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Quality of Life for Marines at Camp Pendleton

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13. ABSTRACT (Maximum 200 words) A comprehensive assessment of Quality of Life (QOL) in the Marine Corps, using a life domain framework, in which were included the domains of residence, neighborhood, leisure and recreation, health, friends and friendships, marriage/intimate relationship, relations with children, relations with other relatives, income/standard of living, job, and self, was conducted in 1993. This report focuses on data for Camp Pendleton only. Global quality of life was shown to have significant effects on organizational outcomes. Junior enlisted personnel were more negative on all measures of global QOL. Detailed discussions of each life domain are included.					
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Foreword

The research reported herein was funded by the Marine Corps Systems Command (Code AWT) under Program Element 0602131M, Project CP31P14, Task1. The objective of the work was to conduct a baseline assessment of Quality of Life (QOL) in the Marine Corps. Results of the Marine Corps-wide assessment have been reported in NPRDC-TR-95-4 *Quality of Life in the U. S. Marine Corps*. This report amplifies that basic document, focusing on QOL assessments for Camp Pendleton. Questions regarding the material in this report should be directed to Dr. Herbert Baker, Organizational Assessment and Development Division (619-553-7639; DSN 553-7639).

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Executive Summary

The military services are increasingly concerned with the quality of life of their members. This concern stems largely from a basic desire of military leaders to care for those in their charge, a concern for the well being of those who may be called upon at any time to place their lives in jeopardy in the defense of their country.

Such concern is exacerbated by substantive social and economic changes which have taken place in recent years. The emergence of the all-volunteer force, coupled with a decline in the population of eligible recruits, force the armed services into intense competition not only among themselves, but also with industry and academia. In addition, today's youth tend to be better educated as well as better informed of their vocational and career options. The rise of consumerism and the elevation of expectations regarding life's necessities and personal entitlements also focus attention on QOL. Finally, sophisticated, technologically advanced equipment and weaponry demand highly skilled operators, even as the uncertainties and ambiguities of late-20th Century daily life demand motivated and dedicated organizational members.

The concern for Quality of Life, thus, is impelled both by the Marine tradition of "caring for our own," and the ever-present need for competent, highly motivated, personnel, always in a high state of readiness. The result: immense investments of fiscal, personnel, and temporal resources in support of enhanced QOL.

Quality of Life in the U. S. Marine Corps (Kerce, 1995) is the master report wherein the results of the Marine Corps-wide QOL assessment are reported. The present report amplifies results of the Marine Corps-wide QOL assessment, focusing on data from Camp Pendleton only.

Approach

The Marine Corps-wide QOL study produced data collected from a worldwide, representative sample of Marines (excluding only E-1s) who had been randomly selected to receive the QOL survey (refer to Kerce, 1995). Data for use in these site-specific analyses were extracted from that database. Analyses were performed using the Statistical Package for the Social Sciences (SPSS-X).

A total of 1,578 questionnaires were distributed to Marines stationed at Camp Pendleton. One thousand five hundred forty-four (1,544) completed questionnaires were received by the cutoff date and usable in the database, for an effective response rate of 97.8%.

Sample Characteristics

More than nine out of ten respondents (94.6%) were male, versus 5.4 percent female. Almost six out of ten respondents (59.4%) were in the 21-25 (46.8%) and 26-30 (12.5%) age categories. The overwhelming majority (92.6%) were 35 years of age or less, and the average age was 24.2 years. In the sample, 65.1 percent were White, 13.9 percent Black, 16.8 percent were Asian or Pacific Islander, and 4.2 percent were Native American or Aleut (18.0 percent claimed Hispanic descent).

Less than three percent (2.7%) of the Marines had below a high school graduate education. One third (32.9%) had at least some college. Of the respondents, 42.5 percent were married, 51.0 percent had never been married, and 6.5 percent were separated or divorced. More than half (55.1%) had no dependents, 3.8% were accompanied by some of their dependents, 32.7% by all of their dependents. Four percent (4.3%) were temporarily unaccompanied, 3.4 percent were permanently unaccompanied by choice, 0.7 percent as a billet requirement. There were 202 respondents who were married geographical bachelors, the most common reasons being personal preference and cost of living.

One-fourth (24.4%) of those surveyed said they had dependent children living with them; 7.1 percent had dependent children living elsewhere. Few (7.4%) of the responding Marines had a military spouse. With respect to spousal employment other than by the military, 6.4 percent said their spouses were self-employed at home, 16.9 percent had spouses holding part-time civilian jobs, and spouses of 32.2 percent were full-time civilian workers. Nineteen percent (19.3%) had spouses who were unemployed by choice, 17.8 percent had spouses who were unemployed but looking for work.

As would be expected, the largest grouping was in the E-2--E-3 category, at 50.5 percent, followed by the E-4--E-5s, at 33.5 percent. Less than three percent (2.9%) of the total sample were O-1--O-3s, 1.7 percent were O-4 or higher. Length of time in current paygrade ranged from 0 to 129 months, with an average of 27.1 months. Average length of service was 4.7 years, with a range of from 0 to 28 years. Approximately half the sample (48.0%) had less than three years tenure in the Marine Corps. Average time at present assignment was 16.8 months. One-half of those responding (50.8%) had been on their present assignment 13 months or less. Only thirty-three persons (2.2%) said they were deployed at the time of the survey. A wide array of Marine Corps Military Occupational Specialties (MOS) was included in the sample, with clusters of respondents in particular MOSs relevant to ground combat.

Findings

In the Marine Corps Quality of Life Survey, information was elicited from respondents with respect to 11 "domains": residence, neighborhood, leisure and recreation, health, friends and friendships, marriage/intimate relationship, relationships with one's children, relationships with other relatives, income and standard of living, job, and self. Information varies by domain. However, affective assessments, cognitive assessments, objective descriptions, and salience indications are included for each domain.

Also included in the report are analyses with respect to global quality of life, and the relationship between quality of life and organizational outcomes (readiness, retention, and performance).

Summary of the Residence Domain

For the Marines at Camp Pendleton, type of housing was found to be a powerful determinant of affective evaluation of the residence and of satisfaction with residence overall. Those living in BOQ/BEQ have the least control over many aspects of their living quarters, and they tended to be much less satisfied with their residence than were those living in military housing; civilian housing

residents, whether they owned or rented, were most satisfied of all. Bachelor quarters residents also tended to compare their current housing less favorably with childhood home or with the kind of housing they might be enjoying if they were not in the Marine Corps. Other than with cost, bachelor quarters residents were least satisfied on all factors of residence. Not unexpectedly, their lowest satisfaction was with space and privacy, the highest, such as it was, with cost and location.

Marines living in military housing were more satisfied with their residences than were bachelor quarters residents. Members of this subgroup (military housing) were most satisfied with cost and location, least with attractiveness and privacy. Marines living in civilian housing were most satisfied with the condition, attractiveness, and layout of their residences. Lowest satisfaction for this subgroup was with cost.

In general, there were no high levels of satisfaction with housing in the Camp Pendleton sample. On the seven-point scale of overall satisfaction (seven being high), the top indicator was found to be 5.2; for a facet satisfaction (again with a seven-point scale) the top was 5.6 (satisfaction with the condition of the residence). Both high points of satisfaction were found among the residents of civilian housing.

Summary of the Neighborhood Domain

Overall satisfaction with neighborhood among Camp Pendleton Marines was not all that positive, with a mean (4.7) approaching the "somewhat satisfied" range. As would be expected, assessments of the neighborhood domain were influenced by type of housing. Again, BOQ/BEQ residents were the least positive in their assessments in almost every case. As was true in the case of residence, satisfaction tends to increase with rank group, and married Marines tend to be more satisfied than those never having been married.

Satisfaction ratings were low for sense of community among all three housing subgroups; also ranking low in satisfaction for civilian community residents was commuting time to work. Marines living in both BOQ/BEQ and military housing rated time to work and safety highest in facet satisfaction. Top satisfiers for Marines living out in the civilian community were retail services and public services.

Respondents comparing their current neighborhoods to those they might be living in were they not in the Marine Corps were fairly positive. By subgroup, BOQ/BEQ residents were actually highest on this measure. Marines in all three types of housing rated their current neighborhoods as worse than those neighborhoods in which they grew up. Comparing current neighborhood with those of their peers, civilian housing residents gave the most favorable rating, BOQ/BEQ residents the least favorable; however, a majority thought their neighborhood and those of their peers were about equal.

Results showed that, for BOQ/BEQ residents and those living in military housing, appearance was the strongest predictor of overall satisfaction; for Marines living in civilian housing, the top predictor was safety. In turn, overall satisfaction was the most powerful predictor of positive feelings about the neighborhood.

Summary of the Leisure and Recreation Domain

Responses to the questions in this section of the survey show that the Marines at Camp Pendleton tended to feel fairly positively about their leisure. Positive feelings increased with rank, and non-Whites were more positive than were Whites. Overall satisfaction with leisure and recreation was close to neutral, neither satisfied nor dissatisfied. With only a few exceptions (e.g., dining out, movies) personal interest and preference account more for non-participation than any other reason. Not surprisingly, single Marines frequent the bars and clubs more than their married counterparts. For most of the women and men in the sample, current leisure compares very favorably with potential leisure as civilians, and with the leisure they might be enjoying if stationed elsewhere in the Marine Corps.

Summary of the Health Domain

Few of the Marines at Camp Pendleton (11.2%) reported feeling negative about the state of their health. In fact, three out of four (76.2%) said they were "pleased" to "delighted" about their health. There were no subgroup differences for gender, race, or marital status; positive feelings about health increased linearly with rank grouping. As would be expected, non-smokers and higher performers on the PFT tended to feel better about their state of health.

Mean overall satisfaction with health was 5.35, with 77.2 percent expressing some degree of satisfaction with their health. As with the affective measure, non-smokers, high scorers on the PFT, and higher ranked individuals scored higher as well on the cognitive evaluation, i.e., overall satisfaction with health. Energy level and endurance were most highly correlated with overall satisfaction.

Mean satisfaction with both medical care (4.51) and dental care (4.65) was moderate. There was no relationship between driving time to nearest military medical facility and overall satisfaction with health.

In this sample, one-third carried CHAMPUS supplemental insurance. For dependent health care, military medical facilities were used most often, followed by CHAMPUS. Highest satisfaction for medical care went to CHAMPUS and private HMO, while for dependent dental care, it was private HMO and military medical facilities. No relationship was found between overall satisfaction and source of treatment received by dependents. Respondents expressed somewhat less satisfaction with medical care for their dependents than for themselves.

The best predictor of overall satisfaction with health was satisfaction with endurance. Best predicting positive affective evaluation of personal health was overall satisfaction with personal health.

Summary of the Friends and Friendships Domain

Three out of four of these Camp Pendleton Marines (69.8%) felt positive about their friendships. An even higher percentage (74.9%) expressed overall satisfaction with this area of their lives. Support and encouragement received from friends most closely correlated with overall

satisfaction, and, of the four facet satisfactions, that one received the highest mean satisfaction score.

Half of those in the sample had for their closest friends fellow Marines at Camp Pendleton, and 77.4 percent of the respondents had friends in the local area with whom they could discuss personal matters, usually at their own or their friend's residence. Most felt that making friends as a Marine and as a civilian had about equal difficulty or that it was easier as a Marine. Half said they had about as many friends as did other Marines.

This domain showed moderate salience. The four facet satisfactions were the best predictors of overall satisfaction, and overall satisfaction was the best predictor of positive feelings about friends and friendships.

Summary of the Marriage and Intimate Relationships Domain

Principal subgroups used for the analyses in this domain were married, involved in an intimate relationship, and uninvolved. The uninvolved made up 31.7 percent of the sample. They were mostly young, junior enlisted and officer personnel, the overwhelming majority of whom had never been married.

More than half the respondents felt positive about their relationship, while about one in four felt unhappy with their relationship situation. Younger Marines were lowest in affective assessment. Blacks had the highest mean score on the D-T scale for this domain. Married Marines felt better about relationships than did those not having a relationship. Length of time in the relationship seemed to make little difference in feelings about the relationship.

With respect to overall satisfaction in this domain, eight out of ten chose responses on the positive end of the scale. The facet satisfaction most closely correlated with overall satisfaction was satisfaction with the love and understanding received.

Summary of the Relationships with Children Domain

More than half the respondents (57.7%) indicated they were "pleased" or "mostly pleased" about their relationships with their children who were living with them. An even higher percentage (70.7%) indicated they were "pleased" with their relationships with the children who were not living with them.

Eight out of ten (80.0%) said they were somewhat to completely satisfied in this domain. Of the several facet satisfactions, satisfaction with quality of time spent with children was most closely linked to overall satisfaction. Least correlated with overall satisfaction was satisfaction with education received by the children. Many of the respondents, both married (51.5%) and single parents (73.0%) expressed some degree of dissatisfaction with the amount of time they spent with their children, and both single (78.1%) and married (61.0%) parents thought they would be able to spend more time with their children if they were civilians.

Overall satisfaction with the schools their children were attending was moderate. Those utilizing church schools showed the highest satisfaction, followed by those using private day schools; public schools came in third.

Married parents most often indicated that it was their spouse who cared for the children day to day, and who would also be providing care during long-term absences such as deployments. The responses in both areas by single parents showed much more variation, and single parents were less confident of the care their children were and would be receiving.

Six out of ten respondents (63.1%) thought their relationships with their children would be better if they were civilians. Comparing their own situation with that of other Marines, 49.2 percent felt the two were about equal.

Neither feelings about this domain (the D-T scale) nor overall satisfaction with this domain (the cognitive evaluation) can be predicted very well by the variables provided by this section of the survey.

Summary of the Relationships with Other Relatives Domain

Most of these Camp Pendleton Marines provided positive assessments--both affective and cognitive--of this domain. Few subgroup differences were found with respect to either of these overall assessments. Relatives' respect for the respondent's independence, and relatives' support for the respondent's military career were the facet satisfactions most highly correlated with overall satisfaction.

Six out of ten felt that relationships with their relatives would be better if they were not in the Marine Corps. Younger Marines, junior enlisted and officer, and those whose relatives were farthest away tended to feel this way more than their older, higher ranking contemporaries, or those with relatives in the nearby area. Men felt more strongly that relationships would be better if they were civilians than did women.

Relatively high salience was found for this domain. However, salience, that is, thinking often of relatives, showed no significant correlation with either feelings about this domain or overall satisfaction in it.

Summary of the Income and Standard of Living Domain

Contentment with income and standard of living was rather low. Both affective and cognitive evaluations had mean scores below the midpoint (4.0) of their respective scales, 3.87 and 3.65, respectively. As would be expected, feelings about income and standard of living vary with rank and age, and positive evaluation increased linearly with both age and rank. Blacks were most positive on the affective evaluation, Whites the least; and women were more positive than men. Cognitive evaluation differences by subgroup were very similar.

Only 5.7 percent of those sampled were holding second jobs, with another 22.0 percent actively searching for one. Spouses contributed to the family's income in 29.9 percent of the cases.

Most closely correlated with overall domain satisfaction was satisfaction with money available for extras. Income and standard of living showed very high salience. Both the commissary and the exchange helped three-fourths of the Marines, although neither received an exceptionally strong endorsement. Adverse financial events had occurred for 18.0 percent of the respondents.

In social comparisons, 56.6 percent thought they were better off financially than they would be as civilians, and 45.3 percent felt they were about as well off as their Marine peers.

Summary of the Marine Corps Job Domain

Neither affective nor cognitive evaluation of the work domain was very positive, with mean scores for both evaluations hovering about the midpoint of their respective scales. Blacks, women, and married personnel were the most positive about their Marine Corps jobs, and both affective and cognitive evaluations became more positive with increasing age of the respondents. Feelings about job and overall satisfaction correlated positively at .70.

Of the facet satisfaction items, highest mean satisfaction was shown for amount of responsibility on the job and feeling of accomplishment; lowest was for pay and benefits and opportunity for personal growth and development. Satisfaction with feeling of accomplishment was most closely correlated with overall satisfaction.

Marines reported working from 20 to 120 hours per week, although figures on both ends of the distribution must be questioned. Mean overall satisfaction was highest for those working 40-49 hours per week, lowest for those working 70-79 hours per week.

A measure of person-environment fit was used, and the results showed that, on average, the Marine Corps jobs were deficient in each of five job characteristics, when compared with the respondents' ideal jobs. In analyses using a summary P-E fit score, it was found that respondents in jobs where the P-E fit was in the ideal range scored highest in overall satisfaction, ahead of those in either the deficiency or excess categories.

Half (49.5%) felt they would be less likely to be in their ideal job if they were civilians, while about one-fourth (24.0%) felt the opposite. Comparison favoring civilian job correlated negatively with both affective and cognitive evaluations.

Variables used in the analyses were better able to predict overall satisfaction than affective evaluation. Satisfaction with feeling of accomplishment best predicted overall satisfaction, while affective evaluation was best predicted by overall satisfaction.

Summary of the Self Domain

A majority of the Marines in the Camp Pendleton sample reported having positive feelings about self. Positive evaluation of this domain was correlated somewhat with pride in being a Marine. Older Marines were more positive than younger, Blacks led the rest in positive feelings about self, and being married or involved in an intimate relationship was associated with higher positiveness. Gender differences were not significant.

The mean score for overall satisfaction (the cognitive measure) was higher than the mean for feelings about self (the affective measure). Subgroup differences for overall satisfaction paralleled subgroup differences in feelings. Overall satisfaction was positively correlated with satisfaction with personal appearance. Highest satisfaction was recorded for self-discipline and general competence, while the lowest mean satisfaction score was for progress toward goals. This was true also for all subgroups.

More respondents thought their personal development was better as a Marine than it would have been had they remained civilians. Also, when comparing their own accomplishments to those of other Marines of the same rank, most respondents rated their own accomplishments higher.

Personal development had relatively high salience. Those who scored highest on positive feelings about self, and on overall satisfaction with self, tended to think less often about personal development.

Summary of Global Quality of Life Findings

Six measures of global QOL were included in the survey. Response totals for each measure except one were slightly weighted on the positive side, although the average scores hovered about the midpoint. When a global QOL composite score was constructed, the distribution of scores was wide-ranging; however, the mean was very slightly above the midpoint. All in all, global QOL was not very high by any measure used. Married Marines tended to score higher on QOL, which generally increased with rank and age. Women scored higher than men on global QOL.

QOL perceptions are affected by person-environment fit and by comparison with civilians. Somewhat higher global QOL is associated with better fit, and Marines who perceived their situations favorably compared with a civilian alternative tended to score higher on global QOL.

The strongest predictor of global QOL was feelings about self. Six variables together accounted for 69-81 percent of the variance when predicting global QOL from domain QOL.

In summary, it appears that construction of a single global composite using the domain QOL scores is defensible, and that the resulting composite score relates meaningfully to other variables (e.g., P-E fit). However, average global QOL composite scores, like most of the average domain QOL scores, do not distance themselves greatly from the scalar midpoints. Subgroup differences appear, but, for practical purposes do not amount to very much.

Summary of QOL and Organizational Outcomes

Quality of life was significantly related to personal readiness. Marines perceiving higher QOL tended also to have a higher readiness composite score. Neither race nor marital status was related to personal readiness. Women showed less personal readiness than men, and readiness increased with rank and age. On the whole, using the nine indices discussed above, readiness was only moderate.

Quality of life was found to be related to intention to stay in the Marine Corps. Most closely correlated with remaining on active duty were job and residence; this was true for both cognitive

and affective evaluations. In addition, perceptions of the effects of domain QOL for those Marines intending to remain differed significantly from the perceptions of those Marines intending to leave.

A weak yet significant correlation was found between individual performance and global QOL for E-5s and above, with higher performers also perceiving better QOL overall. This is, of course, a relationship, not a causal connection.

Discussion

The Marine Corps Quality of Life Survey has delivered a wealth of information bearing on the quality of life of Camp Pendleton Marines, both in a global sense and with respect to a number of specific domains. The analyses reported herein reflect an attempt to "slice the data" in multiple ways so as to derive meaning from the responses which these Marines have provided through their participation in the survey. That the result is a rich lode of information is undeniable.

The image which emerges from the data is one of the women and men of an organization doing the work they are assigned, and endeavoring to do it well. Their quality of life may vary from that of others, and from the level they would like it to be. As in any organization, and as in life in general in our society, quality of life, at least in its material and psychological aspects, increases with one's status, income, and organizational tenure.

Young people do not perceive their quality of life as positively as do their more mature fellows, in part because of these material and psychological conditions, but also, one would suspect, simply because of youth itself and its demands for adjustment to adult life in general and in particular to the world of work. The presence among the Marines of Camp Pendleton of many very young and few very old cannot but induce age differences in perceived quality of life which favor the more mature person. Rank differences stem in part from the younger-older contrast, in part from privileges and benefits attendant upon seniority, and also from the officer-enlisted dichotomy.

Marriage, children, and intimate relationships each introduce additional concerns to members of an organization, affecting quality of life by those concerns, sometimes markedly. On the other hand, such relationships also offer many positive contributions to quality of life. In all likelihood, racial and gender differences in perceived QOL primarily reflect individual comparisons between perceived opportunities within and outside of the Marine Corps. Age, rank, gender, race, and relationship or marital status notwithstanding, the great majority of survey respondents from Camp Pendleton are proud to serve, proud to be Marines.

On a total sample basis, quality of life is about average, i.e., mean QOL ratings cluster around the midpoints of the scales by which it is being measured. Many of the Marines in the Camp Pendleton sample are reasonably content, many are not. At the extremes, a few see life as "a bowl of cherries"; others perceive just the pits. What is important are the patterns of responses that emerge, and, how the QOL assessments change over time. In the end, the picture presented by the survey results is neither good nor bad; it is just a picture. There are aspects of QOL warranting accolades, and other aspects calling for command attention and ameliorative efforts.

more effective and available “weapon of opportunity” for the leaders of the Marines at Camp Pendleton.

Comprehensive quality of life assessment has brought into clearer focus the perceptions of the Marines themselves--as a whole and as demographic subgroups--about their quality of life. Thus, the data reported herein speak for these Marines. The individual responses of each Marine have been tallied and added to those of her or his fellows; together, their responses cumulate into a powerful information matrix for the commander and other cognizant officers. In addition to the “snapshot” of what conditions are for Camp Pendleton Marines in terms of QOL, the assessment indicates avenues of approach toward QOL enhancement.

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Section One

Introduction

Introduction

Background

The military services are increasingly concerned with the quality of life of their members. This concern stems largely from a basic desire of military leaders to care for those in their charge, a concern for the well being of those who may be called upon at any time to place their lives in jeopardy in the defense of their country.

Such concern is exacerbated by substantive social and economic changes which have taken place in recent years. The emergence of the all-volunteer force, coupled with a decline in the population of eligible recruits, force the armed services into intense competition not only among themselves, but also with industry and academia. In addition, today's youth tend to be better educated as well as better informed of their vocational and career options. The rise of consumerism and the elevation of expectations regarding life's necessities and personal entitlements also focus attention on QOL. Finally, sophisticated, technologically advanced equipment and weaponry demand highly skilled operators, even as the uncertainties and ambiguities of late-20th Century daily life demand motivated and dedicated organizational members.

The concern for Quality of Life, thus, is impelled both by the Marine tradition of "caring for our own," and the ever-present need for competent, highly motivated, personnel, always in a high state of readiness. The result: immense investments of fiscal, personnel, and temporal resources in support of enhanced QOL.

Problem

Quality of Life in the U. S. Marine Corps (Kerce, 1995) is the master report wherein the results of the Marine Corps-wide QOL assessment are reported. The research reported therein was designed to assess the success of previous QOL enhancements, and to provide baseline data against which future QOL assessments can be arrayed. In addition, assessment results were made available to HQMC program managers to guide ongoing Corps-wide QOL improvements.

What is needed to supplement the Marine Corps-wide information are site-specific analyses that will be of use to commanders of major Marine Corps installations.

Purpose

The purpose of the research reported herein is to amplify results of the Marine Corps-wide QOL assessment, focusing on data from Camp Pendleton only.

Approach

The Marine Corps-wide QOL study produced data collected from a worldwide, representative sample of Marines (excluding only E-1s) who had been randomly selected to receive the QOL survey (refer to Kerce, 1995). Data for use in these site-specific analyses were extracted from that database. Analyses were performed using the Statistical Package for the Social Sciences (SPSS-X).

Section Two

Sample Characteristics

Sample Characteristics

Response Rate

A total of 1,578 questionnaires were distributed to Marines stationed at Camp Pendleton. One thousand five hundred forty-four (1,544) completed questionnaires were received by the cutoff date and usable in the database, for an effective response rate of 97.8% (For details, refer to Kerce, 1995:29-30.)

Gender

More than nine out of ten respondents (94.6%) were male, versus 5.4 percent female.

Age

Age distribution for the sample is portrayed in Table 1. As shown, almost six out of 10 respondents (59.4%) were in the 21-25 (46.8%) and 26-30 (12.5%) age categories. The overwhelming majority (92.6%) of the sample were 35 years of age or less, and the average age was 24.2 years.

Table 1

Age Distribution of
Camp Pendleton Sample
(*n* = 1,530)

Age Group	Percent
18-20	26.6
21-25	46.8
26-30	12.5
31-35	6.7
36+	7.4

Race

Table 2 reflects the racial composition of the sample, in which 65.1 percent were White, 13.9 percent Black, 16.8 percent were Asian or Pacific Islander, and 4.2 percent were Native American or Aleut. In response to a separate question, 18.0 percent claimed Hispanic descent.

Note. The reader will find it useful to have at hand the Marine Corps-wide results of the survey, found in Kerce (1995).

Table 2

**Racial Distributions of Camp Pendleton
(*n* = 1,483)**

Race/Ethnic Group	Number	Percent
White/Caucasian	966	65.1
Black/African American	206	13.9
Asian/Pacific Islander	249	16.8
Native American/Aleut/Eskimo	215	4.2

Education

Less than three percent (2.7%) of the Marines in this sample had below a high school graduate education. One third (32.9%) had at least some college. Table 3 shows the complete education figures.

Table 3

**Educational Level for All Respondents
(*n* = 1,530)**

Education Level	Percent
Less than high school	0.6
High school graduate	2.2
High school graduate	64.3
Less than 2 years college	19.5
Two or more years college, no degree	5.6
Associate's degree	2.0
Bachelor's degree	4.3
Master's degree	0.8
Doctoral or professional degree	0.7

Marital Status

Of the respondents in the sample, 42.5 percent were married, 51.0 percent had never been married, and 6.5 percent were separated or divorced.

Accompanied Status

More than half (55.1%) of the Camp Pendleton Marines responding to the survey had no dependents, 3.8% were accompanied by some of their dependents, 32.7% by all of their dependents. Four percent (4.3%) were temporarily unaccompanied, 3.4 percent were permanently unaccompanied by choice, 0.7 percent as a billet requirement. (Refer to Table 4.) There were 202

respondents who were married geographical bachelors, the most common reasons being personal preference and cost of living.

Table 4

**Accompanied Status by Marital Status Group
(n = 1,518)**

Status	Percent
N/A, no dependents	55.1
Accompanied by some dependents	3.8
Accompanied by all dependents	32.7
Temporarily unaccompanied	4.3
Permanently unaccompanied by choice	3.4
Permanently unaccompanied--billet requirement	0.7

Parental Status

One-fourth (24.4%) of those surveyed said they had dependent children living with them; 7.1 percent had dependent children living elsewhere.

Spousal Employment

Table 5 details the responses to the question about spouse's job. Few (7.4%) of the responding Marines had a military spouse. With respect to spousal employment other than by the military, 6.4 percent said their spouses were self-employed at home, 16.9 percent had spouses holding part-time civilian jobs, and the spouses of 32.2 percent were full-time civilian workers. Nineteen percent (19.3%) had spouses who were unemployed by choice, 17.8 percent had spouses who were unemployed but looking for work.

Table 5

**Employment Situation for Spouses of Married Respondents
(n = 674)**

Situation	Percent
In the military	7.4
Self-employed at home	6.4
Civilian job part time	16.9
Civilian job full time	32.2
Unemployed by choice	19.3
Unemployed, actively seeking employment	17.8

Paygrade

The paygrade distribution for the sample is shown in Table 6. As would be expected, the largest grouping was in the E-2--E-3 category at 50.5 percent, followed by the E-4 -- E-5s, at 33.5 percent. Less than three percent (2.9%) of the total sample were O-1--O-3s, 1.7 percent O-4 or higher. Length of time in current paygrade ranged from 0 to 129 months, with an average of 27.1 months.

Table 6

**Paygrade Distribution of Sample
(n = 1,491)**

Paygrade	Number	Percent
E-2--E-3	753	50.5
E-4--E-5	499	33.5
E-6--E-7	127	8.5
E-8--E-9	27	1.8
O-1--O-3	43	2.9
O-4--O-9	30	1.7
WO	17	1.1

Length of Service

Average length of service was 4.7 years, with a range of 0 to 28 years. Approximately half the sample (48.0%) had less than 3 years tenure in the Marine Corps.

Months at Assignment

Zero to 98 months was the range for time at present assignment, with an average of 16.8 months. One-half of those responding (50.8%) had been on their present assignment 13 months or less.

Deployment Status

Of the Marines in this sample, few were on deployment. Thirty-three persons (2.2%) said they were deployed at the time of the survey. However, in a separate question, eight said they were deployed aboard ship, two at a U.S. Embassy, and 30 at school (for a total of 40).

Occupational Specialty

A wide array of Marine Corps Military Occupational Specialties (MOS) was included in the sample, with clusters of respondents in particular MOSs relevant to ground combat.

Section Three

Quality of Life Domains

Quality of Life Domains

Introduction

The term "Quality of Life" refers to the overall well-being of the individual human being. It is important to remember that no external assessment of any person's quality of life is either valid or very meaningful; quality of life (QOL) is as it is perceived by the individual. A QOL survey is an attempt to elicit information from an individual which will indicate, with some degree of fidelity, how that person perceives his or her QOL. In the aggregate, questionnaire responses from a scientifically drawn sample of individuals will provide indications about the QOL for members of an organization, and thus, in a way, provide a commentary on organizational health, and indicate areas where organizational resources might profitably be targeted.

It is probably true that personal assessments of quality of life vary from time to time, dependent on many things: personality factors, recent events in the life-span of the individual, or simply as a result of the acquisition of new information by the individual. A survey can provide but a snapshot of the QOL perceptions of members of an organization. The information is highly relevant and useful, but requires updating on a regular basis, or subsequent to major events in the physical or social environments.

Quality of Life Domains

Quality of Life is a global term. Whereas such an overarching term is useful for referring to overall well-being, that global perception has many contributors. Countless are the ways in which QOL might meaningfully be divided. Each is a major category in which individuals would be likely to focus their attention, the results of which contribute in a great or small way to a global assessment of well-being. The relative importance of each of these domains, of course, will constantly shift, not always in a predictable manner.

Closest to the "heart" of QOL might be self-assessments, and perceptions about one's health. For most people, areas of life involving spouse or other intimate companion, children, and friends lie close to the self domain; not too distant are other relatives. Work remains closely associated with one's identity; and income, in addition to its own importance to QOL, affects many other areas of QOL as well. Where one lives and the quality, size, and amenities of one's dwelling are of great importance to individuals. Leisure and recreation seem to be of increasing importance in today's society, and thus become important to overall QOL.

In the Marine Corps Quality of Life Survey, information was elicited from respondents with respect to 11 "domains." This section of the report details results for each of those domains of life in the order presented in the survey itself:

- Residence
- Neighborhood
- Leisure and Recreation
- Health
- Friends and Friendships
- Marriage/Intimate Relationship

Relationships with One's Children
Relationships with Other Relatives
Income and Standard of Living
Job
Self

Information varies by domain. However, affective and cognitive assessments, objective descriptions, and salience level are included for each domain.

Measurement Scales

Human beings have feelings about the various aspects of their lives. They also make rational evaluations, which may or may not agree with how they feel. Within each domain, affective assessments (measuring feelings about something) used a seven-point scale, the bipolar anchors being Delighted and Terrible (D-T). Cognitive assessment (measuring rational evaluations) again used a seven-point scale which ran from Completely Satisfied to Completely Dissatisfied. A third seven-point scale was used to measure Salience ("on the mind"). Objective descriptions are stated in terms relevant to the qualities being measured, and each domain had some items unique to that section of the survey.

Analysis Categories

Extremely small numbers of respondents in some subgroups of the sample hinder scientific analyses and often render survey information less useful. Therefore, broader categories have been developed. Even then, especially in crosstab analyses where the data are being sliced in more than one way, there will be very few respondents in some categories; examples would be senior enlisted, warrant officers, senior officers, and persons more than 30 years old. With regard to operational decisions and recommendations for action, the reader is urged to view with caution any results where the number in a category is very, very low.

For analyses of differences according to demographic characteristics, the following categories are used in this report:

Age

Less than 25 years old
25-35 years old
More than 35 years old

Marital Status

Married
Formerly married (divorced/widowed)
Never married

Rank

- E-2--E-4
- E-5--E-9
- W-1--W-5
- O-1--O-4
- O-5--O-9
- Other (E-1)

Residence

- BOQ/BEQ
- Military housing
- Civilian housing
- Other

Race

- White
- Black
- Hispanic
- Other

In certain cases, categories will be used that are specific to the domain under consideration, and not elsewhere in the report. In such cases, the reader will be alerted to the use of those special analysis categories.

Data Presentation

Presentation of survey results for Camp Pendleton closely parallels that for the Corps-wide survey (Kerce, 1995). Tables and figures are used sparingly in this report, and only in cases where visual presentation of the data is particularly useful. In addition, for reporting purposes, responses are sometimes "collapsed"; for example, "completely dissatisfied" and "dissatisfied" might be combined. The reader is urged to consult the survey itself (in the Appendix) for exact item wording. The tables are sequenced very close to the order of data presentation in this report.

The Residence Domain

We will begin with where the Marines live--their residence. One's "home base" often has far-reaching effects on one's perceptions of quality of life. It directly affects the way one lives, one's safety, one's comfort. Monetary, rank, and marital status variables impose constraints on choice of residence for Marines at Camp Pendleton.

Type of Residence

Table 7 portrays the distribution of the sample by residence type. By far the most respondents were living in BOQ or BEQ (47.3%), followed by personally rented civilian housing at 26.1 percent and family housing on base at 12.8 percent.

Table 7

Distribution of the Sample by Type of Housing

Housing Type	Percent
Bachelor Quarters (BEQ/BOQ)	47.3
Family housing on base	12.8
Military housing off base	.6
Civilian housing (personally owned)	5.8
Civilian housing (rented)	26.1
Mobile home	.6
Other	6.8

Affective Evaluation of Residence

In the overall sample, the mean score on the D-T measure was 4.2, effectively at the mid-point of the scale, "neither happy nor unhappy." One-fifth of the Marines surveyed (21.9%) chose the "mostly pleased" response; 20.5 percent chose "pleased." Only 5.1 percent were "delighted," whereas 9.1 percent and 10.1 percent chose the "unhappy" and "terrible" responses, respectively. "Mostly pleased" to "delighted" responses tended to be chosen by respondents living in either civilian (74.3%) or military housing (64.8%), whereas the "mostly unhappy" to "terrible" responses were more often chosen by BOQ/BEQ residents (43.5%). Nonetheless, BOQ/BEQ had some "pleased" and "delighted" residents (11.6%), and both civilian (5.0%) and military housing (8.8%) had a few residents who chose the "unhappy" or "terrible" response alternatives.

As would be expected, positive affective evaluations of residence tended to increase with rank. Never-married respondents tended to be least happy with residence, formerly married were more positive, and married respondents made the most positive affective evaluations of all.

Cognitive Evaluation of Residence

Marines were asked to indicate overall satisfaction with their residence on a seven-point scale, 1 being "very satisfied" and 7 being "very dissatisfied." Responses on this measure correlated strongly with responses on the domain D-T scale ($r = .73, p < .000$). The sample mean for overall satisfaction was 4.2, at just about the midpoint of the scale.

Subgroup comparisons indicated that married personnel were somewhat more satisfied with their residence than were those formerly married, who were much more satisfied than those never having been married. Blacks were most satisfied, followed by "Other" and White in that order; least satisfied were Hispanic respondents. Women were more satisfied than men. Little difference in satisfaction was evident among the officer subgroups; however, senior enlisted were less satisfied than officers, and junior enlisted were least satisfied of all. Finally, Marines residing in civilian housing made the highest endorsement for satisfaction, followed by those living in military housing, and "other" residence type; BOQ/BEQ was a distinct last in overall satisfaction.

Specific Residence Factors

In addition to the overall satisfaction measure, the survey also elicited information with respect to Marines' satisfaction with nine specific aspects of their residence. Table 8 shows correlations among the satisfaction ratings of specific factors in addition to the correlation between specific factors and overall satisfaction. Generally, strong intercorrelations were found among all of the specific factors except location, which was slightly lower, and cost, for which intercorrelations were considerably lower. All specific factors correlated strongly with overall satisfaction except cost.

Table 8

Intercorrelations of Specific and Overall Satisfaction with Residence

Satisfaction Aspect	Intercorrelations Among Aspects									Correlations With Overall Satisfaction
	S1	S2	S3	S4	S5	S6	S7	S8	S9	
1. Attractiveness		.76	.67	.66	.65	.53	.67	.69	.14	.78
2. Layout			.68	.62	.68	.60	.65	.63	.21	.76
3. Amenities				.65	.65	.50	.67	.63	.13	.74
4. Privacy					.74	.49	.69	.57	.09	.74
5. Space						.53	.69	.58	.18	.76
6. Location							.54	.47	.23	.62
7. Comfort								.65	.19	.77
8. Condition									.18	.72
9. Cost										.29

Notes.

1. All correlations are significant at $p < .001$.

2. With pairwise treatment of missing values, *N*s for these analyses ranged from 1,450 to 1,515.

Intercorrelations were examined separately for bachelor quarters, military family housing, and civilian housing residents. The correlation coefficients for the three subgroups were generally very similar to those shown in Table 8, again with cost showing the lowest correlation with overall satisfaction.

Analysis by type of residence produced results highly comparable with those for the total sample. Except for cost, Marines residing in the BOQ and BEQ were consistently least satisfied on all factors. Residents of civilian housing tended to be most satisfied, except with respect to cost. For BOQ/BEQ residents, all but two of the mean scores fell into the dissatisfied portion of the scale; in contrast, all response means for both military and civilian housing subgroups fell on the positive portion of the scale. Table 9 displays the satisfaction ratings for the three subgroups.

Table 9
Aspects of Residence Ranked by Mean Satisfaction Score
by Where Respondents Were Living

Bachelor Quarters		Government Family Housing		Civilian Housing	
Aspect	Mean	Aspect	Mean	Aspect	Mean
Cost	5.01	Location	5.16	Condition	5.65
Location	4.02	Cost	5.12	Attractive	5.56
Layout	3.85	Layout	4.98	Layout	5.52
Condition	3.70	Amenities	4.95	Amenities	5.49
Attractive	3.53	Space	4.80	Comfort	5.35
Comfort	3.26	Condition	4.72	Location	5.28
Amenities	3.15	Comfort	4.55	Privacy	5.18
Space	2.74	Attractive	4.55	Space	4.96
Privacy	2.58	Privacy	4.37	Cost	4.16

Cost, space, and privacy were lowest ranked for satisfaction by both civilian and military housing residents; space and privacy were lowest ranked by BOQ/BEQ residents. Those residing in civilian housing ($N = 497$) were paying from \$100.00 to \$2,050.00 per month for their housing (average of \$696.00). Mortgage payments on personally owned civilian housing ranged from \$400.00 to \$2,050.00, averaging \$1,099.00. Monthly rent for non-owned civilian housing ranged from \$250.00 to \$1,400.00 (average \$637.00). Average cost for shared rentals was \$478.00, the range being from \$100.00 to \$900.00. Only nine respondents reported living in a mobile home; their average monthly payment was \$491.00.

For all respondents except those living in BOQ/BEQ ($N = 791$), the number of rooms in the residence ranged from one ($N = 35$) to eight or more ($N = 28$). Three to six rooms were most commonly indicated, with the mode being five rooms. Number of adults living in the residence ranged from one to eight or more; children living in the residence ranged from one to six. Dividing the number of rooms in the residence by the total number of persons living there (adults plus

children) provided a figure denoting rooms per person. That figure ranged from a low of .38 to a high of 4.50. The mean for military housing was 1.3; for civilian housing it was 1.4.

Social Comparisons

Respondents were asked to compare their current residence to the residence they thought they might have if they were not in the Marine Corps. Seventeen percent (17.1%) felt the two residences were about the same, 44.6 percent felt their current residence was worse, and 38.4 percent felt it to be somewhat better. Marines living in military housing were rather negative in their responses, with 20.6 percent stating their current residence and the one they might be living in were they not in the Marine Corps were about the same, but 42.2 feeling that their current residence was worse. Civilian housing residents were only slightly more positive, with 37.2 percent stating that the two were the same, 37.7 percent feeling their current residence was worse. For BOQ/BEQ residents, there was a relatively equal split between feeling current residence was better (46.4%) and feeling it was worse (49.7%).

Respondents were also asked to compare their current residence with homes in which they had lived whereas growing up. By far the most stated that their current residence was worse (64.2%). More than half of the military housing residents (53.7%) felt their current residence was worse, 17.4 percent felt their current residence and the one they had lived in whereas growing up were about equal. Again, the civilian housing residents were only a little more positive in their evaluations; 47.5 percent felt their current residence was worse, 22.2 percent felt the two were about the same, whereas 30.3 percent felt their current residence was better. BOQ/BEQ residents were highly negative in their responses: more than seven out of ten (77.5%) said "worse."

A third comparison was requested, this one between the Marine's current residence and the residences of most other Marines of the same paygrade. More than half (54.9%) of those responding felt the two were about the same, with responses for better (24.4%) and worse (20.8%) fairly evenly split. Half (52.0%) the military housing residents saw their residence and those of their contemporaries as about equal, with better and worse again about evenly split. Civilian housing residents were most positive in responding to this question, with half (49.3%) feeling the two were about equal, and 42.7 percent feeling their residence was better than that of most of their peers. Six out of 10 (61.2%) BOQ/BEQ residents felt the two were about the same, 25.8% felt their own residence was worse, 13.0% felt theirs was better.

Positive correlations were found between responses on two of the comparisons and overall satisfaction with residence. Those who felt that their current residence compared favorably with where they lived as children, and those whose current residences compared favorably to those of their peers, tended also to be satisfied with their current residence. The strongest relationship was between overall satisfaction with residence and a positive comparison with peers ($r = .48$), followed by a positive comparison with childhood residence ($r = .30$).

Salience

Respondents were asked how frequently residence had been on their mind, using a seven-point scale running from 1 (almost all the time) to 7 (not at all). Mean scores on the salience measure

differed very little by where respondents were living (military housing = 2.39, civilian housing = 2.39, BOQ/BEQ = 2.18).

Saliency score was found to correlate positively with overall satisfaction with residence ($r = .32$, $p = .000$), and with feelings about one's residence QOL on the D-T scale ($r = .30$, $p = .000$). This indicates that the Marines in the sample had a tendency to think more often of their residence if they were having problems with it.

Variables Predicting Positive Assessment of Residence

To identify the combination of factors that are predictive of overall satisfaction with residence, and with positive feelings toward it, a series of multiple regression procedures was conducted. Using a stepwise procedure, 14 variables were tested: nine specific satisfactions, overall domain satisfaction, the D-T (feelings) score, and the three comparison variables. Because of differences associated with living in military housing, civilian housing, and bachelor quarters, analyses were conducted separately for each subgroup. The results of the three analyses to predict residence domain overall satisfaction are presented in Tables 10, 11, and 12. Only the strongest predictors, those adding at least one percentage point to the squared multiple correlation, are included in the tables.

Table 10
Multiple Regression Predicting Bachelor Quarters Residents'
Overall Satisfaction with Residence

Variable	Multiple R	R^2	Beta
Satisfaction with space available	.72	.52	.72
Satisfaction with attractiveness	.81	.65	.45
Overall feeling about residence	.84	.70	.27
Satisfaction with comfort	.86	.73	.24
Satisfaction with condition	.86	.75	.17
Satisfaction with privacy	.87	.76	.16
Satisfaction with layout	.88	.77	.15
Satisfaction with cost	.88	.78	.09
Satisfaction with amenities	.88	.78	.09
Satisfaction with location	.89	.78	.05

Table 11

**Multiple Regression Predicting Government Family Residents'
Overall Satisfaction with Residence**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Overall feeling about residence	.77	.59	.77
Satisfaction with condition	.83	.68	.37
Satisfaction with comfort	.86	.75	.31
Satisfaction with cost	.89	.79	.23
Satisfaction with attractiveness	.90	.81	.22
Satisfaction with amenities	.91	.83	.17
Satisfaction with location	.91	.83	.08
Satisfaction with layout	.91	.84	.10
Satisfaction with space available	.92	.84	.08

Table 12

**Multiple Regression Predicting Civilian Housing Residents'
Overall Satisfaction with Residence**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Satisfaction with comfort	.70	.48	.70
Overall feeling about residence	.78	.60	.41
Satisfaction with space available	.81	.66	.30
Satisfaction with location	.83	.70	.24
Satisfaction with attractiveness	.85	.72	.22
Satisfaction with cost	.86	.74	.15
Satisfaction with amenities	.87	.75	.14
Satisfaction with privacy	.87	.76	.12
Satisfaction with condition	.87	.76	.10
Comparison with Marines' housing	.88	.77	.07

As can be seen in the tables, it is, generally, satisfaction with specific aspects of the residence that most strongly predicts overall satisfaction with residence for Marines in all three subgroups. However, feelings about the residence was the top predictor for residents of military housing, second strongest for civilian housing residents, and third strongest for those residing in BOQ/BEQ. A comparison shows that feelings about the residence, attractiveness, and comfort were important for all subgroups.

Multiple regression procedures also were used to determine what most strongly influenced Marines' feelings about their residences. Overall satisfaction, the nine facet satisfactions, salience, and the three residence comparisons were the variables included. Results of the separate analyses for BOQ/BEQ, military housing, and civilian housing are shown in Tables 13, 14, and 15.

Table 13

**Multiple Regression Predicting Bachelor Quarters Residents'
Feelings About Their Residence**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Satisfaction with residence overall	.64	.41	.64
Saliency	.66	.44	.16
Satisfaction with attractiveness	.67	.45	.15
Satisfaction with comfort	.67	.45	.07
Satisfaction with condition	.67	.45	-.07
Comparison with other Marines	.67	.45	.03
Satisfaction with privacy	.67	.45	.04
Comparison with housing whereas growing up	.67	.46	-.03
Satisfaction with location	.68	.46	.02
Satisfaction with space available	.68	.46	-.03
Comparison with housing as a civilian	.68	.46	-.02
Satisfaction with cost	.68	.46	.01
Satisfaction with amenities	.68	.46	.11
Satisfaction with layout	.68	.46	-.01

Table 14

**Multiple Regression Predicting Military Family Residents'
Feelings of About Their Residence**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Satisfaction with residence overall	.77	.59	.77
Satisfaction with attractiveness	.78	.61	.20
Satisfaction with space available	.79	.62	.12
Satisfaction with location	.79	.62	.08
Satisfaction with condition	.79	.63	.09
Satisfaction with privacy	.79	.63	.06
Comparison with housing whereas growing up	.79	.63	-.05
Saliency	.80	.63	.04
Comparison with other Marines	.80	.63	.03
Satisfaction with layout	.80	.63	.03
Comparison with housing as a civilian	.80	.63	.01
Satisfaction with comfort	.80	.63	.01
Satisfaction with amenities	.80	.63	.02
Satisfaction with cost	.80	.63	.002

Table 15

**Multiple Regression Predicting Civilian Housing Residents'
Feelings About Their Residence**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Satisfaction with residence overall	.66	.43	.66
Satisfaction with attractiveness	.68	.46	.20
Satisfaction with location	.69	.47	.15
Satisfaction with layout	.69	.48	.11
Comparison with housing as a civilian	.70	.48	.07
Saliency	.70	.48	.06
Satisfaction with comfort	.70	.49	.07
Comparison with other Marines	.70	.49	.03
Satisfaction with privacy	.70	.49	.03
Comparison with housing whereas growing up	.70	.49	.02
Satisfaction with cost	.70	.49	.02
Satisfaction with amenities	.70	.49	.02
Satisfaction with condition	.70	.49	-.01
Satisfaction with space available	.70	.49	-.003

Overall satisfaction with residence was the best predictor of positive feelings about the residence. Salience was the second most potent predictor for residents of both bachelor quarters and military family housing, whereas satisfaction with attractiveness of the residence was second for civilian housing occupants. The three comparisons added little to the correlations for any of the three housing types. Prediction, using the stated variables, was much more successful in the case of Marines living in military housing than for residents of the other two types of housing.

Summary of the Residence Domain

For the Marines at Camp Pendleton, type of housing was found to be a powerful determinant of affective evaluation of the residence and of satisfaction with residence overall. Those living in BOQ/BEQ have the least control over many aspects of their living quarters, and they tended to be much less satisfied with their residence than were those living in military housing; civilian housing residents, whether they owned or rented, were most satisfied of all. Bachelor quarters residents also tended to compare their current housing less favorably with childhood home or with the kind of housing they might be enjoying if they were not in the Marine Corps. Other than with cost, bachelor quarters residents were least satisfied on all factors of residence. After all, their comparison, at best, is between their room (or shared suite) and an actual apartment or a house. Not unexpectedly, their lowest satisfaction was with space and privacy, the highest, such as it was, with cost and location.

Marines living in military housing were more satisfied with their residences than were bachelor quarters residents. Members of this subgroup (military housing) were most satisfied with cost and location, least with attractiveness and privacy.

Marines living in civilian housing were most satisfied with the condition, attractiveness, and layout of their residences. Lowest satisfaction for this subgroup was with cost.

In general, there were no high levels of satisfaction with housing in the Camp Pendleton sample. On the seven-point scale of overall satisfaction (seven being high), the top indicator was found to be 5.2; for a facet satisfaction (again with a seven-point scale) the top was 5.6 (satisfaction with the condition of the residence). Both high points of satisfaction were found among the residents of civilian housing.

The Neighborhood Domain

How Marines feel about where they live depends not only on their residence but also on the neighborhood in which it is situated. Many are the ways in which neighborhoods differ in the encircling environments they provide for any particular residence. Housing values, occupant safety, and social relations are but a few of the things affected by neighborhood type and quality. Given the differences among housing types (BOQ/BEQ, military housing, civilian housing), one would expect at least some neighborhood ratings to differ according to housing type. Variables included in the assessment of neighborhood included the affective (D-T) scale, overall satisfaction, satisfaction with various aspects of the neighborhood, comparisons, salience, and perceived effects on behaviors and intentions.

Affective Evaluation of the Neighborhood

Relatively, Camp Pendleton Marines were about as positive about their neighborhood as about their residences. With respect to feelings about their neighborhood, approximately one-third of the sample (35.7%) were on the mid-point of the seven-point scale, "neither happy nor unhappy." Responses of "unhappy" and "terrible" accounted for only 5.9 percent and 6.4 percent, respectively. One-fifth (20.4%) marked "mostly pleased," whereas another one-fifth (18.7%) chose the "pleased" response. The mean for overall satisfaction was very close to the mid-point, and very slightly higher than that for feelings about residence, at 4.3.

Subgroup comparisons showed statistically significant differences by marital status, rank group, and type of housing. Feelings about neighborhood were equal for married and formerly married Marines, at 4.69; however, the feeling score for those never having been married was only 3.95. With respect to rank group, feelings about the neighborhood became more positive in a linear fashion with rank: E-2 to E-4, 4.10; E-5 to E-9, 4.85; O-1 to O-4, 5.16; and O-5 to O-9, 5.36; warrant officers scored between junior and senior officers at 5.24.

Feelings about neighborhood were least positive for BOQ/BEQ residents (3.92), more positive for residents of military housing (4.74); those living in civilian housing were most positive of all (4.81). Much of the difference among subgroups can, of course, be accounted for by the fact that single, unmarried Marines tend to live in the bachelor quarters. Those having higher incomes (i.e., of higher rank) tend to select or to be assigned to better neighborhoods.

Length of time in the neighborhood was not significantly correlated with feelings about the neighborhood. A fairly weak relationship was found between feelings about the neighborhood and the amount of time it required to get to work ($r = .05$, $p = .032$).

Cognitive Evaluation of Neighborhood

More than half (57.2%) of the Marines were somewhat to completely satisfied with their neighborhoods; 20.7 percent were dissatisfied and 22.1 percent chose the neutral response. Overall satisfaction with neighborhood was moderately correlated ($r = .68$) with responses on the D-T scale (feelings about neighborhood). Overall satisfaction with neighborhood differed significantly by rank group and type of housing, but not by marital status.

Specific Aspects of Neighborhood

Correlations shown in Table 16 denote the relationships among satisfaction with specific aspects of the neighborhood, and between each of the specific aspects and overall satisfaction. Each of the 11 specific elements was significantly correlated with overall satisfaction. Although the exact correlations differed, the pattern of relationships was highly similar across type of residence subgroups.

Table 16

Intercorrelations of Specific and Overall Satisfaction with Neighborhood

Aspect	Intercorrelations Among Aspects										Correlations With Overall Satisfaction
	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	
1. Safety	.60	.50	.50	.41	.32	.37	.45	.25	.24	.33	.51
2. Public Services		.63	.58	.40	.42	.38	.45	.47	.19	.41	.61
3. Appearance			.78	.48	.52	.42	.52	.46	.14	.42	.73
4. Other Dwellings				.50	.44	.40	.50	.44	.16	.41	.71
5. Friendliness					.42	.49	.63	.38	.25	.37	.61
6. Transportation						.45	.48	.51	.25	.33	.54
7. Racial Mix							.52	.34	.25	.33	.52
8. Sense of Community								.42	.24	.37	.64
9. Retail Services									.15	.38	.56
10. Commute Time										.27	.29
11. Parking Availability											.56

Notes.

1. All correlations are significant at $p < .001$.
2. With pairwise treatment of missing values, Ns for these analyses ranged from 9,904 to 10,158.

Highest intercorrelation ($r = .78$) was between satisfaction with appearance of the neighborhood, and satisfaction with the condition of other dwellings; lowest intercorrelation ($r = .14$) was between satisfaction with appearance of the neighborhood and satisfaction with the time it takes to get to work. The three aspects having the strongest relationship with overall satisfaction were the appearance of the neighborhood, the condition of other dwellings, and sense of community. The aspect showing the least relationship with overall satisfaction was commuting time.

Table 17 shows the mean satisfaction scores for the various specific elements of the neighborhood domain, broken out by type of housing. There were no surprises. Differences can be accounted for by the trade-offs in characteristics of barracks life versus living in a home, and by on-base versus off-base housing. Time to work and safety rank high for both BOQ/BEQ and military housing; sense of community ranks low for both. Among the Marines residing in civilian housing, sense of community ranked lowest, with safety only slightly higher; their highest facet satisfactions were with retail services and public services. Interestingly, Marines living in civilian housing appear to be equally satisfied with the friendliness of their neighbors as those living in military housing.

Table 17

**Aspects of Neighborhood Ranked by Mean Satisfaction Score
by Where Respondents Were Living**

Bachelor Quarters		Military Family Housing		Civilian Housing	
Aspect	Mean	Aspect	Mean	Aspect	Mean
Commute Time	5.31	Public Services	5.53	Retail Services	5.56
Safety	4.80	Racial Mix	5.26	Public Services	5.39
Racial Mix	4.63	Commute Time	5.06	Appearance	5.36
Public Services	4.49	Safety	5.01	Parking	5.17
Friendliness	4.49	Appearance	5.01	Other Dwellings	5.16
Parking	4.42	Other Dwellings	4.94	Friendliness	4.98
Other Dwellings	4.25	Parking	4.93	Racial Mix	4.92
Appearance	4.23	Friendliness	4.91	Transportation	4.73
Transportation	4.08	Retail Services	4.66	Commute Time	4.69
Community Sense	3.99	Transportation	4.57	Safety	4.67
Retail Services	3.81	Community Sense	4.09	Community Sense	4.46

Although closely linked with type of housing, satisfaction with aspects of the neighborhood tends to be lower among those never having been married and among the junior enlisted personnel.

Social Comparisons

Respondents were asked to compare their present neighborhood to the one they thought they might be living in were they not in the Marine Corps. Responses were quite positive. More than half (54.2%) thought their current neighborhood was better, whereas 25.0 percent of them felt the two were about equal. Only 20.8 percent rated their current neighborhood as worse. However, when asked to compare current neighborhood and the one in which they had grown up, respondents were much more negative. Six out of 10 (60.3%) of the Marines felt their current neighborhood was worse, and only 22.5 percent felt it was better. In a third comparison, 60.4 percent of those sampled felt that their current neighborhood was about equal to that of their peers; 21.4 percent thought theirs was better, 18.1 percent thought theirs was worse.

There was no clear pattern by type of housing. Marines living in civilian housing were most likely to see their current neighborhood as superior to that of their peers. However, when comparing current neighborhood with the one in which they grew up, civilian housing residents gave their current neighborhood a less favorable rating than did those respondents living in military housing. And, although they were much more negative on comparisons of current neighborhood with either the one in which they grew up or the neighborhoods of their peers, BOQ/BEQ residents were surprisingly more positive than either military or civilian housing residents when comparing their current neighborhood with the one they might be living in were they not in the Marine Corps.

Salience

Approximately half (48.5%) of these Camp Pendleton Marines stated that their neighborhood was on their mind "seldom," "hardly ever," or "not at all." One out of four (25.3%) marked "once

in a while,” whereas 13.2 percent indicated “quite a lot.” For a few, neighborhood was on their mind “a great deal” (7.0%) to “almost all the time” (6.0%). On the seven-point scale, the mean response was 4.5. Correlational analysis revealed that those who had their neighborhoods on their mind most often tended also to be the ones least satisfied with their neighborhoods.

Variables Predicting Positive Assessment of Neighborhood

The combination of factors that predict positive assessment of the neighborhood domain were identified through a series of multiple regression procedures. Because of the varying characteristics of BOQ/BEQ, military housing, and civilian housing which likely affect these assessments, the analyses were conducted separately for each of the three housing type subgroups.

Fourteen variables were entered in a stepwise procedure: 11 facet satisfactions and three comparisons. Tables 18, 19, and 20 show that, in each case, a few (4-6) facet satisfactions account for approximately 70 percent of the variance in overall satisfaction, with the comparison factors contributing very little to the correlations. (Only predictors adding a full percentage point or more to the squared coefficient are included in the tables.).

Table 18

Multiple Regression Predicting Bachelor Quarters Residents’ Overall Satisfaction with Neighborhood

Variable	Multiple R	R ²	Beta
Satisfaction with appearance	.68	.46	.68
Satisfaction with sense of community	.69	.47	.11
Satisfaction with availability of parking	.69	.48	.09
Satisfaction with availability of retail services	.69	.48	-.06
Satisfaction with friendliness	.69	.48	.03

Table 19

Multiple Regression Predicting Military Family Housing Residents’ Overall Satisfaction with Neighborhood

Variable	Multiple R	R ²	Beta
Satisfaction with appearance	.69	.48	.69
Satisfaction with friendliness	.77	.59	.37
Satisfaction with availability of parking	.81	.66	.28
Satisfaction with safety	.83	.69	.31
Satisfaction with availability of retail services	.84	.70	.12
Satisfaction with length of time to get to work	.85	.72	.12

Table 20

**Multiple Regression Predicting Civilian Housing Residents'
Overall Satisfaction with Neighborhood**

Variable	Multiple R	R ²	Beta
Satisfaction with appearance	.75	.56	.75
Satisfaction with friendliness	.81	.65	.36
Satisfaction with availability of parking	.83	.69	.22
Satisfaction with safety	.85	.72	.23
Satisfaction with availability of retail services	.86	.74	.15
Satisfaction with sense of community	.87	.75	.15

Appearance of the neighborhood, availability of parking, and the condition of other dwellings in the neighborhood figure prominently in overall satisfaction for Marines living in all three types of housing. Roughly half the variance for BOQ/BEQ and military housing residents is accounted for by appearance alone; for civilian housing residents, the top predictor (again accounting for nearly half the variance) is safety.

Five variables (overall satisfaction, the three comparisons, and domain salience) were tested for their combined effects as predictors of how Marines felt about their neighborhoods, as indicated by scores on the D-T scale. Overall satisfaction with neighborhood by far accounted for most of the variance (46%). Table 21 shows the variables and their order of entry into the equation. In separate analyses for each type of housing, overall satisfaction was the top predictor for all three. In second position as a predictor of feelings about the neighborhood was salience for BOQ/BEQ and military housing residents, whereas for civilian housing residents it was the comparison between their own neighborhood and the neighborhoods of peers. Compared to the other two residence categories, much less of the variance was accounted for by any single factor in the case of bachelor quarters residents.

Table 21

**Multiple Regression to Predict Feelings About the
Neighborhood Domain--Total Sample**

Variable	Multiple R	R ²	Beta
Satisfaction with neighborhood overall	.70	.48	.45
Neighborhood recent events composite score	.72	.53	.20
Comparison with neighborhoods whereas growing up	.73	.54	.11
Comparison with other Marines' neighborhoods	.74	.55	.09
Domain Saliency	.74	.55	.08
Optimism	.75	.56	.05

Summary of the Neighborhood Domain

Overall satisfaction with neighborhood among Camp Pendleton Marines was not all that positive, with a mean (4.7) approaching the "somewhat satisfied" range. As would be expected, assessments of the neighborhood domain were influenced by type of housing. Again, BOQ/BEQ residents were the least positive in their assessments in almost every case. As was true in the case of residence, satisfaction tends to increase with rank group, and married Marines tend to be more satisfied than those never having been married.

Satisfaction ratings were low for sense of community among all three housing subgroups; also ranking low in satisfaction for civilian community residents was commuting time to work. Marines living in both BOQ/BEQ and military housing rated time to work and safety highest in facet satisfaction. Top satisfiers for Marines living out in the civilian community were retail services and public services.

Respondents comparing their current neighborhoods to those they might be living in were they not in the Marine Corps were fairly positive. By subgroup, BOQ/BEQ residents were actually highest on this measure. Marines in all three types of housing rated their current neighborhoods as worse than those neighborhoods in which they grew up. Comparing current neighborhood with those of their peers, civilian housing residents gave the most favorable rating, BOQ/BEQ residents the least favorable; however, a majority thought their neighborhood and those of their peers were about equal.

Results of a series of multiple regression procedures showed that, for BOQ/BEQ residents and those living in military housing, appearance was the strongest predictor of overall satisfaction; for Marines living in civilian housing, the top predictor was safety. In turn, overall satisfaction was the most powerful predictor of positive feelings about the neighborhood.

The Leisure and Recreation Domain

We turn our attention now to the domain of leisure and recreation. Supporting a host of industries (resorts, equipment, media, clothing) leisure and recreation have become important activities in the life and life-style of modern men and women. It frequently becomes the focus of comparisons between one's own situation and the situations of other individuals, families, or population subgroups. Thus, leisure and recreation is an activity domain with high potential for influencing a Marine's perceptions of her or his overall quality of life.

In addition to eliciting information on the D-T (feelings) scale, satisfaction scales, and comparison items, this section of the survey also asked respondents to indicate the recreational activities in which they participated, and how often they did so. Subsequently, those who were infrequent users of recreational activities were asked to indicate the reasons for their non-participation.

To make the elicited information more meaningful, analyses in this section sometimes categorize respondents by a combination of marital status (never married, married, divorced/separated/widowed), and age (under 25, 25-35, and 36 and older).

Affective Evaluation of Leisure Time Activities

Marines at Camp Pendleton seemed relatively content with their recreation. More than half (59.2%) were either "pleased" or "mostly pleased," and 13.3 percent chose the "delighted" response. Only a few (11.9%) felt negative about their leisure and recreation. The mean score of 5.1 equates to a "mostly pleased" response.

Analysis of variance found statistically significant differences by paygrade group (positive feelings tended to increase with rank), race (Blacks and Hispanics were more positive than Whites, whereas "Other" were least positive of all) and age (positive feelings increased with age). Gender accounted for no significant difference in affective assessment. Interaction between rank and age was not significant.

Cognitive Evaluation of Leisure

Measurement in this domain used an overall satisfaction item, plus four items addressing satisfaction with specific aspects (facets) of leisure and recreation. Overall satisfaction had a mean score of 4.33, very close to the neutral point on the scale. Three out of 10 (30.1%) responded negatively, another 20.5 percent were neutral, and almost half (49.4%) chose a positive response. Variance in overall satisfaction showed differences by age, but not by rank, gender, or race, nor by interactions among the variables. Satisfaction increased linearly with age.

Specific facet satisfaction items focused on variety of leisure activities available, cost of leisure activities, facilities provided, and the amount of time available for leisure activities. Table 22 displays correlations among the facet satisfactions and between each facet satisfaction and overall satisfaction with leisure and recreation. At least moderate correlations existed between each of the factors, with the strongest relationship being between variety of activities available and facilities

provided. Amount of leisure time available was the facet most strongly correlated with overall satisfaction.

Table 22
Intercorrelations of Specific and Overall Satisfaction
With Leisure Time

Satisfaction Aspect	Intercorrelations			Correlations with Overall Satisfaction
	Sat2	Sat3	Sat4	
1. Variety	.39	.71	.35	.58
2. Cost		.51	.38	.50
3. Facilities			.43	.64
4. Amount of leisure time				.70

Notes.

1. All correlations are significant at $p < .001$.
2. With pairwise treatment of missing values, Ns for these analyses ranged from 1,521 to 1,530.

Leisure Activities

Marines participating in the survey were asked to indicate how often they participated in each of 28 leisure activities. For clarity of data presentation, responses have been collapsed into three categories: never, seldom, and frequent. Table 23 summarizes the results separately for married and unmarried personnel; shown is the percent of the subgroup in each participation category.

Overall, the patterns for participation in the various activities were similar across subgroups. Going to bars and clubs was quite a bit more typical of the unmarried Marines. Gardening, fixing things, and visiting with people were more heavily participated in by married than by unmarried. These results hold no surprises, especially when one considers the relationship between marital status and type of living quarters.

Table 23

Participation in Leisure Activities by Married and Unmarried Marines

Activity	Married			Not Married		
	Never	Seldom	Frequent	Never	Seldom	Frequent
Active sports	13.6	35.2	51.2	11.9	33.5	54.7
Working out, running	2.4	13.1	84.6	2.3	12.4	85.3
Swimming	20.4	53.7	25.9	26.0	45.4	28.6
Watching sports events	12.4	34.2	53.4	15.1	29.6	55.3
Golfing	72.8	21.6	5.6	70.7	21.9	7.3
Tennis and racquet sports	52.2	35.2	12.6	60.6	28.5	11.0
Sailing	90.1	8.8	1.1	89.3	8.6	2.1
Outdoor activities (e.g., camping)	31.5	56.3	12.2	30.3	51.0	18.7
Fishing, boating	42.5	45.0	12.5	48.4	41.0	10.7
Dining out	2.1	40.1	57.9	4.6	28.7	66.7
Picnics, pleasure drives	9.8	53.1	37.1	24.2	44.5	31.4
Going to the movies	8.3	56.7	35.0	4.7	45.7	49.6
Going to clubs, bars	27.7	51.4	20.9	6.1	27.7	66.2
Time with friends, relatives	2.4	33.6	64.0	6.1	19.3	74.6
Club meetings, activities	61.5	28.9	9.6	60.5	27.3	12.2
Church activities	44.1	36.2	19.7	48.6	38.0	13.4
Playing cards, indoor games	17.3	51.0	31.7	20.2	47.6	32.2
Classes or lectures	48.2	38.1	13.7	43.0	35.9	21.1
Concerts, plays, etc.	48.3	48.3	3.5	33.2	57.4	9.4
Museums, exhibits, etc.	36.5	60.0	3.5	44.6	50.1	5.4
Gardening and yard work	40.2	20.2	39.6	72.6	18.0	9.4
Making and fixing things	15.7	43.4	40.8	50.1	32.3	17.5
Hobbies, musical instrument	26.1	41.4	32.5	37.7	34.9	27.3
Volunteering	49.7	40.0	10.3	53.2	35.1	11.8
Shopping (except groceries)	4.4	47.6	48.0	7.7	46.7	45.6
Reading	6.5	34.9	58.6	7.6	32.4	60.0
Watching TV, video games	2.0	12.9	85.1	4.5	16.0	79.5
Listening to music	0.6	5.9	93.5	0.8	4.6	94.6

Note. Many respondents skipped items in the leisure activity participation section. This resulted in blank responses that ranged from 209 for listening to music to a high of 1,841 for sailing. This wide range in the number of missing responses across items could be taken as evidence that people were not just skipping the whole section, but rather were selectively picking items to respond to. It is possible that these missing responses should have been included in the "never" category but they have instead been excluded from computation of percentages.

Reasons for Non-Participation in Leisure Activities

Marines who had not recently participated in a particular leisure activity were asked to indicate why they had not. They could choose from several response alternatives: "not available,"

“inadequate facilities,” “too expensive,” “low priority,” and “not interested.” Table 24 shows the frequencies for their responses.

Table 24
Reasons for Non-Participation in Leisure Activities

Activity	Not Available	Inadequate Facilities	Too Expensive	Low Priority	Not Interested
Active sports	20.8	11.2	2.4	43.8	21.9
Working out, running	5.5	13.0	1.3	55.0	25.2
Swimming	18.8	16.32	1.0	35.1	29.0
Watching sports events	8.6	9.8	8.8	30.5	42.2
Golfing	7.2	1.7	7.7	16.1	67.4
Tennis and racquet sports	4.5	5.3	1.8	26.7	61.6
Sailing	13.2	3.0	19.1	12.3	52.4
Camping, hiking, and outdoor activities	11.4	8.7	10.2	35.4	34.3
Fishing, boating	14.4	8.8	15.6	25.3	36.0
Dining out	2.8	6.1	71.7	15.2	4.2
Picnics, pleasure drives	12.7	8.1	13.1	41.5	21.7
Movies	2.5	7.5	59.5	23.1	7.5
Clubs, bars	3.4	5.0	32.4	25.9	33.3
Time with friends, relatives	36.4	6.2	12.4	34.7	10.2
Club meetings, activities	12.8	2.6	1.2	21.3	62.1
Church activities	5.3	6.5	.9	31.6	55.7
Playing cards, indoor games	4.9	2.7	1.8	43.7	47.0
Classes, lectures	13.7	3.6	8.8	26.7	47.1
Concerts, plays	8.8	3.6	36.0	23.2	28.5
Museums, exhibits	9.8	5.5	15.7	32.0	37.1
Gardening, working in yard	36.9	7.4	1.2	12.2	42.3
Making and fixing things	30.1	10.3	3.9	20.0	35.7
Hobbies, painting, musical instrument	15.5	6.6	9.4	31.9	36.5
Volunteering	7.4	2.2	1.2	31.8	57.5

With only a few exceptions, lack of interest or low priority accounted for most non-participation in the various activities (in the great majority of the items, these two responses combined to 60 percent or more). Dining out and shopping were among the exceptions; in their case, cost was the most commonly cited reason for non-participation. Lack of availability was cited for gardening, fixing things, and visiting with others. Cost appeared to be a more significant problem for the married personnel, who more often cited that reason for non-participation in the case of dining out, going to movies, and shopping.

Social Comparisons

When asked to compare their current leisure with what they thought their leisure would be like in civilian life, respondents were surprisingly positive. Nearly three-fourths (72.4%) said their current leisure was a little to much more enjoyable than it would be if they were civilians. Only 6.4 percent chose negative responses. Those never married tended to view this issue more positively than their married counterparts, whereas the formerly married had a high percentage who said the two were about the same. There was no significant correlation between comparison of current leisure with potential leisure as a civilian, and overall domain satisfaction with leisure.

A second comparison was made, this one between current leisure and leisure at other places where the individual had been stationed since joining the Marine Corps. Results were again positive, though less so, with 46.2% choosing positive responses, and 25.6% choosing negative.

Salience

Salience of leisure and recreation was moderately high, with a mean score just up into the "a great deal" range of the scale. No significant correlation was found between the amount of time spent thinking about leisure activities and feelings about leisure. A significant but weak correlation between salience and cognitive assessment indicated a slight tendency for those who thought least often about leisure activities to be most satisfied overall with their leisure and recreation.

Variables Predicting Positive Assessment of Leisure and Recreation

Stepwise multiple regression procedures revealed that satisfaction with the amount of leisure time was the best predictor of overall satisfaction with leisure and recreation for both married and unmarried Marines. The same potential predictors were tested for each group, with facet satisfactions and feelings about leisure and recreation emerging as the combination of variables that best predicted domain satisfaction. Tables 25 and 26 provide summaries of the analyses (only measures contributing at least a one percent increase in the accounting for variance are shown). As inferred, comparison measures served as poor predictors of domain satisfaction.

Table 25

Multiple Regression Predicting Married Marines' Overall Satisfaction With Leisure Time

Variable	Multiple R	R ²	Beta
Satisfaction	.72	.52	.72
Satisfaction with facilities provided	.82	.68	.44
Overall feeling about leisure time	.85	.73	.25
Satisfaction with variety of activities	.86	.75	.19
Satisfaction with cost of activities	.87	.76	.09
Comparison with last duty station	.87	.76	.07
Comparison with civilians	.87	.76	-.03

Table 26
Multiple Regression Predicting Unmarried Marines'
Overall Satisfaction With Leisure Time

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Satisfaction with amount of leisure time	.68	.47	.68
Satisfaction with facilities provided	.78	.60	.41
Overall feeling about leisure time	.80	.65	.21
Satisfaction with variety of activities	.81	.66	.17
Satisfaction with cost of activities	.82	.67	.08
Comparison with last duty station	.82	.67	.05
Comparison with civilians	.82	.67	.003

Overall satisfaction and the facet satisfactions were used in multiple regression procedures with feelings about leisure as the dependent variable. For both married and unmarried Marines, only about 32 and 19 percent, respectively, of the variance could be accounted for. In each case overall domain satisfaction accounted for almost all of that percentage by itself. Refer to Tables 27 and 28 for summaries of these regressions.

Table 27
Multiple Regression Predicting Married Marines'
Feelings About Leisure Time

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta
Overall satisfaction with leisure time	.54	.29	.54
Satisfaction with amount of leisure time	.55	.31	-.15
Comparison with last duty station	.56	.31	.08
Satisfaction with cost of activities	.56	.31	.07
Satisfaction with variety of activities	.56	.32	.05
Satisfaction with facilities provided	.56	.32	-.07
Comparison with civilians	.56	.32	.05

Table 28**Multiple Regression Predicting Unmarried Marines'
Feelings About Leisure Time**

Variable	Multiple R	R ²	Beta
Overall satisfaction with leisure time	.41	.16	.41
Satisfaction with variety of activities	.42	.18	.14
Satisfaction with amount of leisure time	.43	.19	-.13
Satisfaction with facilities provided	.44	.19	-.08
Comparison with civilians	.44	.19	-.05
Satisfaction with cost of activities	.44	.19	.04
Comparison with last duty station	.44	.19	.03

Summary of the Leisure and Recreation Domain

Responses to the questions in this section of the survey show that the Marines at Camp Pendleton tended to feel fairly positively about their leisure. Positive feelings increased with rank, and non-Whites were more positive than were Whites. Overall satisfaction with leisure and recreation was close to neutral, neither satisfied nor dissatisfied. With only a few exceptions (e.g., dining out, movies) personal interest and preference account more for non-participation than any other reason. Not surprisingly, single Marines frequent the bars and clubs more than their married counterparts. For most of the women and men in the sample, current leisure compares very favorably with potential leisure as civilians, and with the leisure they might be enjoying if stationed elsewhere in the Marine Corps.

The Health Domain

Because it exerts profound effects on all other areas of a person's life, health is perhaps one of the central contributors to overall quality of life. However, it may be that those who are young and those who are fit take their health for granted, whereas those who have lost their health or suffer from impairment are most keenly aware of the effects of health on QOL.

The United States has been called a health-conscious society--even if the prescriptions for a healthy life-style are honored more in the breach than in practice. The fitness aspect of health, at least, has always been a part of life in the Marine Corps. Because of the stringent entrance requirements and the extant fitness programs that are characteristic of service as a Marine, health issues were not expected to be a problem for survey respondents. That expectation was generally supported by the data.

Affective Evaluation of Health

Three out of four Marines in the Camp Pendleton sample (76.2%) reported feeling "pleased" to "delighted" about their health. Another 11.1 percent felt "unhappy" to "terrible" about their health, whereas 12.7 percent chose a neutral response. Subgroup comparisons revealed only one significant difference: positive feelings about health increased linearly with rank grouping. No significant differences were found for race, gender, or marital status.

Most of these Marines (84.5%) had attained a First Class score on their most recent physical fitness test (PFT), and less than one percent (.6%) had failed. The mean number of days missed from work in the past year due to illness or injury was 3.3.

More than seven out of 10 respondents (71.4%) were non-smokers. Significant differences were found between smokers and non-smokers in terms of feelings about this domain, with non-smokers feeling better about their state of health. Significant differences also existed between feelings about health and PFT scores, with feelings increasing in positive aspect linearly with PFT score, from failure to First Class.

Cognitive Evaluation of Health

Six facet satisfaction items and one overall satisfaction item were used in the cognitive measurement of satisfaction with health. Overall satisfaction with health correlated positively with the affective measure described previously ($r = .69, p < .000$). The mean response to the overall satisfaction item was 5.35, corresponding to "somewhat satisfied" on the seven-point scale. Analyses found that only 11.4 percent of the Marines sampled indicated dissatisfaction with their health, whereas 77.2 percent expressed some degree of satisfaction.

One-way analyses of variance were conducted to isolate the effects of gender, race, rank, marital status, smoker status, and PFT score on overall satisfaction with health. Significant differences were found for rank, smoker status, and PFT score. As would be expected, non-smokers and those who scored higher on the PFT were more satisfied with their health, and satisfaction increased linearly with rank grouping.

Marines were asked to indicate their satisfaction with six specific aspects of their health: weight, energy level, sleeping patterns, endurance, medical care, and dental care. Table 29 depicts the intercorrelations among these facet satisfactions. Energy level and endurance were most highly correlated with overall satisfaction with health. For this sample of Marines, mean satisfaction scores were highest for overall satisfaction with health (5.35) and endurance (5.03). Showing the lowest mean satisfaction level was medical care (4.52).

Table 29

Intercorrelations of Specific and Overall Satisfactions with Health

Specific Satisfactions	Sat1	Sat2	Sat3	Sst4	Sat5	Sat6	Overall Satisfaction with Health
1. Weight		.51	.28	.44	.13	.13	.43
2. Level of energy			.53	.69	.27	.20	.64
3. Sleep habits				.43	.30	.24	.46
4. Endurance					.25	.21	.65
5. Medical care						.65	.34
6. Dental care							.26

Notes.

1. All correlations are significant at $p < .001$.
2. Pairwise deletion of missing cases resulted in $n = 1,520$ to $1,529$.

Assessment of Medical and Dental Care

Unlike the items that elicited perceptions about personal health, questions concerning medical and dental care asked the respondent to evaluate services provided by others. Mean satisfaction with medical care was 4.52, and for dental care it was 4.65; both are lower than the mean overall satisfaction with health, which was 5.35.

Three-quarters of those sampled lived within 20 minutes of the nearest military medical facility, and 94.3 percent were within a 40-minute drive. Analysis of variance revealed that overall satisfaction with health was not related to the time it took to get to the nearest military medical facility.

Those who had dependents were asked several additional questions: (1) whether they carried supplemental CHAMPUS coverage; (2) the type of medical insurance or medical care their dependents used most often; (3) their satisfaction with medical and dental care received by their dependents; and (4) whether any of their dependents had special medical needs.

One-third (35.1%) had supplemental CHAMPUS insurance coverage. Frequency analyses showed that military medical facilities were used most often (41.1%), followed by CHAMPUS (30.2%) and CHAMPUS Prime (16.6%). Very few respondents used group HMO (.3%), group fee-for-service policies (.1%), private HMO (.7%), or private fee-for-service (4.2%). Analyses of variance revealed that no significant effects on satisfaction with either dependent medical or dental

care could be attributed to type of medical facilities or insurance coverage for dependents. Highest mean satisfaction levels for medical care went to CHAMPUS (4.42) and private HMO (4.40); highest satisfaction for dependent dental care was with private HMO (4.40) and military medical facilities (4.24).

Slightly less satisfaction was expressed by these Marines for dependent medical care than for the medical care they themselves received. The same relationship held true in the case of dental care.

Respondents with dependents were asked whether any of those dependents had special medical needs. Of those respondents (38.6 percent of the total sample) having dependents with special medical needs, 5.1 percent indicated a spouse, 2.7 percent indicated a dependent child living with them, 1.2 percent a dependent child not living with them, and .3 percent a parent or other dependent. Marines having dependents with special medical care needs were significantly less satisfied than other Marines with both the medical and dental care their dependents received.

Salience

Forty-five percent (44.9%) of the Marines surveyed reported that their health was on their mind "quite a bit" to "all the time." Another 26.3 percent answered with the response "once in a while," and 28.8 percent said "seldom" to "not at all."

On the face of it, these figures indicate a rather heavy concern with health issues, that is, high salience for this domain, which most often would tend to be associated with health problems. As is true for Americans in general, Marines without health problems tend to show little concern for health issues. However, it may be conjectured that what is driving these figures higher is not concern for health at a global level, but a more specific concern for fitness, something very much on the minds of all Marines, and critical to the organization itself.

Social Comparisons

Comparing their current health with what their health would be if they were a civilian, 42.6 percent felt the two were about the same; 27.0 percent thought their current health was worse, 30.3 percent thought it better. Comparing their own health to that of other Marines, 47.5 percent thought themselves to be healthier, 12.9 percent thought they were less healthy than their contemporaries, and 39.7 percent felt about equal. Analyses of variance found no significant effects on comparison with civilians for either smoker status or PFT score. However, both smoker status and PFT score significantly affected comparison with other Marines, smokers and lower scoring individuals tending to rate their own health lower by comparison.

Variables Predicting Positive Assessment of Health

A stepwise regression was used to identify the combination of factors best predicting overall satisfaction with health. Included in the analysis were: the six facet satisfactions, rank, saliency, and social comparison measures. For these Marines, satisfaction with endurance was the top predictor of overall satisfaction with health, accounting, by itself, for 42 percent of the variance.

Other important predictors were level of energy (an additional 7% of the variance), comparison with other Marines (an additional 4%), and comparison with civilians (an additional 3%).

Another stepwise regression was conducted to determine the best predictors of positive affective assessment of health. With respect to the D-T health domain measure, overall satisfaction with health was the strongest predictor, accounting for nearly 48 percent of the variance; satisfaction with medical care received was second, accounting for an additional 2 percent of the variance, and comparison with other Marines was third, accounting for another two percent. Results of the regressions are found in Tables 30 and 31.

Table 30

Multiple Regression Predicting Satisfaction With Health

Variable	Multiple R	R ²	Beta In
Satisfaction with endurance	.65	.42	.65
Satisfaction with energy	.70	.49	.38
Social comparison with other Marines	.73	.53	.22
Social comparison with civilians	.75	.57	-.18
Saliency	.76	.58	.13
Satisfaction with medical care	.77	.59	.10
Satisfaction with sleep	.77	.60	.08
Satisfaction with weight	.77	.60	.07
Satisfaction with dental	.77	.60	.00

Table 31

Multiple Regression Predicting Feelings About Health

Variable	Multiple R	R ²	Beta In
Overall satisfaction with health	.69	.48	.69
Medical care	.70	.50	.15
Social comparison to other Marines	.72	.52	.10
Saliency	.73	.53	.10
Satisfaction with sleep	.73	.54	-.06
Social comparison to other civilians	.73	.54	-.04
Satisfaction with endurance	.73	.54	.04
Satisfaction with energy	.73	.54	-.03
Satisfaction with weight	.73	.54	.01
Satisfaction with dental	.73	.54	.01

Summary of the Health Domain

Few of the Marines at Camp Pendleton (11.2%) reported feeling negative about the state of their health. In fact, three out of four (76.2%) said they were "pleased" to "delighted" about their health. There were no subgroup differences for gender, race, or marital status; positive feelings about health increased linearly with rank grouping. As would be expected, non-smokers and higher performers on the PFT tended to feel better about their state of health.

Mean overall satisfaction with health was 5.35, with 77.2 percent expressing some degree of satisfaction with their health. As with the affective measure, non-smokers, high scorers on the PFT, and higher ranked individuals scored higher as well on the cognitive evaluation (i.e., overall satisfaction with health). Energy level and endurance were most highly correlated with overall satisfaction.

Mean satisfaction with both medical care (4.51) and dental care (4.65) was moderate. There was no relationship between driving time to nearest military medical facility and overall satisfaction with health.

In this sample of Camp Pendleton Marines, one-third carried CHAMPUS supplemental insurance. For dependent health care, military medical facilities were used most often, followed by CHAMPUS. Highest satisfaction for medical care went to CHAMPUS and private HMO, whereas for dependent dental care, it was private HMO and military medical facilities. No relationship was found between overall satisfaction and source of treatment received by dependents. Respondents expressed somewhat less satisfaction with medical care for their dependents than for themselves.

The best predictor of overall satisfaction with health was satisfaction with endurance. Best predicting positive affective evaluation of personal health was overall satisfaction with personal health.

The Friends and Friendships Domain

For many, friendships and other interpersonal relationships contribute greatly to life's meaning and satisfaction, and form an important part of an individual's social support mechanism. Service in the Marine Corps potentially has dual and somewhat contradictory effects in this domain. The nature of the work impels close interactions and interdependencies, whereas periodic relocation exposes the individual Marine to many new acquaintances; that same mobility, however, may prove inimical to long-term, deep, and lasting relationships.

Affective Evaluation of Friends and Friendships

The great majority (69.8%) of Marines in the Camp Pendleton sample expressed positive feelings about their friendships; 25.6 percent were "mostly pleased," 33.9 percent were "pleased," and 10.3 percent said they were "delighted." Only 10.9 percent selected a negative response, and 19.3 percent were "neither happy nor unhappy."

Neither tenure in the Marine Corps nor months at Camp Pendleton was significantly related to affective evaluation of friendships. There were no subgroup differences by race, gender, marital status, or age.

Cognitive Evaluation of Friends and Friendships

Four facet satisfaction items and one overall satisfaction item were used for the cognitive assessment in this domain. Facet satisfactions included: amount of time spent socializing with friends, number of Marine Corps friends, number of civilian friends, and support and encouragement received from friends. Mean overall satisfaction was 5.36, in the "somewhat satisfied" range. A positive response was chosen by 74.9 percent of the respondents, with only 8.4 percent choosing a negative.

With respect to facet satisfactions, Marines were most satisfied with support and encouragement received from friends, with a mean score of 5.26; number of Marine friends followed with a mean score of 5.20. Support and encouragement received from friends was most closely correlated with overall domain satisfaction ($r = .74, p = .000$). Intercorrelations among the facet satisfactions, and the correlation of each facet satisfaction with overall satisfaction are shown in Table 32.

Table 32

**Intercorrelations of Specific and Overall Satisfaction
With Friendships**

Specific Satisfaction	Intercorrelations				Correlations with Overall
	Sat1	Sat2	Sat3	Sat4	Satisfaction
Amount of time you socialize with friends		.59	.33	.46	.56
Number of Marine Corps friends			.37	.54	.65
Number of civilian friends				.45	.53
Support and encouragement received from friends					.74

Notes.

1. All correlations are significant at $p < .0001$.
2. With pairwise treatment of missing values, n for these analyses ranged from 1,505 to 1,528.

Characteristics of Friends

Half of the Marines in the sample (49.4%) said their close friends were mostly fellow Marines at Camp Pendleton; 26.8 percent said most of their close friends were civilians back home. Overall satisfaction with this area of life was highest for those whose closest friends were in the Camp Pendleton area (both civilians and fellow Marines). Feelings about friendships were most positive for respondents whose close friends were members of other services (although there were but 31 individuals in this category); next were those with closest friends being Marines at Camp Pendleton and civilians in the immediate area, in that order.

Three out of four respondents (77.4%) said they had friends locally with whom they could discuss personal matters. However, that leaves a sizeable percentage who do not have this important social support. And, indeed, the two groups differed significantly on both affective and cognitive evaluations of friendships. Those who had friends in the local area with whom they could discuss personal matters had a mean score of 5.31 on feelings about friendships (D-T scale), whereas the other group had a mean of only 4.24. Differences between the two groups were even greater with respect to overall satisfaction with friendships, where the group means were 5.63 and 4.42, respectively. The differences are graphically illustrated in Figure 1.

Those Marines having close friends locally with whom they could discuss personal matters were asked to describe those friends. By far the largest number (64.6%) said those friends were fellow Marines with whom they interacted socially on a regular basis. Both married and unmarried respondents said that most of the time spent with friends was at their own or their friend's residence; a distant second location in each case was restaurants and dining, and the unmarried had a noticeable number who indicated recreational facilities as the place of interaction.

Marines who did not have friends locally with whom they could discuss personal matters tended to have less time at present assignment, but the mean difference was only 2 months. Race, rank, and marital status did not distinguish the two subgroups. However, gender made a difference (significant at the $p = .01$ level): females were less likely to enjoy this important social support.

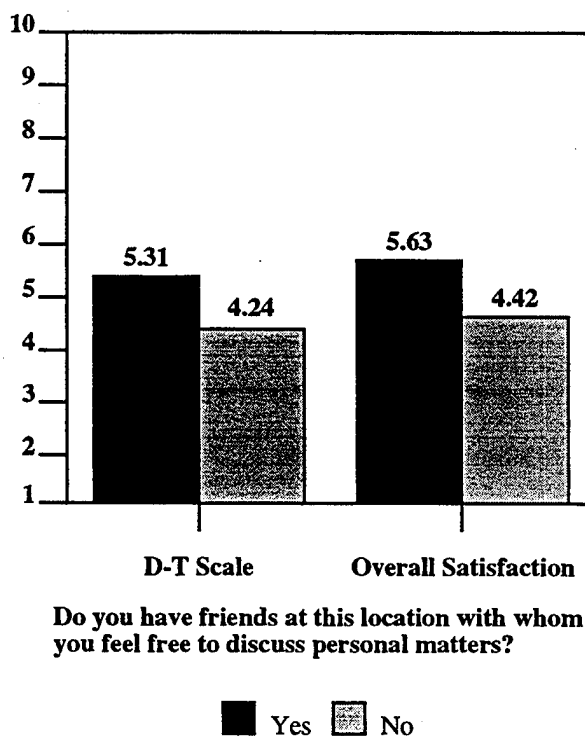


Figure 1. The effect of having a friend with whom to discuss personal matters on summary evaluation of friendships.

Social Comparisons

When asked whether it was easier to make friends as a Marine or as a civilian, 43.1 percent said it was about the same; 30.5 percent thought it was harder as a Marine, 26.4 percent easier. Marital status and gender made no difference on this variable. Rank, however, had an effect, in that officers tended to find making friends easier than did enlisted or warrant personnel. Racial differences were also significant, with Whites finding it easier than Blacks; Hispanics and "Other" found it even more difficult to make friends.

Respondents were also asked to make a comparison between themselves and other Marines on number of friends. Subgroup comparisons showed that race and rank had no significant effect. However, married Marines were more likely to feel they had fewer friends than either formerly married Marines or those who had never been married. Female Marines compared themselves less favorably in this area than their male counterparts. Overall, almost half the respondents said they had about the same number of friends as their contemporaries, 28.5 percent said fewer and 23.2 percent said they had more.

Salience

With a mean of 3.93, salience was moderate, near the midpoint of the scale. One-third of the Marines in the sample (35.8%) said they had friends on their mind "quite a bit" to "almost all the

time.” About the same number (34.1%) answered “once in a while,” and 30.1 percent said “seldom” to “not at all.” Salience, that is, having friends on one’s mind, was not significantly correlated with either affective evaluation of this domain (feelings about friends and friendships) or cognitive evaluation (overall satisfaction with friends and friendships).

Variables Predicting Positive Assessment of Friends and Friendships

Stepwise multiple regression procedures were used to identify the combination of factors that would best predict positive affective and cognitive assessments of this domain. Variables included facet satisfactions, comparisons, salience, and rank.

With respect to overall satisfaction, the four facet satisfactions clearly were the best predictors. Comparisons, rank, and salience accounted for little of the variance. In turn, overall satisfaction with friends and friendships was the single best predictor of positive feelings about this domain, with the comparison factors adding to the strength of the prediction. Tables 33 and 34 summarize the results of the regressions.

Table 33

Multiple Regression Predicting Overall Satisfaction With Friends and Friendships

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Satisfaction with support and encouragement received	.74	.54	.74
Satisfaction with number of Marine Corps friends	.79	.63	.35
Satisfaction with number of civilian friends	.81	.66	.20
Satisfaction with amount of time socializing with friends	.82	.67	.15
Comparison--civilian	.82	.68	-.08
Comparison--other Marines	.83	.68	.05
Rank	.83	.68	-.04
Salience	.83	.68	-.02

Table 34

Multiple Regression Predicting Feelings About Friends and Friendships

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Overall satisfaction with friend and friendships	.60	.37	.60
Comparison--other Marines	.63	.39	.17
Comparison--civilian	.63	.40	-.11

Summary of the Friends and Friendships Domain

Three out of four of these Camp Pendleton Marines (69.8%) felt positive about their friendships. An even higher percentage (74.9%) expressed overall satisfaction with this area of their lives. Support and encouragement received from friends most closely correlated with overall satisfaction, and, of the four facet satisfactions, that one received the highest mean satisfaction score.

Half of those in the sample had for their closest friends fellow Marines at Camp Pendleton, and 77.4 percent of the respondents had friends in the local area with whom they could discuss personal matters, usually at their own or their friend's residence. Most felt that making friends as a Marine and as a civilian had about equal difficulty or that it was easier as a Marine. Half said they had about as many friends as did other Marines.

This domain showed moderate salience. The four facet satisfactions were the best predictors of overall satisfaction, and overall satisfaction was the best predictor of positive feelings about friends and friendships.

The Marriage and Intimate Relationships Domain

Without question, intimate relationships, of which marriage is one, hold a central position in the lives of most individuals. In addition to exerting powerful influences on perceptions of Quality of Life in general, the quality of those relationships, and satisfaction or dissatisfaction with them, often have profound effects on other domains of life, quite often the workplace.

An additional variable was created to make the analyses more faithful to current social realities. Most analyses for this section of the questionnaire were conducted separately for married Marines, for those involved in an intimate relationship, and for those who were not involved. Marines not involved in an intimate relationship were not asked some of the questions, for obvious reasons.

Within the total sample, 43.7 percent were married. Of those unmarried, 24.6 percent were involved in an intimate relationship, whereas 31.7 percent were not. An overwhelming percentage (92.3%) of the uninvolved had never been married; separated, divorced, and widowed accounted for only 7.7 percent of them. In terms of the total sample, 83.9 percent of the uninvolved were E-2 to E-4s, 83.1 percent less than 25 years old. Mean age for the uninvolved subgroup was 22.3, compared with a mean of 24.2 for the entire sample.

Within the subgroups, the two rank groups having the youngest members had also the highest percentages of non-involvement. The E-2 to E-4s had 37.3 percent not involved in an intimate relationship, whereas O-1 to O-4s had 28.1 percent uninvolved. E-2 to E-4s also had the highest percentage of members who had never been married (63.0%). Male Marines were less likely than female Marines to be married or involved in an intimate relationship; females showed the lowest percentage of non married, not involved. Whites had the highest percentage of uninvolved (33.7%), followed by Hispanics at 32.1 percent, "Other" at 30.9 percent, and Blacks at 24.0 percent.

Affective Evaluation of Marriage and Intimate Relationships

Asked to indicate their feelings about their marriages or intimate relationships, more than half of these Camp Pendleton Marines (54.7%) answered in positive terms (i.e., "mostly pleased" to "delighted"); those feeling "mostly unhappy" to "terrible" totaled 24.9 percent, about one out of four. The sample mean response was 4.64, about midway between neutral and "mostly pleased."

Significant subgroup differences were found. With respect to age, the youngest respondents had the lowest mean score on the D-T scale. Whites were least happy about their intimate relationships, Blacks the happiest. Positive affective evaluation increased linearly with age groups, but gender differences were not significant. As might be expected, married individuals were most positive about their intimate relationships, those involved somewhat less so, the uninvolved least. The married were also more pleased with their relationships than were the formerly married, both groups being more pleased than those never having been married.

Differences were also very apparent among the various involvement subgroups. Mean response for affective evaluation was 5.25 for married Marines, compared to 4.84 for single, involved; more than a full point below them were the single, uninvolved, with a mean of 3.63. The uninvolved group had 42.3 percent feeling negative about their relationships; in contrast, three out

of four of the married (74.1%), and 61.4 percent of the single involved expressed positive feelings about their relationships. The formerly married who were involved in an intimate relationship had 41.1 percent in the pleased response categories (with a mean of 4.18), compared with 63.9 percent of the formerly married but not involved who indicated being unhappy about their relationships. Those never having been married and not currently involved were unhappiest of all (67.0% giving negative responses, mean of 3.82).

Whereas it could be conjectured that length of time in a relationship might have an effect on feelings about that relationship, neither for the married nor for the unmarried involved respondents was there any significant relationship between length of the relationship and affective evaluation of the relationship using the D-T scale.

Cognitive Evaluation of Marriage and Intimate Relationships

Six facet satisfactions (love and understanding, communication, the way in which conflicts are resolved, partner's support for military career, compatibility of interests, and the sexual aspect of the relationship) and one measure of overall satisfaction were used in the cognitive evaluation. Eighty-one percent (81.0%) of the married Marines chose a positive response for the overall satisfaction item; the unmarried involved Marines had even more in that category, 86.1 percent. Mean satisfaction scores were 5.74 for the married, and 6.02 for the single involved. Single, not involved had 54.5 percent responding on the positive end of the scale, with a mean satisfaction score of 5.18.

Intercorrelations among the various facet satisfactions varied from two highs of .82 (between love and understanding and communication, and between communication and conflict resolution) and a low of .45 between partner's support for military career and the sexual aspect of the relationship. However, all intercorrelations were positive and significant ($p = .000$). Each of the facet satisfactions correlated positively with overall satisfaction. Most highly correlated was communication ($r = .80$), whereas partner's support for military career was lowest ($r = .61$). Table 35 shows the intercorrelations among the facet satisfactions, as well as the correlation between each facet and overall satisfaction.

Table 35

Intercorrelations of Specific and Overall Satisfaction With Marriage/Intimate Relationship

Aspect	Specific Satisfactions						Overall Domain Satisfaction
	Sat1	Sat2	Sat3	Sat4	Sat5	Sat6	
1. Love and understanding		.82	.77	.60	.73	.62	.79
2. Communication			.82	.56	.74	.62	.80
3. Conflict resolution				.59	.72	.55	.72
4. Support for military career					.59	.44	.61
5. Compatibility of interests						.59	.76
6. Sexual aspect							.75

Note. All correlations are significant at $p < .0001$.

Subgroup analyses revealed differences between the facet satisfaction responses of the married and the involved Marines. As can be seen in Table 36, the mean responses of these two subgroups differ significantly on all items except partner's support for military career. With the exception of that one element, the single but involved are more satisfied than the married on all facet satisfaction items. However, the mean responses indicate that members of both groups are at least somewhat satisfied with all of the separate elements.

Table 36
Mean Ratings of Satisfaction With Marriage/Intimate Relationship by Involvement Status

Satisfaction	Married Respondents			Involved Respondents			<i>t</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>M</i>	<i>SD</i>	
Love and understanding	648	5.65	1.61	338	5.98	1.37	-3.32**
Communication	648	5.35	1.69	338	5.69	1.48	-3.32**
Conflict resolution	645	5.30	1.69	338	5.67	1.50	-3.53**
Support for military career	642	5.57	1.67	337	5.57	1.54	.06
Compatibility of interests	645	5.56	1.60	338	6.00	1.24	-4.77**
Sexual aspect	644	5.69	1.70	338	5.98	1.56	-2.68
Overall domain satisfaction	647	5.74	1.63	338	6.02	1.29	3.01*

* $p < .01$.

** $p < .001$.

Analysis by length of time in the relationship showed that, whereas less than 15 percent of the married Marines had been in a relationship less than 1 year, fully half (50.9%) of the unmarried-involved had relationships of less than 1 year. Within the married subgroup, those with 2-5 years of marriage were consistently least satisfied on both facet and overall satisfaction items. Often, those married 6 months or less had higher mean satisfaction scores.

Social Comparisons

All respondents, regardless of relationship category, were asked to compare their current relationship situation to the one they might be enjoying as a civilian. Very few (7.0%) compared their current relationship situation favorably. "About the same" was the response of 28.9 percent, whereas 64.1 percent thought their relationship situation would be better if they were civilians.

There were several subgroup differences. Junior enlisted and junior officers had the highest mean scores, and, closely related, mean scores decreased with age. (The higher the mean score, the more the individual thinks things would be better in civilian life.) Whites and "Others" scored higher on average than Blacks or Hispanics, and the mean score for males was significantly higher than that of the females. The comparison was least favorable to the Marine Corps on the part of the married, most favorable among the single, never married. Single Marines, both involved and not involved in intimate relationships at the time of the survey, felt more strongly than married Marines that their relationship situation would be better if they were civilians.

In a second comparison, this time between their own relationship situation and those of their Marine peers, 45.7 percent said the two were about the same; 17.2 percent thought theirs was worse, 37.1 percent thought theirs was better. E-2 to E-4s compared themselves least favorably with their peers in this regard, senior officers most positively. Comparisons of self and contemporaries were increasingly positive with age. Those who were formerly married compared their situation least favorably, whereas single, never married were more positive, currently married most positive. The married Marines were also more positive in comparing their current situation with that of their peers than either the unmarried involved or unmarried not involved. Neither race nor gender had significant effects on this comparison.

Salience

Marines were asked how often marriage or intimate relationships had been on their mind lately. From one fifth of those in the sample who were married (21.3%), the answer was "almost all the time." Approximately equal percentages were recorded for "a great deal" (19.7%), "quite a bit" (20.2%), and "once in a while" (19.6%). For singles involved in an intimate relationship, salience was even higher: 80.2 percent answered in the "quite a bit" to "almost all the time" categories. Even for those not involved in an intimate relationship at the moment, salience was high, with 58.2 percent choosing one of the top three responses. A weak positive correlation was found between evaluations of this domain (both affective and cognitive) and salience.

Subgroup comparisons on this measure revealed no significant differences by race or gender. There were, however, differences by age, and by age-associated variables of rank, marital status, and relationship status. Salience decreased with age. Junior enlisted tended to have relationships on their mind more than senior enlisted, junior officers more than either senior or warrant officers. Married, and single, never married both scored lower on salience than those formerly married. Married Marines had relationships on their mind less than those who were single but involved, and those not involved in an intimate relationship scored highest on salience.

Variables Predicting Positive Assessment of Marriage and Intimate Relationships

Stepwise regression was used to identify the combination of variables that best predicted positive assessment of the marriage and intimate relationships domain. Variables included six facet satisfactions, comparisons, time in the relationship, and salience. The analyses were conducted separately for those married and those single but involved in an intimate relationship.

With respect to overall satisfaction with marriage and intimate relationships, four facet satisfactions accounted for 85 percent of the variance. As can be seen in Table 37, communication by itself accounted for 68 percent; satisfaction with the sexual aspect of the relationship added another 12 percent. Compatibility of interests and love and understanding together accounted for another five percent.

Somewhat less of the variance was explained by the candidate variables in the case of single Marines involved in an intimate relationship. In this case, five factors, again all facet satisfactions, together accounted for approximately 70 percent of the variance, with the most powerful predictors being communication, the sexual aspect of the relationship, and compatibility of interests. As shown in Table 38, the best predictors for the involved included those for married Marines.

Table 37

**Multiple Regression Predicting Overall Satisfaction
With Marriage**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Communication	.83	.68	.83
Sexual aspect	.89	.80	.40
Compatibility of interests	.92	.84	.30
Love and understanding	.92	.85	.26
Conflict resolution	.93	.87	.20
Support for military career	.93	.87	.09
Compared to other Marines	.93	.86	.08
How long in relationship	.93	.86	-.07
Saliency	.93	.87	.02
Compared to civilians	.93	.87	.01

Table 38

**Multiple Regression Predicting Overall Satisfaction
With Intimate Relationship**

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Communication	.77	.59	.77
Sexual aspect	.80	.64	.26
Interests	.82	.67	.24
How long in relationship	.83	.68	-.12
Love and understanding	.83	.70	.19
Support for military career	.84	.70	.10
Compared to Marines	.84	.71	.07
Compared to civilians	.84	.71	-.02
Saliency	.84	.71	-.00

In predicting positive affective assessment in this domain, five factors accounted for 65 percent of the variance for the married personnel. The strongest predictor was satisfaction with the way conflicts were resolved (accounting by itself for approximately 55 percent of the variance) followed by overall domain satisfaction, comparison with civilians, compatibility of interests, and satisfaction with the relationship's sexual aspect.

Much less of the variance was accounted for by the candidate variables in the case of the single, involved Marines. The best predictor (overall domain satisfaction) accounted for only 17 percent of the variance. Adding in comparison with fellow Marines, comparison with civilians, satisfaction

with the sexual aspect of the relationship, and salience accounted for another 17 percent. Evidently, positive assessment in this domain by the single involved respondents depended on factors not considered in the regressions. Tables 39 and 40 summarize the regressions for affective assessment.

Table 39

Multiple Regression Predicting Feelings and Marriage

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Conflict resolution	.74	.55	.74
Overall satisfaction with marriage	.77	.60	.39
Interests	.80	.64	.22
Compared to civilians	.79	.63	-.18
Sexual aspect	.81	.65	.15
Love and understanding	.81	.66	.17
Support for military career	.81	.66	.08
Compared to Marines	.82	.67	.05
Time in marriage	.82	.67	.02
Saliency	.82	.67	-.01
Communication	.82	.67	-.00

Table 40

Multiple Regression Predicting Feelings About Intimate Relationship

Variable	Multiple <i>R</i>	<i>R</i> ²	Beta In
Overall satisfaction with intimate relationship	.42	.18	.42
Compared to Marines	.50	.25	.28
Compared to civilians	.56	.32	-.27
Sexual aspect	.58	.34	.18
Saliency	.59	.35	.12
Communication	.60	.36	.13
Support for military career	.60	.36	.07
Length of time in relationship	.60	.37	-.06
Conflict resolution	.61	.37	-.04
Love and understanding	.61	.37	.05
Interests	.61	.37	.03

Summary of the Marriage and Intimate Relationships Domain

Principal subgroups used for the analyses in this domain were married, involved in an intimate relationship, and uninvolved. The uninvolved made up 31.7 percent of the sample. They were mostly young, junior enlisted and officer personnel, the overwhelming majority of whom had never been married.

More than half the respondents felt positive about their relationship, whereas about one in four felt unhappy with their relationship situation. Younger Marines were lowest in affective assessment. Blacks had the highest mean score on the D-T scale for this domain. Married Marines felt better about relationships than did those not having a relationship. Length of time in the relationship seemed to make little difference in feelings about the relationship.

With respect to overall satisfaction in this domain, eight out of ten chose responses on the positive end of the scale. The facet satisfaction most closely correlated with overall satisfaction was satisfaction with the love and understanding received.

The Relationships with Children Domain

A Marine's performance at work and overall quality of life in general both can be severely affected by that individual's relationships with her or his children. Whereas this has always been true, the breakdown of the typical American family pattern, the dramatic increase in the number of single-parent families, and the often turbulent relations between children and parents during times of rapid social change, all conduce to a heightened interest in this domain.

Because of the many concerns and issues that confront single parents, the analyses for this domain were conducted separately in several areas for single parents and parents with partners. Single parents constituted only 4.6 percent of the sample from Camp Pendleton. However, their unique concerns, and the fact that many individuals endure single parenthood for some time during their lives, make the information contained in this section of increased relevance.

In this sample, the highest percentages of single parents were found among senior enlisted (12.5%), warrant officers (11.8%), and senior officers (9.1%)--although there were few in the latter two categories in actual numbers. Single parenthood was most likely among Blacks (6.9%) and Hispanics (6.1%), less so among "Other" (3.7%) and Whites (3.9%). Average age of the single parents was 29.7, compared with an average of 24.2 for the sample as a whole. Of those with children from previous marriages (7.3 percent of the sample), 31.3 percent had full custody of all the children, 4.5 percent had full custody of some of the children, 35.7 percent had shared custody, and 28.6 percent had no custody. Single parenthood characterized 11.1 percent of the females in the sample, 4.2 percent of the males.

Affective Evaluation of Relationships with Children

Because of varying custody arrangements, respondents were asked to indicate how they felt about the children living with them, and also how they felt about those who were not. Approximately two-thirds (68.0%) of the Marines in this sample from Camp Pendleton had no children living either in or away from the home.

Of those having children living with them, 57.7 percent were "pleased" or "mostly pleased" about their relationships with those children; 19.4 percent marked "neither happy nor unhappy," 15.1 percent were "mostly unhappy," and 6.0 percent felt "unhappy" or "terrible" about the relationships in question. With respect to those not having children living with them, 70.7 percent chose the "pleased" response, with each of the other responses showing relatively equal frequencies at 3-5 percent.

Further analyses showed that neither race nor gender was significantly related to respondents' feelings about relationships with children who were living with them. Feeling worst about these relationships were senior officers, whereas junior enlisted and junior officers felt best about them. Younger Marines tended to feel slightly better about relationships with children who were living with them. Average scores on the D-T scale were more positive for those persons who were not involved in an intimate relationship than for those who were, and married persons were least positive. Married respondents were also less happy about these relationships with children in the home than were divorced, separated, or widowed, and those who had never been married were most positive. Single parents felt better about relationships with children who were living at home than did married parents.

For the subgroup having children who were not living with them, rank, race, and gender accounted for no significant differences in feelings (affective assessment). Age groups again differed, with those youngest being most positive. In this case, the married were most positive, widowed, separated, and divorced the least, with those who had never been married in the middle. By relationship status, married were most pleased, those not involved in an intimate relationship the least. Married parents felt significantly better about their relationships with children living away from home than did single parents.

Cognitive Evaluation of Relationships with Children

Cognitive measurement was accomplished using one overall satisfaction and five facet satisfaction items. Eighty percent (80.0%) of the Marines responding said they were "somewhat satisfied" to "completely satisfied" overall. Neutral responses were made by 8.2 percent, and those choosing "somewhat dissatisfied" to "completely dissatisfied" comprised only 11.8 percent of the sample. Significant differences were found for gender, women being more satisfied than men. Those who were married were more satisfied than those involved but not married, who, in turn, were more satisfied than the single, uninvolved; similarly, the married were more satisfied than those never married, whereas the formerly married were lowest in satisfaction. Parental status also accounted for significant differences, with married parents showing more overall satisfaction with relationships with children to a statistically significant degree than single parents. Rank, race, and age accounted for no subgroup differences.

Table 41 shows the intercorrelations among the facet satisfaction items, plus the correlation of each facet satisfaction with overall satisfaction. The strongest intercorrelation was between satisfaction with the military environment and satisfaction with activities available for children at the base location ($r = .61$); lowest correlation was between quality time spent with children and the education received by the children ($r = .17$). Most strongly correlated with overall satisfaction was quality of time spent with the children ($r = .56$). Least correlated with overall satisfaction was education received by the children.

Table 41
Intercorrelations of Specific and Overall Satisfaction
With Relations With Children

Specific Satisfactions	Sat1	Sat2	Sat3	Sat4	Sat5	Sat6	Overall Domain Satisfaction
1. Quantity of time spent		.58	.53	.48	.42	.23	.42
2. Quality of time spent			.40	.33	.56	.17	.56
3. Military environment				.61	.36	.30	.36
4. Availability of activities					.32	.31	.32
5. Overall relationship						.19	
6. Education							.19

Note. All correlations are significant at $p < .0001$.

Married respondents had significantly higher levels of satisfaction for two of the five facet satisfaction items (amount of time spent with their children, and quality of time spent with their children), and for overall satisfaction. Half the married (51.5%) were dissatisfied with the amount of time spent with their children; 73.0 percent of the singles were dissatisfied. With respect to quality of time spent together, 23.1 percent of the married were dissatisfied, 57.1 percent of the single. Dissatisfaction with the military environment was relatively close for marrieds (31.2%) and singles (36.1%), as was dissatisfaction with activities available (26.4% for married, 25.0% for single). Fifteen percent (15.0%) of the married expressed dissatisfaction with the education their children received, versus 9.8 percent of the singles.

Most married (73.6%) and single (78.1%) parents thought they would be able to spend more time with their children if they were civilians. Six out of 10 (61.0%) married parents and 78.1 percent of single parents thought their relationships with their children would be better if they were civilians.

Overall, satisfaction with education their children were receiving was moderate--approximately half (51.0%) of both married and single parents were satisfied. By far, most sent their children to public schools (64.6%). In a distant second place were Department of Defense schools at 15.8 percent, followed by church school (6.2%), private day school (5.7%) and other (7.7%). Subgroup comparisons showed that the highest percentage for satisfaction with education received by their children was expressed by parents whose children went to church schools (92.3%). Private day school was next favored, with 90.9 percent expressing satisfaction. Public school (72.6%), DoD school (66.7%), and other (43.7%) following in that order.

Three additional items addressed satisfaction with child care issues: cost of care, qualifications of the care provider, and safety of the child. Three out of four (74.1%) were satisfied to some degree with the qualifications of their care provider, and only 6.5 percent expressed any dissatisfaction. Similar response patterns existed for safety of the child, with 72.4 percent expressing satisfaction, 8.6 percent dissatisfaction. Cost was another matter, with 35.9 percent being dissatisfied, and another 22.0 percent neutral. T-tests revealed that differences between single and married parents on these three items were not significant. Mean ratings of satisfaction on these three items are shown in Table 42.

Table 42

Mean Ratings of Satisfaction With Child Care Issues

Issue	<i>n</i>	<i>M</i>	<i>SD</i>
Satisfaction with qualifications of provider	263	5.65	1.40
Satisfaction with cost of child care	259	4.13	1.85
Satisfaction with safety of child while in child care	257	5.50	1.47

Almost all parents (92.8% of the married, 91.9% of the single) indicated they had child care needs for their youngest child. By far the greatest percentage of those married with children (66.7%) indicated that it was their spouse who cared for their youngest child, with small

percentages distributed throughout the other response alternatives. For single parents, "other" came in highest with 32.3 percent. Relative or older sibling accounted for 11.3 percent. Although the category was single parents, one out of five (19.4%) chose "spouse" as their response. It can only be conjectured that they meant either ex-spouse or their partner in a marital-like relationship.

Asked what their most critical child care requirement was, married parents most often chose "occasional baby-sitter" (17.2%), followed by "access to care at any time" (13.4%), and "all-day care for pre-schoolers" (11.2%). Most critical need sighted by single parents was "other" (14.5%); "all-day care for pre-schoolers" and "access to care at any time" received equal emphasis at 12.9 percent.

Because military parents are subject to being away from home for extended periods of time, respondents were asked two additional questions: (1) If they had to be away from their children for 6 months or more, who would care for their children; and (2) how certain they were that that person would adequately care for their children. The two subgroups differed significantly on the first question ($p = .000$). For the married parents, "spouse" was the most common answer by far (94.0%). For single parents, the responses were more evenly distributed, with "immediate family member" receiving 32.2 percent of the responses, "spouse" (again, probably ex-spouse or partner) 28.8 percent, "other family member" 8.5 percent, and "friend or neighbor" 5.1 percent; "other" was chosen as a response by 25.4 percent.

Social Comparisons

Respondents were asked whether their relationship with their children would be better or worse if they were civilians. Thirty-four percent (34.5%) thought the two were about equal, whereas 63.1 percent thought those relationships would be better if they were civilians. Junior and senior enlisted compared their current relationships more negatively (i.e., better as a civilian) than did either officers or warrant officers. Males, more than females, thought their relationships with their children would be better if they were civilians. Negative comparisons of current relationship decreased with age. Relationship status had no significant effect, but those never having been married were much more likely to respond negatively about current relationships with their children than those who were formerly married; married respondents were least negative about current relationships with their children. Single parents were more negative than married parents. Race accounted for no statistically significant subgroup differences.

Comparing their own situations to those of other Marines, 49.2 percent felt that the two were about the same, 38.8 percent felt their own were better. Rank, gender, and age accounted for no significant difference on this item. Marines in the "Other" racial category compared themselves most favorably, followed by Hispanics, Blacks, and Whites, in that order. Married respondents compared themselves most favorably, those who were single but not involved came in second, and those single but involved were least likely to make a favorable comparison. Similarly, married were more positive than those never married, who were more positive than those formerly married. Finally, married parents compared their own situation more favorably than did single parents.

Salience

Parents were asked how often their relationships with their children had been on their mind lately. For married parents, the most frequent responses were "a great deal" (29.6%), "almost all the time" (26.6%), "quite a bit" (25.3%), and "once in a while" (12.5%). Single parents responded very similarly.

Subgroup comparisons showed that higher salience characterized the junior enlisted and junior officer respondents, senior officers scoring lowest. Salience decreased with age. Race and gender accounted for no significant differences. Unmarried, but involved scored higher on salience than either those married or those single but not involved. Higher salience was shown by single, never married than by either formerly married or currently married. Parental status accounted for no difference in salience.

Variables Predicting Positive Assessment of Relationships with Children

The relative strength of a number of potential predictors of affective and cognitive evaluation of this domain was determined through a multiple regression procedure. Variables included the facet satisfactions, satisfaction with care givers, salience, and the two comparisons.

Together, six factors accounted for 48 percent of the variance in overall satisfaction. The most potent predictor was satisfaction with quality of time spent with children, followed by comparison with other Marines. Other variables accounting for an additional one percent or more of the variance were: confidence in the caretaker's ability to care for the child during extended absences of the parent, satisfaction with the qualifications of the care giver, satisfaction with the military environment for raising children, and satisfaction with the safety of the child(ren) during child care. The results of the regression are shown in Table 43.

Table 43

Multiple Regression Predicting Overall Satisfaction in the Children Domain

Variable	Multiple R	R ²	Beta
Satisfaction with quality of time	.53	.28	.53
Compared to other Marines	.64	.41	.38
Ability of person	.67	.45	-.19
Qualifications of person	.68	.46	.13
Military environment	.69	.47	.12
Safety	.70	.48	-.16

Prediction of the affective assessment of this domain using the variables provided by the survey was very weak. With respect to feelings about children living with the respondent, even 16 variables together accounted for only 20 percent of the variance. Top predictors, although very

weak, were salience (a negative correlation), time with children compared with civilian situation, overall domain satisfaction, and satisfaction with the safety of the child(ren) while at child care.

Only a bit more of the variance could be accounted for in predicting feelings toward children not living with the respondent. Sixteen variables together could account for only 27 percent of the variance. Top predictors were: having children from previous marriages (a negative correlation), ability of the care giver to care for the child(ren) during long absence by the parent, and satisfaction with the education received by the children. Tables 44 and 45 summarize the results of the regression for affective assessment, for children living with the respondent and for children not living with the respondent, respectively.

Table 44

**Multiple Regression Predicting Feelings About Relations
With Children Living With the Respondent**

Variable	Multiple R	R ²	Beta
Saliency	.25	.06	-.25
Time with children	.31	.09	.17
Overall	.35	.12	.17
Safety	.37	.14	.13
Military environment	.38	.15	-.11
Children from previous marriage	.40	.16	.11

Table 45

**Multiple Regression Predicting Feelings About Relations
With Children Not Living With the Respondent**

Variable	Multiple R	R ²	Beta
Children from previous marriage	.40	.16	-.40
Ability of person	.42	.18	.13
Education	.45	.20	.16
Number of children	.47	.22	-.14
Compared to other Marines	.49	.24	-.11
Time with children	.50	.25	.11

Summary of the Relationships with Children Domain

More than half the respondents (57.7%) indicated they were "pleased" or "mostly pleased" about their relationships with their children who were living with them. An even higher percentage

(70.7%) indicated they were "pleased" with their relationships with the children who were not living with them.

Eight out of 10 (80.0%) said they were somewhat to completely satisfied in this domain. Of the several facet satisfactions, satisfaction with quality of time spent with children was most closely linked to overall satisfaction. Least correlated with overall satisfaction was satisfaction with education received by the children. Many of the respondents, both married (51.5%) and single parents (73.0%) expressed some degree of dissatisfaction with the amount of time they spent with their children, and both single (78.1%) and married (61.0%) parents thought they would be able to spend more time with their children if they were civilians.

Overall satisfaction with the schools their children were attending was moderate. Those utilizing church schools showed the highest satisfaction, followed by those using private day schools; public schools came in third.

Married parents most often indicated that it was their spouse who cared for the children day to day, and who would also be providing care during long-term absences such as deployments. The responses in both areas by single parents showed much more variation, and single parents were less confident of the care their children were and would be receiving.

Six out of 10 respondents (63.1%) thought their relationships with their children would be better if they were civilians. Comparing their own situation with that of other Marines, 49.2 percent felt the two were about equal.

Neither feelings about this domain (the D-T scale) nor overall satisfaction with this domain (the cognitive evaluation) can be predicted very well by the variables provided by this section of the survey.

The Relationships with Other Relatives Domain

Relationships with family members other than spouse and children at times can be very supportive and rewarding for an individual, at other times, sources of additional stress and irritation. One might hazard a guess that the absence of supportive relationships with those other family members, or the presence, perhaps of stressful relationships with them, may prove to have even more pronounced effects on single Marines, those who have no spouse (or significant other) or children.

For purposes of this survey, "relatives" included brothers and sisters, parents, grandparents, in-laws, and other close relatives. Asked about the distance of their nearest relatives from their duty station, 5.6 percent of the Marines in the sample said they had relatives in the local (Camp Pendleton) area, 14.7 percent had relatives within 100 miles, whereas for 56.0 percent of those responding, their nearest relative was more than 1,000 miles distant.

Affective Evaluation of Relationships with Other Relatives

Only 12.7 percent of these Camp Pendleton Marines indicated they felt "mostly unhappy" to "terrible" about relationships with their other relatives. Another 13.5 percent chose a neutral response. However, the majority of respondents felt positive about this domain, as evidenced by the percentages of responses in the "mostly pleased" (23.1%), "pleased" (30.5%) and even the "delighted" (20.1%) categories. Mean response on this item was 5.24, in the "mostly pleased" range.

Additional analyses revealed no subgroup differences by rank, age, race, marital status, or gender. Significant differences were found for relationship status, with those not involved being more positive than those who were married, with the single but involved being least positive. The general pattern was for feelings about this domain (affective evaluation) to become less positive as the distance increased between respondents and their other relatives, but there was not a clear pattern. No significant differences on this variable could be attributed to whether or not the respondent grew up in a military family.

Cognitive Evaluation of Relationships with Other Relatives Domain

Measures of overall satisfaction and satisfaction with four specific aspects of the domain were used in the cognitive evaluation. Mean response to the overall satisfaction item was 5.59. Frequency analyses showed that eight out of 10 Marines in the Camp Pendleton sample (79.7%) indicated some degree of satisfaction in this domain, with only 8.1 percent of the respondents choosing a negative response. Not surprisingly, overall satisfaction correlated positively with the affective evaluation discussed above ($r = .55, p = .000$).

Subgroup comparisons revealed that only race accounted for significant differences in mean response, with Hispanics scoring highest in satisfaction (5.82), followed by Blacks (5.65), Whites (5.52), and "Others" (5.49).

Facet satisfactions included amount of contact, how well relatives get along with each other, support by relatives for respondent's military career, and relatives' respect for the respondent's independence. Intercorrelations among the items are shown in Table 44. The strongest intercorrelation was between support for military career and relatives' respect for respondent's

independence; weakest was between relatives' support for respondent's independence and amount of contact with relatives. As shown in Table 46, each of the four facet satisfactions correlated positively with overall satisfaction, the strongest being relatives' respect for the respondent's independence; amount of contact with relatives showed the weakest linkage with overall satisfaction.

Table 46
Intercorrelations of Specific and Overall Satisfactions
With Relations With Relatives

Specific Satisfactions	Sat1	Sat2	Sat3	Sat4	Overall Satisfaction with Relations with Relatives
1. Amount of contact		.13	.14	.08	.28
2. Ability to get along			.44	.46	.52
3. Support for military career				.62	.51
4. Respect for independence					.54

Notes.

1. All correlations are significant at $p < .0001$.
2. Pairwise deletion of missing cases resulted in $n = 1,523$ to 1,529.

Relatives' respect for respondent's independence showed the highest mean score for satisfaction (5.87), followed by relatives' support for respondent's military career (5.70), how well relatives get along with each other (5.29) and amount of contact with relatives (3.79)

Social Comparisons

Well more than half the Marines sampled (55.9%) felt their relationships with other relatives would be better if they were civilians. Thirty-four percent (33.6%) thought they would be about the same. Only one in 10 (10.5%) thought those relationships would not be better if they were civilians. Junior and senior enlisted were most negative, and men were more negative than women. The comparison bias toward better relationships with other relatives as a civilian decreased with age. Marital status, relationship status, having grown up in a military family, and race made no difference. Those whose nearest relative was more than 1,000 miles distant were more likely than those with relatives in the Camp Pendleton area or within 100 miles to feel that their relationships would be better if they were civilians; however, the relationship was not uniformly linear.

Salience

Respondents were asked how often their relationships with other relatives had been on their mind lately. Relatively high salience was found for this domain, with many respondents choosing responses of "quite a bit" (22.8%), "a great deal" (12.7%) and "almost all the time" (10.6%). Approximately one-third of the sample (31.6%) marked "once in a while."

Salience decreased with age, and, in related fashion, junior enlisted and junior officers scored higher in this area than other rank groups. Hispanics showed higher salience than Blacks, who, in turn, scored higher than Whites and "Other." Married Marines tended to think of other relatives

less often than single Marines, whether the latter were involved in an intimate relationship or not. Likewise, married showed less salience in this domain than formerly married, whereas highest salience was shown by those who had never been married. Salience tended to increase with the distance of other relatives from the respondent, although not in a completely linear fashion. Neither gender nor having grown up in a military family seemed to make a difference.

Salience showed no statistically significant relationship with either the affective or the cognitive evaluation of this domain. Table 47 summarizes the correlations.

Table 47

**Correlations of Salience Variables with
Relatives Summary Evaluations**

Summary Evaluation	Saliency
D-T affective scale	-.01
Overall domain satisfaction	.003
$p > .42; n = 1,517 \text{ to } 1,521.$	

Variables Predicting Positive Assessment of Relationships with Other Relatives

Stepwise regression was used to identify the combination of factors that contributed to overall domain satisfaction and to the affective evaluation of quality of life in this domain. Five variables together accounted for approximately 54 percent of the variance in scores on overall satisfaction, with feelings about relationships with other relatives contributing most strongly to the prediction, followed by satisfaction with other relatives' respect for the respondent's independence, and satisfaction with how well relatives get along with each other. Table 48 depicts the results of the regression analysis.

Table 48

Multiple Regression Predicting Overall Satisfaction With Relatives

Variable	Multiple R	R^2	Beta In
Overall feelings about relationships with relatives	.55	.31	.45
Respect for independence	.67	.46	.41
How well relatives get along	.71	.50	.25
Amount of contact	.72	.52	.14
Support for military career	.73	.54	.16
Social comparison with civilians	.74	.54	-.07
Distance to nearest relative	.74	.54	.01
Saliency	.74	.54	.01
Parent who was a career military member	.74	.54	..001

In the regression to determine the relative strength of potential predictors of scores on the D-T scale, less of the variance could be accounted for. Overall satisfaction and amount of contact together accounted for approximately 32 percent of the variance, with other variables contributing little. Table 49 contains the summary of this regression.

Table 49
Multiple Regression Predicting Feelings About
Relationship with Relatives

Variable	Multiple R	R ²	Beta In
Overall satisfaction with relationships with relatives	.55	.31	.55
Amount of contact	.57	.32	.12
How well relatives get along	.57	.32	.06
Distance to nearest relative	.57	.32	-.05
Saliency	.57	.33	-.04
Support for military career	.57	.33	-.02
Respect for independence	.57	.33	.02
Social comparison with civilians	.57	.33	.01
Parent who was a career military member	.57	.33	.01

Summary of the Relationships with Other Relatives Domain

Most of these Camp Pendleton Marines provided positive assessments--both affective and cognitive--of this domain. Few subgroup differences were found with respect to either of these overall assessments.

Relatives' respect for the respondent's independence, and relatives' support for the respondent's military career were the facet satisfactions most highly correlated with overall satisfaction.

Six out of 10 felt that relationships with their relatives would be better if they were not in the Marine Corps. Younger Marines, junior enlisted and officer, and those whose relatives were farthest away tended to feel this way more than their older, higher ranking contemporaries, or those with relatives in the nearby area. Men also felt more strongly that relationships would be better if they were civilians than did women.

Relatively high salience was found for this domain. However, salience, that is, thinking often of relatives, showed no significant correlation with either feelings about this domain or overall satisfaction in it.

The Income and Standard of Living Domain

To most people, probably the first thing that comes to mind when quality of life is mentioned in one's financial resources. In fact, income and standard of living are often confused, at times being treated as alternative terms for the same thing, and sometimes being used to indicate quality of life itself. In a sense, of course, income is one of the easiest components of overall quality of life to express quantitatively, a fact which may lead to its pseudo synonymity with QOL. In the military, actual compensation and allied benefits vary according to a number of factors: rank, tenure, marital status, and, to some degree, location and work assignment.

Affective Evaluation of the Income and Standard of Living Domain

For the sample as a whole, the mean response to this item was rather negative. At 3.87, it neared the upper limit of the "mostly unhappy" segment of the D-T scale, slightly below the midpoint. More than a third of the sample (36.8%) chose the negative response alternatives of "terrible" (8.8%), "unhappy" (11.3%), or "mostly unhappy" (16.7%). Another 26.8 percent chose the neutral response. Only 36.4 percent of the Marines in this sample from Camp Pendleton felt positive about their standard of living.

There were a number of significant subgroup differences. With respect to race, Blacks were most positive on this item, followed by Hispanics, then "Other"; Whites were least positive. Women were more positive in their feelings about this domain than were men. And married Marines effectively evaluated this domain more positively than did those who had formerly been married; both were more positive than those who had never been married. On the relationship variable, married respondents were more positive than their unmarried counterparts, either those involved in an intimate relationship or those uninvolved. No clear relationship existed between number of children and feelings about this domain.

Positive feelings toward this domain of QOL increased in linear fashion with both age and rank. Obviously, one would suspect that the actual income of the respondent would be closely related to feelings about QOL; actual income as a Marine, of course, is directly related to rank (and somewhat to tenure), and rank is closely and positively correlated with age ($r = .58$). To follow up on this, Pearson correlations were run between feelings about the income and standard of living domain and three variables. Affective evaluation correlated positively with rank ($r = .17$), age ($r = .19$), and time in service ($r = .18$). When controlling for age, rank correlates with feelings about this domain at $r = .10$; controlling for rank, age correlates with feelings about this domain at $r = .13$.

Rank groups differed significantly on feelings about this domain of QOL. The E-2 to E-4s had a mean score of 3.67 on the D-T scale, slightly below the midpoint. Affective evaluation increased in a positive direction linearly with rank, with means being 4.28 for senior enlisted, 4.75 for warrant officers, 4.98 for junior officers, and 5.36 for senior officers.

Of the Marines sampled, most (70.8%) had no second job, and were not looking for one. Another 22.0 percent did not have a second job but were trying to find one. Only 7.2 percent were augmenting their income through a second job, working from less than 10 to more than 30 hours per week. Those having second jobs most often cited needing money (67.3%) as the reason,

followed by enjoyment of work (15.3%) and the gaining of experience (9.2%). Marines working 10-20 hours per week at a second job, and those working more than 30 hours, felt less positively about their income and standard of living than did those working less than 10 hours or 31-40 hours per week, those looking for a second job, or those having no second job.

Spouses contributed to the family income in 29.9 percent of the cases, most commonly 41-60 percent of the income; next most common spousal contribution was 20-40 percent. Marines with military spouses had the most positive feelings about this domain; those with unemployed spouses who were actively seeking a job were the least positive.

Evaluations by single parents and married Marines on unaccompanied tours (temporarily or permanently, by choice or because of billet requirement) were lower than the married parents who were accompanied by their dependents. There were only 134 geographical bachelors in the sample, too few to justify subgroup analyses on that variable.

Cognitive Evaluation of Income and Standard of Living

Cognitive measurement of this domain used one overall satisfaction item and six facet satisfaction items: money available for essentials, for extras, and for savings, and satisfaction with car, household furnishings, and what can be provided for the children. Cognitive evaluation (overall satisfaction) correlated positively with affective evaluation (feelings, the D-T scale) ($r = .64$). Mean overall satisfaction was 3.65, below the midpoint of the scale. Those dissatisfied (50.5%) outnumbered those who were satisfied (35.3%).

A number of significant subgroup differences were found, with most means below the midpoint of the scale for overall satisfaction. Mean cognitive evaluations (overall satisfaction) increased linearly with rank, from a low of 3.43 to a high of 5.27. Blacks were most satisfied (4.04), followed by Hispanics (3.88), Whites (3.54) and "Other" (3.41). Mean satisfaction was also higher for females (4.05) than for males (3.63). Similarly as with rank, satisfaction increased linearly with age, from a low of 3.48 to a high of 4.59. With respect to relationship status, married Marines were most satisfied (3.81), those single but involved least (3.48), and the uninvolved singles were in the middle (3.54). Formerly married (3.93) were more satisfied in this domain than either currently married (3.84) or never married (3.46). Those with three children expressed higher satisfaction (4.04) than those with one (3.62) or two (3.89). Very low satisfaction was indicated by those few who had more than three children. Accompanied status accounted for no significant differences.

Table 50 shows the intercorrelations among the facet satisfactions and also the correlation between each facet satisfaction and overall satisfaction. Highest intercorrelation ($r = .75$) was between satisfaction with money available for extras and satisfaction with money available for savings; lowest ($r = .27$) was between satisfaction with money available for savings and satisfaction with car. Correlating most strongly with overall satisfaction was satisfaction with money available for extras ($r = .78$). Considering only those Marines with children, overall satisfaction was strongly and positively correlated ($r = .64$) with satisfaction with what could be provided for the children.

In the area of facet satisfactions, satisfaction with car had the highest mean score (4.65), whereas satisfaction with money available for savings had the lowest (3.11).

Table 50

**Intercorrelations of Specific and Overall Income/Standard
of Living Satisfaction**

Specific Satisfaction	Sat1	Sat2	Sat3	Sat4	Sat5	Sat6	Overall Domain Satisfaction
1. Money for essentials		.69	.54	.30	.43	.53	.66
2. Money for extras			.75	.31	.45	.57	.78
3. Money for savings				.27	.41	.49	.72
4. Car					.49	.47	.38
5. Household furnishings						.61	.45
6. Provide for children							.64

Notes.

1. All correlations are significant at $p < .0001$.
2. Pairwise deletion of missing cases resulted in $n = 840$ to 1,522.

Respondents were asked to report on five indicators of financial hardship with respect to their current command: letter of indebtedness; repossession, bankruptcy, crisis loan from a military relief organization, and trouble over child support. Eighteen percent (18.0%) of the respondents had suffered one or more of those hardship events. Frequency analyses revealed that 6.5 percent of the respondents had received a letter of indebtedness, 1.8 percent had suffered a repossession, 1.8 percent had filed bankruptcy, 10.0 percent had received a crisis loan, and 1.8 percent had experienced trouble over child support payments. Eight out of 10 (82.0%) reported having experienced none of those events at their present command. As expected, young Marines in lower paygrades (E-3 and E-4) were overrepresented in the group having had financial problems.

Social Comparisons

Marines at Camp Pendleton were asked to compare their present financial situation to the one they would probably be experiencing if they were civilians, and also to compare their present financial situation with that of other Marines of the same paygrade. Approximately one-fourth of the sample (23.7%) thought they were worse off financially than they would be as civilians; however, 56.6 percent thought they were better off, and 19.7 percent felt the two situations were approximately equal.

Subgroup differences were found for rank, with junior enlisted comparing their current situation most favorably, warrant officers least favorably; however, there was not a linear relationship between rank and comparison score. As to race, Whites made the most favorable comparison, Blacks the least. Men felt they were better off than civilians with respect to financial situation more than did women. The comparisons grew less favorable with increasing age. The single (involved and uninvolved) Marines compared their current financial situation more favorably than did their married counterparts. Marines who had never been married made more favorable comparisons than those formerly married, and currently married made the least favorable comparisons.

Responses on the second comparison clustered near the scale's midpoint; 45.3 percent saying they and other Marines of the same paygrade were about equal financially, 14.6 percent stating they were a little worse off, 21.1 percent stating they were a little better off. Rank, race, gender, and age accounted for no subgroup differences. Relationship status made a difference, with married comparing their current financial situation to that of other Marines of the same paygrade most favorably, over involved and not involved, and also over those formerly married and those never having been married.

Salience

Salience for the income and standard of living domain was very high. Of the total sample, 25.1 percent reported that their financial situation was on their mind "almost all the time"; 25.9 percent said "a great deal of the time," and 24.3 percent said "quite a bit." The response alternatives of "seldom" (3.6%), "hardly ever" (2.5%), and "not at all" (2.1%) showed negligible frequencies.

Salience did show variation by subgroup. Junior and senior enlisted had income and standard of living on their minds more than junior and senior officers, with warrant officers at a point in between. Salience was higher for "Other" than for Hispanics, both of whom scored higher than Whites, whereas Blacks showed least salience. Higher salience was shown by males than females. Salience decreased linearly with age. Neither relationship nor marital status accounted for significant differences on this variable.

As shown in Table 51, salience correlated positively with both the score on the D-T scale, and with the score on overall domain satisfaction. As positive feelings about income and standard of living, and overall satisfaction with them increase, less time is spent thinking about them.

Table 51

Correlations of Salience Variables with Income/Standard of Living Summary Evaluations

Summary Evaluation	Saliency
D-T affective scale	.36
Overall satisfaction with income	.34

Notes.

1. $n = 835$ to $1,504$.

2. $p < .0001$.

Utilization of Base Exchange and Commissary

Respondents were asked how much the base exchanges and the commissary helped them to save money and to make ends meet financially. Three-fourths of the Marines (75.9% for the exchange, 76.1% for the commissary) indicated "a little" to "a great deal" of help. With respect to the exchange, "not at all" received 24.1 percent of the responses, "a little" received 28.1 percent, and "some" 30.2 percent; "quite a bit" (12.7%) and "a great deal" (4.9%) had low frequencies. The commissary had similar endorsements: "not at all," 23.9 percent; "a little," 22.6 percent; "some," 26.2 percent; "quite a bit," 17.7 percent; and "a great deal," 9.5 percent.

Asked where they shopped for food, 9.2 percent said "only at the commissary," 24.8 percent said "mostly at the commissary," 23.1 percent said "mostly at civilian stores," and 16.5 percent said "only at civilian stores"; another 26.3 percent marked the "50-50" response. Three out of four shopped mostly (46.7%) or only (28.3%) at civilian stores for clothing and personal and household items, whereas a scant 1.2 percent shopped only at the exchange, 3.8 percent mostly at the exchange, and 20.0 percent 50-50 at the exchange and civilian stores.

Variables Predicting Evaluation of Income and Standard of Living

Stepwise regression was used to measure the relative importance of factors that conduce to overall satisfaction in this domain. Regressions were run separately for Marines without and with children. For those without children, five of the six facet satisfactions, plus salience and rank constituted the candidate variables. Four variables together accounted for 70 percent of the variance: satisfaction with money available for extras, satisfaction with household furnishings, satisfaction with money available for savings, and satisfaction with money available for essentials.

In the regression for those who were married and had children, an additional variable was added: satisfaction with what can be provided for the children. It emerged as the second most potent predictor variable, behind satisfaction with money available for extras, and ahead of satisfaction with money available for essentials. Together, these three variables accounted for 72 percent of the variance.

A third regression was run to measure the strength of variables contributing to the prediction of positive feelings about this domain. Overall satisfaction was the most potent predictor of scores on the D-T scale. Three other variables combined with overall satisfaction to account for 71 percent of the variance: satisfaction with money available for essentials, satisfaction with household furnishings, and comparison of current financial situation with what it would be if a civilian (a negative correlation). Tables 52, 53, and 54 summarize the results of the regressions.

Table 52

Multiple Regression Predicting Overall Satisfaction With Income for Marines Without Children

Variable	Multiple R	R ²	Beta In
Money available for extras	.79	.62	.78
Money available for household furnishings	.81	.66	.24
Money available for savings	.83	.68	.24
Money available for essentials	.84	.70	.20
Saliency	.84	.71	.08
Car	.84	.71	.06
Rank	.84	.71	.01

Table 53**Multiple Regression Predicting Overall Satisfaction With
Income for Marines With Children**

Variable	Multiple R	R ²	Beta In
Money available for extras	.80	.64	.80
Money available for children	.84	.71	.35
Money available for essentials	.85	.73	.17
Money available for savings	.86	.73	.16
Saliency	.86	.74	.09
Money available for household furnishings	.86	.74	.06
Rank	.86	.74	.03
Car	.86	.74	.01

Table 54**Multiple Regression Predicting Feelings About Income**

Variable	Multiple R	R ²	Beta In
Overall satisfaction with income	.66	.43	.66
Money available for essentials	.69	.47	.27
Money available for household furnishings	.70	.50	.19
Income comparison to civilians	.72	.51	-.15
Car	.72	.52	.10
Money available for savings	.73	.53	.10
Saliency	.73	.53	.06
Money available for children	.73	.53	.07
Number of children	.73	.53	.03
Money available for extras	.73	.53	.03
Income comparison to other Marines	.73	.53	.03
Rank	.73	.53	.01

Summary of the Income and Standard of Living Domain

Contentment with income and standard of living was rather low. Both affective and cognitive evaluations had mean scores below the midpoint (4.0) of their respective scales, 3.87 and 3.65, respectively. As would be expected, feelings about income and standard of living vary with rank and age, and positive evaluation increased linearly with both age and rank. Blacks were most positive on the affective evaluation, Whites the least; and women were more positive than men. Cognitive evaluation differences by subgroup were very similar.

Only 5.7 percent of those sampled were holding second jobs, with another 22.0 percent actively searching for one. Spouses contributed to the family's income in 29.9 percent of the cases.

Most closely correlated with overall domain satisfaction was satisfaction with money available for extras. Income and standard of living showed very high salience. Both the commissary and the exchange helped three-fourths of the Marines, although neither received an exceptionally strong endorsement. Adverse financial events had occurred for 18.0 percent of the respondents.

In social comparisons, 56.6 percent thought they were better off financially than they would be as civilians, and 45.3 percent felt they were about as well off as their Marine peers.

The Work Domain

Work remains, for many (some would say most) people, the domain most central to their identity, self-regard, and the meaning they find in life. Even in an age when the work ethic has supposedly declined in importance, it remains true that nine out of 10 individuals, when asked who they are, will also say what they do! Work is second only to family--and sometimes not second--when it comes to influencing an individual's perceived quality of life. And, in fact, work directly or indirectly influences almost all of life's other domains, whether because of compensation, time demands, occupational status, or whatever. Certainly, with respect to members of the U. S. Marine Corps, work spreads its effects throughout the life space.

Affective Evaluation of Job in the Marine Corps

Of the Camp Pendleton Marines sampled, 34.5 percent felt unhappy to some degree about their jobs; a slightly larger percentage (39.5%) felt pleased to some degree, and another 26.0 percent said they were "neither happy nor unhappy." At 3.98, the mean response was slightly below the scale's midpoint, and the response most often chosen was the neutral one. Nine percent (9.1%) felt "terrible" about their Marine Corps job, but 3.5 percent said they were "delighted" with theirs.

Subgroup analyses showed that positive feelings about job increased in linear fashion with both age and rank. Blacks were most positive with a mean response of 4.32, followed by "Other" (4.09), Hispanics (4.07), and Whites (3.92). Women felt better about their jobs (4.35) than did men about theirs (3.96). The job was more positively evaluated by Marines who were married than by those who were single but involved; those uninvolved were least positive. However, married were between the formerly married (most positive), and those never married (least positive).

This domain's affective evaluation used a second measure, an organizational commitment scale. The scale included 11 items, and response alternatives were anchored with 1 (strongly disagree) to 7 (strongly agree). Mean response was 3.63, and the modal response was 4.0; both are at or near the scale's midpoint, and the distribution of scores was quite normal. Race and gender made no significant difference. Commitment scores grew more positive linearly with age and rank. With respect to relationship status, married were more positive than singles, whether the latter were in an intimate relationship or not. By marital status, formerly married scored higher on organizational commitment than did married, whereas those never having been married scored lowest. Commitment and feelings about this domain (using the D-T scale) correlated positively ($r = .55$). Respondents were asked what, in their opinion, was the single best thing about being a Marine. The most popular response was "chance to serve country" (22.8%), followed by "being one of the few and the proud" (18.4%), and "training and personal development" (16.4%). "Job security" was chosen by few respondents (9.8%), as was "pay and benefits" (5.3%), and "retirement options" (2.7%). Table 55 shows the percentages of respondents choosing each of the response alternatives to the "one best thing" item. Further analysis revealed that higher organizational commitment was reported by those Marines who had chosen "training and personal development" (highest mean score, 4.60), followed by those choosing "retirement options" (4.49), and "being one of the few and the proud" (4.12).

Table 55

**Respondents' Perceptions of "The Best Thing
About Being a Marine"**

Response Option	Percent of Respondents
A chance to serve your country	22.8
Being one of "the few and the proud"	18.4
Training and personal development	16.4
Job security	9.8
Adventure and excitement	9.7
Pay and benefits	5.3
Retirement options	2.7
Other	14.9

Cognitive Evaluation of Job in the Marine Corps

One overall satisfaction item and 11 facet satisfaction items were used in the cognitive evaluation of this domain. The mean response on overall satisfaction was 4.36, a little above the scale's midpoint, and somewhat higher than the mean response on the D-T scale (affective evaluation). Some degree of satisfaction with their job was indicated by 50.4 percent of the respondents. With 20.9 percent choosing a neutral response, that left 28.8 percent voicing some degree of dissatisfaction.

With respect to the facet satisfaction items, highest mean satisfaction was recorded for amount of responsibility they had on the job (4.81), followed by feeling of accomplishment (4.62); lowest satisfaction was with pay and benefits (3.61) and opportunity for personal growth and development (3.90).

Intercorrelations among the facet satisfaction items were all positive, and ranged from a high of .73 (between support and guidance received from supervisor, and leadership provided by supervisor), to a low of .28 (between peers and co-workers, and amount of job security). The facet satisfaction most closely correlating with overall satisfaction was feeling of accomplishment ($r = .70$). Least related to overall satisfaction was amount of job security (.39). Table 56 summarizes the intercorrelations among the facet satisfactions and shows the correlation between each facet satisfaction and overall satisfaction.

Table 56

Correlation Matrix for Job Satisfaction Measures

Job Related Satisfaction Measures	Intercorrelations Among Specific Satisfaction											Correlations With Overall Satisfaction
	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	
1. Peers and co-workers		.36	.49	.28	.37	.44	.35	.38	.47	.48	.35	.49
2. Pay and benefits			.42	.34	.43	.37	.34	.33	.39	.36	.29	.46
3. Support, guidance from supervisor				.39	.53	.66	.46	.49	.73	.55	.47	.64
4. Amount of job security					.44	.38	.35	.32	.35	.33	.30	.40
5. Personal growth on job						.54	.54	.56	.56	.49	.48	.66
6. Respect and fair treatment							.49	.49	.68	.57	.50	.67
7. Amount of challenge								.67	.52	.52	.59	.63
8. Feelings of accomplishment									.57	.56	.57	.70
9. Leadership										.63	.51	.69
10. Feedback											.56	.65
11. Amount of responsibility												.63

Notes.

1. All correlations are significant at $p < .001$.
2. With pairwise treatment of missing values, n for these analyses ranged from 1,490 to 1,523.

Overall satisfaction was strongly and positively correlated with affective evaluation ($r = .71$). Therefore, subgroup differences on overall satisfaction were expected to be similar to those found on affective evaluation. Mean overall satisfaction scores increased linearly with rank and age, and women indicated more satisfaction than men. Blacks had the highest mean score, followed by Hispanics, "Other," and Whites, in that order. In terms of relationship status, overall satisfaction with job was higher for the married, lowest for those not involved in a relationship; married were also more satisfied than formerly married, whereas those never married scored lowest.

Marines' Descriptions of Their Jobs

Respondents were asked to indicate how long they had been on their present assignment. The mean time on assignment was 16.8 months, and the range was from zero to 98 months. However, it must be noted that 14.8 percent of those sampled ($n = 227$) failed to respond to this item. There was no significant relationship between time at present assignment and either feelings about the job or overall satisfaction with job.

Number of hours worked each week was slightly negatively correlated with both affective and cognitive evaluation. That is, the more hours the respondents worked, the less happy they tended to be with this domain of QOL, and the less overall satisfaction they tended to have with the work domain. Marines in the sample reported working hours per week ranging from 20 to 120. Although 3.4 percent said they worked in excess of 80 hours per week, such is not likely, nor is it likely that 3.5 percent worked less than 40 hours. The fault may lie with the survey item itself, and the unclear meaning of "work."

Adjusting for unreasonable responses, it appears that (for those remaining in the sample) 39.1 percent work 40-49 hours per week, 35.1 percent work 50-59 hours, 20.1 percent work 60-69

hours, and 5.7 percent work 70-79 hours. Using these data, mean overall satisfaction (4.56) was highest for those working 40-49 hours per week, and declined in linear fashion as work hours increased, to 4.33 for those working 70-79 hours.

Asked if their training had prepared them for their current job assignment, 40.9 percent responded "pretty well," whereas another 9.0 percent said "completely." Other responses were "somewhat" (27.8%), "barely" (13.2%), and "not at all" (9.0%). A second question asked how well members of the respondent's work group had been trained to do their jobs. Responses were "not at all" (2.3%), "barely" (12.4%), "somewhat" 31.1%, "pretty well" (49.1%), and "completely" (5.1%). The difference between how well individuals perceived their own and their work companions' training adequacy was statistically significant, but a comparison of the percentages in each response category reveals little practical difference in the two distributions.

Person-Environment (P-E) Fit

Congruence between job characteristics important to an individual, and the actual characteristics of the jobs they hold (aka person-environment fit) has been shown to be related to such things as satisfaction with work, stress on the job, and individual health. The idea is that a close fit indicates that the person's needs and the opportunities to fulfill those needs on the job have high congruence.

In the survey, Marines were asked to indicate how much their present job offered in the way of variety, autonomy, task feedback, importance, and task completion. They were also asked to indicate the levels of each of these five elements in "their ideal job." Using mean responses, Figure 2 shows the characteristics of present and ideal job for members of the Camp Pendleton sample.

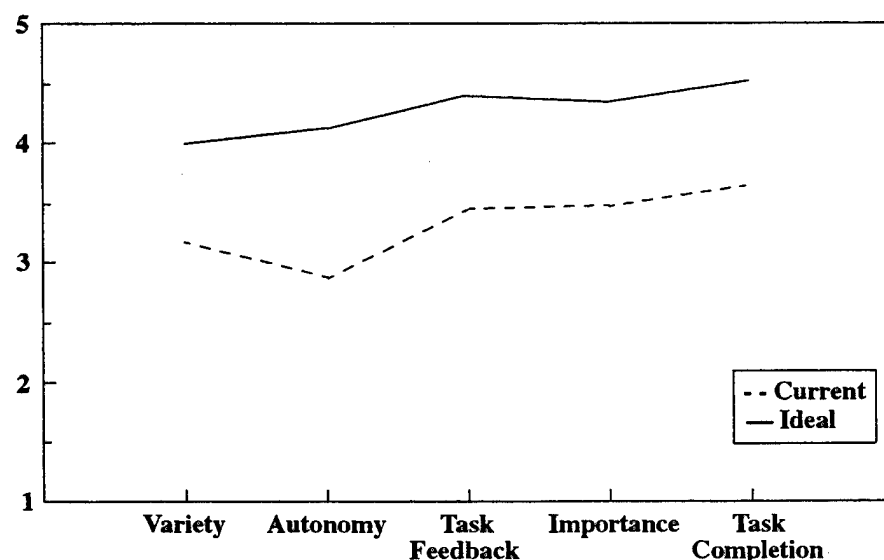


Figure 2. Profiles of respondents' current and ideal jobs.

When the scale value for ideal job is subtracted from the scale value for present job (i.e., present minus ideal), the result is an indicator of deficiency or excess of that particular quality in the present

job. Zero difference indicates a good P-E fit. Table 57 shows the percentage of respondents in excess, even, and deficiency categories for each job element. "Current excess" means those job incumbents want less of that job element or characteristic, whereas "current deficiency" means they want more of it.

Table 57
Comparison of Current and Ideal Jobs

Job Dimension	Current Excess (%)	P-E Fit (%)	Current Deficiency (%)
Variety (<i>n</i> = 1,350)	8.2	34.7	57.1
Autonomy (<i>n</i> = 1,346)	5.5	24.8	69.7
Task feedback (<i>n</i> = 1,337)	4.3	36.9	58.8
Work importance (<i>n</i> = 1,338)	6.3	37.4	56.3
Task completion (<i>n</i> = 1,341)	4.1	36.4	59.5

A single additive index of P-E fit was developed from the responses on all five job elements. In terms of this index, only 9.3 percent of the Marines sampled are working at jobs for which they have an ideal P-E fit; that is, jobs in which they have just the amounts they want of each of the five job elements. More than eight out of 10 (84.8%) rated their present job deficient in comparison with their ideal job. A very small percentage (5.9%) rated their job as excess in the five job elements.

To investigate the effect of P-E fit on overall satisfaction, one-way analysis of variance procedures were conducted. Results revealed that there were significant differences among the three "fit" groups, with those in the deficiency category showing lower mean overall satisfaction (4.13) than those in either the ideal (5.62) or excess (5.31) categories. Additional analyses revealed that feelings toward this domain differed in the same way, i.e., by "fit" category. Mean feelings scores were: deficiency--3.77, ideal--5.10, and excess--4.83.

Social Comparison

Marines were asked to make only one comparison in this domain: "Would you be more or less likely to have your ideal job now if you were a civilian?" About half (49.5%) said it was less likely they would be performing their ideal job if they were civilians. Another 26.5 percent thought the chances were about 50-50, whereas 24.0 percent thought it was more likely they'd have their ideal job now if they were civilians.

Several subgroup differences were found. Senior officers and warrant officers were most likely to feel they would be more likely to have their ideal job if they were civilians; least likely to think that way were junior enlisted. Women favored the civilian job more than did men. Relationship status made a difference, with single involved individuals less likely than either married or those uninvolved to favor the civilian job. Marital status, however, accounted for no statistically significant differences, nor did race or age.

Comparison favoring civilian job correlated negatively with scores on both the D-T scale ($r = -.24, p = .000$) and the measure of overall satisfaction in the job domain ($r = -.29, p = .000$). That is, those who felt they were more likely to have their ideal job if they were civilians tended to feel worse about their Marine Corps job, and to be less satisfied with it.

Variables Predicting Positive Assessment of Marine Corps Job

Stepwise multiple regression was used to identify the combination of factors which best predicts overall satisfaction in this domain. The 11 facet satisfactions, organizational commitment, P-E fit, the comparison, work hours, and rank were the candidate variables. Six variables together accounted for 73 percent of the variance. Satisfaction with feelings of accomplishment and satisfaction with respect and fair treatment were the two most potent predictors. Table 58 summarizes the results of the regression analysis for overall satisfaction.

Table 58

Multiple Regression Predicting Overall Job Satisfaction

Variable	Multiple R	R^2	Beta In
Satisfaction with feelings of accomplishment on the job	.70	.49	.70
Satisfaction with respect and fair treatment for supervisors	.79	.63	.42
Satisfaction with opportunities for personal growth on the job	.82	.67	.28
Satisfaction with amount of responsibility on the job	.84	.70	.20
Commitment to the Marine Corps	.85	.72	.18
Satisfaction with leadership by superiors	.86	.73	.18
Peers and co-workers	.86	.74	.09
Present job/ideal job difference	.86	.74	.07
Support and guidance	.86	.75	.09
Amount of challenge	.86	.75	.08
Feedback from others	.87	.75	.07
Pay and benefits	.87	.75	.05
Ideal job as a civilian	.87	.75	-.04
Job security	.87	.75	.03
Hours worked per week	.87	.75	-.02
Rank	.87	.75	-.01

A similar multiple regression was run to determine the best predictors of positive affective evaluation. Overall satisfaction was added as a candidate variable, and it proved to be the best predictor, accounting for 50 percent of the variance. However, prediction of affective evaluation was less successful than prediction of overall satisfaction: together (as shown in Table 59), all 17 variables could account for only 58 percent of the variance.

Table 59

Multiple Regression Predicting Feelings About One's Job

Variable	Multiple R	R ²	Beta
Overall job satisfaction	.71	.50	.71
Commitment to the Marine Corps	.72	.52	.19
Hours worked per week	.74	.55	-.16
Present job/ideal job difference	.75	.56	.13
Peers co-workers	.75	.57	.10
Respect and fair treatment	.76	.57	.10
Personal growth	.78	.57	.06
Amount of responsibility	.76	.58	-.05
Rank	.76	.58	.04
Amount of challenge	.76	.58	.05
Pay and benefits	.76	.58	-.04
Support and guidance	.76	.58	.06
Feelings of accomplishment	.76	.58	.03
Leadership	.76	.58	-.03
Feedback from others	.76	.58	.03
Amount of job security	.76	.58	.02
Civilian comparison	.76	.58	-.01

Summary of the Marine Corps Job Domain

Neither affective nor cognitive evaluation of the work domain was very positive, with mean scores for both evaluations hovering about the midpoint of their respective scales. Blacks, women, and married personnel were the most positive about their Marine Corps jobs, and both affective and cognitive evaluations became more positive with increasing age of the respondents. Feelings about job and overall satisfaction correlated positively at .70.

Of the facet satisfaction items, highest mean satisfaction was shown for amount of responsibility on the job and feeling of accomplishment; lowest was for pay and benefits and opportunity for personal growth and development. Satisfaction with feeling of accomplishment was most closely correlated with overall satisfaction.

The Camp Pendleton Marines sampled reported working from 20 to 120 hours per week, although figures on both ends of the distribution must be questioned. Mean overall satisfaction was highest for those working 40-49 hours per week, lowest for those working 70-79 hours per week.

A measure of person-environment fit was used, and the results showed that, on average, the Marine Corps jobs were deficient in each of five job characteristics, when compared with the respondents' ideal jobs. In analyses using a summary P-E fit score, it was found that respondents

in jobs where the P-E fit was in the ideal range scored highest in overall satisfaction, ahead of those in either the deficiency or excess categories.

Half (49.5%) felt they would be less likely to be in their ideal job if they were civilians, whereas about one-fourth (24.0%) felt the opposite. Comparison favoring civilian job correlated negatively with both affective and cognitive evaluations.

Variables used in the analyses were better able to predict overall satisfaction than affective evaluation. Satisfaction with feeling of accomplishment best predicted overall satisfaction, whereas affective evaluation was best predicted by overall satisfaction.

The Self Domain

Having explored a number of elements in the individual's life space (i.e., the several domains of quality of life) we turn now to the heart of the matter, the domain of self. Here is the domain most central to the individual's life space; but is it the domain having the greatest impact on perceptions about quality of life? Evaluations of quality of life may, in the end, depend more on this domain than any other; one's evaluations of the world outside and of one's place in it may be reflective of one's evaluations of self. Or, they may not.

Before addressing that issue, we will examine the self-perceptions of the Marines from Camp Pendleton who responded to the survey. As used herein, assessments about self have to do with self-esteem, influence over one's destiny, competence, and self-improvement.

Affective Evaluation of Self

Six out of 10 (63.1%) Marines in the sample reported positive feelings in this domain. Another one in five (20.3%) were neither happy nor unhappy about self. Only 16.6 percent chose a negative response to this item. At the extremes, 2.0 percent felt "terrible," and 8.1 percent felt "delighted." The average score was 4.84, somewhat above the midpoint of the seven-point D-T scale.

Because affective evaluation of self might be influenced by internalization of values associated with being a Marine, a two-item composite was used as an indicator of pride in being a Marine. The two items were: "Being a Marine is worth personal sacrifice," and "The Marine Corps is the best of all places for me to work." This summative "pride" score correlated positively with feelings about self ($r = .29$), indicating a significant but modest relationship. Additional analyses were conducted to examine the relationship between feelings about self and pride in being a Marine, using the "one best thing about being a Marine" item from the work domain. The results showed that those who selected the response "training and personal development" had the second highest affective evaluation of self; highest were those who chose the "retirement options" alternative.

Affective evaluations of self became more positive with increasing age and rank. Age and rank are positively correlated ($r = .61$), and feelings about self correlated with age and rank about equally (.13 and .14, respectively). Controlling for paygrade, the partial correlation of age and feelings about self was .06 ($p = .006$). Controlling for age, the partial correlation between feelings about self and paygrade was .08. Thus, both age and paygrade are contributing some unique amount to feelings about self.

Blacks felt best about the self domain (mean score of 5.20), followed by Whites and Hispanics (4.79) and "Other" (4.74). Relationship status made a difference in feelings about self, with married respondents being most positive, involved singles less so, and uninvolved singles least. Similarly, married Marines were more positive than formerly married, whereas those who had never been married were lowest in affective evaluation of the self domain. Gender differences on this item were not significant.

Cognitive Evaluation of the Self Domain

Measurement in this domain used one overall satisfaction item and five facet satisfaction items. Overall satisfaction correlated positively with affective evaluation ($r = .55$). However, the mean score for overall satisfaction in the self domain (5.65) was higher than the mean score of 4.84 on affective evaluation (the D-T scale).

Eight out of 10 (85.3%) reported some degree of satisfaction with self: 15.8 percent "somewhat satisfied," 50.8 percent "satisfied," and 18.7 percent "completely satisfied." Only 8.9 percent chose the neutral response to this item. The "somewhat dissatisfied" (3.6%), "dissatisfied" (1.4%) and "completely dissatisfied" (0.7%) response alternatives were chosen by very few respondents.

Overall satisfaction was positively correlated with both rank and age. Blacks were again most positive, followed in order by Hispanics, "Other," and Whites. As with affective evaluations, the married scored higher than the involved singles, who were more positive than the uninvolved singles; and, married scored higher than both formerly married and the single never married. Gender differences in overall satisfaction were not statistically significant.

Intercorrelations among facet satisfactions were all positive and significant, with the strongest correlation being between satisfaction with self-discipline and satisfaction with general competence ($r = .56$). Each of the facet satisfactions correlated positively with overall satisfaction; most closely correlated with overall satisfaction was satisfaction with physical appearance ($r = .63$), followed by satisfaction with self-discipline ($r = .61$). Table 60 shows the intercorrelations among the facet satisfaction items, and the correlation between each facet satisfaction and overall satisfaction.

Table 60
Intercorrelations of Specific Overall Satisfactions with Self

Specific Satisfactions	Intercorrelations					Correlation with Overall Satisfaction
	Sat1	Sat2	Sat3	Sat4	Sat5	
1. Ability to get along with others		.43	.37	.50	.41	.49
2. Progress toward personal goals			.46	.40	.38	.52
3. Physical appearance				.50	.49	.63
4. General competence					.56	.60
5. Self-discipline						.61

Notes.

1. All correlations are significant at $p = .0001$.

2. With pairwise treatment of missing values, n for these analyses ranged from 1,524 to 1,528.

Highest mean facet satisfaction score (5.73) was in satisfaction with self-discipline; lowest was for satisfaction with progress toward goals (4.67). Subgroup analyses (age, rank, gender, race, relationship status, marital status) revealed that subgroups usually had their lowest mean satisfaction score on progress toward goals (for women, it was for physical appearance); highest mean scores were for either self-discipline or general competence, both very close in each case.

Respondents were asked to what extent they felt in control of their lives. Responses were generally positive, with 24.5% saying they were handling all areas of their lives well, and 44.5% saying they were handling most areas well. Negative responses were few: "some areas out of control" (23.0%), "many areas out of control" (6.3%), and "totally out of control" a very scant 1.8 percent.

Weak to moderate correlations were found between the control item and each of the facet satisfaction items. The strongest linkage was between control and progress toward goals ($r = .46$).

Given the composition of the sample (high percentages of young, lower ranking males), it was not surprising that, of those making the two most negative responses, all were enlisted (87.8% junior enlisted; 12.2% senior enlisted). Similarly, negativity was highest for the youngest subgroup (81.0%).

Social Comparisons

Responding to the question "Would your personal development have been better or worse if you had remained a civilian?", 43.0 percent felt it would have been a little to a lot worse (thus, better as a Marine), 30.2 percent felt it would have been better, and 26.8 percent felt it was about equal to what it would have been. Subgroup differences were found. The lower the rank, the more this comparison favored the hypothetical civilian accomplishments. And, the lower the age, the more the civilian situation was endorsed. Race, gender, relationship status, and marital status made no significant difference in this comparison.

When comparing their own accomplishments with those of most Marines in their own paygrade, most (44.6%) felt the two were about the same, 26.0 percent felt they had accomplished a little more, 13.2 percent considerably more, and 5.3 percent a lot more. Only 10.9 percent felt their accomplishments were less than those of their peers. Subgroup analyses showed that personal accomplishments were more favorably endorsed by senior than junior enlisted; with officers, however, it was junior officers who felt their accomplishments outweighed those of their peers, whereas warrant officers occupied a position between the two. Younger Marines were less positive about their own accomplishments than those in the middle and oldest categories. Gender, race, relationship status, and marital status accounted for no significant differences with respect to this comparison.

Those who felt their personal development was better in the Marines (thus, worse had they remained civilians), were more likely to feel positive about self (the D-T scale), and to have high overall satisfaction in the self domain (the cognitive evaluation). Comparison with civilians correlated with both affective evaluation ($r = .13, p = .000$), and overall domain satisfaction ($r = .07, p = .000$). The same trend was apparent in the case of the second comparison. Those Marines who felt their own accomplishments were greater than those of their same paygrade contemporaries were more likely to feel better about self, and to indicate greater overall satisfaction in the self domain. Correlations were .23, ($p = .000$), and .27, ($p = .000$), respectively.

Salience

The question addressing salience was "How often has your personal development been on your mind lately?" More than half (54.2%) indicated high salience: "quite a bit" (25.9%), "a great deal" (17.3%), and "almost all the time" (10.9%). Approximately one out of four (24.1%) said "once in a while." "Seldom" was the response alternative chosen by 10.6 percent, "hardly ever" by 6.3 percent, and "not at all" by 4.9 percent.

Salience in this domain correlated positively with both affective evaluation (feelings about self) ($r = .16$) and cognitive evaluation (overall satisfaction) ($r = .08$). (The salience scale is reverse-coded. Thus, those who felt better about themselves, and those indicating highest domain satisfaction were those who less often had personal development on their minds.) Table 61 summarizes these correlations.

Table 61

**Correlations of the Saliency Variable
With Summary Self Evaluations**

Self Evaluations	Saliency
D-T affective scale	.16
Overall satisfaction with self	.08

Variables Predicting Positive Evaluation of the Self Domain

Stepwise multiple regression procedures were used to measure the relative contribution of the five facet satisfactions, salience, comparisons, control, and rank in predicting overall satisfaction with self. Six variables together accounted for 61 percent of the variance, the most potent predictors being satisfaction with physical appearance, and satisfaction with self-discipline. Table 62 summarizes the results of this regression.

A similar stepwise multiple regression was conducted to determine the best predictors of positive affective evaluation in this domain. To the list of candidate predictors was added overall satisfaction. As can be seen in Table 63, the prediction was less successful, with 12 variables together accounting for only 44 percent of the variance. Most potent was extent to which the individual was in control, followed by satisfaction with self overall.

Table 62**Multiple Regression Predicting Overall Satisfaction With Self**

Variable	Multiple R	R ²	Beta In
Physical appearance	.63	.39	.63
Self-discipline	.72	.51	.39
Control over life	.75	.56	.24
General competence	.77	.60	.23
Ability to get along with others	.78	.60	.13
Progress towards goals	.78	.61	.10
Personal accomplishments compared to other Marines	.78	.61	.03
Rank	.78	.61	-.02
Saliency	.78	.61	.01
Personal development compared to civilians	.78	.61	.01
Job skills	.78	.61	-.002

Table 63**Multiple Regression Predicting Overall Feelings About Self**

Variable	Multiple R	R ²	Beta In
Control over life	.55	.30	.55
Overall satisfaction with self	.64	.41	.37
Progress towards goals	.65	.43	.17
Saliency	.66	.43	.07
Ability to get along with others	.66	.43	.07
Personal development compared to civilians	.66	.44	-.05
Personal accomplishments compared to other Marines	.66	.44	.05
Self-discipline	.66	.44	-.04
Physical appearance	.66	.44	.04
Rank	.66	.44	.02
Job skills	.66	.44	.01
General competence	.66	.44	.02

Summary of the Self Domain

A majority of the Marines in the Camp Pendleton sample reported having positive feelings about self. Positive evaluation of this domain was correlated somewhat with pride in being a Marine. Older Marines were more positive than younger, Blacks led the rest in positive feelings

about self, and being married or involved in an intimate relationship was associated with higher positiveness. Gender differences were not significant.

The mean score for overall satisfaction (the cognitive measure) was higher than the mean for feelings about self (the affective measure). Subgroup differences for overall satisfaction paralleled subgroup differences in feelings. Overall satisfaction was positively correlated with satisfaction with personal appearance. Highest satisfaction was recorded for self-discipline and general competence, whereas the lowest mean satisfaction score was for progress toward goals. This was true also for all subgroups.

More respondents thought their personal development was better as a Marine than it would have been had they remained civilians. Also, when comparing their own accomplishments to those of other Marines of the same rank, most respondents rated their own accomplishments higher.

Personal development had relatively high salience. Those who scored highest on positive feelings about self, and on overall satisfaction with self, tended to think less often about personal development.

Section Four

Quality of Life as a Whole

Quality of Life as a Whole

Whereas any particular domain of life may occupy the attention of an individual at a particular point in time, that same individual is able to somehow summarize his or her affective and cognitive assessments in the various domains and arrive at some overall assessment of quality of life in general. Perhaps the various life domains contribute differentially to this overall assessment; perhaps the salience of each domain fluctuates. There are, no doubt, QOL domains which were not addressed by the survey, a supposition supported by the fact that, in no case, was either the affective or the cognitive assessment in any domain fully predictable using only the variables provided by the survey itself. However, the complexities of human assessments aside, an individual is able to arrive, by whatever means, at a conclusion with respect to overall quality of life.

In the survey, Marines were asked to respond to several items having to do with "life as a whole." These were attempts to provide multiple measures of global quality of life. Subsequently, those responses were cumulated into a single measure of quality of life as a whole.

Measures of Life as a Whole (MLW)

The Marine Corps Quality of Life Survey incorporated six measures (affective and cognitive) of life as a whole, two single-item measures, and four multiple-item indices:

MLW 1 measured feelings about life as a whole, using the D-T scale (i.e., "delighted" to "terrible";

MLW 2 offered descriptors of one's life, ranging from "ideal" to "miserable";

MLW 3 measured satisfaction with life overall, with scale anchors ranging from "very satisfied" to "very dissatisfied";

MLW 4 was a comparison of the respondent's life as a whole, with that of a particular friend of the same age;

MLW 5 was an adapted version of the Life Characteristics Scale (LCS) (Campbell, Converse, & Rodgers, 1976), a semantic differential-based rating of seven dimensions of the respondent's life; and

MLW 6 was the Satisfaction with Life (SWL) Scale (Diener, Emmons, Larsen, & Griffin, 1985), with which respondents indicated agreement or disagreement with five items which were subsequently combined to yield an index of affect (feelings).

Responses to Measures of Life as a Whole

The following is a synopsis of the responses to the various measures of Life as a Whole.

Single-Item Measures (MLWs 1-4)

Each of the single-item measures used a seven-point scale, coded so that the highest number (7) would, in all cases, represent the most positive response. On each of the single-item measures, the mean score for the sample as a whole was slightly above the midpoint of the scale, i.e., just into the positive zone, except for MLW 2, which was below the midpoint.

MLW 1 Six out of 10 (61.3%) gave a positive response to this item which used the familiar D-T scale. Another 23.4 percent chose a neutral response. Only 15.3 percent chose the negative responses of "mostly unhappy" (8.6%), "unhappy" (4.9%), or "terrible" (1.8%).

MLW 2 On this measure, the respondent was asked to choose a response that most accurately described her or his life. The range was from "miserable" to "ideal life." The three middle range responses were most popular. "A good enough life for now," the neutral response, was endorsed by 26.9 percent of the Marines responding to the sample; "the best kind of life I am able to have now" (a positive response) was given by 26.4 percent; and "a tolerable life for now" (a negative response) was chosen by 24.2 percent. Far fewer respondents chose either of the two most negative (8.9%) or two most positive (13.6%) responses.

MLW 3 This was the same cognitive measure used in the domain satisfaction assessments. More than half of the Marines sampled (57.3%) reported some measure of satisfaction with their life as a whole: "mostly satisfied" (28.2%), "satisfied" (23.7%), "completely satisfied" (5.4%). Those endorsing "neither satisfied nor dissatisfied" totaled 15.6 percent. On the negative side, 15.9 percent were "somewhat dissatisfied," 8.5 percent were "dissatisfied," and 2.7 percent were "completely dissatisfied."

MLW 4 After selecting a particular friend of about the same age, the Marine responding to the survey compared his or her own life as a whole with that person's life as a whole. One-third of those responding (31.1%) said the two were about the same. A majority (39.4%) thought their own life was better, whereas 29.5 percent thought their own was worse. Response tallies for the two polar extremes were almost equal: "a lot worse" at 4.4 percent, and "a lot better" at 4.9 percent.

Multiple-Item Measures (MLW 5-6)

The two multiple-item measures of life as a whole used their own scales. The mean score for one measure was above the midpoint of its scale, that for the other measure below its scale's midpoint.

MLW 5 The Life Characteristics Scale, a composite measure, asked the respondent to consider seven adjective pairs presented in a semantic differential format, with polar terms were placed at the extremes of a seven-point rating scale. Some pairs were reverse coded to ensure that the most positive adjective always had the highest score across all seven dimensions. Average scores on the seven dimensions ranged from a low of 4.70 (the disappointing-rewarding dimension) to a high of 5.34 (the useless-worthwhile dimension). The mean rating for each dimension is shown in Figure 3.

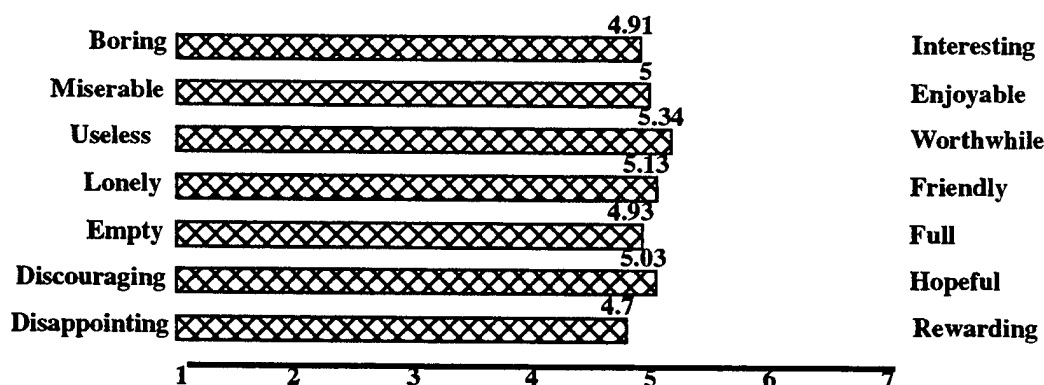


Figure 3. Mean Scores--LCS components.

Responses across dimensions were averaged to yield a single LCS score on the seven-point scale. Results of a factor analysis indicated that all seven items had significant loadings on a single factor, which accounted for 67 percent of the variance. Reliability analysis yielded an internal consistency alpha of .92. Inter-item correlations ranged from a high of .75 between discouraging-hopeful and disappointing-rewarding, to a low of .46 between friendly-lonely and boring-interesting.

A high score on the LCS indicates that the respondent tends to view her or his life in positive terms. Just over half (55.2%) of these Camp Pendleton Marines had scores on this measure of five or higher. At the polar extremes, 7.2 percent of those responding to the survey described their lives as completely interesting, rewarding, worthwhile, et cetera, whereas a scant 2.7 percent said their lives were totally boring, useless, discouraging, and so forth. One in five (22.2%) had scores below the midpoint of the scale, that is, in the negative zone.

MLW 6 The Satisfaction with Life Scale contained five positive statements about life as a whole. Survey participants indicated how much they agreed with each statement, using a seven-point scale whose polar anchors were "strong disagreement" and "strong agreement."

The five component items of the SWL Scale loaded on one common factor which accounted for 70 percent of the variance. Reliability analysis yielded an internal consistency alpha of .89, indicating that it was appropriate to combine the components additively. SWL Scale scores represent the average level of agreement across the five components of the scale.

The mean score on this measure was 3.80, a little below the midpoint of 4.0. Of the component items, the Marines in the sample were most likely to disagree with the statement "If I could live my life over, I would change almost nothing." They were most likely to agree with the statement "I am satisfied with my life."

Relationships Among Life As A Whole Measures

Intercorrelations among the six measures of life as a whole are presented in Table 64. These intercorrelations ranged from a low of .38 (between MLW-2, life description and MLW-4, social

comparison) to a high of .75 (between MLW-1, the D-T scale and MLW-5, the Life Characteristics Scale). The moderate correlation coefficients obtained suggest that the various scales are measuring slightly different aspects of overall quality of life. However, only one common factor was extracted.

Table 64

Intercorrelations Among Global QOL Measures

	LAW 1	LAW 2	LAW 3	LAW 4	LCS	SWL
LAW 1		.66	.61	.39	.75	.63
LAW 2 (Life description)			.55	.38	.67	.63
LAW 3 (Life satisfaction)				.47	.64	.71
LAW 4 (Social comparison)					.43	.49
LCS Scale						.67
SWL Scale						

Note. All coefficients are significant at $p < .001$.

Relationships Among Domain Measures and Overall Quality of Life

Correlations were computed between each of the domain affective and cognitive scores and each of the global scores. These correlations are presented in Table 65. Showing the strongest correlation with the global measures, very generally, were income, job, and self. Weakest correlations were generally found between global measures and relationships with children and relationships with relatives. To a very slight degree, correlations between domain affective assessments and global measures tended to be stronger than correlations between domain cognitive assessments and global measures.

Table 65

Correlations of Domain Measures With Global QOL

Domain Measures	Global QOL Measures					
	LAW 1	LAW 2	LAW 3	LAW 4	LCS	SWL
Residence						
D-T	.45	.41	.34	.25	.45	.41
Satisfaction	.40	.37	.36	.26	.41	.43
Neighborhood						
D-T	.34	.30	.30	.23	.34	.37
Satisfaction	.34	.33	.34	.24	.37	.39
Leisure and Recreation						
D-T	.40	.29	.39	.24	.44	.38
Satisfaction	.40	.37	.39	.27	.44	.44
Health						
D-T	.43	.34	.42	.25	.43	.40
Satisfaction	.35	.30	.37	.20	.38	.35
Friendships						
D-T	.37	.31	.36	.23	.43	.36
Satisfaction	.29	.22	.32	.24	.36	.32
Marriage/Relationship						
D-T ^a	.46	.37	.46	.30	.50	.48
Satisfaction	.30	.20	.34	.19	.32	.31
Children						
D-T	.02	.06	.08	.06	-.02	.06
Satisfaction	.25	.14	.35	.16	.31	.32
Other Relatives						
D-T	.29	.23	.30	.22	.31	.31
Satisfaction	.22	.16	.25	.19	.28	.28
Income/Standard of Living						
D-T	.52	.46	.49	.35	.52	.56
Satisfaction	.42	.39	.43	.31	.43	.53
Job						
D-T	.50	.51	.44	.32	.55	.51
Satisfaction	.47	.50	.43	.31	.52	.51
Self						
D-T	.63	.51	.63	.39	.66	.60
Satisfaction	.39	.33	.46	.30	.46	.43

Notes.

1. All coefficients are significant at $p < .001$.2. *Ns* varied from 415 to 493 for the Relations with Children domain.^aA Separate D-T scale was used for members not seriously involved in a relationship.

The Global Quality of Life Composite

Whereas multiple measures of a single concept serve to enhance measurement reliability and validity, the resulting increase in complexity militates against easy interpretation of analysis results. Recognizing the value of multiple measures, it nevertheless seemed advisable to either

reduce the number of measures, or cumulate them into some meaningful composite, in order to facilitate the use of the findings of this study in operational programs.

To ascertain the appropriateness of a single composite measure, the six life as a whole variables were subjected to a principal components factor analysis. The result was the extraction of a single factor which accounted for 66 percent of the variance. Loading most highly on this factor was MLW 5, the modified LCS, followed in order by MLW 6, the SWL Scale, MLW 1, the D-T scale, MLW 3, the satisfaction item, MLW 2, the single item life description, and MLW 4, the social comparison item. Factor loadings ranged from .39 to .75. Therefore, the factor analysis supported an underlying single-factor structure, each of the measures accounting for a significant increase in variance accounted for.

The resulting composite was subjected to reliability analysis to determine internal consistency. The obtained coefficient alpha of the QOL composite was .89. This excellent reliability further supported the appropriateness of a global composite.

The resulting distribution of scores on the global QOL composite ranged from a low of five to a high of 42 (the latter being the highest positive score possible across the six measures). The mean of the distribution was 25.5, very slightly above the midpoint of the scale, which was 23.5.

Subgroup Differences in Global QOL Ratings

Analysis of variance procedures were used to investigate subgroup differences in assessments of global quality of life. These differences are discussed below.

Demographics and Global QOL

Analysis of variance showed that marital status and rank group both accounted for significant differences; interactions between the two, however, did not. Married scored higher on global QOL than either the formerly married or those who had never been married. Senior enlisted scored higher than junior enlisted; warrant officers scored highest of all. Table 66 presents a cross-tabulation between marital status and rank group.

Women averaged higher Global QOL than men. Scores increased uniformly with age group. With respect to relationship status, married respondents scored higher than the singles who were involved in an intimate relationship; singles who were not involved in a relationship scored lowest. No significant differences could be attributed to race.

Table 66

QOL Global Composite Means by Marital Status and Rank Group

Marital Status	Rank Group				
	E-2--E-5	E-6--E-9	W-O	O-1--O-4	O-4--O-9
Married	25.78	28.07	32.04	31.55	30.21
Single, Never Married	24.20	26.46	30.61	26.96	29.31
Single, Previously Married	24.14	25.98	30.37	31.16	26.60

Person-Environment Fit and Global QOL

Two variables were computed to measure the concept of P-E fit. The first reflected the match between the characteristics of the respondent's current job in the Marine Corps and that person's ideal job. For the five job characteristics, ideal job ratings were subtracted from current job ratings; a score of zero indicated a match, whereas discrepancy scores could reach from minus four to plus four (-4 to +4), with zero at the center. Thus, the closer the score to zero, the better the fit between person and job.

The second variable was computed from responses to three items that reflect the fit between the individual and Marine Corps life. The items were:

"I talk up the Marine Corps to my friends as a great outfit to be associated with."

"I find that my values and the Marine Corps' values are very similar."

"The Marine Corps is the best of all places for me to work."

Survey participants indicated their agreement with each statement, using a seven-point scale whose polar anchors were 1--strongly disagree and 7--strongly agree. Ratings were then summed. Thus scores for this variable could range from three to 21.

The two P-E fit variables were moderately correlated ($r = .41, p = .000$). Correlations between each variable and the global QOL composite were slightly higher: .43 for the job fit variable, and .49 for the Marine Corps fit variable.

Perceptions of Civilian Alternatives and Global QOL

For each of the QOL domains, respondents compared their current situation with what they imagined their situation would be if they were civilians. Cumulating these scores resulted in an overall civilian comparison score.

Marines who perceived that their situations would be better if they were civilians would probably perceive their global QOL less favorably. Indeed, such was the case. A moderate but significant negative correlation ($r = -.27, p = .000$) was found between the global QOL and overall civilian comparison scores.

Predicting Global QOL from Domain QOL

A series of multiple regressions were performed to measure the contribution of the various domains to global QOL. Variables included the D-T score and the overall satisfaction score for each domain (two satisfaction scores for the Relationships with Children domain--those who had children living with them and those whose children resided elsewhere). Organizational commitment was also included as a candidate variable because of its presumed effect on QOL perceptions. Table 67 shows the result of the stepwise regression for the total sample, and Tables 68 and 69 show the results for married and unmarried respondents, respectively.

Table 67

Multiple Regression Predicting Global QOL--Total Sample

Variable	Multiple R	R ²	Beta In
Self and self development	.72	.52	.72
Marriage/Intimate relationship	.77	.59	.32
Income and standard of living	.80	.63	.24
Commitment	.82	.67	.20
Leisure and recreation	.83	.68	.15
Feelings about self overall	.83	.69	.10
Residence	.83	.69	.08
Satisfaction with marriage	.84	.70	.10
Feelings about health	.84	.70	.07
Satisfaction with income	.84	.71	.07
Satisfaction with neighborhood	.84	.71	-.06
Satisfaction with health	.84	.71	-.06
feelings about job	.84	.71	.05
Satisfaction relationship with children	.84	.71	-.04
Friends and friendship	.84	.71	-.04
Satisfaction with job	.84	.71	-.05
Satisfaction with relatives	.85	.71	.02
Satisfaction with friends	.85	.71	-.02
Satisfaction with residence	.85	.71	.02
Feelings about relations with relatives	.85	.72	-.02
Satisfaction with recreation	.85	.72	.01
Feelings with child not living with you	.85	.72	-.01
feelings about neighborhood	.85	.72	.00
Feelings with child living with you	.85	.72	.00

Table 68

Multiple Regression Predicting Global QOL--Married Sample

Variable	Multiple R	R ²	Beta In
Self and self development	.72	.52	.72
Marriage/Intimate Relationship	.77	.59	.31
Commitment	.80	.63	.23
Income and standard of living	.82	.67	.22
Leisure and recreation	.83	.68	.15
Feelings about self	.83	.69	.12
Satisfaction with income	.84	.70	.11
Satisfaction with relatives	.84	.71	.11
Feelings about health	.84	.71	.07
Feelings about job	.84	.71	.07
Satisfaction with health	.84	.71	-.05
Satisfaction with job	.84	.71	-.05
Friends and friendship	.85	.72	.05
Satisfaction relationship with children	.85	.72	-.04
Satisfaction with relatives	.85	.72	.04
Residence	.85	.72	.04
Feelings with child not living with you	.85	.72	-.03
Feelings about relations with relatives	.85	.72	-.03
Satisfaction with neighborhood	.85	.72	-.03
Satisfaction with residence	.85	.72	.04
Feelings with child living with you	.85	.72	.02
Satisfaction with friends	.85	.72	.01
Satisfaction with recreation	.85	.72	-.01
Feelings about neighborhood	.85	.72	.00

Table 69

Multiple Regression Predicting Global QOL--Unmarried

Variable	Multiple R	R ²	Beta In
Self and self development	.72	.52	.72
Marriage/Intimate Relationship	.82	.67	.43
Leisure and recreation	.86	.74	.30
Satisfaction with friends	.88	.78	-.23
Satisfaction with relatives	.89	.80	.14
Commitment	.90	.81	.10
Satisfaction with job	.90	.82	-.21
Feelings about health	.91	.82	.13
Income and standard of living	.91	.83	.10
Satisfaction with income	.91	.83	-.11
Feelings about neighborhood	.91	.84	-.07
Friends and friendship	.92	.84	-.11
Feelings with child not living with you	.92	.84	-.09
Feelings about job	.92	.85	-.14
Satisfaction with health	.92	.85	-.12
Feelings about self	.92	.85	.13
Satisfaction relationship with children	.93	.86	-.08
Satisfaction with neighborhood	.93	.86	-.10
Satisfaction with recreation	.93	.86	.13
Feelings about relations with relatives	.93	.86	.07
Satisfaction with marital relations	.93	.87	.10
Residence	.93	.87	-.08
Satisfaction with residence	.93	.87	.04
Feelings with child living with you	.93	.87	-.03

Feelings about self emerged as the most potent predictor in all three cases. Second for the sample as a whole and for the married Marines was feelings about marriage and intimate relationships; second for single Marines was feelings about residence. In each case, most of the variance was accounted for by six variables--69 percent for the total and married samples, and 81 percent for the unmarried sample.

It has been suggested that the weight of the domains might influence global QOL. To test this, each domain's D-T and overall satisfaction score were weighted by multiplying that score by the salience score for the same domain (except for the job domain, wherein no salience score was obtained). The regressions were then re-run. The results were indeed different. Feelings about job emerged as the strongest predictor for the sample as a whole and for married Marines; for single Marines, it was feelings about intimate relationships. Tables 70, 71, and 72 summarize the results of these regressions.

Table 70

Multiple Regression Predicting Global QOL--Total Sample^a

Variable	Step	Multiple R	R ²
Job	1	.54	.27
Marriage/Intimate Relationship	2	.61	.38
Self and self development	3	.65	.42
Satisfaction with income	4	.68	.46
Commitment	5	.70	.49
Feelings with child not living with you	6	.71	.51
Friends and friendship	7	.72	.52
Self and self development	8	.72	.52
Feelings about relations with relatives	9	.73	.53
Residence	10	.73	.53
Satisfaction with self	11	.73	.53
Satisfaction with child living with you	12	.73	.54
Leisure and recreation	13	.73	.54
Satisfaction with job	14	.73	.54
Health	15	.74	.54
Satisfaction with health	16	.74	.54
Income an standard of living	17	.74	.54
Satisfaction with marriage	18	.74	.54
Satisfaction with relatives	19	.74	.54
Neighborhood	20	.74	.54
Satisfaction relationship with children	21	.74	.54
Satisfaction with recreation	22	.74	.54
Satisfaction with neighborhood	23	.74	.54
Satisfaction with friends	24	.74	.54
Satisfaction with residence	25	.74	.54

^aWeighted D-T and Satisfaction values.

Table 71

Multiple Regression Predicting Global QOL--Married^a

Variable	Step	Multiple R	R ²
Job	1	.53	.28
Satisfaction with marriage	2	.61	.37
Satisfaction with income	3	.64	.41
Feelings with child not living with you	4	.67	.45
Commitment	5	.70	.48
Friends and friendship	6	.70	.50
Satisfaction with relatives	7	.71	.51
Self and self development	8	.72	.52
Satisfaction with self overall	9	.72	.52
Residence	10	.72	.52
Feelings with child living with you	11	.73	.53
Satisfaction with recreation	12	.73	.53
Satisfaction with friends	13	.73	.53
Health	14	.73	.53
Satisfaction with health	15	.73	.53
Leisure and recreation	16	.73	.53
Income and standard of living	17	.73	.53
Satisfaction relationship with children	18	.73	.53
Satisfaction with job	19	.73	.53
Neighborhood	20	.73	.53
Satisfaction with neighborhood	21	.73	.53
Feelings about relations with relatives	22	.73	.53
Satisfaction with residence	23	.73	.53
Marriage/Intimate Relationship	24	.73	.53

^aWeighted D-T and Satisfaction values.

Table 72**Multiple Regression Predicting Global QOL-Unmarried^a**

Variable	Step	Multiple R	R ²
Marriage/Intimate Relationship	1	.70	.49
Satisfaction with job	2	.80	.63
Job	3	.81	.66
Satisfaction relationship with children	4	.83	.69
Satisfaction with income	5	.85	.72
Friends and friendship	6	.86	.74
Commitment	7	.87	.76
Residence	8	.87	.77
Satisfaction with residence	9	.88	.77
Satisfaction with friends	10	.88	.78
Satisfaction with relatives	11	.89	.78
Feelings about relations with relatives	12	.89	.80
Feelings with child not living with you	13	.90	.80
Income an standard of living	14	.90	.81
Satisfaction with recreation	15	.90	.82
Neighborhood	16	.91	.82
Feelings with child living with you	17	.91	.83
Leisure and recreation	18	.91	.84
Satisfaction with self overall	19	.92	.84
Satisfaction with neighborhood	20	.92	.84
Satisfaction with intimate relationship	21	.92	.85
Satisfaction with health	22	.92	.85
Self and self development	23	.92	.86
Health	24	.93	.86

^aWeighted D-T and Satisfaction values.

Summary of Global Quality of Life Findings

Six measures of global QOL were included in the survey. Response totals for each measure except one were slightly weighted on the positive side, although the average scores hovered about the midpoint. When a global QOL composite score was constructed, the distribution of scores was wide-ranging; however, the mean was very slightly above the midpoint. All in all global QOL was not very high by any measure used. Married Marines tended to score higher on QOL, which generally increased with rank and age. Women scored higher than men on global QOL.

QOL perceptions are affected by person-environment fit and by comparison with civilians. Somewhat higher global QOL is associated with better fit, and Marines who perceived their situations favorably compared with a civilian alternative tended to score higher on global QOL.

The strongest predictor of global QOL was feelings about self. Six variables together accounted for 69-81 percent of the variance when predicting global QOL from domain QOL.

In summary, it appears that construction of a single global composite using the domain QOL scores is defensible, and that the resulting composite score relates meaningfully to other variables (e.g., P-E fit). However, average global QOL composite scores, like most of the average domain QOL scores, do not distance themselves greatly from the scalar midpoints. Subgroup differences appear, but, for practical purposes do not amount to very much.

Section Five

Organizational Outcomes and Quality of Life

Organizational Outcomes and Quality of Life

Enhancement of the quality of life of its members is a laudable organizational goal in and of itself. Nevertheless, if quality of life indeed has effects on organizational and individual productivity and performance, such effects must be identified and measured. It has been thought that quality of life exerts its influence on such things as operational readiness, work quality, performance, and retention. Indirectly, quality of life could influence recruitment through perceptions of QOL in the Marine Corps by potential applicants, perceptions derived from media coverage or from conversations with Marines themselves who discuss quality of life in the Corps.

Outcome variables measured in the Marine Corps Quality of Life Survey include personal readiness, intention to remain on active duty, and individual performance. Each variable was measured using a combination of indicators drawn from a variety of survey items. Thus, unlike the results discussed previously (for the various domains of QOL), results in this section are based on any number of items which were embedded in the several sections of the survey. Discussed below are the descriptive statistics for each of the three variables, and their relationship to global quality of life.

Personal Readiness

Personal readiness focuses on individual, job, and family conditions which might affect an individual's ability to move out quickly and, in the end, to perform effectively in the field. Thus, the present study used a multidimensional construct to represent this variable.

Components of Personal Readiness

Nine component items were combined to yield a composite measure of personal readiness. Descriptive statistics for each of the nine elements are presented in the pages that follow.

Perceived Adequacy of Training. Respondents indicated how well they perceived their training to have prepared them for their present job, using a five-point scale anchored from "not at all" to "completely." The modal response was "pretty well" at 40.9 percent; "somewhat" was second at 27.8 percent, followed by "barely" at 13.2 percent. The polar opposite responses of "completely" and "not at all" were endorsed equally (9.0%). Perceived adequacy of training was greatest for senior officers, least for junior enlisted. Women felt less adequately trained for their jobs than men. Age was positively correlated with adequacy of training, but there were no significant differences by race.

Job-Related Problems. Seven items described specific job-related problems (e.g., "mind not on job" or "problems with a superior"), and survey participants were asked to indicate how frequently they had experienced these difficulties. Table 73 summarizes their responses.

Table 73

Reported Frequency of Job Problems

Problem	Frequency				
	None of the Time (%)	A little of the Time (%)	Some of the Time (%)	Most of the Time (%)	All of the Time (%)
Mind not on job	16.39	34.0	33.6	10.2	5.3
Lost temper	31.8	29.2	28.2	6.9	3.9
Accomplished less than one would like	20.9	33.4	31.9	9.9	3.9
Not at one's best	17.4	45.1	28.1	7.0	2.2
Likely to make mistakes	26.7	50.4	18.3	3.4	1.2
Performance criticized by co-workers	53.3	24.6	14.2	5.2	2.7
Problems with a superior	49.4	21.0	16.5	7.4	5.7

A few of the respondents ($n = 60$, or 3.8%) reported not having any of the job-related problems during the previous month. Not unexpectedly, many acknowledged having times when they were not at their best, or when they accomplished less than they would like to have accomplished. Problems with a superior and criticism of their performance by co-workers received infrequent endorsements.

Responses across the seven items were cumulated to produce an index of job-related problems. Junior enlisted were found to have greater frequency of job-related problems than senior enlisted or officer personnel. Relatedly, younger Marines had more problems than their older counterparts. Neither race nor gender made a difference, however, relationship and marital status did. Married Marines had fewer problems than single Marines who were involved in an intimate relationship, whereas singles not involved reported the most problems. With respect to marital status, the formerly married individuals had the fewest problems, married came in second, and those who had never been married had the most.

Lost Time

The survey incorporated items addressing time lost for personal and for family reasons. Only data from the married respondents was included in the analyses for time lost for family reasons.

Time Lost for Personal Reasons. For the sample as a whole, health was the leading cause of lost time from work, followed by other personal reasons, and personal business. Much lower were transportation and education. Married Marines had more trouble with transportation than formerly married or those never married. The same held true for lost time due to pregnancy. Collectively, only 2.3 percent of the women in the sample reported any time off during the preceding month due to pregnancy, and for a mere 0.8 percent did time off measure a full day or more. Those formerly married led in time off for personal business and other personal reasons.

Regardless of the reason, time lost for personal reasons tended to be minimal. For the month preceding the survey, time lost amounted to two hours or less 83-97 percent of the time.

Time Lost for Family Reasons. Five subcategories of time lost due to family situations were used: children, spouse, transportation, family business, and other reasons. Family business and helping spouse were most frequently cited as reasons for time lost. Other family matters and caring for children came next, with transportation receiving the lowest percentage of endorsements. Reporting no time lost for any of these reasons during the preceding month were 72-83 percent of the respondents (all married Marines). For any reason, time off reached one day or more for at most 4.2 percent of the respondents. Absences of more than five days never exceeded 1.2 percent.

Missing Maneuvers or Exercises

Marines taking the survey were asked if they had missed, arrived late to, or departed early from, maneuvers, exercises, or no-notice alerts, and, if so, the reason(s) therefor. Nearly half the sample (45.3%) indicated that such events did not occur for them. Of those for whom the maneuvers and alerts had occurred (54.7%), time losses were minimal: 86.4 percent had missed no maneuver, nor been late or left early. Absent were 3.9 percent, whereas 3.9 percent arrived late and 5.7 percent left early.

In sum, only 6.0 percent of the total sample missed any time from these events. The reasons for the few cases of absence from maneuvers, exercises, or no-notice alerts are shown in Table 74.

Table 74

Reasons Given for Time Lost From Maneuvers, Exercises, or Alerts (n = 96)

Reason	Frequency (%)	
	Arrived late/left early	Missed entirely
Personal illness	45.5	54.5
Family illness	89.5	10.5
Personal or family business	88.0	12.0
Legal matters	37.5	62.5
Command failed to reach	0.0	100.0
Other	52.2	47.8

Commitment to the Marine Corps

Eleven items were used to measure commitment. The items were statements to which respondents indicated agreement or disagreement on a seven-point scale, one being strong disagreement, and seven representing strong agreement. Each respondent achieved a mean commitment score, and these scores ranged from 1.00 to 6.82, with an average of 3.65, somewhat below the scale's midpoint of 4.00.

Commitment correlated positively with rank ($r = .24$) and tenure in the Marine Corps ($r = .32$). Mean commitment score was highest for warrant officers (4.86), followed in order by senior officer (4.77), junior officers (4.52), senior enlisted (4.37), and junior enlisted (3.38). Commitment was linearly related to age. By relationship status, married respondents showed higher commitment than unmarried, whether the latter were in an intimate relationship or not. Differences were also found by marital status, with formerly married being most committed, followed by currently married, then those never having been married. Race and gender accounted for no significant differences in commitment.

There were indications that commitment bore a relationship to time lost from duty. Those who had lower commitment scores tended to be the ones who also had lost time. Time lost for personal reasons correlated slightly negatively with commitment ($r = -.05, p = .019$), but time lost for family reasons showed no significant relationship.

Confidence in Spouse or Partner Self-Sufficiency

This measure was included in the personal readiness composite on the belief that the Marine would be more able to attend to her or his duties if the spouse or intimate partner was believed to be self-sufficient and able to take care of situations at home.

The Marines were asked, if they were to be away for a period of six months, how capable the spouse or partner would be to take full responsibility for each of eight concerns. Responses were made on a five-point scale, anchored with 1, "extremely capable," to 5, "not at all capable." A mean score across all eight concerns was then computed.

For finances, spouses were rated quite favorably: "capable" (21.4%), "very capable" (20.1%), and "extremely capable" (48.5%). In contrast, "not so capable" (7.1%) and "not at all capable" (2.9%) were response alternatives chosen by very few. Spouses received the highest capability rating for child care, with a score just above the scale midpoint. Other scores on the positive end of the scale were for family's health, finances, safety of family, and management of investments. Scores for "emotional--parenting matters," managing residential maintenance, and managing investments (the lowest rating), had mean scores below the scale's midpoint.

Adequacy of Child Care

If their Marine duties were to take them away for a period of six months or more, 79.9 percent of those with children felt "completely sure" of the ability of the person with whom their child(ren) were left to fully care for them; another 11.5 percent were "very sure." Only 4.1 percent were at all unsure about the care of their children. Nine out of 10 (94.0%) said the children's caretaker would be the spouse, and another 3.0 percent cited an immediate family member. Those persons being most confident of their childrens' care were much more likely to cite the spouse as the caregiver; those most unsure had a high percentage of "other" (25.4%) and public agency (32.2%), and a much smaller percentage of "spouse" responses (28.8%).

Preparations for Absence

Ten items assessed the Marine's preparations for deployments, particularly move outs that might occur with little or no warning. Generally, the items had to do with things that make it easier to cope with family separation and the management of personal affairs. Some items (e.g., joint checking account) applied primarily to married personnel, whereas making a will or arranging for bill payments applied to almost all respondents. The figures below exclude those who checked "n/a" (often most of the respondents), so the actual numbers of persons indicating having made preparations for any one thing might be only a few hundred in some cases.

Fourteen percent (13.7%) of these Camp Pendleton Marines felt that none of the items applied to them. Claimed applicability of the particular items ranged from a low of 2.6 percent of the respondents, to a high of 14.7 percent.

Less than half (43.8%) had drawn up a will, close to the 36.5 percent who had established a joint checking account. Just half (50.4%) had given power of attorney. Where elder care was a consideration, 73.7% had made advance preparations. Considering the exigencies of service in the Marine Corps, fairly low numbers had prepared for storage of possessions (45.8%), care of pets (40.0%), and official records (46.9%). Even lower percentages of these Marines had prepared for payment of bills (25.8%), lease obligations (36.9%), and management of investments (33.0%).

An overall deployment preparation index was computed by dividing the number of actions in the list not marked "n/a" by the number of those items on which action had been taken. This procedure yielded percentage scores ranging from zero to 100, with an average of 56, not as high an average score as might be desired.

Subgroup analyses revealed that preparation increased with rank and age, in a generally linear fashion. Race and gender accounted for no significant differences in advance preparation for extended absence from home. With respect to relationship status, married Marines were much more prepared than single Marines, involved or not. And, by marital status, those married were most prepared, followed in order by those formerly married and those never having been married.

Personal Readiness Composite

The composite measure of personal readiness was derived from the responses on the nine component variables just discussed. All contributing items were coded so that undesirable options were assigned negative values and desirable options positive. The positive and negative data points were balanced around a neutral response coded as zero. Because the components used a variety of response scales, all raw scores were transformed into standardized z scores in order to have a common metric before the scores were combined. Procedures for computing composite scores were adjusted so that the scores of single Marines would not be adversely affected by the "not applicable" (n/a) responses on the two component measures which addressed spouse and children.

The resulting composite yielded a range of scores from -25 to +10, with a mean of zero. Higher scores indicate a higher level of personal readiness. In the distribution of scores, 42.1 percent of the respondents had negative scores, 13.5 percent had a neutral score, and 44.5 percent scored in the positive range. Readiness increased linearly with rank and with age. Women were significantly

less ready than men. Neither race nor marital status accounted for any significant differences, however, relationship status did, with singles involved in an intimate relationship showing greater personal readiness than either married or single uninvolved.

The global QOL composite correlated at .38 ($p = .000$) with the personal readiness composite. This indicates only a very moderate relationship, a shared variance of some 14 percent between the two measures. The relationship between the two was tested further by contrasting the QOL levels achieved by those individuals at the extremes of the distribution, that is, those persons ($n = 308$) with the highest 20 percent of the personal readiness scores, and those ($n = 306$) with the lowest 20 percent. Global QOL averaged 29.85 for the group with the highest scores, versus an average of 22.24 for persons in the lowest scoring group, a statistically significant difference.

Retention

The organizational outcome variable of retention was measured using a single indicator, intention to remain on active duty.

Intention to Remain

Marines responding to the survey could chose, from a list of six options, the statement that best described their intentions at that time. Statements ranged from intending to stay in the Marine Corps until retirement, to intending to get out as soon as possible. A provision was also made for those individuals who had planned a career in the Marine Corps but were being released because of the drawdown. Table 75 shows the percentage of responses in each category. Thirty-nine percent (39.0%) intended to leave as soon as possible, and 22.5 percent were unsure of what to do. Approximately one out of four (26.3%) intended to stay until or beyond retirement eligibility.

Table 75

Intentions to Stay

Reenlistment Intentions	Percent
Remain on active duty until eligible for retirement or beyond	26.3
Remaining on active duty, but planning to leave prior to retirement	9.6
Not sure about career intentions	22.5
Intending to leave Marine Corps as soon as possible	39.0
Intended to remain on active duty, but being released due to drawdown	2.6

Significant differences were found on all subgroup variables. Intention to remain was higher for senior enlisted and officers than for their more junior contemporaries, and warrant officers showed the greatest intention to remain. Of 1087 E-2 to E-4s, 50.3 percent were leaving the Marine Corps as soon as they could, whereas another 25.6 percent were unsure of what to do; only 21.7 percent were staying. Stayers exceeded leavers in all other rank groups; senior enlisted (76.3% vs. 12.7%), warrant officers (93.8% vs. 0.0%), junior officers (64.9% vs. 12.3%), and senior officers (90.0% vs. 9.1%). Somewhat related to these findings with respect to rank, intention to remain on active duty increased linearly with age.

Blacks had the highest intention to remain (46.0%), followed in order by Hispanics (44.5%), "Other" (33.3%), and Whites (31.9%). Females scored higher on intention to remain than did males. By relationship status, highest intention to remain was shown by the married Marines, lowest by the single Marines who were not involved in an intimate relationship. With respect to marital status, the formerly married Marines had the highest intention to remain, whereas those who had never been married scored the lowest on staying. Almost half of the married Marines (49.2%) planned to stay, versus only 26.1 percent of the unmarried.

Global QOL and Intention to Remain on Active Duty

Analysis of variance revealed that those who intended to leave the Marine Corps as soon as possible also scored lowest on QOL, whereas those choosing to remain on active duty scored highest. Marines who were unsure of their intentions had lower QOL than those intending to remain, but scored higher on QOL than those intending to leave as soon as possible.

These results demonstrate a relationship between QOL and a desired organizational outcome (retention). They do not, of course, indicate a causal direction.

Domain QOL and Intention to Remain on Active Duty

Three domain level variables were used to measure relationships between domain level QOL and intention to remain on active duty: the domain D-T summary score, the domain level satisfaction summary score, and the respondent's own estimation of the effects of various life aspects on their intentions to remain. Thus, the first two variables are derived from the data, whereas the third results from a direct question about (perceived) effects on intention.

Domain QOL and Retention--Inferred Relationship. The intention to remain categorical variable was recoded as a continuous variable, to facilitate measurement of relationships between domain QOL and intentions to remain on active duty. In this recoding, the response dealing with involuntary separation because of downsizing was dropped; intention to remain until retirement, and eligible to retire but staying in, were combined. Correlations were then computed between domain QOL levels and intention to remain.

With respect to affective evaluations (the D-T scale) for the various domains, 10 of the 12 showed a slight but statistically significant relationship with intention to remain on active duty. Thus, those Marines intending to stay were more likely to have higher scores on the Domain D-T scales. Feelings about job had the strongest relationship ($r = .33$), followed by residence ($r = .27$). Cognitive evaluations (satisfaction) for the various domains showed similar relationships with intention to remain in the Corps. Nine of 11 were significantly correlated with intention to remain on active duty, with the Marines having higher satisfaction scores being those most likely to stay. The strongest relationship was between staying and satisfaction with job ($r = .32$), followed by satisfaction with residence ($r = .28$).

QOL, Career Intent, and Commitment in the Lower Paygrades. As stated above, overall, perceptions of quality of life become more positive with increasing age and rank, and with stronger career intent. To compare mean levels of satisfaction by career intent within seniority groups, three career subgroups were identified using the career intent item in the survey: a "stay" group (from

the first two alternative responses); an "unsure" group (from the third and fourth alternatives); and a "leave" group (from the fifth alternative). Those being released due to reduction in force were excluded.

Enlisted and officer groups were analyzed separately, with three seniority groups in each--enlisted paygrades E-2 to E-3 (junior), E-4 to E-5 (middle), and E-6 to E-7 (senior); and officer paygrades O-1 to O-2 (junior), O-3 (middle, and O-4 to O-5 (senior). Other paygrades were excluded because of very small sample size.

Average age differences across seniority groups was approximately six years. For enlisted junior, middle, and senior groups, the ages averaged 20.9, 24.4, and 34.6, respectively; for officers, the respective mean ages were 26.1, 32.2, and 40.5. However, because of small sample sizes, the career unsure and leave groups were combined for enlisted senior and all three officer seniority groups. Responses were compared on three domain satisfaction items (Income, Job, and Self Development), and on one organizational commitment (within Job domain) item ("the Marine Corps is the best place to work . . .").

The results are shown in Figures 4, 5, 6, and 7. The enlisted stay groups show few or infrequent differences across seniority levels, but clear differences within seniority groups (stay is highest, leave is lowest). Thus, the junior stay group is almost always more positive than the middle and senior leave and unsure groups. Domain satisfaction levels for officers tend to vary across career and seniority groups. However, the commitment item shows large differences for all enlisted and officer stay groups -- higher than all unsure and leave groups.

This result suggests that this commitment item may be as good as, or better than, the career intent item for estimating or predicting an individual's subsequent career decision. Furthermore, using the three career intent groups as a continuous variable (stay = 3, unsure = 2, leave = 1), correlation with "Marine Corps is the best place" is relatively high: .55 for enlisted, .54 for officer.

Because members of the junior paygrades must all make a career decision, similar comparisons were conducted on only junior enlisted (E-2, 3, 4) and officer (O-1, 2, 3) groups, using three commitment items ("the Marine Corps is the best place," "involved personally in my work," and "being a Marine is worth personal sacrifice"). Results are portrayed in Figure 8. Again, there are large differences among the enlisted stay, unsure, and leave groups, and smaller differences between the officer stay and combined unsure/leave groups.

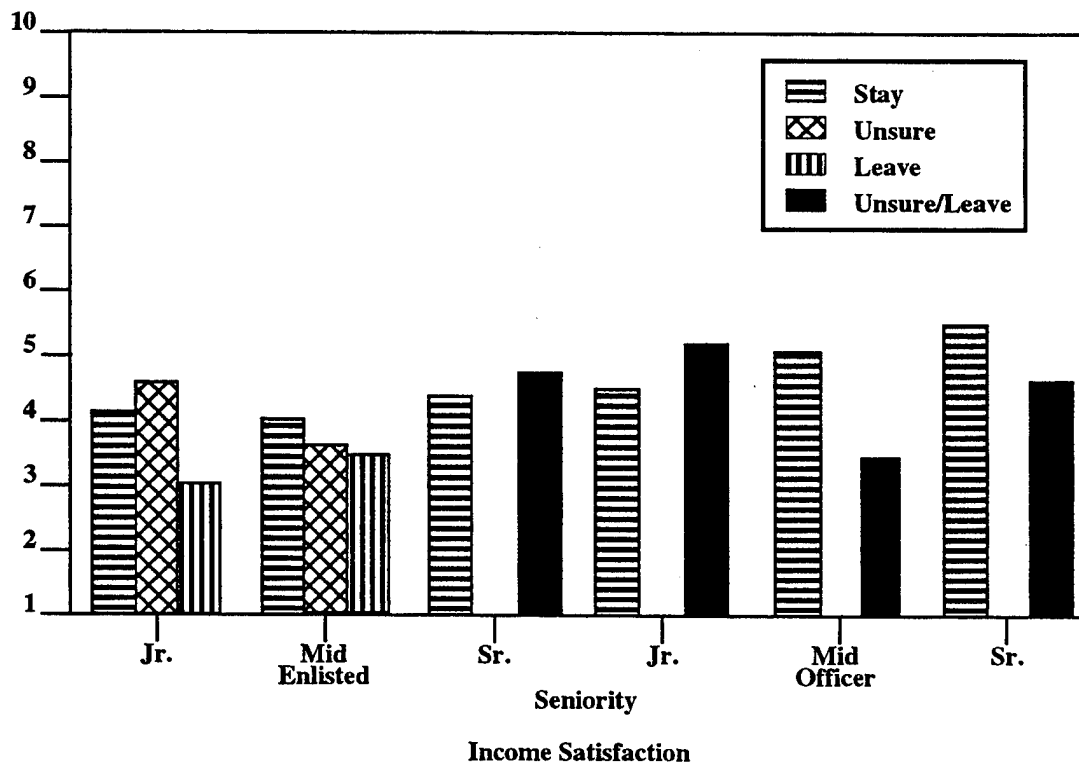


Figure 4. Comparison of income satisfaction for three career intent groups within seniority levels.

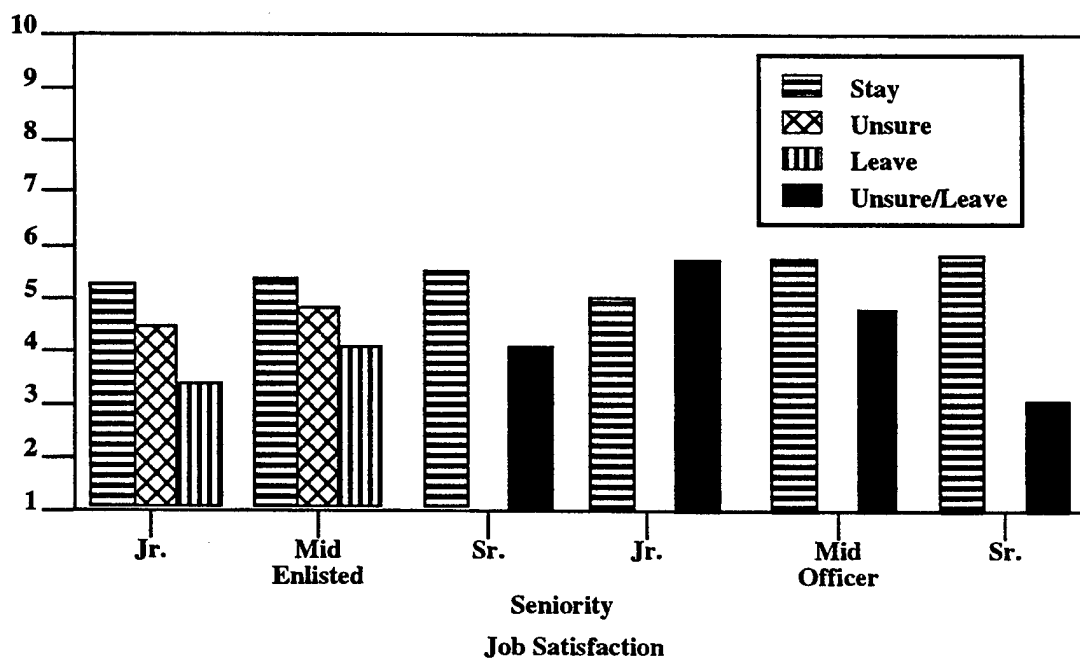


Figure 5. Comparison of job satisfaction for three career intent groups within seniority levels.

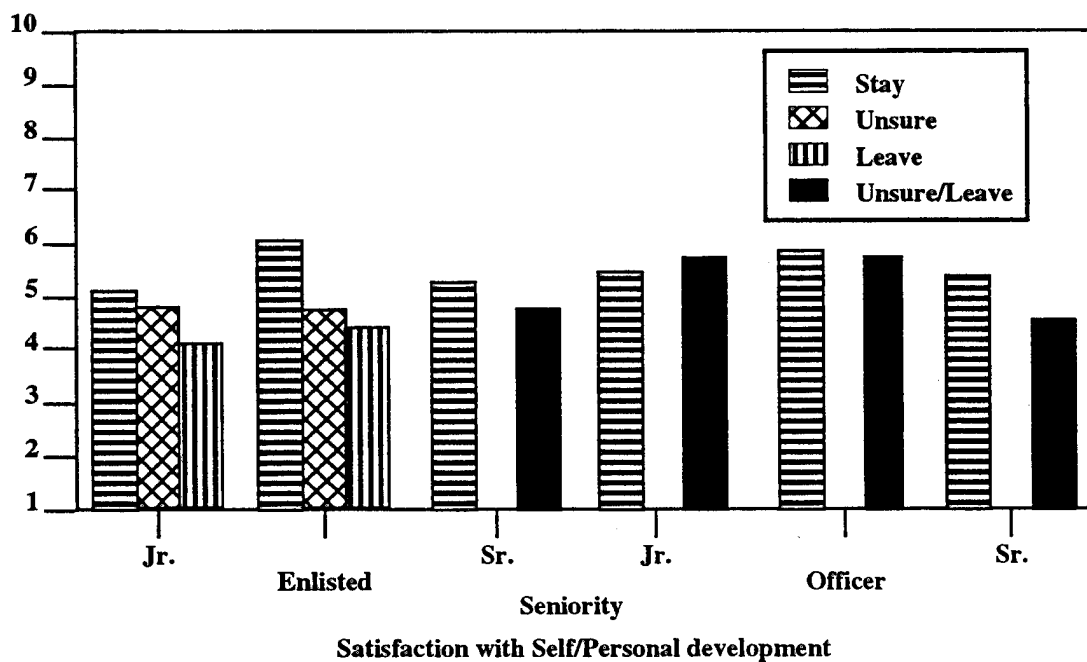


Figure 6. Comparison of job satisfaction with self-development for three career intent groups within seniority levels.

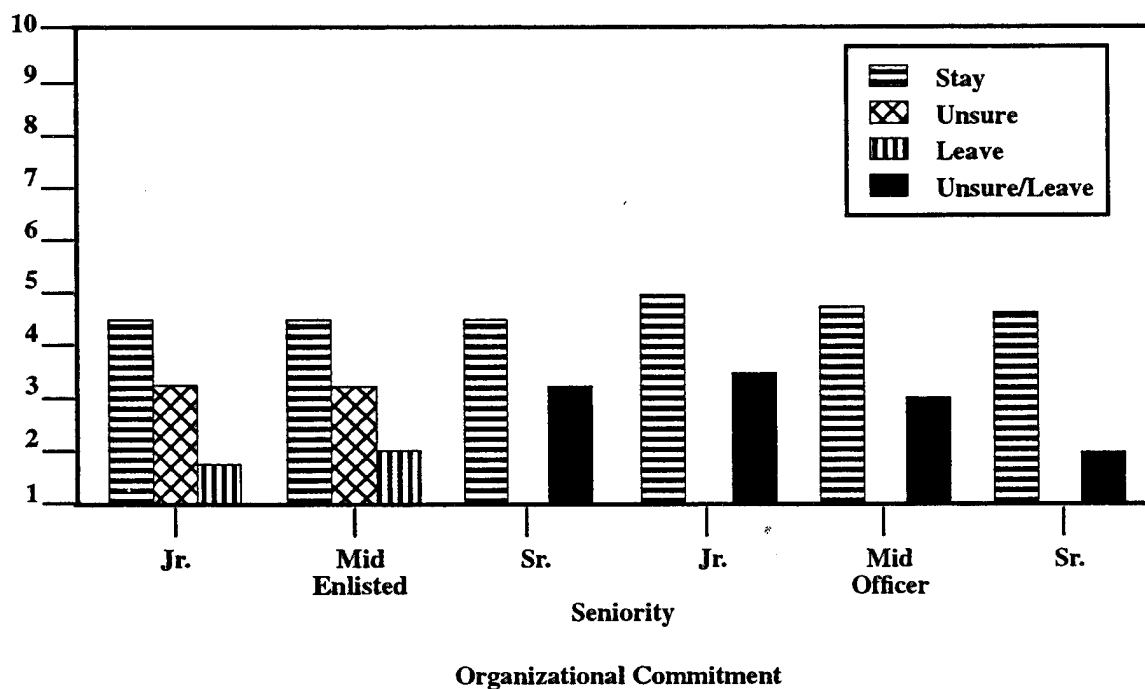


Figure 7. Comparison of organizational commitment for three career intent groups within seniority levels.

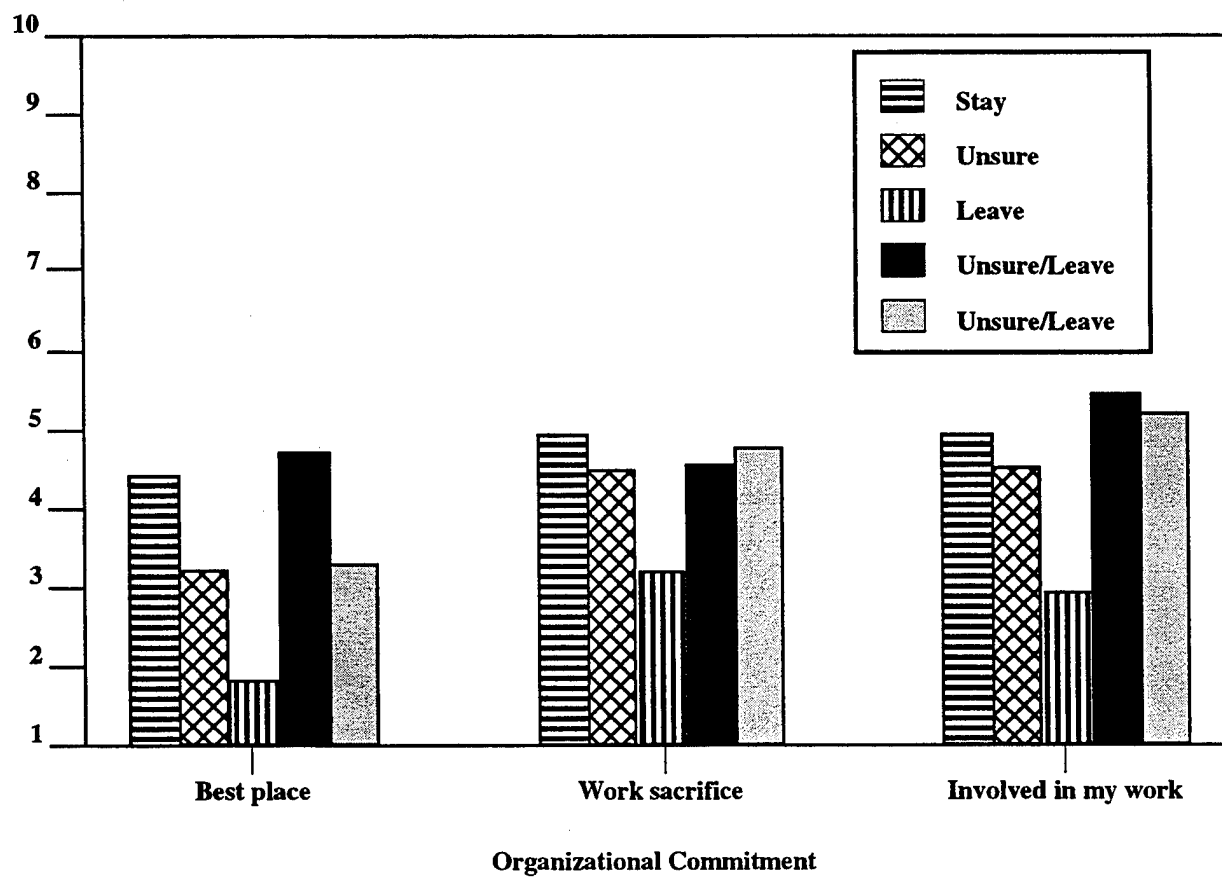


Figure 8. Comparison of organizational commitment of Junior Enlisted and Junior Officers of career intent.

Domain QOL Effects on Retention--Perceived Relationship

An item in each of the domain sections of the survey asked a question: "To what extent does (domain title) affect your plans to remain on active duty?" The response scale for these items ranged from "not at all" (1) to "a great deal" (7), with a neutral center point of "somewhat" (4). Table 76 presents the means for the sample as a whole on each of the items. Also shown are the means for the "planning to leave" and "intending to remain" subgroups.

A comparison of the subgroup means reveals that the mean scores (for effect on intention) of the "planning to leave" subgroup are consistently higher than the other group's mean scores, across all domains, and the higher the mean score, the more effect that domain is having on intention to remain on active duty. The indications are that when respondents said that a domain had an effect on their intentions to remain on active duty, it was a negative effect which they were indicating. Friends and friendships had the least effect on career intentions, income the greatest effect.

Table 76

The Extent to Which Various Aspects of Life Affects Career Plans

Domain	Perceived Effect of Domain on Reenlistment Decisions		
	Overall Mean	Leaving Group Mean	Staying Group Mean
Residence	3.22	3.68	2.61
Neighborhood	2.77	3.30	2.19
Leisure and recreation	3.36	4.04	2.47
Health	3.26	3.27	3.18
Friends and friendships	2.48	2.76	1.88
Marriage or intimate relationship	3.98	4.53	3.03
Children	3.96	4.64	3.45
Relatives	3.06	3.73	1.93
Income and standard of living	4.60	5.23	3.62
Job	4.40	4.83	3.86
Self	3.84	4.11	3.50

Individual Performance

There are serious problems facing any attempt to relate performance to either personal or organizational variables. Such problems arise primarily because of the performance question, (i.e., just what is performance?), and from the extreme difficulties encountered in trying to measure performance. There is no completely satisfactory operational definition of performance, and this criterion problem is not nearing solution. To this already troublesome state of affairs must be added the issue of inflated ratings, a concern shared by military and civilian organizations; performance scores of job incumbents tend to be clustered near the top of the scales, making differentiation among individuals difficult. A third problem inserts itself into the present effort, that being the fact

that there is neither a common metric nor a common performance data set between E-4 and below personnel and E-5s and above.

QOL and Performance--Inferred Relationship

In spite of great deficiencies with respect to performance measurement, it was decided to use the direct measures used by the Marine Corps itself. Thus, unsatisfactory as they are, a performance rating average across seven performance dimensions was drawn from the last two fitness reports for E-5s and above. For E-2 to E-4s, the performance variable was a composite used for promotion considerations (this was available for only those Marines in this rank group who were eligible for promotion based on time in grade, and it was contaminated by non-performance elements). To avoid to some extent the problem with distribution of scores, only the top 20 percent and the bottom 20 percent of scores for each of the two rank groups were used in the calculations.

Using these scores for performance, there was no significant correlation with global QOL for the E-4s and below; however, performance correlated positively with global QOL for E-5s and above at .14 ($N = 344$, $p = .005$). Analyses of variance procedures confirmed that significant differences could indeed be attributed to performance category. Significance levels were .000 for the E-4s and below, .005 for the E-5s and above. For the E-4s and below, the mean QOL scores were 24.18 for the low performers, versus 26.03 for the high performers. A t-test for differences between two means found significance at the .000 level. For the E-5s and above, the mean QOL scores were 26.28 for low performers, compared with 28.71 for the high performers, a difference significant at the .006 level.

Global QOL and aptitude measures (Armed Forces Qualification Test (AFQT) composite score, or General Classification Test (GCT) total score, as appropriate) were tested as predictors of performance, using multiple regression procedures. For E-2 to E-4s, QOL was a stronger predictor than AFQT (although neither accounted for much of the variance--.3 and an additional .2, respectively). For the E-5s and above, GCT exceeded QOL in predicting performance, although the relationship was again a very weak one; GCT accounted for two percent of the variance, QOL for an additional one percent.

QOL Effects on Performance--Perceived Relationship

Except for the section on Marine Corps job, each section of the survey included a question asking respondents how much that particular area of life affected their job performance. For this analysis, the respondents were categorized as E-2 to E-4s or E-5 and above. Response options again were arrayed on a seven-point scale from "not at all" (1) to "a great deal" (7), with "somewhat" (4) being the neutral midpoint.

For the lower ranking individuals having dependents (less than half of the E-2 to E-4s), dependent health concerns were perceived to have the greatest effect on performance, followed by personal health. Showing the least effect on performance for members of this subgroup was neighborhood. In the E-5 and above subgroup, dependent health also showed the greatest effect on performance, however, coming in at a close second was self-development. Relationships with relatives had least effects on performance.

It should be noted that, in no case, for either subgroup, did the average perceived effects on performance reach even the midpoint of the scale. Also, in each case, perceived effects on performance were rated higher by the lower ranking group than by the higher. The range of mean scores provide evidence that respondents can distinguish the varying intensities of domain QOL effects. Nonetheless, it can be conjectured, on the basis of these findings, that the Marines in the Camp Pendleton sample perceive their performance on the job to be little affected by quality of life conditions in the other areas of their lives.

Summary of QOL and Organizational Outcomes

Quality of life was significantly related to personal readiness. Marines perceiving higher QOL tended also to have a higher readiness composite score. Neither race nor marital status was related to personal readiness. Women showed less personal readiness than men, and readiness increased with rank and age. On the whole, using the nine indices discussed above, readiness was only moderate.

Quality of life was found to be related to intention to stay in the Marine Corps. Most closely correlated with remaining on active duty were job and residence; this was true for both cognitive and affective evaluations. In addition, perceptions of the effects of domain QOL for those Marines intending to remain differed significantly from the perceptions of those Marines intending to leave.

A weak yet significant correlation was found between individual performance and global QOL for E-5s and above, with higher performers also perceiving better QOL overall. This is, of course, a relationship, not a causal connection.

Section Six

Discussion

Discussion

The Marine Corps Quality of Life Survey has delivered a wealth of information bearing on the quality of life of Camp Pendleton Marines, both in a global sense and with respect to a number of specific domains. The analyses reported herein reflect an attempt to "slice the data" in multiple ways so as to derive meaning from the responses which these Marines have provided through their participation in the survey. That the result is a rich lode of information is undeniable.

The image which emerges from the data is one of the women and men of an organization doing the work they are assigned, and endeavoring to do it well. Their quality of life may vary from that of others, and from the level they would like it to be at; however, in their perceptions, by and large, QOL does not affect their performance to any great extent--or, they do not allow it to. As in any organization, and as in life in general in our society, quality of life, at least in its material and psychological aspects, increases with one's status, income, and organizational tenure.

Young people do not perceive their quality of life as positively as do their more mature fellows, in part because of these material and psychological conditions, but also, one would suspect, simply because of youth itself and its demands for adjustment to adult life in general and in particular to the world of work. The presence among the Marines of Camp Pendleton of many very young and few very old cannot but induce age differences in perceived quality of life which favor the more mature person. Rank differences stem in part from the younger-older contrast, in part from privileges and benefits attendant upon seniority, and also from the officer-enlisted dichotomy.

As to the perceptions of young people, however, a striking finding of this study is that the QOL perceptions of career-intending Marines of all ages are frequently more positive than those of Marines unsure of their career plans or planning to leave. This finding was most noticeable with respect to a few organizational commitment items, particularly "The Marine Corps in the best place for me to work." Thus, the job-oriented perceptions of the committed Marines appear to predominate over (but certainly not exclude) their concerns with the "creature comfort" and "social" type domains of QOL.

Although quality of life is an important concern for Marines of all paygrades, there is good reason to be especially sensitive to the experiences and perceptions of the lower enlisted and officer personnel--the source of the future leaders of the Marine Corps. The Corps wants to attract to a career the most competent and committed from these sources. Virtually all individuals in the senior ranks have long ago committed themselves to a career, and thus, long ago decided that the various aspects of QOL were sufficiently acceptable to them and their families (even if not fully satisfactory) for a career in the Marine Corps.

To what extent will improvements in any aspect of QOL attract more of the junior officer and enlisted personnel to a Marine Corps career? For some--those who joined just for the challenge or adventure, or short-term service to their country (the intending "leavers")--perhaps no amount of QOL enhancement (except, perhaps, increased job challenge) would be enough to shift their intention toward a career. The other two junior groups, the stayers and the unsure, are probably the groups most critical to monitor (by periodic surveys) for shifts in perceptions, regarding actions to improve specific domains of QOL.

Marriage, children, and intimate relationships each introduce additional concerns to members of an organization, affecting quality of life by those concerns, sometimes markedly. On the other hand, such relationships also offer many positive contributions to quality of life. In all likelihood, racial and gender differences in perceived QOL primarily reflect individual comparisons between perceived opportunities within and outside of the Marine Corps. Age, rank, gender, race, and relationship or marital status notwithstanding, the great majority of survey respondents from Camp Pendleton are proud to serve, proud to be Marines.

On a total sample basis, quality of life is about average (i.e., mean QOL ratings cluster around the midpoints of the scales by which it is being measured). Many of the Marines in the Camp Pendleton sample are reasonably content, many are not. At the extremes, a few see life as "a bowl of cherries"; others perceive just the pits. In the end, one must remember that the purpose of the survey was to provide baseline information. As would be expected, in the picture presented by the survey results, there are aspects of QOL warranting accolades, and other aspects perhaps calling for command attention and ameliorative efforts. What is important are the patterns of responses, and changes in QOL assessments over time.

In a sense, of course, the results of the survey hold few surprises. There is little revealed by the survey which is not known to the enlisted and officer leaders of the Marines stationed at Camp Pendleton. After all, "know your people and look out for their welfare" is more than a cliché to the Marines--it is an operative fact, and an ever-present requirement. Therefore, much, if not most, of the information contained in this report has little novelty.

No Marine leader needs a survey to tell him or her that life in a house located in a good neighborhood is in many ways preferable to life in the barracks, or that, if Marines must live in bachelor quarters, they desire those quarters to be attractive. Likewise, it is no secret that physical appearance is highly important to a Marine of whatever rank or job assignment. The Marine leader is fully cognizant that married Marines, and those with children, have added concerns that affect quality of life. The Marine leader is alert to performance discrepancies that frequently arise because of interpersonal relationships and family problems, and knows the value of recreational facilities and services provided to the Marines at Camp Pendleton.

Finally, the concordance of the findings with known conditions serves, in a non-scientific way, of course, to lend credibility to the survey results, and to highlight even more those areas where results depart from what might be expected.

However, the survey results do more than confirm what the leader knows. Most importantly, they provide quantification. "A lot of," "not too many," "only some of," "the average Marine," and other ill-defined terms commonly used in estimating situations and requirements have been replaced with numbers, with accurate numbers derived from scientifically defensible survey methods and data analyses. This enhances communications capability.

Whereas the "not too many" of several leaders may differ widely, sample means and response percentages are fixed with numbers fully comprehensible to all. This does not relieve the leader of operationally defining success and failure--of deciding which percentages et cetera are satisfactory and which are unacceptable and therefore shall become the targets for amelioration. But it does add the quantification needed for accurate targeting.

and which are unacceptable and therefore shall become the targets for amelioration. But it does add the quantification needed for accurate targeting.

What might profitably follow this effort are attempts to lend additional meaning to what has been quantified. It is suggested that the commander and staff select those results areas which are problematic with respect to organizational goals, those elements of the survey results which call for further exploration or simply pique the curiosity of those cognizant over functions and activities which bear directly on quality of life. These results areas, then, should become the focal points for deeper, site-specific research by the command, using such techniques, perhaps, as focus groups, follow-on mini-surveys, and interviews.

On the other hand, quality of life is as it is perceived. The results are clear: QOL perceptions are heavily influenced by feelings about self-esteem and satisfaction with personal development. The commander and staff can influence QOL in a positive way through efforts aimed at enhancing individual self-esteem and organizational pride in a job well done.

Perceptions about the job domain very strongly influence quality of life perceptions. This is very apparent in the survey results. The work of Marines has many aspects that can become the subject of information campaigns designed to inform Marines, particularly the younger ones, of the many benefits of service in the Marine Corps, whether or not a career is envisioned.

In sum, quality of life in the Marine Corps could benefit greatly by serious and sophisticated efforts to highlight the many benefits of service, as well as by efforts to make Marines feel good about themselves. In addition, simple, periodic instruction in how to take care of life's situations would improve personal readiness even as it made individual Marines feel more in charge of their own affairs. Perceptions can be altered, and Marines can be taught how to organize their life space in order to improve their own quality of life.

Another important survey result also has to do with numbers. This is in the realm of baseline statistics. Whether one is setting goals for a program, or furnishing data to the "bean counters" at higher echelon in order to justify funding requests, one must be able to answer the question: "Compared to what?" These survey results give the leaders of the Marines at Camp Pendleton the advantage of being able to answer that question.

Furthermore, baseline statistics assist in developing objectives, as well as in calculating progress in reaching them. To use an analogy, a line of march requires two points: current position, and goal position. These baseline statistics provide current position with respect to the QOL elements that were measured. When the goals are added to them, the line of march is clearly indicated. Then, in the future, subsequent to organizational events, QOL enhancement efforts, social changes, or whatever, QOL at that future time can be measured against these baseline statistics, providing quantified measures of progress, or, indicating where command attention might profitably be focused.

There is a long history of failure in trying to definitively tie performance to other variables such as job satisfaction, organizational commitment, and quality of life. The fact that the results of this survey show a connection between QOL and performance must be viewed as a landmark--and

Because performance is impossible absent the Marine, results documenting a connection between QOL and intention to remain on active duty are important data points for Marine Corps planning and policy making. And, because personal readiness is itself an important organizational variable--particularly for a combat organization--the relationship between the personal readiness of Camp Pendleton Marines and their QOL perceptions takes on great importance. Many Marines seem to "get'em both right": they perceive good QOL and they see to their own readiness. No claim is made for a causal connection in either direction; however, the relationship is important in its own right, and may have to do with that underlying factor known as attitude, which is, of course, modifiable.

Those persons familiar with the discipline of organizational development will recognize that the collection of data and the reporting of those data in themselves constitute an organizational intervention. To the point, the Marine Corps, and its subordinate units, have been changed to whatever small degree just by virtue of having commissioned and conducted the Marine QOL survey.

For many Marines stationed at Camp Pendleton, the survey has no doubt raised the salience of both global QOL and QOL in the various life domains; these persons will be more alert to QOL, and may begin to more critically evaluate their QOL circumstances and options. For whatever number of survey participants, it has inescapably raised expectations that there will be QOL enhancement efforts "coming down the pike," and they will await evidence of such efforts. The leaders at Camp Pendleton should be alert to such effects and expectations, and capitalize on them.

It has previously been suggested that the Marine Corps Quality of Life Survey be repeated at regular intervals. That recommendation is sound. Such data collection is considered essential to tracking progress in QOL improvement. However, the leadership of Camp Pendleton can make use of the survey at will. In addition, the survey is essentially modular; one or more relevant sections of it could be used for specific data collection efforts at local sites. This makes the survey an even more effective and available "weapon of opportunity" for the leaders of the Marines at Camp Pendleton.

Comprehensive quality of life assessment has brought into clearer focus the perceptions of the Marines themselves -- as a whole and as demographic subgroups--about their quality of life. Thus, the data reported herein speak for these Marines. The individual responses of each Marine have been tallied and added to those of her or his fellows; together, their responses cumulate into a powerful information matrix for the commander and other cognizant officers. In addition to the "snapshot" of what conditions are for Camp Pendleton Marines in terms of QOL, the assessment indicates avenues of approach toward QOL enhancement.

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Appendix A

Marine Corps Quality of Life 1993
Member Questionnaire

THE MARINE CORPS and QUALITY OF LIFE

1993 Member Questionnaire

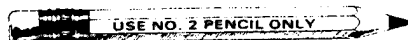


**Navy Personnel Research and Development Center
San Diego, California 92152-7250**

This survey concerns how you feel about your life. The questions ask about various aspects of life and life as a whole. There are many aspects to our lives and the questionnaire attempts to cover the major ones for most people. This accounts for its length. We think you will find most of the questions interesting and easy because it's YOUR life. All people don't feel the same way about what happens to them in everyday life, so there are no right or wrong answers. We hope you will answer each question as carefully and frankly as possible. You were randomly selected by computer to take part in this survey. Your responses will help us obtain a representative picture of life as it is experienced by Marine Corps members.

MARKING INSTRUCTIONS

- * USE NO. 2 PENCIL ONLY
- * Do not use ink, ballpoint, or felt tip pens.
- * Erase cleanly and completely any changes you make.
- * Make black marks that fill the circle.
- * Do not make stray marks on the form.
- * Write the numbers in the boxes at the top of the block.
- * Fill in the corresponding circles below.



CORRECT MARK: ●

INCORRECT MARK: ⊗ ⊘ ⊖ ⊕

For questions that look like the following example, print the required information in the row of boxes provided. Put a 0 in the first column if your answer is nine or less. Then blacken the corresponding circle under the number you printed.

EXAMPLE

1. How long have you been on active duty?

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

EXAMPLE

2. What is your favorite color?

- ☐ Blue
- ☒ Red
- ☐ Green
- ☐ Purple

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. The Navy Personnel Research and Development Center may collect the information requested in The Marine Corps and Quality of Life 1993 Survey under the authority of 5 United States Code 301.

The information collected with this questionnaire will be used to evaluate existing and proposed policies, procedures, and programs in the Marine Corps.

Providing information in this form is completely voluntary. The information you choose to provide will not become part of your permanent record and will not affect your career in any way. Failure to respond to any questions will not result in any penalties except possible lack of representation in survey results.

BACKGROUND INFORMATION

1. What is your sex?

- ☐ Male
☐ Female

2. What was your age on your last birthday?

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

3. Are you of Spanish/Hispanic descent?

- ☐ Yes
☐ No

4. Are you:

- ☐ White
☐ Black/African American
☐ Asian/Pacific Islander
☐ Native American/Aleut/Eskimo
☐ Other

5. What is your highest level of education?

- ☐ Less than high school
☐ High school equivalency (GED)
☐ High school graduate
☐ Less than two years college
☐ Two or more years college, no degree
☐ Associate's degree
☐ Bachelor's degree
☐ Master's degree
☐ Doctoral or professional degree

6. What is your marital status?

- ☐ Married
☐ Never been married
☐ Separated/divorced
☐ Widowed

7. Do you have any dependents?

(SELECT AS MANY AS APPLY)

- ☐ No, I have no dependents
☐ Spouse (non-military)
☐ Dependent child(ren) living with me
☐ Dependent child(ren) not living with me
☐ Legal ward(s) living with me
☐ Dependent parent(s) or other relative(s)

8. Are there children under the age of 21 living in your household?

- ☐ Yes
☐ No

9. If Yes, how many children in each age group:

Number in each age group

Under 6 weeks					
6 wks through 12 mos					
13 through 24 mos					
25 through 35 mos					
3 yrs through 5 yrs					
6 through 9 yrs					
10 through 12 yrs					
13 through 15 yrs					
16 through 20 yrs					
Over 20 yrs					

10. What is your spouse's employment situation?

- ☐ I do not have a spouse
☐ My spouse is in the military
☐ My spouse is self-employed at home
☐ My spouse works in a civilian job part time
☐ My spouse works in a civilian job full time
☐ My spouse is unemployed by choice
☐ My spouse is unemployed, but actively seeking employment

11. What is your paygrade?

- | | | |
|---------------------------|---------------------------|------------------------------------|
| ☐ E-1 | ☐ E-8 | ☐ O-1 |
| ☐ E-2 | ☐ E-9 | ☐ O-2 |
| ☐ E-3 | ☐ W-1 | ☐ O-3 |
| ☐ E-4 | ☐ W-2 | ☐ O-4 |
| ☐ E-5 | ☐ W-3 | ☐ O-5 |
| ☐ E-6 | ☐ W-4 | ☐ O-6 |
| ☐ E-7 | ☐ W-5 | ☐ O-7 or above |

12. How long have you been in your present paygrade?

Months		
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

13. How long have you been on active duty in the Marine Corps?

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

14. Which of the following statements BEST describes your career intentions at this time?

- ☐ I intend to remain on active duty in the Marine Corps until eligible for retirement
- ☐ I am eligible for retirement, but intend to stay in
- ☐ I intend to stay in, but not until retirement
- ☐ I'm not sure what I intend to do
- ☐ I intend to leave the Marine Corps as soon as I can
- ☐ I intended to remain on active duty, but I am being released due to reduction in force

15. What are your primary and duty MOS?

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

16. How long have you been in your present assignment?

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

17. Are you accompanied by your dependents on your present assignment?

- ☐ Does not apply--no dependents
- ☐ Accompanied by some dependents
- ☐ Accompanied by all dependents
- ☐ Temporarily unaccompanied
- ☐ Permanently unaccompanied by choice
- ☐ Permanently unaccompanied because required by billet

18. If you are a "geographic bachelor by choice" is this because of:

- ☐ Does not apply
- ☐ Spouse's job
- ☐ Children's schools
- ☐ Cost of living at this location
- ☐ Moving costs for family
- ☐ Personal preference of self or spouse
- ☐ Some other reason

19. Where are you permanently stationed?

- ☐ Albany
- ☐ Barstow
- ☐ Beaufort
- ☐ Camp Butler
- ☐ Camp Elmore
- ☐ Camp Lejeune
- ☐ Camp Pendleton
- ☐ Cherry Point
- ☐ El Toro
- ☐ Iwakuni
- ☐ Kaneohe Bay/Camp Smith
- ☐ New River
- ☐ Panama
- ☐ Parris Island
- ☐ Quantico
- ☐ San Diego
- ☐ Twentynine Palms
- ☐ Tustin
- ☐ Washington DC-Headquarters Marine Corps
- ☐ Washington DC-Henderson Hall
- ☐ Washington DC-Pentagon
- ☐ Washington DC-8th & I
- ☐ Yuma
- ☐ Ship's Company/Aboard Ship
- ☐ MSG, CONUS
- ☐ MSG, OCONUS
- ☐ Other, CONUS
- ☐ Other, OCONUS

20. Are you presently deployed?

- ☐ Yes
- ☐ No

21. If Yes, are you deployed:

- ☐ Aboard ship
- ☐ At a U.S. Embassy
- ☐ At school

Now we are going to ask you a number of questions about your quality of life and how you feel about your life. Some questions will ask about your life overall and others concern specific aspects of your life, such as your job or the neighborhood where you live. Answer in terms of your **SITUATION AT THIS TIME** or your **EXPERIENCES AT YOUR CURRENT ASSIGNMENT**, unless the questions ask you to consider a different time period.

LIFE AS A WHOLE

- First, which point on the scale below best describes how you feel about your life as a whole at this time?
 - ☐ Terrible
 - ☐ Unhappy
 - ☐ Mostly unhappy
 - ☐ Neither unhappy nor pleased
 - ☐ Mostly pleased
 - ☐ Pleased
 - ☐ Delighted
- Below are some words that can apply to how you feel about your life as a whole. For example, if you think your present life is very boring, blacken the circle closest to "boring"; if you think your life is very interesting, blacken the circle closest to "interesting." If your life falls somewhere in between, blacken one of the circles in between to indicate how boring or interesting you think your life is. Darken one circle on every line.

Boring	☐	☐	☐	☐	☐	☐	☐	Interesting
Enjoyable	☐	☐	☐	☐	☐	☐	☐	Miserable
Useless	☐	☐	☐	☐	☐	☐	☐	Worthwhile
Friendly	☐	☐	☐	☐	☐	☐	☐	Lonely
Full	☐	☐	☐	☐	☐	☐	☐	Empty
Discouraging	☐	☐	☐	☐	☐	☐	☐	Hopeful
Disappointing	☐	☐	☐	☐	☐	☐	☐	Rewarding

- Which of the following best describes how you think of your life at this time?
 - ☐ An ideal kind of life for me
 - ☐ What I most want my life to be
 - ☐ The best kind of life I am able to have now
 - ☐ A good enough life for now
 - ☐ A tolerable life for now
 - ☐ An unsatisfactory kind of life
 - ☐ A miserable life

We will return to questions about your life as a whole later in this questionnaire, after considering the various aspects of your life.

YOUR RESIDENCE

Please answer the following questions about the place where you are now living at your permanent duty station.

1. Overall, how do you feel about your residence where you now live?

☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

2. Which of the following best describes the place where you now live?

☐ Bachelor Quarters (BEQ or BOQ)
☐ Military family housing, on base
☐ Military family housing in the civilian community
☐ Personally-owned housing in the civilian community
☐ Personally-rented housing in the civilian community
☐ Shared rental housing in the civilian community
☐ Mobile home
☐ Aboard ship
☐ Other

3. If you are currently living aboard ship, how do you feel about your quarters?

☐ Does not apply--not aboard ship
☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

4. If you live in civilian housing, how much is your monthly rent or mortgage payment?

(If you share housing, list the amount that YOU pay.)

☐ Does not apply--not in civilian housing

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

5. How many rooms are in your residence, not counting bathrooms and hallways? (Count attic or basement only if it is finished and furnished.)

☐ Does not apply--in BEQ/BOQ or ship

Rooms: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ or more

6. How many adults, and how many children under age 18 live in your house or apartment?

☐ Does not apply--in BEQ/BOQ or ship

Adults: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ or more

Children: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ or more

7. Please darken the circle that indicates best how satisfied or dissatisfied you are with various aspects of your house, apartment, or barracks.

- a. How satisfied are you with the ATTRACTIVENESS of your housing?
- b. How satisfied are you with the CONVENIENCE OF THE LAYOUT of your housing?
- c. How satisfied are you with the CONVENIENCE OF THE AMENITIES in your housing (e.g., appliances)?
- d. How satisfied are you with the PRIVACY of your housing?
- e. How satisfied are you with the AMOUNT OF SPACE in your housing?
- f. How satisfied are you with the LOCATION of your housing?
- g. How satisfied are you with the COMFORT of your housing? (E.g., is it too hot, too cold, too noisy?)
- h. How satisfied are you with the CONDITION of your housing? Is it well maintained?
- i. How satisfied are you with the COST of your housing?
- j. Considering all aspects of your housing, how satisfied or dissatisfied are you with your residence OVERALL?

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

8. Suppose you were not in the Marine Corps. How do you think the residence you live in now would compare to the one you might have in civilian life?
9. How would you say your present residence compares to places you lived while you were growing up? Would you say it is better or worse?
10. How would you say your present residence compares to the housing of most other Marines of your paygrade?

A lot worse	Considerably worse	A little worse	About the same	A little better	Considerably better	A lot better
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

11. How often has your residence been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

12. To what extent does your housing at your present duty station affect your job performance?
13. To what extent does your current housing affect your plans to remain on active duty?

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

YOUR NEIGHBORHOOD

Next, we would like you to consider the neighborhood where your present house, apartment, or barracks is located.

1. Overall, how do you feel about your neighborhood?

- ☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

2. How long have you lived in this neighborhood?

Months		
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

3. On an average, how many minutes does it take you to get to work?

Minutes		
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

4. Please darken the circle that shows best how satisfied or dissatisfied you are with various aspects of your neighborhood.

- a. How satisfied are you with the SAFETY of your neighborhood?
- b. How satisfied are you with the PUBLIC SERVICES in your neighborhood such as trash collection, mail delivery, police protection, etc.?
- c. How satisfied are you with the APPEARANCE of your neighborhood?
- d. How satisfied are you with the CONDITION OF OTHER DWELLINGS in the neighborhood?
- e. How satisfied are you with the FRIENDLINESS OF PEOPLE living in your neighborhood?
- f. How satisfied are you with the TRANSPORTATION SERVICES in your neighborhood?
- g. How satisfied are you with the RACIAL MIX of people in your neighborhood?
- h. How satisfied are you with the SENSE OF COMMUNITY in your neighborhood?
- i. How satisfied are you with the AVAILABILITY OF RETAIL SERVICES in your neighborhood? (E.g., groceries, dry-cleaning, etc.)
- j. How satisfied are you with the LENGTH OF TIME it takes you to get to work?
- k. How satisfied are you with the AVAILABILITY OF PARKING in your neighborhood?
- l. Considering all the different aspects of your neighborhood, how satisfied are you with this neighborhood OVERALL?

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

5. Suppose you were not in the Marine Corps. How does this neighborhood compare to the neighborhood where you think you would live as a civilian?
6. Compared to the neighborhood(s) where you lived when you were growing up, is this neighborhood better or worse?
7. Finally, how does this neighborhood compare to the neighborhoods where most other Marines of your paygrade live?

Considerably worse	A lot worse	A little worse	About the same	A little better	Considerably better	A lot better
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

8. How often has your neighborhood been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

9. To what extent does the neighborhood where you live affect your job performance? ...
10. To what extent does the neighborhood where you live affect your plans to remain on active duty?

LEISURE AND RECREATION

Questions in this section have to do with the way you spend your leisure time and the recreational opportunities available to you.

1. Please show how you feel about the things you do now in your leisure time.

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Do you generally prefer leisure activities:

- ☐ That you do by yourself
- ☐ That you share with others

3. Answer the next questions using this scale to indicate how satisfied or dissatisfied you are with the way you spend your leisure time.

- a. How satisfied are you with the VARIETY of leisure activities available in this location? ..
- b. How satisfied are you with the COST of leisure activities in this location?
- c. How satisfied are you with the FACILITIES PROVIDED for leisure activities you enjoy? ..
- d. How satisfied are you with the AMOUNT OF LEISURE TIME you have?
- e. Considering all aspects of leisure activities, how satisfied or dissatisfied are you with your leisure time OVERALL?

Completely dissatisfied	Somewhat dissatisfied	Dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

4. Here is a list of some activities that people might do in their spare time. Please show how often you have been doing these things. If you haven't recently participated in an activity, please show the ONE main reason why—because the activity is not available locally; the local facilities are inadequate; it is too expensive for your budget; it is of low priority with you, and you don't have enough time for it now; or simply because you are not interested in that activity.

[illegible]

- Participating in active sports**
- Working out, running**
- Swimming**
- Watching sports events**
- Golfing**
- Tennis and racquet sports**
- Sailing**
- Outdoor activities (e.g., camping, hiking)**
- Fishing, boating**
- Dining out**
- Picnics, pleasure drives**
- Going to the movies**
- Going to clubs, bars, etc.**
- Spending time with friends, relatives, neighbors**
- Going to club meetings, activities**
- Participating in church activities**
- Playing cards, indoor games**
- Going to classes or lectures**
- Going to concerts, plays, etc.**
- Going to museums, exhibits, etc.**
- Gardening and working around the yard**
- Making and fixing things around the house**
- Working on hobbies, painting, musical instrument**
- Volunteering**
- Shopping (except for groceries)**
- Reading**
- Watching TV, playing video games**
- Listening to music**

[illegible]

5. Do you think that your leisure time would be more enjoyable or less enjoyable if you were a civilian instead of a Marine?
6. Compared to other places where you have been stationed since joining the Marine Corps, do you find your leisure time at this station more enjoyable or less enjoyable?

[illegible]

7. How often have leisure and leisure activities been on your mind lately?

- ☐ Almost all the time
☐ A great deal
☐ Quite a bit
☐ Once in a while
☐ Seldom
☐ Hardly ever
☐ Not at all

Not at all	Very little	A little	Somewhat	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐

8. To what extent do leisure activities affect your job performance?

9. To what extent do leisure activities affect your plans to remain on active duty?

☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

HEALTH

The items in the following section are all related to your health and to health benefits.

1. Please indicate how you feel about the state of your health.

- ☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

2. What was your most recent PFT score?

- ☐ First class
☐ Second class
☐ Third class
☐ Failed
☐ Not required to take

3. How long would it take you to get to a military medical facility from your residence?

- ☐ About 5 minutes
☐ 6 to 20 minutes
☐ 21 to 40 minutes
☐ 41 minutes to an hour
☐ More than 1 hour

4. How many duty days did you miss because of illness or injury in the past year?

Days		
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐
☐	☐	☐

5. Are you a smoker?

- ☐ Yes
☐ No

6. Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your state of health.

- a. How satisfied are you with your current WEIGHT?
 b. How satisfied are you with your LEVEL OF ENERGY?
 c. How satisfied are you with HOW WELL YOU SLEEP?
 d. How satisfied are you with your ENDURANCE?
 e. How satisfied are you with YOUR HEALTH OVERALL?
 f. How satisfied are you with the MEDICAL CARE you receive?
 g. How satisfied are you with the DENTAL CARE you receive?

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

7. If you were not in the Marine Corps, do you think your state of health would be better or worse?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

8. Compared to most Marines, would you say you are healthier or not as healthy?

- ☐ Not nearly as healthy
- ☐ Considerably less healthy
- ☐ A little less healthy
- ☐ About the same
- ☐ A little healthier
- ☐ Considerably healthier
- ☐ A lot healthier

9. How often has your health been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐

10. To what extent does your state of health affect your job performance?

11. To what extent does your state of health affect your plans to remain on active duty? ..

☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

Answer the next questions ONLY if you have dependents. If you do not have dependents, go to the next section headed "Friends and Friendships."

12. Which type of medical insurance/medical care do your dependents use most often?

- ☐ Military medical facilities
- ☐ CHAMPUS
- ☐ CHAMPUS Prime
- ☐ Group HMO
- ☐ Group fee-for-service policy
- ☐ Private HMO
- ☐ Private fee-for-service policy
- ☐ Other

14. Which, if any, of your dependents has special medical needs (e.g., disabilities and/or medical conditions requiring specialized care)?

- ☐ None of my dependents has special medical needs
- ☐ My spouse
- ☐ Dependent child(ren) living with me
- ☐ Dependent child(ren) not living with me
- ☐ Legal ward(s) living with me
- ☐ Dependent parent(s) or other relative(s)

13. Do you have CHAMPUS supplemental insurance coverage?

- ☐ Yes
- ☐ No

Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐

15. How satisfied are you with the MEDICAL CARE received by your dependents?

16. How satisfied are you with the DENTAL CARE received by your dependents?

☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

17. To what extent does your dependents' state of health affect your job performance? ...

18. To what extent does your dependents' state of health affect your plans to remain on active duty?

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

FRIENDS AND FRIENDSHIPS

The questions in this section concern your friendships and how those friendships affect your quality of life. Think about the friends you have and your relationships with them.

1. In general, how are you feeling about your friendships these days?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Are your close friends MOSTLY:

- ☐ Fellow Marines at this location
- ☐ Marines who are stationed at other locations
- ☐ Civilians in this area
- ☐ Civilians "back home"
- ☐ Members of other military services
- ☐ Other

3. Do you have friends at this location with whom you feel free to discuss personal matters?

- ☐ Yes
- ☐ No

4. If Yes, which statement BEST describes those friends?

- ☐ Not applicable -- none here
- ☐ Marines I see only at work
- ☐ Marines I socialize with once in a while
- ☐ Marines I socialize with regularly
- ☐ Members of other military services
- ☐ Civilians
- ☐ Other

5. Where do you spend the MOST time with your local friends?

- ☐ Your residence or theirs
- ☐ Clubs, on base
- ☐ Sports facilities
- ☐ Recreational facilities off the base
- ☐ Restaurants/dining out
- ☐ Other

6. Please use this scale to show how satisfied or dissatisfied you are with your friendships at this time.

- a. How satisfied are you with the AMOUNT OF TIME YOU SOCIALIZE with your friends?
- b. How satisfied are you with the NUMBER OF MARINE CORPS FRIENDS you have?
- c. How satisfied are you with the NUMBER OF CIVILIAN FRIENDS you have?
- d. How satisfied are you with the SUPPORT AND ENCOURAGEMENT you receive from your friends?
- e. How satisfied are you OVERALL with your friendships at this time?

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

7. Compared to civilian life, do you think it has been harder or easier for you to make friends?

- ☐ A lot harder
- ☐ Considerably harder
- ☐ A little harder
- ☐ About the same
- ☐ A little easier
- ☐ Considerably easier
- ☐ A lot easier

8. Do you think you have fewer, more, or about the same number of good friends as most Marines?

- ☐ A lot fewer
- ☐ Considerably fewer
- ☐ Somewhat fewer
- ☐ About the same
- ☐ A little more
- ☐ Considerably more
- ☐ A lot more

9. How often have your friends and friendships been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

10. To what extent do your friendships affect your job performance?

11. To what extent do your friendships affect your plans to remain on active duty?

MARRIAGE/INTIMATE RELATIONSHIP

1. How are you feeling these days about this aspect of your life?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. At this time, are you:

- ☐ Married
- ☐ Involved in a serious intimate relationship, but not married
- ☐ Not seriously involved with anyone

3. If you are not married and not seriously involved with anyone at this time, how do you feel about it?

- ☐ Does not apply
- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

If you are not married and not seriously involved with anyone, please skip to question 14 on page 16.

4. What language is your spouse/partner most comfortable with?

- ☐ English
- ☐ Spanish
- ☐ Tagalog
- ☐ Japanese
- ☐ Korean
- ☐ Arabic
- ☐ Vietnamese
- ☐ Other

Answer questions 5 - 7 ONLY if you are married

5. How long have you been married?
- ☐ Less than 6 months
 - ☐ 6 to 12 months
 - ☐ 13 to 23 months
 - ☐ 2 or 3 years
 - ☐ 4 or 5 years
 - ☐ 6 to 10 years
 - ☐ 11 to 20 years
 - ☐ More than 20 years
6. Have either you or your spouse been married before?
- ☐ I have been married before but my spouse has not
 - ☐ My spouse has been married before but I have not
 - ☐ Both my spouse and I have been married before
 - ☐ Neither my spouse nor I have been married before
7. If you are not accompanied at this station, how frequently do you see your spouse?
- ☐ Not applicable
 - ☐ Several times a week
 - ☐ Once a week
 - ☐ Once a month
 - ☐ 9 to 11 times a year
 - ☐ 7 or 8 times a year
 - ☐ 5 or 6 times a year
 - ☐ 3 or 4 times a year
 - ☐ 1 or 2 times a year

Answer questions 8 - 11 ONLY if you ARE involved in a serious intimate relationship, but NOT married.

8. How long have you been involved in this relationship?
- ☐ Less than a month
 - ☐ 1 to 3 months
 - ☐ 4 to 6 months
 - ☐ 7 to 12 months
 - ☐ 13 to 23 months
 - ☐ 2 to 5 years
 - ☐ More than 5 years
9. Is your intimate partner:
- ☐ Also a Marine
 - ☐ A member of another military service
 - ☐ A civilian
10. Does your intimate partner live:
- ☐ "Back home"
 - ☐ At or near your station
 - ☐ Other
11. If your intimate partner does not live in the area, how frequently are you able to see each other?
- ☐ Not applicable
 - ☐ Every day
 - ☐ Several times a week
 - ☐ Once a week
 - ☐ Once a month
 - ☐ 9 to 11 times a year
 - ☐ 7 or 8 times a year
 - ☐ 5 or 6 times a year
 - ☐ 3 or 4 times a year
 - ☐ 1 or 2 times a year

12. If you are married or have an intimate relationship, please use this scale to show how satisfied or dissatisfied you are with various aspects of this relationship.

- a. How satisfied are you with the LOVE AND UNDERSTANDING you receive in the relationship?
- b. How satisfied are you with the COMMUNICATION within the relationship?
- c. How satisfied are you with the way CONFLICTS ARE RESOLVED with your partner? ..
- d. How satisfied are you with your partner's SUPPORT FOR YOUR MILITARY CAREER? ..
- e. How satisfied are you with the COMPATABILITY OF INTERESTS between you and your partner?
- f. How satisfied are you with the SEXUAL ASPECT of your relationship?
- g. How satisfied are you with your intimate relationship OVERALL?

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

13. If your military duties took you away for 6 months or more, how capable do you think your spouse or partner would be to take full responsibility for the following?

- a. Child care
- b. Family members' health
- c. Family finances
- d. Managing the maintenance of your residence
- e. Emotional or parenting matters
- f. Safety of family members
- g. Transportation
- h. Investments

Extremely capable	Very capable	Capable	Not so capable	Not at all capable
N/A				
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

14. How satisfying do you think this aspect of your life would be if you were not in the Marine Corps? Do you think it would be better, worse, or just about the same?

15. How would you compare this aspect of your life with that of most Marines?

Considerably worse	A lot worse	A little worse	About the same	A little better	Considerably better	A lot better
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

16. How often has this aspect of your life been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

17. To what extent does this aspect of your life affect your job performance?

18. To what extent does this aspect of your life affect your plans to remain on active duty?

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

RELATIONS WITH YOUR CHILDREN

The next group of questions have to do with your relations with your children. If you do not have children under age 18, skip to the following section on Relations with Other Relatives (page 19.)

1. If you have children from a previous marriage, which of the following best describes the legal custody status of those child(ren)?

- ☐ Does not apply
- ☐ Full custody of your child(ren)
- ☐ Full custody of some of your children
- ☐ Shared custody
- ☐ No custody

Delighted	
Pleased	
Not at all pleased	
Neither unhappy nor pleased	
Unhappy	
Terrible	
N/A None	

2. How are you feeling these days about your relations with your children who live with you in your household, if any?
3. How are you feeling these days about your relations with your children who do not live with you, if any?

4. Who is usually the primary care provider for your youngest child while you are on duty?

- ☐ No care provider required
- ☐ Private licensed facility
- ☐ Civilian-operated family home care
- ☐ At-home employee (nanny, au pair, etc.)
- ☐ Relative or older siblings
- ☐ Friend
- ☐ Your spouse
- ☐ Military Child Development Center
- ☐ Base-operated family home care program
- ☐ Other

5. What is your ONE most critical child care requirement?

- ☐ No requirement
- ☐ Occasional babysitting
- ☐ All day care for pre-school child
- ☐ Before and/or after school
- ☐ Overnight care
- ☐ Extended care for several days
- ☐ Access to care at any time
- ☐ Sick child care
- ☐ Other

6. If you have school-age children who live with you, do they attend:

(MARK ALL THAT APPLY)

- ☐ No school-age children
- ☐ Public school in the community
- ☐ DoD school for dependents
- ☐ A church school
- ☐ A private day school
- ☐ A private boarding school
- ☐ Other

7. Now we would like you to tell us how satisfied or dissatisfied you are with various aspects of your relations with your children.

- a. How satisfied are you with the AMOUNT OF TIME you have with your children?
- b. How satisfied are you with the QUALITY OF THE TIME you spend with your children?
- c. How satisfied are you with the MILITARY ENVIRONMENT for raising children?
- d. How satisfied are you with the ACTIVITIES AVAILABLE for children at your base location?
- e. How satisfied are you with your OVERALL relationship with your children?
- f. If you have school-age children, how satisfied are you with the EDUCATION your children are receiving?

Completely dissatisfied	
Somewhat dissatisfied	
Neutral	
Somewhat satisfied	
Completely satisfied	

If you do not have children who require child care, skip to question 11 below.

8. How satisfied are you with the **QUALIFICATIONS** of the person(s) who cares for your child(ren) while you are on duty?
9. How satisfied are you with the **COST** of child care?
10. How satisfied are you with the **SAFETY** of your child(ren) while they are with their child care provider?

Completely dissatisfied	Somewhat dissatisfied	Dissatisfied	Somewhat satisfied	Neutral	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

11. If you were not in the Marine Corps, do you think you would be able to spend more time or less time with your child(ren)?

- ☐ Much less time
- ☐ Considerably less time
- ☐ A little less time
- ☐ About the same
- ☐ A little more time
- ☐ Considerably more time
- ☐ Much more time

Considerably worse	A little worse	About the same	A little better	Considerably better	A lot better
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐

12. If you were not in the Marine Corps, do you think your relationship with your child(ren) would be better or worse?
13. How do you think your relationship with your child(ren) compares with that of most Marine Corps families?

14. How often have thoughts and concerns about your child(ren) been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

15. To what extent does your relationship with your child(ren) affect your job performance?
16. To what extent does your relationship with your child(ren) affect your plans to remain on active duty?

17. If you had to be separated from your child(ren) for 6 months or more because of your military duties, who would care for them?

- ☐ No child(ren) under 18
- ☐ Spouse
- ☐ Immediate family member (for example, grandparents)
- ☐ Other family member
- ☐ Friend or neighbor
- ☐ Public agency
- ☐ Other

18. How sure are you that the person named in question 17 would adequately take care of your child(ren) in your absence?

- ☐ Completely sure
- ☐ Very sure
- ☐ Somewhat sure
- ☐ Somewhat unsure
- ☐ Very unsure
- ☐ Completely unsure

RELATIONS WITH OTHER RELATIVES

Questions in this section ask about your relations with other relatives, such as your parents, grandparents, brothers and sisters, and/or your in-laws if you are married.

1. How do you feel about your relations with your relatives at this time?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. How far are your nearest relatives from your present duty station?

- ☐ N/A--no relatives
- ☐ Local area
- ☐ Within 100 miles
- ☐ Between 101 and 200 miles
- ☐ Between 201 and 500 miles
- ☐ Between 501 and 1,000 miles
- ☐ More than 1,000 miles

3. Is the amount of time you spend with the relatives listed below less than you would like, more than you would like, or about the right amount of time? (IF YOU DO NOT HAVE RELATIVES IN ONE OF THESE CATEGORIES, PLEASE BLACKEN THE N/A CIRCLE.)

- a. Parent(s)
- b. Grandparent(s)
- c. Brothers and sisters
- d. In-laws
- e. Other close relatives

	N/A	Less than liked	About right	More than liked
a. Parent(s)	☐	☐	☐	☐
b. Grandparent(s)	☐	☐	☐	☐
c. Brothers and sisters	☐	☐	☐	☐
d. In-laws	☐	☐	☐	☐
e. Other close relatives	☐	☐	☐	☐

4. While you were growing up, did you live with a parent who was a career military member?

- ☐ No
- ☐ Yes, parent was in the Marine Corps
- ☐ Yes, parent was in another service branch

5. Show how satisfied or dissatisfied you are with various aspects of your relationships with your relatives.

- a. How satisfied are you with the AMOUNT OF CONTACT you have with your relatives? ..
- b. How satisfied are you with the way your relatives GET ALONG WITH EACH OTHER? ..
- c. How satisfied are you with their SUPPORT FOR YOUR MILITARY CAREER?
- d. How satisfied are you with your relatives' RESPECT FOR YOUR INDEPENDENCE?
- e. How satisfied are you with relations with your relatives OVERALL?

	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. How satisfied are you with the AMOUNT OF CONTACT you have with your relatives? ..	☐	☐	☐	☐	☐	☐
b. How satisfied are you with the way your relatives GET ALONG WITH EACH OTHER? ..	☐	☐	☐	☐	☐	☐
c. How satisfied are you with their SUPPORT FOR YOUR MILITARY CAREER?	☐	☐	☐	☐	☐	☐
d. How satisfied are you with your relatives' RESPECT FOR YOUR INDEPENDENCE?	☐	☐	☐	☐	☐	☐
e. How satisfied are you with relations with your relatives OVERALL?	☐	☐	☐	☐	☐	☐

6. If you were not in the Marine Corps, do you think your relations with your relatives would be better or worse?

☐ A lot worse
☐ Considerably worse
☐ A little worse
☐ About the same
☐ A little better
☐ Considerably better
☐ A lot better

7. How often have relations with your relatives been on your mind lately?

☐ Almost all the time
☐ A great deal
☐ Quite a bit
☐ Once in a while
☐ Seldom
☐ Hardly ever
☐ Not at all

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

8. To what extent do relations with your relatives affect your job performance?
9. To what extent do relations with your relatives affect your plans to remain on active duty?

INCOME & STANDARD OF LIVING

1. Overall, how do you feel about your current standard of living?

☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

2. Have any of the following things occurred since you have been at your present location?

(MARK ALL THAT APPLY)

☐ Indebtedness letter to your command
☐ Repossession of something purchased on time
☐ Bankruptcy
☐ Crisis loan from military relief organization
☐ Trouble over child support payments
☐ None of the above

3. Which of the following best describes your own or your family's financial situation at this time?

☐ I/we can afford most of the things I/we want
☐ I/we can easily afford the things I/we need, plus some extras
☐ I/we can easily afford the things I/we need, but not extras
☐ I/we can barely afford the things I/we need
☐ I/we often cannot afford things that I/we need

4. Do you have a second job?

☐ No, and I have not looked for one
☐ No, but I'm trying to find one
☐ Yes, working less than 10 hours per week
☐ Yes, working between 10 and 20 hours per week
☐ Yes, working between 21 and 30 hours per week
☐ Yes, working more than 30 hours per week

5. If you answered Yes, what's the main reason you have a second job?

☐ N/A--no second job
☐ I/we need the money
☐ To get experience
☐ I enjoy the work
☐ Other

6. How much of your family's total income comes from your spouse?

☐ N/A--no spouse
☐ None
☐ Less than 20%
☐ 20% to 40%
☐ 41% to 60%
☐ 61% to 80%
☐ More than 80%

A great deal	Quite a bit	Some	A little	Not at all
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

7. To what extent does the base exchange help you save money and make ends meet? ..
8. To what extent does the commissary help you save money and make ends meet?

9. Where does your family shop for food?
- ☐ Exclusively at the commissary
 - ☐ Mostly at the commissary
 - ☐ About 50-50 at the commissary and civilian stores
 - ☐ Mostly at civilian stores
 - ☐ Exclusively at civilian stores

10. Where does your family shop for clothing, personal items, and household items?
- ☐ Exclusively at the exchange
 - ☐ Mostly at the exchange
 - ☐ About 50-50 at the exchange and civilian stores
 - ☐ Mostly at civilian stores
 - ☐ Exclusively at civilian stores

11. Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your current financial situation.

- a. How satisfied are you with the money you have available for ESSENTIALS?
- b. How satisfied are you with the money you have available for EXTRAS?
- c. How satisfied are you with the money you have available for SAVINGS?
- d. If you own a car, how satisfied are you with the CAR you drive?
- e. If you have a house or apartment, how satisfied are you with your HOUSEHOLD FURNISHINGS?
- f. If you have children, how satisfied are you with WHAT YOU CAN PROVIDE FOR YOUR CHILDREN?
- g. How satisfied or dissatisfied are you with your current financial situation OVERALL?

Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

12. Do you feel that you are financially worse off or better off in the Marine Corps than you would be in civilian life?
13. Compared to most Marine Corps members of the same paygrade, do you think you are doing worse financially, or better?

A lot worse	Considerably worse	A little worse	About the same	A little better	Considerably better	A lot better
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

14. How often has your financial situation been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

15. To what extent does your financial situation affect your job performance?
16. To what extent does your financial situation affect your plans to remain on active duty?

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

YOUR JOB

1. Overall, how are you feeling these days about your job?

- ☐ Terrible
☐ Unhappy
☐ Mostly unhappy
☐ Neither unhappy nor pleased
☐ Mostly pleased
☐ Pleased
☐ Delighted

2. How many hours do you usually work each week?

Hours		
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

3. How many days do you usually work each week?

Days: ① ② ③ ④ ⑤ ⑥ ⑦

4. How well do you think your USMC training prepared you for your present job?

- ☐ Not at all
☐ Barely
☐ Somewhat
☐ Pretty well
☐ Completely

5. In your opinion, how well are most other members of your work group trained to do their jobs?

- ☐ Not at all
☐ Barely
☐ Somewhat
☐ Pretty well
☐ Completely

6. During the past year, did you entirely miss, arrive late, or have to leave early from a no-notice alert, maneuver, or exercise?

- ☐ Does not apply (no such events)
☐ No, I was there when directed
☐ Yes, I was late
☐ Yes, I left early
☐ Yes, I missed it entirely

7. If you answered Yes on question 6, what was the main reason?

- ☐ Not applicable
☐ I was sick
☐ Someone in my family was sick
☐ Personal or family business
☐ Legal matters
☐ I couldn't be reached
☐ Other

8. In the past month, how much time did you take off from duty for each of the following PERSONAL reasons? (INCLUDE TIME WHEN YOU ARRIVED LATE OR LEFT EARLY, BUT NOT SCHEDULED LEAVE TIME.)

- a. Your education (if not part of your military duties)
 b. Your transportation (for example, car wouldn't start)
 c. Pregnancy (for example, prenatal care or doctor visit)
 d. Your health (sick, or doctor/dentist appointment)
 e. Personal business (for example, financial matters)
 f. Other personal reasons

Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
None						

9. In the past month, how much time did you take off from duty for each of the following FAMILY reasons? (INCLUDE TIME WHEN YOU ARRIVED LATE OR LEFT EARLY, BUT NOT SCHEDULED LEAVE TIME.)

Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days

- a. Caring for children (e.g., a sick child, school visits, no sitter, discipline)
- b. Helping spouse (e.g., illness or emotional problems)
- c. Family business (e.g., financial or housing matters)
- d. Family transportation
- e. Other family matters

10. If you had to deploy at short notice, have you made provisions for the following?

(MARK THE N/A CIRCLE FOR THOSE THAT DO NOT APPLY TO YOU.)

N/A	No	Yes

- a. A will
- b. A joint checking account
- c. A power of attorney
- d. Storage of possessions
- e. Payment of bills
- f. Elder care
- g. Care for pets
- h. Lease obligations
- i. Management of investments
- j. Modifying official records if necessary

11. Show how much you agree or disagree with each of the following statements.

Strongly disagree	Disagree	Neither disagree nor agree	Somewhat agree	Agree	Strongly agree

- a. I talk up the Marine Corps to my friends as a great outfit to be associated with.....
- b. I find that my values and the Marine Corps' values are very similar.....
- c. There is not much to be gained by my sticking with the Marine Corps indefinitely.....
- d. The Marine Corps is the best of all places for me to work.....
- e. The major satisfaction in my life comes from my job.....
- f. The most important things that happen to me involve my work.....
- g. I'm really a perfectionist about my work.....
- h. I live, eat, and breathe my job.....
- i. Most things in life are more important than work.....
- j. I am very much involved personally in my work.....
- k. Being a Marine is worth personal sacrifice.....

12. During the past month, how often did the following happen while you were ON DUTY?

- a. Your mind was not on the job.....
- b. You lost your temper.....
- c. You accomplished less than you would like.....
- d. You were not at your best.....
- e. You were more likely to make mistakes.....
- f. Your performance was criticized by co-workers.....
- g. You had problems with a superior.....

None of the time	A little of the time	Some of the time	Most of the time	All of the time
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

13. Please show how satisfied or dissatisfied you are with each of the following aspects of your job.

- a. How satisfied are you with your PEERS AND CO-WORKERS?
- b. How satisfied are you with your PAY AND BENEFITS?
- c. How satisfied are you with the amount of SUPPORT AND GUIDANCE you receive from your SUPERVISOR?
- d. How satisfied are you with the AMOUNT OF JOB SECURITY you have?
- e. How satisfied are you with the opportunity for PERSONAL GROWTH AND DEVELOPMENT on your job?
- f. How satisfied are you with the degree of RESPECT AND FAIR TREATMENT you receive from superiors?
- g. How satisfied are you with the AMOUNT OF CHALLENGE in your job?
- h. How satisfied are you with the FEELING OF ACCOMPLISHMENT you get from doing your job?
- i. How satisfied are you with the LEADERSHIP provided by your supervisors?
- j. How satisfied are you with the FEEDBACK you get from others?
- k. How satisfied are you with the AMOUNT OF RESPONSIBILITY you have on your job?
- l. Considering all these different aspects, how satisfied are you with your job OVERALL?

Completely dissatisfied	Somewhat dissatisfied	Dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

14. Look at the five job statements below and show in the column at the left how often each is true of the job you have NOW. Then, in the column on the right, show how often that statement would be true of your IDEAL JOB.

PRESENT JOB

Never	Seldom	Most of the time	Always
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐

I am able to do a lot of different things on my job
 I get to decide on my own how to go about doing my work
 I can see from the work itself how well I am doing
 I do work that is important in the overall scheme of things
 I get to completely finish the tasks I begin

IDEAL JOB

Never	Seldom	Most of the time	Always
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐
☐	☐	☐	☐

15. Would you be more likely or less likely to have your ideal job NOW if you were a civilian?

- ☐ Much more likely
- ☐ More likely
- ☐ About equally likely
- ☐ Less likely
- ☐ Much less likely

16. To what extent does your job affect your plans to remain on active duty?

- ☐ Not at all
- ☐ Very little
- ☐ A little
- ☐ Somewhat
- ☐ A lot
- ☐ Quite a lot
- ☐ A great deal

17. In your opinion, what is the ONE best thing about being a Marine?

- ☐ A chance to serve your country
- ☐ Job security
- ☐ Pay and benefits
- ☐ Adventure and excitement
- ☐ Being one of "the few and the proud"
- ☐ Training and personal development
- ☐ Retirement options
- ☐ Other

YOURSELF

1. All in all, how are you feeling about yourself these days?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Do you feel that you are pretty much in control of your life and handling things well, or do you more often feel as if you have lost control?

- ☐ I am handling all areas of my life well
- ☐ I am handling most areas of my life well
- ☐ Some areas of my life seem out of control
- ☐ Many areas of my life seem out of control
- ☐ My life seems totally out of control

3. How about your work skills? Do you think your skills are:

- ☐ Readily marketable
- ☐ Likely to be marketable
- ☐ May or may not be marketable
- ☐ Not likely to be marketable
- ☐ Not marketable

4. Since joining the Marine Corps, have you:

(MARK ALL THAT APPLY TO YOU)

- ☐ Completed your high school equivalency
- ☐ Taken college classes
- ☐ Begun a college degree program
- ☐ Obtained a college degree
- ☐ Taken personal enrichment class(es)

5. In the next few questions, please tell us how satisfied or dissatisfied you are with various aspects of your personal development, using this scale.

- a. How satisfied are you with your ABILITY TO GET ALONG WITH OTHERS?
- b. How satisfied are you with your PROGRESS TOWARD YOUR PERSONAL GOALS? ..
- c. How satisfied are you with your PHYSICAL APPEARANCE?
- d. How satisfied are you with your GENERAL COMPETENCE?
- e. How satisfied are you with your SELF-DISCIPLINE?
- f. How satisfied are you with YOURSELF OVERALL?

Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

6. How well do you think the following statements describe you? Please indicate how much you agree or disagree with each statement.

	Strongly disagree	Disagree	Neither disagree nor agree	Somewhat agree	Agree	Strongly agree
a. In uncertain times, I usually expect the best	☐	☐	☐	☐	☐	☐
b. It's easy for me to relax	☐	☐	☐	☐	☐	☐
c. If something can go wrong for me, it will	☐	☐	☐	☐	☐	☐
d. I always look on the bright side of things	☐	☐	☐	☐	☐	☐
e. I'm always optimistic about my future	☐	☐	☐	☐	☐	☐
f. I enjoy my friends a lot	☐	☐	☐	☐	☐	☐
g. It's important for me to keep busy	☐	☐	☐	☐	☐	☐
h. I hardly ever expect things to go my way	☐	☐	☐	☐	☐	☐
i. Things never work out the way I want them to	☐	☐	☐	☐	☐	☐
j. I don't get upset too easily	☐	☐	☐	☐	☐	☐
k. I'm a believer in the idea that "every cloud has a silver lining"	☐	☐	☐	☐	☐	☐
l. I rarely count on good things happening to me	☐	☐	☐	☐	☐	☐

7. Consider your personal development since joining the Marine Corps. Do you think your personal development would have been better or worse if you had remained a civilian?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

8. How do you think your personal accomplishments compare with those of most Marine Corps members at the same paygrade?

- ☐ A lot less
- ☐ Considerably less
- ☐ A little less
- ☐ About the same
- ☐ A little more
- ☐ Considerably more
- ☐ A lot more

9. How often has your personal development been on your mind lately?

- ☐ Almost all the time
- ☐ A great deal
- ☐ Quite a bit
- ☐ Once in a while
- ☐ Seldom
- ☐ Hardly ever
- ☐ Not at all

10. To what extent does your personal development affect your job performance?

11. To what extent does your personal development affect your plans to remain on active duty?

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

HASSLES AND UPLIFTS

HASSLES are irritants—things that annoy or bother you; they can make you upset or angry. UPLIFTS are events that make you feel good; they can make you joyful, glad, or satisfied. This section lists things that can be hassles and uplifts in day-to-day life. Some of these things will have been only a hassle and some will have been only an uplift. Others will have been both a hassle AND an uplift.

Please think about how much of a hassle and how much of an uplift each item was for you in the PAST WEEK. Blacken one circle on the left-hand side to show how much of a hassle the item was, and blacken one circle on the right-hand side to show how much of an uplift it was. Do this for each item below.

HASSLES

[illegible]

UPLIFTS

[illegible]

LIFE AS A WHOLE

Now, think once again about your life as a whole, considering all the different aspects of life that have been covered in this survey.

1. Please indicate how much you agree or disagree with each statement.

- a. In most ways my life is close to ideal
- b. The conditions of my life are excellent
- c. I am satisfied with my life
- d. So far I have gotten the important things I want in life
- e. If I could live my life over, I would change almost nothing

Strongly disagree	Disagree	Neither disagree nor agree	Somewhat disagree	Somewhat agree	Agree	Strongly agree
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐	☐

2. How satisfied are you with your life overall?

- ☐ Completely dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Mostly satisfied
- ☐ Satisfied
- ☐ Completely satisfied

3. Think of a friend that you know well and who is about your age. How does your life as a whole compare to your friend's life?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

Social security numbers will be used by researchers at the Navy Personnel Research and Development Center to match information on this questionnaire with other Marine Corps files. NO INFORMATION FROM THIS QUESTIONNAIRE ABOUT ANY INDIVIDUAL MARINE WILL EVER BE GIVEN TO ANYONE ELSE IN OR OUTSIDE OF THE MARINE CORPS.

Please write in your social security number and darken the circles to match.

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If you have any questions, please call Dr. Elyse Kerce, DSN 553-7606 or (619) 553-7606 or Paul Magnusson, DSN 553-7648 or (619) 553-7648 at the Navy Personnel Research and Development Center in San Diego, California.

Thank you for your time and effort!

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