

**Study
Report
99-03**

**Findings from the Survey on Officer
Careers -- 1996**

Human Resources Research Organization

**June T. Jones
U.S. Army Research Institute**



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

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**U.S. Army Research Institute
for the Behavioral and Social Sciences**

A Directorate of the U.S. Total Army Personnel Command

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14. ABSTRACT (<i>Maximum 200 words</i>): This report summarizes findings from the <i>1996 Survey on Officer Careers (SOC)</i> . <i>SOC</i> is a continuation of the <i>Longitudinal Research on Officer Careers (LROC)</i> survey research program. The <i>LROC</i> program called for similar surveys to be mailed to a longitudinal sample of company grade officers each year over a number of years. Surveys were administered in 1988, 1989, 1990, and 1992. The <i>SOC</i> was first administered in May of 1996. Samples for <i>SOC</i> included all officers who had responded to any of the <i>LROC</i> surveys and who were still on active duty, as well as a new randomly-drawn cross-sectional sample of officers at all ranks. This report summarizes findings for the new 1996 cross-sectional sample of officers. The <i>SOC</i> continues to provide data on the values, attitudes, family situations, and career experiences of Army officers who are serving in Army Competitive Category branches. <i>SOC</i> results will be used to test models of work, career, family, and personal factors that influence officers' career decisions. The <i>SOC</i> also provides a rich longitudinal database for examining the Army experience from a long-term perspective.			
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1996**

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FOREWORD

In 1987, the Vice Chief of Staff of the Army tasked the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) with continuing the officer research initiated by the U.S. Military Academy in the mid-1980's (Project Proteus). In 1988, ARI substantially revised both the Proteus survey and the sampling plan. This marked the beginning of the *Longitudinal Research on Officer Careers (LROC)* survey research program. The *LROC* program called for similar surveys to be mailed to a longitudinal sample of company grade officers (second lieutenant through captain) each year over a number of years. Surveys were administered in 1988, 1989, 1990, and 1992.

In 1995, ARI revised the *LROC* survey and expanded the sampling plan to include a cross-sectional sample of officers at all ranks (second lieutenant through colonel). The revised survey was renamed *Survey on Officer Careers (SOC)* and was first fielded in April of 1996. The Army Personnel Survey Office at ARI conducts the *SOC* biennially. A number of questions in the *SOC* track to the *LROC* survey and will allow a trend analysis linked to 1988 as ARI continues this longitudinal project.

The *SOC* continues to provide data on the values, attitudes, family situations, and career experiences of Army officers who are serving in Army Competitive Category branches. The *SOC* results are being used to test models of work, career, family, and personal factors that potentially influence officers' career decisions. The *SOC* will also provide a rich longitudinal database for examining the Army experience from a long-term perspective.

Findings from the 1996 *SOC* were distributed in four short topical papers over a one-year period. These papers focused on officers' attitudes at the time of the survey and addressed issues of interest to a variety of Army agencies. This report is a compendium of those papers. Trend analyses comparing *LROC* and *SOC* findings will be the subjects of future reports.

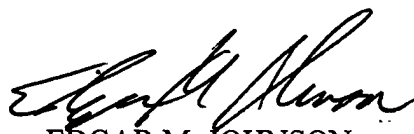

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Introduction

The U. S. Army Research Institute has been collecting information on officer attitudes on a number of topics and issues of importance to both Army leadership and the officer corps. The effort began with the administration of the *Longitudinal Research on Officer Careers (LROC)* survey from 1988 to 1992 and continues with the *Survey on Officer Careers (SOC)*. The *SOC* was fielded for the first time in 1996 and will be conducted on a biennial basis.

The *1996 SOC* was mailed to a random sample of officers stratified by rank and source of commission. Minority and female officers were over-sampled to allow the survey results to be compared by both race and gender with a sampling error of $\pm 5\%$ or less. Over 10,000 officers responded to the *1996 SOC*. The longitudinal sample comprises approximately 500 officers who responded to at least one of the four versions of the *LROC* project and also responded to the *SOC*.

The *SOC* is a compilation of a large number of the original *LROC* items and a group of new items, some of which have been used in other Army survey instruments (a copy of the *1996 SOC* is at Appendix A). The *SOC* covers a variety of issues, including leader development, current assignment, Army life, Army life expectations, family matters, and current events. Items found to be useful as composites or scales include: satisfaction with supervision, with peers, with promotions, and with work; tolerance of military demands; civilian vs. Army standard of living; civilian market ease of entry; characteristics of the job; organizational commitment; and retention propensity.

A key goal in analyzing the *1996 SOC* data was to ensure that findings from the survey were available in a timely fashion to both policy makers and the officer corps. To that end, four short topical papers were published. These papers focused on officers' attitudes at the time of the survey and addressed issues of interest to a variety of Army agencies. Topics included: (1) officers' career expectations by type of branch assignment, (2) officers' attitudes by commissioning source, (3) officers' intentions to remain in the Army, and (4) differences in officers' attitudes toward the Army among racial and gender groups. These short papers, which addressed selected topics from the survey, were published over a one-year period and were disseminated to Army staff and members of the officer corps by request. The purpose of this Study Report is to offer a compendium of those papers in a published report for a wider audience.

Future plans include trend analyses for a number of the items in the survey, survival analyses (how officers who stay in the Army differ from those who leave), and briefings or reports in response to specific requests of Army leaders. Current reports and briefings will be updated with results from the *1998 SOC* and future *SOC* surveys.

For additional information on the *SOC* program, contact June Taylor Jones, Survey Statistician, Army Personnel Survey Office, 703-617-7807, jonesj@ari.army.mil.

1. Career Expectations by Type of Branch Assignment

Background: The branches (or career fields) to which Army officers are assigned can be separated into four broad categories—combat arms (CA), combat support (CS), combat service support (CSS), and special branches. Each of the first three categories identifies a group of branches related by their functions on the battlefield.¹

Focus: This section of the report focuses on the perceptions of a subset of more than 5,500 company grade officers (second lieutenant through captain). Most of these officers had been in the Army for 10 years or less and were at a stage of their individual careers where they were still making decisions about their future with the military. Analyses will identify whether there were differences in officer career expectations based on type of branch assignment.

Findings: A number of measures were used in analyzing career expectations by type of branch. These measures included the length of time officers would like or *desired* to serve, the length of time they *expected* to serve, their current career intent, and other less direct measures of career expectations, including officers' perceptions of command opportunities, advancement opportunities, and their satisfaction with certain aspects of Army life.

A large majority of company grade officers were not eligible to retire at the time of the survey and may still have been weighing the pros and cons of staying in the Army until retirement. Measures of an officer's competitiveness for promotion and satisfaction with the Army are also good indirect indicators (or moderators) of career expectations and career intent—that is, officers who are satisfied may be more likely to stay.

Length of Career. SOC respondents were asked to report both how many years they would have *liked* to have completed by the time they leave the Army and how many years they *expected* to have completed. Figure 1 depicts, by type of branch, the percent of company grade officers who reported 20 years or more to each of these questions.

There are no differences by type of branch assignment in the percentages of company grade officers who would have *liked* to serve at least 20 years (ranging from 75% to 77%) and those who *expected* to serve at least twenty years (ranging from 62% to 63%). However, the majority of these officers, regardless of type of branch, were significantly more likely to indicate that they *expected* to serve fewer years than they would have *liked* to. For example, 77% of company grade CA officers would have *liked* to serve for 20 years or more; however, only 61% *expected* to serve 20 years or more.

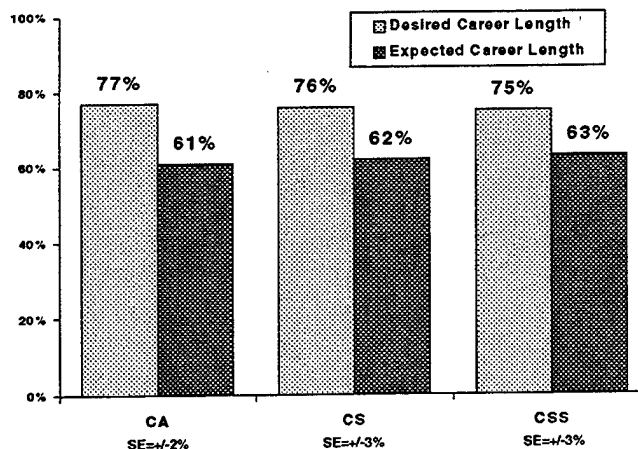


Figure 1. Desired and Expected Career Length

There were no differences among individual branches within CS or CSS. However, there were some variations among

¹ The special branches include officers who are in the medical, dental, religious, or legal fields.

CA branches.² Infantry officers were most likely to *desire* (80%) and *expect* (69%) to serve at least until retirement, while Engineer officers were least likely to *desire* (72%) and *expect* (55%) to do so.

Current Career Intent: There were two additional items on the *SOC* that dealt directly with career expectations. The first of these items asked the respondents to rate, at the time they completed the survey, whether they were planning or leaning toward an Army career, were undecided, or were planning or leaning toward a civilian career.

There were no differences by type of branch in reporting career plans. About three out of five officers (ranging from 58% to 60%) reported that they were planning or leaning toward a career in the Army (Figure 2).

There were no significant differences among individual CS or CSS branches. Among the CA branches, Infantry officers (64%) were most likely to report they planned an Army career while Air Defense Artillery officers (52%) were least likely to do so.

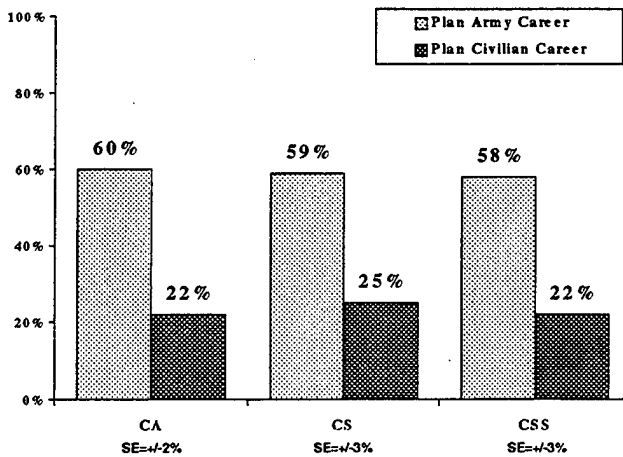


Figure 2. Planning an Army vs. Civilian Career

² There are too few respondents from the Special Forces (n=74) and Finance Corps (n=93) to include them in the analyses of individual branches.

The second career intent item (Figure 3) asked respondents to rate their individual career intentions on a scale of “1: I plan to stay beyond 20 years,” to “6: I will definitely leave upon completion of my obligation.” As with the previous career intent item, there were virtually no differences by type of branch with over half (ranging from 54% to 58%) of all company grade officers reporting that they intended to stay until retirement or beyond.

Among the individual CA branches, Infantry officers (63%) were most likely to report that they intended to stay at least until retirement while Engineer officers (47%) were least likely to do so.

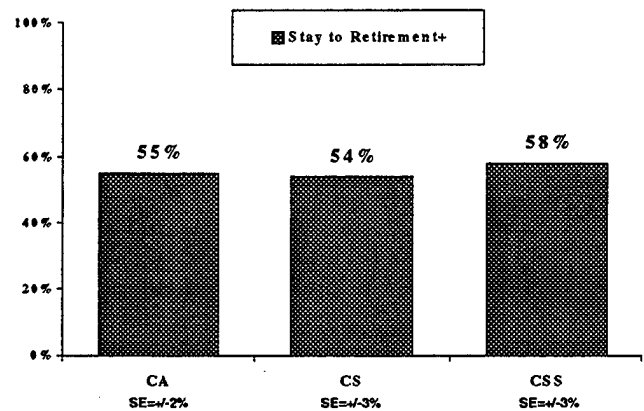


Figure 3. Current Career Intent

Command Opportunities. In the Army’s promotion system, having the opportunity to command tends to increase an individual’s competitiveness for promotion and thereby continuation in service. Perceptions of opportunities to command in an individual’s current branch varied significantly by type of branch (Figure 4). Company grade officers in CA branches (59%) were significantly more likely than CS (30%) or CSS (51%) officers to report that opportunities for command in their branches were very good or excellent.

Among individual CA branches, Infantry officers (67%) were most likely to report command opportunities were very good or excellent while Aviation officers (48%) were least likely to do so.

Among CS branches, Military Police (64%) were most likely to be positive about their command opportunities while Chemical Corps officers (7%) and Military Intelligence officers (13%) were least likely to be positive.

Among CSS branches, Transportation Corps officers (60%) were most likely to be positive about command opportunities while Adjutant General Corps officers (23%) were least likely to be positive.

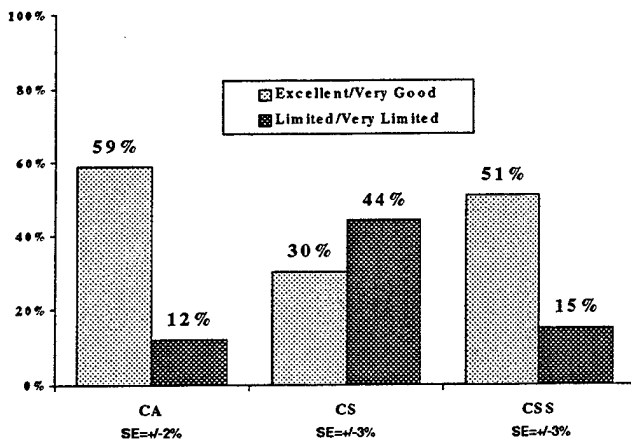


Figure 4. Command Opportunities

Advancement Opportunities. CSS officers (67%) were significantly more likely than officers in CA (61%) or CS (60%) branches to report that the chances for advancement within their branches were very good or excellent (Figure 5).

Among individual CA branches, Engineer officers (65%) were most likely to report their chances for advancement were very good or excellent while Air Defense Artillery officers (51%) were least likely to do so.

Within CS branches, Military Police (65%) were most likely to be positive about advancement opportunities and Chemical Corps (46%) officers were least likely to be positive.

Among CSS branches, Transportation Corps officers (75%) were most likely to be positive and Ordnance officers (61%) were least likely to be positive.

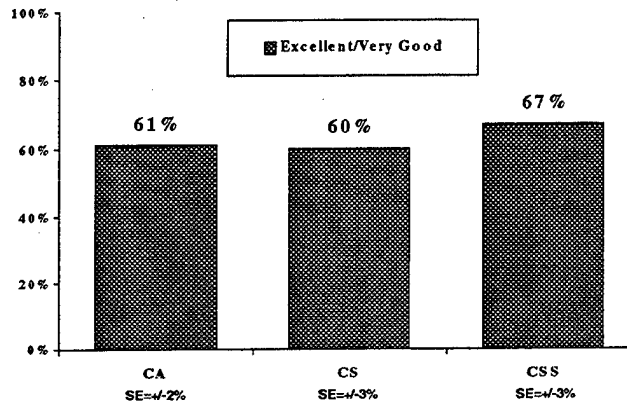


Figure 5. Advancement Opportunities

Satisfaction with the Army. Another indicator of career expectations is satisfaction with the Army. The SOC contains measures of satisfaction with a variety of facets of Army life including satisfaction with *current assignment*, *life as an Army officer*, and *career prospects*. Figure 6 shows that there were virtually no differences by type of branch for any of these three items. The majority of all officers were satisfied or very satisfied with both their *current assignment* (ranging from 67% to 72%) and with *life as an officer* (ranging from 76% to 78%). While there were no differences by type of branch, significantly fewer officers reported satisfaction with *career prospects* in the Army (ranging from 53% to 57%) than satisfaction with *current assignment* or for *life as an officer*.

Within the individual branches there were no differences in satisfaction with *current assignment* or *life as an officer*. However, for CA branches and CSS branches there were differences in satisfaction with *career prospects*.

Within the CA branches, Infantry officers (60%) were most likely to be satisfied with career prospects and Air Defense Artillery officers (47%) were least likely to be satisfied.

Within CSS branches, Adjutant General Corps officers (67%) were most likely to be satisfied with career prospects while Transportation Corps officers (50%) were least likely to be satisfied.

For the remaining items, there were no differences based on type of branch assignment. In summary:

- 76% of all company grade officers would have liked to serve at least 20 years
- 61% were planning or leaning toward an Army career (as opposed to a civilian career)
- 56% planned to stay at least until retirement
- 62% rated their advancement opportunities as very good or excellent
- 70% were satisfied with their current assignment
- 76% were satisfied with life as an officer, and
- 55% were satisfied with their career prospects.

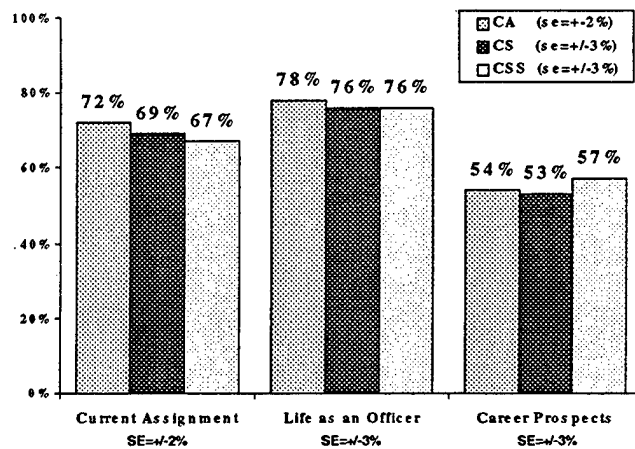


Figure 6. Satisfaction Levels

Summary: Type of current branch assignment does not appear to have an influence on the career expectations of most company grade officers. Only one item resulted in a significant difference by branch type: Company grade officers in CA were significantly more likely than CS or CSS officers to rate their opportunities for command as very good or excellent.

2. Officer Attitudes by Commissioning Source¹

Background: Army officers are commissioned through several sources including Reserve Officer Training Corps (ROTC) graduates; graduates from the U.S. Military Academy (USMA); Officer Candidate School (OCS), which promotes enlisted soldiers into the officer corps; and direct commissioning for officers entering Army occupations in the professional (doctors, attorneys, etc.), technical (warrant officers), or scientific arenas.

Over the past few years, several studies have focused on the costs of producing officers through the service academies compared to the ROTC or OCS programs. At issue is whether the academies and, to a lesser extent, ROTC scholarship programs are “worth” their relatively high price tags.² How long officers stay in the Army and their attitudes and experiences are of interest in this debate.

Many factors, including officers’ attitudes and career intentions, are germane to this issue. Attitudes are important to consider, given their

relationship to performance and behavior in general. If there are differences in officer attitudes based on their source of commission, what do these differences imply about future performance and behavior?

Focus: This section of the report is based on a subset of approximately 8,000 officers who were commissioned into the Army through ROTC or USMA (officers who received their commission through direct appointment or through Officer Candidate School were not included). Analyses compare attitudes and career intentions by source of commission.

Findings: In rating pre-commissioning military training (Table 1), USMA graduates were most likely—and ROTC non-scholarship officers least likely—to agree that their training prepared them

- for subsequent training at their officer basic course,
- to conduct oral presentations and briefings,
- to write memos and short reports, and
- to be an effective officer.

Table 1. Effectiveness of Pre-Commissioning Training

% of Officers Who Agree/Strongly Agree	ROTC-S (scholarship)	ROTC-NS (non-scholarship)	USMA
My pre-commissioning military training (USMA, ROTC, OCS) prepared me to . . .	SE=+/-2%	SE=+/-2%	SE=+/-2%
• master the requirements of my Branch Basic Course	58%	53%	81%
• conduct oral presentations and briefings	69%	61%	95%
• write memos and short reports	55%	45%	89%
• be an effective officer	78%	73%	95%

¹ See Appendix B--Briefing on *Officer Attitudes by Commissioning Source*.

² Argetsinger, A. (1997, August 12). Academies Stir Some Doubts, Some Salutes. *The Washington Post*, pp. A1, A13.

Table 2 shows that USMA officers were also significantly more likely than their ROTC counterparts to . . .

- be currently assigned to a branch which was their “first choice,”
- be assigned to a Combat Arms (CA) branch,
- want to be assigned to a CA branch, and
- report a close fit between initial expectations and the reality of their branch duties.

The majority of both USMA and ROTC officers . . .

- believed the Army provides the same or better job security than civilian organizations,
- were satisfied or very satisfied with their current job,
- were satisfied with their chances for promotion, and
- believed their opportunities for advancement are excellent or very good.

While the majority of officers responded positively to the job satisfaction items in Table 2, there were significant differences based on commissioning source for two of these items:

- compared to ROTC scholarship graduates, a smaller proportion of non-scholarship graduates were satisfied with their promotion opportunities
- USMA graduates were least satisfied with their current jobs.

Career Intent: The *SOC* contained a number of questions to assess officers’ career intent. In contrast to their more positive responses in Tables 1 and 2, USMA graduates were the least likely (54%) to report that they were planning to stay in the Army until retirement (upper half of Table 3). ROTC non-scholarship graduates were the most likely (75%) to report that they were planning to stay in the Army until retirement, followed by ROTC scholarship graduates (62%). The differences among the three groups are statistically significant.

Table 2. Officer Attitudes on Selected Survey Items

	ROTC-S SE=+/-2%	ROTC-NS SE=+/-2%	USMA SE=+/-2%
BRANCH SATISFACTION ITEMS			
Current branch “first” choice	66%	63%	87%
Currently assigned to combat arms (CA)	50%	50%	80%
Want to be in CA	53%	55%	78%
Close fit between expectations and duties	67%	69%	73%
JOB SATISFACTION ITEMS			
Same or better job security than civilian	85%	84%	87%
Satisfied/very satisfied with current job	77%	79%	72%
Satisfied/very satisfied with promotion opportunities	65%	60%	64%
Advancement opportunities excellent/very good	61%	57%	59%

Table 3. Current Career Intent for Officers by Source of Commission

Survey Items	ROTC-S SE=+/-2%	ROTC-NS SE=+/-2%	USMA SE=+/-2%
Which of the following best describes your current career intentions?			
Plan to stay until retirement or beyond	62%	75%	54%
Plan to stay beyond my obligation, but am undecided about staying until retirement.	18%	13%	17%
Undecided whether I will stay upon completion of my obligation	9%	5%	12%
Probably or definitely will leave upon completion of my obligation	12%	6%	17%
Planning/leaning towards an Army career at each of the following seven points in time:			
1-When I began pre-commissioning training	54%	56%	55%
2-When I received my commission	68%	74%	63%
3-After first leadership assignment	68%	75%	63%
4-After first staff-type assignment	60%	71%	54%
5-At the end of the Advanced Course	75%	82%	72%
6-After first company command assignment	86%	88%	84%
7-Right now	65%	73%	57%

As shown in the lower half of Table 3, the same pattern is apparent when officers were asked to assess their career intentions at various points over time—i.e., ROTC non-scholarship graduates were the most likely and USMA graduates were the least likely to report that they were planning on, or leaning towards, an Army career at six of the seven points of time.

Possible Reasons Why USMA Graduates May Leave Early: Additional analyses indicated that USMA graduates were significantly more likely than ROTC graduates to believe that a career move into the civilian sector would be easy and would have positive benefits, not only in terms of their own

individual career prospects and benefits, but also for their families.

Table 4 shows that USMA graduates were most likely to believe that civilian life offers better opportunities in terms of pay, standard of living, overall quality of life, advancement opportunities in one's chosen field, total family income, and spouse/family satisfaction, and that the transition to civilian life would be easy or very easy for them.

In contrast, ROTC non-scholarship graduates were least likely to report that civilian life offers better opportunities and were most likely to report that their spouses supported an Army career and were satisfied with the Army life and the Army's support

Table 4. Officer Ratings of Career and Family Benefits With Civilian Job

Survey Items	ROTC-S SE=+/-2%	ROTC-NS SE=+/-2%	USMA SE=+/-2%
Percentage reporting following benefits somewhat or much better in civilian life			
Pay	70%	63%	87%
Overall standard of living	60%	54%	73%
Overall quality of life	58%	54%	67%
Opportunities to advance in chosen field	41%	36%	52%
Percentage believing transition to civilian sector would be easy or very easy			
Finding a good civilian job right now	53%	44%	68%
Leaving the Army in the next year	37%	27%	51%
Percentage reporting that spouse/significant other (SO) is supportive of or satisfied with the Army			
Spouse/SO supports an Army career	74%	84%	71%
Overall, spouse/SO is satisfied with Army life	58%	65%	54%
Spouse/SO satisfied with Army support for family	44%	50%	44%
Percentage believing civilian life would have positive impact on family [these are representative, but are not all of the items reviewed]			
Total family income better in civilian life	71%	65%	86%
Employment/educational opportunities better for spouse	55%	54%	59%
Spouse's overall satisfaction better in civilian life	64%	58%	69%
Time for personal/family life better in civilian life	86%	86%	87%
Better quality of child care/schools/youth facilities in civilian life	41%	42%	48%

for families. They were also least likely to think it would be easy to find a good civilian job.

The majority of all officers believed that time for personal and family life would be better in civilian life.

Summary. There are statistically significant differences in officer commitment to an Army career among the three commissioning sources examined.

USMA officers were most likely to believe a return to civilian life would be easy and beneficial in terms of career opportunities and family life. Conversely, ROTC non-scholarship officers were most likely to report that they planned to stay in the Army to retirement and that their spouse/SO supported an Army career and was satisfied with Army life and the support the Army provides for families.

3. Officers' Intentions to Remain in the Army

Background: An understanding of factors related to officer turnover can help the Army better manage retention, forecast personnel requirements, and maintain necessary staffing levels.

Focus: This section of the report focuses on the perceptions of officers in the ranks of second lieutenant through lieutenant colonel and examines the relationships between selected officer demographics and career intent. Demographic characteristics at the time *SOC 1996* was conducted showed that 85% of Army Competitive Category officers were male, 15% were female, 77% were White, 12% were Black, and 5% were Hispanic.

Findings: In the analyses, officers were classified into three groups (Figure 1): those who intended to remain in the Army until retirement or beyond retirement eligibility (68% of officers), those who were undecided about when to leave (22% of officers), and those who indicated they were likely to leave at the end of their current obligation (10% of officers).

There was no difference in the intention to stay in the Army between second and first lieutenants, with about one out of five reporting they intended to leave early and 40% reporting they were undecided (Figure 2). However, as rank increased, the likelihood of reporting an intention to stay in the Army also increased. About two out of three captains and more than nine out of ten majors and lieutenant colonels reported that they intended to stay in the Army long-term.

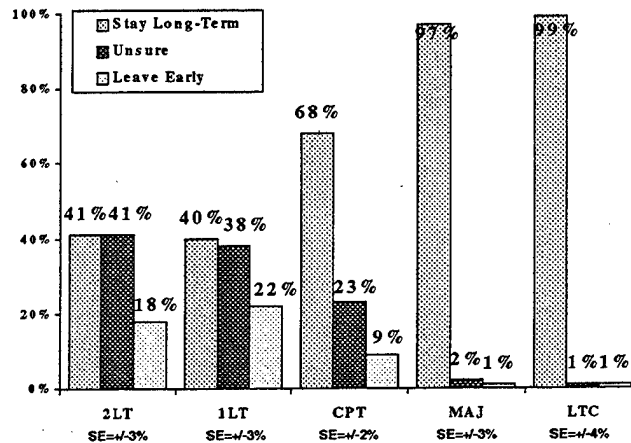


Figure 2. Intention to Stay by Rank

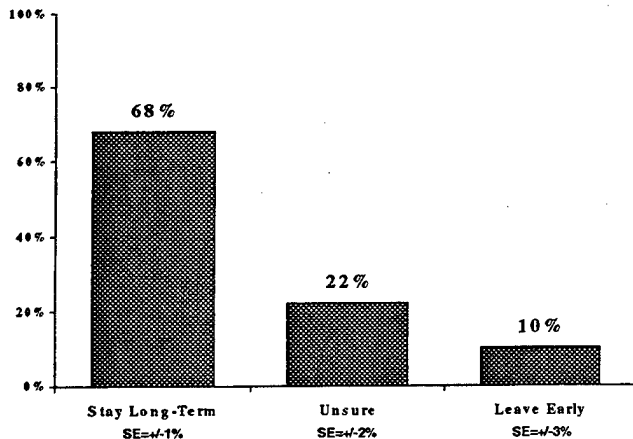


Figure 1. Officers' Career Intent

Additional analyses were conducted to simultaneously examine the relationship between intention to remain and a range of personal characteristics and career variables. Besides rank, these included: current status (Regular Army or other), years of service completed, current branch type (CA, CS, CSS), command assignment, commissioning source, gender, race, educational attainment, marital status, and presence of young children in the household.

The pattern of being more likely to remain as rank increases (shown in Figure 2 above) did not change significantly when the other personal characteristics and career variables were also included in the same analysis (although the differences among ranks did not remain as large as in the figure above).

Commissioning source was associated with intention to stay. Individuals who received a commission after completing Officer Candidate School were significantly more likely than others to report an intention to remain in the Army (Figure 3). Of officers commissioned through ROTC, those who held an ROTC scholarship were less likely to report intending to stay than officers who did not have a scholarship. Officers who were commissioned through USMA were the least likely to report intending to remain in the Army.

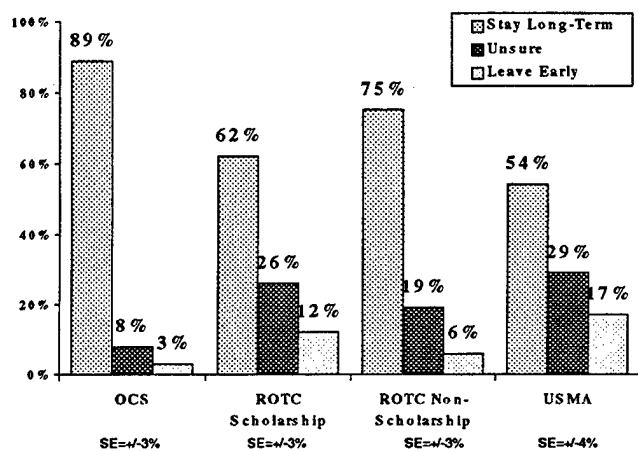


Figure 3. Intention to Stay by Source of Commission

What factors might account for these differences? Prior military service could be a contributing factor. Persons who had been in Officer Candidate School or in an ROTC program but without a scholarship were more likely than others to have had prior active-duty military experience. The lure of civilian job opportunities also seemed to have an impact. USMA graduates anticipated the least difficulty

finding a good civilian job. They also were more likely to indicate that they believed that pay and opportunities to advance in the civilian sector were better than in the military. These differences were found for both male and female USMA graduates, but were more pronounced for male officers.

Other features of an officer's educational and parental background also were associated with career intent. Officers who had been enrolled in Junior ROTC in high school were slightly more likely than others to report intending to stay in the Army. A similar finding emerged for officers with an Army parent or guardian. Having attended a military high school, however, was not a significant factor. Overall, officers with master's degrees had a higher propensity to stay than those with higher or lower levels of education (Figure 4).

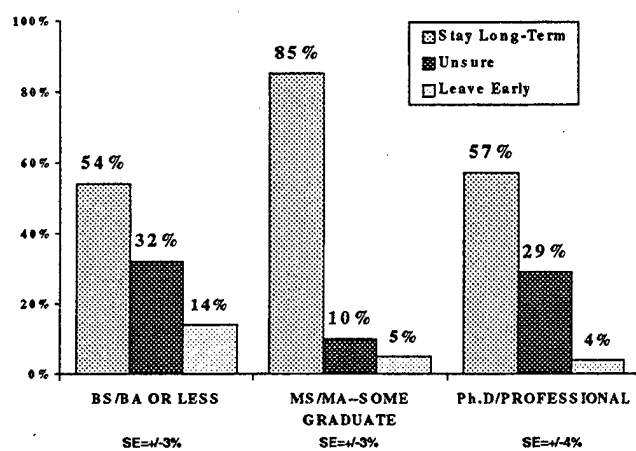


Figure 4. Intention to Stay by Level of Education

Differences by race, ethnicity, and gender were also examined and are discussed in detail in Section 4 of this report. Briefly, compared to White and Hispanic officers, Black officers were significantly more likely to report an intent to remain in the Army long-term and male officers were significantly more likely than female officers to report that they intended to remain in the Army long-term.

Summary. Overall, the majority of Army officers (68%) intended to stay in the Army for 20 years or longer. Differences by commissioning source in the intention to remain in the Army showed that OCS officers were most likely and USMA officers were least likely to intend to remain until retirement. (A more thorough investigation of these differences was explored in Section 2 of this report.)

Rank, educational attainment, and perceived civilian job opportunities were also found to be significant factors associated with intent to stay until retirement.

Compared to White and Hispanic officers, Black officers were significantly more likely to report an intent to remain until retirement and male officers were significantly more likely than female officers to report that they intended to stay until retirement.

4. Differences in Attitudes Toward the Army Among Racial and Gender Groups¹

Background: Attitudes towards and perceptions of the Army were analyzed to determine whether there were differences among White, Black, and Hispanic officers—as well as between male and female officers—in terms of their commitment to and intention to remain in the Army. Understanding such differences can assist policy makers in managing retention and maintaining necessary staffing levels within the officer corps.

Focus: This section of the report focuses on whether there are differences in attitudes and career intent based on race, ethnicity, and/or gender.

Findings: Organizational Commitment. Organizational commitment is assessed by a composite of items asking officers such things as whether they are proud to say they are in the Army, would be reluctant to leave for a civilian job, enjoy the Army community, and would rather be affiliated with the Army than in a civilian job. High scores for the composite indicate high levels of commitment.

There were no statistically significant differences by race or ethnicity in the percentages of officers reporting a high level of commitment to the Army (61% of White and Black officers and 65% of Hispanic officers—Figure 1). However, there was a statistically significant difference between genders with female officers being significantly less likely than male officers to report a high level of commitment to the Army.

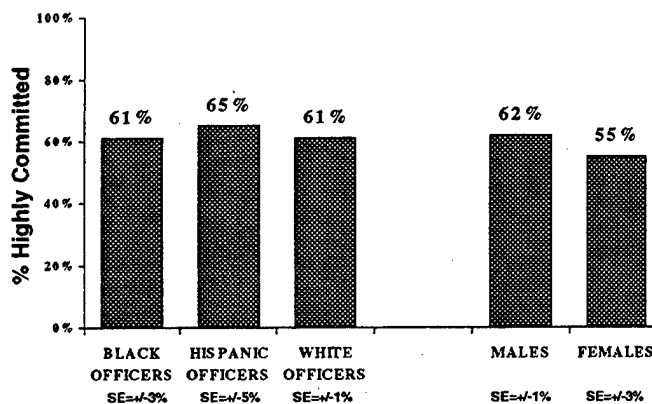


Figure 1. Organizational Commitment

Career Intent. Figure 2 shows percentages for each group who reported that they intend to stay in the Army for 20 or more years or until retirement. Relative to White and Hispanic officers, Black officers are significantly more likely to report an intent to remain in the Army. Female officers are significantly less likely than male officers to report an intent remain in the Army.

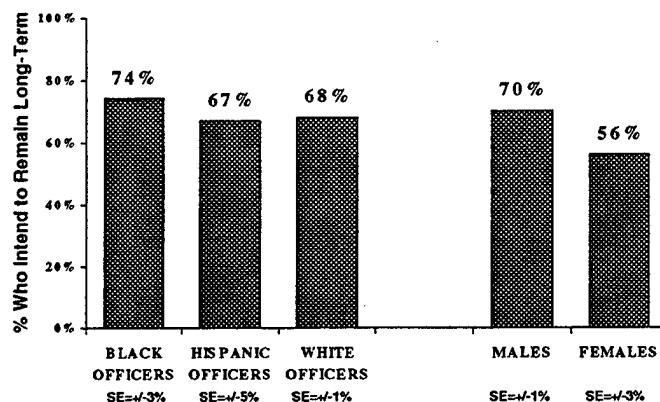


Figure 2. Propensity to Remain in the Army

¹See Appendix C—Briefing on Differences in Attitudes Toward the Army Among Racial and Gender Groups.

Analysis of Satisfaction with the Army.

Figures 3 through 8 show the percentage of respondents who reported that they were satisfied with their supervisors, promotion opportunities, type of work, co-workers, pay, and family issues (satisfaction with pay was assessed by using officers' perceptions of how their pay and benefits compared with the civilian sector).

Black officers were significantly more likely than either White or Hispanic officers to report that they were satisfied with their supervisors, promotions, the work they did, pay, and family issues. The only dimension on which Black officers were *less* satisfied than White officers was satisfaction with co-workers. Hispanic officers, compared to White officers, were more satisfied with pay and family issues; were less satisfied with supervisors and co-workers; and were equally satisfied with promotions and the work they did.

Compared with male officers, female officers were significantly more satisfied with their pay, but were significantly less satisfied with family issues. There were no statistically significant differences between male and female officers' satisfaction with supervisors, promotions, the work they did, or their co-workers.

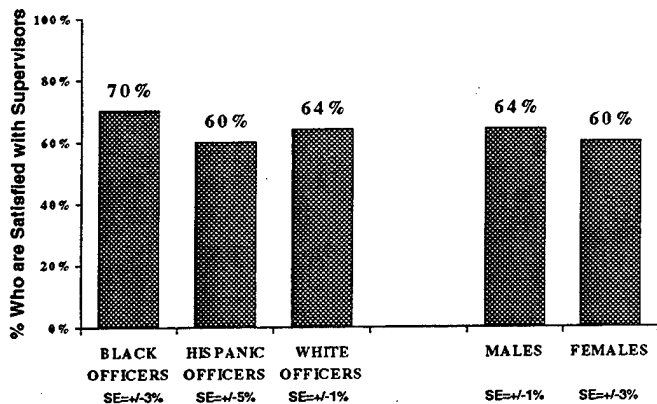


Figure 3. Satisfaction with Supervisors

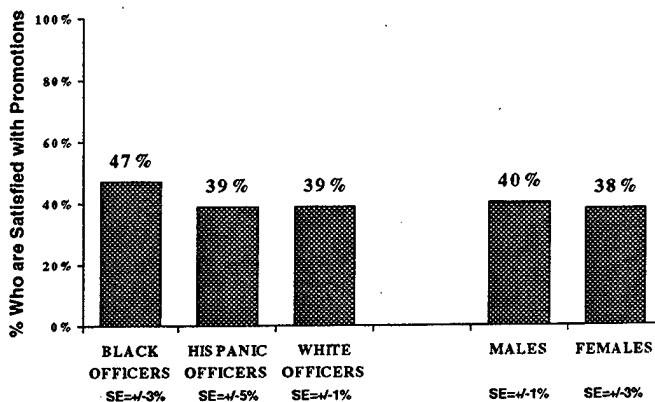


Figure 4. Satisfaction with Promotions

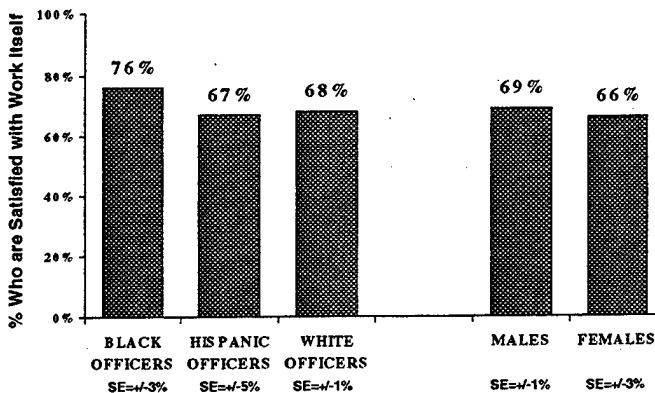


Figure 5. Satisfaction with the Work Itself

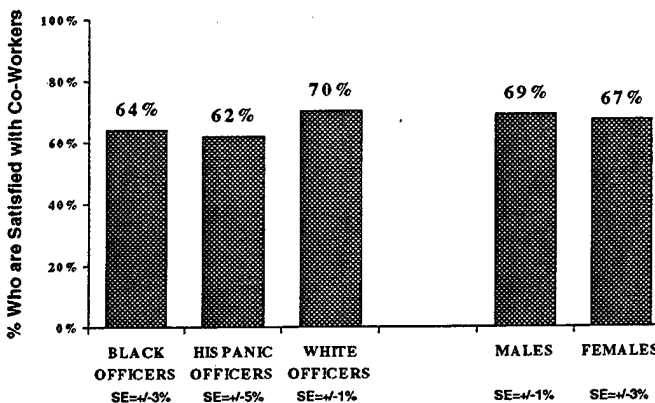


Figure 6. Satisfaction with Co-workers

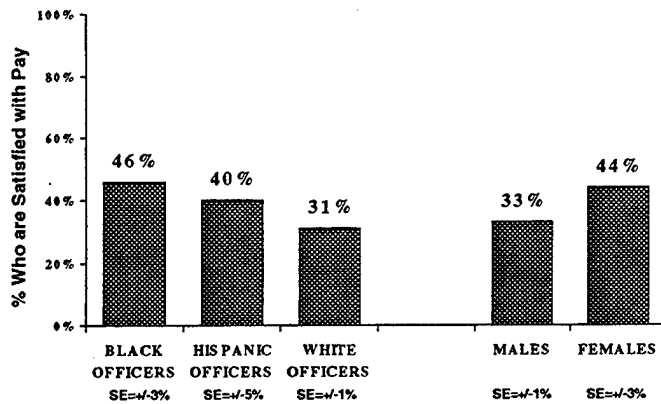


Figure 7. Satisfaction with Pay

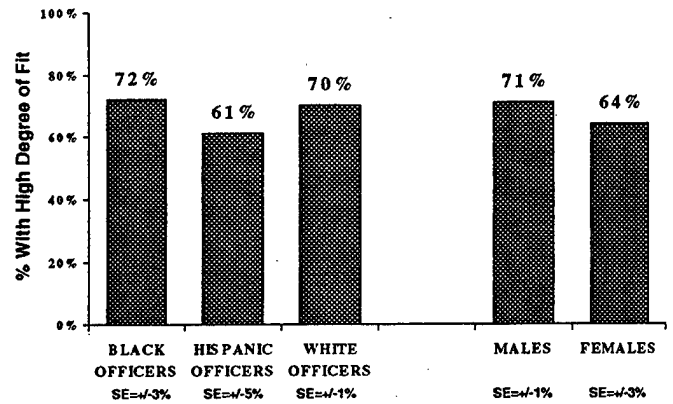


Figure 9. Match of Career Expectations and Duties

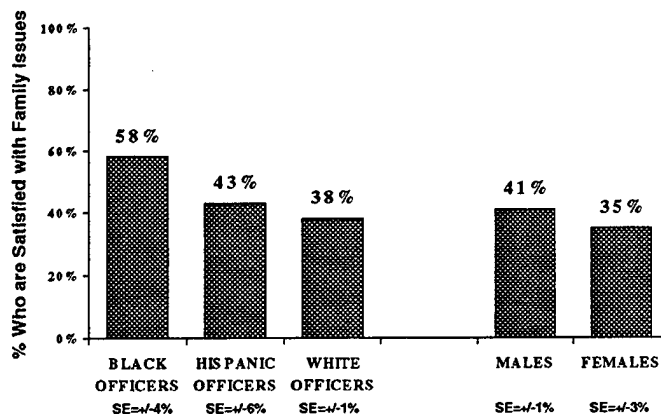


Figure 8. Satisfaction with Family Issues

Command Opportunities. Figure 10 depicts officers' perceptions of command opportunities within their branches. About three out of four Black (73%) and White (74%) officers reported that their opportunities for command were good, very good, or excellent compared to Hispanic officers (67%) who were less likely to report good, very good, or excellent command opportunities.

Female officers (72%) were as likely as their male counterparts (73%) to report that their command opportunities were good, very good, or excellent.

Met Between Expectations and Duties. Figure 9 shows the degree of fit officers experienced between their initial expectations and their actual branch duties. Fewer female officers than male officers and fewer Hispanic officers than Black or White officers reported that their duties were a close or very close fit with their initial expectations of their branch duties.

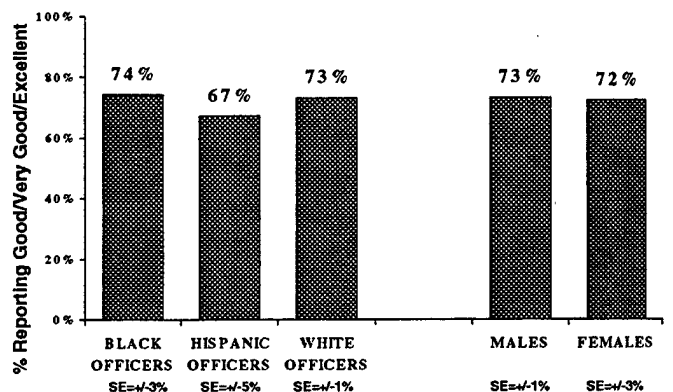


Figure 10. Current Branch Command Opportunities

Choice of Branch. Figure 11 indicates that White officers (71%) were significantly more likely than Black (58%) or Hispanic (56%) officers to report that their current branch was their first choice. Female officers (60%) were significantly less likely than male officers (71%) to report that their current branch was their first choice.

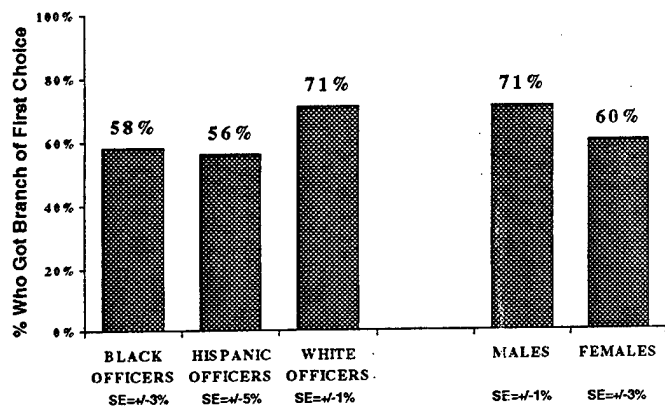


Figure 11. Choice of Branch

Summary. Race/Ethnicity: Several differences in the attitudes of racial/ethnic groups were found. Compared to White officers, a higher proportion of Black officers reported that they intended to remain in the Army long-term, although both groups reported a high level of commitment to the organization.

Black officers were more likely than White officers to report their branch was not their first choice and to express dissatisfaction with co-workers. However, Black officers were more likely to report higher satisfaction with supervisors, promotions, the work they did, pay, and family issues.

No significant difference was found between White officers and Hispanic officers in terms of propensity to remain in the Army; however, Hispanic officers were less likely than White officers to be satisfied with

supervisors and co-workers, experience less of a match between career expectations and duties, and were more likely to report that they had fewer opportunities for command. Compared to White officers, significantly smaller proportions of Black and Hispanic officers reported that they received their branch of first choice. Hispanic officers reported higher satisfaction with pay and family issues than White officers did.

Gender: Female officers reported significantly lower satisfaction with family issues; slightly lower satisfaction with supervisors, promotions, work, and co-workers; lower feelings of fit between branch expectations and duties; and fewer received their branch of first choice. Female officers' dissatisfaction with these aspects of their Army careers is accompanied by significantly lower commitment and retention propensity.

5. Summary and Discussion

Key Findings. Type of branch assignment was not related to the career expectations of company grade officers, except that CA officers were significantly more likely than CS or CSS officers to rate their opportunities for command as very good or excellent. And although officers generally perceived a career in the Army as desirable, they were not especially optimistic about their chances of implementing such a career. Officers rated their expected length of career as shorter than their desired length of career and also reported themselves as considerably less satisfied with their career prospects than they were satisfied with their current assignments or their lives as officers.

There also were statistically significant differences among officers by source of commission, racial/ethnic background, and gender with respect to attitudes toward training, branch satisfaction, career intent, organizational commitment, and various aspects of their jobs. For example, USMA graduates rated their pre-commissioning training more highly than did the graduates of the ROTC scholarship program or the ROTC non-scholarship program, and more USMA graduates reported satisfaction with their branches than did graduates of the other two programs. USMA graduates were least likely to report intent to stay in the Army for 20 years or until retirement than were the ROTC scholarship or non-scholarship groups. This lower level of career intent was related to the USMA graduates' expectations of an easier transition to civilian life and to their perceptions that benefits, career opportunities, and family life would be better in the civilian sector.

Although high levels of organizational commitment did not vary across racial/ethnic (White, Black, Hispanic) groups, Black

officers were more likely than White or Hispanic officers to report their intent to stay in the Army for 20 years or until retirement. Female officers, on the other hand, reported both a lower level of organizational commitment and a lower level of career intent than did male officers.

There also were some differences among groups with respect to dimensions of job satisfaction (supervisors, promotions, work itself, co-workers, pay, and family issues), with Black officers indicating greater satisfaction on five of the six dimensions and female officers reporting less satisfaction with family issues and more satisfaction with pay than male officers.

Implications. Some of the findings described in this report have implications for Army management. For example, if the lower level of career intent for USMA graduates actually results in more of those officers leaving the Army prematurely, what can the Army do to increase retention of such officers, assuming it wishes to do so? As women officers demonstrated lower levels of career intent, what can be done to increase their retention—again assuming that this is a desirable outcome? Because response patterns for both male and female officers indicated that those holding the most unfavorable views of the Army (e.g., concerning the promotion system and downsizing) were most likely to intend to leave the Army, what can be done to change such attitudes?

APPENDIX A

1996 SURVEY ON OFFICER CAREERS

SURVEY APPROVAL AUTHORITY: U.S. ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES
SURVEY CONTROL NUMBER: PERI-AO-96-9
RCS: MILPC-3

SURVEY ON OFFICER CAREERS

1996

* U.S. GOVERNMENT PRINTING OFFICE: 1996-386-702/00036

The Survey on Officer Careers (SOC) continues a research project to track the attitudes and experiences of officers during their careers in the Active Component of the United States Army. The U.S. Army Research Institute (ARI) began this project with the Longitudinal Research on Officer Careers (LROC) Survey which was conducted in 1988, 1989, 1990 and 1992. The SOC gives you an opportunity to provide input into the policy and program decisions impacting all officers. The survey questionnaire covers a wide range of issues related to your job, your career, and the Army. The results will be provided to senior Army leaders for their planning and policy and program decisions. The SOC provides the Army with in-depth coverage of issues and changes in an officer's career and in the officer corps over time.

Thank you for your support for this survey and your dedication to duty!

PRIVACY ACT STATEMENT

1. Public Law 93-573 (Privacy Act of 1974) requires that you be informed of the purpose and uses to be made of the information collected.
2. The Department of the Army may collect the information requested in this survey under the authority of 10 United States Code 2358. Use of Social Security Numbers is authorized by Executive Order 9397. Providing information in this questionnaire is voluntary. Failure to respond to any specific question will not result in any penalty.
4. The information collected in the survey will be used solely for research purposes. Your Social Security Number (SSN) is requested only for linking data files. In accordance with federal regulations, the survey data will be safeguarded to protect your privacy. After we have used your SSN to create the data files, a new identification code will be created to replace your SSN. The file linking your SSN to the new ID code will be placed in a classified safe at ARI. Only survey statisticians with a documented, approved need will have access to the linking file.
5. After you have completed the survey, please place the questionnaire in the business reply mail envelope provided, seal the envelope, and mail it.

Prepared by:

ARMY PERSONNEL SURVEY OFFICE
U.S. Army Research Institute
for the Behavioral and Social Sciences
ATTN: PERI-PS
5001 Eisenhower Avenue
Alexandria, VA 22333-5600

TELEPHONE: Commercial (703) 617-7801
DSN 767-7801

E-MAIL: APSO@ARI.FED.US

PLEASE DO NOT WRITE IN THIS AREA



11397

6. Did you participate in the Junior Reserve Officer Training Program (JROTC) during high school?

- No, there was no JROTC program at my high school.
- No, I did not participate in JROTC in high school.
- Yes, I participated in JROTC during the following grades: **MARK ALL THAT APPLY.**
 - 9th grade 11th grade
 - 10th grade 12th grade

7. If you participated in JROTC in high school, what was the service branch?

- Does not apply: I did not participate in JROTC.
- Army
- Navy
- Air Force
- Marines

8. Did you attend a military high school?

- No
- Yes, I attended during the following grades: **MARK ALL THAT APPLY.**
 - 9th grade 11th grade
 - 10th grade 12th grade

Please indicate your level of agreement with the following statements.

9. My pre-commissioning military training (USMA, ROTC, OCS) prepared me to . . . **MARK A RESPONSE FOR EACH.**

	Strongly disagree	
	Disagree	
	Neither agree nor disagree	
	Agree	
	Strongly agree	
master the requirements of my Branch Basic Course.		○ ○ ○ ○ ○
conduct oral presentations and briefings.		○ ○ ○ ○ ○
write memos and short reports.		○ ○ ○ ○ ○
be an effective officer.		○ ○ ○ ○ ○

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

19

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

11. What was the source of your commission?

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

12. Upon commissioning from ROTC, were you designated as a DMG (Distinguished Military Graduate)?

- Does not apply: I am not an ROTC graduate.
- Yes
- No

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

NOTE: FOR SINGLE-DIGIT RESPONSES, START WITH "0."

Years

	0	1	2	3
--	---	---	---	---

Completed

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

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

Years

	0	1	2	3
--	---	---	---	---

Expected

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

15. How many years of active duty service would you like to have completed by the time you leave the Army?

Years

	0	1	2	3
--	---	---	---	---

Like to

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

16. When you were first commissioned, how many years was your initial obligation to the Army?

Initial

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

Obligation

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

- I have completed my current obligation.

Months

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

Left

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

18. Please use the following scale to indicate (to the best of your recollection) how you felt at the time of each event/experience described below.

Has not happened yet
planning on a civilian career.
leaning towards a civilian career.
undecided.
leaning towards an Army career.
planning on an Army career.

When I began pre-commissioning training (e.g., USMA, ROTC, OCS), I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the time I received my commission, I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After my first leadership assignment (e.g., platoon leader), I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After my first staff-type assignment, I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the end of the Advanced Course, I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After my first company command assignment, I was ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right now I am ...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR BRANCH AND FUNCTIONAL AREA

19. In COLUMN A below, indicate the basic branch in which you were commissioned. MARK ONE.
20. In COLUMN B below, indicate your current branch (not detailed to). MARK ONE.
21. In COLUMN C below, indicate the branch you would like to be in (if you could choose any ONE branch).
22. Are you currently detailed to a branch other than your basic branch?
 Yes—In COLUMN D below, indicate the branch to which you are currently detailed. MARK ONE.
 No—GO TO QUESTION 23 ON PAGE 7.

	COL. A Originally Commissioned	COL. B Current Branch	COL. C Would Like To Be In	COL. D Currently Detailed to
COMBAT ARMS				
11—Infantry (IN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12—Armor (AR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13—Field Artillery (FA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14—Air Defense Artillery (AD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15—Aviation (AV)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18—Special Forces (SF)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21—Corps of Engineers (COE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COMBAT SUPPORT				
25—Signal Corps (SC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31—Military Police Corps (MP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35—Military Intelligence (MI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74—Chemical Corps (CM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COMBAT SERVICE SUPPORT				
42—Adjutant General's Corps (AG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44—Finance Corps (FC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
88—Transportation Corps (TC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
91—Ordnance Corps (OD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
92—Quartermaster Corps (QM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SPECIAL BRANCHES				
55—Judge Advocate General's Corps (JA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56—Chaplain (CH)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60—62—Medical Corps (MC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63—Dental Corps (DC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64—Veterinary Corps (VC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65—Army Medical Specialist Corps (AM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66—Army Nurse Corps (AN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67—Medical Service Corps (MS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Is your current branch your . . .

- first choice?
- second choice?
- third choice?
- fourth choice?
- Other

24. How close/far is the fit between your initial expectations versus the reality of your branch duties?

- Very close
- Close
- Borderline
- Far
- Very far

GO TO QUESTIONS 25-27
IN THE RIGHTHAND COLUMN.

25. Do you intend to try to transfer into a different branch?

- No, I am not interested in changing branches.
- No, I cannot get into the branch I want.
- Yes, but I do not expect to get the branch I want.
- Yes, and I do expect to get the branch I want.
- Undecided or don't know

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

- Excellent
- Very good
- Good
- Limited
- Very limited

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

- Excellent
- Very good
- Good
- Limited
- Very limited

28. In COLUMN A below, indicate the functional area you are now in. MARK ONE.

29. In COLUMN B below, indicate the functional area you would prefer (if you stay in the Army). MARK ONE.

	COL. A <u>Now</u>	COL. B <u>Prefer</u>
35—Military Intelligence	<input type="radio"/>	<input type="radio"/>
39—Psychological Operations and Civil Affairs	<input type="radio"/>	<input type="radio"/>
41—Personnel Programs Management	<input type="radio"/>	<input type="radio"/>
45—Comptroller	<input type="radio"/>	<input type="radio"/>
46—Public Affairs	<input type="radio"/>	<input type="radio"/>
47—USMA Permanent Faculty	<input type="radio"/>	<input type="radio"/>
48—Foreign Area Officer	<input type="radio"/>	<input type="radio"/>
49—Operations Research/Systems Analysis	<input type="radio"/>	<input type="radio"/>
50—Force Development	<input type="radio"/>	<input type="radio"/>
51—Research, Development and Acquisition	<input type="radio"/>	<input type="radio"/>
52—Nuclear Research and Operations	<input type="radio"/>	<input type="radio"/>
53—Systems Automation Officer	<input type="radio"/>	<input type="radio"/>
54—Operations, Plans and Training	<input type="radio"/>	<input type="radio"/>
70—Health Services	<input type="radio"/>	<input type="radio"/>
71—Laboratory Sciences	<input type="radio"/>	<input type="radio"/>
72—Preventive Medical Sciences	<input type="radio"/>	<input type="radio"/>
73—Behavioral Sciences	<input type="radio"/>	<input type="radio"/>
75—Veterinary Services	<input type="radio"/>	<input type="radio"/>
90—Logistics	<input type="radio"/>	<input type="radio"/>
97—Contracting and Industrial Management	<input type="radio"/>	<input type="radio"/>

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

Hours	<input type="text"/>	0	1	2	3	4	5	6	7	8	9
Per Week	<input type="text"/>	0	1	2	3	4	5	6	7	8	9

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

Hours	<input type="text"/>	0	1	2	3	4	5	6	7	8	9
Like to	<input type="text"/>	0	1	2	3	4	5	6	7	8	9

38. Under normal circumstances, what is the highest number of hours that you might be asked to work in a week on your job?

Highest	<input type="text"/>	0	1	2	3	4	5	6	7	8	9
No. of Hrs.	<input type="text"/>	0	1	2	3	4	5	6	7	8	9

39. How common is it for the number of hours you work per week to vary on this job?

- Very common
- Somewhat common
- Hard to say
- Somewhat uncommon
- Very uncommon

Please complete the next five questions with the response that is most true for you.

40. Most important to my personal pride is . . .

- my service to the Army and the U.S. as a soldier.
- my technical/professional skills.

41. When I think of myself as a professional, I compare myself most often with . . .

- Army leaders whom I know and respect.
- those who are respected in my technical/career field, whether or not they are in the Army.

42. The kind of work I enjoy most is available . . .

- only in the military.
- primarily in the military.
- equally in the military and civilian world.
- primarily in the civilian world.
- only in the civilian world.

43. Is there affordable, decent housing available at your current location—either on or off post?
MARK ALL THAT APPLY.

- Yes, on post
- Yes, off post
- No

44. If affordable, decent housing were available both on post and off post, I would generally prefer to live . . .

- on post.
- off post.

45. Given the nature of the work in your current assignment, how often do the following occur?

	Not at all	All of the time
Routines vary at a moment's notice	<input type="radio"/>	<input type="radio"/>
You are able to risk doing things differently	<input type="radio"/>	<input type="radio"/>
Changes occur gradually	<input type="radio"/>	<input type="radio"/>
Precise instructions for most tasks are provided	<input type="radio"/>	<input type="radio"/>
Decisions that you make must have novel approaches	<input type="radio"/>	<input type="radio"/>
You are able to influence changes in policies and procedures	<input type="radio"/>	<input type="radio"/>
You are able to make decisions independently	<input type="radio"/>	<input type="radio"/>

46. How satisfied are you with . . .
MARK A RESPONSE FOR EACH.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
your current assignment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the quality of supervision you receive in your current assignment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the kinds of assignments you have had?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the quality of information you have received about Army career options?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
opportunities for informal contacts with superiors/senior officers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your current compensation (pay, allowances, benefits, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the respect and recognition given to officers in your career field?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
social relations with peers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your current job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your career prospects in the Army?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your chances of being promoted?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the selection rates for promotion to the next higher rank?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the amount of time it takes to be selected for promotion to the next higher rank?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ARMY LIFE

57. Please use the following scale to indicate your level of agreement with the following statements. MARK A RESPONSE FOR EACH.

	Strongly disagree			
	Disagree			
	Neither agree nor disagree			
	Agree			
	Strongly agree			
Civilians are more likely to share my values and beliefs than other officers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An Army career would allow/allows me to attain the standard of living I want for myself/my family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One of the things I value most about the Army is the sense of community or camaraderie I feel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An Army career would/does create a lot of conflict between my work and my family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would rather be affiliated with the Army than any civilian organization I know of.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An Army career would allow/allows me to maintain the kind of balance I want between my work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even if I had an offer of a bit more pay from a civilian organization, I would be reluctant to leave the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would discourage a close friend from joining the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The demands of an Army career would/does make it difficult to have the kind of family life I would like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can count on Army people to help out when needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently feel like leaving the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am quite proud to tell people that I am in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am really a part of the Army organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For me, a rewarding career can compensate for limited personal/family time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can get ahead in the Army doing the kinds of work I like best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An Army career would allow/allows me to provide my family with the opportunities and experiences I think are most important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Extremely dissatisfied			
	Dissatisfied			
	Neutral or mixed feelings			
	Satisfied			
	Extremely satisfied			
personal and family life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
life as an officer?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
support received from branch assignment officer(s)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
time available to pursue personal life goals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
relationships with superior/senior officers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
relationships with peers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
relationships with subordinates?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with . . . MARK A RESPONSE FOR EACH.

personal and family life?
 life as an officer?
 support received from branch assignment officer(s)?

time available to pursue personal life goals?
 relationships with superior/senior officers?
 relationships with peers?
 relationships with subordinates?

Listed on this page are some of the factors officers may consider when making career decisions.

59. Please use the scale below to indicate the importance of these factors to your career decision.

MARK A RESPONSE FOR EACH.

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

TOP 3 FACTORS: In responding to the next 3 questions (60, 61 and 62), please select the three factors from 1-22 in Question 59 above that are most critical to your own decision about staying in or leaving the Army.

Please select only one response for each of the following questions.

60. Fill in the circle with the item number of the first most important factor. MARK ONLY ONE.

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪
⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ ⑳ ㉑ ㉒

61. Fill in the circle with the item number of the second most important factor. MARK ONLY ONE.

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪
⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ ⑳ ㉑ ㉒

62. Fill in the circle with the item number of the third most important factor. MARK ONLY ONE.

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪
⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ ⑳ ㉑ ㉒

CIVILIAN ALTERNATIVES

63. Please use the scale below to indicate how you perceive conditions in the military compared with conditions in a civilian job you could realistically expect to get. MARK A RESPONSE FOR EACH.

	Much better in Army	Somewhat better in Army	About the same	Somewhat better in civilian life	Much better in civilian life	Don't know
1. Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Benefits other than retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Assistance for civilian graduate education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Overall standard of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Opportunities to advance in your chosen field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Opportunities for job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Quality of co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Your feelings about the organization mission/goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Working hours/schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Employment/educational opportunities for spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Spouse's overall satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Quality of child care/schools/youth facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Time for personal/family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Length of maternity/paternity leave available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Overall quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Level of integrity in the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Level of professionalism in the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Personal freedom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Total family income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ARMY LIFE EXPECTATIONS

64. If you were to stay in the Army, to what extent would you expect to . . .
MARK A RESPONSE FOR EACH.

	Much less than I like				
	Less than I like				
	About right for me				
	More than I like				
	Much more than I like				
participate in field exercises and/or combat training?					○ ○ ○ ○ ○
work in your functional area?					○ ○ ○ ○ ○
work in your branch?					○ ○ ○ ○ ○

65. How many weeks would you expect to spend away from home in a typical year (including TDY, field exercises, training, alerts, etc.)?
IF LESS THAN 10, START WITH "0."

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

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

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

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

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

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

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

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

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

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

70. How do you feel about . . .
MARK A RESPONSE FOR EACH.

	Very willing to accept				
	Somewhat willing to accept				
	Mixed feelings or neutral				
	Somewhat reluctant to accept				
	Very reluctant to accept				
the number of weeks per year you would typically spend away from home?					○ ○ ○ ○ ○
the number of unaccompanied tours you would probably have over the course of a career?					○ ○ ○ ○ ○
the amount of flexibility you would have to adjust your schedule or take time off for personal or family reasons?					○ ○ ○ ○ ○
the amount of control you would have over the timing of trips/assignments that would take you away from home?					○ ○ ○ ○ ○
the frequency with which personal or family plans would be disrupted by job demands/Army requirements?					○ ○ ○ ○ ○
the average length of time you would stay in one location before a PCS?					○ ○ ○ ○ ○
the number of PCS moves over the course of your career?					○ ○ ○ ○ ○

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

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

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

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

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

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

74. How competitive for schools and promotions would you be if you were to be evaluated right now, taking the nature of your assignments—as well as your performance—into account.

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

75. Have the reductions in the size of the Army made you more or less interested in staying in the Army now than you were a year ago?

- Much more interested
- More interested
- About the same
- Less interested
- Much less interested
- Undecided

76. How does the Army's involvement in multinational contingency missions (e.g., peace-keeping) affect your career intentions?

- I intend to stay longer.
- I intend to leave sooner.
- No change in my career intentions
- Not sure

77. Do the recent changes in the Officer Professional Development System (OPDS) make you more or less interested in staying in the Army than you were a year ago?

- No basis to judge: I have not heard about or do not know enough about the OPDS changes.
- Much more interested
- More interested
- About the same
- Less interested
- Much less interested
- Undecided

78. If the Army has to continue with a drawdown, to what extent do you think each of the following programs should be used to meet end-strength requirements? MARK A RESPONSE FOR EACH.

	No basis to judge	Not at all	Slight extent	Moderate extent	Great extent
Voluntary Separation Incentive/ Special Separation Bonus Programs (VSI/SSB) [used as an alternative to a RIF]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Voluntary Early Release/Retirement Program (VERRP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction-in-Force (RIF)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Selective Early Retirement Board (SERB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion slowdown	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion selection rate reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. All in all, how satisfied are you with your job?

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

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

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

81. How would you rate your current level of morale?

- Very high
- High
- Moderate
- Low
- Very low

82. At the present time, what level of strain, conflict, or stress—if any—are you experiencing . . . MARK A RESPONSE FOR EACH.

	None	Very low	Moderate Low	High	Very high
in your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in your personal life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in your family life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FAMILY MATTERS

83. In general, how well has your family adjusted to the demands of being an "Army family"? MARK ONE.

Does not apply; I am not married and do not have dependent children.

Extremely Well		Neither				Extremely Badly
▼		▼				▼
1	2	3	4	5	6	7
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

84. How satisfied are you with the support and concern the Army has for your family?

- Does not apply; I am not married and do not have dependent children.
- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

85. What is your current marital status? MARK ONE.

- Married
- Legally separated or filing for divorce
- Single, never married
- Single, engaged to be married
- Divorced
- Widowed

86. Are you now engaged or significantly involved in a relationship with someone? In other words, is there an important girlfriend/boyfriend in your life right now?

- Does not apply; I am currently married
- Yes
- No

➔ **GO TO QUESTION 100 ON PAGE 16.**

87. Where is your spouse currently living?

- Does not apply; I am single, divorced or widowed.
- With me at my current CONUS location
- With me at my current OCONUS location
- Not with me and within the 48 continental U.S.
- Not with me and outside the 48 continental U.S.

88. Is your spouse/girlfriend/boyfriend currently serving on active duty in the U.S. Armed Forces?

- No
- Yes, on active duty in the Army
- Yes, on active duty with another U.S. service

89. Is your civilian spouse/girlfriend/boyfriend currently working in a civilian job (including a job with the U.S. Army/Department of Defense)? MARK ONE.

- Does not apply: my spouse/girlfriend/boyfriend is on active duty.
- Yes, full-time
- Yes, part-time
- No, but is currently looking for work
- No, not looking for work but would like to work
- No, does not want to work now

90. How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?

- Very supportive
- Fairly supportive
- Mixed or neutral
- Fairly unsupportive
- Very unsupportive

91. When your spouse/girlfriend/boyfriend was growing up, did he/she have a parent/guardian who was career active duty military?

- Yes
- No
- Don't know

92. Has your spouse/girlfriend/boyfriend ever served in the military?

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

93. What is the highest level of education your spouse/girlfriend/boyfriend has completed?

- Less than high school degree
- High school degree, GED, or equivalent
- Some college, no degree
- Graduate of 2-year college or technical school
- Graduate of 4-year college
- Some graduate school courses, no degree
- Masters degree
- Doctorate or professional degree, such as MD, DDS, or JD

CURRENT EVENTS

94. Does your spouse/girlfriend/boyfriend plan to get additional education/training? **MARK ONE.**

- No
- Yes, currently in school/training
- Yes, planning additional education/training

95. How difficult do you think it would be for your spouse/girlfriend/boyfriend to get the kind of jobs/career opportunities he/she wants if you decide to make the Army a career?

- Does not apply; my spouse/girlfriend/boyfriend is not interested in a paid job.
- Does not apply; I have already decided to make the Army a career.
- Very difficult
- Difficult
- Not especially difficult or easy
- Easy
- Very easy
- Don't know

96. How difficult do you think it would be for your spouse/girlfriend/boyfriend to get the kind of jobs/career opportunities he/she wants if you left the Army at your next opportunity?

- Does not apply; my spouse/girlfriend/boyfriend is not interested in a paid job.
- Very difficult
- Difficult
- Not especially difficult or easy
- Easy
- Very easy
- Don't know

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

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

98. Overall, how satisfied is your spouse/girlfriend/boyfriend with the Army as a way of life?

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

99. How satisfied is your spouse/girlfriend/boyfriend with the support and concern the Army has for your family?

- Does not apply; I do not have a family.
- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

100. As a result of world events in the late 1980s and thus far in the 1990s and with the decreasing size of the Army, please indicate the likelihood that the following may occur:
MARK A RESPONSE FOR EACH.

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
You will work more hours than you do now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will be able to stay in the Army and get promoted on or ahead of schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will be able to stay in the Army beyond your current obligation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will be allowed to serve until eligible for retirement from the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The best field grade officers will stay in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The best company grade officers will stay in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The best Sr. NCOs will stay in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The best Jr. NCOs will stay in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The best junior enlisted soldiers will stay in the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will be involuntarily released from the Army.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
101. If further/additional troop reductions are made, how likely is it that the reductions will result in the following: MARK A RESPONSE FOR EACH.					
Readiness will suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale will suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family will suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
102. In the past, the Army has been called upon to deploy troops to certain regions of the world in response to urgent international situations. Did you personally deploy/relocate to any of the following locations during the time periods indicated? MARK ALL THAT APPLY.					
<input type="checkbox"/> Vietnam (March 1962–January 1973)					
<input type="checkbox"/> Grenada (October 1983–November 1983)					
<input type="checkbox"/> Panama (December 1989–January 1990)					
<input type="checkbox"/> Southwest Asia (August 1990–April 1991)					
<input type="checkbox"/> Somalia (December 1992–March 1994)					
<input type="checkbox"/> Macedonia (July 1993–present)					
<input type="checkbox"/> Haiti (September 1994–present)					
<input type="checkbox"/> Bosnia (December 1995–present)					
<input type="checkbox"/> Does not apply; I have not been deployed to any of these.					

BACKGROUND INFORMATION

103. What is your current rank?

- 2LT
- 1LT
- CPT
- MAJ
- LTC
- COL

104. In what year were you born?

19					4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9

105. When you were growing up, did you have a parent/guardian who was career active duty military?

- Yes
- No

106. Are you male or female?

- Male
- Female

107. How many dependent children do you have (for whom you provide over half of their support)?

- None
- 1
- 2
- 3 or more

108. How many of your dependent children are now living with you?

- Does not apply; I have no dependent children.
- None
- 1
- 2
- 3 or more

109. How old is your youngest dependent child?

- Does not apply; I have no dependent children.
- Under 2 years old
- 2-4
- 5-11
- 12-17
- 18 or over

110. Are you or your spouse currently expecting a child (i.e., next 9 months)?

- Yes
- No

111. Are you of Hispanic/Spanish origin or ancestry?

- No
- Yes, Mexican, Mexican American, Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Hispanic/Spanish

112. What is your racial background?

- American Indian, Eskimo or Aleut
- Asian or Pacific Islander
- Black
- White
- Other (Please list on page 19.)

113. What is the highest level of education you have completed?

- Some college
- Bachelor's degree
- Some graduate school credits
- Master's degree or equivalent
- Doctorate or professional degree, such as MD, DDS, or JD

114. What was/were your major field(s) of study? Include completed undergraduate and graduate degrees. **MARK ALL THAT APPLY.**

- Does not apply; I did not receive a degree.
- Biological Sciences
- Business/Finance/Public Administration
- Computer Sciences/Statistics
- Engineering/Applied Sciences
- Humanities
- Law
- Medical/Dental
- Nursing
- Physical Sciences/Math
- Social Sciences/Education
- Other (Please list on page 19.)

115. How close/far is the fit between your college major(s) and your branch duties?

- Very close
- Close
- Borderline
- Far
- Very far

116. What is your current status?

- RA (Regular Army)
- OTRA (Other Than Regular Army)
- Other (Please list on page 19.)

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

- I plan to stay in the Army beyond 20 years.
- I plan to stay in the Army until retirement (e.g., 20 years or sooner).
- I plan to stay in the Army beyond my obligation, but am undecided about staying until retirement.
- I am undecided whether I will stay in the Army upon completion of my obligation.
- I will probably leave the Army upon completion of my obligation.
- I will definitely leave the Army upon completion of my obligation.

118. To which major command, agency, or field operating agency are you assigned?

- US Army Europe and Seventh Army (USAREUR)
- US Army Pacific (USARPAC)
- 8th US Army, Korea (EUSA)
- US Army South (USARSO)
- US Army Materiel Command (AMC)
- Military Traffic Management Command (MTMC)
- US Army Criminal Investigation Command (CIDC)
- US Army Forces Command (FORSCOM)
- US Army Training and Doctrine Command (TRADOC)
- US Army Medical Command (MEDCOM)
- US Army Information Systems Command (USAISC)
- US Army Military District of Washington (MDW)
- Secretary of Defense or Joint Activity (JCS, DIA, and Other Defense Agencies)
- US Army Intelligence and Security Command (INSCOM)
- US Military Academy (USMA)
- US Army Recruiting Command (USAREC)
- US Army Corps of Engineers (COE)
- US Army Special Operations Command (USASOC)
- US Army Space and Strategic Defense Command (SSDC)
- Army Staff or Field Operating Agencies
- Other (Please list on page 19.)

119. Please print your Social Security Number in the boxes below; then fill in the circle with the matching number.

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

[Note: Use of Social Security Numbers is authorized by Executive Order 9397. Only persons involved in collecting or preparing the information for analysis will have access to completed questionnaires. Only group statistics will be reported.]

**THANK YOU FOR YOUR TIME
AND COOPERATION!**

ADDITIONAL COMMENTS

If you would like to make any comments on the topics of this survey or any other Army topics of concern to you and your family members, please write them in the space below.

If applicable, please indicate the question number to which your comment is related.

PLEASE DO NOT WRITE IN THIS AREA



11397



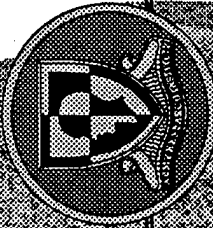
APPENDIX B

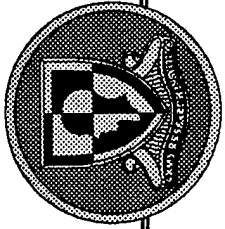
BRIEFING CHARTS FOR OFFICER ATTITUDES BY COMMISSIONING SOURCE

From the 1996 Survey on Officer Careers

COMPARISON OF OFFICER ATTITUDES BY SOURCE OF COMMISSION

Prepared by:
U.S. Army Research Institute
Army Personnel Survey Office
5001 Eisenhower Avenue
Alexandria, VA 22333-5600
(703) 617-7801
DSN 767-7801

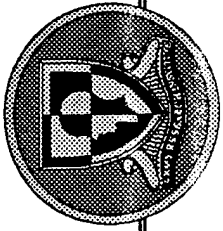




BACKGROUND

PURPOSE.....

**Collect survey data on
officer careers that
addresses key issues and
informs policy-makers**



BACKGROUND

➔ Project Athena (1976-1980)

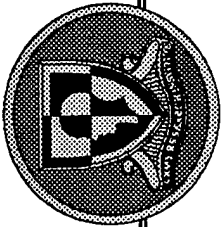
Studied impact of women in USMA

➔ Project Proteus (1980-1987)

**Career development for 1980 class
Focused on career commitment and
pre-commissioning training**

➔ Longitudinal Research on Officer Careers (LROC) Survey

Conducted in 1988, 1989, 1990, and 1992

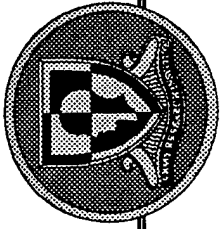


PRODUCTS

➔ **BRIEFINGS OF RESULTS**

➔ **TOPICAL REPORTS**

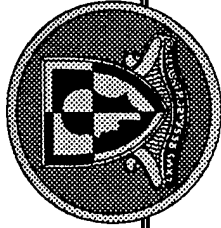
- Newsletter format
- Minimal technical detail
- Focus on policy issues
- Responsive to stakeholders



PRODUCTS

Topical Reports Now Available

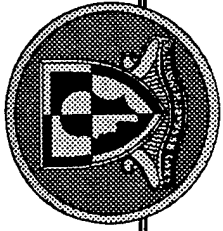
- ★ *Officer Attitudes by Commissioning Source*
- ★ *Career Expectations by Type of Branch Assignment*
- ★ *Analysis of Differences in Attitudes Toward the Army Among Racial and Gender Groups*
- ★ *Analysis of Officers Intentions to Remain with the Army*



PRODUCTS

Future Reports Will Include:

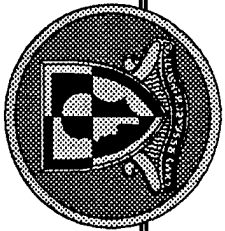
- ★ *Relationships between Officers' Attitudes and Attrition Behaviors by Source of Commission*
- ★ *Analyses of the Effects of OPTEMPO and the Drawdown on Officers' Attitudes*
- ★ *Analysis of Factors Differentiating Officers Who Leave the Army*
- ★ *Officer Attitudes and Experiences by Race and Gender Over Time*



FOCUS OF SURVEY

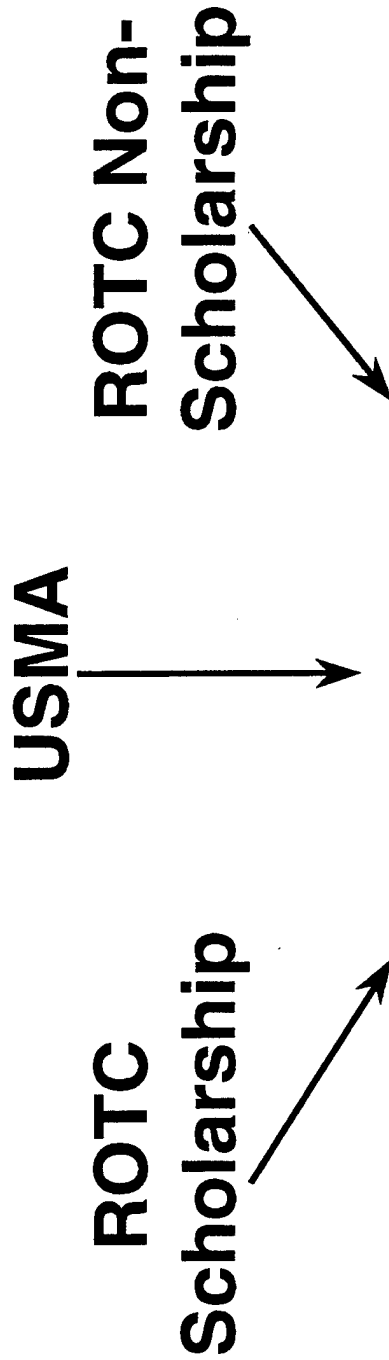
1996 SURVEY ON OFFICER CAREERS

- ➔ **More than 10,000 officers responded**
- ➔ **Issues Addressed**
 - Satisfaction--Peers, Supervisor, Work
 - Army vs. Civilian Life
 - Influences on Career Decisions
 - Retention Propensity
 - Self-Assessments
 - Current Events (e.g.. downsizing)

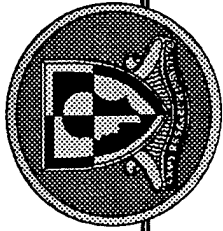


FOCUS OF BRIEFING

Commissioning Source



Do officers' attitudes differ significantly, based on their commissioning source?

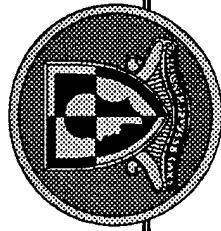


PRE-COMMISSIONING TRAINING

↑ ROTC Non-scholarship officers are least likely ...

↑ USMA officers are most likely ...

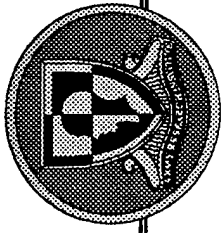
to report that pre-commissioning training prepared them to handle selected aspects of their duties as an officer



PRE-COMMISSIONING TRAINING

My pre-commissioning military training prepared me to :	ROTC Non-Scholarship	ROTC Scholarship	USMA
be an effective officer	SE = +/-2% 73%	SE = +/-2% 78%	SE = +/-2% 95%
conduct oral presentations and briefings	61%	69%	95%
master the requirements of my branch basic course	53%	58%	81%
write memos and short reports	45%	55%	89%

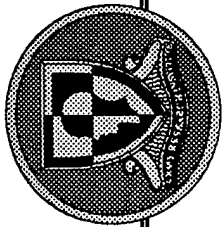
PERCENT OF OFFICERS WHO AGREE/STRONGLY AGREE



SATISFACTION WITH BRANCH

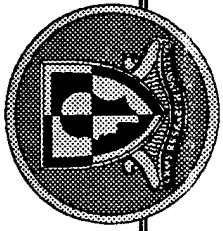
USMA officers are most likely to ...

- ➔ have received their branch of “first choice”**
- ➔ indicate a close fit between expectations and branch duties**
- ➔ be in and want to be in Combat Arms**



SATISFACTION WITH BRANCH

	ROTC Non-Scholarship	ROTC Scholarship	USMA
Is your current branch your first choice?	SE = +/-2% 63%	SE = +/-2% 66%	SE = +/-2% 87%
Indicate your current branch (Combat Arms)	50%	50%	80%
Indicate the branch you would like to be in (Combat Arms)	55%	53%	78%
How close is the fit between your initial expectations versus the reality of your branch duties? (Very close/close)	69%	67%	73%



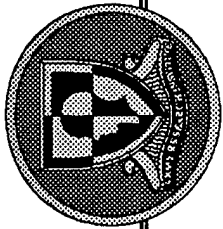
JOB - CAREER - MORALE

ROTC officers are most likely to ...

**↑ be satisfied/very satisfied with
their current jobs**

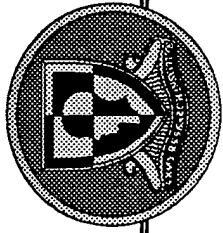
**↑ be satisfied/very satisfied with
their career**

↑ report a higher level of morale



JOB - CAREER - MORALE

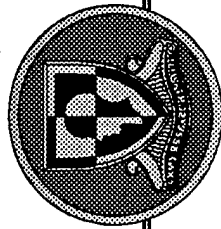
	ROTC Non-Scholarship	ROTC Scholarship	USMA
	SE = +/-2%	SE = +/-2%	SE = +/-2%
Very satisfied/satisfied with job	79%	77%	72%
Very satisfied/satisfied with career prospects	65%	62%	56%
Very high/high current level of morale	54%	50%	45%



CAREER INTENTIONS

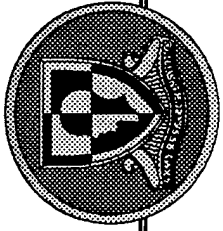
- ➔ **USMA officers are least likely ...**
- ➔ **ROTC Non-Scholarship officers are most likely ...**

**to report an intent to stay in the Army until
until retirement both now and at various
times over their careers**



CAREER INTENTIONS

	ROTC Non-Scholarship SE = +/-2%	ROTC Scholarship SE = +/-2%	USMA SE = +/-2%
Planning/leaning towards an Army career when commissioned	74%	68%	63%
Planning/leaning towards an Army career after first staff assignment	71%	60%	54%
Planning/leaning towards an Army career at the end of the Advanced Course	82%	75%	72%
Currently planning to stay until retirement or beyond	75%	62%	54%



CIVILIAN VS MILITARY LIFE

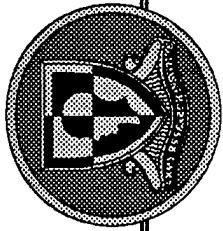


USMA officers are most likely ...



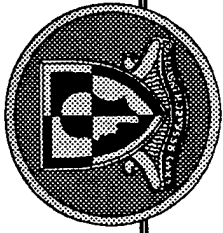
ROTC Non-Scholarship officers are least likely ...

to rate aspects of civilian life more highly than military life, and to believe transition to civilian life would be easy/very easy



CIVILIAN VS MILITARY LIFE

	ROTC Non-Scholarship SE = +/-2%	ROTC Scholarship SE = +/-2%	USMA SE = +/-2%
Much better/somewhat better in civilian life			
Total family income	65%	71%	86%
Pay	63%	70%	87%
Overall standard of living	54%	60%	73%
Spouse's overall satisfaction	65%	58%	54%
Overall quality of life	54%	58%	67%
Opportunities to advance in your chosen field	36%	41%	52%
Very easy/easy to do the following:			
Find a new job	44%	53%	68%
Leave Army in the next year	27%	37%	51%

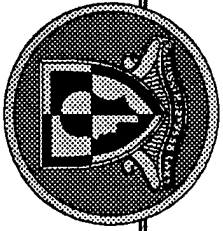


SUMMARY

THERE ARE ATTITUDINAL DIFFERENCES AMONG OFFICERS BASED ON COMMISSIONING SOURCE

USMA officers are most likely to report ...

- pre-commissioning training is effective**
- they are satisfied with their branch**
- things would be better in civilian life**
- transition to civilian life would be easy/very easy**

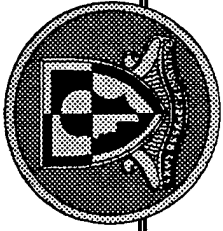


SUMMARY

THERE ARE ATTITUDINAL DIFFERENCES AMONG OFFICERS BASED ON COMMISSIONING SOURCE

ROTC officers are more likely to report ...

- satisfaction with their jobs**
- satisfaction with their careers**
- high or very high level of morale**
- they intend to stay to retirement**



FUTURE DIRECTION

**Are the findings from the 1996 SOC
different from previous surveys?**

**Is there a difference in the actual rate
of attrition by commissioning
source?**

**Has downsizing had a differential
impact?**

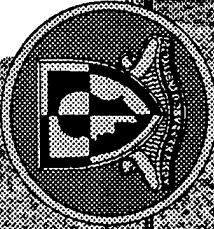
APPENDIX C

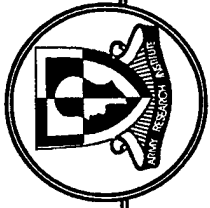
BRIEFING CHARTS FOR DIFFERENCES IN ATTITUDES TOWARD THE ARMY AMONG RACIAL AND GENDER GROUPS

From the 1996 Survey on Officer Careers

COMPARISON OF OFFICER ATTITUDES BY RACIAL AND GENDER GROUPS

Prepared by:
U.S. Army Research Institute
Army Personnel Survey Office
5001 Eisenhower Avenue
Alexandria, VA 22333-5600
(703) 617-7801
DSN 767-7801

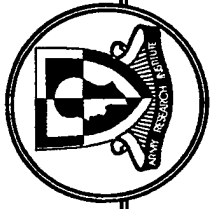




BACKGROUND

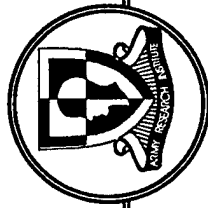
PURPOSE.....

**Collect survey data on
officer careers that
addresses key issues and
informs policy-makers**



BACKGROUND

- ➔ **Project Athena (1976-1980)**
Studied impact of women in USMA
- ➔ **Project Proteus (1980-1987)**
Focused on career issues and career
commitment for USMA classes 1980-1984
- ➔ **Longitudinal Research on Officer
Careers (LROC) Survey**
Conducted in 1988, 1989, 1990, and 1992

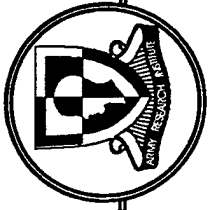


PRODUCTS

➔ BRIEFINGS OF RESULTS

➔ TOPICAL REPORTS

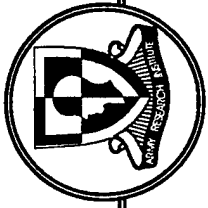
- Newsletter format
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- Focus on policy issues
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PRODUCTS

Topical Reports Now Available

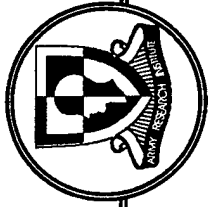
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PRODUCTS

Future Reports Will Include:

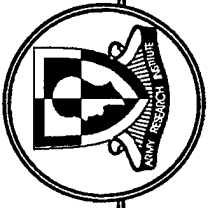
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FOCUS OF SURVEY

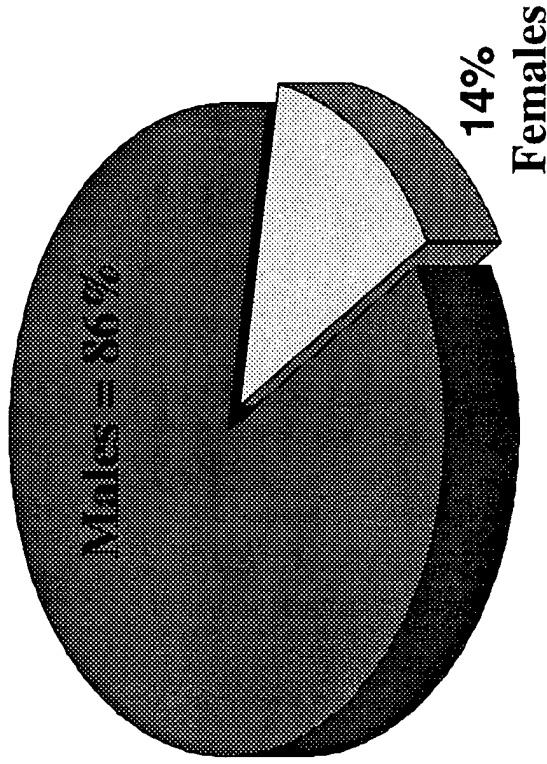
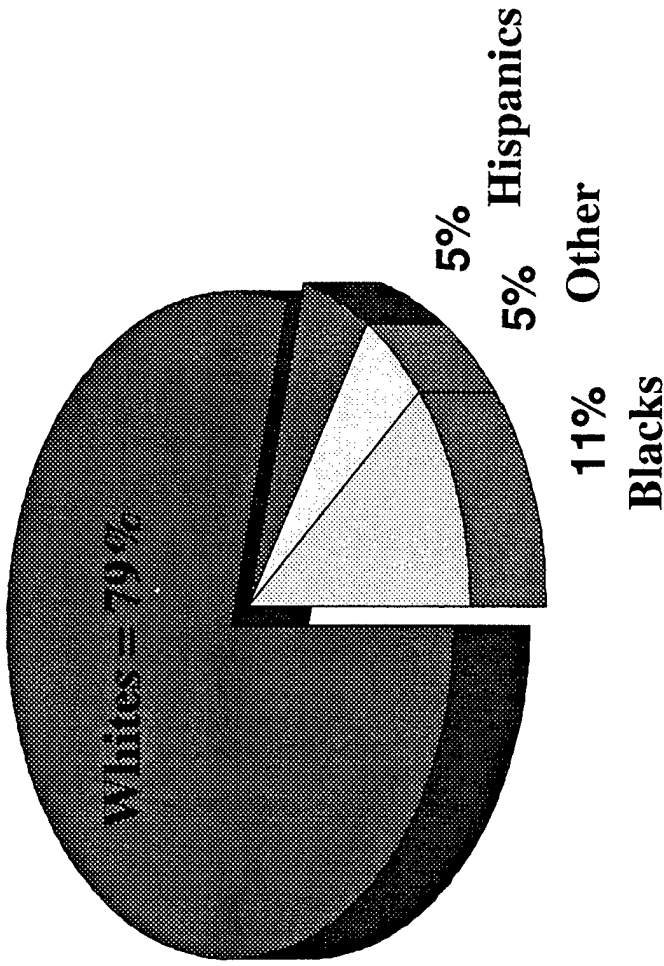
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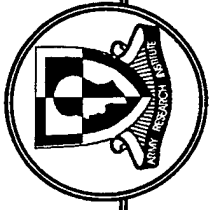


FOCUS OF BRIEFING

Racial and Gender Groups



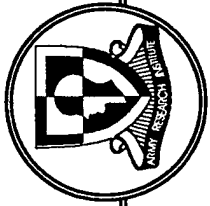
➔ Are there differences in the attitudes of officers, based on racial/ethnic background or gender?



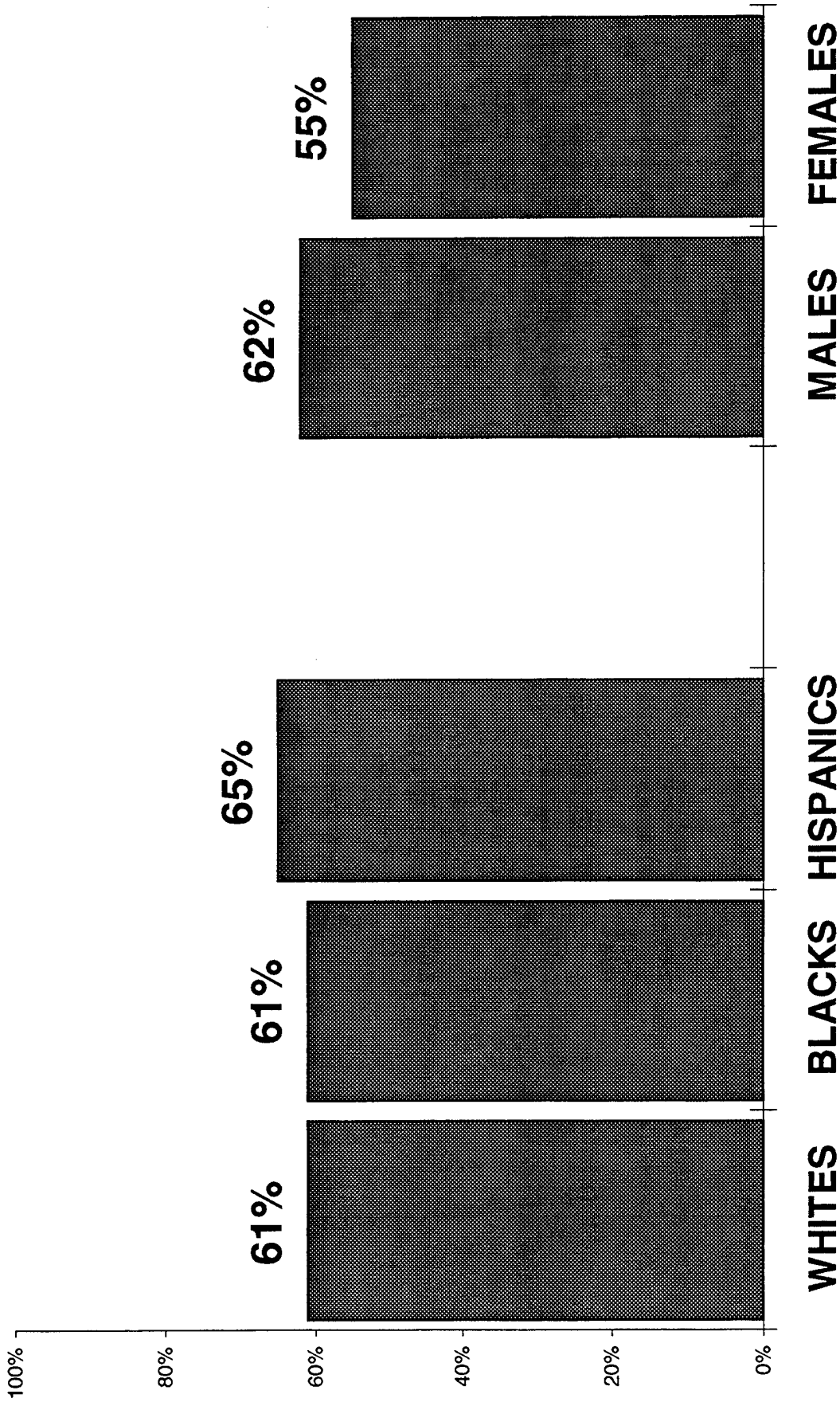
ORGANIZATIONAL COMMITMENT

**3 OUT OF 5 OFFICERS
(REGARDLESS OF RACE)
REPORT BEING HIGHLY
COMMITTED TO THE ARMY**

**MALE OFFICERS ARE
SIGNIFICANTLY MORE LIKELY
THAN FEMALES TO REPORT
BEING HIGHLY COMMITTED**

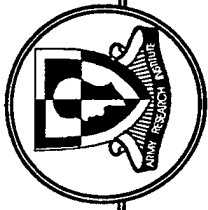


ORGANIZATIONAL COMMITMENT



Data from the 1996 Survey
on Officer Careers (SOC)

Army Personnel Survey Office
U.S. Army Research Institute

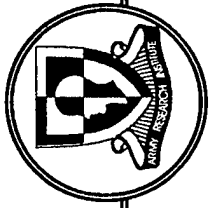


CAREER INTENT

**BLACK OFFICERS AND MALE
OFFICERS ARE MOST LIKELY TO
REPORT THEY WILL STAY UNTIL
RETIREMENT**

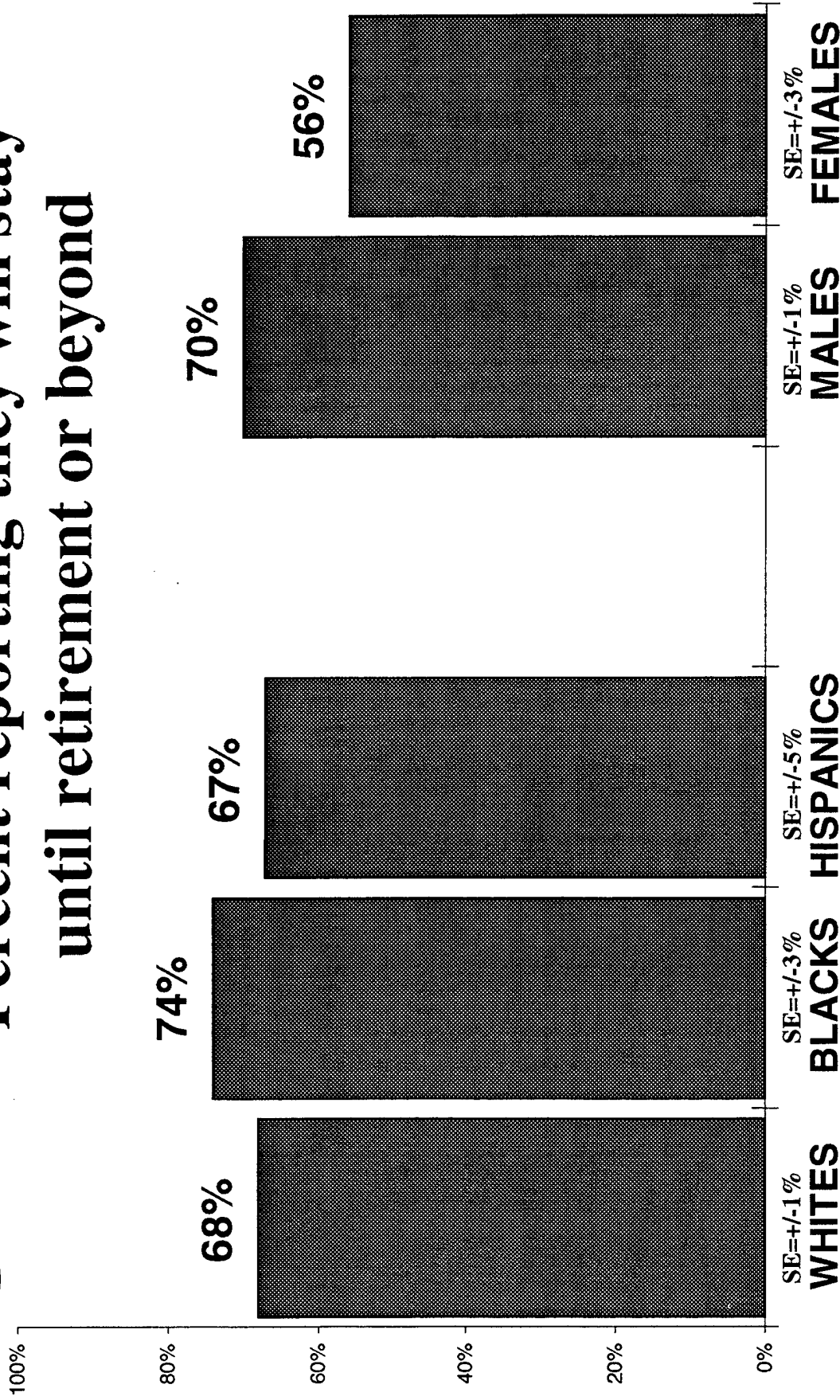
Data from the 1996 Survey
on Officer Careers (SOC)

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U.S. Army Research Institute



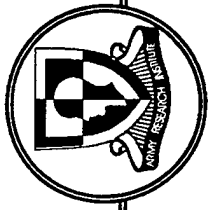
CAREER INTENT

Percent reporting they will stay until retirement or beyond



Data from the 1996 Survey on Officer Careers (SOC)

Army Personnel Survey Office
U.S. Army Research Institute

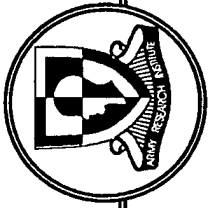


SATISFACTION WITH ARMY LIFE

BLACK OFFICERS ARE ...

MOST LIKELY TO BE SATISFIED WITH

- THE WORK ITSELF (76%)
- FAMILY ISSUES (58%)
- PROMOTIONS (47%)
- PAY (46%)

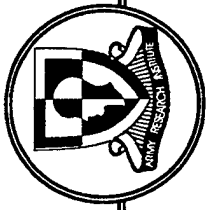


SATISFACTION WITH ARMY LIFE

WHITE OFFICERS ARE ...

MOST LIKELY TO BE SATISFIED WITH
--COWORKERS (70%)

AND LEAST LIKELY TO BE SATISFIED
WITH
--PAY (31%)



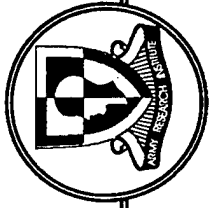
SATISFACTION WITH ARMY LIFE

**MALE OFFICERS ARE MORE
LIKELY TO BE SATISFIED WITH**

--FAMILY ISSUES (41%)

**FEMALE OFFICERS ARE MORE
LIKELY TO BE SATISFIED WITH**

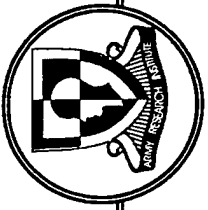
--PAY (44%)



SATISFACTION WITH ARMY LIFE

	Whites ±1%	Blacks ±3%	Hispanics ±5%	Males ±1%	Females ±3%
<i>Satisfaction with...</i>					
COWORKERS	70%	64%	62%	69%	67%
WORK ITSELF	68%	76%	67%	69%	66%
SUPERVISORS	64%	70%	60%	64%	60%
PROMOTIONS	39%	47%	39%	40%	38%
FAMILY ISSUES	38%	58%	43%	41%	35%
PAY	31%	46%	40%	33%	44%

SE=
Red indicates a significant difference from one other group (both are in red) or both other groups

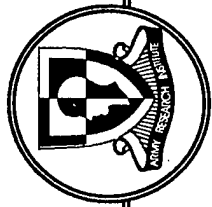


EXPECTATIONS AND REALITY

HISPANIC OFFICERS AND FEMALE OFFICERS ARE LEAST LIKELY TO REPORT A CLOSE/EVERY CLOSE FIT BETWEEN INITIAL EXPECTATIONS AND ACTUAL BRANCH DUTIES

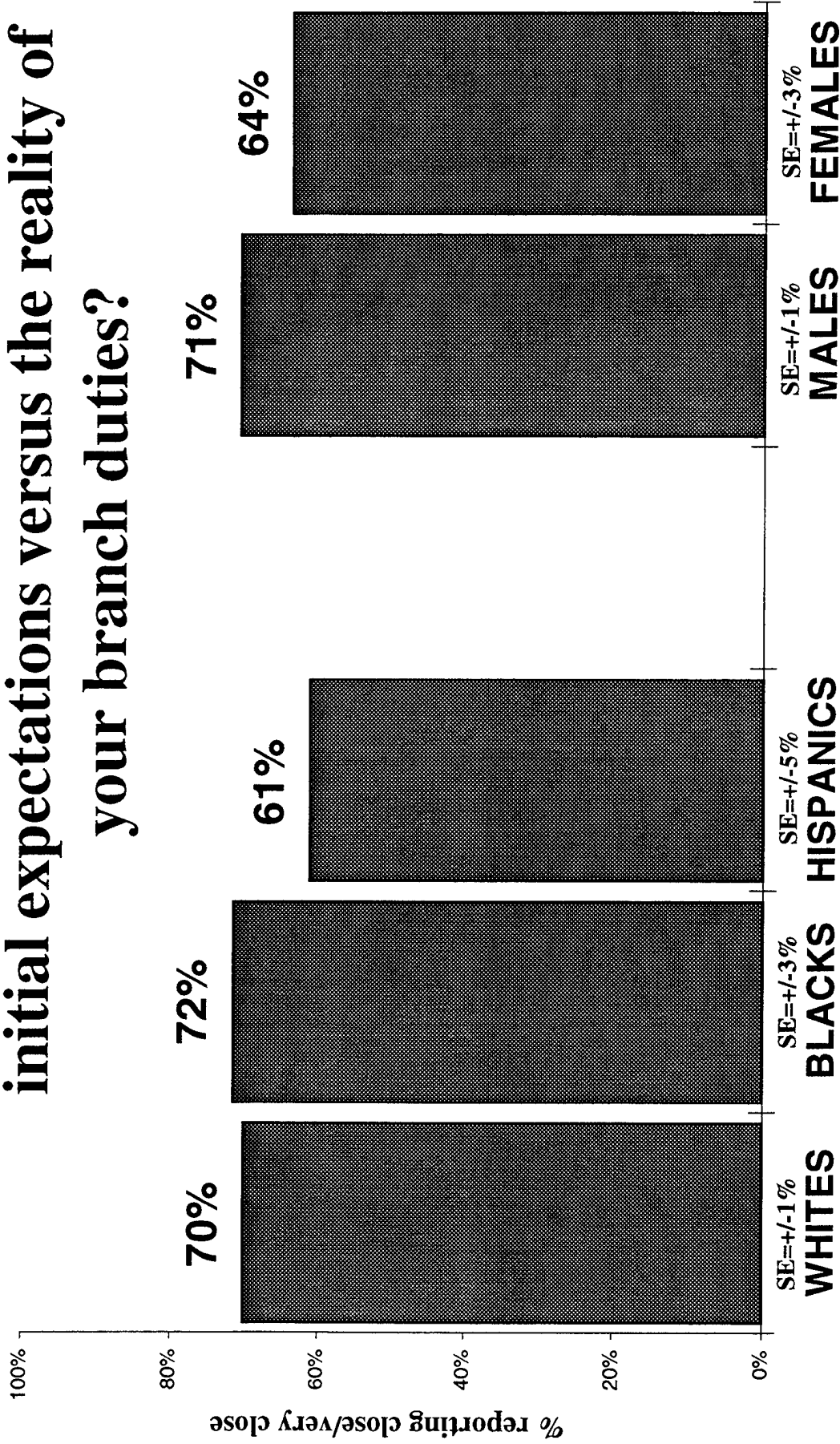
Data from the 1996 Survey
on Officer Careers (SOC)

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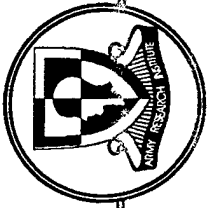
EXPECTATIONS AND REALITY

How close/far is the fit between your initial expectations versus the reality of your branch duties?



Data from the 1996 Survey on Officer Careers (SOC)

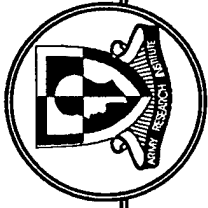
Army Personnel Survey Office
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COMMAND OPPORTUNITIES

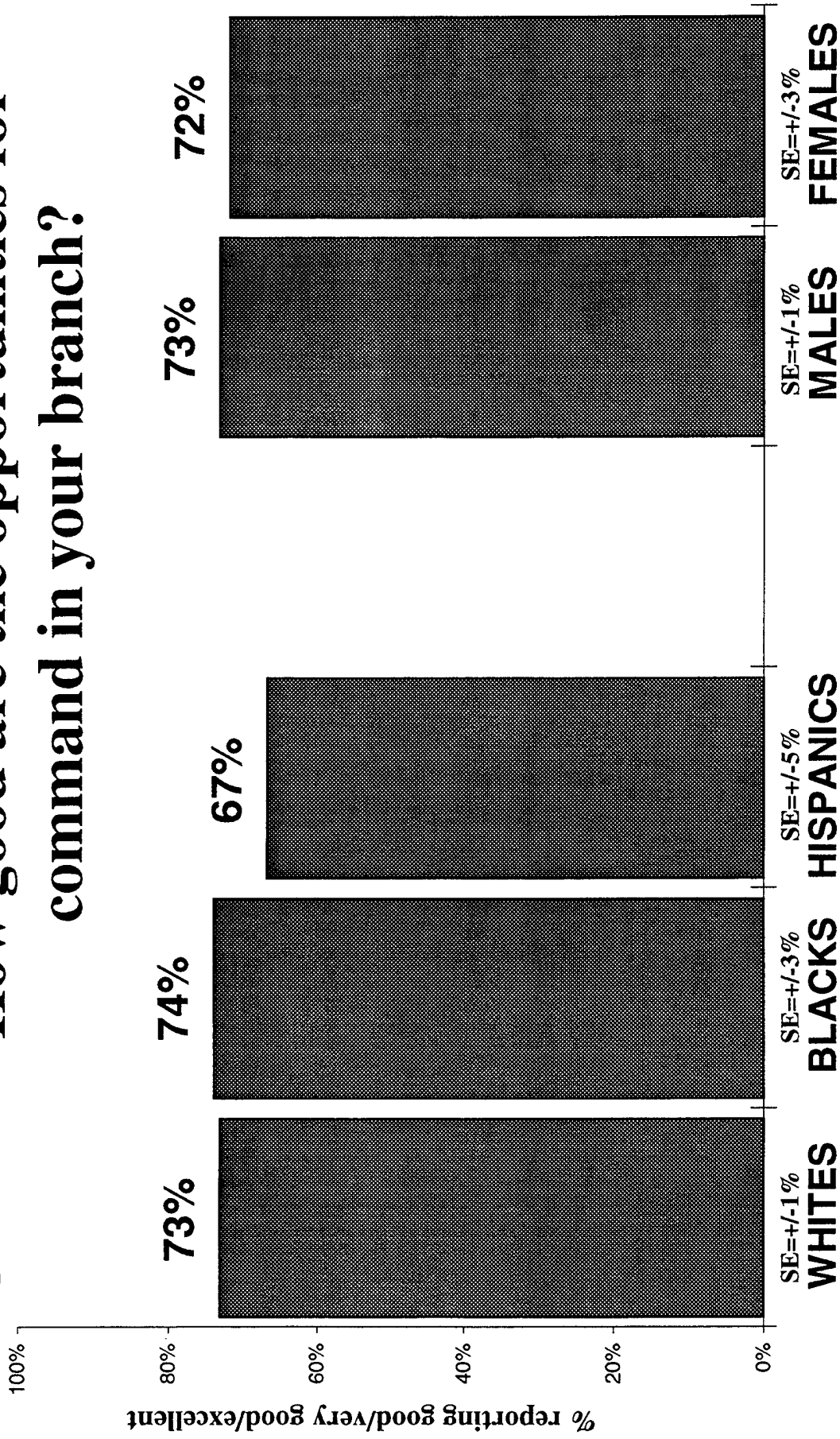
WITH THE EXCEPTION OF HISPANIC OFFICERS, OVER 7 OUT OF 10 OFFICERS RATE COMMAND OPPORTUNITIES AS GOOD/VERY GOOD/EXCELLENT

THE MAJORITY OF ALL OFFICERS (REGARDLESS OF RACE/GENDER) BELIEVE ADVANCEMENT OPPORTUNITIES ARE GOOD/VERY GOOD/EXCELLENT



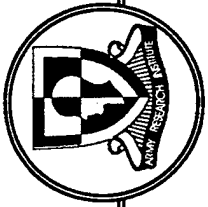
COMMAND OPPORTUNITIES

How good are the opportunities for command in your branch?



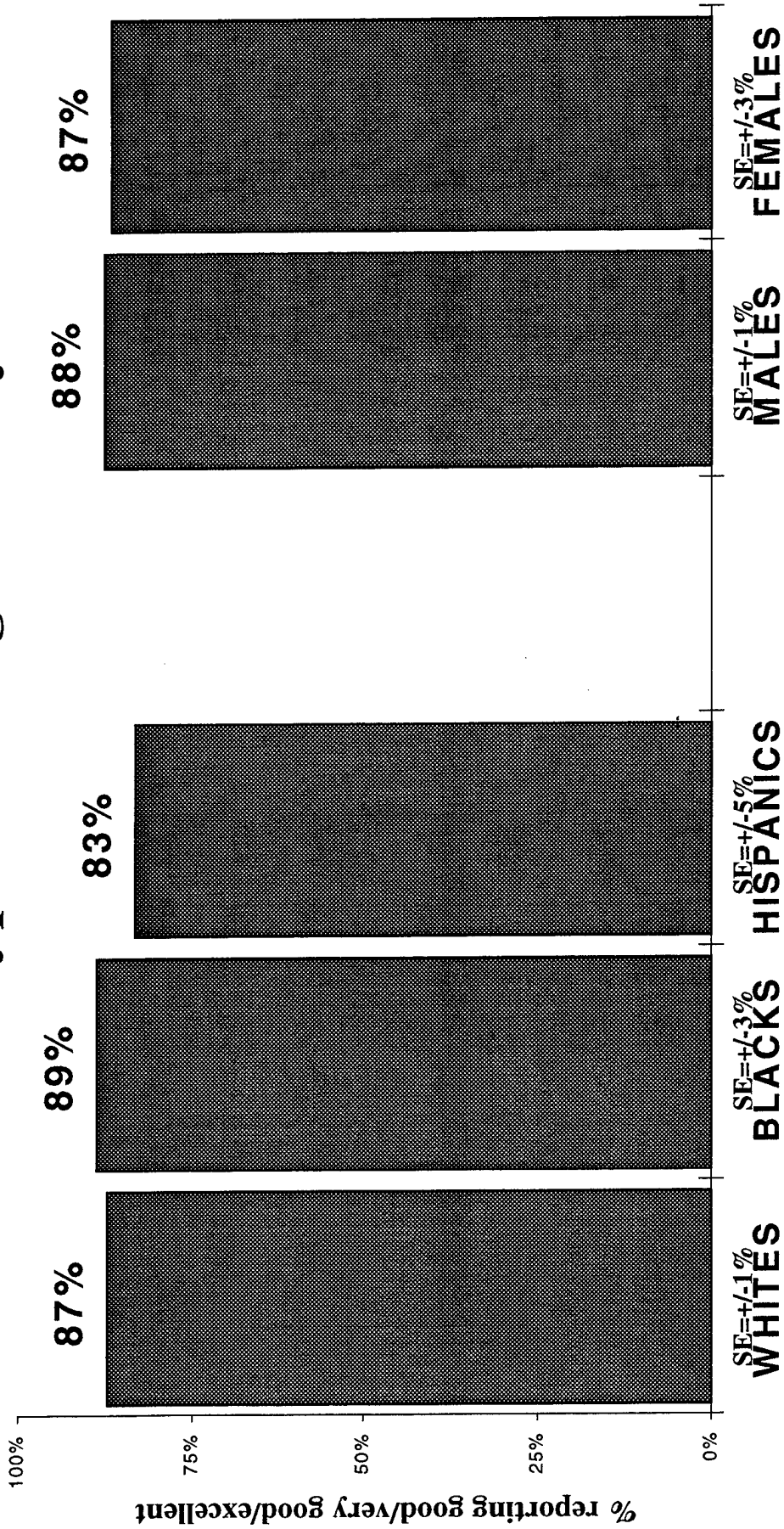
Data from the 1996 Survey on Officer Careers (SOC)

Army Personnel Survey Office
U.S. Army Research Institute



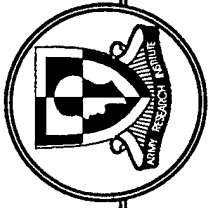
ADVANCEMENT OPPORTUNITIES

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



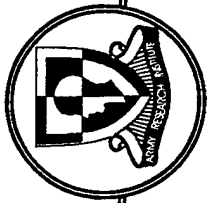
Data from the 1996 Survey on Officer Careers (SOC)

Army Personnel Survey Office
U.S. Army Research Institute



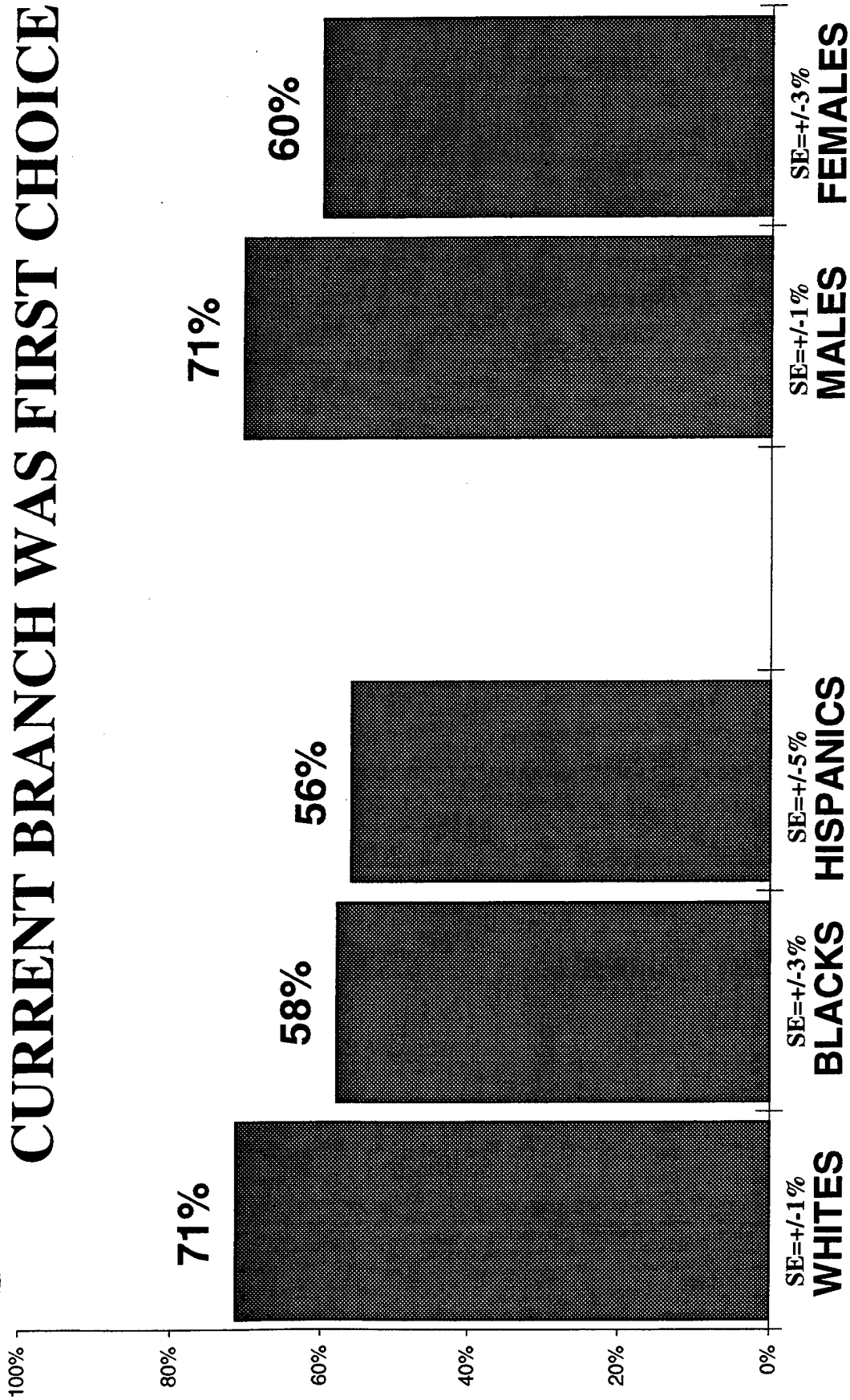
COMMAND OPPORTUNITIES

**WHITE OFFICERS AND MALE
OFFICERS ARE MOST LIKELY TO
REPORT THEIR CURRRENT BRANCH
WAS THEIR FIRST CHOICE.**



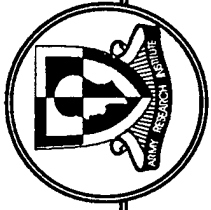
EXPECTATIONS AND REALITY

CURRENT BRANCH WAS FIRST CHOICE



Data from the 1996 Survey
on Officer Careers (SOC)

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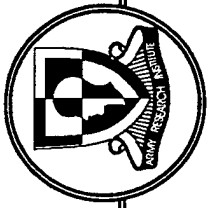


SUMMARY

**THE MAJORITY OF ALL OFFICERS
(REGARDLESS OF RACE OR GENDER)**

--ARE SATISFIED WITH SUPERVISORS

**--BELIEVE ADVANCEMENT OPPORTUNITIES
IN THEIR BRANCH ARE GOOD/VERY
GOOD/EXCELLENT**



SUMMARY

**BLACK OFFICERS ARE MOST
LIKELY TO...**

--BE SATISFIED WITH...

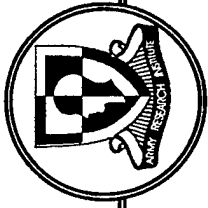
THEIR WORK

FAMILY ISSUES

PROMOTIONS

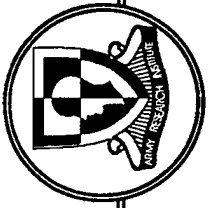
PAY

--STAY UNTIL RETIREMENT



SUMMARY

**WHITE OFFICERS ARE MOST
LIKELY TO...
--BE SATISFIED WITH CO-WORKERS
--BE IN THEIR BRANCH OF "FIRST CHOICE"**

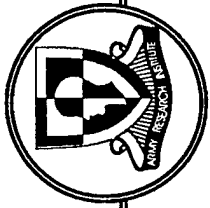


SUMMARY

**HISPANIC OFFICERS ARE LEAST
LIKELY TO...**

**--BELIEVE COMMAND OPPORTUNITIES
IN THEIR BRANCH ARE GOOD/VERY
GOOD/EXCELLENT**

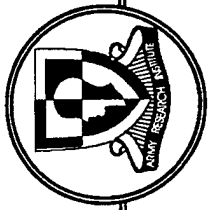
**--REPORT A CLOSE/VERY CLOSE FIT
BETWEEN THEIR EXPECTATIONS
AND ACTUAL BRANCH DUTIES**



SUMMARY

**MALE OFFICERS ARE MORE LIKELY
THAN FEMALE OFFICERS TO...**

- BE IN THEIR BRANCH OF FIRST CHOICE**
- REPORT A CLOSE/EVERY CLOSE FIT
BETWEEN EXPECTATIONS AND
ACTUAL BRANCH DUTIES**
- BE SATISFIED WITH FAMILY ISSUES**
- BE COMMITTED TO THE ARMY**
- STAY UNTIL RETIREMENT**



SUMMARY

**FEMALE OFFICERS ARE MORE
LIKELY THAN MALE OFFICERS TO**

--BE SATISFIED WITH PAY