

95. What is your Federal Service Grade?

- A. WG 5-9
- B. WG 10-14
- C. WL 1-14
- D. WS
- E. GS 1-6
- F. GS 7-13
- G. GM 13-15
- H. other

96. What are your years of federal service?

- A. 0-5 years
- B. 6-10 years
- C. 11-20 years
- D. 21-30 years
- E. 31 or more years

97. What is your current marital status?

- A. Single
- B. Married

98. How many children under 18 years old depend on your care?

- A. None
- B. 1 child
- C. 2 children
- D. 3 children
- E. 4 children
- F. 5 children
- G. 6 children
- H. 7 or more children

**Please turn to the next page for more questions.**

99. How many adults 18 years or older other than yourself live in your home?

- A. None
- B. 1 adult
- C. 2 adults
- D. 3 adults
- E. 4 adults
- F. 5 adults
- G. 6 adults
- H. 7 or more adults

100. How many adults 18 years or older other than yourself provide help in your home?

- A. None
- B. 1 adult
- C. 2 adults
- D. 3 adults
- E. 4 adults
- F. 5 adults
- G. 6 adults
- H. 7 or more adults

101. How many adults 18 years or older depend on your care?

- A. None
- B. 1 adult
- C. 2 adults
- D. 3 adults
- E. 4 adults
- F. 5 adults
- G. 6 adults
- H. 7 or more adults

102. What is your *primary* job description?

- A. Secretarial/Clerical
- B. Administrative
- C. Trade/Craft/Labor
- D. Technical
- E. Engineering/Scientific
- F. Managerial/Supervisory
- G. Other

**Please turn to the reverse side for more questions.**

**103. What is your assigned work center?**

- A. DS
- B. LA
- C. LD
- D. LP
- E. TI
- F. PM
- G. FM
- H. other

**104. Under your old work schedule, how many hours (to the nearest hour) did you usually sleep after a typical work day?**

- A. 5 or less hours
- B. 6 hours
- C. 7 hours
- D. 8 hours
- E. 9 hours
- F. 10 or more hours

**105. Under your new work schedule, how many hours do you usually sleep after a typical work day?**

- A. 5 or less hours
- B. 6 hours
- C. 7 hours
- D. 8 hours
- E. 9 hours
- F. 10 or more hours

**106. Under your old work schedule, how many hours did you usually sleep after a typical day off?**

- A. 5 or less hours
- B. 6 hours
- C. 7 hours
- D. 8 hours
- E. 9 hours
- F. 10 or more hours

**Please turn to the next page for more questions.**

107. Under your new work schedule, how many hours do you usually sleep after a typical day off?
- A. 5 or less hours
  - B. 5-6 hours
  - C. 6-7 hours
  - D. 7-8 hours
  - E. 8-9 hours
  - F. 9-10 hours
  - G. 10 or more hours
108. Under your old work schedule, how did you usually feel at the start of your work day?
- A. alert
  - B. a little tired
  - C. very tired
  - D. exhausted
109. Under your new work schedule, how do you usually feel at the start of your work day?
- A. alert
  - B. a little tired
  - C. very tired
  - D. exhausted
110. Under your old work schedule, how did you usually feel at the end of your work day?
- A. alert
  - B. a little tired
  - C. very tired
  - D. exhausted
111. Under your new work schedule, how do you usually feel at the end of your work day?
- A. alert
  - B. a little tired
  - C. very tired
  - D. exhausted
112. Which work shift are you on now?
- A. First
  - B. Second
  - C. Third

**Please turn to the reverse side for more questions.**

113. How long have you lived in Texas?
- A. 0-3 years
  - B. 4-6 years
  - C. 7-9 years
  - D. 10 or more years
114. How long have you been living in the San Antonio area?
- A. 0-3 years
  - B. 4-6 years
  - C. 7-9 years
  - D. 10 or more years
115. How long have you been working at Kelly A.F.B.?
- A. 0-3 years
  - B. 4-6 years
  - C. 7-9 years
  - D. 10 or more years
116. Which entrance gate do you usually use?
- A. North (36th street)
  - B. Main (Hudnell Drive)
  - C. General McMullen
  - D. South (Military Drive)
  - E. other
117. Under your old work schedule, how did you usually get to work?
- A. mostly carpool
  - B. mostly drive myself
  - C. mostly use public transportation
118. Under your new work schedule, how do you usually get to work?
- A. mostly carpool
  - B. mostly drive myself
  - C. mostly use public transportation
119. Overall, which work schedule do you prefer?
- A. 8 hours/day, 5 days/week
  - B. 10 hours/day, 4 days/week
  - C. I have no preference

APPENDIX B

Responses to the lifestyle and job-related questions (1-91) on the survey  
(Sections A, B, and C).

\* indicates item shared one other sub-category  
 Shown are the total number responding (N), the percent increased or improved (↑), the percent not changed or the same (↔), the percent decreased or worsened (↓) and the percent not applicable (NA) for each item.

LIFESTYLE/SOCIAL FACTORS

<u>FAMILY</u>	N	% ↑	% ↔	% ↓	% NA
1 Doing chores around the house	2167	60	19	18	2
2 Gardening *	2166	30	20	15	35
3 Doing errands	2163	60	19	18	3
4 Grocery shopping	2156	38	40	12	11
5 Caring for children	2162	29	18	14	39
14 Keeping personal appointments	2164	54	27	15	4
19 Preparing meals	2157	19	38	19	24
20 Dining out *	2163	26	53	13	7
21 Attending religious service *	2158	17	59	8	16
24 Being with spouse	2158	37	29	16	18
25 Spending time with children	2159	35	24	16	25
32 Spending time with parents	2157	27	40	12	21
33 Dropping off/picking up children	2153	18	16	18	48
34 Attending child school events *	2150	18	25	15	42
38 Reaching family goals	2160	38	42	14	6
43 Marital life	2161	27	46	9	18
45 Attitude at home	2165	43	46	10	1
46 Meals at home	2164	18	62	17	2
49 Family life	2163	37	48	12	4
58 Spouse's attitude	2161	26	44	11	19
59 Spouse's schedule	2163	17	49	13	21
60 Spouse's happiness	2161	28	43	9	19
63 Home life	2163	37	50	11	1
67 Scheduling leave/vacation *	2162	55	35	9	1
71 Stress at home	2163	17	53	25	5
81 Family pride	2162	26	65	4	5
85 Happiness at home	2162	41	48	9	2
87 Family problems	2163	9	63	18	10
<u>COMMUNITY</u>					
	N	% ↑	% ↔	% ↓	% NA
11 Socializing *	2161	38	39	17	6
12 Participating in cultural events *	2159	23	36	14	28
15 Doing Volunteer work	2159	21	24	12	42
21 Attending religious service *	2158	17	59	8	16
27 Helping in my community	2158	18	39	13	29
34 Attending child school events *	2150	18	25	15	42
<u>HEALTH</u>					
	N	% ↑	% ↔	% ↓	% NA
7 Resting or relaxing *	2164	50	29	18	3
31 Exercising	2165	27	43	21	9
36 Attending to personal appearance	2149	25	51	12	13
56 Outlook of life	2160	42	50	7	1
61 Personal happiness	2160	46	42	10	1
62 Health	2163	23	66	9	1

<u>LEISURE</u>	N	% ↑	% →←	% ↓	% NA
2 Gardening *	2166	30	20	15	35
6 Spending time outdoors	2162	52	23	22	3
7 Resting or relaxing *	2164	50	29	18	3
9 Traveling *	2158	53	23	9	15
10 Studying	2164	27	25	14	35
13 Watching TV	2165	23	48	20	10
16 Watching sports *	2163	22	46	11	21
17 Participating in sports	2155	18	29	14	39
18 Going to movies *	2158	24	42	11	23
22 Working on hobbies	2161	44	31	17	9
30 Going on vacation	2158	50	35	8	8
39 Having fun	2162	49	34	14	3
40 Recreation	2164	50	31	16	3
70 Holiday enjoyment	2164	74	20	5	1

<u>SOCIAL</u>	N	% ↑	% →←	% ↓	% NA
11 Socializing *	2161	38	39	17	6
16 Watching sports *	2163	22	46	11	21
18 Going to movies *	2158	24	42	11	23
20 Dining out *	2163	26	53	13	7
23 Being with friends *	2160	32	47	17	4
28 Being with companions	2159	29	46	16	9
35 Participating in clubs/societies *	2155	15	32	14	39

<u>CULTURAL</u>	N	% ↑	% →←	% ↓	% NA
9 Traveling *	2158	53	23	9	15
12 Participating in cultural events *	2159	23	36	14	28
35 Participating in clubs/societies *	2155	15	32	14	39

<u>SLEEP</u>	N	% ↑	% →←	% ↓	% NA
7 Resting or relaxing *	2164	50	29	18	3
41 Sleeping	2162	27	45	26	2
48 Sleep	2164	21	53	25	1
57 Waking up	2165	17	56	25	1
78 Tiredness	2162	24	54	18	4

<u>FINANCES</u>	N	% ↑	% →←	% ↓	% NA
8 Moonlighting	2156	14	10	12	63
51 Personal finances	2163	23	65	10	3
65 Economic outlook	2163	25	64	9	2
88 Expenses	2163	12	68	17	3

**JOB RELATED FACTORS**

**SATISFACTION**

	N	% ↑	% ↔	% ↓	% NA
26 Training on the job *	2161	25	45	8	22
37 Achieving job goals *	2157	41	46	8	4
42 Commute to/from work	2159	34	49	13	3
44 Attitude at work	2167	45	44	10	1
47 Motivation on the job *	2164	46	44	9	1
50 Job environment *	2164	34	55	9	1
52 Fellow workers' attitude *	2163	32	53	12	2
53 Supervisor's attitude *	2162	24	59	13	3
54 Rest breaks *	2164	14	64	20	2
55 Outlook on work	2163	42	48	10	1
66 Drive to/from work	2166	35	50	13	2
67 Scheduling leave/vacation *	2162	55	35	9	1
69 Work conditions *	2162	29	61	9	1
72 Work tardiness *	2165	10	60	16	14
73 Job enrichment	2163	31	60	7	2
74 Job satisfaction	2164	40	51	8	1
83 Job complaints	2162	12	64	18	6
84 Happiness at work	2164	37	52	10	1
86 Job problems *	2161	10	68	17	4

**PRODUCTIVITY**

	N	% ↑	% ↔	% ↓	% NA
26 Training on the job *	2161	25	45	8	22
29 Doing my job effectively	2160	52	39	7	2
37 Achieving job goals *	2157	41	46	8	4
47 Motivation on the job *	2164	46	44	9	1
50 Job environment *	2164	34	55	9	1
64 Job skills	2164	28	65	5	2
68 Work output	2162	47	44	8	1
72 Work tardiness *	2165	10	60	16	14
75 Job productivity	2165	47	44	8	1
77 Job efficiency	2161	43	49	7	1
82 Work punctuality	2161	26	66	6	3
86 Job problems *	2161	10	68	17	4
89 Work backlog	2163	13	63	19	5
90 Clock watching	2161	17	53	14	15
91 Work output	2162	43	49	6	2

**STRESS**

	N	% ↑	% ↔	% ↓	% NA
52 Fellow workers' attitude *	2163	32	53	12	2
53 Supervisor's attitude *	2162	24	59	13	3
54 Rest breaks *	2164	14	64	20	2
69 Work conditions *	2162	29	61	9	1
76 Job fatigue/stress	2163	23	53	21	3
79 Job load	2163	17	73	9	2
80 Job strain	2165	16	67	15	2

#### APPENDIX C

Demographic questions (Section D) is the survey organized by civilian workforce preference for duty schedule (SWS = 8-hr (or 5-day) Schedule, CWS = 10-hr (or 4-day) schedule, No Schedule Preference).

ALL ORGANIZATIONS

Q92 (Sex)	Q119 (Which work schedule do you prefer?)			
Frequency Row Pct	5-day	4-day	No Pref.	Total
Male	322 17.77	1354 74.72	136 7.51	1812
Female	65 18.16	271 75.70	22 6.15	358
Total	387	1625	158	2170

Statistic	DF	Value	Prob
Chi-Square	2	0.823	0.663

Q93 (Age)      Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
30 yrs or less	31 10.76	314 82.41	26 6.82	381
31-40 yrs	102 15.38	513 77.38	48 7.24	663
41-50 yrs	161 20.85	557 72.15	54 6.99	772
51 yrs or more	83 23.45	241 68.08	30 8.47	354
Total	387	1625	158	2170

Statistic	DF	Value	Prob
Chi-Square	6	30.405	0.000

Q94 (Educational background)

Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
High School	131 18.48	529 74.61	49 6.91	709
Technical or Vocational	94 17.15	419 76.46	35 6.39	548
Associates Degree	109 18.66	422 72.26	53 9.08	584
Bachelors Degree	51 16.67	235 76.80	20 6.54	306
Total	385	1605	157	2147

Statistic	DF	Value	Prob
Chi-Square	6	5.155	0.524

Q95 (Federal Service Grade?)

Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
WG 5-9	76 15.87	368 76.83	35 7.31	479
WG 10-14	160 19.42	610 74.03	54 6.55	824
WL 1-14	20 27.03	50 67.57	4 5.41	74
WS	14 16.87	60 72.29	9 10.84	83
GS 1-6	20 17.09	89 76.07	8 6.84	117
GS 7-13	92 17.56	394 75.19	38 7.25	524
GM 13-15	2 6.25	26 81.25	4 12.50	32
Other	3 8.33	27 75.00	6 16.67	36
Total	387	1624	158	2169

Statistic	DF	Value	Prob
Chi-Square	14	19.144	0.160

ALL ORGANIZATIONS

Q96 (Years of federal service)  
prefer?)

Q119 (Which work schedule do you

Frequency Row Pct	5-day	4-day	No Pref.	Total
0-5 yrs	38 16.03	179 75.53	20 8.44	237
6-10 yrs	97 12.85	608 80.53	50 6.62	755
11-20 yrs	123 20.81	419 70.90	49 8.29	591
21-30 yrs	98 20.00	358 73.06	34 6.94	490
31 yrs or more	29 30.53	61 64.21	5 5.26	95
Total	385	1625	158	2168

Statistic	DF	Value	Prob
Chi-Square	8	32.319	0.000

Q97 (Marital status?)

Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
Single	97 17.96	393 72.78	50 9.26	540
Married	290 17.79	1232 75.58	108 6.63	1630
Total	387	1625	158	2170

Statistic	DF	Value	Prob
Chi-Square	2	4.296	0.117

ALL ORGANIZATIONS

Q98(Children under 18 depend on you)      Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
None	152 18.23	624 74.82	58 6.95	834
1	95 17.86	402 75.56	35 6.58	532
2	84 18.63	334 74.06	33 7.32	451
3 or more	56 15.95	263 74.93	32 9.12	351
Total	387	1623	158	2168

Statistic	DF	Value	Prob
Chi-Square	6	3.104	0.796

SINGLE

Q98a (Children under 18 depend on you)      Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	48 15.14	246 77.60	23 7.26	317
Some	49 21.97	147 65.92	27 12.11	223
Total	97	393	50	540

Statistic	DF	Value	Prob
Chi-Square	2	9.185	0.010

ALL ORGANIZATIONS

Married

Q98b (Children under 18 depend on you) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	104 20.12	378 73.11	35 6.77	517
Some	186 16.74	852 76.69	73 6.57	1111
Total	290	1230	108	1628

Statistic	DF	Value	Prob
Chi-Square	2	2.873	0.238

Q99(# Adults living in your home?) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
None	99 20.50	351 72.67	33 6.83	483
1	177 16.75	801 75.78	79 7.47	1057
2 or more	111 17.70	472 75.28	44 7.02	627
Total	387	1624	156	2167

Statistic	DF	Value	Prob
Chi-Square	4	3.295	0.510

ALL ORGANIZATIONS

Q100(# Adults provide help in home?) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
None	167 20.69	574 71.13	66 8.18	807
1	179 16.32	843 76.85	75 6.84	1097
2 or more	41 15.59	205 77.95	17 6.46	263
Total	387	1622	158	2167

Statistic	DF	Value	Prob
Chi-Square	4	9.694	0.046

Q101(# Adults depend on your care?) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
None	171 16.32	809 77.19	68 6.49	1048
1	134 17.59	565 74.15	63 8.27	762
2 or more	81 22.56	251 69.92	27 7.52	359
Total	386	1625	158	2169

Statistic	DF	Value	Prob
Chi-Square	4	9.825	0.043

ALL ORGANIZATIONS

Q102(Job description)      Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
Secretarial or Clerical	20 21.98	63 69.23	8 8.79	91
Administrative	12 12.63	78 82.11	5 5.26	95
Trade/Craft/Labor	180 17.41	773 74.76	81 7.83	1034
Technical	103 20.48	371 73.76	29 5.77	503
Engineering or Scientific	23 17.69	100 76.92	7 5.38	130
Managerial or Supervisor	30 13.89	163 75.46	23 10.65	216
Other	18 18.75	73 76.04	5 5.21	96
Total	386	1621	158	2165

Statistic	DF	Value	Prob
Chi-Square	12	14.954	0.244

ALL ORGANIZATIONS

Q103(Work center)                      Q119(Which work schedule do you prefer?)

Frequency	Q119(Which work schedule do you prefer?)			Total
Row Pct	5-day	4-day	No pref.	
DS	25 19.53	91 71.09	12 9.38	128
LA	241 17.96	1010 75.26	91 6.78	1342
LD	110 17.57	468 74.76	48 7.67	626
TI	2 6.25	28 87.50	2 6.25	32
Other	8 21.05	27 71.05	3 7.89	38
Total	386	1624	156	2166

Statistic	DF	Value	Prob
Chi-Square	8	5.320	0.723

ALL ORGANIZATIONS

Q104(Hrs sleep after workday(old schedule))    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
5 hrs or less	36 14.57	194 78.54	17 6.88	247
6 hrs	108 14.01	606 78.60	57 7.39	771
7 hrs	137 19.32	527 74.33	45 6.35	709
8 hrs	88 22.92	259 67.45	37 9.64	384
9 hrs	10 26.32	26 68.42	2 5.26	38
10 hrs or more	7 38.89	11 61.11	0 0.00	18
Total	386	1623	158	2167
Statistic		DF	Value	Prob
Chi-Square		10	31.025	0.001

ALL ORGANIZATIONS

Q105(Hrs sleep after workday(new schedule))    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
5 hrs or less	170 35.42	266 55.42	44 9.17	480
6 hrs	128 14.88	662 76.98	70 8.14	860
7 hrs	43 8.02	463 86.38	30 5.60	536
8 hrs	25 10.50	200 84.03	13 5.46	238
9 hrs	7 25.00	20 71.43	1 3.57	28
10 hrs or more	12 50.00	12 50.00	0 0.00	24
Total	385	1623	158	2166
Statistic		DF	Value	Prob
Chi-Square		10	186.259	0.000

ALL ORGANIZATIONS

Q106(Hrs sleep after day off(old schedule))    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
5 hrs or less	33 19.76	121 72.46	13 7.78	167
6 hrs	60 14.63	323 78.78	27 6.59	410
7 hrs	105 18.88	413 74.28	38 6.83	556
8 hrs	146 19.81	536 72.73	55 7.46	737
9 hrs	29 13.74	162 76.78	20 9.48	211
10 hrs or more	11 13.41	66 80.49	5 6.10	82
Total	384	1621	158	2163
Statistic		DF	Value	Prob
Chi-Square		10	11.518	0.319

ALL ORGANIZATIONS

Q107(Hrs sleep after day off(new schedule))    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
5 hrs or less	73 35.78	114 55.88	17 8.33	204
5-6 hrs	52 16.46	236 74.68	28 8.86	316
6-7 hrs	81 15.70	401 77.71	34 6.59	516
7-8 hrs	81 13.26	492 80.52	38 6.22	611
8-9 hrs	47 14.60	257 79.81	18 5.59	322
9-10 hrs	51 26.02	122 62.24	23 11.73	196
Total	385	1622	158	2165

Statistic	DF	Value	Prob
Chi-Square	10	82.567	0.000

ALL ORGANIZATIONS

Q108(How feel beginning workday(old schedule))      Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
Alert	281 22.13	892 70.24	97 7.64	1270
Little tired	94 11.79	646 81.05	57 7.15	797
Very tired	4 6.25	59 92.19	1 1.56	64
Exhausted	4 13.79	23 79.31	2 6.90	29
Total	383	1620	157	2160

Statistic	DF	Value	Prob
Chi-Square	6	48.144	0.000

ALL ORGANIZATIONS

Q109(How feel beginning workday(new schedule))  
 schedule do you prefer?)

Q119(Which work

Frequency	5-day	4-day	No Pref.	Total
Alert	57 4.92	1040 89.81	61 5.27	1158
Little tired	188 23.38	532 66.17	84 10.45	804
Very tired	96 64.86	41 27.70	11 7.43	148
Exhausted	46 80.70	9 15.79	2 3.51	57
Total	387	1622	158	2167

Statistic	DF	Value	Prob
Chi-Square	6	563.262	0.000

ALL ORGANIZATIONS

Q110(How feel at end of workday(old schedule) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
Alert	90 21.84	286 69.42	36 8.74	412
Little tired	262 17.95	1089 74.59	109 7.47	1460
Very tired	26 11.82	182 82.73	12 5.45	220
Exhausted	9 11.84	66 86.84	1 1.32	76
Total	387	1623	158	2168

Statistic	DF	Value	Prob
Chi-Square	6	20.618	0.002

ALL ORGANIZATIONS

Q111(How feel at end of workday(new schedule))  
 schedule do you prefer?)

Q119(Which work

Frequency	5-day	4-day	No Pref.	Total
Alert	14 4.38	290 90.63	16 5.00	320
Little tired	91 7.28	1072 85.76	87 6.96	1250
Very tired	172 39.27	218 49.77	48 10.96	438
Exhausted	110 69.18	42 26.42	7 4.40	159
Total	387	1622	158	2167

Statistic	DF	Value	Prob
Chi-Square	6	587.403	0.000

ALL ORGANIZATIONS

Q112(Work shift)    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
First	335 16.85	1509 75.91	144 7.24	1988
Second	45 28.13	101 63.13	14 8.75	160
Third	7 31.82	15 68.18	0 0.00	22
Total	387	1625	158	2170

Statistic	DF	Value	Prob
Chi-Square	4	18.434	0.001

Q113(Years living in Texas)    Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
0-3 yrs	1 6.25	13 81.25	2 12.50	16
4-6 yrs	5 12.50	30 75.00	5 12.50	40
7-9 yrs	15 30.61	29 59.18	5 10.20	49
10 or more	366 17.76	1549 75.16	146 7.08	2061
Total	387	1621	158	2166

Statistic	DF	Value	Prob
Chi-Square	6	10.817	0.094

ALL ORGANIZATIONS

Q114(Years living in San Antonio area)  
prefer?)

Q119(Which schedule do you

Frequency Row Pct	5-day	4-day	No Pref.	Total
0-3 yrs	7 16.28	33 76.74	3 6.98	43
4-6 yrs	18 19.15	65 69.15	11 11.70	94
7-9 yrs	17 22.97	52 70.27	5 6.76	74
10 or more	343 17.54	1473 75.35	139 7.11	1955
Total	385	1623	158	2166

Statistic	DF	Value	Prob
Chi-Square	6	4.665	0.587

Q115(Years working at Kelly AFB)

Q119(Which schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
0-3 yrs	28 12.61	176 79.28	18 8.11	222
4-6 yrs	60 16.17	287 77.36	24 6.47	371
7-9 yrs	55 13.00	338 79.91	30 7.09	423
10 or more	242 21.08	821 71.52	85 7.40	1148
Total	385	1622	157	2164

Statistic	DF	Value	Prob
Chi-Square	6	20.949	0.002

ALL ORGANIZATIONS

Q116(Entrance gate)	Q119(Which work schedule do you prefer?)			
Frequency	5-day	4-day	No Pref.	Total
Row Pct				
North(36th St)	109 19.43	414 73.80	38 6.77	561
Main(Hudnell)	144 16.49	662 75.83	67 7.67	873
General McMullen	64 17.25	279 75.20	28 7.55	371
South(Military D	59 17.82	249 75.23	23 6.95	331
Other	6 26.09	16 69.57	1 4.35	23
Total	382	1620	157	2159
Statistic		DF	Value	Prob
Chi-Square		8	3.651	0.887

Q117How did you get to work(old schedule)?	Q119(Schedule do you prefer?)			
Frequency	5-day	4-day	No Pref.	Total
Row Pct				
Carpool	33 16.92	148 75.90	14 7.18	195
Drive	336 17.43	1455 75.47	137 7.11	1928
Public Transportation	18 38.30	22 46.81	7 14.89	47
Total	387	1625	158	2170
Statistic		DF	Value	Prob
Chi-Square		4	20.192	0.000

ALL ORGANIZATIONS

Q118(How did you get to work (new schedule)?) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No Pref.	Total
Carpool	22 11.64	154 81.48	13 6.88	189
Drive	355 18.16	1459 74.63	141 7.21	1955
Public Transportation	10 38.46	12 46.15	4 15.38	26
Total	387	1625	158	2170

Statistic	DF	Value	Prob
Chi-Square	4	16.765	0.002

APPENDIX D

RESULTS FOR TI ORGANIZATION

Note: Due to the small number of subjects in this reformulation of the demographics data, no statistical tests were conducted.

Survey Question	N	% More Time	% Same Time	% Less Time	% NA
Q1(Doing chores around the house)	32	72	19	9	0
Q2(Gardening)	32	38	44	6	13
Q3(Doing errands)	32	69	28	3	0
Q4(Grocery shopping)	32	44	34	3	19
Q5(Caring for children)	31	52	23	10	16
Q6(Spending time outdoors)	31	55	26	13	6
Q7(Resting or relaxing)	32	53	34	9	3
Q8(Moonlighting)	31	42	13	6	39
Q9(Traveling)	32	56	22	9	13
Q10(Studying)	32	34	25	9	31
Q11(Socializing)	32	41	44	9	6
Q12(Participating in cultural events)	31	35	32	3	29
Q13(Watching TV)	32	31	38	22	9
Q14(Keeping personal appointments)	32	56	31	9	3
Q15(Doing Volunteer work)	32	41	19	6	34
Q16(Watching sports)	32	38	41	6	16
Q17(Participating in sports)	32	34	25	6	34
Q18(Going to movies)	32	38	31	3	28
Q19(Preparing meals)	32	28	41	9	22
Q20(Dining out)	32	38	53	9	0
Q21(Attending religious service)	31	39	39	23	0
Q22(Working on hobbies)	32	53	31	6	9
Q23(Being with friends)	32	34	53	9	3
Q24(Being with spouse)	32	47	38	6	9
Q25(Spending time with children)	31	45	39	3	13
Q26(Training on the job)	32	31	41	9	19
Q27(Helping in my community)	32	34	31	6	28
Q28(Being with companions)	32	44	38	13	6
Q29(Doing my job effectively)	32	72	25	3	0
Q30(Going on vacation)	32	66	31	3	0
Q31(Exercising)	32	41	44	6	9
Q32(Spending time with parents)	31	35	32	10	23
Q33(Dropping off/picking up children)	31	32	39	3	26
Q34(Attending child school events)	31	42	29	10	19
Q35(Participating in clubs/societies)	32	41	19	3	38
Q36(Attending to personal appearance)	32	38	50	13	0
Q37(Achieving job goals)	32	59	31	6	3
Q38(Reaching family goals)	32	47	50	3	0
Q39(Having fun)	32	53	44	3	0
Q40(Recreation)	32	66	25	6	3
Q41(Sleeping)	32	38	53	9	0

Survey Question	N	% Improved	% Not Changed	% Worsened	% NA
Q42(Commute to/from work)	32	63	34	3	0
Q43(Marital life)	32	41	47	3	9
Q44(Attitude at work)	32	72	25	3	0
Q45(Attitude at home)	32	66	31	3	0
Q46(Meals at home)	32	38	53	9	0
Q47(Motivation on the job)	32	72	25	3	0
Q48(Sleep)	32	38	56	6	0
Q49(Family life)	32	50	44	6	0
Q50(Job environment)	32	50	47	3	0
Q51(Personal finances)	32	34	63	3	0
Q52(Fellow workers' attitude)	32	56	34	9	0
Q53(Supervisor's attitude)	32	53	44	3	0
Q54(Rest breaks)	32	28	47	25	0
Q55(Outlook on work)	32	66	34	0	0
Q56(Outlook of life)	32	56	44	0	0
Q57(Waking up)	32	34	63	3	0
Q58(Spouse's attitude)	32	44	44	3	9
Q59(Spouse's schedule)	32	28	53	9	9
Q60(Spouse's happiness)	32	44	44	3	9
Q61(Personal happiness)	32	69	31	0	0
Q62(Health)	32	41	56	3	0
Q63(Home life)	32	47	50	3	0
Q64(Job skills)	32	38	59	3	0
Q65(Economic outlook)	32	41	59	0	0
Q66(Drive to/from work)	32	59	38	3	0
Q67(Scheduling leave/vacation)	32	78	22	0	0
Q68(Work output)	32	84	16	0	0
Q69(Work conditions)	32	44	53	3	0
Q70(Holiday enjoyment)	32	88	13	0	0

Survey Question	N	% Increased	% Not Changed	% Decreased	% NA
Q71(Stress at home)	32	6	38	50	6
Q72(Work tardiness)	32	3	50	22	25
Q73(Job enrichment)	32	44	53	3	0
Q74(Job satisfaction)	32	69	28	3	0
Q75(Job productivity)	32	81	19	0	0
Q76(Job fatigue/stress)	32	16	56	25	3
Q77(Job efficiency)	32	63	38	0	0
Q78(Tiredness)	32	16	69	16	0
Q79(Job load)	32	22	69	9	0
Q80(Job strain)	32	9	72	19	0
Q81(Family pride)	32	41	56	3	0
Q82(Work punctuality)	32	41	53	3	3
Q83(Job complaints)	32	16	53	19	13
Q84(Happiness at work)	32	50	47	3	0
Q85(Happiness at home)	32	63	34	3	0
Q86(Job problems)	32	16	56	22	6
Q87(Family problems)	32	16	38	34	13
Q88(Expenses)	32	9	63	25	3
Q89(Work backlog)	32	13	41	41	6
Q90(Clock watching)	32	16	41	19	25
Q91(Work output)	32	84	16	0	0

Which work schedule do you prefer?

Q119	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5-day	2	6.3	2	6.3
4-day	28	87.5	30	93.8
No pref.	2	6.3	32	100.0

Q92(Sex) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Male	2 6.25	28 87.50	2 6.25	32
Total	2	28	2	32

Q93(Age) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
30 yrs or less	0 0.00	3 100.00	0 0.00	3
31-40 yrs	1 6.25	13 81.25	2 12.50	16
41-50 yrs	1 12.50	7 87.50	0 0.00	8
51 yrs or more	0 0.00	5 100.00	0 0.00	5
Total	2	28	2	32

TI ORGANIZATION

Q94(Educational background)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
High school	1 10.00	9 90.00	0 0.00	10
Technical or Vocational	1 7.14	12 85.71	1 7.14	14
Associates degree	0 0.00	6 85.71	1 14.29	7
Bachelors degree or Higher	0 0.00	1 100.00	0 0.00	1
Total	2	28	2	32

Q95(Federal Service Grade?) Q119(Which work schedule do you prefer?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
WG 10-14	2 10.00	17 85.00	1 5.00	20
WL 1-14	0 0.00	2 100.00	0 0.00	2
GS 7-13	0 0.00	4 100.00	0 0.00	4
Other	0 0.00	5 83.33	1 16.67	6
Total	2	28	2	32

Q96(Years of federal service) Q119(Which work schedule do you prefer?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
0-5 yrs	0 0.00	1 100.00	0 0.00	1
6-10 yrs	1 9.09	10 90.91	0 0.00	11
11-20 yrs	1 6.67	12 80.00	2 13.33	15
21-30 yrs	0 0.00	5 100.00	0 0.00	5
Total	2	28	2	32

TI ORGANIZATION

Q97 (Marital status?)

		Q119 (Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
Single		0 0.00	5 100.00	0 0.00	5
Married		2 7.41	23 85.19	2 7.41	27
Total		2	28	2	32

Q98 (Children under 18 depend on you)

		Q119 (Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
None		1 11.11	8 88.89	0 0.00	9
1		1 12.50	6 75.00	1 12.50	8
2		0 0.00	9 90.00	1 10.00	10
3 or more		0 0.00	4 100.00	0 0.00	4
Total		2	27	2	31

Q99 (# Adults living in your home?)

		Q119 (Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
None		0 0.00	5 100.00	0 0.00	5
1		1 5.88	15 88.24	1 5.88	17
2 or more		1 10.00	8 80.00	1 10.00	10
Total		2	28	2	32

TI ORGANIZATION

Q100(# Adults provide help in home?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	0 0.00	8 100.00	0 0.00	8
1	2 13.33	11 73.33	2 13.33	15
2 or more	0 0.00	9 100.00	0 0.00	9
Total	2	28	2	32

Q101(# Adults depend on your care?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	1 6.67	14 93.33	0 0.00	15
1	1 11.11	7 77.78	1 11.11	9
2 or more	0 0.00	7 87.50	1 12.50	8
Total	2	28	2	32

Q102(Job description)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Administrative	0 0.00	1 100.00	0 0.00	1
Trade/Craft/Labor	2 8.70	19 82.61	2 8.70	23
Technical	0 0.00	2 100.00	0 0.00	2
Engineering or Scientist	0 0.00	2 100.00	0 0.00	2
Managerial or Supervisor	0 0.00	4 100.00	0 0.00	4
Total	2	28	2	32

Q104(Hrs sleep after workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	0 0.00	5 100.00	0 0.00	5
6 hrs	2 12.50	13 81.25	1 6.25	16
7 hrs	0 0.00	7 87.50	1 12.50	8
8 hrs	0 0.00	3 100.00	0 0.00	3
Total	2	28	2	32

Q105(Hrs sleep after workday(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	2 33.33	4 66.67	0 0.00	6
6 hrs	0 0.00	14 93.33	1 6.67	15
7 hrs	0 0.00	6 85.71	1 14.29	7
8 hrs	0 0.00	4 100.00	0 0.00	4
Total	2	28	2	32

TI ORGANIZATION

Q106(Hrs sleep after day off(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	0 0.00	3 100.00	0 0.00	3
6 hrs	1 16.67	5 83.33	0 0.00	6
7 hrs	1 9.09	8 72.73	2 18.18	11
8 hrs	0 0.00	11 100.00	0 0.00	11
9 hrs	0 0.00	1 100.00	0 0.00	1
Total	2	28	2	32

Q107(Hrs sleep after day off(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	1 25.00	3 75.00	0 0.00	4
5-6 hrs	0 0.00	5 100.00	0 0.00	5
6-7 hrs	0 0.00	6 75.00	2 25.00	8
7-8 hrs	1 9.09	10 90.91	0 0.00	11
8-9 hrs	0 0.00	4 100.00	0 0.00	4
Total	2	28	2	32

TI ORGANIZATION

Q108(How feel beginning workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	1 6.25	14 87.50	1 6.25	16
Little tired	1 7.14	12 85.71	1 7.14	14
Very tired	0 0.00	1 100.00	0 0.00	1
Exhausted	0 0.00	1 100.00	0 0.00	1
Total	2	28	2	32

Q109(How feel beginning workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	0 0.00	23 95.83	1 4.17	24
Little tired	1 16.67	4 66.67	1 16.67	6
Very tired	0 0.00	1 100.00	0 0.00	1
Exhausted	1 100.00	0 0.00	0 0.00	1
Total	2	28	2	32

TI ORGANIZATION

Q110(How feel at end of workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	0 0.00	4 80.00	1 20.00	5
Little tired	2 8.70	20 86.96	1 4.35	23
Very tired	0 0.00	3 100.00	0 0.00	3
Exhausted	0 0.00	1 100.00	0 0.00	1
Total	2	28	2	32

Q111(How feel at end of workday(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	0 0.00	8 100.00	0 0.00	8
Little tired	1 5.00	17 85.00	2 10.00	20
Very tired	1 25.00	3 75.00	0 0.00	4
Total	2	28	2	32

Q112(Work shift)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
First	2 6.25	28 87.50	2 6.25	32
Total	2	28	2	32

TI ORGANIZATION

Q113(Years living in Texas)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
0-3 yrs		0 0.00	1 100.00	0 0.00	1
7-9 yrs		0 0.00	1 100.00	0 0.00	1
10 or more		2 6.67	26 86.67	2 6.67	30
Total		2	28	2	32

Q114(Years living in San Antonio area)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
0-3 yrs		0 0.00	2 100.00	0 0.00	2
7-9 yrs		0 0.00	1 100.00	0 0.00	1
10 or more		2 6.90	25 86.21	2 6.90	29
Total		2	28	2	32

Q115(Years working at Kelly AFB)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	5-day	4-day	No pref.	Total
0-3 yrs		0 0.00	2 100.00	0 0.00	2
4-6 yrs		1 12.50	7 87.50	0 0.00	8
7-9 yrs		0 0.00	5 100.00	0 0.00	5
10 or more		1 5.88	14 82.35	2 11.76	17
Total		2	28	2	32

TI ORGANIZATION

Q116(Entrance gate)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
North(36th St)	0 0.00	3 100.00	0 0.00	3
Main(Hudnell)	2 13.33	12 80.00	1 6.67	15
General McMullen	0 0.00	5 83.33	1 16.67	6
South(Military D	0 0.00	7 100.00	0 0.00	7
Other	0 0.00	1 100.00	0 0.00	1
Total	2	28	2	32

Q117(How did you get to work (old schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	0 0.00	3 75.00	1 25.00	4
Drive	2 7.14	25 89.29	1 3.57	28
Total	2	28	2	32

Q118(How did you get to work (new schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	0 0.00	4 80.00	1 20.00	5
Drive	2 7.41	24 88.89	1 3.70	27
Total	2	28	2	32

TI ORGANIZATION

CONTROLLING FOR Q97=Single

Q98(Children under 18 depend on you)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	0 0.00	2 100.00	0 0.00	2
Some	0 0.00	3 100.00	0 0.00	3
Total	0	5	0	5

CONTROLLING FOR Q97=Married

Q98(Children under 18 depend on you)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	1 14.29	6 85.71	0 0.00	7
Some	1 5.26	16 84.21	2 10.53	19
Total	2	22	2	26

APPENDIX E  
RESULTS FOR LD ORGANIZATION

## LD ORGANIZATION

Survey Question	N	% More Time	% Same Time	% Less Time	% NA
Q1(Doing chores around the house)	625	51	23	24	2
Q2(Gardening)	625	26	20	16	38
Q3(Doing errands)	623	53	22	24	2
Q4(Grocery shopping)	624	33	41	16	10
Q5(Caring for children)	624	19	15	18	48
Q6(Spending time outdoors)	625	44	25	28	3
Q7(Resting or relaxing)	624	43	31	22	3
Q8(Moonlighting)	622	12	8	14	66
Q9(Traveling)	621	51	24	9	15
Q10(Studying)	623	23	26	18	34
Q11(Socializing)	624	31	44	19	5
Q12(Participating in cultural events)	623	20	42	15	23
Q13(Watching TV)	623	16	52	23	9
Q14(Keeping personal appointments)	623	43	34	19	4
Q15(Doing Volunteer work)	624	17	32	14	36
Q16(Watching sports)	624	15	52	11	22
Q17(Participating in sports)	621	15	31	15	39
Q18(Going to movies)	622	17	47	11	25
Q19(Preparing meals)	623	15	40	26	19
Q20(Dining out)	625	20	61	13	6
Q21(Attending religious service)	622	11	66	8	15
Q22(Working on hobbies)	623	38	34	21	7
Q23(Being with friends)	623	26	51	20	3
Q24(Being with spouse)	623	27	33	19	21
Q25(Spending time with children)	624	22	24	21	32
Q26(Training on the job)	623	25	52	8	15
Q27(Helping in my community)	623	14	47	12	27
Q28(Being with companions)	622	20	53	18	8
Q29(Doing my job effectively)	624	49	41	9	1
Q30(Going on vacation)	622	47	41	7	6
Q31(Exercising)	625	21	45	26	7
Q32(Spending time with parents)	622	21	42	14	23
Q33(Dropping off/picking up children)	620	10	14	19	57
Q34(Attending child school events)	621	10	24	14	51
Q35(Participating in clubs/societies)	622	11	36	14	38
Q36(Attending to personal appearance)	616	18	61	13	9
Q37(Achieving job goals)	620	39	50	8	3
Q38(Reaching family goals)	621	32	48	16	5
Q39(Having fun)	623	43	36	19	2
Q40(Recreation)	623	44	34	19	3
Q41(Sleeping)	623	22	51	24	2

## LD ORGANIZATION

Survey Question	N	% Improved	% Not Changed	% Worsened	% NA
Q42(Commute to/from work)	621	32	50	15	3
Q43(Marital life)	623	21	48	10	21
Q44(Attitude at work)	626	44	45	10	0
Q45(Attitude at home)	625	38	49	13	0
Q46(Meals at home)	625	15	62	22	1
Q47(Motivation on the job)	625	43	48	9	0
Q48(Sleep)	625	19	59	22	1
Q49(Family life)	626	28	54	14	3
Q50(Job environment)	624	35	54	10	1
Q51(Personal finances)	624	17	73	8	2
Q52(Fellow workers' attitude)	623	31	55	12	3
Q53(Supervisor's attitude)	622	23	64	10	3
Q54(Rest breaks)	625	11	68	18	3
Q55(Outlook on work)	625	40	50	9	0
Q56(Outlook of life)	624	39	54	6	0
Q57(Waking up)	625	15	66	18	1
Q58(Spouse's attitude)	624	21	46	12	22
Q59(Spouse's schedule)	625	13	50	14	23
Q60(Spouse's happiness)	624	25	45	9	21
Q61(Personal happiness)	623	43	45	11	0
Q62(Health)	625	18	72	10	0
Q63(Home life)	624	32	55	13	0
Q64(Job skills)	624	24	71	4	1
Q65(Economic outlook)	624	20	71	7	1
Q66(Drive to/from work)	625	33	48	17	1
Q67(Scheduling leave/vacation)	623	54	36	9	1
Q68(Work output)	624	46	47	7	0
Q69(Work conditions)	624	29	61	9	1
Q70(Holiday enjoyment)	626	71	24	4	1
Survey Question	N	% Increased	% Not Changed	% Decreased	% NA
Q71(Stress at home)	624	20	53	24	3
Q72(Work tardiness)	625	8	68	13	12
Q73(Job enrichment)	625	30	63	7	1
Q74(Job satisfaction)	626	40	52	7	1
Q75(Job productivity)	626	45	47	7	1
Q76(Job fatigue/stress)	624	25	54	21	1
Q77(Job efficiency)	625	43	49	7	1
Q78(Tiredness)	623	26	55	17	3
Q79(Job load)	624	12	81	7	1
Q80(Job strain)	625	15	70	14	1
Q81(Family pride)	625	20	71	4	5
Q82(Work punctuality)	625	21	73	4	2
Q83(Job complaints)	625	11	69	17	3
Q84(Happiness at work)	625	38	52	9	0
Q85(Happiness at home)	625	36	51	12	1
Q86(Job problems)	624	9	74	14	3
Q87(Family problems)	625	10	67	16	8
Q88(Expenses)	624	12	70	17	1
Q89(Work backlog)	625	10	67	21	2
Q90(Clock watching)	624	20	54	16	11
Q91(Work output)	623	40	54	5	1

## Which work schedule do you prefer?

Q119	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5-day	110	17.6	110	17.6
4-day	468	74.8	578	92.3
No pref.	48	7.7	626	100.0

## Q92(Sex) Q119(Which work schedule do you prefer?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
Male	82 17.08	358 74.58	40 8.33	480
Female	28 19.18	110 75.34	8 5.48	146
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	2	1.477	0.478

## Q93(Age) Q119(Which work schedule do you prefer?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
30 yrs or less	11 10.58	84 80.77	9 8.65	104
31-40 yrs	29 17.58	126 76.36	10 6.06	165
41-50 yrs	41 19.34	153 72.17	18 8.49	212
51 yrs or more	29 20.00	105 72.41	11 7.59	145
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	6	5.492	0.482

## LD ORGANIZATION

## Q94 (Educational background)

## Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
High school	18 18.75	69 71.88	9 9.38	96
Technical or Vocational	31 19.14	121 74.69	10 6.17	162
Associates degree	29 16.67	130 74.71	15 8.62	174
Bachelors degree or Higher	31 16.40	144 76.19	14 7.41	189
Total	109	464	48	621

Statistic	DF	Value	Prob
Chi-Square	6	1.737	0.942

## Q95 (Federal Service Grade?)

## Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
WG 5-9	9 15.52	46 79.31	3 5.17	58
WG 10-14	40 22.47	125 70.22	13 7.30	178
WL 1-14	1 20.00	4 80.00	0 0.00	5
WS	3 20.00	11 73.33	1 6.67	15
GS 1-6	5 11.36	37 84.09	2 4.55	44
GS 7-13	49 16.17	227 74.92	27 8.91	303
GM 13-15	2 9.09	18 81.82	2 9.09	22
Other	1 100.00	0 0.00	0 0.00	1
Total	110	468	48	626

LD ORGANIZATION

Q96(Years of federal service)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
0-5 yrs	9 11.84	60 78.95	7 9.21	76
6-10 yrs	32 16.24	154 78.17	11 5.58	197
11-20 yrs	25 18.94	94 71.21	13 9.85	132
21-30 yrs	27 15.79	130 76.02	14 8.19	171
31 yrs or more	16 32.65	30 61.22	3 6.12	49
Total	109	468	48	625

Statistic	DF	Value	Prob
Chi-Square	8	12.787	0.119

Q97(Marital status?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
Single	24 14.29	130 77.38	14 8.33	168
Married	86 18.78	338 73.80	34 7.42	458
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	2	1.755	0.416

LD ORGANIZATION

Q98(Children under 18 depend on you)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	59 18.73	236 74.92	20 6.35	315
1	21 15.00	107 76.43	12 8.57	140
2	17 16.19	77 73.33	11 10.48	105
3 or more	13 19.70	48 72.73	5 7.58	66
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	6	3.114	0.794

Q99(# Adults living in your home?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	33 21.15	109 69.87	14 8.97	156
1	46 14.89	238 77.02	25 8.09	309
2 or more	31 19.25	121 75.16	9 5.59	161
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	4	4.706	0.319

## LD ORGANIZATION

Q100(# Adults provide help in home?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	42 19.72	150 70.42	21 9.86	213
1	53 15.59	263 77.35	24 7.06	340
2 or more	15 20.83	54 75.00	3 4.17	72
Total	110	467	48	625

Statistic	DF	Value	Prob
Chi-Square	4	5.240	0.264

Q101(# Adults depend on your care?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	52 15.43	261 77.45	24 7.12	337
1	36 18.56	140 72.16	18 9.28	194
2 or more	22 23.16	67 70.53	6 6.32	95
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	4	4.416	0.353

LD ORGANIZATION

Q102(Job description)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Secretarial or Clerical	6 20.69	21 72.41	2 6.90	29
Administrative	6 12.24	41 83.67	2 4.08	49
Trade/Craft/Labor	23 26.14	57 64.77	8 9.09	88
Technical	49 18.92	192 74.13	18 6.95	259
Engineering or Scientist	8 10.39	63 81.82	6 7.79	77
Managerial or Supervisor	8 9.41	67 78.82	10 11.76	85
Other	10 26.32	26 68.42	2 5.26	38
Total	110	467	48	625

Statistic	DF	Value	Prob
Chi-Square	12	18.038	0.115

LD ORGANIZATION

Q104(Hrs sleep after workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	12 17.91	49 73.13	6 8.96	67
6 hrs	31 13.42	183 79.22	17 7.36	231
7 hrs	41 20.30	150 74.26	11 5.45	202
8 hrs	22 20.37	73 67.59	13 12.04	108
9 hrs	1 8.33	10 83.33	1 8.33	12
10 hrs or more	3 50.00	3 50.00	0 0.00	6
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	10	14.407	0.155

LD ORGANIZATION

Q105(Hrs sleep after workday(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	37 37.00	54 54.00	9 9.00	100
6 hrs	35 13.62	203 78.99	19 7.39	257
7 hrs	23 13.14	139 79.43	13 7.43	175
8 hrs	10 13.16	60 78.95	6 7.89	76
9 hrs	2 18.18	8 72.73	1 9.09	11
10 hrs or more	3 42.86	4 57.14	0 0.00	7
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	10	37.317	0.000

LD ORGANIZATION

Q106(Hrs sleep after day off(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	10 23.81	28 66.67	4 9.52	42
6 hrs	17 15.32	87 78.38	7 6.31	111
7 hrs	31 19.62	115 72.78	12 7.59	158
8 hrs	34 16.11	162 76.78	15 7.11	211
9 hrs	11 14.29	58 75.32	8 10.39	77
10 hrs or more	4 16.67	18 75.00	2 8.33	24
Total	107	468	48	623

Statistic	DF	Value	Prob
Chi-Square	10	4.409	0.927

## LD ORGANIZATION

Q107(Hrs sleep after day off(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	13 27.66	29 61.70	5 10.64	47
5-6 hrs	15 17.86	63 75.00	6 7.14	84
6-7 hrs	20 13.70	114 78.08	12 8.22	146
7-8 hrs	33 17.28	146 76.44	12 6.28	191
8-9 hrs	14 14.58	77 80.21	5 5.21	96
9-10 hrs	10 20.83	31 64.58	7 14.58	48
10 hrs or more	3 27.27	7 63.64	1 9.09	11
Total	108	467	48	623

Statistic	DF	Value	Prob
Chi-Square	12	12.843	0.381

Q108(How feel beginning workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	67 18.06	274 73.85	30 8.09	371
Little tired	39 17.18	171 75.33	17 7.49	227
Very tired	0 0.00	17 100.00	0 0.00	17
Exhausted	2 33.33	4 66.67	0 0.00	6
Total	108	466	47	621

Statistic	DF	Value	Prob
Chi-Square	6	7.348	0.290

LD ORGANIZATION

Q109(How feel beginning workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	24 7.12	290 86.05	23 6.82	337
Little tired	55 22.54	165 67.62	24 9.84	244
Very tired	19 63.33	10 33.33	1 3.33	30
Exhausted	12 85.71	2 14.29	0 0.00	14
Total	110	467	48	625

Statistic	DF	Value	Prob
Chi-Square	6	121.734	0.000

Q110(How feel at end of workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	23 20.72	80 72.07	8 7.21	111
Little tired	76 17.59	319 73.84	37 8.56	432
Very tired	9 14.75	49 80.33	3 4.92	61
Exhausted	2 10.00	18 90.00	0 0.00	20
Total	110	466	48	624

Statistic	DF	Value	Prob
Chi-Square	6	5.190	0.520

LD ORGANIZATION

Q111(How feel at end of workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	2 2.27	82 93.18	4 4.55	88
Little tired	27 7.56	301 84.31	29 8.12	357
Very tired	50 36.50	73 53.28	14 10.22	137
Exhausted	31 72.09	11 25.58	1 2.33	43
Total	110	467	48	625

Statistic	DF	Value	Prob
Chi-Square	6	167.230	0.000

Q112(Work shift)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
First	102 16.67	462 75. .	48 7.84	612
Second	7 53.85	6 46.15	0 0.00	13
Third	1 100.00	0 0.00	0 0.00	1
Total	110	468	48	626

LD ORGANIZATION

Q113(Years living in Texas)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
0-3 yrs	0 0.00	2 100.00	0 0.00	2
4-6 yrs	0 0.00	16 88.89	2 11.11	18
7-9 yrs	6 28.57	15 71.43	0 0.00	21
10 or more	104 17.84	433 74.27	46 7.89	583
Total	110	466	48	624

Statistic	DF	Value	Prob
Chi-Square	6	7.740	0.258

Q114(Years living in San Antonio area)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
0-3 yrs	2 20.00	8 80.00	0 0.00	10
4-6 yrs	4 10.00	32 80.00	4 10.00	40
7-9 yrs	9 27.27	24 72.73	0 0.00	33
10 or more	95 17.50	404 74.40	44 8.10	543
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	6	7.034	0.318

LD ORGANIZATION

Q115(Years working at Kelly AFB)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	5 8.06	52 83.87	5 8.06	62
4-6 yrs	19 17.59	80 74.07	9 8.33	108
7-9 yrs	25 19.84	93 73.81	8 6.35	126
10 or more	60 18.35	241 73.70	26 7.95	327
Total	109	466	48	623

Statistic	DF	Value	Prob
Chi-Square	6	4.836	0.565

Q116(Entrance gate)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
North(36th St)	29 18.59	115 73.72	12 7.69	156
Main(Hudnell)	44 18.03	179 73.36	21 8.61	244
General McMullen	19 12.84	120 81.08	9 6.08	148
South(Military Dr	14 21.88	45 70.31	5 7.81	64
Other	3 30.00	6 60.00	1 10.00	10
Total	109	465	48	622

Statistic	DF	Value	Prob
Chi-Square	8	5.742	0.676

LD ORGANIZATION

Q117(How did you get to work (old schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	12 16.67	56 77.78	4 5.56	72
Drive	97 17.77	407 74.54	42 7.69	546
Public Transportation	1 12.50	5 62.50	2 25.00	8
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	4	3.968	0.410

Q118(How did you get to work (new schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	7 13.73	41 80.39	3 5.88	51
Drive	103 18.07	423 74.21	44 7.72	570
Public Transportation	0 0.00	4 80.00	1 20.00	5
Total	110	468	48	626

Statistic	DF	Value	Prob
Chi-Square	4	2.852	0.583

TABLE 1 OF Q98 BY Q119  
CONTROLLING FOR Q97=Single

Q98(Children under 18 depend on you)		Q119(Which work schedule do you prefer?)			
Frequency		5-day	4-day	No pref.	Total
Row Pct					
None	17	92	8	117	
	14.53	78.63	6.84		
Some	7	38	6	51	
	13.73	74.51	11.76		
Total	24	130	14	168	

STATISTICS FOR TABLE 1 OF Q98 BY Q119  
CONTROLLING FOR Q97=Single

Statistic	DF	Value	Prob
Chi-Square	2	1.129	0.569

TABLE 2 OF Q98 BY Q119  
CONTROLLING FOR Q97=Married

Q98(Children under 18 depend on you)		Q119(Which work schedule do you prefer?)			
Frequency		5-day	4-day	No pref.	Total
Row Pct					
None	42	144	12	198	
	21.21	72.73	6.06		
Some	44	194	22	260	
	16.92	74.62	8.46		
Total	86	338	34	458	

STATISTICS FOR TABLE 2 OF Q98 BY Q119  
CONTROLLING FOR Q97=Married

Statistic	DF	Value	Prob
Chi-Square	2	2.028	0.363

APPENDIX F  
RESULTS FOR LAB ORGANIZATION

## LAB ORGANIZATION

Survey Question	N	% More Time	% Same Time	% Less Time	% NA
Q1(Doing chores around the house)	1341	63	18	16	2
Q2(Gardening)	1340	31	19	14	35
Q3(Doing errands)	1339	62	19	16	3
Q4(Grocery shopping)	1333	39	40	10	11
Q5(Caring for children)	1338	32	20	13	35
Q6(Spending time outdoors)	1338	55	21	20	3
Q7(Resting or relaxing)	1340	52	27	17	3
Q8(Moonlighting)	1336	14	12	12	62
Q9(Traveling)	1335	54	22	9	15
Q10(Studying)	1339	28	25	12	35
Q11(Socializing)	1336	40	37	16	7
Q12(Participating in cultural events)	1336	23	34	13	29
Q13(Watching TV)	1341	26	46	19	9
Q14(Keeping personal appointments)	1340	58	25	13	4
Q15(Doing Volunteer work)	1335	22	21	12	45
Q16(Watching sports)	1339	25	44	11	20
Q17(Participating in sports)	1336	18	29	14	39
Q18(Going to movies)	1338	26	40	12	22
Q19(Preparing meals)	1334	21	38	16	25
Q20(Dining out)	1338	29	51	13	7
Q21(Attending religious service)	1338	18	57	8	17
Q22(Working on hobbies)	1337	45	29	16	10
Q23(Being with friends)	1338	34	46	16	4
Q24(Being with spouse)	1336	41	27	16	16
Q25(Spending time with children)	1338	40	24	15	22
Q26(Training on the job)	1340	25	43	8	24
Q27(Helping in my community)	1335	20	37	13	30
Q28(Being with companions)	1338	32	44	15	10
Q29(Doing my job effectively)	1338	53	38	7	2
Q30(Going on vacation)	1337	51	33	8	8
Q31(Exercising)	1341	29	43	19	10
Q32(Spending time with parents)	1338	29	39	12	20
Q33(Dropping off/picking up children)	1335	22	17	17	44
Q34(Attending child school events)	1333	20	26	15	38
Q35(Participating in clubs/societies)	1334	16	32	14	38
Q36(Attending to personal appearance)	1336	27	47	12	15
Q37(Achieving job goals)	1339	42	46	8	4
Q38(Reaching family goals)	1341	41	40	14	5
Q39(Having fun)	1340	52	33	12	3
Q40(Recreation)	1341	53	29	15	3
Q41(Sleeping)	1341	29	42	27	2

LAB ORGANIZATION

Survey Question	N	% Improved	% Not Changed	% Worsened	% NA
Q42(Commute to/from work)	1339	34	50	13	3
Q43(Marital life)	1338	29	46	9	16
Q44(Attitude at work)	1340	45	45	10	1
Q45(Attitude at home)	1339	44	46	9	1
Q46(Meals at home)	1338	19	63	15	3
Q47(Motivation on the job)	1338	47	42	10	1
Q48(Sleep)	1338	22	50	27	1
Q49(Family life)	1336	40	46	11	4
Q50(Job environment)	1339	34	56	8	1
Q51(Personal finances)	1338	25	62	10	3
Q52(Fellow workers' attitude)	1339	33	53	11	2
Q53(Supervisor's attitude)	1339	25	58	14	3
Q54(Rest breaks)	1338	15	63	21	1
Q55(Outlook on work)	1337	42	47	10	1
Q56(Outlook of life)	1335	43	48	8	1
Q57(Waking up)	1339	18	52	29	1
Q58(Spouse's attitude)	1336	29	44	10	17
Q59(Spouse's schedule)	1337	19	50	13	19
Q60(Spouse's happiness)	1336	30	43	9	17
Q61(Personal happiness)	1336	48	41	10	2
Q62(Health)	1337	25	65	9	1
Q63(Home life)	1338	40	48	11	1
Q64(Job skills)	1339	30	63	5	2
Q65(Economic outlook)	1338	26	62	10	2
Q66(Drive to/from work)	1340	35	51	12	2
Q67(Scheduling leave/vacation)	1338	55	34	10	1
Q68(Work output)	1337	47	43	8	1
Q69(Work conditions)	1337	29	61	9	1
Q70(Holiday enjoyment)	1336	76	18	5	1

Survey Question	N	% Increased	% Not Changed	% Decreased	% NA
Q71(Stress at home)	1339	17	54	25	5
Q72(Work tardiness)	1339	11	57	17	14
Q73(Job enrichment)	1337	31	60	8	2
Q74(Job satisfaction)	1337	39	52	8	1
Q75(Job productivity)	1338	48	43	8	1
Q76(Job fatigue/stress)	1338	23	53	21	3
Q77(Job efficiency)	1336	43	50	7	1
Q78(Tiredness)	1338	25	55	17	4
Q79(Job load)	1338	19	71	8	2
Q80(Job strain)	1339	16	66	16	3
Q81(Family pride)	1336	28	63	4	4
Q82(Work punctuality)	1335	28	63	7	2
Q83(Job complaints)	1336	13	63	18	6
Q84(Happiness at work)	1338	36	52	11	1
Q85(Happiness at home)	1336	43	47	8	1
Q86(Job problems)	1336	11	67	18	4
Q87(Family problems)	1337	9	63	19	9
Q88(Expenses)	1338	13	68	16	3
Q89(Work backlog)	1337	14	63	18	5
Q90(Clock watching)	1336	16	53	14	17
Q91(Work output)	1338	44	48	7	2

LAB ORGANIZATION

Which work schedule do you prefer?

Q119	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5-day	241	18.0	241	18.0
4-day	1010	75.3	1251	93.2
No pref.	91	6.8	1342	100.0

Q92(Sex) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Male	213 18.04	887 75.11	81 6.86	1181
Female	28 17.39	123 76.40	10 6.21	161
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	2	0.152	0.927

Q93(Age) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
30 yrs or less	27 10.80	207 82.80	16 6.40	250
31-40 yrs	63 14.58	337 78.01	32 7.41	432
41-50 yrs	107 21.84	354 72.24	29 5.92	490
51 yrs or more	44 25.88	112 65.88	14 8.24	170
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	6	26.194	0.000

LAB ORGANIZATION

Q94(Educational background) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
High school	94 17.67	403 75.75	35 6.58	532
Technical or Vocational	57 16.57	264 76.74	23 6.69	344
Associates degree	70 19.50	260 72.42	29 8.08	359
Bachelors degree or Higher	19 21.35	67 75.28	3 3.37	89
Total	240	994	90	1324

Statistic	DF	Value	Prob
Chi-Square	6	4.348	0.630

Q95(Federal Service Grade?) 119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
WG 5-9	58 15.43	289 76.86	29 7.71	376
WG 10-14	108 18.34	444 75.38	37 6.28	589
WL 1-14	18 27.69	44 67.69	3 4.62	65
WS	10 15.15	49 74.24	7 10.61	66
GS 1-6	9 18.37	36 73.47	4 8.16	49
GS 7-13	36 21.82	123 74.55	6 3.64	165
GM 13-15	0 0.00	6 75.00	2 25.00	8
Other	2 8.70	18 78.26	3 13.04	23
Total	241	1009	91	1341

Statistic	DF	Value	Prob
Chi-Square	14	20.058	0.128

LAB ORGANIZATION

Q96(Years of federal service)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-5 yrs	26 18.84	102 73.91	10 7.25	138
6-10 yrs	55 11.32	395 81.28	36 7.41	486
11-20 yrs	86 21.83	279 70.81	29 7.36	394
21-30 yrs	62 21.99	205 72.70	15 5.32	282
31 yrs or more	12 28.57	29 69.05	1 2.38	42
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	8	26.939	0.001

Q97(Marital status?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Single	65 21.04	217 70.23	27 8.74	309
Married	176 17.04	793 76.77	64 6.20	1033
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	2	5.736	0.057

LAB ORGANIZATION

Q98(Children under 18 depend on you)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	77 17.78	323 74.60	33 7.62	433
1	66 19.02	263 75.79	18 5.19	347
2	59 19.34	230 75.41	16 5.25	305
3 or more	39 15.18	194 75.49	24 9.34	257
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	6	6.991	0.322

Q99(# Adults living in your home?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	56 21.21	193 73.11	15 5.68	264
1	115 17.29	503 75.64	47 7.07	665
2 or more	70 17.03	313 76.16	28 6.81	411
Total	241	1009	90	1340

Statistic	DF	Value	Prob
Chi-Square	4	2.681	0.613

LAB ORGANIZATION

Q100(# Adults provide help in home?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	108 21.39	360 71.29	37 7.33	505
1	110 16.34	519 77.12	44 6.54	673
2 or more	23 14.20	129 79.63	10 6.17	162
Total	241	1008	91	1340

Statistic	DF	Value	Prob
Chi-Square	4	7.694	0.103

Q101(# Adults depend on your care?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	102 16.69	472 77.25	37 6.06	611
1	85 16.77	385 75.94	37 7.30	507
2 or more	54 24.11	153 68.30	17 7.59	224
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	4	8.344	0.080

LAB ORGANIZATION

Q102(Job description)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Secretarial or Clerical	8 17.39	33 71.74	5 10.87	46
Administrative	5 17.24	22 75.86	2 6.90	29
Trade/Craft/Labor	138 16.20	650 76.29	64 7.51	852
Technical	50 24.15	148 71.50	9 4.35	207
Engineering or Scientist	15 30.61	33 67.35	1 2.04	49
Managerial or Supervisor	19 17.12	83 74.77	9 8.11	111
Other	6 13.33	38 84.44	1 2.22	45
Total	241	1007	91	1339

Statistic	DF	Value	Prob
Chi-Square	12	19.228	0.083

LAB ORGANIZATION

Q104(Hrs sleep after workday(old schedule)) Q119(Which schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	18 12.08	123 82.55	8 5.37	149
6 hrs	62 13.19	376 80.00	32 6.81	470
7 hrs	89 19.82	331 73.72	29 6.46	449
8 hrs	59 24.79	158 66.39	21 8.82	238
9 hrs	8 36.36	13 59.09	1 4.55	22
10 hrs or more	4 36.36	7 63.64	0 0.00	11
Total	240	1008	91	1339

Statistic	DF	Value	Prob
Chi-Square	10	31.053	0.001

Q105(Hrs sleep after workday(new schedule)) Q119(Which Schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	119 35.21	187 55.33	32 9.47	338
6 hrs	78 14.83	407 77.38	41 7.79	526
7 hrs	16 5.08	286 90.79	13 4.13	315
8 hrs	13 9.92	113 86.26	5 3.82	131
9 hrs	5 38.46	8 61.54	0 0.00	13
10 hrs or more	8 53.33	7 46.67	0 0.00	15
Total	239	1008	91	1338

Statistic	DF	Value	Prob
Chi-Square	10	150.242	0.000

LAB ORGANIZATION

Q106(Hrs sleep after day off(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	21 19.63	79 73.83	7 6.54	107
6 hrs	32 12.65	207 81.82	14 5.53	253
7 hrs	63 18.81	253 75.52	19 5.67	335
8 hrs	101 21.58	330 70.51	37 7.91	468
9 hrs	18 14.52	95 76.61	11 8.87	124
10 hrs or more	6 11.76	42 82.35	3 5.88	51
Total	241	1006	91	1338

Statistic	DF	Value	Prob
Chi-Square	10	15.743	0.107

LAB ORGANIZATION

Q107(Hrs sleep after day off(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	52 38.81	71 52.99	11 8.21	134
5-6 hrs	32 16.49	144 74.23	18 9.28	194
6-7 hrs	53 16.77	247 78.16	16 5.06	316
7-8 hrs	40 10.93	306 83.61	20 5.46	366
8-9 hrs	31 14.69	167 79.15	13 6.16	211
9-10 hrs	18 24.00	49 65.33	8 10.67	75
10 hrs or more	15 34.09	24 54.55	5 11.36	44
Total	241	1008	91	1340

Statistic	DF	Value	Prob
Chi-Square	12	76.221	0.000

Q108(How feel beginning workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	188 23.80	545 68.99	57 7.22	790
Little tired	46 9.50	406 83.88	32 6.61	484
Very tired	4 9.30	39 90.70	0 0.00	43
Exhausted	2 3.52	17 80.95	2 9.52	21
Total	240	1007	91	1338

Statistic	DF	Value	Prob
Chi-Square	90	50.674	0.000

LAB ORGANIZATION

Q109(How feel beginning workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	26 3.67	653 92.10	30 4.23	709
Little tired	114 23.46	321 66.05	51 10.49	486
Very tired	70 66.67	27 25.71	8 7.62	105
Exhausted	31 77.50	7 17.50	2 5.00	40
Total	241	1008	91	1340

Statistic	DF	Value	Prob
Chi-Square	6	407.208	0.000

Q110(How feel at end of workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	52 20.88	176 70.68	21 8.43	249
Little tired	166 18.44	673 74.78	61 6.78	900
Very tired	16 11.35	117 82.98	8 5.67	141
Exhausted	7 13.46	44 84.62	1 1.92	52
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	6	10.831	0.094

LAB ORGANIZATION

Q111(How feel at end of workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	7 3.65	176 91.67	9 4.69	192
Little tired	53 6.82	676 87.00	48 6.18	777
Very tired	110 41.35	128 48.12	28 10.53	266
Exhausted	71 67.62	28 26.67	6 5.71	105
Total	241	1008	91	1340

Statistic	DF	Value	Prob
Chi-Square	6	387.827	0.000

Q112(Work shift)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
First	209 17.22	924 76.11	81 6.67	1214
Second	32 25.81	82 66.13	10 8.06	124
Third	0 0.00	4 100.00	0 0.00	4
Total	241	1010	91	1342

LAB ORGANIZATION

Q113(Years living in Texas)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	0 0.00	10 100.00	0 0.00	10
4-6 yrs	3 20.00	9 60.00	3 20.00	15
7-9 yrs	8 36.36	10 45.45	4 18.18	22
10 or more	230 17.79	979 75.72	84 6.50	1293
Total	241	1008	91	1340

Statistic	DF	Value	Prob
Chi-Square	6	18.805	0.005

Q114(Years living in San Antonio area)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	3 12.00	22 88.00	0 0.00	25
4-6 yrs	13 28.26	26 56.52	7 15.22	46
7-9 yrs	7 21.88	21 65.63	4 12.50	32
10 or more	216 17.49	939 76.03	80 6.48	1235
Total	239	1008	91	1338

Statistic	DF	Value	Prob
Chi-Square	6	15.033	0.020

LAB ORGANIZATION

Q115(Years working at Kelly AFB)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	18 12.86	110 78.57	12 8.57	140
4-6 yrs	39 17.65	171 77.38	11 4.98	221
7-9 yrs	24 9.23	215 82.69	21 8.08	260
10 or more	159 22.14	513 71.45	46 6.41	718
Total	240	1009	90	1339

Statistic	DF	Value	Prob
Chi-Square	6	26.267	0.000

Q115(Entrance gate)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
North(36th St)	65 18.73	260 74.93	22 6.34	347
Main(Hudnell)	92 16.49	432 77.42	34 6.09	558
General McMullen	35 19.77	126 71.19	16 9.04	177
South(Military Dr	42 17.14	185 75.51	18 7.35	245
Other	3 33.33	6 66.67	0 0.00	9
Total	237	1009	90	1336

Statistic	DF	Value	Prob
Chi-Square	8	5.757	0.674

LAB ORGANIZATION

Q117(How did you get to work (old schedule)?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
Carpool	17 15.89	82 76.64	8 7.48	107
Drive	209 17.39	914 76.04	79 6.57	1202
Public Transportation	15 45.45	14 42.42	4 12.12	33
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	4	20.759	0.000

Q118(How did you get to work (new schedule)?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	5-day	4-day	No pref.	
Carpool	12 10.08	99 83.19	8 6.72	119
Drive	220 18.24	905 75.04	81 6.72	1206
Public Transportation	9 52.94	6 35.29	2 11.76	17
Total	241	1010	91	1342

Statistic	DF	Value	Prob
Chi-Square	4	20.989	0.000

TABLE 1 OF Q98 BY Q119  
CONTROLLING FOR Q97=Single

Q98(Children under 18 depend on you)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	26 16.25	122 76.25	12 7.50	160
Some	39 26.17	95 63.76	15 10.07	149
Total	65	217	27	309

Statistic	DF	Value	Prob
Chi-Square	2	5.909	0.052

TABLE 2 OF Q98 BY Q119  
CONTROLLING FOR Q97=Married

Q98(Children under 18 depend on you)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	51 18.68	201 73.63	21 7.69	273
Some	125 16.45	592 77.89	43 5.66	760
Total	176	793	64	1033

Statistic	DF	Value	Prob
Chi-Square	2	2.407	0.300

## APPENDIX G

### RESULTS FOR DS ORGANIZATION

Note: Due to the small number of subjects in this reformulation of the demographics data, no statistical tests were conducted.

CWS in all Appendixes refers to the 4-day (10 hours per day) schedule.  
SWS in Appendix G refers to the 5-day (8 hours per day) schedule.

DS ORGANIZATION

Survey Question	N	% More Time	% Same Time	% Less Time	% NA
Q1(Doing chores around the house)	127	70	13	13	5
Q2(Gardening)	127	40	20	10	29
Q3(Doing errands)	127	71	11	14	4
Q4(Grocery shopping)	125	51	30	8	10
Q5(Caring for children)	127	32	14	8	46
Q6(Spending time outdoors)	126	56	22	14	7
Q7(Resting or relaxing)	127	57	28	12	3
Q8(Moonlighting)	125	19	8	6	66
Q9(Traveling)	128	55	21	8	16
Q10(Studying)	128	35	13	8	44
Q11(Socializing)	127	47	35	12	6
Q12(Participating in cultural events)	127	27	32	9	33
Q13(Watching TV)	127	23	46	16	15
Q14(Keeping personal appointments)	127	69	17	12	2
Q15(Doing Volunteer work)	126	25	16	10	49
Q16(Watching sports)	126	20	41	10	29
Q17(Participating in sports)	124	19	26	10	44
Q18(Going to movies)	125	26	42	10	22
Q19(Preparing meals)	126	25	33	17	24
Q20(Dining out)	126	27	48	13	12
Q21(Attending religious service)	126	21	55	8	17
Q22(Working on hobbies)	127	50	26	10	14
Q23(Being with friends)	125	42	38	16	5
Q24(Being with spouse)	125	38	19	14	29
Q25(Spending time with children)	124	39	19	11	31
Q26(Training on the job)	124	23	40	10	28
Q27(Helping in my community)	126	21	31	13	35
Q28(Being with companions)	125	40	42	12	6
Q29(Doing my job effectively)	124	52	37	6	5
Q30(Going on vacation)	125	46	33	6	15
Q31(Exercising)	125	34	40	15	10
Q32(Spending time with parents)	124	31	35	10	24
Q33(Dropping off/picking up children)	125	18	11	16	54
Q34(Attending child school events)	123	18	18	15	49
Q35(Participating in clubs/societies)	125	17	26	10	47
Q36(Attending to personal appearance)	124	33	46	10	11
Q37(Achieving job goals)	125	40	42	9	9
Q38(Reaching family goals)	125	41	33	14	12
Q39(Having fun)	125	54	29	13	4
Q40(Recreation)	126	49	29	17	5
Q41(Sleeping)	124	27	43	24	6

DS ORGANIZATION

Survey Question	N	% Improved	% Not Changed	% Worsened	% NA
Q42(Commute to/from work)	125	44	45	7	4
Q43(Marital life)	126	27	36	7	30
Q44(Attitude at work)	127	45	41	13	2
Q45(Attitude at home)	127	49	41	9	2
Q46(Meals at home)	127	25	54	16	5
Q47(Motivation on the job)	127	43	46	9	2
Q48(Sleep)	127	22	48	28	2
Q49(Family life)	127	42	39	10	9
Q50(Job environment)	127	28	54	14	3
Q51(Personal finances)	127	24	61	8	7
Q52(Fellow workers' attitude)	127	30	50	18	2
Q53(Supervisor's attitude)	127	24	56	18	2
Q54(Rest breaks)	127	17	64	16	3
Q55(Outlook on work)	127	35	51	10	3
Q56(Outlook of life)	127	39	49	9	2
Q57(Waking up)	127	20	55	24	2
Q58(Spouse's attitude)	127	21	38	10	31
Q59(Spouse's schedule)	127	13	44	9	33
Q60(Spouse's happiness)	127	24	36	7	32
Q61(Personal happiness)	127	44	43	11	2
Q62(Health)	127	28	57	11	4
Q63(Home life)	127	40	46	10	4
Q64(Job skills)	127	32	60	4	4
Q65(Economic outlook)	127	28	60	6	7
Q66(Drive to/from work)	127	37	50	9	4
Q67(Scheduling leave/vacation)	127	56	35	9	0
Q68(Work output)	127	39	49	9	3
Q69(Work conditions)	127	27	57	13	2
Q70(Holiday enjoyment)	128	73	17	9	1

Survey Question	N	% Increased	% Not Changed	% Decreased	% NA
Q71(Stress at home)	126	13	52	23	13
Q72(Work tardiness)	127	9	53	21	17
Q73(Job enrichment)	127	29	57	11	3
Q74(Job satisfaction)	127	43	46	10	2
Q75(Job productivity)	127	44	44	9	2
Q76(Job fatigue/stress)	127	25	46	24	6
Q77(Job efficiency)	126	37	53	7	2
Q78(Tiredness)	127	23	46	22	9
Q79(Job load)	127	20	57	18	4
Q80(Job strain)	127	17	57	20	7
Q81(Family pride)	127	30	57	4	9
Q82(Work punctuality)	127	27	63	4	6
Q83(Job complaints)	128	16	52	18	15
Q84(Happiness at work)	127	38	50	9	3
Q85(Happiness at home)	127	46	43	6	6
Q86(Job problems)	127	11	58	20	1
Q87(Family problems)	127	6	57	18	20
Q88(Expenses)	127	8	61	17	14
Q89(Work backlog)	127	9	50	25	16
Q90(Clock watching)	127	22	47	13	17
Q91(Work output)	127	39	52	6	4

DS ORGANIZATION

Which work schedule do you prefer?

Q119	Frequency	Percent	Cumulative Frequency	Cumulative Percent
SWS	25	19.5	25	19.5
CWS	91	71.1	116	90.6
No pref.	12	9.4	128	100.0

Q92(Sex)                      Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Male	17 20.48	57 68.67	9 10.84	83
Female	8 17.78	34 75.56	3 6.67	45
Total	25	91	12	128

Q93(Age)                      Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
30 yrs or less	3 16.67	14 77.78	1 5.56	18
31-40 yrs	8 19.05	31 73.81	3 7.14	42
41-50 yrs	7 17.50	29 72.50	4 10.00	40
51 yrs or more	7 25.00	17 60.71	4 14.29	28
Total	25	91	12	128

DS ORGANIZATION

Q94(Educational background)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	SWS	CWS	No pref.	
High school	12 23.53	35 68.63	4 7.84	51
Technical or Vocational	3 15.79	15 78.95	1 5.26	19
Associates degree	9 25.00	22 61.11	5 13.89	36
Bachelors degree or Higher	1 4.55	19 86.36	2 9.09	22
Total	25	91	12	128

Q95(Federal Service Grade?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	SWS	CWS	No pref.	
WG 5-9	8 21.62	26 70.27	3 8.11	37
WG 10-14	4 28.57	10 71.43	0 0.00	14
WL 1-14	1 100.00	0 0.00	0 0.00	1
WS	1 50.00	0 0.00	1 50.00	2
GS 1-6	6 25.00	16 66.67	2 8.33	24
GS 7-13	5 10.64	37 78.72	5 10.64	47
GM 13-15	0 0.00	1 100.00	0 0.00	1
Other	0 0.00	1 50.00	1 50.00	2
Total	25	91	12	128

DS ORGANIZATION

Q96(Years of federal service)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	SWS	CWS	No pref.	
0-5 yrs	3 20.00	10 66.67	2 13.33	15
6-10 yrs	7 14.58	40 83.33	1 2.08	48
11-20 yrs	9 22.50	27 67.50	4 10.00	40
21-30 yrs	5 23.81	12 57.14	4 19.05	21
31 yrs or more	1 25.00	2 50.00	1 25.00	4
<b>Total</b>	<b>25</b>	<b>91</b>	<b>12</b>	<b>128</b>

Q97(Marital status?)

Frequency Row Pct	Q119(Which work schedule do you prefer?)			Total
	SWS	CWS	No pref.	
Single	7 15.56	33 73.33	5 11.11	45
Married	18 21.69	58 69.88	7 8.43	83
<b>Total</b>	<b>25</b>	<b>91</b>	<b>12</b>	<b>128</b>

DS ORGANIZATION

Q98(Children under 18 depend on you)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	SWS	CWS	No pref.	Total
None		12 19.67	44 72.13	5 8.20	61
1		5 16.13	24 77.42	2 6.45	31
2		5 23.81	12 57.14	4 19.05	21
3 or more		3 20.00	11 73.33	1 6.67	15
Total		25	91	12	128

Q99(# Adults living in your home?)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	SWS	CWS	No pref.	Total
None		8 17.78	34 75.56	3 6.67	45
1		10 20.83	32 66.67	6 12.50	48
2 or more		7 20.00	25 71.43	3 8.57	35
Total		25	91	12	128

Q100(# Adults provide help in home?)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	SWS	CWS	No pref.	Total
None		12 20.69	40 68.97	6 10.34	58
1		10 18.18	40 72.73	5 9.09	55
2 or more		3 20.00	11 73.33	1 6.67	15
Total		25	91	12	128

DS ORGANIZATION

Q101(# Adults depend on your care?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
None	12 19.05	47 74.60	4 6.35	63
1	10 24.39	25 60.98	6 14.63	41
2 or more	3 12.50	19 79.17	2 8.33	24
Total	25	91	12	128

Q102(Job description)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Secretarial or Clerical	6 37.50	9 56.25	1 6.25	16
Administrative	0 0.00	14 93.33	1 6.67	15
Trade/Craft/Labor	11 24.44	31 68.89	3 6.67	45
Technical	3 10.00	25 83.33	2 6.67	30
Managerial or Supervisor	3 20.00	8 53.33	4 26.67	15
Other	2 28.57	4 57.14	1 14.29	7
Total	25	91	12	128

DS ORGANIZATION

Q104(Hrs sleep after workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
5 hrs or less	3 17.65	12 70.59	2 11.76	17
6 hrs	12 25.53	29 61.70	6 12.77	47
7 hrs	5 15.15	26 78.79	2 6.06	33
8 hrs	4 15.38	20 76.92	2 7.69	26
9 hrs	1 25.00	3 75.00	0 0.00	4
10 hrs or more	0 0.00	1 100.00	0 0.00	1
Total	25	91	12	128

Q105(Hrs sleep after workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
5 hrs or less	10 37.04	16 59.26	1 3.70	27
6 hrs	10 20.41	32 65.31	7 14.29	49
7 hrs	2 8.33	20 83.33	2 8.33	24
8 hrs	2 8.70	19 82.61	2 8.70	23
9 hrs	0 0.00	4 100.00	0 0.00	4
10 hrs or more	1 100.00	0 0.00	0 0.00	1
Total	25	91	12	128

DS ORGANIZATION

Q106(Hrs sleep after day off(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
5 hrs or less	2 18.18	8 72.73	1 9.09	11
6 hrs	7 23.33	19 63.33	4 13.33	30
7 hrs	8 20.51	26 66.67	5 12.82	39
8 hrs	8 21.62	28 75.68	1 2.70	37
9 hrs	0 0.00	6 85.71	1 14.29	7
10 hrs or more	0 0.00	4 100.00	0 0.00	4
Total	25	91	12	128

Q107(Hrs sleep after day off(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
5 hrs or less	5 35.71	8 57.14	1 7.14	14
5-6 hrs	4 15.38	19 73.08	3 11.54	26
6-7 hrs	5 16.13	23 74.19	3 9.68	31
7-8 hrs	5 13.51	28 75.68	4 10.81	37
8-9 hrs	1 12.50	7 87.50	0 0.00	8
9-10 hrs	2 28.57	4 57.14	1 14.29	7
10 hrs or more	3 60.00	2 40.00	0 0.00	5
Total	25	91	12	128

Q108(How feel beginning workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Alert	19 25.68	47 63.51	8 10.81	74
Little tired	6 11.76	42 82.35	3 5.88	51
Very tired	0 0.00	1 50.00	1 50.00	2
Exhausted	0 0.00	1 100.00	0 0.00	1
Total	25	91	12	128

Q109(How feel beginning workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Alert	5 6.85	61 83.56	7 9.59	73
Little tired	13 29.55	27 61.36	4 9.09	44
Very tired	5 55.56	3 33.33	1 11.11	9
Exhausted	2 100.00	0 0.00	0 0.00	2
Total	25	91	12	128

DS ORGANIZATION

Q110(How feel at end of workday(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Alert	11 34.38	17 53.13	4 12.50	32
Little tired	13 16.05	61 75.31	7 8.64	81
Very tired	1 8.33	10 83.33	1 8.33	12
Exhausted	0 0.00	3 100.00	0 0.00	3
Total	25	91	12	128

Q111(How feel at end of workday(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
Alert	3 12.50	18 75.00	3 12.50	24
Little tired	6 8.45	60 84.51	5 7.04	71
Very tired	10 41.67	10 41.67	4 16.67	24
Exhausted	6 66.67	3 33.33	0 0.00	9
Total	25	91	12	128

DS ORGANIZATION

Q112(Work shift)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	SWS	CWS	No pref.	Total
First		13 14.29	69 75.82	9 9.89	91
Second		6 30.00	11 55.00	3 15.00	20
Third		6 35.29	11 64.71	0 0.00	17
Total		25	91	12	128

Q113(Years living in Texas)

		Q119(Which work schedule do you prefer?)			
Frequency	Row Pct	SWS	CWS	No pref.	Total
0-3 yrs		1 33.33	0 0.00	2 66.67	3
4-6 yrs		2 40.00	3 60.00	0 0.00	5
7-9 yrs		1 20.00	3 60.00	1 20.00	5
10 or more		21 18.26	85 73.91	9 7.83	115
Total		25	91	12	128

DS ORGANIZATION

Q114(Years living in San Antonio area)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
0-3 yrs	2 33.33	1 16.67	3 50.00	6
4-6 yrs	1 20.00	4 80.00	0 0.00	5
7-9 yrs	1 12.50	6 75.00	1 12.50	8
10 or more	21 19.27	80 73.39	8 7.34	109
Total	25	91	12	128

Q115(Years working at Kelly AFB)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
0-3 yrs	5 38.46	7 53.85	1 7.69	13
4-6 yrs	0 0.00	22 88.00	3 12.00	25
7-9 yrs	6 20.00	23 76.67	1 3.33	30
10 or more	14 23.33	39 65.00	7 11.67	60
Total	25	91	12	128

DS ORGANIZATION

Q116(Entrance gate)	Q119(Which work schedule do you prefer?)			
Frequency	SWS	CWS	No pref.	Total
Row Pct				
North(36th St)	11 25.00	30 68.18	3 6.82	44
Main(Hudnell)	4 10.00	29 72.50	7 17.50	40
General McMullen	8 25.00	22 68.75	2 6.25	32
South(Military D	2 22.22	7 77.78	0 0.00	9
Other	0 0.00	2 100.00	0 0.00	2
Total	25	90	12	127

Q117(How did you get to work (old schedule?))	Q119(Which work schedule do you prefer?)			
Frequency	SWS	CWS	No pref.	Total
Row Pct				
Carpool	4 44.44	5 55.56	0 0.00	9
Drive	19 16.81	83 73.45	11 9.73	113
Public Transportation	2 33.33	3 50.00	1 16.67	6
Total	25	91	12	128

Q118(How did you get to work (new schedule?))	Q119(Which work schedule do you prefer?)			
Frequency	SWS	CWS	No pref.	Total
Row Pct				
Carpool	2 20.00	8 80.00	0 0.00	10
Drive	22 19.30	81 71.05	11 9.65	114
Public Transportation	1 25.00	2 50.00	1 25.00	4
Total	25	91	12	128

TABLE 1 OF Q98 BY Q119  
CONTROLLING FOR Q97=Single

Q98(Children under 18 depend on you)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
None	4 12.90	24 77.42	3 9.68	31
Some	3 21.43	9 64.29	2 14.29	14
Total	7	33	5	45

TABLE 2 OF Q98 BY Q119  
CONTROLLING FOR Q97=Married

Q98(Children under 18 depend on you)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	SWS	CWS	No pref.	Total
None	8 26.67	20 66.67	2 6.67	30
Some	10 18.87	38 71.70	5 9.43	53
Total	18	58	7	83

APPENDIX H

RESULTS FOR SECOND SHIFT ONLY

Note: Due to the small number of subjects in this reformulation of the demographics data, no statistical tests were conducted.

SECOND SHIFT PEOPLE

KELLY SURVEY OF CIVILIAN WORKFORCE ON 4-day - Second Shift Only

Which work schedule do you prefer?

Q119	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5-day	45	28.1	45	28.1
4-day	101	63.1	146	91.3
No pref.	14	8.8	160	100.0

Q92 (Sex)      Q119 (Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Male	40 26.85	97 65.10	12 8.05	149
Female	5 45.45	4 36.36	2 18.18	11
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q93(Age)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
30 yrs or less	7 20.59	25 73.53	2 5.88	34
31-40 yrs	15 27.27	37 67.27	3 5.45	55
41-50 yrs	16 34.78	25 54.35	5 10.87	46
51 yrs or more	7 28.00	14 56.00	4 16.00	25
Total	45	101	14	160

Q94(Educational background)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
High school	12 26.67	27 60.00	6 13.33	45
Technical/vocati	14 31.11	29 64.44	2 4.44	45
Associates degree	16 29.09	33 60.00	6 10.91	55
Bachelors degree	2 16.67	10 83.33	0 0.00	12
Total	44	99	14	157

SECOND SHIFT PEOPLE

Q95(Federal Service Grade?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
WG 5-9	7 18.92	28 75.68	2 5.41	37
WG 10-14	28 30.11	60 64.52	5 5.38	93
WL 1-14	3 50.00	1 16.67	2 33.33	6
WS	2 28.57	2 28.57	3 42.86	7
GS 1-6	2 66.67	1 33.33	0 0.00	3
GS 7-13	3 23.08	8 61.54	2 15.38	13
GM 13-15	0 0.00	1 100.00	0 0.00	1
Total	45	101	14	160

Q96(Years of federal service)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-5 yrs	7 35.00	13 65.00	0 0.00	20
6-10 yrs	8 15.69	39 76.47	4 7.84	51
11-20 yrs	16 35.56	26 57.78	3 6.67	45
21-30 yrs	11 31.43	17 48.57	7 20.00	35
31 yrs or more	3 33.33	6 66.67	0 0.00	9
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q97(Marital status?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Single	12 30.00	24 60.00	4 10.00	40
Married	33 27.50	77 64.17	10 8.33	120
Total	45	101	14	160

Q98(Children under 18 depend on you)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	17 29.31	37 63.79	4 6.90	58
1	8 17.78	33 73.33	4 8.89	45
2	12 38.71	15 48.39	4 12.90	31
3 or more	8 30.77	16 61.54	2 7.69	26
Total	45	101	14	160

Q99(# Adults living in your home?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	10 33.33	18 60.00	2 6.67	30
1	20 25.00	53 66.25	7 8.75	80
2 or more	15 30.00	30 60.00	5 10.00	50
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q100(# Adults provide help in home?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	21 29.58	45 63.38	5 7.04	71
1	17 24.29	44 62.86	9 12.86	70
2 or more	7 36.84	12 63.16	0 0.00	19
Total	45	101	14	160

Q101(# Adults depend on your care?)  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	20 32.26	38 61.29	4 6.45	62
1	15 24.59	42 68.85	4 6.56	61
2 or more	10 27.03	21 56.76	6 16.22	37
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q102(Job description)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Secretarial/Cler	0 0.00	1 100.00	0 0.00	1
Administrative	1 14.29	5 71.43	1 14.29	7
Trade/Craft/Labo	23 23.47	66 67.35	9 9.18	98
Technical	13 35.14	24 64.86	0 0.00	37
Engineering/Scie	1 50.00	1 50.00	0 0.00	2
Managerial/Super	4 36.36	3 27.27	4 36.36	11
Other	3 75.00	1 25.00	0 0.00	4
Total	45	101	14	160

Q103(Work center)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
DS	6 30.00	11 55.00	3 15.00	20
LA	32 25.81	82 66.13	10 8.06	124
LD	7 53.85	6 46.15	0 0.00	13
Other	0 0.00	2 100.00	0 0.00	2
Total	45	101	13	159

SECOND SHIFT PEOPLE

Q104(Hrs sleep after workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	1 5.26	17 89.47	1 5.26	19
6 hrs	11 22.00	33 66.00	6 12.00	50
7 hrs	19 38.78	27 55.10	3 6.12	49
8 hrs	14 36.84	20 52.63	4 10.53	38
9 hrs	0 0.00	3 100.00	0 0.00	3
10 hrs or more	0 0.00	1 100.00	0 0.00	1
Total	45	101	14	160

Q105(Hrs sleep after workday(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	20 41.67	22 45.83	6 12.50	48
6 hrs	12 22.22	36 66.67	6 11.11	54
7 hrs	3 13.04	19 82.61	1 4.35	23
8 hrs	5 20.83	18 75.00	1 4.17	24
9 hrs	1 20.00	4 80.00	0 0.00	5
10 hrs or more	3 60.00	2 40.00	0 0.00	5
Total	44	101	14	159

SECOND SHIFT PEOPLE

Q106(Hrs sleep after day off(old schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	2 15.38	11 84.62	0 0.00	13
6 hrs	5 16.67	21 70.00	4 13.33	30
7 hrs	19 47.50	15 37.50	6 15.00	40
8 hrs	18 29.51	40 65.57	3 4.92	61
9 hrs	1 8.33	10 83.33	1 8.33	12
10 hrs or more	0 0.00	3 100.00	0 0.00	3
Total	45	100	14	159

TABLE OF Q107 BY Q119

Q107(Hrs sleep after day off(new schedule))  
 Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
5 hrs or less	9 39.13	11 47.83	3 13.04	23
5-6 hrs	6 19.35	21 67.74	4 12.90	31
6-7 hrs	11 42.31	12 46.15	3 11.54	26
7-8 hrs	7 17.95	31 79.49	1 2.56	39
8-9 hrs	5 19.23	18 69.23	3 11.54	26
9-10 hrs	7 46.67	8 53.33	0 0.00	15
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q108(How feel beginning workday(old schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	34 34.34	57 57.58	8 8.08	99
Little tired	10 19.23	37 71.15	5 9.62	52
Very tired	1 14.29	5 71.43	1 14.29	7
Exhausted	0 0.00	2 100.00	0 0.00	2
Total	45	101	14	160

Q109(How feel beginning workday(new schedule))

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	5 6.17	70 86.42	6 7.41	81
Little tired	28 7.46	26 44.07	5 8.47	59
Very tired	8 53.33	4 26.67	3 20.00	15
Exhausted	4 80.00	1 20.00	0 0.00	5
Total	45	101	14	160

SECOND SHIFT PEOPLE

Q110(How feel at end of workday(old schedule))Q119(Which schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	12 42.86	11 39.29	5 17.86	28
Little tired	30 27.27	72 65.45	8 7.27	110
Very tired	3 17.65	13 76.47	1 5.88	17
Exhausted	0 0.00	5 100.00	0 0.00	5
Total	45	101	14	160

Q111(How feel at end of workday(new schedule))  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Alert	2 18.18	7 63.64	2 18.18	11
Little tired	9 12.33	59 80.82	5 6.85	73
Very tired	13 28.26	26 56.52	7 15.22	46
Exhausted	21 70.00	9 30.00	0 0.00	30
Total	45	101	14	160

Q113(Years living in Texas)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	1 33.33	2 66.67	0 0.00	3
4-6 yrs	0 0.00	1 100.00	0 0.00	1
7-9 yrs	1 20.00	2 40.00	2 40.00	5
10 or more	43 28.67	95 63.33	12 8.00	150
Total	45	100	14	159

SECOND SHIFT PEOPLE

Q114(Years living in San Antonio area) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	1 16.67	5 83.33	0 0.00	6
4-6 yrs	5 55.56	4 44.44	0 0.00	9
7-9 yrs	1 16.67	3 50.00	2 33.33	6
10 or more	38 27.54	88 63.77	12 8.70	138
Total	45	100	14	159

Q115(Years working at Kelly AFB) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
0-3 yrs	3 21.43	11 78.57	0 0.00	14
4-6 yrs	7 28.00	17 68.00	1 4.00	25
7-9 yrs	7 22.58	21 67.74	3 9.68	31
10 or more	28 31.11	52 57.78	10 11.11	90
Total	45	101	14	160

Q116(Entrance gate) Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
North(36th St)	10 22.22	29 64.44	6 13.33	45
Main(Hudnell)	21 31.82	40 60.61	5 7.58	66
General McMullen	8 29.63	18 66.67	1 3.70	27
South(Military D	5 26.32	13 68.42	1 5.26	19
Total	44	100	13	157

SECOND SHIFT PEOPLE

Q117(How did you get to work (old schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	4 33.33	7 58.33	1 8.33	12
Drive	40 27.21	94 63.95	13 8.84	147
Public transport	1 100.00	0 0.00	0 0.00	1
Total	45	101	14	160

Q118(How did you get to work (new schedule)?)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
Carpool	2 22.22	7 77.78	0 0.00	9
Drive	42 28.00	94 62.67	14 9.33	150
Public transport	1 100.00	0 0.00	0 0.00	1
Total	45	101	14	160

TABLE 1 OF Q98 BY Q119  
CONTROLLING FOR Q97=Single

Q98(Children under 18 depend on you)

Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	5 23.81	15 71.43	1 4.76	21
Some	7 36.84	9 47.37	3 15.79	19
Total	12	24	4	40

SECOND SHIFT PEOPLE

TABLE 2 OF Q98 BY Q119  
CONTROLLING FOR Q97=Married

Q98(Children under 18 depend on you)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	No pref.	Total
None	12 32.43	22 59.46	3 8.11	37
Some	21 25.30	55 66.27	7 8.43	83
Total	33	77	10	120

TABLE OF FEEL\_EN BY Q119

FEEL\_EN(Alertness Comparison at End of Workday)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	NO PREF.	Total
Less	2 13.33	13 86.67	0 0.00	15
Same	5 6.76	62 83.78	7 9.46	74
More Tired	38 53.52	26 36.62	7 9.86	71
Total	45	101	14	160

SLP\_WR(Sleep Comparison after Workday)  
Q119(Which work schedule do you prefer?)

Frequency Row Pct	5-day	4-day	NO PREF.	Total
Less	32 46.38	28 40.58	9 13.04	69
Same	5 8.33	51 85.00	4 6.67	60
More Sleep	8 25.81	22 70.97	1 3.23	31
Total	45	101	14	160