

ARI Research Note 93-21A

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Longitudinal Research on Officer Careers: Volume 2. Codebook for the 1988 Survey

Beverly C. Harris and Kathryn Wochinger

U.S. Army Research Institute

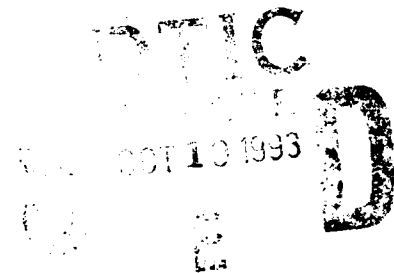
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for

Contracting Officer's Representative
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Leadership and Organizational Change Technical Area
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**United States Army
Research Institute for the Behavioral and Social Sciences**

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13. ABSTRACT (Maximum 200 words) The technical manual (Volume 1) and the codebooks published as Volumes 2 to 5 provide information on the Longitudinal Research on Officer Careers (LROC) Survey conducted annually from 1988 through 1992. Approximately 5,000 company-grade officers commissioned from 1980 through 1990 responded to each survey; a total of 928 officers responded to all four surveys. The technical manual provides the sampling plan and tables on the population, sample, respondents, and response rates, as well as a description of the survey and databases. The codebooks provide descriptive statistics for each question in the survey, the survey booklet, and a cross-reference of questions across the 4 years. The technical manual is Research Product 93-10, Longitudinal Research on Officer Careers: Volume 1. Technical Manual for 1988-1992 Surveys. In addition to this volume, codebooks are as follows: Research Note 93-21B, Longitudinal Research on Officer Careers: Volume 3. Codebook for the 1989 Survey; Research Note 93-21C, Longitudinal Research on Officer Careers: Volume 4. Codebook for the 1990 Survey; and Research Note 93-21D, Longitudinal Research on Officer Careers: Volume 5. Codebook for the 1992 Survey.				
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FOREWORD

The Leadership and Organizational Change Technical Area (LOCTA) of the Manpower and Personnel Research Division, U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research on leadership, personnel, and organizational change. As part of this program, longitudinal research has been conducted on the attitudes, career experiences, and career decisions of company-grade officers in the U.S. Army. The major component of this research has been an annual survey that was administered from 1988 through 1992.

This survey, the Longitudinal Research on Officer Careers (LROC) Survey, focused on personal, family, and career issues, including questions on demographics, command assignments, career development and support, mentors, career orientations and intentions, job satisfaction, Army life expectations, Army versus civilian life, and spouse/family issues.

The LROC database contains data files for each year of the survey with approximately 5,000 respondents for each year. A total of 928 officers have responded to all 4 years of the survey and constitute the longitudinal respondents. Respondents are company-grade officers commissioned from 1980 through 1990. Research Product 93-10 describes the database and provides descriptive statistics for each year of the project.

The 4-year period of the LROC Survey has been a period of major change for the Army. Troops were deployed for Operation Desert Shield/Storm, and Congress mandated significant reductions in the size of the force. The data from the LROC Survey provide a unique opportunity to examine changes in the attitudes, career experiences, and perceptions of officers who have been in the Army during this time of change. In keeping with the mission of LOCTA, this information can also inform policymakers on the factors influencing officer career decisions, retention, and recruitment. Results from the LROC Surveys have been briefed to a number of Directorates and Commands throughout the Army since 1989. Information on the 4-year trends was briefed to the Chief of Staff, U.S. Army, early in 1993.

LONGITUDINAL RESEARCH ON OFFICER CAREERS:
VOLUME 2. CODEBOOK FOR THE 1988 SURVEY

EXECUTIVE SUMMARY

Requirement:

The Longitudinal Research on Officer Careers (LROC) tracks the changes in attitudes and career experiences of company-grade officers over time; identifies the individual, organizational, psychosocial, and family factors that influence officer career decisions; and investigates the effects of policy change and world events on the attitudes and career decisions of officers.

Procedure:

In the fall/winter of each year, beginning in 1988, the LROC Survey was mailed to a stratified random sample of company-grade officers commissioned from 1980 through the year preceding the survey year. The sampling plan called for stratification by gender, source of commission, and year of commissioning. Survey content centered on the attitudes, career experiences, satisfaction, and family experiences of officers from commissioning through mid-career (approximately 10 years). To obtain the maximum number of longitudinal respondents, officers were kept in the sample and resurveyed every year of the research unless they left the Army.

Findings:

The LROC survey databases contain the results of the 1988, 1989, 1990, and 1992 surveys. Approximately 5,000 officers responded each year. Response rates were 63% for 1988; 51% for 1989; 52% for 1990; and 47% for 1992. Overall, the respondents are fairly representative of the total population of company-grade officers. However, some subgroups are underrepresented. Tables included in the technical manual, Volume 1, provide information to guide researchers when subgroup analyses are of interest. Volumes 2 to 5, codebooks for each survey, provide the questions, variable names, response labels and codes, and descriptive statistics for the 1988-1992 databases, respectively. Volumes 2 to 5 also include a cross-reference of survey questions over the 4 years.

Utilization of Findings:

The LROC database provides a longitudinal tracking of Army officers over a crucial 4-year period. Beginning in 1989, results of the LROC surveys have been briefed to Army policy-makers providing information on branching issues; the impact of downsizing on the attitudes, career experiences, and career intentions of officers; and on attitudes about women in combat, to name a few. Combined with other personnel and survey databases, the LROC data provide a unique opportunity to investigate the actual trends and changes in attitudes over this 4-year period of change in the world and in the U.S. Army.

LONGITUDINAL RESEARCH ON OFFICER CAREERS:
VOLUME 2. CODEBOOK FOR THE 1988 SURVEY

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LONGITUDINAL RESEARCH ON OFFICER CAREERS: VOLUME 2. CODEBOOK FOR THE 1988 SURVEY

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P2Q1
Col Position/Length 10,1

SEX88 WHAT IS YOUR SEX

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MALE	1	3932	70.2	70.5	70.5
FEMALE	2	1647	29.4	29.5	100.0
.	.	19	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5579	Missing cases	19		

P2Q2
Col Position/Length 11-12,2

YRBORN88 IN WHAT YEAR WERE YOU BORN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	42	1	.0	.0	.0
	44	1	.0	.0	.0
	46	1	.0	.0	.1
	47	2	.0	.0	.1
	48	6	.1	.1	.2
	49	8	.1	.1	.3
	50	17	.3	.3	.7
	51	19	.3	.3	1.0
	52	27	.5	.5	1.5
	53	60	1.1	1.1	2.6
	54	69	1.2	1.2	3.8
	55	127	2.3	2.3	6.1
	56	184	3.3	3.3	9.4
	57	341	6.1	6.2	15.6
	58	608	10.9	11.0	26.6
	59	634	11.3	11.5	38.1
	60	594	10.6	10.7	48.8
	61	566	10.1	10.2	59.0
	62	657	11.7	11.9	70.9
	63	689	12.3	12.5	83.4
	64	621	11.1	11.2	94.6
	65	287	5.1	5.2	99.8
	66	12	.2	.2	100.0
	.	67	1.2	Missing	
	Total	5598	100.0	100.0	
Valid cases	5531	Missing cases	67		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P203

Col Position/Length 13,1

MARSIN88 CURRENT MARITAL STATUS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SINGLE	1	1571	28.1	28.1	28.1
ENGAGED	2	260	4.6	4.7	32.8
MARRIED	3	3497	62.5	62.6	95.4
SEPARATED	4	64	1.1	1.1	96.6
DIVORCED	5	187	3.3	3.4	99.9
WIDOWED	6	3	.1	.1	100.0
.	.	16	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5582	Missing cases	16		

P204

Col Position/Length 14,1

RACEGP88 RACIAL-ETHNIC BACKGROUND

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
WHITE	1	4483	80.1	80.5	80.5
BLACK	2	691	12.3	12.4	92.9
HISPANIC	3	231	4.1	4.1	97.0
ASIAN	4	91	1.6	1.6	98.6
AMERICAN INDIAN	5	17	.3	.3	98.9
OTHER	6	59	1.1	1.1	100.0
.	.	26	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5572	Missing cases	26		

P205

Col Position/Length 15,1

EDULEV88 HIGHEST LEVEL OF EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SOME COLLEGE	1	11	.2	.2	.2
BACHELOR	2	4073	72.8	72.9	73.1
SOME GRADUATE	3	983	17.6	17.6	90.7
MASTERS	4	409	7.3	7.3	98.0
DOCTORATE	5	110	2.0	2.0	100.0
.	.	12	.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5586	Missing cases	12		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P206

Col Position/Length 16-17,2

COLMAJ88 UNDERGRADUATE MAJOR FIELD OF STUDY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	89	1.6	1.6	1.6
HUMANITIES	2	553	9.9	10.0	11.6
SOCIAL SCIENCES	3	1076	19.2	19.5	31.1
COMPUTER SCIENCES	4	161	2.9	2.9	34.0
ENGINEERING	5	1248	22.3	22.6	56.6
PHYSICAL SCIENCES	6	300	5.4	5.4	62.1
BIOLOGICAL SCIENCES	7	290	5.2	5.3	67.3
BUSINESS-FINANCE	8	957	17.1	17.3	84.7
NURSING	9	152	2.7	2.8	87.4
MEDICAL-DENTAL	10	34	.6	.6	88.0
OTHER	11	661	11.8	12.0	100.0
.	.	77	1.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5521	Missing cases	77		

P307

Col Position/Length 18-19,2

GRDMAJ88 GRADUATE MAJOR FIELD OF STUDY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	3792	67.7	68.7	68.7
HUMANITIES	2	86	1.5	1.6	70.3
SOCIAL SCIENCES	3	277	4.9	5.0	75.3
COMPUTER SCIENCES	4	89	1.6	1.6	76.9
ENGINEERING	5	202	3.6	3.7	80.6
PHYSICAL SCIENCES	6	39	.7	.7	81.3
BIOLOGICAL SCIENCES	7	29	.5	.5	81.8
BUSINESS-FINANCE	8	658	11.8	11.9	93.8
NURSING	9	25	.4	.5	94.2
MEDICAL-DENTAL	10	76	1.4	1.4	95.6
OTHER	11	243	4.3	4.4	100.0
.	.	82	1.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5516	Missing cases	82		

P308

Col Position/Length : ,1

NOCHIL88 NUMBER OF CHILDREN IN YOUR CUSTODY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	3671	65.6	65.7	65.7
ONE	2	1001	17.9	17.9	83.6
TWO	3	691	12.3	12.4	95.9
THREE	4	193	3.4	3.5	99.4

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

FOUR	5	30	.5	.5	99.9
FIVE OR MORE	6	5	.1	.1	100.0
.	.	7	.1	Missing	
		Total	5598	100.0	100.0
Valid cases	5591	Missing cases	7		

P309
Col Position/Length 21,1

AGECH188 NOW OLD IS YOUR YOUNGEST CHILD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NA-NO CHILDREN	1	3628	64.8	64.9	64.9
UNDER 2 YEARS OLD	2	1048	18.7	18.8	83.7
TWO-FIVE	3	648	11.6	11.6	95.3
SIX-ELEVEN	4	204	3.6	3.7	99.0
12 TO 17	5	52	.9	.9	99.9
18 OR OVER	6	6	.1	.1	100.0
.	.	12	.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5586	Missing cases	12		

P3010
Col Position/Length 22,1

PAREAD88 WAS A PARENT CAREER ACTIVE DUTY MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1271	22.7	23.2	23.2
NO	2	4208	75.2	76.8	100.0
.	.	119	2.1	Missing	
		Total	5598	100.0	100.0
Valid cases	5479	Missing cases	119		

P3011
Col Position/Length 23-24,2

BRANIN88 WHAT BRANCH ARE YOU IN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
INFANTRY	11	698	12.5	12.5	12.5
ARMOR	12	450	8.0	8.1	20.5
FIELD ARTILLERY	13	665	11.9	11.9	32.4
AIR DEF. ARTILLERY	14	231	4.1	4.1	36.6
AVIATION	15	500	8.9	8.9	45.5
SPECIAL FORCES	18	37	.7	.7	46.2
CORPS OF ENGINEERS	21	419	7.5	7.5	53.7
SIGNAL CORPS	25	383	6.8	6.9	60.5
MILITARY POLICE	31	184	3.3	3.3	63.8

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

MILITARY INTEL.	35	333	5.9	6.0	69.8
ADJUTANT GENERAL	42	184	3.3	3.3	73.1
FINANCE CORPS	44	50	.9	.9	74.0
JUDGE ADVOCATE	55	30	.5	.5	74.5
CHAPLAIN CORPS	56	6	.1	.1	74.6
MEDICAL BRANCHES	60	503	9.0	9.0	83.6
CHEMICAL CORPS	74	96	1.7	1.7	85.3
TRANSPORTATION	88	202	3.6	3.6	88.9
ORDNANCE CORPS	91	365	6.5	6.5	95.5
QUARTERMASTER	92	253	4.5	4.5	100.0
.	.	9	.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5589	Missing cases	9		

P3012
Col Position/Length 25-26,2

BRANW88 WHAT BRANCH WOULD YOU PREFER TO BE IN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
INFANTRY	11	564	10.1	10.2	10.2
ARMOR	12	381	6.8	6.9	17.0
FIELD ARTILLERY	13	353	6.3	6.4	23.4
AIR DEF. ARTILLERY	14	82	1.5	1.5	24.8
AVIATION	15	907	16.2	16.3	41.2
SPECIAL FORCES	18	301	5.4	5.4	46.6
CORPS OF ENGINEERS	21	367	6.6	6.6	53.2
SIGNAL CORPS	25	215	3.8	3.9	57.1
MILITARY POLICE	31	160	2.9	2.9	59.9
MILITARY INTEL.	35	415	7.4	7.5	67.4
ADJUTANT GENERAL	42	240	4.3	4.3	71.7
FINANCE CORPS	44	124	2.2	2.2	74.0
JUDGE ADVOCATE	55	155	2.8	2.8	76.8
CHAPLAIN CORPS	56	27	.5	.5	77.2
MEDICAL BRANCHES	60	654	11.7	11.8	89.0
CHEMICAL CORPS	74	29	.5	.5	89.5
TRANSPORTATION	88	163	2.9	2.9	92.5
ORDNANCE CORPS	91	207	3.7	3.7	96.2
QUARTERMASTER	92	211	3.8	3.8	100.0
.	.	43	.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5555	Missing cases	43		

P4013
Col Position/Length 27-28,2

AREAW88 IF YOU STAY, WHAT AREA WOULD YOU PREFER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
? NO PREFERENCE	1	478	8.5	8.7	8.7
PSYCHOLOGICAL OPS.	39	229	4.1	4.2	12.9
PERSONNEL MGMT.	41	505	9.0	9.2	22.1

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COMPTROLLER	45	166	3.0	3.0	25.1
PUBLIC AFFAIRS	46	202	3.6	3.7	28.8
USMA FACULTY	47	294	5.3	5.4	34.2
FOREIGN AREA	48	941	16.8	17.2	51.3
OPS. RESEARCH	49	441	7.9	8.0	59.4
FORCE DEVELOPMENT	50	70	1.3	1.3	60.7
R & D	51	709	12.7	12.9	73.6
NUCLEAR WEAPONS	52	52	.9	.9	74.5
SYSTEMS AUTOMATION	53	270	4.8	4.9	79.5
OPS. PLANS & TRNG.	54	616	11.0	11.2	90.7
CONTRACT-INDUS. MGMT	97	510	9.1	9.3	100.0
.	.	115	2.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5483	Missing cases	115		

P4Q14
Col Position/Length 29-30,2

SVCBEG88 YEAR ACTIVE COMMISSIONED SERVICE BEGAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
BEFORE 1980	79	83	1.5	1.5	1.5
1980	80	586	10.5	10.5	12.0
1981	81	674	12.0	12.1	24.0
1982	82	654	11.7	11.7	35.7
1983	83	665	11.9	11.9	47.6
1984	84	683	12.2	12.2	59.8
1985	85	705	12.6	12.6	72.4
1985	86	897	16.0	16.0	88.4
1987	87	634	11.3	11.3	99.8
1988	88	12	.2	.2	100.0
.	.	5	.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5593	Missing cases	5		

P4Q15
Col Position/Length 31,1

SORCOM88 SOURCE OF YOUR COMMISSION WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ROTC SCHOLAR	1	1655	29.6	29.6	29.6
ROTC NON-SCHOLAR	2	1993	35.6	35.7	65.3
USMA	3	1898	33.9	34.0	99.2
OCS	4	15	.3	.3	99.5
DIRECT	5	20	.4	.4	99.9
OTHER	6	7	.1	.1	100.0
.	.	10	.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5588	Missing cases	10		

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P4Q16

Col Position/Length 33,1

DMGRAD88 DISTINGUISHED MILITARY GRADUATE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	2529	45.2	45.4	45.4
NO	2	1995	35.6	35.8	81.2
NOT APPLICABLE	3	1050	18.8	18.8	100.0
	.	24	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5574	Missing cases	24		

P4Q17

Col Position/Length 34,1

RAOTRA88 CURRENT STATUS IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
REGULAR ARMY	1	3584	64.0	64.2	64.2
NOT REGULAR ARMY	2	1931	34.5	34.6	98.7
OTHER	3	71	1.3	1.3	100.0
	.	12	.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5586	Missing cases	12		

P4Q18

Col Position/Length 35,1

CGRADE88 CURRENT RANK IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
2LT	1	597	10.7	10.7	10.7
1LT	2	1695	30.3	30.3	41.0
CPT	3	3264	58.3	58.4	99.4
MAJ OR ABOVE	4	31	.6	.6	100.0
	.	11	.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5587	Missing cases	11		

P4Q19

Col Position/Length 36,1

MACOM88 MAJOR COMMAND HEADQUARTERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
FORCES COMMAND	1	2033	36.3	36.7	36.7
TRADOC	2	996	17.8	18.0	54.6

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ARMY-EUROPE	3	1621	29.0	29.2	83.9
WESTERN COMMAND	4	146	2.6	2.6	86.5
8TH ARMY-KOREA	5	247	4.4	4.5	91.0
HEALTH SERVICES	6	319	5.7	5.8	96.7
SOUTH COMMAND	7	12	.2	.2	97.0
JOINT STAFF-HQDA	8	11	.2	.2	97.1
OTHER	9	158	2.8	2.9	100.0
.	.	55	1.0	Missing	
		Total	5598	100.0	100.0
Valid cases	5543	Missing cases	55		

P4Q20
Col Position/Length 37-38,2

YRSSVC88 YEARS OF ACTIVE DUTY SERVICE COMPLETED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	25	.4	.4	.4
	1	443	7.9	7.9	8.4
	2	764	13.6	13.7	22.0
	3	714	12.8	12.8	34.8
	4	642	11.5	11.5	46.3
	5	656	11.7	11.7	58.0
	6	639	11.4	11.4	69.5
	7	643	11.5	11.5	81.0
	8	640	11.4	11.4	92.4
	9	170	3.0	3.0	95.4
	10	102	1.8	1.8	97.3
	11	48	.9	.9	98.1
	12	52	.9	.9	99.1
	13	27	.5	.5	99.5
	14	10	.2	.2	99.7
	15	5	.1	.1	99.8
	16	3	.1	.1	99.9
	17	4	.1	.1	99.9
	18	2	.0	.0	100.0
	19	1	.0	.0	100.0
	20	1	.0	.0	100.0
	.	7	.1	Missing	
		Total	5598	100.0	100.0
Valid cases	5591	Missing cases	7		

P5Q21
Col Position/Length 39-40,2

YRSEXP88 YEARS OF ACTIVE DUTY SERVICE EXPECTED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	9	.2	.2	.2
	1	2	.0	.0	.2
	2	12	.2	.2	.4
	3	83	1.5	1.5	1.9

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

4	318	5.7	5.8	7.7
5	490	8.8	8.9	16.7
6	242	4.3	4.4	21.1
7	150	2.7	2.7	23.8
8	216	3.9	3.9	27.8
9	89	1.6	1.6	29.4
10	212	3.8	3.9	33.2
11	34	.6	.6	33.9
12	48	.9	.9	34.7
13	11	.2	.2	34.9
14	12	.2	.2	35.2
15	8	.1	.1	35.3
16	2	.0	.0	35.3
17	1	.0	.0	35.4
19	1	.0	.0	35.4
20	2539	45.4	46.3	81.7
21	31	.6	.6	82.3
22	121	2.2	2.2	84.5
23	37	.7	.7	85.1
24	50	.9	.9	86.0
25	313	5.6	5.7	91.8
26	31	.6	.6	92.3
27	6	.1	.1	92.4
28	13	.2	.2	92.7
29	5	.1	.1	92.8
30	359	6.4	6.5	99.3
33	1	.0	.0	99.3
35	18	.3	.3	99.7
40	7	.1	.1	99.8
41	1	.0	.0	99.8
42	1	.0	.0	99.8
43	1	.0	.0	99.8
44	1	.0	.0	99.9
49	8	.1	.1	100.0
.	115	2.1	Missing	
Total		5598	100.0	100.0
Valid cases	5483	Missing cases	115	

P5Q22

Col Position/Length 41-42,2

NOTOG088 MONTHS LEFT IN OBLIGATED PERIOD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1901	34.0	34.2	34.2
	1	106	1.9	1.9	36.1
	2	97	1.7	1.7	37.9
	3	107	1.9	1.9	39.8
	4	102	1.8	1.8	41.6
	5	97	1.7	1.7	43.4
	6	222	4.0	4.0	47.4
	7	106	1.9	1.9	49.3
	8	86	1.5	1.5	50.8
	9	77	1.4	1.4	52.2
	10	83	1.5	1.5	53.7
	11	63	1.1	1.1	54.8
	12	194	3.5	3.5	58.3

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

13	71	1.3	1.3	59.6
14	43	.8	.8	60.4
15	84	1.5	1.5	61.9
16	100	1.8	1.8	63.7
17	69	1.2	1.2	64.9
18	228	4.1	4.1	69.0
19	68	1.2	1.2	70.2
20	70	1.3	1.3	71.5
21	50	.9	.9	72.4
22	49	.9	.9	73.3
23	30	.5	.5	73.8
24	142	2.5	2.6	76.4
25	22	.4	.4	76.8
26	44	.8	.8	77.6
27	43	.8	.8	78.3
28	90	1.6	1.6	80.0
29	54	1.0	1.0	80.9
30	156	2.8	2.8	83.7
31	29	.5	.5	84.3
32	35	.6	.6	84.9
33	40	.7	.7	85.6
34	34	.6	.6	86.2
35	12	.2	.2	86.4
36	110	2.0	2.0	88.4
37	8	.1	.1	88.6
38	21	.4	.4	88.9
39	38	.7	.7	89.6
40	79	1.4	1.4	91.0
41	32	.6	.6	91.6
42	101	1.8	1.8	93.4
43	17	.3	.3	93.7
44	10	.2	.2	93.9
45	13	.2	.2	94.2
46	7	.1	.1	94.3
47	8	.1	.1	94.4
48	79	1.4	1.4	95.8
49	4	.1	.1	95.9
50	4	.1	.1	96.0
51	3	.1	.1	96.0
52	15	.3	.3	96.3
53	9	.2	.2	96.5
54	23	.4	.4	96.9
55	10	.2	.2	97.1
56	2	.0	.0	97.1
57	5	.1	.1	97.2
58	5	.1	.1	97.3
59	3	.1	.1	97.3
60	31	.6	.6	97.9
61	2	.0	.0	97.9
62	2	.0	.0	98.0
63	1	.0	.0	98.0
64	3	.1	.1	98.0
66	8	.1	.1	98.2
67	1	.0	.0	98.2
68	3	.1	.1	98.3
70	3	.1	.1	98.3
71	1	.0	.0	98.3
72	42	.8	.8	99.1
74	1	.0	.0	99.1
75	2	.0	.0	99.1
76	1	.0	.0	99.2

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

78	4	.1	.1	99.2
79	2	.0	.0	99.3
80	2	.0	.0	99.3
82	1	.0	.0	99.3
84	7	.1	.1	99.4
88	3	.1	.1	99.5
89	1	.0	.0	99.5
90	1	.0	.0	99.5
92	1	.0	.0	99.6
96	5	.1	.1	99.6
97	1	.0	.0	99.7
99	19	.3	.3	100.0
.	40	.7	Missing	

		Total	5598	100.0	100.0
Valid cases	5558	Missing cases	40		

P5023

Col Position/Length 43-44,2

MOGONE88 MONTHS SINCE OBLIGATION COMPLETED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	3349	59.8	61.1	61.1
	1	100	1.8	1.8	62.9
	2	64	1.1	1.2	64.1
	3	69	1.2	1.3	65.4
	4	84	1.5	1.5	66.9
	5	79	1.4	1.4	68.3
	6	129	2.3	2.4	70.7
	7	66	1.2	1.2	71.9
	8	59	1.1	1.1	73.0
	9	37	.7	.7	73.6
	10	40	.7	.7	74.4
	11	18	.3	.3	74.7
	12	137	2.4	2.5	77.2
	13	24	.4	.4	77.6
	14	27	.5	.5	78.1
	15	33	.6	.6	78.7
	16	29	.5	.5	79.3
	17	29	.5	.5	79.8
	18	96	1.7	1.8	81.6
	19	36	.6	.7	82.2
	20	37	.7	.7	82.9
	21	10	.2	.2	83.1
	22	12	.2	.2	83.3
	23	8	.1	.1	83.4
	24	146	2.6	2.7	86.1
	25	7	.1	.1	86.2
	26	16	.3	.3	86.5
	27	13	.2	.2	86.8
	28	21	.4	.4	87.1
	29	27	.5	.5	87.6
	30	77	1.4	1.4	89.0
	31	20	.4	.4	89.4
	32	16	.3	.3	89.7
	33	14	.3	.3	89.9
	34	12	.2	.2	90.2

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

35	6	.1	.1	90.3
36	122	2.2	2.2	92.5
37	3	.1	.1	92.6
38	6	.1	.1	92.7
39	6	.1	.1	92.8
40	18	.3	.3	93.1
41	16	.3	.3	93.4
42	41	.7	.7	94.1
43	19	.3	.3	94.5
44	17	.3	.3	94.8
45	9	.2	.2	95.0
46	11	.2	.2	95.2
47	2	.0	.0	95.2
48	85	1.5	1.6	96.8
49	1	.0	.0	96.8
50	6	.1	.1	96.9
51	4	.1	.1	97.0
52	6	.1	.1	97.1
53	2	.0	.0	97.1
54	19	.3	.3	97.4
55	6	.1	.1	97.6
56	8	.1	.1	97.7
57	3	.1	.1	97.8
58	2	.0	.0	97.8
59	2	.0	.0	97.8
60	61	1.1	1.1	98.9
61	3	.1	.1	99.0
62	4	.1	.1	99.1
63	6	.1	.1	99.2
64	2	.0	.0	99.2
65	4	.1	.1	99.3
66	5	.1	.1	99.4
67	3	.1	.1	99.4
69	3	.1	.1	99.5
70	1	.0	.0	99.5
72	16	.3	.3	99.8
78	1	.0	.0	99.8
79	1	.0	.0	99.8
80	1	.0	.0	99.9
84	2	.0	.0	99.9
88	1	.0	.0	99.9
91	1	.0	.0	99.9
96	2	.0	.0	100.0
99	2	.0	.0	100.0
.	118	2.1	Missing	

		Total	5598	100.0	100.0
Valid cases	5480	Missing cases	118		

P5Q24
Col Position/Length 45-46,2

FAMMON88 1987 INCOME BEFORE TAXES IN THOUSANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	6	.1	.1	.1
	1	1	.0	.0	.1
	2	9	.2	.2	.3

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

3	7	.1	.1	.4
4	4	.1	.1	.5
5	14	.3	.3	.8
6	10	.2	.2	.9
7	12	.2	.2	1.2
8	19	.3	.4	1.5
9	20	.4	.4	1.9
10	44	.8	.8	2.7
11	22	.4	.4	3.1
12	51	.9	.9	4.0
13	24	.4	.4	4.5
14	51	.9	.9	5.4
15	116	2.1	2.1	7.6
16	83	1.5	1.5	9.1
17	77	1.4	1.4	10.5
18	143	2.6	2.6	13.1
19	92	1.6	1.7	14.8
20	265	4.7	4.9	19.7
21	110	2.0	2.0	21.8
22	154	2.8	2.8	24.6
23	133	2.4	2.5	27.0
24	291	5.2	5.4	32.4
25	280	5.0	5.2	37.6
26	186	3.3	3.4	41.0
27	223	4.0	4.1	45.1
28	235	4.2	4.3	49.4
29	93	1.7	1.7	51.2
30	460	8.2	8.5	59.6
31	77	1.4	1.4	61.1
32	167	3.0	3.1	64.1
33	103	1.8	1.9	66.0
34	83	1.5	1.5	67.6
35	235	4.2	4.3	71.9
36	117	2.1	2.2	74.0
37	63	1.1	1.2	75.2
38	70	1.3	1.3	76.5
39	35	.6	.6	77.1
40	205	3.7	3.8	80.9
41	35	.6	.6	81.6
42	62	1.1	1.1	82.7
43	30	.5	.6	83.3
44	30	.5	.6	83.8
45	124	2.2	2.3	86.1
46	20	.4	.4	86.5
47	18	.3	.3	86.8
48	54	1.0	1.0	87.8
49	25	.4	.5	88.3
50	168	3.0	3.1	91.4
51	12	.2	.2	91.6
52	25	.4	.5	92.0
53	11	.2	.2	92.2
54	32	.6	.6	92.8
55	49	.9	.9	93.7
56	17	.3	.3	94.0
57	12	.2	.2	94.3
58	14	.3	.3	94.5
59	6	.1	.1	94.6
60	98	1.8	1.8	96.4
61	5	.1	.1	96.5
62	11	.2	.2	96.7
63	3	.1	.1	96.8

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

64	7	.1	.1	96.9
65	37	.7	.7	97.6
66	7	.1	.1	97.7
67	2	.0	.0	97.8
68	1	.0	.0	97.8
69	4	.1	.1	97.9
70	38	.7	.7	98.6
71	2	.0	.0	98.6
72	9	.2	.2	98.8
73	2	.0	.0	98.8
74	1	.0	.0	98.8
75	21	.4	.4	99.2
76	2	.0	.0	99.2
77	4	.1	.1	99.3
78	3	.1	.1	99.4
80	9	.2	.2	99.5
84	1	.0	.0	99.6
85	4	.1	.1	99.6
88	1	.0	.0	99.6
90	3	.1	.1	99.7
91	2	.0	.0	99.7
99	14	.3	.3	100.0
.	173	3.1	Missing	

Total		5598	100.0	100.0
Valid cases	5425	Missing cases	173	

P601

Col Position/Length 47,1

SUPLDR88 SUPERVISORS LEADERSHIP EFFECTIVENESS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1773	31.7	31.9	31.9
GOOD	2	2205	39.4	39.7	71.5
FAIR	3	1034	18.5	18.6	90.1
POOR	4	378	6.8	6.8	96.9
VERY POOR	5	171	3.1	3.1	100.0
.		37	.7	Missing	

Total		5598	100.0	100.0	
Valid cases	5561	Missing cases	37		

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P602

Col Position/Length 48,1

SUPSUB88 RECOGNIZING-REWARDING SUBORDINATES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1483	26.5	26.7	26.7
GOOD	2	1953	34.9	35.2	61.9
FAIR	3	1289	23.0	23.2	85.2
POOR	4	591	10.6	10.7	95.8
VERY POOR	5	233	4.2	4.2	100.0
.	.	49	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5549	Missing cases	49		

P603

Col Position/Length 49,1

SUPTC88 RATER TECHNICAL COMPETENCE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2416	43.2	43.6	43.6
GOOD	2	2041	36.5	36.8	80.3
FAIR	3	803	14.3	14.5	94.8
POOR	4	221	3.9	4.0	98.8
VERY POOR	5	66	1.2	1.2	100.0
.	.	51	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5547	Missing cases	51		

P604

Col Position/Length 50,1

OPPLRN88 OPPORTUNITY TO DEVELOP CAREER SKILLS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2364	42.2	42.6	42.6
GOOD	2	1900	33.9	34.2	76.9
FAIR	3	828	14.8	14.9	91.8
POOR	4	321	5.7	5.8	97.6
VERY POOR	5	135	2.4	2.4	100.0
.	.	50	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5548	Missing cases	50		

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P605

Col Position/Length 51,1

OPPURK88 OPPORTUNITY TO DO INTERESTING WORK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1954	34.9	35.3	35.3
GOOD	2	1848	33.0	33.4	68.6
FAIR	3	1090	19.5	19.7	88.3
POOR	4	453	8.1	8.2	96.5
VERY POOR	5	194	3.5	3.5	100.0
.	.	59	1.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5539	Missing cases	59		

P606

Col Position/Length 52,1

OPPACT88 OPPORTUNITY TO EXERCISE INITIATIVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2219	39.6	40.1	40.1
GOOD	2	1726	30.8	31.2	71.3
FAIR	3	1001	17.9	18.1	89.4
POOR	4	409	7.3	7.4	96.8
VERY POOR	5	176	3.1	3.2	100.0
.	.	67	1.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5531	Missing cases	67		

P607

Col Position/Length 53,1

CURASG88 NATURE OF CURRENT DUTY ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLATOON LEADER	1	893	16.0	16.1	16.1
COMPANY XO	2	507	9.1	9.1	25.3
COMPANY COMMANDER	3	922	16.5	16.6	41.9
STAFF OFFICER	4	2056	36.7	37.1	79.0
SPECIAL BRANCH POS.	5	269	4.8	4.9	83.8
INSTRUCTOR	6	210	3.8	3.8	87.6
IN MIL. TRNG-SCHOOL	7	286	5.1	5.2	92.8
IN CIV. SCHOOL	8	170	3.0	3.1	95.8
OTHER	9	231	4.1	4.2	100.0
.	.	54	1.0	Missing	
Total		5598	100.0	100.0	
Valid cases	5544	Missing cases	54		

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P608

Col Position/Length 54-55,2

CURHRS88 CURRENT AVERAGE HOURS PER WEEK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1	.0	.0	.0
	4	3	.1	.1	.1
	5	6	.1	.1	.2
	6	5	.1	.1	.3
	7	1	.0	.0	.3
	8	6	.1	.1	.4
	9	17	.3	.3	.7
	10	26	.5	.5	1.2
	11	18	.3	.3	1.5
	12	35	.6	.6	2.1
	13	6	.1	.1	2.2
	14	9	.2	.2	2.4
	15	4	.1	.1	2.5
	18	1	.0	.0	2.5
	20	13	.2	.2	2.7
	24	2	.0	.0	2.8
	25	6	.1	.1	2.9
	30	22	.4	.4	3.3
	32	2	.0	.0	3.3
	34	1	.0	.0	3.3
	35	15	.3	.3	3.6
	36	2	.0	.0	3.6
	38	5	.1	.1	3.7
	40	378	6.8	6.8	10.5
	41	2	.0	.0	10.5
	42	18	.3	.3	10.9
	43	10	.2	.2	11.0
	44	13	.2	.2	11.3
	45	289	5.2	5.2	16.5
	46	20	.4	.4	16.8
	47	15	.3	.3	17.1
	48	106	1.9	1.9	19.0
	49	9	.2	.2	19.2
	50	856	15.3	15.4	34.6
	51	10	.2	.2	34.7
	52	36	.6	.6	35.4
	53	34	.6	.6	36.0
	54	30	.5	.5	36.5
	55	571	10.2	10.3	46.8
	56	43	.8	.8	47.6
	57	10	.2	.2	47.8
	58	42	.8	.8	48.5
	59	3	.1	.1	48.6
	60	1356	24.2	24.4	73.0
	61	4	.1	.1	73.0
	62	37	.7	.7	73.7
	63	23	.4	.4	74.1
	64	28	.5	.5	74.6
	65	450	8.0	8.1	82.7
	66	28	.5	.5	83.2
	67	13	.2	.2	83.4
	68	32	.6	.6	84.0
	69	5	.1	.1	84.1
	70	423	7.6	7.6	91.7

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

71	5	.1	.1	91.8
72	67	1.2	1.2	93.0
73	6	.1	.1	93.1
74	7	.1	.1	93.2
75	126	2.3	2.3	95.5
76	3	.1	.1	95.6
77	4	.1	.1	95.6
78	12	.2	.2	95.8
80	109	1.9	2.0	97.8
81	1	.0	.0	97.8
82	4	.1	.1	97.9
83	2	.0	.0	97.9
84	16	.3	.3	98.2
85	27	.5	.5	98.7
88	6	.1	.1	98.8
89	1	.0	.0	98.8
90	29	.5	.5	99.4
92	1	.0	.0	99.4
94	1	.0	.0	99.4
95	2	.0	.0	99.4
96	2	.0	.0	99.5
98	3	.1	.1	99.5
99	27	.5	.5	100.0
.	37	.7	Missing	
Total		5598	100.0	100.0
Valid cases	5561	Missing cases	37	

P6Q9

Col Position/Length 56-57,2

PREFHR88 HOURS PER WEEK YOU WOULD LIKE TO WORK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	27	.5	.5	.5
	1	1	.0	.0	.5
	4	4	.1	.1	.6
	5	6	.1	.1	.7
	6	4	.1	.1	.8
	7	1	.0	.0	.8
	8	34	.6	.6	1.4
	9	22	.4	.4	1.8
	10	35	.6	.6	2.4
	11	3	.1	.1	2.5
	12	7	.1	.1	2.6
	14	2	.0	.0	2.6
	16	1	.0	.0	2.7
	20	20	.4	.4	3.0
	25	8	.1	.1	3.2
	30	28	.5	.5	3.7
	32	6	.1	.1	3.8
	33	1	.0	.0	3.8
	35	26	.5	.5	4.3
	36	7	.1	.1	4.4
	37	1	.0	.0	4.4
	38	5	.1	.1	4.5
	40	1776	31.7	32.2	36.7
	41	2	.0	.0	36.7

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42	18	.3	.3	37.1
43	9	.2	.2	37.2
44	18	.3	.3	37.5
45	674	12.0	12.2	49.8
46	13	.2	.2	50.0
47	6	.1	.1	50.1
48	112	2.0	2.0	52.1
49	5	.1	.1	52.2
50	1507	26.9	27.3	79.5
51	3	.1	.1	79.6
52	12	.2	.2	79.8
53	9	.2	.2	80.0
54	6	.1	.1	80.1
55	291	5.2	5.3	85.3
56	9	.2	.2	85.5
57	2	.0	.0	85.5
58	6	.1	.1	85.6
60	617	11.0	11.2	96.8
62	5	.1	.1	96.9
63	1	.0	.0	96.9
64	5	.1	.1	97.0
65	47	.8	.9	97.9
66	3	.1	.1	97.9
67	1	.0	.0	98.0
68	3	.1	.1	98.0
70	55	1.0	1.0	99.0
71	1	.0	.0	99.0
72	8	.1	.1	99.2
74	1	.0	.0	99.2
75	10	.2	.2	99.4
77	2	.0	.0	99.4
78	1	.0	.0	99.4
80	18	.3	.3	99.7
81	1	.0	.0	99.8
84	4	.1	.1	99.8
85	1	.0	.0	99.9
90	1	.0	.0	99.9
99	7	.1	.1	100.0
.	79	1.4	Missing	

Total		5598	100.0	100.0
Valid cases	5519	Missing cases	79	

P6010
Col Position/Length 58,1

PREASG88 NATURE OF PREVIOUS DUTY ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLATOON LEADER	1	1123	20.1	20.2	20.2
COMPANY XO	2	573	10.2	10.3	30.5
COMPANY COMMANDER	3	651	11.6	11.7	42.2
STAFF OFFICER	4	1649	29.5	29.7	71.9
SPECIAL BRANCH POS.	5	191	3.4	3.4	75.4
INSTRUCTOR	6	88	1.6	1.6	76.9
IN MIL. TRNG-SCHOOL	7	1032	18.4	18.6	95.5
IN CIV. SCHOOL	8	61	1.1	1.1	96.6

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OTHER	9	188	3.4	3.4	100.0
	.	42	.8	Missing	
	Total	5598	100.0	100.0	
Valid cases	5556	Missing cases	42		

P7Q11
Col Position/Length 59,1

SATFAM88 PERSONAL AND FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1289	23.0	23.1	23.1
SATISFIED	2	2327	41.6	41.7	64.8
MIXED OR NEUTRAL	3	1166	20.8	20.9	85.6
DISSATISFIED	4	607	10.8	10.9	96.5
VERY DISSATISFIED	5	195	3.5	3.5	100.0
	.	14	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5584	Missing cases	14		

P7Q12
Col Position/Length 60,1

SATLIF88 LIFE AS AN OFFICER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1043	18.6	18.7	18.7
SATISFIED	2	2947	52.6	52.8	71.5
MIXED OR NEUTRAL	3	1120	20.0	20.1	91.6
DISSATISFIED	4	407	7.3	7.3	98.9
VERY DISSATISFIED	5	63	1.1	1.1	100.0
	.	18	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5580	Missing cases	18		

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P7Q13

Col Position/Length 61,1

SATSPT88 SUPPORT FROM BRANCH ASSIGNMENT OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	654	11.7	11.7	11.7
SATISFIED	2	2015	36.0	36.1	47.8
MIXED OR NEUTRAL	3	1864	33.3	33.4	81.2
DISSATISFIED	4	706	12.6	12.7	93.9
VERY DISSATISFIED	5	341	6.1	6.1	100.0
.	.	18	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5580	Missing cases	18		

P7Q14

Col Position/Length 62,1

SATGOL88 TIME TO PURSUE PERSONAL LIFE GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	229	4.1	4.1	4.1
SATISFIED	2	1486	26.5	26.6	30.7
MIXED OR NEUTRAL	3	1622	29.0	29.1	59.8
DISSATISFIED	4	1706	30.5	30.6	90.3
VERY DISSATISFIED	5	539	9.6	9.7	100.0
.	.	16	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5582	Missing cases	16		

P7Q15

Col Position/Length 63,1

RELSUP88 RELATIONSHIPS WITH SUPERIOR OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1020	18.2	18.3	18.3
SATISFIED	2	2932	52.4	52.5	70.8
MIXED OR NEUTRAL	3	1120	20.0	20.1	90.9
DISSATISFIED	4	397	7.1	7.1	98.0
VERY DISSATISFIED	5	112	2.0	2.0	100.0
.	.	17	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

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P7Q16

Col Position/Length 64,1

RELPER88 RELATIONSHIPS WITH PEERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1646	29.4	29.5	29.5
SATISFIED	2	3255	58.1	58.3	87.8
MIXED OR NEUTRAL	3	552	9.9	9.9	97.7
DISSATISFIED	4	108	1.9	1.9	99.6
VERY DISSATISFIED	5	23	.4	.4	100.0
	.	14	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5584	Missing cases	14		

P7Q17

Col Position/Length 65,1

RELSUB88 RELATIONSHIPS WITH SUBORDINATES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1834	32.8	32.9	32.9
SATISFIED	2	3225	57.6	57.8	90.7
MIXED OR NEUTRAL	3	419	7.5	7.5	98.2
DISSATISFIED	4	93	1.7	1.7	99.9
VERY DISSATISFIED	5	7	.1	.1	100.0
	.	20	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5578	Missing cases	20		

P8Q1

Col Position/Length 66,1

TNGRE88 PRE-COMM TRAINING HELPED MASTER OBC

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1825	32.6	32.8	32.8
AGREE	2	1945	34.7	34.9	67.7
NEUTRAL	3	865	15.5	15.5	83.3
DISAGREE	4	747	13.3	13.4	96.7
STRONGLY DISAGREE	5	185	3.3	3.3	100.0
	.	31	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5567	Missing cases	31		

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P8Q2

Col Position/Length 67,1

TNGBRA88 CONDUCT ORAL PRESENTATIONS & BRIEFINGS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1659	29.6	29.9	29.9
AGREE	2	1970	35.2	35.5	65.3
NEUTRAL	3	803	14.3	14.5	79.8
DISAGREE	4	924	16.5	16.6	96.4
STRONGLY DISAGREE	5	198	3.5	3.6	100.0
	.	44	.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5554	Missing cases	44		

P8Q3

Col Position/Length 68,1

TNGWRT88 PRE-COMM HELPED WRITE MEMOS & REPORTS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1419	25.3	25.6	25.6
AGREE	2	1844	32.9	33.2	58.8
NEUTRAL	3	974	17.4	17.6	76.4
DISAGREE	4	1066	19.0	19.2	95.6
STRONGLY DISAGREE	5	243	4.3	4.4	100.0
	.	52	.9	Missing	
		Total	5598	100.0	100.0
Valid cases	5546	Missing cases	52		

P8Q4

Col Position/Length 69,1

TNGEFF88 PRE-COMM HELPED BE AN EFFECTIVE OFFICER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1832	32.7	33.0	33.0
AGREE	2	2278	40.7	41.1	74.1
NEUTRAL	3	915	16.3	16.5	90.6
DISAGREE	4	422	7.5	7.6	98.2
STRONGLY DISAGREE	5	101	1.8	1.8	100.0
	.	50	.9	Missing	
		Total	5598	100.0	100.0
Valid cases	5548	Missing cases	50		

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P8Q5

Col Position/Length 70,1

OPPADV88 ADVANCEMENT CHANCE BASED ON ASSIGNMENTS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXCELLENT	1	1599	28.6	28.7	28.7
VERY GOOD	2	1866	33.3	33.5	62.2
GOOD	3	1453	26.0	26.1	88.3
LIMITED	4	507	9.1	9.1	97.4
VERY LIMITED	5	142	2.5	2.6	100.0
.	.	31	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5567	Missing cases	31		

P8Q6

Col Position/Length 71,1

OPPCMD88 OPPORTUNITIES FOR COMMAND IN YOUR BRANCH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXCELLENT	1	1184	21.2	21.3	21.3
VERY GOOD	2	1406	25.1	25.3	46.5
GOOD	3	1349	24.1	24.2	70.8
LIMITED	4	1173	21.0	21.1	91.8
VERY LIMITED	5	454	8.1	8.2	100.0
.	.	32	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5566	Missing cases	32		

P8Q7

Col Position/Length 71,1

HOWCOM88 ADVANCEMENT BY PERFORMANCE IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONG ADVANTAGE	1	2071	37.0	37.1	37.1
ADVANTAGE	2	2387	42.6	42.8	79.9
NO ADVANTAGE	3	925	16.5	16.6	96.5
DISADVANTAGE	4	167	3.0	3.0	99.5
STRONG DISADVANTAGE	5	27	.5	.5	100.0
.	.	21	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5577	Missing cases	21		

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P808

Col Position/Length 72,1

ASGCOM88 COMPETITIVE BY PERFORMANCE-ASSIGNMENT ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONG ADVANTAGE	1	1884	33.7	33.8	33.8
ADVANTAGE	2	2274	40.6	40.8	74.6
NO ADVANTAGE	3	1008	18.0	18.1	92.7
DISADVANTAGE	4	354	6.3	6.4	99.0
STRONG DISADVANTAGE	5	53	.9	1.0	100.0
.	.	25	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5573	Missing cases	25		

P809

Col Position/Length 73,1

TRTETH88 TREATED DIFFERENTLY BECAUSE RACE-ETHNIC

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES MORE POSITIVELY	1	81	1.4	1.5	1.5
NO MORE NEGATIVELY	2	427	7.6	7.7	9.1
NO	3	5047	90.2	90.9	100.0
.	.	43	.8	Missing	
Total		5598	100.0	100.0	
Valid cases	5555	Missing cases	43		

P8010

Col Position/Length 74,1

TRTSEX88 TREATED DIFFERENTLY BECAUSE OF YOUR SEX

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES MORE POSITIVELY	1	188	3.4	3.4	3.4
NO MORE NEGATIVELY	2	792	14.1	14.3	17.7
NO	3	4552	81.3	82.3	100.0
.	.	66	1.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5532	Missing cases	66		

P9011

Col Position/Length 75,1

AGHIGH88 CONFIDENT OF PROMOTION BY MY ABILITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1222	21.8	21.9	21.9

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AGREE	2	2450	43.8	43.9	65.8
NEUTRAL	3	895	16.0	16.0	81.9
DISAGREE	4	807	14.4	14.5	96.3
STRONGLY DISAGREE	5	204	3.6	3.7	100.0
.	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

P9Q12
Col Position/Length 76,1

AGRETB88 ARMY WILL PROTECT MY BENEFITS-RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	445	7.9	8.0	8.0
AGREE	2	2039	36.4	36.6	44.5
NEUTRAL	3	1704	30.4	30.5	75.1
DISAGREE	4	1043	18.6	18.7	93.8
STRONGLY DISAGREE	5	347	6.2	6.2	100.0
.	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

P9Q13
Col Position/Length 77,1

AGASGN88 WILL GET JOBS COMPETITIVE FOR PROMOTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	477	8.5	8.6	8.6
AGREE	2	2441	43.6	43.8	52.3
NEUTRAL	3	1659	29.6	29.7	82.1
DISAGREE	4	800	14.3	14.3	96.4
STRONGLY DISAGREE	5	201	3.6	3.6	100.0
.	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

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P9Q14

Col Position/Length 78,1

AGSKIL88 WILL GET JOBS THAT MATCH SKILL-INTEREST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	436	7.8	7.8	7.8
AGREE	2	2118	37.8	38.0	45.8
NEUTRAL	3	1749	31.2	31.4	77.2
DISAGREE	4	1010	18.0	18.1	95.3
STRONGLY DISAGREE	5	264	4.7	4.7	100.0
.	.	21	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5577	Missing cases	21		

P9Q15

Col Position/Length 79,1

AGFAIR88 OER SYSTEM PROMOTES BEST OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	124	2.2	2.2	2.2
AGREE	2	1488	26.6	26.7	28.9
NEUTRAL	3	1668	29.8	29.9	58.8
DISAGREE	4	1604	28.7	28.8	87.6
STRONGLY DISAGREE	5	692	12.4	12.4	100.0
.	.	22	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5576	Missing cases	22		

P9Q16

Col Position/Length 80,1

AGPROF88 OER SYSTEM REWARDS PROFESSIONAL INTEGRIT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	178	3.2	3.2	3.2
AGREE	2	1459	26.1	26.2	29.4
NEUTRAL	3	1850	33.0	33.2	62.6
DISAGREE	4	1503	26.8	27.0	89.6
STRONGLY DISAGREE	5	581	10.4	10.4	100.0
.	.	27	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5571	Missing cases	27		

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P9Q17
Col Position/Length 81,1

AGWEGT88 WEIGHT CONTROL TOO IMPORTANT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	300	5.4	5.4	5.4
AGREE	2	781	14.0	14.0	19.4
NEUTRAL	3	886	15.8	15.9	35.2
DISAGREE	4	2147	38.4	38.5	73.7
STRONGLY DISAGREE	5	1467	26.2	26.3	100.0
	.	17	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

P9Q18a
Col Position/Length 82,1

LACKEX88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ARMY INEXPERIENCE	1	461	8.2	100.0	100.0
	.	5137	91.8	Missing	
	Total	5598	100.0	100.0	
Valid cases	461	Missing cases	5137		

P9Q18b
Col Position/Length 83,1

CARGOL88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
CAREER GOALS UNCLEAR	2	1107	19.8	100.0	100.0
	.	4491	80.2	Missing	
	Total	5598	100.0	100.0	
Valid cases	1107	Missing cases	4491		

P9Q18c
Col Position/Length 84,1

SELCR188 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SELECTION CRITERIA	3	1821	32.5	100.0	100.0
	.	3777	67.5	Missing	
	Total	5598	100.0	100.0	
Valid cases	1821	Missing cases	3777		

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P9Q18d
Col Position/Length 85,1

CHGMAN88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MANPOWER CHANGES	4	2062	36.8	100.0	100.0
	.	3536	63.2	Missing	

		Total	5598	100.0	100.0
Valid cases	2062	Missing cases	3536		

.....

P9Q18e
Col Position/Length 86,1

CONBUD88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
CONGRESS-BUDGET	5	2391	42.7	100.0	100.0
	.	3207	57.3	Missing	

		Total	5598	100.0	100.0
Valid cases	2391	Missing cases	3207		

.....

P9Q18f
Col Position/Length 87,1

NOUNCR88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO UNCERTAINTY	6	575	10.3	100.0	100.0
	.	5023	89.7	Missing	

		Total	5598	100.0	100.0
Valid cases	575	Missing cases	5023		

.....

P9Q18g
Col Position/Length 88,1

OTHERS88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
OTHER	7	516	9.2	100.0	100.0
	.	5082	90.8	Missing	

		Total	5598	100.0	100.0
Valid cases	516	Missing cases	5082		

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P9Q19

Col Position/Length 89,1

SATASC88 KINDS OF ASSIGNMENTS YOU HAVE HAD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1895	33.9	34.0	34.0
SATISFIED	2	2732	48.8	49.0	82.9
MIXED OR NEUTRAL	3	474	8.5	8.5	91.4
DISSATISFIED	4	386	6.9	6.9	98.3
VERY DISSATISFIED	5	94	1.7	1.7	100.0
.	.	17	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

P9Q20

Col Position/Length 90,1

SATINF88 QUALITY OF INFO ON ARMY CAREER OPTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	355	6.3	6.4	6.4
SATISFIED	2	2244	40.1	40.2	46.6
MIXED OR NEUTRAL	3	1466	26.2	26.3	72.9
DISSATISFIED	4	1286	23.0	23.1	95.9
VERY DISSATISFIED	5	228	4.1	4.1	100.0
.	.	19	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5579	Missing cases	19		

P9Q21

Col Position/Length 91,1

SATCON88 TIME FOR INFORMAL CONTACT WITH SUPERIORS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	834	14.9	15.0	15.0
SATISFIED	2	2870	51.3	51.5	66.4
MIXED OR NEUTRAL	3	1214	21.7	21.8	88.2
DISSATISFIED	4	543	9.7	9.7	98.0
VERY DISSATISFIED	5	114	2.0	2.0	100.0
.	.	23	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5575	Missing cases	23		

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P9Q22

Col Position/Length 92,1

SATPAY88 YOUR CURRENT COMPENSATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	548	9.8	9.8	9.8
SATISFIED	2	2810	50.2	50.4	60.2
MIXED OR NEUTRAL	3	979	17.5	17.5	77.7
DISSATISFIED	4	995	17.8	17.8	95.6
VERY DISSATISFIED	5	247	4.4	4.4	100.0
.	.	19	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5579	Missing cases	19		

P9Q23

Col Position/Length 93,1

SATREC88 RESPECT-RECOGNITION IN YOUR CAREER FIELD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	572	10.2	10.3	10.3
SATISFIED	2	2835	50.6	50.8	61.1
MIXED OR NEUTRAL	3	1100	19.6	19.7	80.8
DISSATISFIED	4	862	15.4	15.5	96.2
VERY DISSATISFIED	5	210	3.8	3.8	100.0
.	.	19	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5579	Missing cases	19		

P9Q24

Col Position/Length 94,1

SATPER88 SOCIAL RELATIONS WITH PEERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1060	18.9	19.0	19.0
SATISFIED	2	3338	59.6	59.8	78.8
MIXED OR NEUTRAL	3	891	15.9	16.0	94.8
DISSATISFIED	4	256	4.6	4.6	99.4
VERY DISSATISFIED	5	36	.6	.6	100.0
.	.	17	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

APPENDIX A

1983 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P10Q25

Col Position/Length 95,1

MENNOS88 NUMBER OF MENTORS YOU HAD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	1069	19.1	19.1	19.1
ONE	2	1777	31.7	31.8	51.0
TWO	3	1790	32.0	32.1	83.0
THREE OR MORE	4	948	16.9	17.0	100.0
	.	14	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5584	Missing cases	14		

P10Q26

Col Position/Length 96,1

MENPER88 WHICH MENTOR HAD GREATEST IMPACT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
A RATER	1	2015	36.0	36.3	36.3
A SENIOR RATER	2	917	16.4	16.5	52.9
A PEER	3	194	3.5	3.5	56.4
OUTSIDE OFFICER	4	960	17.1	17.3	73.7
A KEY NCO	5	269	4.8	4.9	78.5
OTHER	6	201	3.6	3.6	82.1
NA - NO MENTOR	7	990	17.7	17.9	100.0
	.	52	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5546	Missing cases	52		

P10Q27

Col Position/Length 97,1

MENAI088 MOST IMPORTANT HELP GIVEN BY MENTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
JOB RELATED	1	2211	39.5	40.4	40.4
CAREER PLANNING	2	1554	27.8	28.4	68.7
PERSONAL-SOCIAL	3	439	7.8	8.0	76.7
MORAL-ETHICAL	4	274	4.9	5.0	81.7
NA - NO MENTOR	5	1000	17.9	18.3	100.0
	.	120	2.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5478	Missing cases	120		

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P10Q28

Col Position/Length 98,1

ETHPRS88 PRESSURED BY SUPERIOR TO BE UNETHICAL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1941	34.7	34.8	34.8
NO	2	3634	64.9	65.2	100.0
	.	23	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5575	Missing cases	23		

P10Q29

Col Position/Length 99,1

ETHPBL88 IS UNETHICAL BEHAVIOR PROBLEM IN ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO PROBLEM	1	731	13.1	13.1	13.1
SMALL PROBLEM	2	2844	50.8	51.0	64.1
MODERATE PROBLEM	3	1462	26.1	26.2	90.4
SERIOUS PROBLEM	4	368	6.6	6.6	97.0
VERY SERIOUS PROBLEM	5	168	3.0	3.0	100.0
	.	25	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5573	Missing cases	25		

P10Q30

Col Position/Length 100,1

QTRPRF88 IF HOUSING IS EQUAL, I PREFER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ON-POST	1	1471	26.3	26.4	26.4
OFF-POST	2	4104	73.3	73.6	100.0
	.	23	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5575	Missing cases	23		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P10031

Col Position/Length 101,1

PERPRD88 MOST IMPORTANT TO MY PERSONAL PRIDE IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SERVICE AS SOLDIER	1	3657	65.3	66.1	66.1
TECH-PROF SKILLS	2	1873	33.5	33.9	100.0
.	.	68	1.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5530	Missing cases	68		

P10032

Col Position/Length 102,1

COMPAR88 I COMPARE MYSELF PROFESSIONALLY WITH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ARMY LEADERS	1	3907	69.8	70.6	70.6
CAREER PROFESSIONALS	2	1627	29.1	29.4	100.0
.	.	64	1.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5534	Missing cases	64		

P10033

Col Position/Length 103,1

WRKLIK88 KIND OF WORK I ENJOY MOST IS AVAILABLE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MILITARY ONLY	1	452	8.1	8.1	8.1
MOSTLY MILITARY	2	1651	29.5	29.6	37.7
EQUALLY AVAILABLE	3	2657	47.5	47.7	85.4
MOSTLY CIVILIAN	4	727	13.0	13.0	98.5
CIVILIAN ONLY	5	84	1.5	1.5	100.0
.	.	27	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5571	Missing cases	27		

P10034

Col Position/Length 104,1

JOBSAT88 OVERALL JOB SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1206	21.5	21.6	21.6
SATISFIED	2	2843	50.8	51.0	72.7
MIXED OR NEUTRAL	3	683	12.2	12.3	84.9

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

DISSATISFIED	4	695	12.4	12.5	97.4
VERY DISSATISFIED	5	146	2.6	2.6	100.0
.	.	25	.4	Missing	
	Total	5598	100.0	100.0	
Valid cases	5573	Missing cases	25		

P11Q35

Col Position/Length 105,1

CARSAT88 OVERALL CAREER PROSPECT SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	691	12.3	12.4	12.4
SATISFIED	2	2640	47.2	47.3	59.7
MIXED OR NEUTRAL	3	1089	19.5	19.5	79.2
DISSATISFIED	4	953	17.0	17.1	96.3
VERY DISSATISFIED	5	206	3.7	3.7	100.0
.	.	19	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5579	Missing cases	19		

P11Q36

Col Position/Length 106,1

CARCBT88 FIELD EXERCISE & COMBAT TRAINING OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	301	5.4	5.4	5.4
MORE THAN I LIKE	2	932	16.6	16.7	22.1
ABOUT RIGHT FOR ME	3	3045	54.4	54.6	76.7
LESS THAN I LIKE	4	1014	18.1	18.2	94.8
MUCH LESS THAN LIKE	5	289	5.2	5.2	100.0
.	.	17	.3	Missing	
	Total	5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11Q37

Col Position/Length 107,1

CARFUN88 FUNCTIONAL AREA WORK OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	183	3.3	3.3	3.3
MORE THAN I LIKE	2	659	11.8	12.0	15.3
ABOUT RIGHT FOR ME	3	2889	51.6	52.4	67.7
LESS THAN I LIKE	4	1464	26.2	26.6	94.2
MUCH LESS THAN LIKE	5	319	5.7	5.8	100.0
.	.	84	1.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5514	Missing cases	84		

P11Q38

Col Position/Length 108,1

BRSPEC88 BRANCH & OPERATIONAL WORK OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	152	2.7	2.7	2.7
MORE THAN I LIKE	2	464	8.3	8.3	11.1
ABOUT RIGHT FOR ME	3	3162	56.5	56.9	68.0
LESS THAN I LIKE	4	1493	26.7	26.9	94.9
MUCH LESS THAN LIKE	5	286	5.1	5.1	100.0
.	.	41	.7	Missing	
Total		5598	100.0	100.0	
Valid cases	5557	Missing cases	41		

P11Q39

Col Position/Length 109,1

PLNPRE88 DURING PRECOMMISSIONING TRAINING I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1514	27.0	27.2	27.2
LEAN TO ARMY CAREER	2	1296	23.2	23.3	50.4
UNDECIDED	3	1726	30.8	31.0	81.4
LEAN TO CIVILIAN	4	770	13.8	13.8	95.2
PLANNING CIVILIAN	5	266	4.8	4.8	100.0
.	.	26	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5572	Missing cases	26		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11040

Col Position/Length 110,1

PLNCOM88 WHEN I RECEIVED MY COMMISSION I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1763	31.5	31.6	31.6
LEAN TO ARMY CAREER	2	1675	29.9	30.0	61.6
UNDECIDED	3	1368	24.4	24.5	86.1
LEAN TO CIVILIAN	4	637	11.4	11.4	97.5
PLANNING CIVILIAN	5	139	2.5	2.5	100.0
.	.	16	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5582	Missing cases	16		

P11041

Col Position/Length 111,1

PLNPLT88 AFTER 1ST LEADERSHIP ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1661	29.7	29.8	29.8
LEAN TO ARMY CAREER	2	1610	28.8	28.9	58.6
UNDECIDED	3	986	17.6	17.7	76.3
LEAN TO CIVILIAN	4	670	12.0	12.0	88.3
PLANNING CIVILIAN	5	272	4.9	4.9	93.2
NOT APPLICABLE	6	379	6.8	6.8	100.0
.	.	20	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5578	Missing cases	20		

P11042

Col Position/Length 112,1

PLNSTF88 AFTER 1ST STAFF ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1230	22.0	22.2	22.2
LEAN TO ARMY CAREER	2	1184	21.2	21.3	43.5
UNDECIDED	3	811	14.5	14.6	58.2
LEAN TO CIVILIAN	4	670	12.0	12.1	70.2
PLANNING CIVILIAN	5	337	6.0	6.1	76.3
NOT APPLICABLE	6	1314	23.5	23.7	100.0
.	.	52	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5546	Missing cases	52		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11043

Col Position/Length 113,1

PLNSCH88 AFTER THE ADVANCED COURSE I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1277	22.8	23.3	23.3
LEAN TO ARMY CAREER	2	775	13.8	14.1	37.4
UNDECIDED	3	442	7.9	8.1	45.4
LEAN TO CIVILIAN	4	252	4.5	4.6	50.0
PLANNING CIVILIAN	5	106	1.9	1.9	52.0
NOT APPLICABLE	6	2636	47.1	48.0	100.0
	.	110	2.0	Missing	
	Total	5598	100.0	100.0	
Valid cases	5488	Missing cases	110		

P11044

Col Position/Length 114,1

PLNASN88 AFTER COMPANY COMMAND ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	958	17.1	17.6	17.6
LEAN TO ARMY CAREER	2	402	7.2	7.4	25.0
UNDECIDED	3	152	2.7	2.8	27.7
LEAN TO CIVILIAN	4	99	1.8	1.8	29.6
PLANNING CIVILIAN	5	59	1.1	1.1	30.6
NOT APPLICABLE	6	3780	67.5	69.4	100.0
	.	148	2.6	Missing	
	Total	5598	100.0	100.0	
Valid cases	5450	Missing cases	148		

P11045

Col Position/Length 115,1

PLNNOW88 RIGHT NOW I AM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1985	35.5	35.6	35.6
LEANING ARMY CAREER	2	1149	20.5	20.6	56.3
UNDECIDED	3	969	17.3	17.4	73.7
LEANING CIVILIAN	4	801	14.3	14.4	88.0
PLANING CIVILIAN	5	666	11.9	12.0	100.0
	.	28	.5	Missing	
	Total	5598	100.0	100.0	
Valid cases	5570	Missing cases	28		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P12046

Col Position/Length 116,1

CIVSHR88 CIVILIANS NOT OFFICERS SHARE MY VALUES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	121	2.2	2.2	2.2
AGREE	2	419	7.5	7.5	9.7
NEUTRAL	3	1461	26.1	26.2	35.9
DISAGREE	4	2648	47.3	47.5	83.4
STRONGLY DISAGREE	5	928	16.6	16.6	100.0
.	.	21	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5577	Missing cases	21		

P12047

Col Position/Length 117,1

CARSTN88 ATTAIN STANDARD OF LIVING WITH ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	363	6.5	6.5	6.5
AGREE	2	2152	38.4	38.6	45.1
NEUTRAL	3	1145	20.5	20.5	65.6
DISAGREE	4	1456	26.0	26.1	91.7
STRONGLY DISAGREE	5	461	8.2	8.3	100.0
.	.	21	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5577	Missing cases	21		

P12048

Col Position/Length 118,1

CARLIK88 COMMUNITY & CAMARADERIE IMPORTANT VALUE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1042	18.6	18.7	18.7
AGREE	2	2645	47.2	47.5	66.2
NEUTRAL	3	1140	20.4	20.5	86.6
DISAGREE	4	616	11.0	11.1	97.7
STRONGLY DISAGREE	5	128	2.3	2.3	100.0
.	.	27	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5571	Missing cases	27		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P12049

Col Position/Length 119,1

CARMSN88 I MAKE SOME EFFORT TOWARD ARMY MISSION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2352	42.0	42.2	42.2
AGREE	2	2857	51.0	51.3	93.5
NEUTRAL	3	287	5.1	5.1	98.6
DISAGREE	4	65	1.2	1.2	99.8
STRONGLY DISAGREE	5	13	.2	.2	100.0
	.	24	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5574	Missing cases	24		

P12050

Col Position/Length 120,1

CARAF188 PREFER ARMY AFFILIATION OVER CIVILIAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1119	20.0	20.1	20.1
AGREE	2	1525	27.2	27.4	47.4
NEUTRAL	3	1649	29.5	29.6	77.0
DISAGREE	4	971	17.3	17.4	94.5
STRONGLY DISAGREE	5	309	5.5	5.5	100.0
	.	25	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5573	Missing cases	25		

P12051

Col Position/Length 121,1

WEDTRA88 HAPPIEST IN A TRADITIONAL MARRIAGE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	524	9.4	9.4	9.4
AGREE	2	1113	19.9	20.0	29.4
NEUTRAL	3	1423	25.4	25.6	55.0
DISAGREE	4	1440	25.7	25.9	80.8
STRONGLY DISAGREE	5	1066	19.0	19.2	100.0
	.	32	.6	Missing	
		Total	5598	100.0	100.0
Valid cases	5566	Missing cases	32		

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P12Q52
Col Position/Length 122,1

WRKBAL88 ARMY CAREER BALANCE WORK & PERSONAL LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	526	9.4	9.4	9.4
AGREE	2	1820	32.5	32.7	42.1
NEUTRAL	3	1198	21.4	21.5	63.6
DISAGREE	4	1464	26.2	26.3	89.9
STRONGLY DISAGREE	5	563	10.1	10.1	100.0
.	.	27	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5571	Missing cases	27		

P12Q53
Col Position/Length 123,1

OFFSPO88 SPOUSE SHOULD DEVOTE TIME TO UNIT & POST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	93	1.7	1.7	1.7
AGREE	2	718	12.8	12.9	14.5
NEUTRAL	3	1951	34.9	35.0	49.5
DISAGREE	4	1912	34.2	34.3	83.8
STRONGLY DISAGREE	5	902	16.1	16.2	100.0
.	.	22	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5576	Missing cases	22		

P12Q54
Col Position/Length 124,1

JOBOFF88 RELUCTANT TO LEAVE FOR HIGHER PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	771	13.8	13.8	13.8
AGREE	2	2163	38.6	38.8	52.6
NEUTRAL	3	1141	20.4	20.5	73.1
DISAGREE	4	1036	18.5	18.6	91.7
STRONGLY DISAGREE	5	463	8.3	8.3	100.0
.	.	24	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5574	Missing cases	24		

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1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P12055
Col Position/Length 125,1

SPOOPP88 WORKING SPOUSE NEED OPPORTUNITY TO PLAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2389	42.7	42.8	42.8
AGREE	2	2605	46.5	46.7	89.5
NEUTRAL	3	429	7.7	7.7	97.2
DISAGREE	4	126	2.3	2.3	99.4
STRONGLY DISAGREE	5	32	.6	.6	100.0
	.	17	.3	Missing	
		Total	5598	100.0	100.0
Valid cases	5581	Missing cases	17		

P12056
Col Position/Length 126,1

RECSVC88 DISCOURAGE CLOSE FRIEND FROM JOINING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	105	1.9	1.9	1.9
AGREE	2	316	5.6	5.7	7.5
NEUTRAL	3	1229	22.0	22.0	29.6
DISAGREE	4	2511	44.9	45.0	74.6
STRONGLY DISAGREE	5	1417	25.3	25.4	100.0
	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

P12057
Col Position/Length 127,1

WRKDIF88 PLEASED IF MY WORK MADE CONTRIBUTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	3340	59.7	59.9	59.9
AGREE	2	2131	38.1	38.2	98.1
NEUTRAL	3	96	1.7	1.7	99.8
DISAGREE	4	7	.1	.1	99.9
STRONGLY DISAGREE	5	4	.1	.1	100.0
	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

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P12Q58

Col Position/Length 128,1

CARDMD88 DEMANDS OF ARMY DIFFICULT ON FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1103	19.7	19.8	19.8
AGREE	2	2006	35.8	36.0	55.8
NEUTRAL	3	1179	21.1	21.1	76.9
DISAGREE	4	1088	19.4	19.5	96.4
STRONGLY DISAGREE	5	200	3.6	3.6	100.0
.	.	22	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5576	Missing cases	22		

P12Q59

Col Position/Length 129,1

CARSPT88 ARMY PEOPLE HELP OUT WHEN NEEDED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	918	16.4	16.5	16.5
AGREE	2	2987	53.4	53.8	70.4
NEUTRAL	3	1141	20.4	20.6	91.0
DISAGREE	4	422	7.5	7.6	98.6
STRONGLY DISAGREE	5	80	1.4	1.4	100.0
.	.	50	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5548	Missing cases	50		

P13Q60

Col Position/Length 130,1

CARINV88 NO ADVANCING IF SPOUSE NOT INVOLVED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	370	6.6	6.7	6.7
AGREE	2	1920	34.3	34.6	41.3
NEUTRAL	3	1690	30.2	30.5	71.8
DISAGREE	4	1276	22.8	23.0	94.8
STRONGLY DISAGREE	5	291	5.2	5.2	100.0
.	.	51	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5547	Missing cases	51		

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P13061

Col Position/Length 131,1

FEELGO88 I FREQUENTLY FEEL LIKE LEAVING THE ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	649	11.6	11.7	11.7
AGREE	2	1438	25.7	25.9	37.5
NEUTRAL	3	1218	21.8	21.9	59.4
DISAGREE	4	1730	30.9	31.1	90.5
STRONGLY DISAGREE	5	527	9.4	9.5	100.0
.	.	36	.6	Missing	
		Total	5598	100.0	100.0
Valid cases	5562	Missing cases	36		

P13062

Col Position/Length 132,1

CARPRD88 PROUD TO TELL PEOPLE THAT I AM IN ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2404	42.9	43.1	43.1
AGREE	2	2541	45.4	45.6	88.7
NEUTRAL	3	520	9.3	9.3	98.0
DISAGREE	4	93	1.7	1.7	99.7
STRONGLY DISAGREE	5	18	.3	.3	100.0
.	.	22	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5576	Missing cases	22		

P13063

Col Position/Length 133,1

CARSHR88 HUSBAND SHOULD SHARE HOUSEWORK-CHILDCARE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2051	36.6	36.8	36.8
AGREE	2	2910	52.0	52.2	89.1
NEUTRAL	3	460	8.2	8.3	97.3
DISAGREE	4	122	2.2	2.2	99.5
STRONGLY DISAGREE	5	28	.5	.5	100.0
.	.	27	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5571	Missing cases	27		

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P13064

Col Position/Length 134,1

FELORG88 I AM REALLY PART OF ARMY ORGANIZATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1121	20.0	20.1	20.1
AGREE	2	2957	52.8	53.1	73.2
NEUTRAL	3	1061	19.0	19.0	92.3
DISAGREE	4	386	6.9	6.9	99.2
STRONGLY DISAGREE	5	45	.8	.8	100.0
	.	28	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5570	Missing cases	28		

P13065

Col Position/Length 135,1

REWARD88 REWARDING CAREER COMPENSATES FAMILY TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	315	5.6	5.7	5.7
AGREE	2	1270	22.7	22.8	28.5
NEUTRAL	3	1130	20.2	20.3	48.8
DISAGREE	4	2015	36.0	36.2	84.9
STRONGLY DISAGREE	5	839	15.0	15.1	100.0
	.	29	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5569	Missing cases	29		

P13066

Col Position/Length 136,1

LIKWRK88 ADVANCE IN ARMY DOING WORK I LIKE BEST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	527	9.4	9.5	9.5
AGREE	2	2155	38.5	38.8	48.3
NEUTRAL	3	1508	26.9	27.1	75.4
DISAGREE	4	1079	19.3	19.4	94.8
STRONGLY DISAGREE	5	287	5.1	5.2	100.0
	.	42	.8	Missing	
Total		5598	100.0	100.0	
Valid cases	5556	Missing cases	42		

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P13067

Col Position/Length 137,1

CARFAM88 ARMY PROVIDES GOOD FAMILY OPPORTUNITIES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	391	7.0	7.0	7.0
AGREE	2	2348	41.9	42.3	49.3
NEUTRAL	3	1713	30.6	30.8	80.1
DISAGREE	4	898	16.0	16.2	96.3
STRONGLY DISAGREE	5	207	3.7	3.7	100.0
.	.	41	.7	Missing	
		Total	5598	100.0	100.0
Valid cases	5557	Missing cases	41		

P13068

Col Position/Length 138,1

INTEND88 YOUR CURRENT CAREER INTENTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
BEYOND 20 YEARS	1	1128	20.2	20.3	20.3
RETIRE AT 20 YEARS	2	1503	26.8	27.0	47.3
PAST OBLIGATION	3	1399	25.0	25.1	72.4
?? PAST OBLIGATION	4	645	11.5	11.6	84.0
PROBABLY LEAVE	5	431	7.7	7.7	91.8
DEFINITELY LEAVE	6	458	8.2	8.2	100.0
.	.	34	.6	Missing	
		Total	5598	100.0	100.0
Valid cases	5564	Missing cases	34		

P13069

Col Position/Length 139,1

CIVOPP88 DIFFICULT FINDING GOOD CIVILIAN JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	64	1.1	1.1	1.1
DIFFICULT	2	449	8.0	8.1	9.2
NOT DIFFICULT	3	1782	31.8	32.0	41.2
EASY	4	1717	30.7	30.8	72.0
VERY EASY	5	1562	27.9	28.0	100.0
.	.	24	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5574	Missing cases	24		

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P13070

Col Position/Length 140,1

HARDGO88 DIFFICULT LEAVING THE ARMY NEXT YEAR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	433	7.7	7.8	7.8
DIFFICULT	2	1113	19.9	20.0	27.8
NOT DIFFICULT	3	1676	29.9	30.1	57.9
EASY	4	1249	22.3	22.4	80.4
VERY EASY	5	1093	19.5	19.6	100.0
.	.	34	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5564	Missing cases	34		

P13071

Col Position/Length 141,1

GOMONY88 FINANCIAL IMPACT IF UNEMPLOYED 2-3 MONTH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	968	17.3	17.4	17.4
DIFFICULT	2	1658	29.6	29.8	47.2
NOT DIFFICULT	3	1580	28.2	28.4	75.6
EASY	4	794	14.2	14.3	89.8
VERY EASY	5	567	10.1	10.2	100.0
.	.	31	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5567	Missing cases	31		

P1401

Col Position/Length 142,1

DECPAY88 ARMY-PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1211	21.6	21.7	21.7
VERY IMPORTANT	2	1960	35.0	35.1	56.8
IMPORTANT	3	1950	34.8	34.9	91.8
SOMEWHAT IMPORTANT	4	409	7.3	7.3	99.1
UNIMPORTANT	5	51	.9	.9	100.0
.	.	17	.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5581	Missing cases	17		

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P14Q2

Col Position/Length 143,1

DECRET88 ARMY-RETIREMENT BENEFITS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1666	29.8	29.9	29.9
VERY IMPORTANT	2	2060	36.8	36.9	66.8
IMPORTANT	3	1396	24.9	25.0	91.9
SOMEWHAT IMPORTANT	4	380	6.8	6.8	98.7
UNIMPORTANT	5	74	1.3	1.3	100.0
.	.	22	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5576	Missing cases	22		

P14Q3

Col Position/Length 144,1

DECBEN88 ARMY-BENEFITS OTHER THAN RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	925	16.5	16.6	16.6
VERY IMPORTANT	2	1742	31.1	31.3	47.9
IMPORTANT	3	1873	33.5	33.7	81.6
SOMEWHAT IMPORTANT	4	858	15.3	15.4	97.0
UNIMPORTANT	5	166	3.0	3.0	100.0
.	.	34	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5564	Missing cases	34		

P14Q4

Col Position/Length 145,1

DECEDU88 ARMY-HELP CIVILIAN GRADUATE EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	792	14.1	14.2	14.2
VERY IMPORTANT	2	1582	28.3	28.4	42.7
IMPORTANT	3	1770	31.6	31.8	74.5
SOMEWHAT IMPORTANT	4	986	17.6	17.7	92.2
UNIMPORTANT	5	435	7.8	7.8	100.0
.	.	33	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5565	Missing cases	33		

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P1405
Col Position/Length 146,1

DECLIF88 ARMY-OVERALL STANDARD OF LIVING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	946	16.9	17.0	17.0
VERY IMPORTANT	2	2071	37.0	37.3	54.3
IMPORTANT	3	1889	33.7	34.0	88.3
SOMEWHAT IMPORTANT	4	516	9.2	9.3	97.6
UNIMPORTANT	5	136	2.4	2.4	100.0
.	.	40	.7	Missing	
Total		5598	100.0	100.0	
Valid cases	5558	Missing cases	40		

P1406
Col Position/Length 147,1

DECADV88 ARMY-OPPORTUNITY TO ADVANCE IN YOUR FIEL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1866	33.3	33.5	33.5
VERY IMPORTANT	2	2286	40.8	41.1	74.6
IMPORTANT	3	1166	20.8	20.9	95.5
SOMEWHAT IMPORTANT	4	212	3.8	3.8	99.3
UNIMPORTANT	5	37	.7	.7	100.0
.	.	31	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5567	Missing cases	31		

P1407
Col Position/Length 148,1

DECJOB88 ARMY-OPPORTUNITY FOR JOB SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	2895	51.7	51.9	51.9
VERY IMPORTANT	2	1948	34.8	35.0	86.9
IMPORTANT	3	652	11.6	11.7	98.6
SOMEWHAT IMPORTANT	4	71	1.3	1.3	99.9
UNIMPORTANT	5	7	.1	.1	100.0
.	.	25	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5573	Missing cases	25		

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P1408

Col Position/Length 149,1

DECCOW88 ARMY-QUALITY OF CO-WORKERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1136	20.3	20.5	20.5
VERY IMPORTANT	2	2261	40.4	40.8	61.3
IMPORTANT	3	1733	31.0	31.3	92.5
SOMEWHAT IMPORTANT	4	359	6.4	6.5	99.0
UNIMPORTANT	5	55	1.0	1.0	100.0
	.	54	1.0	Missing	
		Total	5598	100.0	100.0
Valid cases	5544	Missing cases	54		

P1409

Col Position/Length 150,1

DECAIM88 ARMY-FEELINGS ABOUT MISSION AND GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1544	27.6	27.7	27.7
VERY IMPORTANT	2	2114	37.8	38.0	65.7
IMPORTANT	3	1553	27.7	27.9	93.6
SOMEWHAT IMPORTANT	4	314	5.6	5.6	99.2
UNIMPORTANT	5	43	.8	.8	100.0
	.	30	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5568	Missing cases	30		

P14010

Col Position/Length 151,1

DECHRS88 ARMY-WORKING HOURS-SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	652	11.6	11.8	11.8
VERY IMPORTANT	2	1417	25.3	25.6	37.4
IMPORTANT	3	2010	35.9	36.3	73.7
SOMEWHAT IMPORTANT	4	1154	20.6	20.9	94.6
UNIMPORTANT	5	298	5.3	5.4	100.0
	.	67	1.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5531	Missing cases	67		

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P14Q11

Col Position/Length 152,1

DECEMP88 ARMY-EMPLOYMENT-EDUCATION FOR SPOUSE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	736	13.1	13.3	13.3
VERY IMPORTANT	2	1376	24.6	24.8	38.1
IMPORTANT	3	1725	30.8	31.1	69.2
SOMEWHAT IMPORTANT	4	814	14.5	14.7	83.9
UNIMPORTANT	5	895	16.0	16.1	100.0
.	.	52	.9	Missing	
		Total	5598	100.0	100.0
Valid cases	5546	Missing cases	52		

P14Q12

Col Position/Length 153,1

DECSAT88 ARMY-SPOUSE OVERALL SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1999	35.7	36.0	36.0
VERY IMPORTANT	2	1872	33.4	33.7	69.7
IMPORTANT	3	993	17.7	17.9	87.6
SOMEWHAT IMPORTANT	4	158	2.8	2.8	90.5
UNIMPORTANT	5	529	9.4	9.5	100.0
.	.	47	.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5551	Missing cases	47		

P14Q13

Col Position/Length 154,1

DECYTH88 ARMY-QUALITY CHILDCARE-SCHOOLS-FACILITIE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1688	30.2	30.4	30.4
VERY IMPORTANT	2	1692	30.2	30.5	60.9
IMPORTANT	3	1029	18.4	18.6	79.5
SOMEWHAT IMPORTANT	4	294	5.3	5.3	84.8
UNIMPORTANT	5	844	15.1	15.2	100.0
.	.	51	.9	Missing	
		Total	5598	100.0	100.0
Valid cases	5547	Missing cases	51		

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P14Q14
Col Position/Length 155,1

DECPER88 ARMY-TIME FOR PERSONAL-FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1953	34.9	35.1	35.1
VERY IMPORTANT	2	2017	36.0	36.3	71.4
IMPORTANT	3	1349	24.1	24.3	95.6
SOMEWHAT IMPORTANT	4	204	3.6	3.7	99.3
UNIMPORTANT	5	39	.7	.7	100.0
.	.	36	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5562	Missing cases	36		

P14Q15
Col Position/Length 156,1

DECMAT88 ARMY-LENGTH OF MATERNITY-PATERNITY LEAVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	521	9.3	9.4	9.4
VERY IMPORTANT	2	707	12.6	12.8	22.2
IMPORTANT	3	1177	21.0	21.2	43.4
SOMEWHAT IMPORTANT	4	844	15.1	15.2	58.6
UNIMPORTANT	5	2292	40.9	41.4	100.0
.	.	57	1.0	Missing	
Total		5598	100.0	100.0	
Valid cases	5541	Missing cases	57		

P14Q16
Col Position/Length 157,1

DECALL88 OVERALL QUALITY OF LIFE IN MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1592	28.4	28.7	28.7
VERY IMPORTANT	2	2276	40.7	41.0	69.7
IMPORTANT	3	1454	26.0	26.2	95.9
SOMEWHAT IMPORTANT	4	188	3.4	3.4	99.3
UNIMPORTANT	5	40	.7	.7	100.0
.	.	48	.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5550	Missing cases	48		

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P14Q17
Col Position/Length 158,1

DECETH88 ARMY-LEVEL OF INTEGRITY-PROFESSIONALISM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	2473	44.2	44.4	44.4
VERY IMPORTANT	2	2093	37.4	37.6	81.9
IMPORTANT	3	880	15.7	15.8	97.7
SOMEWHAT IMPORTANT	4	113	2.0	2.0	99.7
UNIMPORTANT	5	14	.3	.3	100.0
.	.	25	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5573	Missing cases	25		

P14Q18
Col Position/Length 159,1

DECFRE88 ARMY-PERSONAL FREEDOM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1099	19.6	19.8	19.8
VERY IMPORTANT	2	2003	35.8	36.0	55.8
IMPORTANT	3	1874	33.5	33.7	89.5
SOMEWHAT IMPORTANT	4	499	8.9	9.0	98.5
UNIMPORTANT	5	83	1.5	1.5	100.0
.	.	40	.7	Missing	
Total		5598	100.0	100.0	
Valid cases	5558	Missing cases	40		

P14Q19
Col Position/Length 160,1

DECSEC88 ARMY-JOB SECURITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1642	29.3	29.5	29.5
VERY IMPORTANT	2	2001	35.7	36.0	65.5
IMPORTANT	3	1459	26.1	26.3	91.8
SOMEWHAT IMPORTANT	4	330	5.9	5.9	97.7
UNIMPORTANT	5	126	2.3	2.3	100.0
.	.	40	.7	Missing	
Total		5598	100.0	100.0	
Valid cases	5558	Missing cases	40		

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P14Q20

Col Position/Length 161,1

DECMON88 ARMY-TOTAL FAMILY INCOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1104	19.7	19.9	19.9
VERY IMPORTANT	2	2015	36.0	36.4	56.3
IMPORTANT	3	1915	34.2	34.6	90.9
SOMEWHAT IMPORTANT	4	368	6.6	6.6	97.5
UNIMPORTANT	5	136	2.4	2.5	100.0
	.	60	1.1	Missing	
		Total	5598	100.0	100.0
Valid cases	5538	Missing cases	60		

P14Q21

Col Position/Length 162,1

DECCIV88 CIVILIAN JOB ALTERNATIVES AVAILABLE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	942	16.8	16.9	16.9
VERY IMPORTANT	2	1388	24.8	24.9	41.9
IMPORTANT	3	1624	29.0	29.2	71.0
SOMEWHAT IMPORTANT	4	976	17.4	17.5	88.6
UNIMPORTANT	5	637	11.4	11.4	100.0
	.	31	.6	Missing	
		Total	5598	100.0	100.0
Valid cases	5567	Missing cases	31		

P14Q22

Col Position/Length 163,1

DECSLO88 SLOW DOWN IN OFFICER PROMOTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1770	31.6	31.8	31.8
VERY IMPORTANT	2	1624	29.0	29.1	60.9
IMPORTANT	3	1284	22.9	23.0	84.0
SOMEWHAT IMPORTANT	4	608	10.9	10.9	94.9
UNIMPORTANT	5	286	5.1	5.1	100.0
	.	26	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5572	Missing cases	26		

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P14Q23

Col Position/Length 164-165,2

DEC1ST88 FIRST MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1	651	11.6	12.4	12.4
	2	284	5.1	5.4	17.7
	3	38	.7	.7	18.5
	4	82	1.5	1.6	20.0
	5	134	2.4	2.5	22.6
	6	482	8.6	9.1	31.7
	7	1281	22.9	24.3	56.0
	8	35	.6	.7	56.7
	9	230	4.1	4.4	61.0
	10	54	1.0	1.0	62.1
	11	29	.5	.6	62.6
	12	234	4.2	4.4	67.1
	13	47	.8	.9	68.0
	14	406	7.3	7.7	75.7
	15	6	.1	.1	75.8
	16	293	5.2	5.6	81.3
	17	341	6.1	6.5	87.8
	18	56	1.0	1.1	88.9
	19	280	5.0	5.3	94.2
	20	36	.6	.7	94.9
	21	86	1.5	1.6	96.5
	22	185	3.3	3.5	100.0
	.	328	5.9	Missing	
		Total	5598	100.0	100.0
Valid cases	5270	Missing cases	328		

P14Q24

Col Position/Length 166-167,2

DEC2ND88 SECOND MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1	453	8.1	8.6	8.6
	2	360	6.4	6.8	15.4
	3	94	1.7	1.8	17.2
	4	107	1.9	2.0	19.2
	5	150	2.7	2.8	22.1
	6	503	9.0	9.5	31.6
	7	580	10.4	11.0	42.6
	8	100	1.8	1.9	44.5
	9	297	5.3	5.6	50.2
	10	128	2.3	2.4	52.6
	11	68	1.2	1.3	53.9
	12	462	8.3	8.8	62.6
	13	129	2.3	2.4	65.1
	14	447	8.0	8.5	73.6
	15	15	.3	.3	73.8
	16	263	4.7	5.0	78.8
	17	369	6.6	7.0	85.8
	18	113	2.0	2.1	88.0

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	19	232	4.1	4.4	92.4
	20	75	1.3	1.4	93.8
	21	143	2.6	2.7	96.5
	22	184	3.3	3.5	100.0
	.	326	5.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5272	Missing cases	326		

.....

P14Q25

Col Position/Length 168-169,2

DEC3RD88 THIRD MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	1	412	7.4	7.8	7.8
	2	321	5.7	6.1	13.9
	3	138	2.5	2.6	16.5
	4	102	1.8	1.9	18.5
	5	182	3.3	3.5	21.9
	6	323	5.8	6.1	28.1
	7	454	8.1	8.6	36.7
	8	129	2.3	2.5	39.2
	9	243	4.3	4.6	43.8
	10	128	2.3	2.4	46.2
	11	51	.9	1.0	47.2
	12	413	7.4	7.8	55.0
	13	137	2.4	2.6	57.6
	14	415	7.4	7.9	65.5
	15	36	.6	.7	66.2
	16	353	6.3	6.7	72.9
	17	398	7.1	7.6	80.5
	18	153	2.7	2.9	83.4
	19	283	5.1	5.4	88.7
	20	120	2.1	2.3	91.0
	21	198	3.5	3.8	94.8
	22	275	4.9	5.2	100.0
	.	334	6.0	Missing	
		Total	5598	100.0	100.0
Valid cases	5264	Missing cases	334		

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P14Q26
Col Position/Length 170,1

CIVPAY88 CIVILIAN-PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	193	3.4	3.5	3.5
LITTLE BETTER ARMY	2	479	8.6	8.7	12.2
ABOUT THE SAME	3	899	16.1	16.3	28.4
BETTER CIVILIAN	4	1818	32.5	32.9	61.3
MUCH BETTER CIVILIAN	5	2083	37.2	37.7	99.0
DO NOT KNOW	6	58	1.0	1.0	100.0
	.	68	1.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5530	Missing cases	68		

P14Q27
Col Position/Length 171,1

CIVRET88 CIVILIAN-RETIREMENT BENEFITS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	905	16.2	16.4	16.4
LITTLE BETTER ARMY	2	2083	37.2	37.7	54.0
ABOUT THE SAME	3	1483	26.5	26.8	80.8
BETTER CIVILIAN	4	533	9.5	9.6	90.5
MUCH BETTER CIVILIAN	5	216	3.9	3.9	94.4
DO NOT KNOW	6	311	5.6	5.6	100.0
	.	67	1.2	Missing	
		Total	5598	100.0	100.0
Valid cases	5531	Missing cases	67		

P14Q28
Col Position/Length 172,1

CIVBEN88 CIVILIAN-BENEFITS OTHER THAN RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	903	16.1	16.5	16.5
LITTLE BETTER ARMY	2	2084	37.2	38.2	54.7
ABOUT THE SAME	3	1265	22.6	23.2	77.9
BETTER CIVILIAN	4	578	10.3	10.6	88.5
MUCH BETTER CIVILIAN	5	344	6.1	6.3	94.8
DO NOT KNOW	6	285	5.1	5.2	100.0
	.	139	2.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5459	Missing cases	139		

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P14Q29

Col Position/Length 173,1

CIVEDU88 CIV-ASSIST CIVILIAN GRADUATE EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	782	14.0	14.1	14.1
LITTLE BETTER ARMY	2	1844	32.9	33.4	47.5
ABOUT THE SAME	3	1501	26.8	27.2	74.7
BETTER CIVILIAN	4	584	10.4	10.6	85.2
MUCH BETTER CIVILIAN	5	314	5.6	5.7	90.9
DO NOT KNOW	6	502	9.0	9.1	100.0
	.	71	1.3	Missing	
		Total	5598	100.0	100.0
Valid cases	5527	Missing cases	71		

P14Q30

Col Position/Length 174,1

CIVLIF88 CIVILIAN-OVERALL STANDARD OF LIVING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	121	2.2	2.2	2.2
LITTLE BETTER ARMY	2	506	9.0	9.2	11.4
ABOUT THE SAME	3	1602	28.6	29.2	40.7
BETTER CIVILIAN	4	1944	34.7	35.5	76.2
MUCH BETTER CIVILIAN	5	1225	21.9	22.4	98.5
DO NOT KNOW	6	80	1.4	1.5	100.0
	.	120	2.1	Missing	
		Total	5598	100.0	100.0
Valid cases	5478	Missing cases	120		

P14Q31

Col Position/Length 175,1

CIVADV88 CIV-OPPORTUNITY TO ADVANCE IN YOUR FIELD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	273	4.9	4.9	4.9
LITTLE BETTER ARMY	2	974	17.4	17.6	22.6
ABOUT THE SAME	3	1595	28.5	28.9	51.5
BETTER CIVILIAN	4	1314	23.5	23.8	75.3
MUCH BETTER CIVILIAN	5	1040	18.6	18.8	94.1
DO NOT KNOW	6	323	5.8	5.9	100.0
	.	79	1.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5519	Missing cases	79		

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P14Q32

Col Position/Length 176,1

CIVJOB88 CIV-OPPORTUNITY FOR JOB SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	492	8.8	8.9	8.9
LITTLE BETTER ARMY	2	1029	18.4	17.7	27.6
ABOUT THE SAME	3	1924	34.4	34.9	62.5
BETTER CIVILIAN	4	956	17.1	17.3	79.9
MUCH BETTER CIVILIAN	5	859	15.3	15.6	95.4
DO NOT KNOW	6	251	4.5	4.6	100.0
.	.	87	1.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5511	Missing cases	87		

P14Q33

Col Position/Length 177,1

CIVCOM88 CIVILIAN-QUALITY OF CO-WORKERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	387	6.9	7.1	7.1
LITTLE BETTER ARMY	2	1368	24.4	25.0	32.1
ABOUT THE SAME	3	2256	40.3	41.2	73.3
BETTER CIVILIAN	4	758	13.5	13.9	87.2
MUCH BETTER CIVILIAN	5	337	6.0	6.2	93.3
DO NOT KNOW	6	365	6.5	6.7	100.0
.	.	127	2.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5471	Missing cases	127		

P14Q34

Col Position/Length 178,1

CIVAIM88 FEELINGS ABOUT CIVILIAN MISSION-GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	951	17.0	17.3	17.3
LITTLE BETTER ARMY	2	1848	33.0	33.6	50.9
ABOUT THE SAME	3	1680	30.0	30.6	81.5
BETTER CIVILIAN	4	443	7.9	8.1	89.6
MUCH BETTER CIVILIAN	5	232	4.1	4.2	93.8
DO NOT KNOW	6	342	6.1	6.2	100.0
.	.	102	1.8	Missing	
Total		5598	100.0	100.0	
Valid cases	5496	Missing cases	102		

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P14Q35

Col Position/Length 179,1

CIVNRS88 CIVILIAN WORKING HOURS-SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	70	1.3	1.3	1.3
LITTLE BETTER ARMY	2	122	2.2	2.2	3.5
ABOUT THE SAME	3	794	14.2	14.5	18.0
BETTER CIVILIAN	4	1913	34.2	34.9	52.8
MUCH BETTER CIVILIAN	5	2481	44.3	45.2	98.0
DO NOT KNOW	6	108	1.9	2.0	100.0
	.	110	2.0	Missing	
		Total	5598	100.0	100.0
Valid cases	5488	Missing cases	110		

P14Q36

Col Position/Length 180,1

CIVEMP88 CIVILIAN-EMPLOYMENT-EDUCATION FOR SPOUS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	181	3.2	3.3	3.3
LITTLE BETTER ARMY	2	613	11.0	11.2	14.4
ABOUT THE SAME	3	1362	24.3	24.8	39.2
BETTER CIVILIAN	4	1035	18.5	18.8	58.1
MUCH BETTER CIVILIAN	5	1248	22.3	22.7	80.8
DO NOT KNOW	6	1056	18.9	19.2	100.0
	.	103	1.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5495	Missing cases	103		

P14Q37

Col Position/Length 181,1

CIVSAT88 CIVILIAN-SPOUSE OVERALL SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	136	2.4	2.5	2.5
LITTLE BETTER ARMY	2	394	7.0	7.2	9.7
ABOUT THE SAME	3	1277	22.8	23.4	33.1
BETTER CIVILIAN	4	1446	25.8	26.5	59.6
MUCH BETTER CIVILIAN	5	1242	22.2	22.8	82.4
DO NOT KNOW	6	963	17.2	17.6	100.0
	.	140	2.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5458	Missing cases	140		

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P14Q38

Col Position/Length 182,1

CIVYT88 CIV-QUALITY CHILDCARE-SCHOOLS-FACILITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	169	3.0	3.1	3.1
LITTLE BETTER ARMY	2	792	14.1	14.5	17.5
ABOUT THE SAME	3	1576	28.2	28.8	46.3
BETTER CIVILIAN	4	1022	18.3	18.6	64.9
MUCH BETTER CIVILIAN	5	801	14.3	14.6	79.6
DO NOT KNOW	6	1120	20.0	20.4	100.0
.	.	118	2.1	Missing	
Total		5598	100.0	100.0	
Valid cases	5480	Missing cases	118		

P14Q39

Col Position/Length 183,1

CIVPER88 CIVILIAN-TIME FOR PERSONAL-FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	55	1.0	1.0	1.0
LITTLE BETTER ARMY	2	120	2.1	2.2	3.2
ABOUT THE SAME	3	632	11.3	11.5	14.7
BETTER CIVILIAN	4	1956	34.9	35.7	50.5
MUCH BETTER CIVILIAN	5	2585	46.2	47.2	97.7
DO NOT KNOW	6	127	2.3	2.3	100.0
.	.	123	2.2	Missing	
Total		5598	100.0	100.0	
Valid cases	5475	Missing cases	123		

P14Q40

Col Position/Length 184,1

CIVMAT88 CIV-LENGTH OF MATERNITY-PATERNITY LEAVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	165	2.9	3.0	3.0
LITTLE BETTER ARMY	2	479	8.6	8.8	11.8
ABOUT THE SAME	3	1332	23.8	24.3	36.1
BETTER CIVILIAN	4	574	10.3	10.5	46.6
MUCH BETTER CIVILIAN	5	508	9.1	9.3	55.9
DO NOT KNOW	6	2413	43.1	44.1	100.0
.	.	127	2.3	Missing	
Total		5598	100.0	100.0	
Valid cases	5471	Missing cases	127		

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P14041

Col Position/Length 185,1

CIVALL88 CIVILIAN-OVERALL QUALITY OF LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	136	2.4	2.5	2.5
LITTLE BETTER ARMY	2	616	11.0	11.3	13.8
ABOUT THE SAME	3	1670	29.8	30.6	44.4
BETTER CIVILIAN	4	1870	33.4	34.3	78.7
MUCH BETTER CIVILIAN	5	948	16.9	17.4	96.1
DO NOT KNOW	6	214	3.8	3.9	100.0
	.	144	2.6	Missing	
		Total	5598	100.0	100.0
Valid cases	5454	Missing cases	144		

P14042

Col Position/Length 186,1

CIVETH88 CIVILIAN-INTEGRITY-PROFESSIONALISM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	921	16.5	16.7	16.7
LITTLE BETTER ARMY	2	2099	37.5	38.2	54.9
ABOUT THE SAME	3	1668	29.8	30.3	85.3
BETTER CIVILIAN	4	271	4.8	4.9	90.2
MUCH BETTER CIVILIAN	5	151	2.7	2.7	92.9
DO NOT KNOW	6	389	6.9	7.1	100.0
	.	99	1.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5499	Missing cases	99		

P14043

Col Position/Length 187,1

CIVFRE88 CIVILIAN-PERSONAL FREEDOM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	108	1.9	2.0	2.0
LITTLE BETTER ARMY	2	321	5.7	5.8	7.8
ABOUT THE SAME	3	1088	19.4	19.8	27.6
BETTER CIVILIAN	4	1901	34.0	34.6	62.2
MUCH BETTER CIVILIAN	5	1885	33.7	34.3	96.5
DO NOT KNOW	6	195	3.5	3.5	100.0
	.	100	1.8	Missing	
		Total	5598	100.0	100.0
Valid cases	5498	Missing cases	100		

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P14044

Col Position/Length 188,1

CIVSEC88 CIVILIAN-JOB SECURITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	967	17.3	17.6	17.6
LITTLE BETTER ARMY	2	2429	43.4	44.2	61.8
ABOUT THE SAME	3	1396	24.9	25.4	87.2
BETTER CIVILIAN	4	341	6.1	6.2	93.4
MUCH BETTER CIVILIAN	5	135	2.4	2.5	95.8
DO NOT KNOW	6	229	4.1	4.2	100.0
.	.	101	1.8	Missing	
Total		5598	100.0	100.0	
Valid cases	5497	Missing cases	101		

P14045

Col Position/Length 189,1

CIVMON88 CIVILIAN-TOTAL FAMILY INCOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	127	2.3	2.3	2.3
LITTLE BETTER ARMY	2	374	6.7	6.8	9.1
ABOUT THE SAME	3	952	17.0	17.3	26.5
BETTER CIVILIAN	4	1784	31.9	32.5	59.0
MUCH BETTER CIVILIAN	5	2004	35.8	36.5	95.4
DO NOT KNOW	6	250	4.5	4.6	100.0
.	.	107	1.9	Missing	
Total		5598	100.0	100.0	
Valid cases	5491	Missing cases	107		

P1501

Col Position/Length 190-191,2

EXPFLD88 TIME AWAY FROM HOME IN A YEAR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	31	.6	.6	.6
	1	42	.8	.8	1.3
	2	143	2.6	2.6	3.9
	3	121	2.2	2.2	6.1
	4	257	4.6	4.6	10.7
	5	173	3.1	3.1	13.8
	6	316	5.6	5.7	19.5
	7	69	1.2	1.2	20.7
	8	425	7.6	7.6	28.4
	9	100	1.8	1.8	30.2
	10	664	11.9	11.9	42.1
	11	44	.8	.8	42.9
	12	725	13.0	13.0	55.9
	13	64	1.1	1.2	57.1

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14	165	2.9	3.0	60.1
15	394	7.0	7.1	67.1
16	258	4.6	4.6	71.8
17	52	.9	.9	72.7
18	183	3.3	3.3	76.0
19	29	.5	.5	76.5
20	614	11.0	11.0	87.6
21	25	.4	.4	88.0
22	48	.9	.9	88.9
23	14	.3	.3	89.1
24	97	1.7	1.7	90.9
25	132	2.4	2.4	93.3
26	94	1.7	1.7	94.9
27	8	.1	.1	95.1
28	27	.5	.5	95.6
29	7	.1	.1	95.7
30	132	2.4	2.4	98.1
31	3	.1	.1	98.1
32	15	.3	.3	98.4
33	3	.1	.1	98.5
34	5	.1	.1	98.5
35	26	.5	.5	99.0
36	14	.3	.3	99.3
37	1	.0	.0	99.3
38	3	.1	.1	99.3
39	1	.0	.0	99.4
40	15	.3	.3	99.6
42	1	.0	.0	99.6
45	4	.1	.1	99.7
46	1	.0	.0	99.7
48	6	.1	.1	99.8
49	1	.0	.0	99.9
50	3	.1	.1	99.9
52	2	.0	.0	99.9
58	1	.0	.0	100.0
59	2	.0	.0	100.0
.	38	.7	Missing	
Valid cases 5560 Total 5598 100.0 100.0				
Missing cases 38				

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P15Q2

Col Position/Length 192,1

EXPSEP88 UNACCOMPANIED TOURS IN 20 YEARS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	666	11.9	12.0	12.0
ONE	2	1909	34.1	34.3	46.2
TWO	3	1883	33.6	33.8	80.0
THREE	4	715	12.8	12.8	92.9
FOUR	5	231	4.1	4.1	97.0
FIVE	6	97	1.7	1.7	98.7
SIX	7	23	.4	.4	99.2
SEVEN OR MORE	8	47	.8	.8	100.0
.	.	27	.5	Missing	
Total		5598	100.0	100.0	
Valid cases	5571	Missing cases	27		

P15Q3

Col Position/Length 193,1

EXPADJ88 ARMY FLEXIBILITY FOR HOURS OR TIME OFF

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO FLEXIBILITY	1	577	10.3	10.3	10.3
LITTLE FLEXIBILITY	2	1794	32.0	32.2	42.5
SOME FLEXIBILITY	3	2269	40.5	40.7	83.2
LOT OF FLEXIBILITY	4	862	15.4	15.5	98.7
TOTAL FLEXIBILITY	5	75	1.3	1.3	100.0
.	.	21	.4	Missing	
Total		5598	100.0	100.0	
Valid cases	5577	Missing cases	21		

P15Q4

Col Position/Length 194,1

EXPCON88 CONTROL OF TIMING FOR TRIPS OR JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO CONTROL	1	2639	47.1	47.4	47.4
LITTLE CONTROL	2	1716	30.7	30.8	78.3
SOME CONTROL	3	1054	18.8	18.9	97.2
A LOT OF CONTROL	4	147	2.6	2.6	99.8
TOTAL CONTROL	5	9	.2	.2	100.0
.	.	33	.6	Missing	
Total		5598	100.0	100.0	
Valid cases	5565	Missing cases	33		

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P15Q5

Col Position/Length 195,1

EXPDIS88 PLANS DISRUPTED BY ARMY JOB DEMANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SELDOM	1	264	4.7	4.7	4.7
OCCASIONALLY	2	2239	40.0	40.2	44.9
HALF THE TIME	3	1097	19.6	19.7	64.6
FREQUENTLY	4	1666	29.8	29.9	94.4
ALMOST ALWAYS	5	310	5.5	5.6	100.0
	.	22	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5576	Missing cases	22		

P15Q6

Col Position/Length 196,1

EXPPCS88 LENGTH IN ONE LOCATION BEFORE A PCS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
OVER 4 YEARS	1	73	1.3	1.3	1.3
ABOUT 4 YEARS	2	2208	39.4	39.6	40.9
ABOUT 3 YEARS	3	3110	55.6	55.8	96.7
ABOUT 2 YEARS	4	169	3.0	3.0	99.7
LESS THAN 2 YEARS	5	17	.3	.3	100.0
	.	21	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5577	Missing cases	21		

P15Q7

Col Position/Length 197,1

ACCMKS88 FEELINGS ON TIME AWAY FROM HOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	416	7.4	7.5	7.5
SOMEWHAT RELUCTANT	2	1079	19.3	19.3	26.8
MIXED FEELINGS	3	1400	25.0	25.1	51.9
SOMEWHAT WILLING	4	1714	30.6	30.7	82.6
VERY WILLING	5	969	17.3	17.4	100.0
	.	20	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5578	Missing cases	20		

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P15Q8

Col Position/Length 198,1

ACCSEP88 FEELINGS ON UNACCOMPANIED TOURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	1305	23.3	23.4	23.4
SOMEWHAT RELUCTANT	2	1254	22.4	22.5	45.9
MIXED FEELINGS	3	1203	21.5	21.6	67.5
SOMEWHAT WILLING	4	1228	21.9	22.0	89.5
VERY WILLING	5	584	10.4	10.5	100.0
	.	24	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5574	Missing cases	24		

P15Q9

Col Position/Length 199,1

ACCCADJ88 FEELINGS ON FLEXIBILITY IN SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	343	6.1	6.2	6.2
SOMEWHAT RELUCTANT	2	1110	19.8	19.9	26.1
MIXED FEELINGS	3	1462	26.1	26.3	52.4
SOMEWHAT WILLING	4	1755	31.4	31.5	83.9
VERY WILLING	5	898	16.0	16.1	100.0
	.	30	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5568	Missing cases	30		

P15Q10

Col Position/Length 200,1

ACCCON88 FEELINGS ON TIMING OF TRIPS-JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	457	8.2	8.2	8.2
SOMEWHAT RELUCTANT	2	1437	25.7	25.8	34.0
MIXED FEELINGS	3	1539	27.5	27.6	61.6
SOMEWHAT WILLING	4	1639	29.3	29.4	91.0
VERY WILLING	5	504	9.0	9.0	100.0
	.	22	.4	Missing	
		Total	5598	100.0	100.0
Valid cases	5576	Missing cases	22		

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P15Q11

Col Position/Length 201,1

ACCDIS88 FEELINGS ON PLANS DISRUPTED BY JOB-ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	756	13.5	13.6	13.6
SOMEWHAT RELUCTANT	2	1848	33.0	33.2	46.7
MIXED FEELINGS	3	1340	23.9	24.1	70.8
SOMEWHAT WILLING	4	1314	23.5	23.6	94.4
VERY WILLING	5	313	5.6	5.6	100.0
	.	27	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5571	Missing cases	27		

P15Q12

Col Position/Length 202,1

ACCPCS88 FEELINGS ON TIME BETWEEN EACH PCS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	180	3.2	3.2	3.2
SOMEWHAT RELUCTANT	2	475	8.5	8.5	11.8
MIXED FEELINGS	3	1193	21.3	21.4	33.2
SOMEWHAT WILLING	4	2097	37.5	37.6	70.8
VERY WILLING	5	1625	29.0	29.2	100.0
	.	28	.5	Missing	
		Total	5598	100.0	100.0
Valid cases	5570	Missing cases	28		

P16Q1

Col Position/Length 203,1

SPFWKS88 SPOUSE-NUMBER OF WEEKS AWAY FROM HOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	910	16.3	23.0	23.0
SOMEWHAT RELUCTANT	2	1314	23.5	33.3	56.3
MIXED FEELINGS	3	663	11.8	16.8	73.1
SOMEWHAT WILLING	4	836	14.9	21.2	94.2
VERY WILLING	5	228	4.1	5.8	100.0
	.	1647	29.4	Missing	
		Total	5598	100.0	100.0
Valid cases	3951	Missing cases	1647		

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P16Q2

Col Position/Length 204,1

SPFSEP88 SPOUSE-NUMBER UNACCOMPANIED TOURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	2006	35.8	50.8	50.8
SOMEWHAT RELUCTANT	2	980	17.5	24.8	75.7
MIXED FEELINGS	3	421	7.5	10.7	86.4
SOMEWHAT WILLING	4	385	6.9	9.8	96.1
VERY WILLING	5	153	2.7	3.9	100.0
	.	1653	29.5	Missing	
		Total	5598	100.0	100.0
Valid cases	3945	Missing cases	1653		

P16Q3

Col Position/Length 205,1

SPFADJ88 SPOUSE-FLEXIBILITY TO SCHEDULE TIME OFF

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	439	7.8	11.1	11.1
SOMEWHAT RELUCTANT	2	1188	21.2	30.2	41.3
MIXED FEELINGS	3	879	15.7	22.3	63.6
SOMEWHAT WILLING	4	1065	19.0	27.0	90.7
VERY WILLING	5	368	6.6	9.3	100.0
	.	1659	29.6	Missing	
		Total	5598	100.0	100.0
Valid cases	3939	Missing cases	1659		

P16Q4

Col Position/Length 206,1

SPFCON88 SPOUSE-CONTROL OVER TIMING OF TRIPS-JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	580	10.4	14.7	14.7
SOMEWHAT RELUCTANT	2	1325	23.7	33.6	48.4
MIXED FEELINGS	3	897	16.0	22.8	71.2
SOMEWHAT WILLING	4	943	16.8	23.9	95.1
VERY WILLING	5	193	3.4	4.9	100.0
	.	1660	29.7	Missing	
		Total	5598	100.0	100.0
Valid cases	3938	Missing cases	1660		

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P16Q5

Col Position/Length 207,1

SPFDIS88 SPOUSE-PLANS DISRUPTED BY JOB-ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	888	15.9	22.6	22.6
SOMEWHAT RELUCTANT	2	1423	25.4	36.1	58.7
MIXED FEELINGS	3	766	13.7	19.5	78.2
SOMEWHAT WILLING	4	742	13.3	18.8	97.0
VERY WILLING	5	118	2.1	3.0	100.0
	.	1661	29.7	Missing	
		Total	5598	100.0	100.0
Valid cases	3937	Missing cases	1661		

P16Q6

Col Position/Length 208,1

SPFPCS88 SPOUSE-TIME ON LOCATION BETWEEN A PCS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	197	3.5	5.0	5.0
SOMEWHAT RELUCTANT	2	376	6.7	9.5	14.5
MIXED FEELINGS	3	883	15.8	22.4	37.0
SOMEWHAT WILLING	4	1561	27.9	39.6	76.6
VERY WILLING	5	922	16.5	23.4	100.0
	.	1659	29.6	Missing	
		Total	5598	100.0	100.0
Valid cases	3939	Missing cases	1659		

P16Q7

Col Position/Length 209,1

SPFOBL88 SOCIAL OBLIGATIONS PERFORMED BY SPOUSE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	735	13.1	18.7	18.7
SOMEWHAT RELUCTANT	2	784	14.0	20.0	38.7
MIXED FEELINGS	3	847	15.1	21.6	60.3
SOMEWHAT WILLING	4	1044	18.6	26.6	86.9
VERY WILLING	5	514	9.2	13.1	100.0
	.	1674	29.9	Missing	
		Total	5598	100.0	100.0
Valid cases	3924	Missing cases	1674		

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P1608

Col Position/Length 210,1

SPFANX88 SPOUSE FEELS ABOUT UNCERTAINTY OF ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	584	10.4	14.9	14.9
SOMEWHAT RELUCTANT	2	1101	19.7	28.1	42.9
MIXED FEELINGS	3	895	16.0	22.8	65.7
SOMEWHAT WILLING	4	1015	18.1	25.9	91.6
VERY WILLING	5	329	5.9	8.4	100.0
	.	1674	29.9	Missing	
		Total	5598	100.0	100.0
Valid cases	3924	Missing cases	1674		

P1609

Col Position/Length 211-212,2

YRIWED88 YEAR YOU WERE MARRIED OR EXPECT TO BE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	55	1	.0	.0	.0
	66	1	.0	.0	.1
	67	1	.0	.0	.1
	68	2	.0	.1	.1
	69	3	.1	.1	.2
	70	3	.1	.1	.3
	71	3	.1	.1	.4
	72	9	.2	.2	.6
	73	9	.2	.2	.8
	74	18	.3	.5	1.3
	75	15	.3	.4	1.7
	76	21	.4	.5	2.2
	77	39	.7	1.0	3.2
	78	35	.6	.9	4.1
	79	66	1.2	1.7	5.8
	80	165	2.9	4.2	10.0
	81	219	3.9	5.6	15.6
	82	258	4.6	6.6	22.3
	83	344	6.1	8.8	31.1
	84	395	7.1	10.1	41.2
	85	425	7.6	10.9	52.1
	86	534	9.5	13.7	65.8
	87	537	9.6	13.8	79.6
	88	399	7.1	10.2	89.8
	89	255	4.6	6.5	96.4

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	90	95	1.7	2.4	98.8
	91	27	.5	.7	99.5
	92	5	.1	.1	99.6
	93	7	.1	.2	99.8
	94	1	.0	.0	99.8
	95	3	.1	.1	99.9
	99	3	.1	.1	100.0
	.	1700	30.4	Missing	
	Total	5598	100.0	100.0	
Valid cases	3898	Missing cases	1700		

P16Q10
Col Position/Length 213,1

SPEXPT88 FAMILY CURRENTLY EXPECTING A CHILD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	464	8.3	11.8	11.8
NO	2	3461	61.8	88.2	100.0
.	.	1673	29.9	Missing	
	Total	5598	100.0	100.0	
Valid cases	3925	Missing cases	1673		

P16Q11
Col Position/Length 214,1

SPAWAY88 SPOUSE LIVE DIFFERENT GEOGRAPHIC AREA

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	497	8.9	12.7	12.7
NO	2	3429	61.3	87.3	100.0
.	.	1672	29.9	Missing	
	Total	5598	100.0	100.0	
Valid cases	3926	Missing cases	1672		

P16Q12
Col Position/Length 215,1

SPBORN88 BEST DESCRIBES SPOUSE FAMILY BACKGROUND

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
OUTSIDE USA	1	292	5.2	7.4	7.4
AMERICAN-MILITARY	2	750	13.4	19.1	26.6
AMERICAN-CIVILIAN	3	2880	51.4	73.4	100.0
.	.	1676	29.9	Missing	
	Total	5598	100.0	100.0	
Valid cases	3922	Missing cases	1676		

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P17Q13

Col Position/Length 216,1

SPINSV88 SPOUSE EVER SERVED IN THE MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	2524	45.1	64.2	64.2
YES-LEFT BEFORE	2	181	3.2	4.6	68.8
YES-LEFT AFTER	3	197	3.5	5.0	73.8
YES-STILL-INTEND OUT	4	185	3.3	4.7	78.5
YES-STILL UNDECIDED	5	295	5.3	7.5	86.0
YES-STAYING IN	6	551	9.8	14.0	100.0
.	.	1665	29.7	Missing	
Total		5598	100.0	100.0	
Valid cases	3933	Missing cases	1665		

P17Q14

Col Position/Length 217,1

SPEDUC88 HIGHEST LEVEL OF EDUCATION SPOUSE HAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< H.S. DEGREE	1	9	.2	.2	.2
H.S. DEGREE	2	267	4.8	6.8	7.0
SOME COLLEGE	3	843	15.1	21.5	28.5
2 YEAR-TECH. DEGREE	4	358	6.4	9.1	37.6
4 YEAR COLLEGE	5	1719	30.7	43.7	81.3
SOME GRADUATE	6	388	6.9	9.9	91.2
MASTER DEGREE	7	280	5.0	7.1	98.3
DOCTORATE	8	66	1.2	1.7	100.0
.	.	1668	29.8	Missing	
Total		5598	100.0	100.0	
Valid cases	3930	Missing cases	1668		

P17Q15

Col Position/Length 218,1

SPPLAN88 SPOUSE PLAN ADDITIONAL EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	688	12.3	17.6	17.6
YES-H.S. DIPLOMA	2	3	.1	.1	17.6
YES-A.A. DEGREE	3	197	3.5	5.0	22.7
YES-BACHELOR DEGREE	4	947	16.9	24.2	46.9
YES-MASTER DEGREE	5	1811	32.4	46.2	93.1
YES-DOCTORATE	6	270	4.8	6.9	100.0
.	.	1682	30.0	Missing	
Total		5598	100.0	100.0	
Valid cases	3916	Missing cases	1682		

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P17Q16

Col Position/Length 219,1

SPINED88 SPOUSE CURRENTLY IN SCHOOL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	3247	58.0	82.6	82.6
YES, PART-TIME	2	417	7.4	10.6	93.2
YES, FULL TIME	3	266	4.8	6.8	100.0
.	.	1668	29.8	Missing	
Total		5598	100.0	100.0	
Valid cases	3930	Missing cases	1668		

P17Q17

Col Position/Length 220,1

SPWORK88 SPOUSE CURRENTLY HAVE A PAYING JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO-NOT INTERESTED	1	860	15.4	22.0	22.0
NO-NO SUITABLE JOB	2	494	8.8	12.6	34.6
YES-UNDER 20 HOURS	3	253	4.5	6.5	41.1
YES-20-34 HOURS	4	267	4.8	6.8	47.9
YES-35-40 HOURS	5	674	12.0	17.2	65.2
YES-OVER 40 HOURS	6	1361	24.3	34.8	100.0
.	.	1689	30.2	Missing	
Total		5598	100.0	100.0	
Valid cases	3909	Missing cases	1689		

P17Q18

Col Position/Length 221,1

SPPROF88 SPOUSE WORKING AT PROFESSIONAL LEVEL JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	1188	21.2	30.3	30.3
YES	2	1956	34.9	49.8	80.1
NO	3	782	14.0	19.9	100.0
.	.	1672	29.9	Missing	
Total		5598	100.0	100.0	
Valid cases	3926	Missing cases	1672		

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P17Q19

Col Position/Length 222-223,2

SPHONY88 SPOUSE 1987 GROSS SALARY IN THOUSANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	905	16.2	23.9	23.9
	1	97	1.7	2.6	26.4
	2	97	1.7	2.6	29.0
	3	115	2.1	3.0	32.0
	4	91	1.6	2.4	34.4
	5	133	2.4	3.5	37.9
	6	82	1.5	2.2	40.1
	7	42	.8	1.1	41.2
	8	85	1.5	2.2	43.4
	9	37	.7	1.0	44.4
	10	150	2.7	4.0	48.4
	11	32	.6	.8	49.2
	12	128	2.3	3.4	52.6
	13	50	.9	1.3	53.9
	14	73	1.3	1.9	55.8
	15	143	2.6	3.8	59.6
	16	61	1.1	1.6	61.2
	17	52	.9	1.4	62.6
	18	114	2.0	3.0	65.6
	19	55	1.0	1.5	67.0
	20	181	3.2	4.8	71.8
	21	39	.7	1.0	72.8
	22	76	1.4	2.0	74.8
	23	55	1.0	1.5	76.3
	24	101	1.8	2.7	78.9
	25	159	2.8	4.2	83.1
	26	46	.8	1.2	84.3
	27	56	1.0	1.5	85.8
	28	69	1.2	1.8	87.6
	29	13	.2	.3	88.0
	30	164	2.9	4.3	92.3
	31	7	.1	.2	92.5
	32	29	.5	.8	93.3
	33	21	.4	.6	93.8
	34	9	.2	.2	94.0
	35	80	1.4	2.1	96.2
	36	17	.3	.4	96.6
	37	14	.3	.4	97.0
	38	17	.3	.4	97.4
	39	5	.1	.1	97.5
	40	39	.7	1.0	98.6
	41	4	.1	.1	98.7
	42	1	.0	.0	98.7
	43	4	.1	.1	98.8
	44	3	.1	.1	98.9
	45	8	.1	.2	99.1
	47	1	.0	.0	99.1
	48	2	.0	.1	99.2
	50	5	.1	.1	99.3
	54	1	.0	.0	99.3
	55	2	.0	.1	99.4
	56	3	.1	.1	99.5
	58	1	.0	.0	99.5
	60	7	.1	.2	99.7

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	65	2	.0	.1	99.7
	70	2	.0	.1	99.8
	77	1	.0	.0	99.8
	90	2	.0	.1	99.9
	99	5	.1	.1	100.0
	.	1805	32.2	Missing	
	Total		5598	100.0	100.0
Valid cases	3793	Missing cases	1805		

P17Q20
Col Position/Length 224-225,2

SPHOWK88 MONTHS SPOUSE WORKED FULL-TIME IN 1987

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ONE	1	216	3.9	6.4	6.4
TWO	2	77	1.4	2.3	8.7
THREE	3	109	1.9	3.2	11.9
FOUR	4	101	1.8	3.0	14.9
FIVE	5	91	1.6	2.7	17.6
SIX	6	155	2.8	4.6	22.1
SEVEN	7	69	1.2	2.0	24.2
EIGHT	8	89	1.6	2.6	26.8
NINE	9	129	2.3	3.8	30.6
TEN	10	125	2.2	3.7	34.3
ELEVEN	11	87	1.6	2.6	36.9
TWELVE	12	1582	28.3	46.8	83.7
DO NOT KNOW	13	553	9.9	16.3	100.0
.		2215	39.6	Missing	
Total		5598	100.0	100.0	
Valid cases	3383	Missing cases	2215		

P18Q21
Col Position/Length 226,1

PLANSP88 BEST DESCRIBES SPOUSE CAREER ASPIRATIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO WORK OUTSIDE	1	145	2.6	3.7	3.7
OCCASIONAL WORK	2	174	3.1	4.4	8.1
WANT JOB NOT CAREER	3	363	6.5	9.3	17.4
CAREER-WILL INTERRUPT	4	2206	39.4	56.2	73.6
CAREER-NO INTERRUPT	5	1034	18.5	26.4	100.0
.		1676	29.9	Missing	
Total		5598	100.0	100.0	
Valid cases	3922	Missing cases	1676		

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P18Q22

Col Position/Length 227,1

SPSEEK88 ARMY CAREER EFFECT ON SPOUSE CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	557	9.9	14.2	14.2
DIFFICULT	2	1242	22.2	31.7	45.9
NOT DIFFICULT	3	1101	19.7	28.1	73.9
EASY	4	473	8.4	12.1	86.0
VERY EASY	5	358	6.4	9.1	95.1
NOT INTERESTED	6	89	1.6	2.3	97.4
DO NOT KNOW	7	103	1.8	2.6	100.0
.	.	1675	29.9	Missing	
Total		5598	100.0	100.0	
Valid cases	3923	Missing cases	1675		

P18Q23

Col Position/Length 228,1

SPDIFF88 SPOUSE GET JOBS IF YOU THE LEFT ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	39	.7	1.0	1.0
DIFFICULT	2	187	3.3	4.8	5.8
NOT DIFFICULT	3	1053	18.8	26.8	32.6
EASY	4	1281	22.9	32.6	65.2
VERY EASY	5	1153	20.6	29.4	94.6
NOT INTERESTED	6	83	1.5	2.1	96.7
DO NOT KNOW	7	131	2.3	3.3	100.0
.	.	1671	29.8	Missing	
Total		5598	100.0	100.0	
Valid cases	3927	Missing cases	1671		

P18Q24

Col Position/Length 229,1

SPUNEM88 LEAVE ARMY IF SPOUSE NOT FIND JOB WANTED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
DEFINITELY YES	1	269	4.8	6.9	6.9
PROBABLY YES	2	538	9.6	13.7	20.6
DO NOT KNOW	3	1056	18.9	27.0	47.6
PROBABLY NO	4	1264	22.6	32.3	79.9
DEFINITELY NO	5	787	14.1	20.1	100.0
.	.	1684	30.1	Missing	
Total		5598	100.0	100.0	
Valid cases	3914	Missing cases	1684		

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P18025

Col Position/Length 230,1

SPLIKE88 SPOUSE FEELINGS ABOUT YOUR STAYING ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
DEFINITELY STAY	1	874	15.6	22.3	22.3
LEANS TOWARD STAY	2	943	16.8	24.0	46.3
NEUTRAL	3	1123	20.1	28.6	74.8
LEANS TOWARD LEAVE	4	703	12.6	17.9	92.7
DEFINITELY LEAVE	5	285	5.1	7.3	100.0
	.	1670	29.8	Missing	
		Total	5598	100.0	100.0
Valid cases	3928	Missing cases	1670		

P18026

Col Position/Length 231,1

SPSPTU88 SPOUSE SUPPORT ON ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONG SUPPORT	1	2526	45.1	64.3	64.3
MODERATE SUPPORT	2	892	15.9	22.7	87.0
NEUTRAL	3	231	4.1	5.9	92.8
MODERATE OPPOSITION	4	188	3.4	4.8	97.6
STRONG OPPOSITION	5	93	1.7	2.4	100.0
	.	1668	29.8	Missing	
		Total	5598	100.0	100.0
Valid cases	3930	Missing cases	1668		

P18027

Col Position/Length 232,1

SPOALL88 SPOUSE OVERALL SATISFACTION WITH ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	539	9.6	13.7	13.7
SATISFIED	2	1875	33.5	47.7	61.4
NEUTRAL	3	817	14.6	20.8	82.1
DISSATISFIED	4	561	10.0	14.3	96.4
VERY DISSATISFIED	5	142	2.5	3.6	100.0
	.	1664	29.7	Missing	
		Total	5598	100.0	100.0
Valid cases	3934	Missing cases	1664		

APPENDIX A

1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P18Q28

Col Position/Length 233,1

SPSFAM88 SPOUSE SATISFIED HOW ARMY TREATS FAMILY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	208	3.7	5.3	5.3
SATISFIED	2	1358	24.3	34.6	39.9
NEUTRAL	3	1332	23.8	33.9	73.8
DISSATISFIED	4	785	14.0	20.0	93.7
VERY DISSATISFIED	5	246	4.4	6.3	100.0
	.	1669	29.8	Missing	
		Total	5598	100.0	100.0
Valid cases	3929	Missing cases	1669		

APPENDIX B

COVER LETTER AND 1988 SURVEY BOOKLET



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, DC 20310-0300

REPLY TO
ATTENTION OF

PERI-RP

Dear Fellow Officer:

The Army Research Institute (ARI) has been asked to provide information on career and family related issues important to junior officers commissioned in the 1980's. You are one of the officers randomly selected to assist in this important effort.

The information obtained from this survey will be used to guide decisions about personnel policies and programs affecting all officers. Therefore, please provide thoughtful, candid responses. The confidentiality of your responses will be protected.

Request that you complete and return the enclosed questionnaire as soon as possible. Thank you for your cooperation and support.

Sincerely,

Allen K. Ono
Lieutenant General, U.S. Army
Deputy Chief of Staff
for Personnel

Enclosure

Approval Authority: U.S. Army Soldier Support Center - NCR
Survey Control Number: ATNC-AO-88-47 RCS: MILPC-3

LAST NAME, FIRST NAME



1988 SURVEY: LONGITUDINAL RESEARCH ON OFFICER CAREERS

The U.S. Army Research Institute (ARI) is collecting data from Army officers on issues pertaining to their careers and their families. The information we obtain will be used to help policy planners improve the preparation, performance and retention of officers. Follow-up surveys may be administered in the future to examine changes over time.

PRIVACY ACT STATEMENT

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information collected.

The Department of the Army may collect the information requested in this survey under the authority of 10 United States Code 137. Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in this survey will be used solely for research purposes. Social Security Numbers and names are requested only for tracking and control purposes.

Your responses will be held in strict confidence. No one outside the research team will have access to individual data.

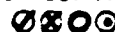
MARKING DIRECTIONS

- Use only a No. 2 black lead pencil.
- Do NOT use ballpoint or felt-tip pen.
- Read each question carefully. Make a **HEAVY BLACK MARK** in the circle that corresponds to your answer. Be sure to **FILL THE CIRCLE**.
- Please do not make any other marks on the page.
- Erase cleanly any answer you wish to change.

CORRECT MARK



INCORRECT MARKS



Please print your **SOCIAL SECURITY NUMBER** in the boxes below; then blacken the matching circle under each digit.

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

I. BACKGROUND INFORMATION

1. What is your sex?

- ☐ Male
☐ Female

2. In what year were you born?

Enter the number of the year in the box, then blacken the corresponding digits below.

19

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

EXAMPLE: 19

5	4
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. What is your current marital status?

- ☐ Single, never married
☐ Single, engaged to be married
☐ Married
☐ Legally separated
☐ Divorced
☐ Widowed

4. What is your racial/ethnic background?

- ☐ White, not of Spanish/Hispanic origin
☐ Black, not of Spanish/Hispanic origin
☐ Spanish/Hispanic
☐ Asian or Pacific Islander
☐ American Indian, Aleut, Eskimo
☐ Other

5. What is the highest level of education you have attained?

- ☐ Some college
☐ Bachelor's degree
☐ Some graduate school
☐ Master's degree or equivalent
☐ Doctorate or professional degree

6. What was your undergraduate major field of study?

- ☐ NA — Not Applicable
☐ Humanities
☐ Social Sciences/ Education
☐ Computer Sciences/ Statistics
☐ Engineering/ Applied Sciences
☐ Physical Sciences/ Math
☐ Biological Sciences
☐ Business/ Finance/ Public Administration
☐ Nursing
☐ Medical/ Dental
☐ Other



7. What is/was your graduate major field of study?

- ☐ NA — Not Applicable
- ☐ Humanities
- ☐ Social Sciences Education
- ☐ Computer Sciences Statistics
- ☐ Engineering Applied Sciences
- ☐ Physical Sciences Math
- ☐ Biological Sciences
- ☐ Business Finance Public Administration
- ☐ Nursing
- ☐ Medical Dental
- ☐ Other

8. How many children do you have (for whom you have custody)?

- ☐ None
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 or more

9. How old is your youngest child?

- ☐ NA — no children
- ☐ Under 2 years old
- ☐ 2-5
- ☐ 6-11
- ☐ 12-17
- ☐ 18 or over

10. When you were growing up did you have a parent who was career active duty military?

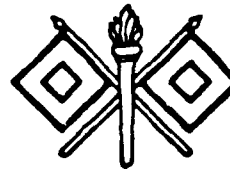
- ☐ Yes
- ☐ No

11. What branch are you in?

- ☐ 11 - Infantry (IN)
- ☐ 12 - Armor (AR)
- ☐ 13 - Field Artillery (FA)
- ☐ 14 - Air Defense Artillery (AD)
- ☐ 15 - Aviation (AV)
- ☐ 18 - Special Forces (SF)
- ☐ 21 - Corps of Engineers (EN)
- ☐ 25 - Signal Corps (SC)
- ☐ 31 - Military Police Corps (MP)
- ☐ 35 - Military Intelligence (MI)
- ☐ 42 - Adjutant General Corps (AG)
- ☐ 44 - Finance Corps (FC)
- ☐ 55 - Judge Advocate General Corps (JA)
- ☐ 56 - Chaplain Corps (CH)
- ☐ 74 - Chemical Corps (CM)
- ☐ 88 - Transportation Corps (TC)
- ☐ 91 - Ordnance Corps (OR)
- ☐ 92 - Quartermaster Corps (QM)
- ☐ 60-69 - Special Branches - Medical

12. If you could be in any branch you wanted, which would you select?

- ☐ 11 - Infantry (IN)
- ☐ 12 - Armor (AR)
- ☐ 13 - Field Artillery (FA)
- ☐ 14 - Air Defense Artillery (AD)
- ☐ 15 - Aviation (AV)
- ☐ 18 - Special Forces (SF)
- ☐ 21 - Corps of Engineers (EN)
- ☐ 25 - Signal Corps (SC)
- ☐ 31 - Military Police Corps (MP)
- ☐ 35 - Military Intelligence (MI)
- ☐ 42 - Adjutant General Corps (AG)
- ☐ 44 - Finance Corps (FC)
- ☐ 55 - Judge Advocate General Corps (JA)
- ☐ 56 - Chaplain Corps (CH)
- ☐ 74 - Chemical Corps (CM)
- ☐ 88 - Transportation Corps (TC)
- ☐ 91 - Ordnance Corps (OR)
- ☐ 92 - Quartermaster Corps (QM)
- ☐ 60-69 - Special Branches - Medical



13. What functional area would you prefer if you stay in the Army?

- ☐ 39 Psychological Operations Civil Affairs
- ☐ 41 Personnel Management
- ☐ 45 Comptroller
- ☐ 46 Public Affairs
- ☐ 47 USMA Permanent Faculty
- ☐ 48 Foreign Area Officer
- ☐ 49 Operations Research Systems Analysis
- ☐ 50 Force Development
- ☐ 51 Research and Development
- ☐ 52 Nuclear Weapons
- ☐ 53 Systems Automation Officer
- ☐ 54 Operations Plans and Training
- ☐ 97 Contracting and Industrial Management
- ☐ DK Don't know no preference

14. When did you begin your active commissioned service in the Army?

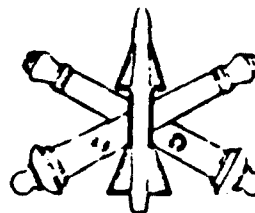
- ☐ Before 1980
- ☐ 1980
- ☐ 1981
- ☐ 1982
- ☐ 1983
- ☐ 1984
- ☐ 1985
- ☐ 1986
- ☐ 1987
- ☐ 1988

15. What was the source of your commission?

- ☐ ROTC scholarship
- ☐ ROTC non-scholarship
- ☐ USMA
- ☐ OCS
- ☐ Direct
- ☐ Other

16. Upon commissioning, were you designated DMG (Distinguished Military Graduate)?

- ☐ Yes
- ☐ No
- ☐ Not applicable



17. What is your current status?

- ☐ RA (Regular Army)
- ☐ OTRA (Other than regular Army)
- ☐ Other

18. What is your current rank?

- ☐ 2LT
- ☐ 1LT
- ☐ CPT
- ☐ MAJ or above

19. What is your Major Command Headquarters?

- ☐ Forces Command
- ☐ Training and Doctrine Command
- ☐ U.S. Army Europe
- ☐ Western Command
- ☐ Eighth U.S. Army (Korea)
- ☐ Health Services Command
- ☐ Southern Command
- ☐ Joint Staff or HQDA
- ☐ Other

20. How many years of active duty service have you completed (including any enlisted or warrant officer time)?

For single digit responses, start with "0."

For example, if you have 5 years active duty service, enter "05" in the boxes and blacken the "0" and the "5" below.

years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

21. How many years of active duty service do you expect to have completed by the time you leave the Army?

For single digit responses, start with "0."

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

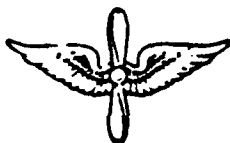
years

22. How many months do you have left in your obligated period of active duty service (including additional obligations incurred from PCS, military training, civilian schooling)?

Enter "00" if you have completed your current obligation.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

months



23. How many months ago did you complete your active duty service obligation?

Enter "00" if you have not yet completed your current obligation.

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

months

24. What was your total family income from all sources (before taxes) in 1987? Round to the nearest thousand. (Blacken 99 if your total income was \$99,000 or more.)

\$		
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

thousand dollars

II: CURRENT ASSIGNMENT

A. Supervision and Work

Please use the scale below to evaluate your supervisor/rater and the nature of the work in your current assignment. If you are currently in school or training, however, use your previous duty assignment as the basis for answering questions 1-6.

Supervisor 'Rater

- Supervisor Ratee**
1. Overall leadership effectiveness ☐ Very good ☐ Good ☐ Fair ☐ Poor ☐ Very poor
2. Recognizing/rewarding subordinates . ☐ ☐ ☐ ☐ ☐
3. Technical competence ☐ ☐ ☐ ☐ ☐

Nature of the Work

4. Opportunity to learn/develop skills relevant to your career ☐ ☐ ☒ ☐ ☐
5. Opportunity to do work that interests you ☐ ☐ ☒ ☐ ☐
6. Opportunity to exercise initiative/put your ideas into action ☐ ☐ ☒ ☐ ☐

B. Assignments

7. Which category below best describes the nature of your current duty assignment?
- ☐ Platoon leader (or equivalent)
 - ☐ Company XO
 - ☐ Company commander
 - ☐ Staff officer
 - ☐ Special branch position (e.g., Doctor, Nurse, Lawyer, Chaplain)
 - ☐ Instructor/trainer
 - ☐ In military training school
 - ☐ In civilian school
 - ☐ Other

- 8. How many hours per week (on average) do you usually work in your current assignment?**

	hours
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12

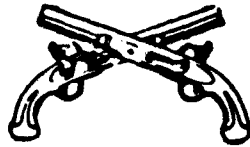
9. How many hours per week (on average) would you like to work on your job?

		hours
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	
10	10	
11	11	
12	12	

- 10. Which category below best describes the nature of your previous duty assignment?**

- ☐ Platoon leader (or equivalent)
☐ Company XO
☐ Company commander
☐ Staff officer
☐ Special branch position (e.g. Doctor, Nurse, Lawyer, Chaplain)
☐ Instructor/trainer
☐ In military training school
☐ In civilian school
☐ Other





C. Satisfaction

Please use the scale below to indicate your overall level of satisfaction with the following aspects of Army life at the present time.

How satisfied are you with ...

11. Personal and family life ☐ ☐ ☐ ☐ ☐
12. Life as an officer ☐ ☐ ☐ ☐ ☐
13. Support received from branch assignment officer(s) ☐ ☐ ☐ ☐ ☐
14. Time available to pursue personal life goals ☐ ☐ ☐ ☐ ☐
15. Relationships with superior officers ☐ ☐ ☐ ☐ ☐
16. Relationships with peers ☐ ☐ ☐ ☐ ☐
17. Relationships with subordinates ☐ ☐ ☐ ☐ ☐

Extremely satisfied
Satisfied
Neutral or mixed feelings
Dissatisfied
Extremely dissatisfied



III. YOUR CAREER

A. Development and Support

Please indicate your level of agreement with the following statements.

My pre-commissioning military training (USMA, ROTC, OCS) prepared me to ...

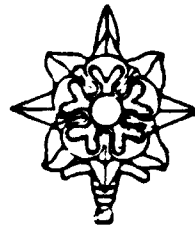
1. master the requirements of my Branch Basic Course.....☐ ☐ ☐ ☐ ☐
2. conduct oral presentations and briefings.....☐ ☐ ☐ ☐ ☐
3. write memos and short reports...☐ ☐ ☐ ☐ ☐
4. be an effective officer.....☐ ☐ ☐ ☐ ☐

5. How good are the opportunities for advancement in your branch for someone who has had the types of assignments you have had?

☐ Excellent
☐ Very good
☐ Good
☐ Limited
☐ Very limited

6. How good are the opportunities for command in your branch?

☐ Excellent
☐ Very good
☐ Good
☐ Limited
☐ Very limited



7. How competitive for schools and promotions would you be if you were to be evaluated solely on the basis of your performance to date (i.e., if the nature and importance of assignments didn't matter)?

☐ I'd have a strong advantage
☐ I'd have an advantage
☐ No advantage or disadvantage
☐ I'd be at a disadvantage
☐ I'd be at a strong disadvantage

8. How competitive would you be if you were to be evaluated right now taking the nature of your assignments, as well as your performance into account?

☐ I'd have a strong advantage
☐ I'd have an advantage
☐ No advantage or disadvantage
☐ I'd be at a disadvantage
☐ I'd be at a strong disadvantage

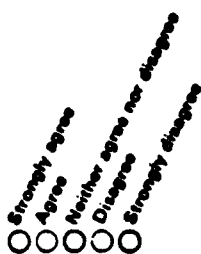
9. Have you been treated any differently in your job or career because of your race or ethnic background?

☐ Yes, more positively
☐ Yes, more negatively
☐ No

10. Have you been treated any differently in your job or career because of your sex?

☐ Yes, more positively
☐ Yes, more negatively
☐ No

Please indicate your level of agreement with the following statements.

11. I am confident I will be promoted as high as my ability and interest warrant if I stay in the Army 

12. The Army will protect my benefits and retirement 

13. I am confident I will get the kinds of assignments I need to be competitive for promotions 

14. I am very likely to get assignments that match my skills and interests if I stay in the Army 

15. The officer evaluation/selection system is effective in promoting the best officers 

16. The officer evaluation/selection system rewards officers for integrity and professionalism 

17. The Army places too much emphasis on weight control 



18. What are the primary sources of any uncertainty you have right now about what you could expect from an Army career? (Select as many as apply)

- ☐ My lack of experience in the Army
- ☐ My career goals are unclear
- ☐ Inconsistent or unclear selection criteria for officers
- ☐ Changes in Army manpower needs
- ☐ Impending Congressional actions (budget, RIFs, etc.)
- ☐ I don't have any uncertainty
- ☐ Other (explain on page 19)

Please use the scale below to indicate how satisfied you are with the following aspects of Army life.

How satisfied are you with ...

19. The kinds of assignments you have had 

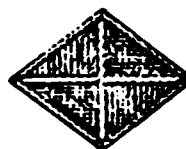
20. The quality of information you have received about Army career options 

21. Opportunities for informal contacts with superiors 

22. Your current compensation (pay, allowances, benefits, etc.) 

23. The respect and recognition given to officers in your career field 

24. Social relations with peers 



B. Mentors/Ethics

25. How many mentors (someone who actively assists and helps guide your professional development in some significant and ongoing way) have you had?
- ☐ None
 - ☐ One
 - ☐ Two
 - ☐ Three or more
26. Who was the mentor who has had the greatest impact on your development in the Army?
- ☐ A rater
 - ☐ A senior rater
 - ☐ A peer
 - ☐ An officer not in your chain of command
 - ☐ A key NCO
 - ☐ Other
 - ☐ NA — no mentor
27. What was the most important kind of assistance given to you by this mentor?
- ☐ Job related guidance
 - ☐ Career planning guidance
 - ☐ Personal and social guidance
 - ☐ Moral ethical guidance
 - ☐ NA — no mentor
28. In your capacity as an officer, have you ever been asked or pressured by a superior to do something you consider unethical?
- ☐ Yes
 - ☐ No
29. Do you feel that unethical behavior is a problem in the Army Officer Corps?
- ☐ Not a problem at all
 - ☐ A small problem
 - ☐ A moderate problem
 - ☐ A serious problem
 - ☐ A very serious problem

C. Career Orientations

Please complete the next four statements (Questions 30-33) with the response that is most true for you.

30. If affordable, decent housing were available both on-post and off-post, I would generally prefer to live:
- ☐ On-post
 - ☐ Off-post
31. Most important to my personal pride is:
- ☐ My service to the Army and the United States as a soldier
 - ☐ My technical/professional skills
32. When I think of myself as a professional, I compare myself most often with:
- ☐ Army leaders whom I know and respect
 - ☐ Those who are respected in my technical career field whether or not they are in the Army
33. The kind of work I enjoy most is available:
- ☐ Only in the military
 - ☐ Primarily in the military
 - ☐ Equally in military and civilian world
 - ☐ Primarily in the civilian world
 - ☐ Only in the civilian world
34. All in all, how satisfied are you with your job?
- ☐ Very satisfied
 - ☐ Satisfied
 - ☐ Neither satisfied nor dissatisfied
 - ☐ Dissatisfied
 - ☐ Very dissatisfied

35 All in all, how satisfied are you with your career prospects in the Army?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied



If you were to stay in the Army to what extent would you expect to...

36. Participate in field exercises and/or combat training?

- ☐ Much more than I like
☐ More than I like
☐ About right for me
☐ Less than I like
☐ Much less than I like

37. Work in your functional area?

- ☐ Much more than I like
☐ More than I like
☐ About right for me
☐ Less than I like
☐ Much less than I like

38. Work in your branch/operational specialty?

- ☐ Much more than I like
☐ More than I like
☐ About right for me
☐ Less than I like
☐ Much less than I like

For some officers career plans change over time, while for others, career plans remain constant. Here we are interested in finding out whether or not your own plans have changed. Please use the following scale to indicate (to the best of your recollection) how you felt at the time of each event/experience described below.

39. When I began precommissioning training (e.g., USMA, ROTC, OCS) I was

- ☐ Planning on an Army career
☐ Learning towards an Army career
☐ Undecided
☐ Learning towards civilian career
☐ Planning on a civilian career
☐ NA - has not happened yet

40. At the time I received my commission I was

- ☐ ☐ ☐ ☐ ☐

41. After my first leadership assignment (e.g., platoon leader) I was

- ☐ ☐ ☐ ☐ ☐ ☐

42. After my first staff type assignment I was

- ☐ ☐ ☐ ☐ ☐ ☐

43. At the end of the Advanced Course I was

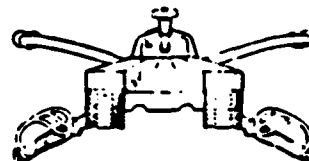
- ☐ ☐ ☐ ☐ ☐ ☐

44. After my first company command assignment I was

- ☐ ☐ ☐ ☐ ☐ ☐

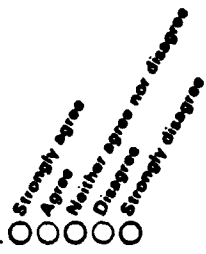
45. Right now I am

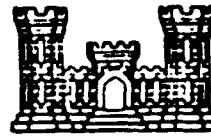
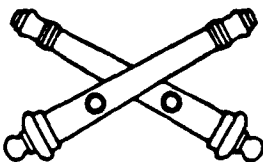
- ☐ ☐ ☐ ☐ ☐

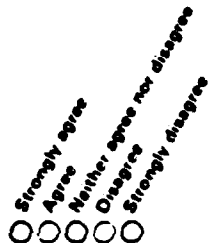


D. Attitudes and Perceptions

Use scale below to indicate your level of agreement with the following statements:

46. Civilians are more likely to share my values and beliefs than other officers 
47. An Army career would allow me to attain the standard of living I want for myself/my family 
48. One of the things I value most about the Army is the sense of community or camaraderie I feel 
49. In my Army work, I like to feel that I am making some effort, not just for myself but for the Army mission as well 
50. I would rather be affiliated with the Army than any civilian organization I know of 
51. I would be happiest in a "traditional" marriage, where the husband makes the major decisions for the family 
52. If I were to make the Army a career, I could maintain the kind of balance I want between my work and personal life 



53. An officer's spouse should devote a good deal of time to unit and post activities 
54. Even if I had an offer of a bit more pay from a civilian organization, I would be reluctant to leave the Army 
55. A married woman who works should have the same opportunity as her husband to make long range plans for her career 
56. I would discourage a close friend from joining the Army 
57. It would please me to know that my work has made a contribution to the good of the Army 
58. The demands of an Army career would make it difficult to have the kind of family life I would like 
59. I can count on Army people to help out when needed 

60 Officers will have difficulty advancing their careers if their spouses do not get involved in unit or Army community activities

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

61 I frequently feel like leaving the Army

○ ○ ○ ○ ○

62 I am quite proud to tell people that I am in the Army

○ ○ ○ ○ ○

63 Even if a husband has a demanding career, he should share responsibility for housework and childcare

○ ○ ○ ○ ○

64 I feel I am really a part of the Army organization

○ ○ ○ ○ ○

65 For me, a rewarding career can compensate for limited personal family time

○ ○ ○ ○ ○

66 I can get ahead in the Army doing the kinds of work I like best

○ ○ ○ ○ ○

67 If I were to stay in the Army, I could provide my family with the opportunities and experiences I think are most important

○ ○ ○ ○ ○

E. Future Plans and Constraints

68. Which of the following best describes your current career intentions?

- ☐ I plan to stay in the Army beyond 20 years
- ☐ I plan to stay in the Army until retirement at 20 years
- ☐ I plan to stay in the Army beyond my obligation, but am undecided about staying until retirement
- ☐ I am undecided whether or not I will stay in the Army upon completion of my obligation
- ☐ I will probably leave the Army upon completion of my obligation
- ☐ I will definitely leave the Army upon completion of my obligation

69. How difficult do you think it would be for you to find a good civilian job right now, considering both your own qualifications and current labor market conditions?

- ☐ Very difficult
- ☐ Difficult
- ☐ Not particularly difficult or easy
- ☐ Easy
- ☐ Very easy

70. How difficult would it be for you to leave the Army in the next year or so, given your current personal or family situation?

- ☐ Very difficult
- ☐ Difficult
- ☐ Not particularly difficult or easy
- ☐ Easy
- ☐ Very easy

71. How difficult would it be for you financially to be unemployed for 2 or 3 months if you needed time to find a new job?

- ☐ Very difficult
- ☐ Difficult
- ☐ Not particularly difficult or easy
- ☐ Easy
- ☐ Very easy

IV. ARMY LIFE

A. Decision Factors

Listed below are some of the factors officers may consider when making career decisions. Please use the following scale to indicate the importance of these factors to your career decision.

	Extremely important	Very important	Somewhat important	Unimportant (not a factor at all)
1. Pay	☐	☐	☐	☐
2. Retirement benefits	☐	☐	☐	☐
3. Benefits other than retirement (e.g., medical, PX)	☐	☐	☐	☐
4. Assistance for civilian graduate education	☐	☐	☐	☐
5. Overall standard of living in the Army	☐	☐	☐	☐
6. Opportunities to advance in your chosen field	☐	☐	☐	☐
7. Opportunities for job satisfaction	☐	☐	☐	☐
8. Quality of co-workers	☐	☐	☐	☐
9. Your feelings about the organization mission/goals	☐	☐	☐	☐
10. Working hours/schedule	☐	☐	☐	☐
11. Employment/educational opportunities for spouse	☐	☐	☐	☐
12. Spouse's overall satisfaction	☐	☐	☐	☐
13. Quality of childcare/schools/youth facilities	☐	☐	☐	☐
14. Time for personal/family life	☐	☐	☐	☐
15. Length of maternity/paternity leave available	☐	☐	☐	☐
16. Overall quality of life in military	☐	☐	☐	☐
17. Level of integrity/professionalism in organization	☐	☐	☐	☐
18. Personal freedom	☐	☐	☐	☐
19. Job security	☐	☐	☐	☐
20. Total family income	☐	☐	☐	☐
21. Civilian job alternatives available to you	☐	☐	☐	☐
22. Slow down in officer promotions	☐	☐	☐	☐

Please select the 3 factors from the list to the left (Questions 1-22) that are most critical to your own decision about staying in or leaving the Army.

23. Blacken the item number of first most important factor.
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18 ☐ 19 ☐ 20 ☐ 21 ☐ 22
24. Blacken the item number of second most important factor.
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18 ☐ 19 ☐ 20 ☐ 21 ☐ 22
25. Blacken the item number of third most important factor.
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18 ☐ 19 ☐ 20 ☐ 21 ☐ 22

B. Civilian Alternatives

Please use the scale below to indicate how you perceive conditions in the military compared with conditions in a civilian job you could realistically expect to get.

	Much better in the Army	Somewhat better in the Army	About the same	Somewhat better in civilian life	Much better in civilian life	Don't know
26. Pay	☐	☐	☐	☐	☐	☐
27. Retirement benefits	☐	☐	☐	☐	☐	☐
28. Benefits other than retirement	☐	☐	☐	☐	☐	☐
29. Assistance for civilian graduate education	☐	☐	☐	☐	☐	☐
30. Overall standard of living	☐	☐	☐	☐	☐	☐
31. Opportunities to advance in your chosen field	☐	☐	☐	☐	☐	☐
32. Opportunities for job satisfaction	☐	☐	☐	☐	☐	☐
33. Quality of co-workers	☐	☐	☐	☐	☐	☐
34. Your feelings about the organization mission/goals	☐	☐	☐	☐	☐	☐
35. Working hours/schedule	☐	☐	☐	☐	☐	☐
36. Employment/educational opportunities for spouse	☐	☐	☐	☐	☐	☐
37. Spouse's overall satisfaction	☐	☐	☐	☐	☐	☐
38. Quality of childcare/schools/youth facilities	☐	☐	☐	☐	☐	☐
39. Time for personal/family life	☐	☐	☐	☐	☐	☐
40. Length of maternity/paternity leave available	☐	☐	☐	☐	☐	☐
41. Overall quality of life	☐	☐	☐	☐	☐	☐
42. Level of integrity/professionalism in organization	☐	☐	☐	☐	☐	☐
43. Personal freedom	☐	☐	☐	☐	☐	☐
44. Job security	☐	☐	☐	☐	☐	☐
45. Total family income	☐	☐	☐	☐	☐	☐

V. ARMY LIFE EXPECTATIONS

In this section, we are asking about job conditions and career requirements you could expect if you were to stay in the Army. Next, you will be asked how you feel about these conditions.

1. How many weeks would you expect to spend away from home in a typical year (including TDY, field exercises, training, alerts, etc.)?

weeks	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

2. How many unaccompanied tours (6 months or more) would you expect to have over the course of a 20-year career in the Army?

None
1
2
3
4
5
6
7 or more

3. In most Army assignments, how much flexibility would you have in your daily schedule to adjust your hours or take time off for personal or family reasons?

Almost no flexibility
A little flexibility
Some flexibility
A lot of flexibility
Almost total flexibility

4. In most Army assignments, how much control would you typically have over the timing (i.e., length and when you leave) of trips or assignments that would take you away from home?

Almost no control
A little control
Some control
A lot of control
Almost total control

5. How often are personal or family plans (vacations, family outings, special dinners, etc.) likely to be disrupted by job demands/Army requirements?

☐ Very seldom
☐ Occasionally
☐ About half the time
☐ Frequently
☐ Almost always

6. How long, on the average, do you expect to stay in one location before a PCS?

☐ More than 4 years
☐ About 4 years
☐ About 3 years
☐ About 2 years
☐ Less than 2 years

Now, please use the scale below to indicate how willing or reluctant you are to accept the conditions/requirements you expect in an Army career.

How do you feel about ...

7. the number of weeks per year you would typically spend away from home

Very reluctant to accept
Somewhat reluctant to accept
Mixed feelings or neutral
Somewhat willing to accept
Very willing to accept

8. the number of unaccompanied tours you would probably have over the course of a career

☐ ☐ ☐ ☐ ☐

9. the amount of flexibility you would have to adjust your schedule or take time off for personal or family reasons

☐ ☐ ☐ ☐ ☐

10. the amount of control you would have over the timing of trips/assignments that would take you away from home

☐ ☐ ☐ ☐ ☐

11. the frequency with which personal or family plans would be disrupted by job demands/Army requirements

☐ ☐ ☐ ☐ ☐

12. the average length of time you would stay in one location before a PCS

☐ ☐ ☐ ☐ ☐

NOTE: If you are married or planning to get married (i.e., formally or informally engaged) please continue with the next section. It is important that we learn more about the background and feelings of officers' spouses and prospective spouses.

If you are single, please turn to page 19.

VI. SPOUSE/FIANCÉ INFORMATION

Married and Engaged Officers Only
(Others go to Page 19)

Please use the scale below to indicate how you think your spouse or fiancé feels about the conditions/requirements you expect in an Army career.

**How do you think your spouse/
fiance feels about ...**

- 1 the number of weeks per year you would typically spend away from home?..... ☐ Very ☐ Some ☐ Mixed ☐ Some ☐ Very

- 2 the number of unaccompanied tours you would probably have over the course of a career? ○ ○ ○ ○ ○

- 3 the amount of flexibility you would have to adjust your schedule or take time off for personal or family reasons? ☐ ☐ ☐ ☐ ☐

4. the amount of control you would have over the timing of trips/assignments that would take you away from home? ○○○○○

- 5 the frequency with which personal or family plans would be disrupted by job demands Army requirements? ○○○○○

6. the average length of time
you would stay in one
location before a PCS? ○○○○○○

7. the social obligations traditionally performed by the spouse of an officer (clubs, volunteer work, attending and hosting social functions, etc.)? ☐ ☐ ☐ ☐ ☐

8. How do you think your spouse/fiancee feels about the general uncertainty of Army life (alerts, last minute schedule changes, short notice moves, etc.)?
- ☐ Very reluctant to accept
- ☐ Somewhat reluctant to accept
- ☐ Mixed feelings or neutral
- ☐ Somewhat willing to accept
- ☐ Very willing to accept

9. Please enter the year you were married, or if not married yet, the year you expect to get married.

		(0)
		(1)
		(2)
		(3)
		(4)
	(8)	(6)
	(6)	(6)
	(7)	(7)
	(6)	(8)
	(9)	(9)

10. Is your family currently expecting a child (i.e., next 9 months)?

- ☐ Yes
☐ No

- 11. Does your spouse/fiance live in a different geographic area from you right now?**

- ☐ Yes
☐ No

- 12. Please indicate which best describes your spouse/fiancé's family background?**

- ☐ Born and raised outside the U.S
- ☐ American — military family background
- ☐ American — civilian family background

13 Has your spouse/fiancé ever served in the military?

- ☐ No
- ☐ Yes and left before we decided to get married
- ☐ Yes and left after we were married
- ☐ Yes and is still in but intending to get out
- ☐ Yes and is still in but undecided about staying
- ☐ Yes and is still in and intending to stay

14 What is the highest level of education your spouse/fiancé has attained?

- ☐ Less than high school degree
- ☐ High school degree or equivalent
- ☐ Some college, no degree
- ☐ Graduate of 2 year college or technical school
- ☐ Graduate of 4 year college
- ☐ Some graduate level work
- ☐ Master's degree or equivalent
- ☐ Doctorate or professional degree (e.g., MD, JD)

15 Does your spouse/fiancé plan to get additional education?

- ☐ No
- ☐ Yes — HS diploma or equivalent
- ☐ Yes — Associate's degree
- ☐ Yes — Bachelor's degree
- ☐ Yes — Master's degree or equivalent
- ☐ Yes — Doctorate or professional degree

16 Is your spouse/fiancé currently in school?

- ☐ No
- ☐ Yes part-time
- ☐ Yes full-time

17 Does your spouse/fiancé currently have a paying job?

- ☐ No — not interested in paid employment now
- ☐ No — wants paid work but hasn't found a suitable job
- ☐ Yes — under 20 hours/week
- ☐ Yes — 20-34 hours/week
- ☐ Yes — 35-40 hours/week
- ☐ Yes — Over 40 hours/week

18 Is your spouse/fiancé working at what is considered to be a professional level job (i.e., one that typically requires college or college-level training)?

- ☐ NA — spouse not working
- ☐ Yes
- ☐ No

19 Approximately how much did your spouse/fiancé earn (before taxes) in all of 1987? Round to the nearest thousand.

\$		thousand dollars
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

20 Approximately how many months did your spouse/fiancé work full-time (at least 35 hours per week) in 1987?

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12
- ☐ Don't know



21. Which statement best describes your spouse/fiancé's long-term work/career aspirations?

- ☐ Not interested in working for pay outside the home
- ☐ Interested only in occasional or temporary jobs
- ☐ Wants fairly continuous employment, but not career or advancement oriented
- ☐ Wants a career with advancement potential, but willing to postpone or interrupt career (e.g., for children, relocation)
- ☐ Wants a full-time career with advancement potential and no major career interruptions

22. How difficult do you think it will be for your spouse/fiancé to get the kind of jobs or career opportunities she/he wants if you decide to make the Army a career?

- ☐ Very difficult
- ☐ Difficult
- ☐ Not especially difficult or easy
- ☐ Easy
- ☐ Very easy
- ☐ NA — Not interested in paid work
- ☐ Don't know

23. How difficult do you think it will be for your spouse/fiancé to get the kind of jobs or career opportunities she/he wants if you left the Army at your next opportunity?

- ☐ Very difficult
- ☐ Difficult
- ☐ Not especially difficult or easy
- ☐ Easy
- ☐ Very easy
- ☐ NA — Not interested in paid work
- ☐ Don't know

24. Would you leave the Army if your spouse/fiancé could not find the type of employment she/he wants?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ Don't know
- ☐ Probably no
- ☐ Definitely no

25. How does your spouse/fiancé feel about your staying in the Army?

- ☐ Definitely wants me to stay
- ☐ Leans toward wanting me to stay
- ☐ Neutral or satisfied either way
- ☐ Leans toward wanting me to leave
- ☐ Definitely wants me to leave

26. What level of support for your decision can you expect from your spouse/fiancé if you decide to make the Army a career?

- ☐ Strong support
- ☐ Moderate support
- ☐ Neutral
- ☐ Moderate opposition
- ☐ Strong opposition

27. Overall, how satisfied is your spouse/fiancé with the Army as a way of life?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Very dissatisfied

28. How satisfied is your spouse/fiancé with the support and concern the Army has for your family?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Very dissatisfied



VII. COMMENTS

Thank you very much for your cooperation with this important research.

We have attempted to be very thorough in examining the issues that may affect an officer's career decisions. If you have comments that may help us to better understand officer career issues and decisions, please write them in the space below (continue on back if necessary)

We hope to get more in-depth information from a small group of respondents and their spouses in the future. To facilitate contacting you if you are selected, please enter below the name and address of someone who will always know how to get in touch with you. If you are married, please also enter a mailing address where we could reach your spouse in about 6 months if she/he is selected for a follow-up survey. Thank you.

Someone who will always know your address.

NAME _____

ADDRESS _____

PHONE () _____

Best address for reaching spouse in 6 months.

NAME _____

ADDRESS _____

PHONE () _____

Your cooperation in completing this survey is greatly appreciated. If you wish to talk with someone about this survey, you may call the Officer Survey Project Office at Automation Research Systems, Limited (ARS) at (703) 845-0314.

Please insert the completed survey into the enclosed envelope and return it to the individual who sent it to you, so it may be accounted for.

If you cannot, or prefer not to return the survey to your command point-of-contact, return it to:

The Army Research Institute Project Office for Officer Longitudinal Research
c/o Automation Research Systems, Limited (ARS)
4480 King Street, Suite 500
Alexandria, VA 22302

THANK YOU!

APPENDIX C

CROSS-REFERENCE OF LROC SURVEY QUESTIONS 1988-1992

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
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I. BACKGROUND INFORMATION

2	1	SEX92	S	S	S
2	2	YRBORN92	S	S	S
2	3	MARSIN92	S	S	S
2	4	NOCHIL92	S	S	S
2	5	AGECHI92	S	S	S
2	6	RACGFP92	S	S	S
2	7	EDULEV92	S	S	S
3	8	COLMAJ92	S	S	S
3	9	GRDMAJ92	S	S	S
3	10	PAREAD92	S	S	S
3	11	BRANIN92	S	S	S
3	12	BRANWA92	S	S	S
3	13	BRCHCE92	S	S	N/A
4	14	TRANBR92	S	S	N/A
4	15	CURDET92	S	S	N/A
4	16	BRNDET92	S	S	N/A
4	17	AREAIN92	S	S	N/A
4	18	AREAWA92	S	S	S
4	19	SVCBEG92	S	S	S
4	20	SORCOM92	S	S	S
4	21	DMGRAD92	S	S	S
4	22	RAOTRA92	S	S	S
4	23	CGRADE92	S	S	S
4	24	MACOMA92	S	S	S
5	25	YRSSVC92	S	S	S
5	26	YRSEXP92	S	S	S
5	27	YRSLIK92	S	N/A	N/A
5	28	MOTOGO92	S	S	S
5	29	MOGONE92	S	S	S
5	30	MILMON92	S	S	N/A
5	31	FAMMON92	S	S	S

S = SAME VARIABLE AS 1992

S- = SAME VARIABLE, DIFFERENT RESPONSE FORMAT

S- = DIFFERENT QUESTION WORDING

N/A = VARIABLE NOT USED IN THAT SURVEY YEAR

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
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II. CURRENT ASSIGNMENT

6	1	SUPLDR92	S	S	S
6	2	SUPSUB92	S	S	S
6	3	SUPTEC92	S	S	S
6	4	OPPLRN92	S	S	S
6	5	OPPWK92	S	S	S
6	6	OPFACT92	S	S	S
6	7	CURASG92	S	S	S
6	8	PREASG92	S	S	S
6	9	CURHRS92	S	S	S
6	10	PREFHR92	S	S	S
6	11	LSTHRS92	S	S	N/A
7	12	MSTHRS92	S	S	N/A
7	13	HRVARY92	S	S	N/A
		N/A	N/A	SATCUR89	N/A
7	14	BONUS92	S	S	N/A
7	15	HRSENS92	S	S	N/A
7	16	FARPAY92	S	S	N/A
7	17	SATFAM92	S	S	S
7	18	SATLIF92	S	S	S
7	19	SATSPT92	S	S	S
7	20	SATGOL92	S	S	S
7	21	RELSUP92	S	S	S
7	22	RELPER92	S	S	S
7	23	RELSUB92	S	S	S

III. YOUR CAREER

8	1	JROTPA92	N/A	N/A	N/A
8	1	JROTC192	N/A	N/A	N/A
8	1	JROTC292	N/A	N/A	N/A
8	1	JROTC392	N/A	N/A	N/A
8	1	JROTC492	N/A	N/A	N/A
8	2	JROTB92	N/A	N/A	N/A
8	3	MILHIS92	N/A	N/A	N/A
8	3	MILHS192	N/A	N/A	N/A
8	3	MILHS292	N/A	N/A	N/A
8	3	MILHS392	N/A	N/A	N/A
8	3	MILHS492	N/A	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
8	4	TNGREQ92	S	S	S
8	5	TNGBRA92	S	S	S
8	6	TNGWRT92	S	S	S
8	7	TNGFT92	S	S	S
8	8	MAJBRA92	N/A	N/A	N/A
8	9	EXPRA92	N/A	N/A	N/A
8	10	OPPADV92	S	S	S
8	11	OPPCND92	S	S	S
8	12	HOWCOM92	S	S	S
8	13	TRTETH92	S	S	S
8	14	TRTSEX92	S	S	S
9	15	AGHIGH92	S	S	S
9	16	AGRETB92	S	S	S
9	17	AGASGN92	S	S	S
9	18	AGSKIL92	S	S	S
9	19	AGFAIR92	S	S	S
9	20	AGPROF92	S	S	S
9	21	LACREX92	S	S	S
9	21	CARGOL92	S	S	S
9	21	SELCRI92	S	S	S
9	21	CHGMAN92	S	S	S
9	21	CONBUD92	S	S	S
9	21	NOUNCR92	S	S	S
9	21	OTHERS92	S	S	S
9	22	SATWRK92	S	S-	N/A
9	23	SATSUP92	S	S	N/A
9	24	SATASG92	S	S	S
9	25	SATINT92	S	S	S
9	26	SATCON92	S	S	S
9	27	SATPAY92	S	S	S
9	28	SATREC92	S	S	S
9	29	SATPER92	S	S	S
9	30	CURJOB92	S	N/A	N/A
9	31	CURPRO92	S	N/A	N/A
10	32	PERINT92	S	N/A	N/A
10	33	PERSTR92	S	N/A	N/A
10	34	PERADV92	S	N/A	N/A
10	35	PERFAV92	S	N/A	N/A
10	36	PERLIS92	S	N/A	N/A
10	37	PERFND92	S	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
10	38	STRJOB92	S	N/A	N/A
10	39	STRPER92	S	N/A	N/A
10	40	STRFAM92	S	N/A	N/A
		N/A	N/A	MENNOS89	S
		N/A	N/A	MENPER89	S
		N/A	N/A	MENAUD89	S
10	41	ETHPRS92	S	S	S
10	42	ETHPEL92	S	S	S
10	43	QTRPRF92	S	S	S
10	44	PERPRD92	S	S	S
10	45	COMPAR92	S	S	S
10	46	WRKLIK92	S	S	S
11	47	JOBSAT92	N/A	S	S
11	48	CARSAT92	N/A	S	S
11	49	CARCBT92	S	S	S
11	50	CARFON92	S	S	S
11	51	BRSPEC92	S	S	S
11	52	PLNPRE92	S	S	S
11	53	PLNCOM92	S	S	S
11	54	PLNFLT92	S	S	S
11	55	PLNSTF92	S	S	S
11	56	PLNSCH92	S	S	S
11	57	PLNASN92	S	S	S
11	58	PLNNOW92	S	S	S
12	59	CIVSHR92	S	S	S
12	60	CARSTN92	S	S	S
12	61	CARLIK92	S	S	S
12	62	CARCON92	S	S	N/A
12	63	CARAFI92	S	S	S
12	64	WEDTRA92	S	S	S
12	65	WRKCAL92	S	S	S
12	66	OFFSPO92	S	S	S
12	67	JOBOFF92	S	S	S
12	68	SPOOFF92	S	S	S
12	69	RECSVC92	S	S	S
12	70	CARDMD92	S	S	S
12	71	CARSPT92	S	S	S
13	72	CARINV92	S	S	S
13	73	FEELGO92	S	S	S

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
13	4	CARPRD92	S	S	S
13	5	CARSHR92	S	S	S
13	76	FELORG92	S	S	S
13	77	REWARD92	S	S	S
13	78	LIKWRK92	S	S	S
13	79	CARFAM92	S	S	S
13	80	INTEND92	S	S	S
13	81	CIVOPP92	S	S	S
13	82	HARDGO92	S	S	S
13	83	GOMONY92	S	S	S

IV. ARMY LIFE

14	1	DECPAY92	S	S	S
14	2	DECRET92	S	S	S
14	3	DECBEN92	S	S	S
14	4	DECEDU92	S	S	S
14	5	DECLIF92	S	S	S
14	6	DECADV92	S	S	S
14	7	DECJOB92	S	S	S
14	8	DECCOW92	S	S	S
14	9	DECAIM92	S	S	S
14	10	DECHRS92	S	S	S
14	11	DECEMP92	S	S	S
14	12	DECSAT92	S	S	S
14	13	DECYTH92	S	S	S
14	14	DECPER92	S	S	S
14	15	DECMAT92	S	S	S
14	16	DECALL92	S	S	S
14	17	DECETH92	S	S	S
14	18	DECFRE92	S	S	S
14	19	DECSEC92	S	S	S
14	20	DECMON92	S	S	S
14	21	DECCIV92	S	S	S
14	22	DECSLO92	S	S	S
14	23	DEC1ST92	S	S	S
14	24	DEC2ND92	S	S	S
14	25	DEC3RD92	S	S	S

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
14	26	CIVPAY92	S	S	S
14	27	CIVRET92	S	S	S
14	28	CIVBEN92	S	S	S
14	29	CIVEDU92	S	S	S
14	30	CIVLIF92	S	S	S
14	31	CIVADV92	S	S	S
14	32	CIVJOB92	S	S	S
14	33	CIVCOW92	S	S	S
14	34	CIVAIM92	S	S	S
14	35	CIVHRS92	S	S	S
14	36	CIVEMP92	S	S	S
14	37	CIVSAT92	S	S	S
14	38	CIVYTH92	S	S	S
14	39	CIVPER92	S	S	S
14	40	CIVMAT92	S	S	S
14	41	CIVALL92	S	S	S
14	42	CIVETH92	S	S	S
14	43	CIVFR92	S	S	S
14	44	CIVSEC92	S	S	S
14	45	CIVMON92	S	S	S

V. ARMY LIFE
EXPECTATIONS

15	1	EXPFLD92	S	S	S
15	2	EXPSEP92	S	S	S
15	3	EXPADJ92	S	S	S
15	4	EXPCON92	S	S	S
15	5	EXPDIS92	S	S	S
15	6	ACCWKS92	S	S	S
15	7	ACCSEP92	S	S	S
15	8	ACCADJ92	S	S	S
15	9	ACCCON92	S	S	S
15	10	ACCDIS92	S	S	S
15	11	ACCPCS92	S	S	S
15	12	ACCTIM92	S	S	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
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VI. SPOUSE/FIANCE
INFORMATION

16	1	SPFWKS92	S	S	S
16	2	SPFSEP92	S	S	S
16	3	SPFADJ92	S	S	S
16	4	SPFCON92	S	S	S
16	5	SPFDIS92	S	S	S
16	6	SPFPCS92	S	S	S
16	7	SPFNUM92	S	S	N/A
16	8	SPFORL92	S	S	S
16	9	SPFANX92	S	S	S
16	10	YRIWED92	S	S	S
16	11	SPEXPT92	S	S	S
16	12	SPAWAY92	S	S	S
16	13	SPOPAR92	S	S	N/A
16	14	SPBORN92	S	S	S
17	15	SPINSV92	S	S	S
17	16	SPEDUC92	S	S	S
17	17	SPPLAN92	S	S	S
17	18	SPINED92	S	S	S
17	19	SPWORK92	S	S	S
17	20	SPUNDR92	S	S	N/A
17	21	SPPROF92	S	S	S
17	22	SPNOMY92	S	S	S
17	23	SPMOWK92	S	S	S
18	24	PLANSF92	S	S	S
18	25	SPSEEK92	S	S	S
18	26	SPDIFF92	S	S	S
18	27	SPUNEM92	S	S	S
18	28	SPLIKE92	S	S	S
18	29	SPSPTU92	S	S	S
18	30	SPOALL92	S	S	S
18	31	SPSFAM92	S	S	S

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
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VII. LEADERSHIP/
ORGANIZATIONAL
ISSUES

19	1	N/A	N/A	LDRCUR89	N/A
19	2	N/A	N/A	LDRENT89	N/A
19	3	N/A	N/A	LDRLOY89	N/A
19	4	N/A	N/A	LDRTRU89	N/A
19	5	N/A	N/A	LDRHLP89	N/A
19	6	N/A	N/A	LDRGOL89	N/A
19	7	N/A	N/A	LDRPRV89	N/A
19	8	N/A	N/A	PLDREN89	N/A
19	9	N/A	N/A	PLDRLO89	N/A
19	10	N/A	N/A	PLDRTR89	N/A
19	11	N/A	N/A	PLDRHE89	N/A
19	12	N/A	N/A	PLDRGO89	N/A
19	13	N/A	N/A	ARMEAN89	N/A
19	14	N/A	N/A	ARBLNG89	N/A
19	15	N/A	N/A	ARTALK89	N/A
19	16	N/A	N/A	AREMOT89	N/A
19	17	N/A	N/A	ARPROB89	N/A
19	18	N/A	N/A	ARPART89	N/A
19	19	N/A	N/A	ARATCH89	N/A
19	20	N/A	N/A	PRVSUP89	N/A
19	21	N/A	N/A	PRVCOM89	N/A
19	22	N/A	N/A	PRVINT89	N/A
19	23	N/A	N/A	PRVMAT89	N/A
19	24	N/A	N/A	PRVRES89	N/A
19	25	N/A	N/A	PRVTDB89	N/A
19	26	N/A	N/A	PRVRCG89	N/A
19	27	N/A	N/A	PRVEFT89	NA/

VII. CURRENT
EVENTS

19	1	CEWMO92	8	N/A	N/A
19	2	CEFROM92	8	N/A	N/A
19	3	CEOFFS92	8	N/A	N/A
19	4	CESGTS92	8	N/A	N/A
19	5	CEENLS92	8	N/A	N/A
19	6	CERIFS92	8	N/A	N/A
19	7	CEREAD92	8	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
19	8	CEMORL92	S	N/A	N/A
19	9	CEFAMS92	S	N/A	N/A
19	10	CEPERS92	S	N/A	N/A
19	11	CESTAY92	S	N/A	N/A
19	12	CEDRUG92	S	N/A	N/A
19	13	CEIDUTY92	S	N/A	N/A
19	14	CEGREN92	CEWARS90	N/A	N/A
19	14	CEPANA92	CEWARS90	N/A	N/A
19	14	CEIADI92	CEWARS90	N/A	N/A
19	14	CEOTHR92	CEWARS90	N/A	N/A
19	14	CENONE92	CEWARS90	N/A	N/A
19	15	DSPROT92	N/A	N/A	N/A
20	16	DSFROM92	N/A	N/A	N/A
20	17	DSOFFS92	N/A	N/A	N/A
20	18	WGNCBT92	N/A	N/A	N/A
20	19	WGNUNT92	N/A	N/A	N/A
20	20	WGNBRN92	N/A	N/A	N/A
20	21	WGNEFF92	N/A	N/A	N/A
20	22	BRREST92	N/A	N/A	N/A

VIII. ECONOMIC
ISSUES

20	1	BENHLF92	S	S	N/A
20	2	BENMED92	S	S	N/A
21	3	BENCOM92	S	S	N/A
21	4	BENEXC92	S	S	N/A
21	5	TIMHLF92	S	S	N/A
21	6	TIMMED92	S	S	N/A
21	7	TIMCOM92	S	S	N/A
22	8	TIMEXC92	S	S	N/A
22	9	OTHJOB92	S	S	N/A
22	10	OTHWKS92	S	S	N/A
22	11	OTHNOW92	S	S	N/A
22	12	OTHPAY92	S	S	N/A
22	13	OTHEHS92	S	S	N/A

APPENDIX D

DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SEX88 WHAT IS YOUR SEX

Mean	1.295	Std err	.006	Median	1.000
Mode	1.000	Std dev	.456	Variance	.208
Kurtosis	-1.194	S E Kurt	.066	Skewness	.898
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7226.000		

Valid cases 5579 Missing cases 19

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YRBORN88 IN WHAT YEAR WERE YOU BORN

Mean	60.374	Std err	.041	Median	61.000
Mode	63.000	Std dev	3.059	Variance	9.359
Kurtosis	.847	S E Kurt	.066	Skewness	-.735
S E Skew	.033	Range	24.000	Minimum	42.000
Maximum	66.000	Sum	333929.000		

Valid cases 5531 Missing cases 67

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MARSIN88 CURRENT MARITAL STATUS

Mean	2.471	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.021	Variance	1.043
Kurtosis	-.344	S E Kurt	.066	Skewness	-.188
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	13791.000		

Valid cases 5582 Missing cases 16

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RACEGP88 RACIAL-ETHNIC BACKGROUND

Mean	1.321	Std err	.011	Median	1.000
Mode	1.000	Std dev	.805	Variance	.647
Kurtosis	13.337	S E Kurt	.066	Skewness	3.379
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	7361.000		

Valid cases 5572 Missing cases 26

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EDULEV88 HIGHEST LEVEL OF EDUCATION

Mean	2.380	Std err	.009	Median	2.000
Mode	2.000	Std dev	.710	Variance	.504
Kurtosis	2.837	S E Kurt	.066	Skewness	1.853
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13292.000		

Valid cases 5586 Missing cases 12

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

COLMAJ88 UNDERGRADUATE MAJOR FIELD OF STUDY

Mean	5.755	Std err	.038	Median	5.000
Mode	5.000	Std dev	2.851	Variance	8.129
Kurtosis	-.881	S E Kurt	.066	Skewness	.405
S E Skew	.033	Range	10.000	Minimum	1.000
Maximum	11.000	Sum	31772.000		

Valid cases 5521 Missing cases 77

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GRDMAJ88 GRADUATE MAJOR FIELD OF STUDY

Mean	2.814	Std err	.042	Median	1.000
Mode	1.000	Std dev	3.112	Variance	9.683
Kurtosis	.610	S E Kurt	.066	Skewness	1.458
S E Skew	.033	Range	10.000	Minimum	1.000
Maximum	11.000	Sum	15520.000		

Valid cases 5516 Missing cases 82

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NOCHIL88 NUMBER OF CHILDREN IN YOUR CUSTODY

Mean	1.556	Std err	.012	Median	1.000
Mode	1.000	Std dev	.885	Variance	.784
Kurtosis	1.798	S E Kurt	.065	Skewness	1.554
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	8698.000		

Valid cases 5591 Missing cases 7

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AGECHI88 HOW OLD IS YOUR YOUNGEST CHILD

Mean	1.572	Std err	.012	Median	1.000
Mode	1.000	Std dev	.911	Variance	.829
Kurtosis	2.133	S E Kurt	.066	Skewness	1.620
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	8780.000		

Valid cases 5586 Missing cases 12

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PAREAD88 WAS A PARENT CAREER ACTIVE DUTY MILITARY

Mean	1.768	Std err	.006	Median	2.000
Mode	2.000	Std dev	.422	Variance	.178
Kurtosis	-.386	S E Kurt	.066	Skewness	-1.270
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9687.000		

Valid cases 5479 Missing cases 119

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

BRANIN88 WHAT BRANCH ARE YOU IN

Mean	34.411	Std err	.376	Median	21.000
Mode	11.000	Std dev	28.118	Variance	790.642
Kurtosis	-.352	S E Kurt	.066	Skewness	1.069
S E Skew	.033	Range	81.000	Minimum	11.000
Maximum	92.000	Sum	192321.000		

Valid cases 5589 Missing cases 9

BRANW88 WHAT BRANCH WOULD YOU PREFER TO BE IN

Mean	33.781	Std err	.342	Median	21.000
Mode	15.000	Std dev	25.502	Variance	650.357
Kurtosis	-.046	S E Kurt	.066	Skewness	1.082
S E Skew	.033	Range	81.000	Minimum	11.000
Maximum	92.000	Sum	187655.000		

Valid cases 5555 Missing cases 43

AREAW88 IF YOU STAY, WHAT AREA WOULD YOU PREFER

Mean	48.674	Std err	.280	Median	48.000
Mode	48.000	Std dev	20.751	Variance	430.623
Kurtosis	2.174	S E Kurt	.066	Skewness	.111
S E Skew	.033	Range	96.000	Minimum	1.000
Maximum	97.000	Sum	266878.000		

Valid cases 5483 Missing cases 115

SVCBEG88 YEAR ACTIVE COMMISSIONED SERVICE BEGAN

Mean	83.588	Std err	.031	Median	84.0
Mode	86.000	Std dev	2.318	Variance	5.372
Kurtosis	-1.190	S E Kurt	.065	Skewness	-.125
S E Skew	.033	Range	9.000	Minimum	79.000
Maximum	88.000	Sum	467507.000		

Valid cases 5593 Missing cases 5

SORCOM88 SOURCE OF YOUR COMMISSION WAS

Mean	2.065	Std err	.011	Median	2.000
Mode	2.000	Std dev	.834	Variance	.695
Kurtosis	-.421	S E Kurt	.066	Skewness	.185
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	11537.000		

Valid cases 5588 Missing cases 10

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DMGRAD88 DISTINGUISHED MILITARY GRADUATE

Mean	1.735	Std err	.010	Median	2.000
Mode	1.000	Std dev	.756	Variance	.572
Kurtosis	-1.113	S E Kurt	.066	Skewness	.482
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	9669.000		

Valid cases 5574 Missing cases 24

RAOTRA88 CURRENT STATUS IS

Mean	1.371	Std err	.007	Median	1.000
Mode	1.000	Std dev	.509	Variance	.259
Kurtosis	-.675	S E Kurt	.066	Skewness	.821
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	7659.000		

Valid cases 5586 Missing cases 12

CGRADE88 CURRENT RANK IS

Mean	2.488	Std err	.009	Median	3.000
Mode	3.000	Std dev	.689	Variance	.475
Kurtosis	-.289	S E Kurt	.066	Skewness	-.888
S E Skew	.033	Range	3.000	Minimum	1.000
Maximum	4.000	Sum	13903.000		

Valid cases 5587 Missing cases 11

MACOMA88 MAJOR COMMAND HEADQUARTERS

Mean	2.564	Std err	.024	Median	2.000
Mode	1.000	Std dev	1.814	Variance	3.291
Kurtosis	2.859	S E Kurt	.066	Skewness	1.634
S E Skew	.033	Range	8.000	Minimum	1.000
Maximum	9.000	Sum	14215.000		

Valid cases 5543 Missing cases 55

YRSSVC88 YEARS OF ACTIVE DUTY SERVICE COMPLETED

Mean	4.986	Std err	.036	Median	5.000
Mode	2.000	Std dev	2.719	Variance	7.395
Kurtosis	.479	S E Kurt	.065	Skewness	.585
S E Skew	.033	Range	20.000	Minimum	.000
Maximum	20.000	Sum	27875.000		

Valid cases 5591 Missing cases 7

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

YRSEXP88 YEARS OF ACTIVE DUTY SERVICE EXPECTED

Mean	16.472	Std err	.110	Median	20.000
Mode	20.000	Std dev	8.130	Variance	66.092
Kurtosis	-.643	S E Kurt	.066	Skewness	-.141
S E Skew	.033	Range	49.000	Minimum	.000
Maximum	49.000	Sum	90318.000		

Valid cases 5483 Missing cases 115

MOTGO88 MONTHS LEFT IN OBLIGATED PERIOD

Mean	14.565	Std err	.236	Median	8.0
Mode	.000	Std dev	17.622	Variance	310.549
Kurtosis	2.933	S E Kurt	.066	Skewness	1.571
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	80952.000		

Valid cases 5558 Missing cases 40

MOGONE88 MONTHS SINCE OBLIGATION COMPLETED

Mean	8.654	Std err	.211	Median	.000
Mode	.000	Std dev	15.630	Variance	244.306
Kurtosis	3.913	S E Kurt	.066	Skewness	2.066
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	47424.000		

Valid cases 5480 Missing cases 118

FAMMON88 1987 INCOME BEFORE TAXES IN THOUSANDS

Mean	31.397	Std err	.188	Median	29.000
Mode	30.000	Std dev	13.825	Variance	191.121
Kurtosis	2.303	S E Kurt	.066	Skewness	1.193
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	170331.000		

Valid cases 5425 Missing cases 173

SUPLDR88 SUPERVISORS LEADERSHIP EFFECTIVENESS

Mean	2.095	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.022	Variance	1.045
Kurtosis	.364	S E Kurt	.066	Skewness	.883
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11652.000		

Valid cases 5561 Missing cases 37

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SUPSUB88 RECOGNIZING-REWARDING SUBORDINATES

Mean	2.304	Std err	.015	Median	2.000
Mode	2.000	Std dev	1.101	Variance	1.211
Kurtosis	-.320	S E Kurt	.066	Skewness	.614
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12785.000		

Valid cases 5549 Missing cases 49

SUPTEC88 RATER TECHNICAL COMPETENCE

Mean	1.825	Std err	.012	Median	2.000
Mode	1.000	Std dev	.903	Variance	.816
Kurtosis	.877	S E Kurt	.066	Skewness	1.064
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10121.000		

Valid cases 5547 Missing cases 51

OPPLRN88 OPPORTUNITY TO DEVELOP CAREER SKILLS

Mean	1.912	Std err	.014	Median	2.000
Mode	1.000	Std dev	1.009	Variance	1.018
Kurtosis	.685	S E Kurt	.066	Skewness	1.084
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10607.000		

Valid cases 5548 Missing cases 50

OPPWK88 OPPORTUNITY TO DO INTERESTING WORK

Mean	2.113	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.086	Variance	1.179
Kurtosis	-.026	S E Kurt	.066	Skewness	.815
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11702.000		

Valid cases 5539 Missing cases 59

OPPACT88 OPPORTUNITY TO EXERCISE INITIATIVE

Mean	2.023	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.079	Variance	1.164
Kurtosis	.126	S E Kurt	.066	Skewness	.916
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11190.000		

Valid cases 5531 Missing cases 67

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CURASG88 NATURE OF CURRENT DUTY ASSIGNMENT

Mean	3.778	Std err	.027	Median	4.000
Mode	4.000	Std dev	2.032	Variance	4.130
Kurtosis	.398	S E Kurt	.066	Skewness	.767
S E Skew	.033	Range	8.000	Minimum	1.000
Maximum	9.000	Sum	20943.000		

Valid cases 5544 Missing cases 54

CURHRS88 CURRENT AVERAGE HOURS PER WEEK

Mean	56.492	Std err	.176	Median	60.0
Mode	60.000	Std dev	13.130	Variance	172.385
Kurtosis	2.915	S E Kurt	.066	Skewness	-.677
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	314154.000		

Valid cases 5561 Missing cases 37

PREFHR88 HOURS PER WEEK YOU WOULD LIKE TO WORK

Mean	46.642	Std err	.142	Median	47.0
Mode	40.000	Std dev	10.537	Variance	111.024
Kurtosis	5.014	S E Kurt	.066	Skewness	-.793
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	257415.000		

Valid cases 5519 Missing cases 79

PREASG88 NATURE OF PREVIOUS DUTY ASSIGNMENT

Mean	3.907	Std err	.030	Median	4.000
Mode	4.000	Std dev	2.265	Variance	5.132
Kurtosis	-.755	S E Kurt	.066	Skewness	.443
S E Skew	.033	Range	8.000	Minimum	1.000
Maximum	9.000	Sum	21705.000		

Valid cases 5556 Missing cases 42

SATFAM88 PERSONAL AND FAMILY LIFE

Mean	2.300	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.048	Variance	1.099
Kurtosis	-.119	S E Kurt	.066	Skewness	.672
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12844.000		

Valid cases 5584 Missing cases 14

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SATLIF88 LIFE AS AN OFFICER

Mean	2.194	Std err	.012	Median	2.0
Mode	2.000	Std dev	.862	Variance	.744
Kurtosis	.514	S E Kurt	.066	Skewness	.723
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12240.000		

Valid cases 5580 Missing cases 18

SATSPT88 SUPPORT FROM BRANCH ASSIGNMENT OFFICERS

Mean	2.653	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.040	Variance	1.081
Kurtosis	-.245	S E Kurt	.066	Skewness	.430
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14805.000		

Valid cases 5580 Missing cases 18

SATGOL88 TIME TO PURSUE PERSONAL LIFE GOALS

Mean	3.150	Std err	.014	Median	3.000
Mode	4.000	Std dev	1.049	Variance	1.100
Kurtosis	-.822	S E Kurt	.066	Skewness	-.014
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17586.000		

Valid cases 5582 Missing cases 16

RELSUP88 RELATIONSHIPS WITH SUPERIOR OFFICERS

Mean	2.220	Std err	.012	Median	2.000
Mode	2.000	Std dev	.895	Variance	.800
Kurtosis	.739	S E Kurt	.066	Skewness	.824
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12392.000		

Valid cases 5581 Missing cases 17

RELPER88 RELATIONSHIPS WITH PEERS

Mean	1.855	Std err	.009	Median	2.000
Mode	2.000	Std dev	.698	Variance	.487
Kurtosis	1.808	S E Kurt	.066	Skewness	.838
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10359.000		

Valid cases 5584 Missing cases 14

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

RELSUB88 RELATIONSHIPS WITH SUBORDINATES

Mean	1.783	Std err	.009	Median	2.000
Mode	2.000	Std dev	.660	Variance	.435
Kurtosis	1.370	S E Kurt	.066	Skewness	.719
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9948.000		

Valid cases 5578 Missing cases 20

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TNGREQ88 PRE-COMM TRAINING HELPED MASTER OBC

Mean	2.196	Std err	.015	Median	2.000
Mode	2.000	Std dev	1.132	Variance	1.281
Kurtosis	-.431	S E Kurt	.066	Skewness	.717
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12223.000		

Valid cases 5567 Missing cases 31

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TNGBRA88 CONDUCT ORAL PRESENTATIONS & BRIEFINGS

Mean	2.286	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.161	Variance	1.348
Kurtosis	-.673	S E Kurt	.066	Skewness	.614
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12694.000		

Valid cases 5554 Missing cases 44

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TNGWRT88 PRE-COMM HELPED WRITE MEMOS & REPORTS

Mean	2.436	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.185	Variance	1.405
Kurtosis	-.891	S E Kurt	.066	Skewness	.434
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13508.000		

Valid cases 5546 Missing cases 52

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TNGEFF88 PRE-COMM HELPED BE AN EFFECTIVE OFFICER

Mean	2.041	Std err	.013	Median	2.000
Mode	2.000	Std dev	.981	Variance	.962
Kurtosis	.291	S E Kurt	.066	Skewness	.865
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11326.000		

Valid cases 5548 Missing cases 50

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

OPPADV88 ADVANCEMENT CHANCE BASED ON ASSIGNMENTS

Mean	2.232	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.043	Variance	1.088
Kurtosis	-.347	S E Kurt	.066	Skewness	.546
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12428.000		

Valid cases 5567 Missing cases 31

OPPCMD88 OPPORTUNITIES FOR COMMAND IN YOUR BRANCH

Mean	2.696	Std err	.017	Median	3.000
Mode	2.000	Std dev	1.244	Variance	1.548
Kurtosis	-1.026	S E Kurt	.066	Skewness	.182
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15005.000		

Valid cases 5566 Missing cases 32

HOWCOM88 ADVANCEMENT BY PERFORMANCE IS

Mean	1.869	Std err	.011	Median	2.000
Mode	2.000	Std dev	.827	Variance	.683
Kurtosis	.355	S E Kurt	.066	Skewness	.772
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10423.000		

Valid cases 5577 Missing cases 21

ASGCOM88 COMPETITIVE BY PERFORMANCE-ASSIGNMENT ?

Mean	1.998	Std err	.012	Median	2.000
Mode	2.000	Std dev	.927	Variance	.859
Kurtosis	.134	S E Kurt	.066	Skewness	.769
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11137.000		

Valid cases 5573 Missing cases 25

TRTETH88 TREATED DIFFERENTLY BECAUSE RACE-ETHNIC

Mean	2.894	Std err	.005	Median	3.000
Mode	3.000	Std dev	.352	Variance	.124
Kurtosis	12.427	S E Kurt	.066	Skewness	-3.505
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	16076.000		

Valid cases 5555 Missing cases 43

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

TRTSEX88 TREATED DIFFERENTLY BECAUSE OF YOUR SEX

Mean	2.789	Std err	.007	Median	3.000
Mode	3.000	Std dev	.484	Variance	.235
Kurtosis	4.370	S E Kurt	.066	Skewness	-2.264
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	15428.000		

Valid cases 5532 Missing cases 66

AGHIGH88 CONFIDENT OF PROMOTION BY MY ABILITY

Mean	2.340	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.082	Variance	1.172
Kurtosis	-.325	S E Kurt	.066	Skewness	.671
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13055.000		

Valid cases 5578 Missing cases 20

AGRET88 ARMY WILL PROTECT MY BENEFITS-RETIREMENT

Mean	2.786	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.037	Variance	1.075
Kurtosis	-.530	S E Kurt	.066	Skewness	.341
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15542.000		

Valid cases 5578 Missing cases 20

AGASGN88 WILL GET JOBS COMPETITIVE FOR PROMOTION

Mean	2.607	Std err	.013	Median	2.0
Mode	2.000	Std dev	.955	Variance	.913
Kurtosis	-.167	S E Kurt	.066	Skewness	.513
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14541.000		

Valid cases 5578 Missing cases 20

AGSKIL88 WILL GET JOBS THAT MATCH SKILL-INTEREST

Mean	2.740	Std err	.013	Median	3.0
Mode	2.000	Std dev	.998	Variance	.995
Kurtosis	-.451	S E Kurt	.066	Skewness	.352
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15279.000		

Valid cases 5577 Missing cases 21

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

AGFAIR88 OER SYSTEM PROMOTES BEST OFFICERS

Mean	3.225	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.044	Variance	1.090
Kurtosis	-.908	S E Kurt	.066	Skewness	.080
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17980.000		

Valid cases 5576 Missing cases 22

AGPROF88 OER SYSTEM REWARDS PROFESSIONAL INTEGRITY

Mean	3.153	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.026	Variance	1.054
Kurtosis	-.744	S E Kurt	.066	Skewness	.093
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17563.000		

Valid cases 5571 Missing cases 27

AGWEGT88 WEIGHT CONTROL TOO IMPORTANT

Mean	3.663	Std err	.016	Median	4.000
Mode	4.000	Std dev	1.163	Variance	1.352
Kurtosis	-.454	S E Kurt	.066	Skewness	-.676
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20443.000		

Valid cases 5581 Missing cases 17

LACKEX88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	1.000	Std err	.000	Median	1.000
Mode	1.000	Std dev	.000	Variance	.000
Range	.000	Minimum	1.000	Maximum	1.000
Sum	461.000				

Valid cases 461 Missing cases 5137

CARGOL88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	2.000	Std err	.000	Median	2.000
Mode	2.000	Std dev	.000	Variance	.000
Range	.000	Minimum	2.000	Maximum	2.000
Sum	2214.000				

Valid cases 1107 Missing cases 4491

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SELCRI88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	3.000	Std err	.000	Median	3.000
Mode	3.000	Std dev	.000	Variance	.000
Range	.000	Minimum	3.000	Maximum	3.000
Sum	5463.000				

Valid cases 1821 Missing cases 3777

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CHGMAN88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	4.000	Std err	.000	Median	4.000
Mode	4.000	Std dev	.000	Variance	.000
Range	.000	Minimum	4.000	Maximum	4.000
Sum	8248.000				

Valid cases 2062 Missing cases 3536

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CONBUD88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	5.000	Std err	.000	Median	5.000
Mode	5.000	Std dev	.000	Variance	.000
Range	.000	Minimum	5.000	Maximum	5.000
Sum	11955.000				

Valid cases 2391 Missing cases 3207

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NOUNCR88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	6.000	Std err	.000	Median	6.000
Mode	6.000	Std dev	.000	Variance	.000
Range	.000	Minimum	6.000	Maximum	6.000
Sum	3450.000				

Valid cases 575 Missing cases 5023

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OTHERS88 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	7.000	Std err	.000	Median	7.000
Mode	7.000	Std dev	.000	Variance	.000
Range	.000	Minimum	7.000	Maximum	7.000
Sum	3612.000				

Valid cases 516 Missing cases 5082

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SATASG88 KINDS OF ASSIGNMENTS YOU HAVE HAD

Mean	1.934	Std err	.012	Median	2.000
Mode	2.000	Std dev	.921	Variance	.849
Kurtosis	1.331	S E Kurt	.066	Skewness	1.179
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10795.000		

Valid cases 5581 Missing cases 17

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SATINF88 QUALITY OF INFO ON ARMY CAREER OPTIONS

Mean	2.783	Std err	.013	Median	3.000
Mode	2.000	Std dev	1.002	Variance	1.004
Kurtosis	-.728	S E Kurt	.066	Skewness	.309
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15525.000		

Valid cases 5579 Missing cases 19

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SATCON88 TIME FOR INFORMAL CONTACT WITH SUPERIORS

Mean	2.324	Std err	.012	Median	2.000
Mode	2.000	Std dev	.914	Variance	.836
Kurtosis	.333	S E Kurt	.066	Skewness	.723
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12958.000		

Valid cases 5575 Missing cases 23

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SATPAY88 YOUR CURRENT COMPENSATION

Mean	2.567	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.032	Variance	1.065
Kurtosis	-.391	S E Kurt	.066	Skewness	.645
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14320.000		

Valid cases 5579 Missing cases 19

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SATREC88 RESPECT-RECOGNITION IN YOUR CAREER FIELD

Mean	2.517	Std err	.013	Median	2.000
Mode	2.000	Std dev	.995	Variance	.990
Kurtosis	-.172	S E Kurt	.066	Skewness	.686
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14040.000		

Valid cases 5579 Missing cases 19

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SATPER88 SOCIAL RELATIONS WITH PEERS

Mean	2.081	Std err	.010	Median	2.000
Mode	2.000	Std dev	.765	Variance	.585
Kurtosis	1.286	S E Kurt	.066	Skewness	.825
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11613.000		

Valid cases 5581 Missing cases 17

MENNOS88 NUMBER OF MENTORS YOU HAD

Mean	2.469	Std err	.013	Median	2.000
Mode	3.000	Std dev	.986	Variance	.972
Kurtosis	-1.023	S E Kurt	.066	Skewness	.019
S E Skew	.033	Range	3.000	Minimum	1.000
Maximum	4.000	Sum	13785.000		

Valid cases 5584 Missing cases 14

MENPER88 WHICH MENTOR HAD GREATEST IMPACT

Mean	3.201	Std err	.030	Median	2.000
Mode	1.000	Std dev	2.265	Variance	5.129
Kurtosis	-1.142	S E Kurt	.066	Skewness	.585
S E Skew	.033	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	17752.000		

Valid cases 5546 Missing cases 52

MENAID88 MOST IMPORTANT HELP GIVEN BY MENTOR

Mean	2.324	Std err	.020	Median	2.000
Mode	1.000	Std dev	1.491	Variance	2.222
Kurtosis	-.768	S E Kurt	.066	Skewness	.849
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12732.000		

Valid cases 5478 Missing cases 120

ETHPRS88 PRESSURED BY SUPERIOR TO BE UNETHICAL

Mean	1.652	Std err	.006	Median	2.000
Mode	2.000	Std dev	.476	Variance	.227
Kurtosis	-1.594	S E Kurt	.066	Skewness	-.638
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9209.000		

Valid cases 5575 Missing cases 23

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

ETHPBL88 IS UNETHICAL BEHAVIOR PROBLEM IN ARMY

Mean	2.354	Std err	.012	Median	2.000
Mode	2.000	Std dev	.897	Variance	.804
Kurtosis	.805	S E Kurt	.066	Skewness	.800
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13117.000		

Valid cases 5573 Missing cases 25

QTRPRF88 IF HOUSING IS EQUAL, I PREFER

Mean	1.736	Std err	.006	Median	2.000
Mode	2.000	Std dev	.441	Variance	.194
Kurtosis	-.851	S E Kurt	.066	Skewness	-1.072
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9679.000		

Valid cases 5575 Missing cases 23

PERPRD88 MOST IMPORTANT TO MY PERSONAL PRIDE IS

Mean	1.339	Std err	.006	Median	1.000
Mode	1.000	Std dev	.473	Variance	.224
Kurtosis	-1.536	S E Kurt	.066	Skewness	.682
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7403.000		

Valid cases 5530 Missing cases 68

COMPAR88 I COMPARE MYSELF PROFESSIONALLY WITH

Mean	1.294	Std err	.006	Median	1.000
Mode	1.000	Std dev	.456	Variance	.208
Kurtosis	-1.182	S E Kurt	.066	Skewness	.905
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7161.000		

Valid cases 5534 Missing cases 64

WRKLIK88 KIND OF WORK I ENJOY MOST IS AVAILABLE

Mean	2.702	Std err	.011	Median	3.000
Mode	3.000	Std dev	.850	Variance	.723
Kurtosis	-.038	S E Kurt	.066	Skewness	-.035
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15053.000		

Valid cases 5571 Missing cases 27

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

JOBSAT88 OVERALL JOB SATISFACTION

Mean	2.234	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.009	Variance	1.019
Kurtosis	.173	S E Kurt	.066	Skewness	.859
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12451.000		

Valid cases 5573 Missing cases 25

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CARSAT88 OVERALL CAREER PROSPECT SATISFACTION

Mean	2.524	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.030	Variance	1.061
Kurtosis	-.408	S E Kurt	.066	Skewness	.573
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14080.000		

Valid cases 5579 Missing cases 19

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CARCBT88 FIELD EXERCISE & COMBAT TRAINING OCCURS

Mean	3.010	Std err	.012	Median	3.000
Mode	3.000	Std dev	.878	Variance	.772
Kurtosis	.431	S E Kurt	.066	Skewness	-.039
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16801.000		

Valid cases 5581 Missing cases 17

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CARFUN88 FUNCTIONAL AREA WORK OCCURS

Mean	3.195	Std err	.011	Median	3.000
Mode	3.000	Std dev	.843	Variance	.711
Kurtosis	.444	S E Kurt	.066	Skewness	-.135
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17619.000		

Valid cases 5514 Missing cases 84

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BRSPEC88 BRANCH & OPERATIONAL WORK OCCURS

Mean	3.233	Std err	.011	Median	3.000
Mode	3.000	Std dev	.783	Variance	.613
Kurtosis	.913	S E Kurt	.066	Skewness	-.133
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17968.000		

Valid cases 5557 Missing cases 41

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

PLNPRE88 DURING PRECOMMISSIONING TRAINING I WAS

Mean	2.458	Std err	.016	Median	2.000
Mode	3.000	Std dev	1.164	Variance	1.355
Kurtosis	-.797	S E Kurt	.066	Skewness	.303
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13694.000		

Valid cases 5572 Missing cases 26

PLNCOM88 WHEN I RECEIVED MY COMMISSION I WAS

Mean	2.232	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.090	Variance	1.188
Kurtosis	-.596	S E Kurt	.066	Skewness	.522
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12460.000		

Valid cases 5582 Missing cases 16

PLNPLT88 AFTER 1ST LEADERSHIP ASSIGNMENT I WAS

Mean	2.537	Std err	.020	Median	2.0
Mode	1.000	Std dev	1.481	Variance	2.193
Kurtosis	-.126	S E Kurt	.066	Skewness	.868
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14153.000		

Valid cases 5578 Missing cases 20

PLNSTF88 AFTER 1ST STAFF ASSIGNMENT I WAS

Mean	3.296	Std err	.025	Median	3.000
Mode	6.000	Std dev	1.873	Variance	3.510
Kurtosis	-1.378	S E Kurt	.066	Skewness	.285
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	18280.000		

Valid cases 5546 Missing cases 52

PLNSCH88 AFTER THE ADVANCED COURSE I WAS

Mean	3.919	Std err	.029	Median	4.000
Mode	6.000	Std dev	2.162	Variance	4.674
Kurtosis	-1.723	S E Kurt	.066	Skewness	-.247
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21507.000		

Valid cases 5488 Missing cases 110

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

PLNASN88 AFTER COMPANY COMMAND ASSIGNMENT I WAS

Mean	4.695	Std err	.028	Median	6.000
Mode	6.000	Std dev	2.051	Variance	4.208
Kurtosis	-.801	S E Kurt	.066	Skewness	-1.033
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	25589.000		

Valid cases 5450 Missing cases 148

PLNNOW88 RIGHT NOW I AM

Mean	2.464	Std err	.019	Median	2.0
Mode	1.000	Std dev	1.402	Variance	1.967
Kurtosis	-1.084	S E Kurt	.066	Skewness	.493
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13724.000		

Valid cases 5570 Missing cases 28

CIVSHR88 CIVILIANS NOT OFFICERS SHARE MY VALUES

Mean	3.689	Std err	.012	Median	4.000
Mode	4.000	Std dev	.910	Variance	.828
Kurtosis	.362	S E Kurt	.066	Skewness	-.639
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20574.000		

Valid cases 5577 Missing cases 21

CARSTN88 ATTAIN STANDARD OF LIVING WITH ARMY

Mean	2.910	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.109	Variance	1.230
Kurtosis	-.966	S E Kurt	.066	Skewness	.255
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16231.000		

Valid cases 5577 Missing cases 21

CARLIK88 COMMUNITY & CAMARADERIE IMPORTANT VALUE

Mean	2.308	Std err	.013	Median	2.000
Mode	2.000	Std dev	.973	Variance	.946
Kurtosis	.031	S E Kurt	.066	Skewness	.674
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12856.000		

Valid cases 5571 Missing cases 27

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CARMSN88 I MAKE SOME EFFORT TOWARD ARMY MISSION

Mean	1.660	Std err	.009	Median	2.000
Mode	2.000	Std dev	.652	Variance	.425
Kurtosis	1.938	S E Kurt	.066	Skewness	.935
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9252.000		

Valid cases 5574 Missing cases 24

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CARAF188 PREFER ARMY AFFILIATION OVER CIVILIAN

Mean	2.610	Std err	.015	Median	3.000
Mode	3.000	Std dev	1.149	Variance	1.321
Kurtosis	-.790	S E Kurt	.066	Skewness	.226
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14545.000		

Valid cases 5573 Missing cases 25

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WEDTRA88 HAPPIEST IN A TRADITIONAL MARRIAGE

Mean	3.254	Std err	.017	Median	3.000
Mode	4.000	Std dev	1.240	Variance	1.537
Kurtosis	-.975	S E Kurt	.066	Skewness	-.182
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18109.000		

Valid cases 5566 Missing cases 32

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WRKBAL88 ARMY CAREER BALANCE WORK & PERSONAL LIFE

Mean	2.949	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.170	Variance	1.369
Kurtosis	-1.006	S E Kurt	.066	Skewness	.123
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16431.000		

Valid cases 5571 Missing cases 27

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OFFSPO88 SPOUSE SHC'LD DEVOTE TIME TO UNIT & POST

Mean	3.504	Std err	.013	Median	4.000
Mode	3.000	Std dev	.965	Variance	.931
Kurtosis	-.498	S E Kurt	.066	Skewness	-.180
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	19540.000		

Valid cases 5576 Missing cases 22

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APPENDIX D

DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

JOBOFF88 RELUCTANT TO LEAVE FOR HIGHER PAY

Mean	2.687	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.167	Variance	1.362
Kurtosis	-.768	S E Kurt	.066	Skewness	.418
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14979.000		

Valid cases 5574 Missing cases 24

SPOOPP88 WORKING SPOUSE NEED OPPORTUNITY TO PLAN

Mean	1.711	Std err	.010	Median	2.000
Mode	2.000	Std dev	.751	Variance	.564
Kurtosis	2.092	S E Kurt	.066	Skewness	1.174
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9550.000		

Valid cases 5581 Missing cases 17

RECSVC88 DISCOURAGE CLOSE FRIEND FROM JOINING

Mean	3.864	Std err	.012	Median	4.000
Mode	4.000	Std dev	.923	Variance	.852
Kurtosis	.441	S E Kurt	.066	Skewness	-.735
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	21553.000		

Valid cases 5578 Missing cases 20

WRKDIF88 PLEASED IF MY WORK MADE CONTRIBUTION

Mean	1.423	Std err	.007	Median	1.000
Mode	1.000	Std dev	.543	Variance	.295
Kurtosis	.926	S E Kurt	.066	Skewness	.937
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	7938.000		

Valid cases 5578 Missing cases 20

CARDMO88 DEMANDS OF ARMY DIFFICULT ON FAMILY LIFE

Mean	2.511	Std err	.015	Median	2.000
Mode	2.000	Std dev	1.119	Variance	1.251
Kurtosis	-.825	S E Kurt	.066	Skewness	.350
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14004.000		

Valid cases 5576 Missing cases 22

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CARSPT88 ARMY PEOPLE HELP OUT WHEN NEEDED

Mean	2.236	Std err	.012	Median	2.000
Mode	2.000	Std dev	.866	Variance	.750
Kurtosis	.626	S E Kurt	.066	Skewness	.763
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12403.000		

Valid cases 5548 Missing cases 50

CARINV88 NO ADVANCING IF SPOUSE NOT INVOLVED

Mean	2.855	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.016	Variance	1.032
Kurtosis	-.670	S E Kurt	.066	Skewness	.210
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15839.000		

Valid cases 5547 Missing cases 51

FEELGO88 I FREQUENTLY FEEL LIKE LEAVING THE ARMY

Mean	3.009	Std err	.016	Median	3.000
Mode	4.000	Std dev	1.190	Variance	1.415
Kurtosis	-1.024	S E Kurt	.066	Skewness	-.095
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16734.000		

Valid cases 5562 Missing cases 36

CARPRD88 PROUD TO TELL PEOPLE THAT I AM IN ARMY

Mean	1.705	Std err	.010	Median	2.000
Mode	2.000	Std dev	.730	Variance	.533
Kurtosis	1.276	S E Kurt	.066	Skewness	.976
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9508.000		

Valid cases 5576 Missing cases 22

CARSHR88 HUSBAND SHOULD SHARE HOUSEWORK-CHILDCARE

Mean	1.773	Std err	.010	Median	2.000
Mode	2.000	Std dev	.730	Variance	.532
Kurtosis	1.958	S E Kurt	.066	Skewness	1.028
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9879.000		

Valid cases 5571 Missing cases 27

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

FELORG88 I AM REALLY PART OF ARMY ORGANIZATION

Mean	2.152	Std err	.011	Median	2.000
Mode	2.000	Std dev	.848	Variance	.719
Kurtosis	.474	S E Kurt	.066	Skewness	.707
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11987.000		

Valid cases 5570 Missing cases 28

REWARD88 REWARDING CAREER COMPENSATES FAMILY TIME

Mean	3.322	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.147	Variance	1.315
Kurtosis	-.910	S E Kurt	.066	Skewness	-.277
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18500.000		

Valid cases 5569 Missing cases 29

LIKWRK88 ADVANCE IN ARMY DOING WORK I LIKE BEST

Mean	2.720	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.044	Variance	1.090
Kurtosis	-.596	S E Kurt	.066	Skewness	.350
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15112.000		

Valid cases 5556 Missing cases 42

CARFAM88 ARMY PROVIDES GOOD FAMILY OPPORTUNITIES

Mean	2.673	Std err	.013	Median	3.000
Mode	2.000	Std dev	.953	Variance	.908
Kurtosis	-.286	S E Kurt	.066	Skewness	.463
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14853.000		

Valid cases 5557 Missing cases 41

INTEND88 YOUR CURRENT CAREER INTENTIONS

Mean	2.842	Std err	.020	Median	3.000
Mode	2.000	Std dev	1.491	Variance	2.223
Kurtosis	-.460	S E Kurt	.066	Skewness	.641
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15814.000		

Valid cases 5564 Missing cases 34

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CIVOPP88 DIFFICULT FINDING GOOD CIVILIAN JOB

Mean	3.765	Std err	.013	Median	4.000
Mode	3.000	Std dev	.985	Variance	.970
Kurtosis	-.646	S E Kurt	.066	Skewness	-.311
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20986.000		

Valid cases 5574 Missing cases 24

HARDGO88 DIFFICULT LEAVING THE ARMY NEXT YEAR

Mean	3.262	Std err	.016	Median	3.0
Mode	3.000	Std dev	1.206	Variance	1.453
Kurtosis	-.914	S E Kurt	.066	Skewness	-.106
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18148.000		

Valid cases 5564 Missing cases 34

GOMONY88 FINANCIAL IMPACT IF UNEMPLOYED 2-3 MONTH

Mean	2.701	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.206	Variance	1.454
Kurtosis	-.737	S E Kurt	.066	Skewness	.343
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15035.000		

Valid cases 5567 Missing cases 31

DECPAY88 ARMY-PAY

Mean	2.306	Std err	.012	Median	2.000
Mode	2.000	Std dev	.921	Variance	.848
Kurtosis	-.496	S E Kurt	.066	Skewness	.202
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12872.000		

Valid cases 5581 Missing cases 17

DECRET88 ARMY-RETIREMENT BENEFITS

Mean	2.128	Std err	.013	Median	2.000
Mode	2.000	Std dev	.962	Variance	.9
Kurtosis	-.230	S E Kurt	.066	Skewness	.561
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11864.000		

Valid cases 5576 Missing cases 22

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECBEN88 ARMY-BENEFITS OTHER THAN RETIREMENT

Mean	2.568	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.032	Variance	1.0
Kurtosis	-.584	S E Kurt	.066	Skewness	.191
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14290.000		

Valid cases 5564 Missing cases 34

DECEDU88 ARMY-HELP CIVILIAN GRADUATE EDUCATION

Mean	2.765	Std err	.015	Median	3.000
Mode	3.000	Std dev	1.135	Variance	1.2
Kurtosis	-.683	S E Kurt	.066	Skewness	.207
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15385.000		

Valid cases 5565 Missing cases 33

DECLIF88 ARMY-OVERALL STANDARD OF LIVING

Mean	2.429	Std err	.013	Median	2.000
Mode	2.000	Std dev	.958	Variance	.918
Kurtosis	-.158	S E Kurt	.066	Skewness	.357
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13499.000		

Valid cases 5558 Missing cases 40

DECADV88 ARMY-OPPORTUNITY TO ADVANCE IN YOUR FIEL

Mean	1.970	Std err	.012	Median	2.000
Mode	2.000	Std dev	.870	Variance	.756
Kurtosis	.044	S E Kurt	.066	Skewness	.648
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10969.000		

Valid cases 5567 Missing cases 31

DECJOB88 ARMY-OPPORTUNITY FOR JOB SATISFACTION

Mean	1.627	Std err	.010	Median	1.000
Mode	1.000	Std dev	.748	Variance	.560
Kurtosis	.420	S E Kurt	.066	Skewness	.984
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9066.000		

Valid cases 5573 Missing cases 25

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECCOW88 ARMY-QUALITY OF CO-WORKERS

Mean	2.267	Std err	.012	Median	2.000
Mode	2.000	Std dev	.891	Variance	.795
Kurtosis	-.214	S E Kurt	.066	Skewness	.336
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12568.000		

Valid cases 5544 Missing cases 54

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DECAIM88 ARMY-FEELINGS ABOUT MISSION AND GOALS

Mean	2.138	Std err	.012	Median	2.000
Mode	2.000	Std dev	.912	Variance	.833
Kurtosis	-.379	S E Kurt	.066	Skewness	.415
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11902.000		

Valid cases 5568 Missing cases 30

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DECHRS88 ARMY-WORKING HOURS-SCHEDULE

Mean	2.824	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.059	Variance	1.121
Kurtosis	-.588	S E Kurt	.066	Skewness	.031
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15622.000		

Valid cases 5531 Missing cases 67

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DECEMP88 ARMY-EMPLOYMENT-EDUCATION FOR SPOUSE

Mean	2.956	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.253	Variance	1.570
Kurtosis	-.912	S E Kurt	.066	Skewness	.171
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16394.000		

Valid cases 5546 Missing cases 52

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DECSAT88 ARMY-SPOUSE OVERALL SATISFACTION

Mean	2.162	Std err	.016	Median	2.0
Mode	1.000	Std dev	1.218	Variance	1.485
Kurtosis	.294	S E Kurt	.066	Skewness	1.048
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11999.000		

Valid cases 5551 Missing cases 47

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECYTH88 ARMY-QUALITY CHILDCARE-SCHOOLS-FACILITIES

Mean	2.444	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.369	Variance	1.875
Kurtosis	-.677	S E Kurt	.066	Skewness	.714
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13555.000		

Valid cases 5547 Missing cases 51

DECPER88 ARMY-TIME FOR PERSONAL-FAMILY LIFE

Mean	1.986	Std err	.012	Median	2.000
Mode	2.000	Std dev	.896	Variance	.803
Kurtosis	-.255	S E Kurt	.066	Skewness	.567
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11045.000		

Valid cases 5562 Missing cases 36

DECMAT88 ARMY-LENGTH OF MATERNITY-PATERNITY LEAVE

Mean	3.664	Std err	.018	Median	4.000
Mode	5.000	Std dev	1.368	Variance	1.870
Kurtosis	-.976	S E Kurt	.066	Skewness	-.562
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20302.000		

Valid cases 5541 Missing cases 57

DECALL88 OVERALL QUALITY OF LIFE IN MILITARY

Mean	2.065	Std err	.012	Median	2.000
Mode	2.000	Std dev	.863	Variance	.745
Kurtosis	-.153	S E Kurt	.066	Skewness	.461
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11458.000		

Valid cases 5550 Missing cases 48

DECETH88 ARMY-LEVEL OF INTEGRITY-PROFESSIONALISM

Mean	1.762	Std err	.011	Median	2.000
Mode	1.000	Std dev	.806	Variance	.649
Kurtosis	.104	S E Kurt	.066	Skewness	.805
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9821.000		

Valid cases 5573 Missing cases 25

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECFRE88 ARMY-PERSONAL FREEDOM

Mean	2.364	Std err	.013	Median	2.000
Mode	2.000	Std dev	.947	Variance	.896
Kurtosis	-.371	S E Kurt	.066	Skewness	.277
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13138.000		

Valid cases 5558 Missing cases 40

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DECSEC88 ARMY-JOB SECURITY

Mean	2.154	Std err	.013	Median	2.000
Mode	2.000	Std dev	.988	Variance	.976
Kurtosis	-.021	S E Kurt	.066	Skewness	.623
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11971.000		

Valid cases 5558 Missing cases 40

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DECMON88 ARMY-TOTAL FAMILY INCOME

Mean	2.353	Std err	.013	Median	2.000
Mode	2.000	Std dev	.953	Variance	.908
Kurtosis	-.049	S E Kurt	.066	Skewness	.389
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13031.000		

Valid cases 5538 Missing cases 60

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DECCIV88 CIVILIAN JOB ALTERNATIVES AVAILABLE

Mean	2.816	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.235	Variance	1.526
Kurtosis	-.895	S E Kurt	.066	Skewness	.177
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15679.000		

Valid cases 5567 Missing cases 31

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DECSLO88 SLOW DOWN IN OFFICER PROMOTIONS

Mean	2.285	Std err	.016	Median	2.000
Mode	1.000	Std dev	1.169	Variance	1.366
Kurtosis	-.499	S E Kurt	.066	Skewness	.615
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12732.000		

Valid cases 5572 Missing cases 26

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DEC1ST88 FIRST MOST IMPORTANT FACTOR

Mean	9.488	Std err	.085	Median	7.000
Mode	7.000	Std dev	6.153	Variance	37.863
Kurtosis	-.952	S E Kurt	.067	Skewness	.397
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	50001.000		

Valid cases 5270 Missing cases 328

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DEC2ND88 SECOND MOST IMPORTANT FACTOR

Mean	10.317	Std err	.085	Median	9.000
Mode	7.000	Std dev	6.173	Variance	38.105
Kurtosis	-1.077	S E Kurt	.067	Skewness	.164
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	54390.000		

Valid cases 5272 Missing cases 326

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DEC3RD88 THIRD MOST IMPORTANT FACTOR

Mean	11.247	Std err	.089	Median	12.000
Mode	7.000	Std dev	6.490	Variance	42.123
Kurtosis	-1.215	S E Kurt	.067	Skewness	-.025
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	59202.000		

Valid cases 5264 Missing cases 334

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CIVPAY88 CIVILIAN-PAY

Mean	3.957	Std err	.015	Median	4.000
Mode	5.000	Std dev	1.114	Variance	1.240
Kurtosis	.061	S E Kurt	.066	Skewness	-.853
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21883.000		

Valid cases 5530 Missing cases 68

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CIVRET88 CIVILIAN-RETIREMENT BENEFITS

Mean	2.639	Std err	.017	Median	2.000
Mode	2.000	Std dev	1.288	Variance	1.660
Kurtosis	.619	S E Kurt	.066	Skewness	.975
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14598.000		

Valid cases 5531 Missing cases 67

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CIVBEN88 CIVILIAN-BENEFITS OTHER THAN RETIREMENT

Mean	2.676	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.329	Variance	1.767
Kurtosis	.183	S E Kurt	.066	Skewness	.880
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14608.000		

Valid cases 5459 Missing cases 139

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CIVEDU88 CIV-ASSIST CIVILIAN GRADUATE EDUCATION

Mean	2.875	Std err	.019	Median	3.000
Mode	2.000	Std dev	1.426	Variance	2.035
Kurtosis	-.116	S E Kurt	.066	Skewness	.797
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15891.000		

Valid cases 5527 Missing cases 71

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CIVLIF88 CIVILIAN-OVERALL STANDARD OF LIVING

Mean	3.709	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.029	Variance	1.058
Kurtosis	-.251	S E Kurt	.066	Skewness	-.312
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	20320.000		

Valid cases 5478 Missing cases 120

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CIVADV88 CIV-OPPORTUNITY TO ADVANCE IN YOUR FIELD

Mean	3.515	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.276	Variance	1.628
Kurtosis	-.700	S E Kurt	.066	Skewness	.049
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	19400.000		

Valid cases 5519 Missing cases 79

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CIVJOB88 CIV-OPPORTUNITY FOR JOB SATISFACTIO

Mean	3.257	Std err	.017	Median	3.0
Mode	3.000	Std dev	1.298	Variance	1.685
Kurtosis	-.585	S E Kurt	.066	Skewness	.199
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	17947.000		

Valid cases 5511 Missing cases 87

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CIVCOM88 CIVILIAN-QUALITY OF CO-WORKERS

Mean	3.070	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.230	Variance	1.514
Kurtosis	.276	S E Kurt	.066	Skewness	.697
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16798.000		

Valid cases 5471 Missing cases 127

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CIVAIM88 FEELINGS ABOUT CIVILIAN MISSION-GOALS

Mean	2.669	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.315	Variance	1.729
Kurtosis	.539	S E Kurt	.066	Skewness	.937
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14671.000		

Valid cases 5496 Missing cases 102

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CIVHRS88 CIVILIAN WORKING HOURS-SCHEDULE

Mean	4.264	Std err	.012	Median	4.000
Mode	5.000	Std dev	.900	Variance	.810
Kurtosis	1.144	S E Kurt	.066	Skewness	-.985
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	23401.000		

Valid cases 5488 Missing cases 110

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CIVEMP88 CIVILIAN-EMPLOYMENT-EDUCATION FOR SPOUS

Mean	4.042	Std err	.019	Median	4.000
Mode	3.000	Std dev	1.409	Variance	1.985
Kurtosis	-.951	S E Kurt	.066	Skewness	-.184
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22209.000		

Valid cases 5495 Missing cases 103

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CIVSAT88 CIVILIAN-SPOUSE OVERALL SATISFACTION

Mean	4.127	Std err	.017	Median	4.0
Mode	4.000	Std dev	1.290	Variance	1.664
Kurtosis	-.637	S E Kurt	.066	Skewness	-.225
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22527.000		

Valid cases 5458 Missing cases 140

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CIVYTH88 CIV-QUALITY CHILDCARE-SCHOOLS-FACILITY

Mean	3.386	Std err	.020	Median	4.000
Mode	3.000	Std dev	1.447	Variance	2.094
Kurtosis	-1.072	S E Kurt	.066	Skewness	.074
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21294.000		

Valid cases 5480 Missing cases 118

CIVPER88 CIVILIAN-TIME FOR PERSONAL-FAMILY LIFE

Mean	4.329	Std err	.012	Median	4.000
Mode	5.000	Std dev	.866	Variance	.750
Kurtosis	1.481	S E Kurt	.066	Skewness	-1.048
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	23702.000		

Valid cases 5475 Missing cases 123

CIVMAT88 CIV-LENGTH OF MATERNITY-PATERNITY LEAVE

Mean	4.466	Std err	.021	Median	5.000
Mode	6.000	Std dev	1.583	Variance	2.506
Kurtosis	-1.220	S E Kurt	.066	Skewness	-.439
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	24433.000		

Valid cases 5471 Missing cases 127

CIVALL88 CIVILIAN-OVERALL QUALITY OF LIFE

Mean	3.645	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.090	Variance	1.188
Kurtosis	-.234	S E Kurt	.066	Skewness	-.068
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	19882.000		

Valid cases 5454 Missing cases 144

CIVETH88 CIVILIAN-INTEGRITY-PROFESSIONALISM

Mean	2.600	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.299	Variance	1.688
Kurtosis	1.116	S E Kurt	.066	Skewness	1.163
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14296.000		

Valid cases 5499 Missing cases 99

APPENDIX D

DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CIVFRE88 CIVILIAN-PERSONAL FREEDOM

Mean	4.040	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.045	Variance	1.092
Kurtosis	.138	S E Kurt	.066	Skewness	-.615
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22213.000		

Valid cases 5498 Missing cases 100

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CIVSEC88 CIVILIAN-JOB SECURITY

Mean	2.442	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.171	Variance	1.370
Kurtosis	1.741	S E Kurt	.066	Skewness	1.247
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	13426.000		

Valid cases 5497 Missing cases 101

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CIVMON88 CIVILIAN-TOTAL FAMILY INCOME

Mean	4.077	Std err	.015	Median	4.000
Mode	5.000	Std dev	1.093	Variance	1.195
Kurtosis	.125	S E Kurt	.066	Skewness	-.682
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22387.000		

Valid cases 5491 Missing cases 107

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EXPFLD88 TIME AWAY FROM HOME IN A YEAR

Mean	13.393	Std err	.102	Median	12.000
Mode	12.000	Std dev	7.616	Variance	57.998
Kurtosis	1.843	S E Kurt	.066	Skewness	.987
S E Skew	.033	Range	59.000	Minimum	.000
Maximum	59.000	Sum	74467.000		

Valid cases 5560 Missing cases 38

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EXPSEP88 UNACCOMPANIED TOURS IN 20 YEARS

Mean	2.740	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.217	Variance	1.482
Kurtosis	2.648	S E Kurt	.066	Skewness	1.177
S E Skew	.033	Range	7.000	Minimum	1.000
Maximum	8.000	Sum	15267.000		

Valid cases 5571 Missing cases 27

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APPENDIX D

DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

EXPADJ88 ARMY FLEXIBILITY FOR HOURS OR TIME OFF

Mean	2.653	Std err	.012	Median	3.000
Mode	3.000	Std dev	.907	Variance	.824
Kurtosis	-.412	S E Kurt	.066	Skewness	.016
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14795.000		

Valid cases 5577 Missing cases 21

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EXPCON88 CONTROL OF TIMING FOR TRIPS OR JOBS

Mean	1.773	Std err	.011	Median	2.000
Mode	1.000	Std dev	.856	Variance	.732
Kurtosis	-.342	S E Kurt	.066	Skewness	.768
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9866.000		

Valid cases 5565 Missing cases 33

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EXPDIS88 PLANS DISRUPTED BY ARMY JOB DEMANDS

Mean	2.914	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.051	Variance	1.105
Kurtosis	-1.046	S E Kurt	.066	Skewness	.215
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16247.000		

Valid cases 5576 Missing cases 22

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EXPPCS88 LENGTH IN ONE LOCATION BEFORE A PCS

Mean	2.614	Std err	.008	Median	3.000
Mode	3.000	Std dev	.585	Variance	.342
Kurtosis	.148	S E Kurt	.066	Skewness	.036
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14580.000		

Valid cases 5577 Missing cases 21

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ACCWKS88 FEELINGS ON TIME AWAY FROM HOME

Mean	3.312	Std err	.016	Median	3.000
Mode	4.000	Std dev	1.182	Variance	1.397
Kurtosis	-.853	S E Kurt	.066	Skewness	-.261
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18475.000		

Valid cases 5578 Missing cases 20

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APPENDIX D

DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

ACCSEP88 FEELINGS ON UNACCOMPANIED TOURS

Mean	2.737	Std err	.018	Median	3.000
Mode	1.000	Std dev	1.316	Variance	1.732
Kurtosis	-1.163	S E Kurt	.066	Skewness	.152
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15254.000		

Valid cases 5574 Missing cases 24

ACCAJ88 FEELINGS ON FLEXIBILITY IN SCHEDULE

Mean	3.315	Std err	.015	Median	3.000
Mode	4.000	Std dev	1.143	Variance	1.307
Kurtosis	-.811	S E Kurt	.066	Skewness	-.237
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18459.000		

Valid cases 5568 Missing cases 30

ACCON88 FEELINGS ON TIMING OF TRIPS-JOBS

Mean	3.053	Std err	.015	Median	3.000
Mode	4.000	Std dev	1.113	Variance	1.238
Kurtosis	-.842	S E Kurt	.066	Skewness	-.068
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17024.000		

Valid cases 5576 Missing cases 22

ACCDIS88 FEELINGS ON PLANS DISRUPTED BY JOB-ARMY

Mean	2.745	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.127	Variance	1.270
Kurtosis	-.893	S E Kurt	.066	Skewness	.179
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15293.000		

Valid cases 5571 Missing cases 27

ACPCPS88 FEELINGS ON TIME BETWEEN EACH PCS

Mean	3.810	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.050	Variance	1.102
Kurtosis	-.027	S E Kurt	.066	Skewness	-.729
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	21222.000		

Valid cases 5570 Missing cases 28

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPFWKS88 SPOUSE-NUMBER OF WEEKS AWAY FROM HOME

Mean	2.534	Std err	.019	Median	2.000
Mode	2.000	Std dev	1.216	Variance	1.479
Kurtosis	-.978	S E Kurt	.078	Skewness	.372
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10011.000		

Valid cases 3951 Missing cases 1647

SPFSEP88 SPOUSE-NUMBER UNACCOMPANIED TOURS

Mean	1.910	Std err	.018	Median	1.000
Mode	1.000	Std dev	1.161	Variance	1.347
Kurtosis	.255	S E Kurt	.078	Skewness	1.147
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	7534.000		

Valid cases 3945 Missing cases 1653

SPFADJ88 SPOUSE-FLEXIBILITY TO SCHEDULE TIME OFF

Mean	2.933	Std err	.019	Median	3.000
Mode	2.000	Std dev	1.178	Variance	1.387
Kurtosis	-1.003	S E Kurt	.078	Skewness	.064
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11552.000		

Valid cases 3939 Missing cases 1659

SPFCON88 SPOUSE-CONTROL OVER TIMING OF TRIPS-JOBS

Mean	2.706	Std err	.018	Median	3.000
Mode	2.000	Std dev	1.129	Variance	1.275
Kurtosis	-.932	S E Kurt	.078	Skewness	.184
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10658.000		

Valid cases 3938 Missing cases 1660

SPFDIS88 SPOUSE-PLANS DISRUPTED BY JOB-ARMY

Mean	2.436	Std err	.018	Median	2.0
Mode	2.000	Std dev	1.120	Variance	1.254
Kurtosis	-.827	S E Kurt	.078	Skewness	.402
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9590.000		

Valid cases 3937 Missing cases 1661

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPFPCS88 SPOUSE-TIME ON LOCATION BETWEEN A PCS

Mean	3.669	Std err	.017	Median	4.000
Mode	4.000	Std dev	1.087	Variance	1.181
Kurtosis	-.084	S E Kurt	.078	Skewness	-.698
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14452.000		

Valid cases 3939 Missing cases 1659

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SPF08L88 SOCIAL OBLIGATIONS PERFORMED BY SPOUSE

Mean	2.954	Std err	.021	Median	3.000
Mode	4.000	Std dev	1.318	Variance	1.737
Kurtosis	-1.174	S E Kurt	.078	Skewness	-.062
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11590.000		

Valid cases 3924 Missing cases 1674

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SPFANX88 SPOUSE FEELS ABOUT UNCERTAINTY OF ARMY

Mean	2.848	Std err	.019	Median	3.000
Mode	2.000	Std dev	1.203	Variance	1.447
Kurtosis	-1.025	S E Kurt	.078	Skewness	.070
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11176.000		

Valid cases 3924 Missing cases 1674

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YR1WED88 YEAR YOU WERE MARRIED OR EXPECT TO BE

Mean	84.776	Std err	.055	Median	85.000
Mode	87.000	Std dev	3.431	Variance	11.769
Kurtosis	3.343	S E Kurt	.078	Skewness	-1.036
S E Skew	.039	Range	44.000	Minimum	55.000
Maximum	99.000	Sum	330455.000		

Valid cases 3898 Missing cases 1700

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SPEXPT88 FAMILY CURRENTLY EXPECTING A CHILD

Mean	1.882	Std err	.005	Median	2.0
Mode	2.000	Std dev	.323	Variance	.104
Kurtosis	3.599	S E Kurt	.078	Skewness	2.366
S E Skew	.039	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7386.000		

Valid cases 3925 Missing cases 1673

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPAWAY88 SPOUSE LIVE DIFFERENT GEOGRAPHIC AREA

Mean	1.873	Std err	.005	Median	2.000
Mode	2.000	Std dev	.333	Variance	.111
Kurtosis	3.050	S E Kurt	.078	Skewness	-2.247
S E Skew	.039	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7355.000		

Valid cases 3926 Missing cases 1672

SPBORN88 BEST DESCRIBES SPOUSE FAMILY BACKGROUND

Mean	2.660	Std err	.010	Median	3.000
Mode	3.000	Std dev	.611	Variance	.373
Kurtosis	1.388	S E Kurt	.078	Skewness	-1.607
S E Skew	.039	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	10432.000		

Valid cases 3922 Missing cases 1676

SPINSV88 SPOUSE EVER SERVED IN THE MILITARY

Mean	2.288	Std err	.031	Median	1.000
Mode	1.000	Std dev	1.927	Variance	3.715
Kurtosis	-.618	S E Kurt	.078	Skewness	1.055
S E Skew	.039	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	8998.000		

Valid cases 3933 Missing cases 1665

SPEDUC88 HIGHEST LEVEL OF EDUCATION SPOUSE HAS

Mean	4.559	Std err	.022	Median	5.000
Mode	5.000	Std dev	1.392	Variance	1.938
Kurtosis	-.365	S E Kurt	.078	Skewness	-.005
S E Skew	.039	Range	7.000	Minimum	1.000
Maximum	8.000	Sum	17915.000		

Valid cases 3930 Missing cases 1668

SPPLAN88 SPOUSE PLAN ADDITIONAL EDUCATION

Mean	4.021	Std err	.025	Median	5.000
Mode	5.000	Std dev	1.540	Variance	2.373
Kurtosis	-.122	S E Kurt	.078	Skewness	-1.078
S E Skew	.039	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15748.000		

Valid cases 3915 Missing cases 1682

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPINED88 SPOUSE CURRENTLY IN SCHOOL

Mean	1.241	Std err	.009	Median	1.000
Mode	1.000	Std dev	.564	Variance	.319
Kurtosis	3.759	S E Kurt	.078	Skewness	2.241
S E Skew	.039	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	4879.000		

Valid cases 3930 Missing cases 1668

SPWORK88 SPOUSE CURRENTLY HAVE A PAYING JOB

Mean	3.891	Std err	.032	Median	5.000
Mode	6.000	Std dev	2.026	Variance	4.105
Kurtosis	-1.565	S E Kurt	.078	Skewness	-.327
S E Skew	.039	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15211.000		

Valid cases 3909 Missing cases 1689

SPPROF88 SPOUSE WORKING AT PROFESSIONAL LEVEL JOB

Mean	1.897	Std err	.011	Median	2.000
Mode	2.000	Std dev	.701	Variance	.491
Kurtosis	-.964	S E Kurt	.078	Skewness	.145
S E Skew	.039	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	7446.000		

Valid cases 3926 Missing cases 1672

SPMONY88 SPOUSE 1987 GROSS SALARY IN THOUSANDS

Mean	13.422	Std err	.206	Median	12.000
Mode	.000	Std dev	12.691	Variance	161.052
Kurtosis	3.079	S E Kurt	.079	Skewness	1.125
S E Skew	.040	Range	99.000	Minimum	.000
Maximum	99.000	Sum	50908.000		

Valid cases 3793 Missing cases 1805

SPMONK88 MONTHS SPOUSE WORKED FULL-TIME IN 1987

Mean	9.820	Std err	.065	Median	12.000
Mode	12.000	Std dev	3.789	Variance	14.354
Kurtosis	.055	S E Kurt	.084	Skewness	-1.231
S E Skew	.042	Range	12.000	Minimum	1.000
Maximum	13.000	Sum	33222.000		

Valid cases 3383 Missing cases 2215

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

PLANS88 BEST DESCRIBES SPOUSE CAREER ASPIRATIONS

Mean	3.971	Std err	.015	Median	4.000
Mode	4.000	Std dev	.930	Variance	.866
Kurtosis	2.250	S E Kurt	.078	Skewness	-1.376
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15576.000		

Valid cases 3922 Missing cases 1676

SPSEEK88 ARMY CAREER EFFECT ON SPOUSE CAREER

Mean	2.876	Std err	.022	Median	3.000
Mode	2.000	Std dev	1.407	Variance	1.979
Kurtosis	.514	S E Kurt	.078	Skewness	.874
S E Skew	.039	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	11281.000		

Valid cases 3923 Missing cases 1675

SPDIFF88 SPOUSE GET JOBS IF YOU THE LEFT ARMY

Mean	4.043	Std err	.018	Median	4.000
Mode	4.000	Std dev	1.107	Variance	1.225
Kurtosis	.407	S E Kurt	.078	Skewness	.213
S E Skew	.039	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	15876.000		

Valid cases 3927 Missing cases 1671

SPUNEM88 LEAVE ARMY IF SPOUSE NOT FIND JOB WANTED

Mean	3.450	Std err	.018	Median	4.000
Mode	4.000	Std dev	1.156	Variance	1.337
Kurtosis	-.602	S E Kurt	.078	Skewness	-.422
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13504.000		

Valid cases 3914 Missing cases 1684

SPLIKE88 SPOUSE FEELINGS ABOUT YOUR STAYING ARMY

Mean	2.639	Std err	.019	Median	3.000
Mode	3.000	Std dev	1.212	Variance	1.469
Kurtosis	-.905	S E Kurt	.078	Skewness	.212
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10366.000		

Valid cases 3928 Missing cases 1670

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DESCRIPTIVE STATISTICS FOR 1988 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPSPTU88 SPOUSE SUPPORT ON ARMY CAREER

Mean	1.583	Std err	.015	Median	1.000
Mode	1.000	Std dev	.965	Variance	.932
Kurtosis	2.971	S E Kurt	.078	Skewness	1.865
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	6220.000		

Valid cases 3930 Missing cases 1668

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SPOALL88 SPOUSE OVERALL SATISFACTION WITH ARMY

Mean	2.464	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.012	Variance	1.025
Kurtosis	-.183	S E Kurt	.078	Skewness	.636
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9694.000		

Valid cases 3934 Missing cases 1664

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SPSFAM88 SPOUSE SATISFIED HOW ARMY TREATS FAMILY

Mean	2.874	Std err	.016	Median	3.000
Mode	2.000	Std dev	.996	Variance	.992
Kurtosis	-.502	S E Kurt	.078	Skewness	.314
S E Skew	.039	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11290.000		

Valid cases 3929 Missing cases 16

Research Product

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