



Results of the Navy Quality of Life Survey

Gerry L. Wilcove, Ph.D.



Approved for public release; distribution is unlimited.

Results of the Navy Quality of Life Survey

Gerry L. Wilcove, Ph.D.

Reviewed and Approved by
Paul Rosenfeld, Ph.D.
Acting Director, Institute for Organizational Assessment

Released by
David L. Alderton, Ph.D.
Director

Approved for public release; distribution is unlimited.

Navy Personnel Research, Studies, and Technology
Navy Personnel Command
5720 Integrity Drive
Millington, TN 38055-1000
www.nprst.navy.mil

REPORT DOCUMENTATION PAGE					<i>Form Approved OMB No. 0704-0188</i>	
The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.						
PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.						
1. REPORT DATE (DD-MM-YYYY)		2. REPORT TYPE			3. DATES COVERED (From - To)	
4. TITLE AND SUBTITLE				5a. CONTRACT NUMBER		
				5b. GRANT NUMBER		
				5c. PROGRAM ELEMENT NUMBER		
6. AUTHOR(S)				5d. PROJECT NUMBER		
				5e. TASK NUMBER		
				5f. WORK UNIT NUMBER		
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)					8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)					10. SPONSOR/MONITOR'S ACRONYM(S)	
					11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT						
13. SUPPLEMENTARY NOTES						
14. ABSTRACT						
15. SUBJECT TERMS						
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON	
a. REPORT	b. ABSTRACT	c. THIS PAGE			19b. TELEPHONE NUMBER (Include area code)	

Foreword

The Navy Quality of Life (QOL) Survey, using a life domain-based approach to assessing QOL, was first conducted in 1999. The current survey was mailed to a sample of enlisted and officers in April 2002, with data collection closing in August 2002. This survey, like the previous one, focused on overall perceptions of QOL in the Navy and QOL in 15 specific areas or life domains, such as Career Development, Current Job, Shipboard Life, Sailor Preparedness, Residence, and Spiritual Well-Being.

This survey was funded by and conducted for the Chief of Naval Personnel (N1). Results were previously briefed to the Assistant Chief of Naval Personnel for Personal Readiness and Community Support (PERS-6), the Chief of Naval Personnel, the Deputy Assistant Secretary of the Navy for Manpower Analysis and Assessments, and program managers at the Naval Sea Systems Command (NAVSEA). The author wishes to thank Ms. Carol Newell for her review of an earlier version of this report. The valuable contributions of the following individuals are also acknowledged: Dr. Michael Schwerin, Mr. Murrey Olmsted, Dr. Kimberly Whittam, and Ms. Zannette Uriell.

Questions regarding this report should be directed to Dr. Gerry Wilcove (Commercial: 901-874-4646; DSN 882-4646; e-mail: gerry.wilcove@navy.mil). Questions regarding the NPRST Survey Research Program should be directed to Dr. Paul Rosenfeld (Commercial: 703-695-2850; DSN 225-2850; e-mail: paul.rosenfeld@navy.mil).

David L. Alderton, Ph.D.
Director

Summary

Background

The first Navy Quality of Life (QOL) Survey utilizing a life-domains approach was conducted in 1999. The purpose of that survey was to determine how satisfied Sailors were with QOL in the Navy. Towards that end, Sailors were asked to indicate how satisfied they were with Navy life overall and with their experiences in a variety of “life domains,” such as onshore Residence, Shipboard Life, Leisure and Recreation, Marriage/Intimate Relationship, Current Job, Standard of Living/Income, and Personal Development. In order to assess changes that may have occurred since the original administration, the second Navy QOL Survey was conducted in 2002.

Objectives

The objectives of this report are to: (1) present the results of the survey with respect to overall QOL, and QOL in the various life domains; (2) compare the results of the 2002 administration with those of the 1999 survey; and (3) examine the relationship between QOL and Sailors’ continuance plans (i.e., the likelihood of remaining in the Navy at their next decision point).

Method

The 1999 survey was expanded and refined for the current effort. Two overall QOL items were added: “How satisfied are you with the military way of life?” and “How do you feel about your life at the present time?” Three new domains were added—Career Development, Sailor Preparedness and Spiritual Well-Being—as well as additional aspects within the domains (e.g., “the pace of your work” and “availability of supplies” within the Current Job domain). Sailors were asked to indicate how satisfied they were overall with each domain and the aspects within them. Also, two new items were added asking Sailors to assess the impact (if any) of overall QOL on their performance and desire to remain in the Navy.

A Navy-wide, stratified random sample of active-duty enlisted and officers was drawn. Sailors received a copy of the survey in the mail, but were also informed that an Internet version was available. An adjusted response rate of 31 percent was obtained ($N = 5,114$). Responses were statistically weighted so that the results would generalize to the Navy population.

Main Survey Results

1. Enlisted and officers were satisfied with their lives overall (82% & 94%, respectively) and satisfied with military life (59% & 82%, respectively).
2. Enlisted and officers were satisfied in three professional or work-related domains—Preparedness to Do Your Job, Career Development, and Your Current Job—with enlisted percentages ranging from 64 percent to 78 percent and officer percentages from 79 percent to 88 percent. In the fourth work-related domain, Shipboard Life, only 37 percent of enlisted and 60 percent of officers were satisfied.

3. Further analysis of the responses for the Shipboard Life domain showed that only 30 percent of E-2s and E-3s and 35 percent of E-4s to E-6s were satisfied with shipboard life. Those paygrades were particularly dissatisfied with the amount of personal space and privacy they were afforded, especially in the berthing area.
4. Enlisted were satisfied with 10 of 11 personal domains, with percentages ranging from 66 percent (Leisure & Recreation) to 82 percent (Relationship with Children). Only 49 percent of enlisted were satisfied with the Standard of Living/Income domain. Officers were satisfied with all the personal domains, with percentages ranging from 78 percent (Relationship with Relatives) to 91 percent (Relationship with Children).
5. Further analysis of the responses for the Standard of Living domain showed that 74 percent of enlisted were satisfied with the amount of money they had for essentials. However, they were dissatisfied with not having enough money for extras, savings, and investments.
6. Less than one-third of junior enlisted (E-2s & E-3s, 28%) and less than one-half of Petty Officers (E-4s to E-6s, 41%) reported that QOL in the Navy increased their desire to remain in the Navy (“continuance plans”). However, a majority of the other enlisted and officer paygrade groups reported a positive impact of QOL on their continuance plans.

Comparison of 1999 and 2002 Survey Results

1. From 1999 to 2002, enlisted Sailors reported improvements in overall satisfaction with life (65% vs. 82%) and satisfaction in the following domains: Shipboard Life (24% vs. 37%), Current Job (54% vs. 65%), Standard of Living/Income (34% vs. 49%), and Leisure and Recreation (54% vs. 66%). Enlisted Sailors were slightly less satisfied in 2002 than 1999 for two domains: Relationship with Relatives (78% vs. 71%) and Marriage/Intimate Relationship (84% vs. 77%).
2. From 1999 to 2002, officers reported improvements in overall satisfaction with life (83% vs. 94%) and satisfaction in the following domains: Shipboard Life (38% vs. 60%), Standard of Living/Income (67% vs. 80%), Leisure and Recreation (61% vs. 78%), and Friends/Friendships (72% vs. 85%). Satisfaction did not decline between the two years for any of the domains.

Continuance Plans, Overall QOL, and Domain Satisfaction

Results focused on “non-careerists” (individuals with less than 11 years of active service) and included the following:

1. Of three overall QOL survey items, only one—satisfaction with military life—was necessary to significantly predict continuance plans of Sailors. Correlations of .50 (enlisted) and .51 (officers) were found between the continuance and satisfaction items. Other overall QOL items did not significantly increase those correlations.
2. Of the 15 domains addressed in the survey, Shipboard Life was the domain most closely related to satisfaction with military life. This result held for all demographic groups examined—enlisted and officers with and without children.

3. A focused analysis on the Shipboard Life domain items found that the number of non-career Sailors satisfied with shipboard life was as follows: enlisted with children—34 percent, enlisted without children—29 percent, officers with children—47 percent, and officers without children—39 percent. Results suggest that enlisted were most concerned with the issues of privacy and personal storage, while officers were most concerned about their working areas. Fifty-seven percent of enlisted non-careerists and 51 percent of officer non-careerists reported that shipboard life decreased their desire to stay in the Navy.

Conclusions

1. Sailors are generally pleased with QOL in the Navy, both overall and in virtually all of the specific QOL domains assessed on the survey.
2. There have been clear and consistent improvements in QOL perceptions between 1999 and 2002.
3. Satisfaction with shipboard QOL is a key correlate of satisfaction with Navy life and career-continuance decisions. Improvements in shipboard QOL are needed for junior and mid-grade enlisted.

Recommendations (Completed & Pending)

1. Summarize and disseminate the results of the survey to Navy personnel through the chain of command and Navy electronic and print media (*completed*).
 - Results of survey briefed to Chief of Naval Personnel and other Navy leaders
 - Article in Navy Times (“Shipboard Life: Are we happy yet?”, 27 October 2003, pp. 1, 14–16) included Shipboard Life results of survey
 - Results of survey presented at 2004 Annual Navy Workforce Conference
 - Results of survey posted to Navy Survey Approval website.
2. Provide results of the Shipboard Life portion of the survey to Naval Sea Systems Command (NAVSEA) for use in addressing shipboard habitability issues.
 - On 20 November 2003, the shipboard habitability results were briefed to program managers involved in Human Systems Integration and other areas at the NAVSEA headquarters in Washington, DC
 - Those results were used by NAVSEA in the development of the American Bureau of Shipping’s (ABS) Naval Rules (2004) for ABS certification of Navy ships.
3. Conduct a Navy-wide survey by ship platform and class to identify specific aspects of shipboard life that are satisfactory and unsatisfactory to Sailors. Where possible, incorporate that information into the design of new ships (*pending identification of survey resource sponsor*).

4. Transition 2005 QOL survey to the Internet. As part of the N1 Survey Strategy, all major Navy-wide surveys sponsored by the Chief of Naval Personnel will be transitioned to the Internet. Plans are to shorten and revise the QOL survey and administer the Internet version in late 2005 (pending).

Contents

Introduction.....	1
Background	1
Objectives.....	2
Method	2
Development and Pre-test of Paper Version	2
Development and Pre-test of Web Survey	4
Sample Selection.....	4
Survey Administration and Data Collection	5
Database Management	5
Weighting Responses.....	5
Margin of Error	6
Analyses	6
Survey Results	7
2002 vs. 1999 Survey Results.....	16
Continuance Plans, Overall QOL, and Domain Satisfaction for Non-Careerists.....	21
Continuance Plans and Overall QOL	21
Domain Satisfaction and Military Life	22
Significant Aspects of Shipboard Life	24
Supplementary Analyses.....	26
Summary and Discussion	26
Overall Enlisted and Officer Results	26
Non-Careerist Results	27
Conclusions.....	28
Recommendations (Completed and Pending)	28
References.....	29
Appendix: 2002 Navy Quality of Life Survey.....	A-0

List of Tables

1. Demographic distributions of Navy population and QOL survey respondents	7
2. Most satisfying aspects of Shipboard Life domain	13
3. Most dissatisfying aspects of Shipboard Life domain.....	13
4. Satisfaction with available money	14
5. Enlisted non-careerists satisfaction with domains and military life (regression results)	22
6. Officer non-careerists satisfaction with domains and military life (regression results).....	23
7. Shipboard Life satisfaction results by non-careerist demographic group	24
8. Enlisted non-careerists satisfaction with aspects of shipboard life as predictors of overall satisfaction with shipboard life (regression results)	24
9. Officer non-careerists satisfaction with aspects of shipboard life as predictors of overall satisfaction with shipboard life (regression results)	25
10. Enlisted non-careerists descriptive percentages for significant shipboard life aspects	25
11. Officer non-careerists descriptive percentages for significant shipboard life aspects	26

List of Figures

1. Life domains addressed by survey	3
2. Sequence of analyses (1 to 3) relating continuance plans to QOL survey data	6
3. Overall indicators of QOL	8
4. Satisfaction with professional domains	9
5. Satisfaction with personal domains	11
6. Shipboard Life domain by paygrade	12
7. Standard of Living/Income domain by paygrade	12
8. Perceived impact of QOL on job performance by paygrade	14
9. Perceived impact of QOL on retention plans by paygrade.....	15
10. Enlisted satisfaction with overall quality of life	16
11. Enlisted satisfaction with professional domains	17
12. Enlisted satisfaction with personal domains	18
13. Officer satisfaction with overall quality of life.....	19
14. Officer satisfaction with professional domains.....	19
15. Officer satisfaction with personal domains.....	20

Introduction

Background

Research on quality of life (QOL) in the military services has increased in recent years. In groundbreaking work, Kerce (1995) surveyed U.S. Marines to determine their QOL in multiple “life domains” (Andrews & Withey, 1976; Campbell, Converse, & Rodgers, 1976), such as Residence, Leisure and Recreation, Marriage/Intimate Relationship, Current Job, Standard of Living/Income, and Personal Development. Using the life domains approach, Kerce found a statistical link between satisfaction in specific domains and overall QOL, and between overall QOL and desire to remain in the Marine Corps. White, Baker, and Wolosin (1999), also working with Marines, found a direct (rather than a mediated) relationship between specific QOL domains and intentions to remain in the Marine Corps.

Using the Kerce life-domains approach as a model, the Navy initiated the 1999 Navy Quality of Life Survey. Wilcove and Schwerin (2002) described the original 1999 survey in detail, presented basic survey results, and identified the ways in which self-described “stayers” (i.e., those planning to remain in the Navy at their next decision point) and “leavers” (i.e., those planning to leave at their next decision point) differed in their perceptions of QOL in the Navy. Wilcove, Wolosin, and Schwerin (2002) used structural equation modeling (SEM) to develop and validate a Navy QOL model that linked QOL to plans to remain in the Navy at the next decision point. These studies empirically established what, for years, had been an unproven contention: that perceptions of QOL can be reliably linked to important military outcomes such as retention intentions.

The military chain of command has also recognized the relationship of QOL factors to other important military outcomes. President George W. Bush, remarked to the troops at Fort Stewart in 2001:

“We owe you and your families a decent quality of life.... You are among the most deployed units in the Army. But you live on a base that has some of the least developed infrastructure.... These problems, from low pay to poor housing, reach across our military and the result is predictable. Frustration is up; morale, in some places, is difficult to sustain; recruitment is harder. This is not the way a great nation should reward courage and idealism. It’s ungrateful, it’s unwise, and it is unacceptable.”

QOL was seen as essential to morale and readiness in remarks from the USO that preceded an address by Secretary of Defense, Donald H. Rumsfeld (USO, 2001):

“An essential component of military morale and readiness is a good quality of life. The Department of Defense is committed to creating community support programs that provide needed respites, build morale and create a strong sense of community....”

The Chief of Naval Operations has voiced a similar commitment by making “quality of service” one of his top five priorities. He said: “I intend to lead a Navy that holds quality of service for Sailors, for their [personal] quality of life and their quality of work, as a top priority in mission and combat readiness” (CNO, ADM Clark, 2000, 2004).

Thus, both past empirical research and statements by the military chain of command have established the relationship of quality of life to key military outcomes such as morale, readiness, job satisfaction and the desire to remain in the service.

Objectives

The objectives of this report are to: (1) present the results of the 2002 Navy QOL Survey, (2) compare the results of that survey with those of the 1999 survey, and (3) examine the relationship between QOL and Sailors' continuance plans (i.e., whether or not they plan to continue in the Navy).

Method

Wilcove and Hay (2004) describe in detail the methodology employed in the 2002 survey. The highlights of that methodology for both the paper and Web versions of the survey can be summarized as follows.

Development and Pre-test of Paper Version

Revisions were made to the original 1999 QOL survey. To shorten the survey, opinion items were deleted from the original 1999 version that were not directly related to the QOL life domains. One overall QOL item was retained from the 1999 survey: "How satisfied are you with life overall?" Two additional items were adopted from the Department of Defense (DoD) 2002 Status of Forces Survey of Active-Duty Members (Defense Manpower Data Center, 2002): (a) "How satisfied are you with the military way of life," and (b) "How do you feel about your life at the present time?"

Three new domains were added: Sailor Preparedness, Career Development, and Spiritual Well-Being (see Figure 1 for all the domains addressed in the survey). Sailor Preparedness focused on the individual's ability to carry out his or her assigned tasks in support of the unit's mission. As with the 1999 survey, individuals were asked in a single item to indicate how satisfied they were overall with each domain.

A more comprehensive list of aspects or issues was included for several domains than had existed in the previous survey. For example, new items for the Shipboard Life domain asked Sailors how satisfied they were with mattresses, space in your rack, e-mail access, and the ship's store. New items for the Current Job domain asked Sailors how satisfied they were with the pace of their work, the number of people available to get the work done, and the availability of tools, supplies, and repair parts. Aspects within each domain were assessed through a single 7-point satisfaction/dissatisfaction item.

Two additional items were added to assess the impact of QOL on organizational outcomes. The first item was: "What impact does your quality of life in the Navy have on your ability to perform your job?" The second was: "What impact does your quality of life in the Navy have on your desire to remain in the Navy?" A 5-point response format was offered for both items. Appendix A contains a copy of the 2002 survey.

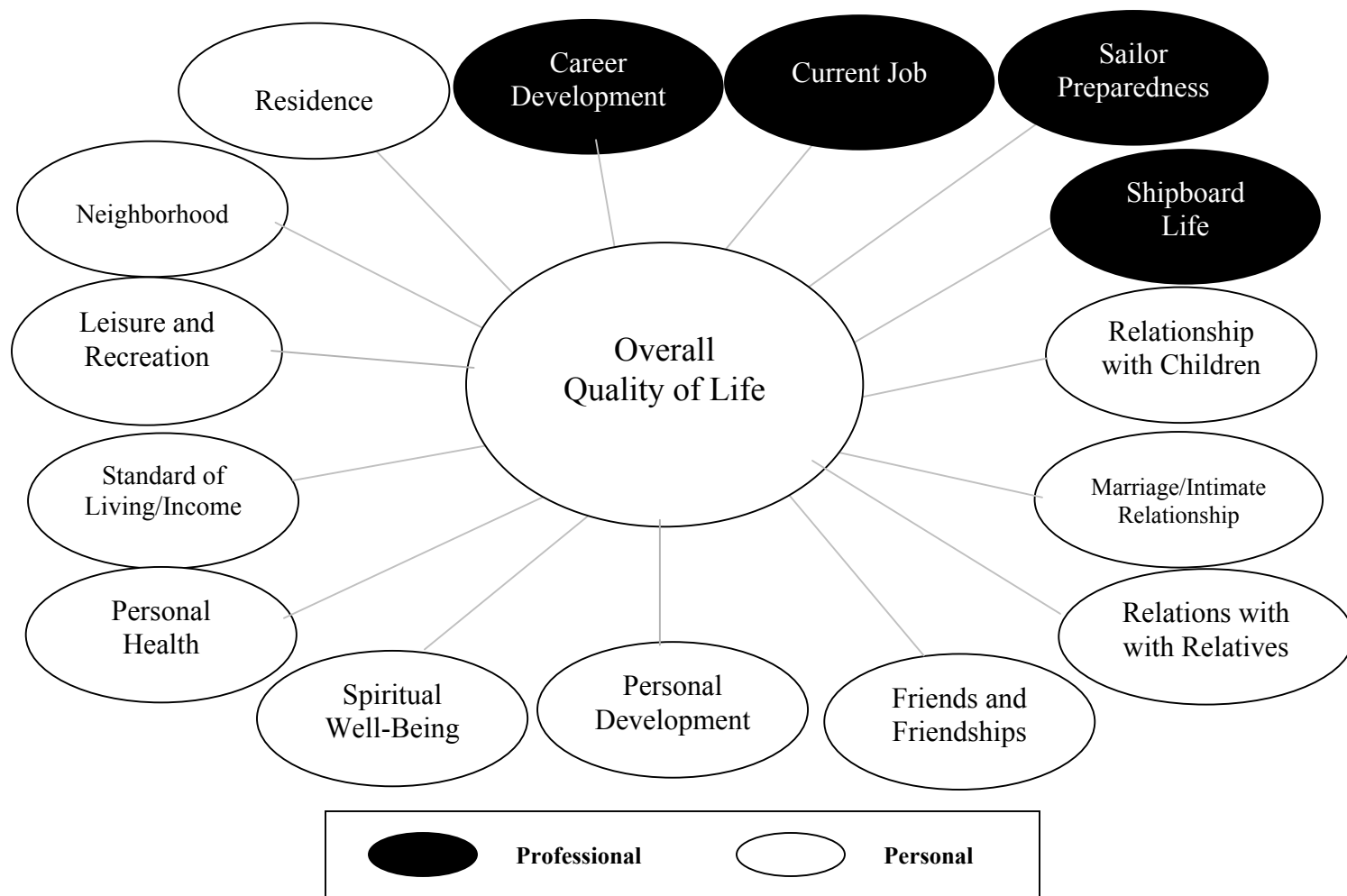


Figure 1. Life domains addressed by survey.

The outcome variable in the 1999 survey, continuance plans, was included in the 2002 survey. That variable was measured by the following item: “At your next decision point, how likely is it that you will remain in the Navy?”

The paper version of the 2002 Navy QOL Survey was pre-tested at three locations (Navy Personnel Command, Millington, TN, and at Navy commands in Mayport and Kings Bay, FL) before the construction of the Web version. At least 10 individuals participated by paygrade band (E-2 & E-3, E-4 to E-6, etc.) in the pre-test at Millington, and 20 at each Florida command. The only major change in the survey as a result of the pre-tests was to add items on TRICARE (the military health care services and insurance for dependents) and on children’s leisure and recreational activities.

Development and Pre-test of Web Survey

Technical requirements for the Web version were developed and conveyed to a contractor. The central concept guiding construction of the Web version was that it should resemble, as much as possible, the paper version. The Web version was pre-tested in a variety of ways. Locally, three on-site university student contractors were directed to complete the Web version and report any difficulties that they encountered. They completed the survey on fast and slow computers and on two different browsers. The researcher completed the questionnaire at home to make sure that no glitches existed from a remote site. The researcher also completed the survey multiple times locally, the first time selecting the first response option for all questions; the second time, the second response option for all items, and so forth. The database was checked to make sure that responses had actually been stored and stored accurately. No problems were encountered during any of these procedures and no changes were made in the Web version. These procedures highlight the importance of conducting pre-tests of the Web version of surveys in addition to traditional pre-tests.

Sample Selection

The target population was defined as all full-time active duty officer and enlisted Navy personnel. To develop the population frame, filters were applied to select Sailors that met this definition. Population totals were determined for the cells produced by crossing the sampling variables of paygrade, gender, race, and Hispanic status. An additional cell represented Sailors with missing or incomplete data on the sampling variables.¹ The Sample Planning Tool (Kavee & Mason, 2001) was used to determine the optimal number of Sailors that should be sampled from the population cells. The Statistical Package for the Social Sciences (SPSS) was then used to randomly select Sailors for participation in the survey. A total of 16,833 Sailors were selected.

¹ Crossing the sampling variables resulted in 24 cells for the enlisted population, but only 22 for the officer population (2 cells lacked individuals). Adding one more cell for the Demographic Missing Group (enlisted & officers combined) produced a total of 47 cells. Two more cells with *n*’s of 3 were added for the two officer cells lacking individuals in the population, a step needed to meet requirements of the Sample Planning Tool.

Survey Administration and Data Collection

Survey administration consisted of four phases: (a) preparing the survey package, (b) alerting Sailors in advance to the forthcoming package, (c) mailing the packages, and (d) reminding recipients to complete the survey.

Data from the paper and Web versions were collected from 14 April to 16 August 2002. A total of 5,114 usable surveys were completed, 3,584 of which were the paper version (70%) and 1,530 (30%) the Web version. The return rate, adjusted for non-deliverables, was 31 percent. This return rate is similar to that currently obtained on other large-scale Navy-wide surveys. Returned paper versions of the survey were stored in a locked room with badge-entry security restrictions. Responses were electronically scanned and ASCII files were created. For the Web version, security measures were taken with respect to transmission of responses, the database, and entry to the server room. These administration procedures for both the paper and Web versions of the survey were reviewed and approved by the NPRST Institutional Review Board. The survey was also reviewed and approved by the Navy Survey Policy Office, which granted a Report Control Symbol and license to administer the survey Navy-wide.

Database Management

Database management and data quality operations were performed on the paper and Web raw data files. The files were combined and cleaned (e.g., invalid responses were identified). The response options, “completely satisfied,” “satisfied,” and “somewhat satisfied” were collapsed into a “satisfied” category. Conversely, “completely dissatisfied,” “dissatisfied,” and “somewhat dissatisfied” were collapsed into a “dissatisfied” category. “Neutral” responses (a single point on the response continuum) formed the third category

Weighting Responses

The survey responses were statistically weighted to help ensure that results would generalize to the larger Navy officer and enlisted populations. Two standard weighting procedures—non-response adjustment and weighting class adjustment—were employed (Lohr, 1999; pp. 266-267). For each sampled stratum, the base rate was multiplied by the non-response rate² and that product was used to weight survey responses. For more details on the weighting procedures see Wilcove and Hay (2004).

² The non-response rate was determined from two bits of information: (1) the number of Sailors randomly selected for a given stratum (Datum 1) and (2) the number of Sailors of that stratum that completed surveys (Datum 2). The first bit of information represents the base rate. However, since surveys were not tracked (that procedure is typically used for multiple mailouts), it could not be determined how many Sailors in the stratum had actually completed surveys. In lieu of that information, SPSS code was written to determine how many respondents occupied each stratum. Datum 1/Datum 2 or “non-response rate” was then multiplied by the base rate and the resulting product was used to weight responses.

Margin of Error

Margin of Error was calculated for single items asking Sailors how satisfied they were with each of the 15 domains and overall. SUDAAN, a software program for calculating margins of error when complex sampling designs are employed, was used. Margins of error ranged between ± 2 and ± 3 percentage points for enlisted Sailors, and between ± 2 and ± 4 percentage points for officers.

Analyses

In the first set of analyses, results were obtained for the three overall QOL items, each of the domains and the items assessing the impact of QOL on performance and continuance plans. In the second set of analyses, results for the 2002 survey were compared with those previously obtained for the 1999 survey.

The third set of analyses was conducted in accordance with Figure 2. The sequence of analyses is enumerated in the figure. The lines connecting pairs of boxes indicate that a correlational analysis (multiple regression) was conducted. The rationale underlying the sequence of analyses was as follows. It seemed reasonable to suggest that continuance plans are related to overall QOL (independent variable), which is in turn related to satisfaction in the QOL domains (independent variables)—and further, that satisfaction in a given domain is related to satisfaction with aspects of that domain (independent variable). Each multiple regression identified the most “predictive” independent variables that then served as the dependent variables in the next analysis.

Regression analyses focused on individuals with 10 years of service or less since those are the individuals that the Navy is most concerned about retaining so that it can fill critical mid-grade and senior level billets. Those individuals were termed “non-careerists.” To further focus the analyses on the Navy’s combat mission, responses utilized in the regression analyses included those individuals with shipboard experience within the last 6 years. (91% were currently serving aboard ship or had served within the last four years).

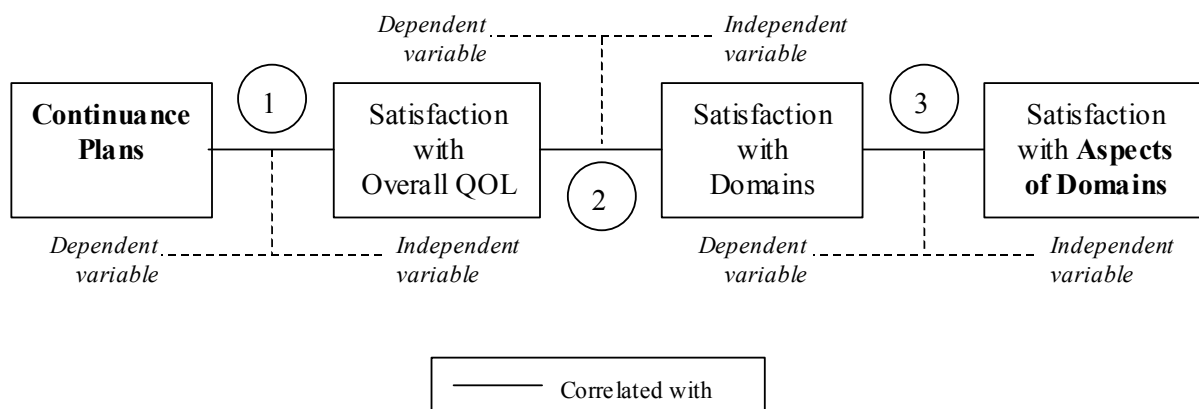


Figure 2. Sequence of analyses (1 to 3) relating continuance plans to QOL survey data.

Separate sets of regression analyses were conducted for enlisted and officers, given their different backgrounds upon entering the Navy and different career paths, as well as differences in their ratings of QOL conditions (Wilcove & Schwerin, 2002). Further, analyses for these two groups were conducted separately for those with children and those without children, two distinctively different demographic groups.

Having used regression analysis to identify significant independent variables, the percentage of satisfied and dissatisfied individuals for those variables were computed and reported.

Survey Results

Table 1 presents the distribution of the Navy's active duty population and the weighted survey sample on standard demographic variables. The two distributions align closely, providing confidence that the results are also representative of the Navy population.³

Table 1
Demographic distributions of Navy population and QOL survey respondents

Demographic	Navy Population	Survey Respondents (Weighted)
Paygrade		
E-2 and E-3	10%	15%
E-4 to E-6	64%	60%
E-7 to E-9	12%	11%
CWO	1%	1%
O-1 to O-3	6%	6%
O-4 to O-6	7%	7%
Gender		
Male	87%	86%
Female	13%	14%
Race/Ethnicity		
White/Caucasian (non-Hispanic)	62%	63%
Black/African-American (non-Hispanic)	19%	15%
Hispanic	10%	10%
Asian-other	9%	12%

³ As elaborated in Wilcove and Hay (2004), the population to which results are generalized is comprised of Sailors meeting specified criteria (e.g., inclusion in the strength inventory and at least one year of naval service).

Results for the overall indicators of QOL are presented in Figure 3. A majority of both enlisted and officers responded in a favorable fashion to all the indicators, with officers being more favorable than enlisted. The biggest difference between these two groups was that 82 percent of officers, compared with only 59 percent of enlisted, were satisfied with military life.

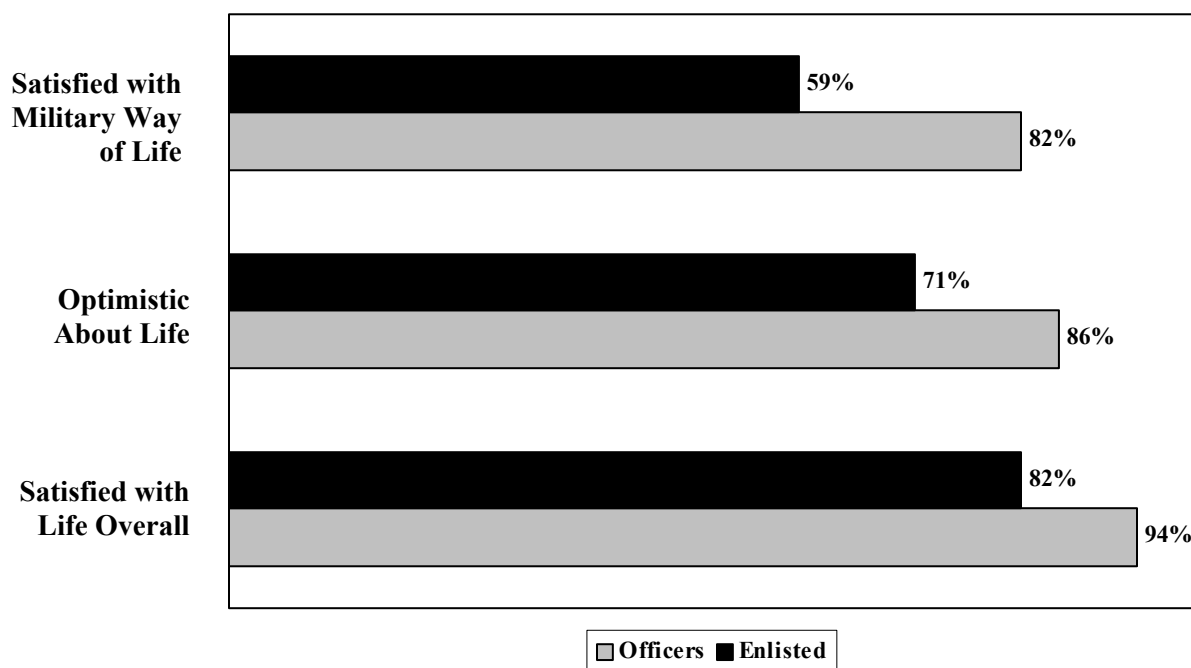


Figure 3. Overall indicators of QOL.

Figure 4 presents the satisfaction results for the professional/work-related domains. A majority of enlisted reported that they were satisfied with the Preparedness to Do Your Job, Career Development, and Current Job domains. However, only 37 percent were satisfied with the Shipboard Life domain. A majority of officers were satisfied in all the professional domains, the highest percentage being for the Preparedness domain (88%) and the lowest for Shipboard Life (60%).

Figure 5 contains the satisfaction results for the personal domains. As can be seen, two-thirds or more of enlisted were satisfied with 10 of 11 domains, Standard of Living/Income (49%) being the one exception. In the ten satisfied domains, percentages ranged from 66 percent (Leisure & Recreation) to 77 percent (Marriage/Intimate Relationship) and 82 percent (Relationship with Children). Three-quarters or more of officers were satisfied with all 11 personal domains, with percentages ranging from 78 percent (Leisure and Recreation) to 87 percent (Marriage/Intimate Relationship) and 91 percent (Relationship with Children).

Since enlisted and officers were least favorable towards the Shipboard Life domain, responses were broken out further to examine possible differences by paygroup (see Figure 6). Among enlisted, only 30 percent of E-2s and E-3s and 35 percent of E-4s to E-6s were satisfied with the Shipboard Life domain, compared to 56 percent of E-7s to E-9s. Among officers, 51 percent of O-1s to O-3s were satisfied with shipboard life, compared to 69 percent of O-4s to O-6s. In short, the higher the paygrade, the more favorable the perceptions.

Another possible way to look at the Shipboard Life paygrade results is that they were related to berthing accommodations. That is, E-2s to E-6s sleep in large open berthing compartments with 15 or more Sailors, and these paygrades were the least satisfied with the Shipboard Life domain. E-7s to E-9s and O-1s to O-3s sleep in smaller berthing compartments (10–12 Sailors) than junior enlisted, and they were more satisfied with the Shipboard Life domain. CWOs and O-4s to O-6s have the best accommodations—stateroom berthing with 2–6 Sailors—and they had the most favorable opinions of the Shipboard Life domain.

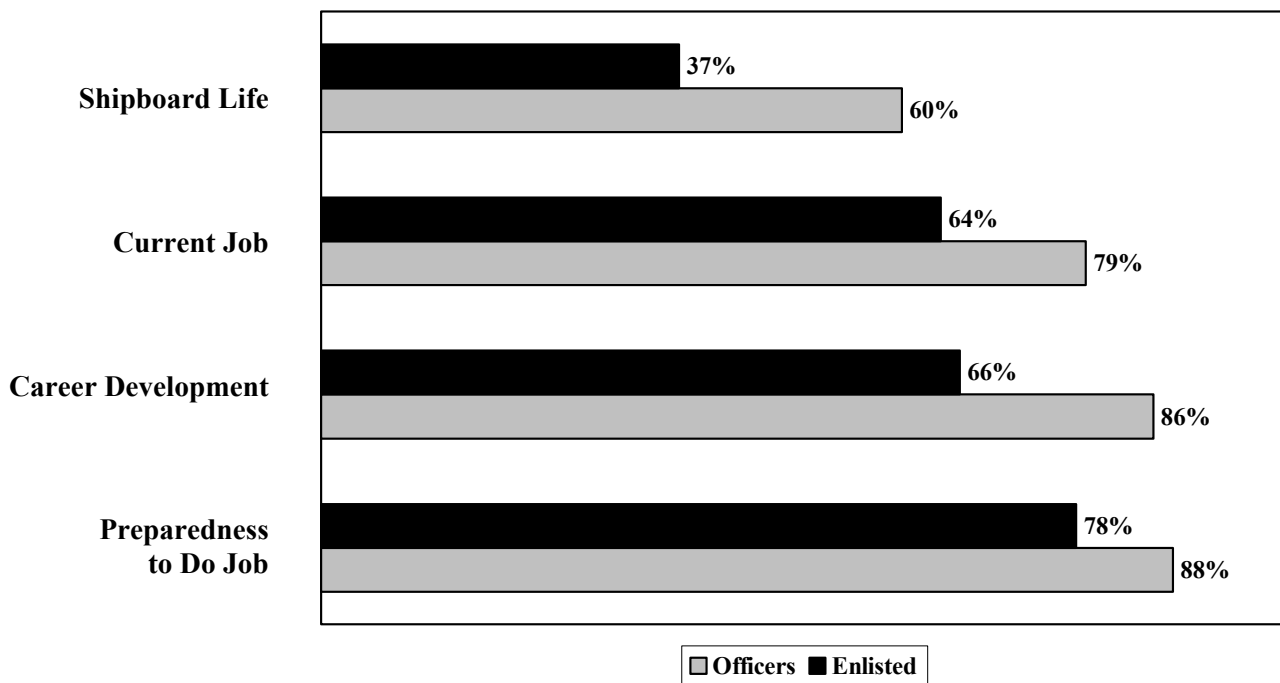


Figure 4. Satisfaction with professional domains.

Although the Shipboard Life domain produced the least favorable responses, it was expected that some aspects would be viewed in a positive fashion and others in a negative fashion. Table 2 lists the 10 most satisfying aspects of shipboard life for enlisted and officers. Heading the list for enlisted were aspects addressing basic environmental factors: lighting (73%), ability to move about the ship (69%), and safety (69%). Others concerned services or recreational activities (movies, e-mail access, and gym/fitness equipment). Officers were most satisfied with the opportunity to feel part of a work group or division (88%). A large number of them were also satisfied with specific environmental and physiological needs, such as the ability to move about the ship (87%), safe conditions (84%), and drinking water (77%).

Table 3 lists the 10 most dissatisfying aspects of shipboard life for enlisted and officers. The top “dissatisfiers” for enlisted were personal storage space (68% were dissatisfied with that aspect), amount of room in berthing area (65%), space in the rack (64%), and privacy (61%). Three of the top four officer dissatisfiers addressed basic environmental factors—shower/head spaces (43%), noise (43%), and mattresses (41%).⁴ In short, although officers were generally satisfied with shipboard life, fairly large numbers of them were dissatisfied with specific aspects.

Because of the low rating given to it by enlisted, the results for the Standard of Living/Income domain were also broken down by paygrade. Officer results are presented as a basis for comparison (see Figure 7). As expected, E-2s and E-3s registered the greatest dissatisfaction for this domain, with only 35 percent being satisfied and 52 percent being dissatisfied (the rest being “neutral”). However, for other paygrades (E-4 to E-6 being an exception), a majority of individuals indicated that they were satisfied.

⁴ Complaints about noise level may be the result of O-3 level officer berthing on CV(N)s and large deck amphibious ships (PERS-6, personal conversation, 17 April 2003).

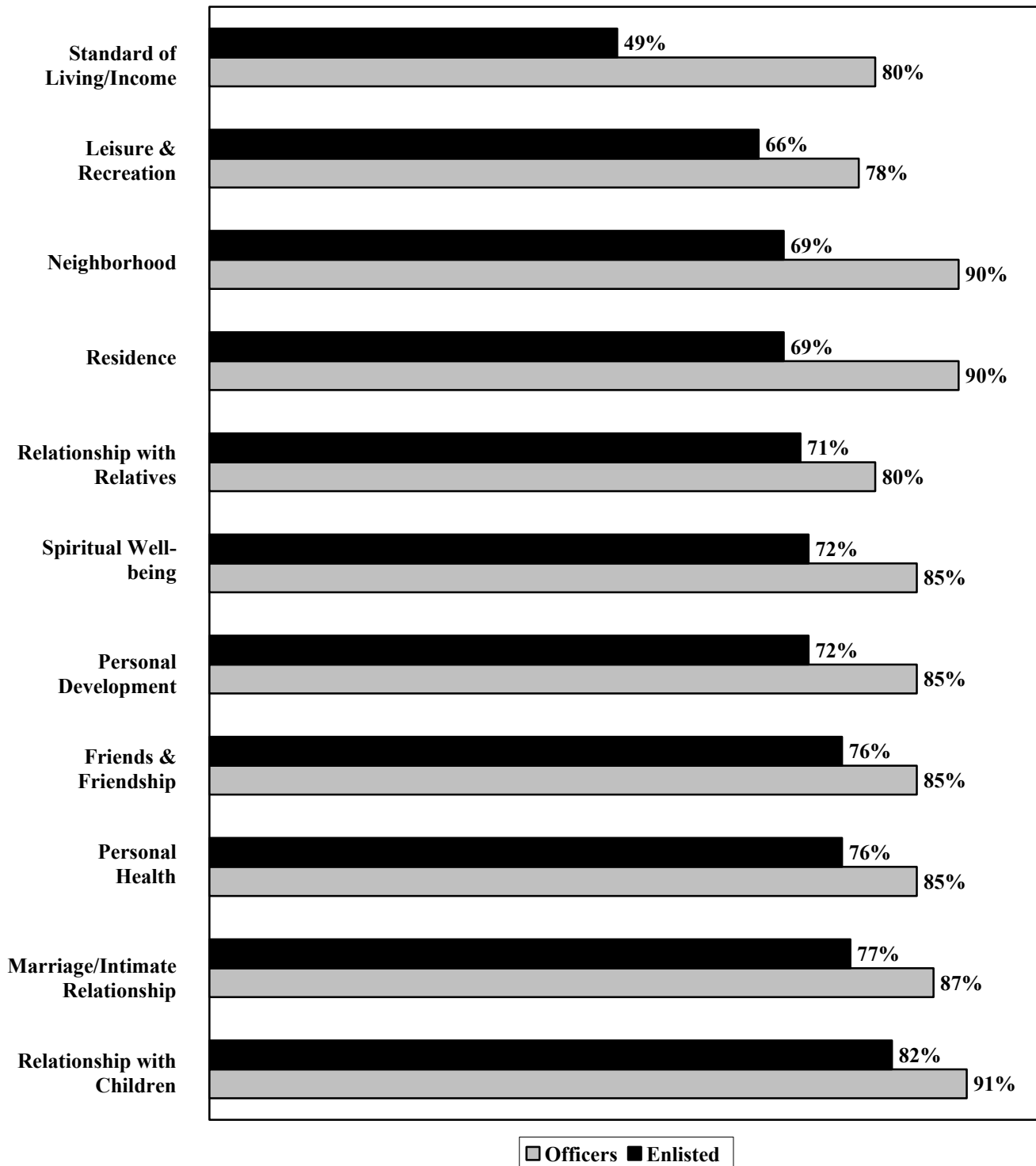


Figure 5. Satisfaction with personal domains.

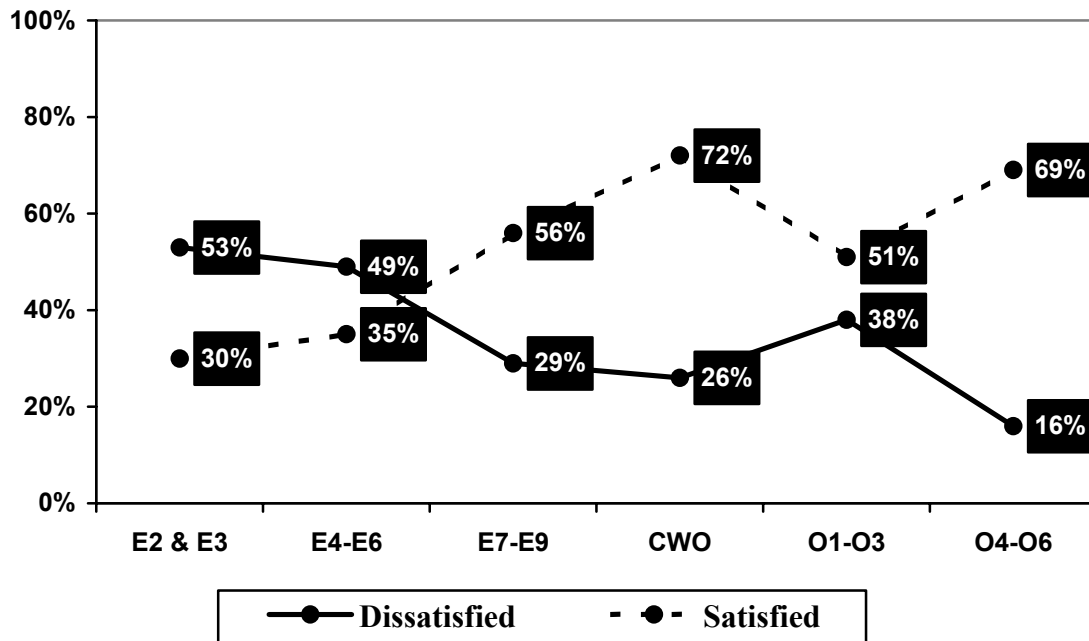
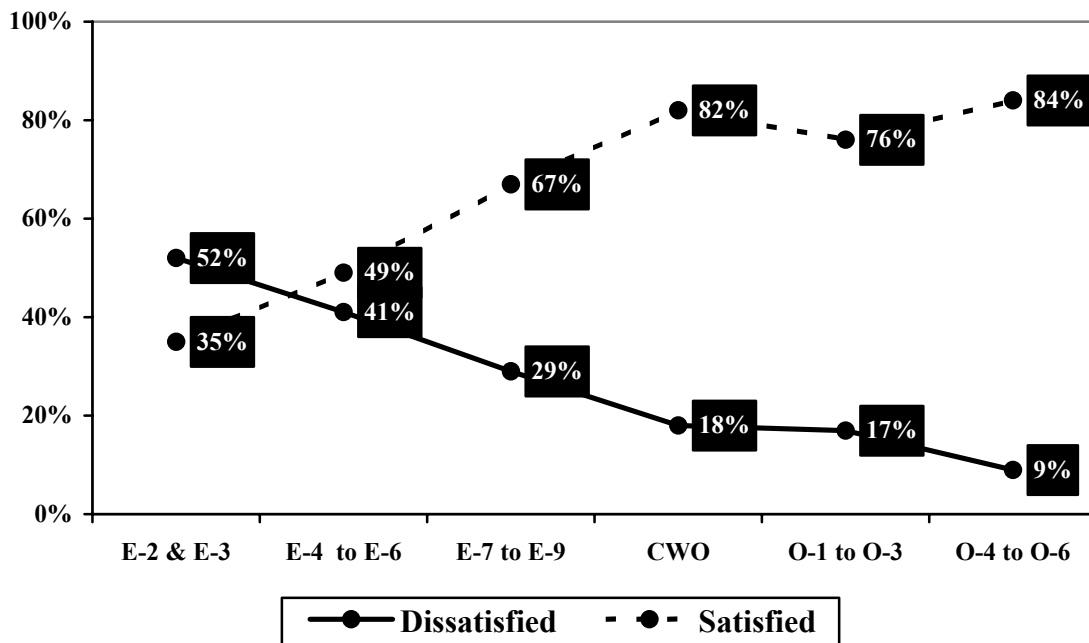


Figure 6. Shipboard Life domain by paygrade.



Note. Percentages were excluded for “neutral” responses.

Figure 7. Standard of Living/Income domain by paygrade.

Table 2
Most satisfying aspects of Shipboard Life domain

Enlisted		Officers	
Aspect	Percent	Aspect	Percent
Lighting	73	Opportunity to feel part of a	88
Ability to move about ship	69	work team or division	
Safety	69	Ability to move about ship	87
Movies	67	Safety	84
Post office	64	Mess area	80
Opportunity to feel part of a	64	Drinking water	77
work team or division		Opportunity to get together with	77
Email access	63	friends aboard ship	
Drinking water	62	Movies	77
Opportunity to get together	61	Lighting	76
with friends aboard ship		Motion	72
Gym/physical fitness	61	Food	72
equipment aboard ship			

Table 3
Most dissatisfying aspects of Shipboard Life domain

Enlisted		Officers	
Aspect	Percent	Aspect	Percent
<i>Personal storage space^a</i>	68	Shower/head spaces	43
<i>Amount of room in berthing</i>	65	Noise	43
<i>area</i>		Number of port calls	42
<i>Space in your rack</i>	64	Mattresses	41
<i>Privacy</i>	61	Shower/head fixtures	37
Shower/head spaces	59	Amount of room in working	37
Mattresses	55	area	
Shower/head fixtures	53	Internet access (e.g., World	33
Berthing area	51	Wide Web)	
Laundry	51	Laundry	32
Number of port calls	49	Ventilation	32
		Pillows and bed linens	32

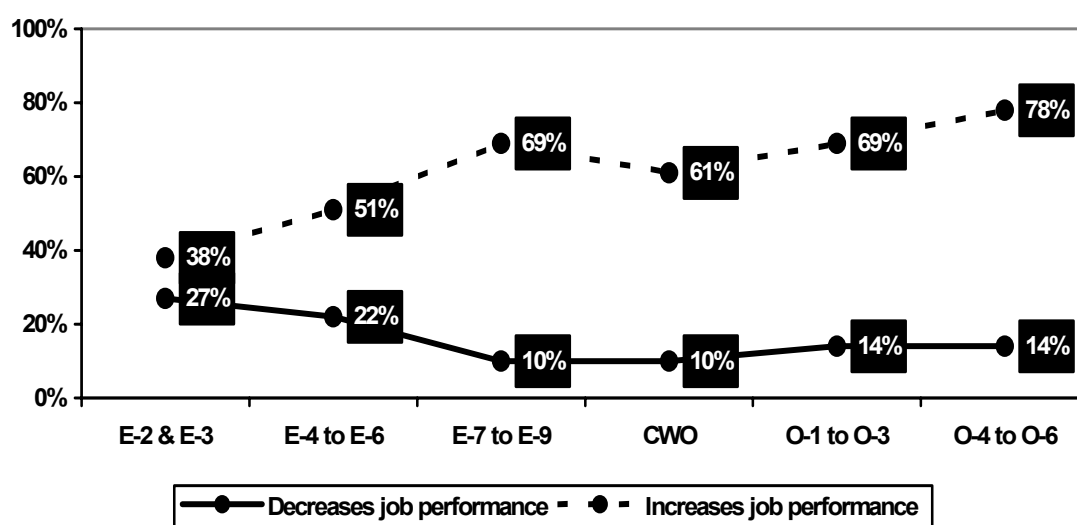
^aThe first four aspects are italicized to indicate that they reflect a common theme—amount of personal space and privacy.

By drilling down further, it was possible to determine which financial needs of enlisted were not being met. Table 4 presents enlisted results (and officer results as a comparison). It was determined that a majority of enlisted were satisfied with one need only—the amount of money they had available for essentials (74%). Less than a majority were satisfied with the money they had available for extras, savings, and investments. In contrast, a majority of officers were satisfied with the amount of money they had available for all their financial needs, ranging from 96 percent who were satisfied for essentials to 65 percent who were satisfied for investments.

Table 4
Satisfaction with available money

Issue	Enlisted		Officers	
	Satisfied	Dissatisfied	Satisfied	Dissatisfied
Essentials	74%	18%	96%	3%
Extras	49%	40%	79%	16%
Savings	41%	48%	69%	25%
Investments	32%	53%	65%	29%

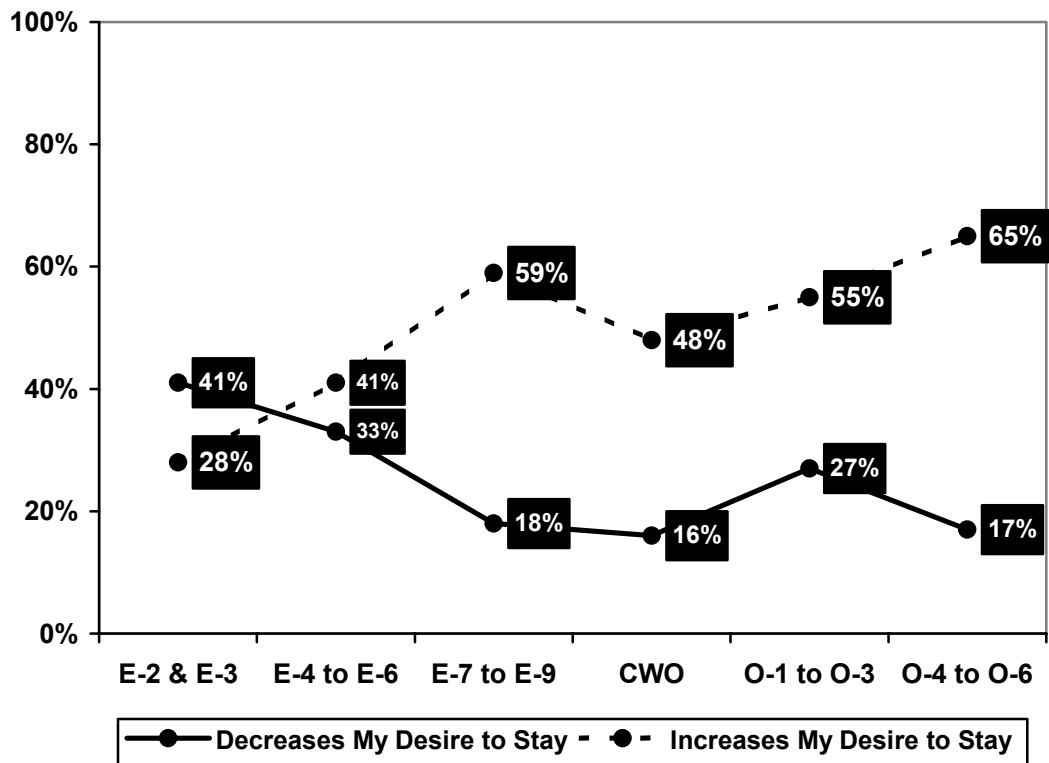
While promoting QOL is a worthy goal in its own right, the Navy has been particularly interested in whether QOL impacts organizational outcomes, such as job performance and continuance plans. Survey results provided information related to those issues. As shown in Figure 8, 38 percent of E-2s and E-3s reported that QOL increased their job performance. More impressive results were obtained as one ascended the pay scale. Results also were obtained for continuance plans (Figure 9). Forty-one percent of E-2s through E-6s reported that QOL increased their desire to remain in the Navy. The number of individuals expressing that opinion increased the more senior the paygrades (with the exception of CWOs).⁵



Note. Percentages were excluded for “QOL in the Navy has no effect on my performance.”

Figure 8. Perceived impact of QOL on job performance by paygrade.

⁵ Reliable results for CWOs could not be obtained because only 50 completed the survey.



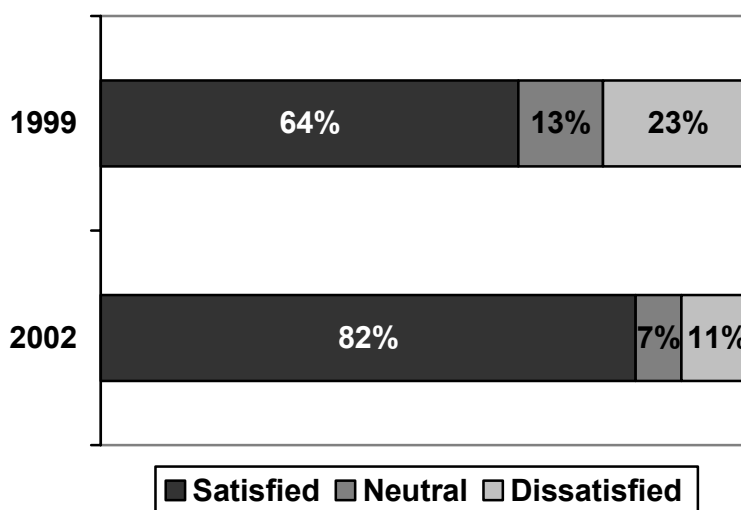
Note. Percentages were excluded for "QOL in the Navy has no effect on my decision."

Figure 9. Perceived impact of QOL on retention plans by paygrade.

2002 vs. 1999 Survey Results

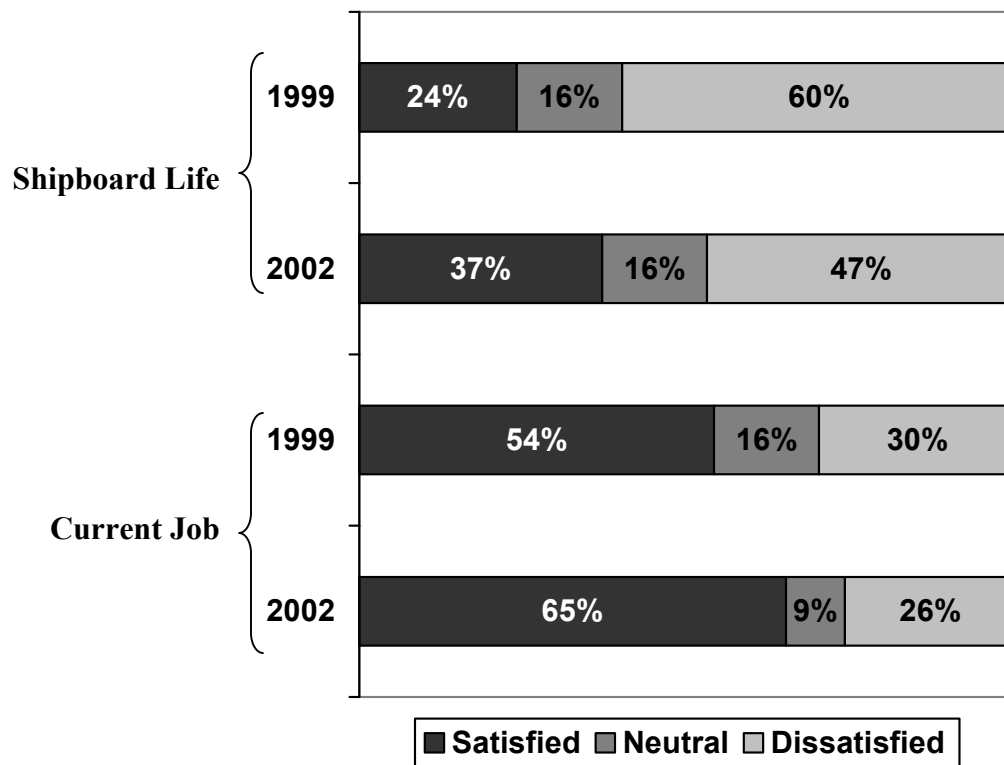
Results from the two surveys are shown in Figures 10–15. These results showed clear improvement in perceived QOL from 1999 to 2002, especially for enlisted. This trend is consistent with survey results from other military services that compared data collected before and after 9/11. A possible explanation for those findings is that the attacks renewed individuals' sense of mission and organizational commitment. This renewed sense of purpose and meaning may then have cast other aspects of Navy life (e.g., their residences, leisure and recreation, and standard of living) in a more positive light.

From 1999 to 2002, the most notable improvements for enlisted (at least 10 percentage points) were found in overall satisfaction with life (64% vs. 82%) and satisfaction in the following domains: Shipboard Life (24% vs. 37%), Current Job (54% vs. 65%), Standard of Living/Income (34% vs. 49%), and Leisure and Recreation (54% vs. 66%). Some improvement (4–6 points) was noted in four other domains: Neighborhood, Residence, Personal Health, and Friends/Friendships. There were no notable decrements for enlisted for the remaining domains, although percentages declined for the Relationship with Relatives domain (78% vs. 71%) and the Marriage/Intimate Relationship domain (84% vs. 77%).



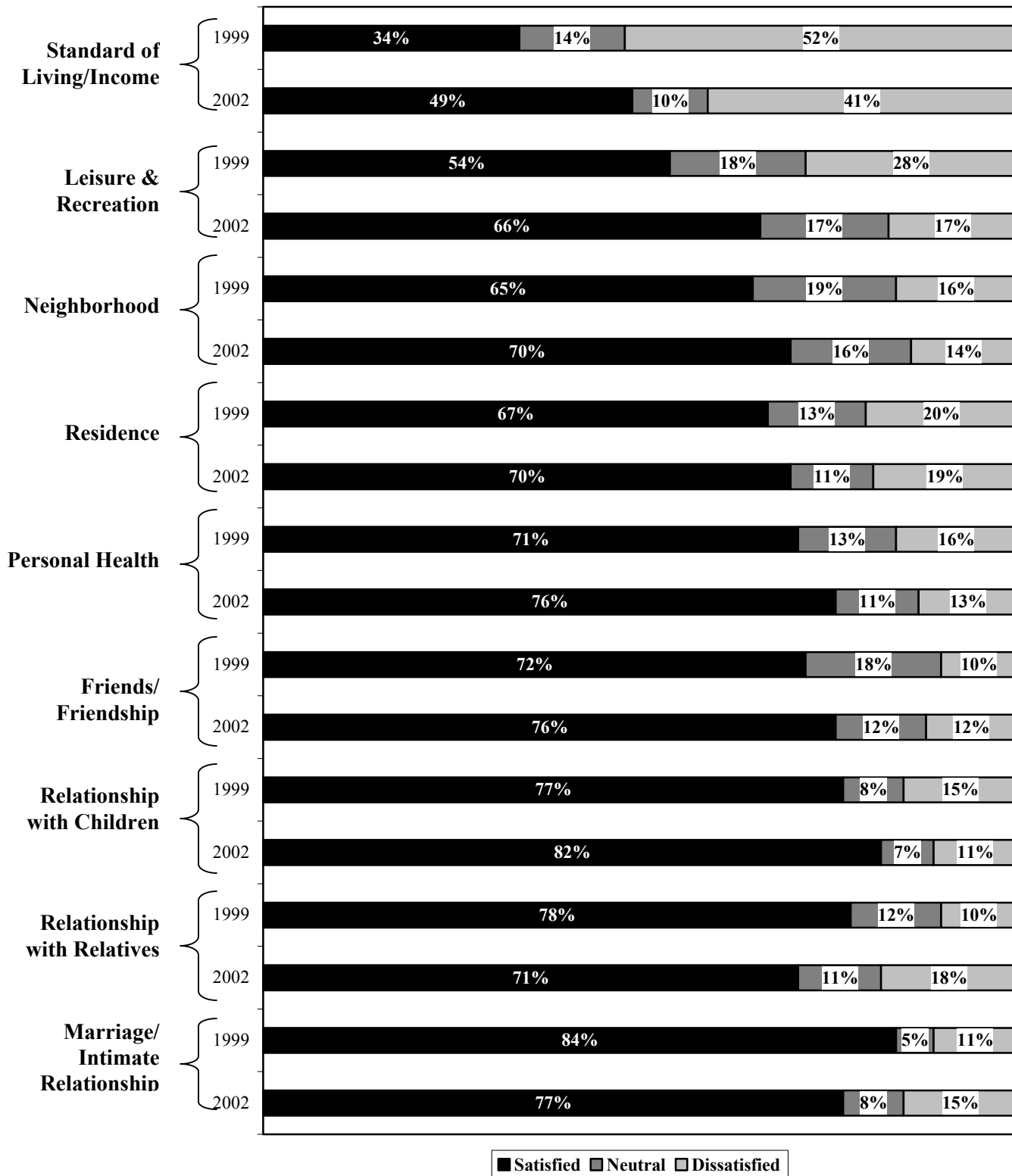
Note. Item for overall QOL was “How satisfied are you with your life overall?”

Figure 10. Enlisted satisfaction with overall quality of life.



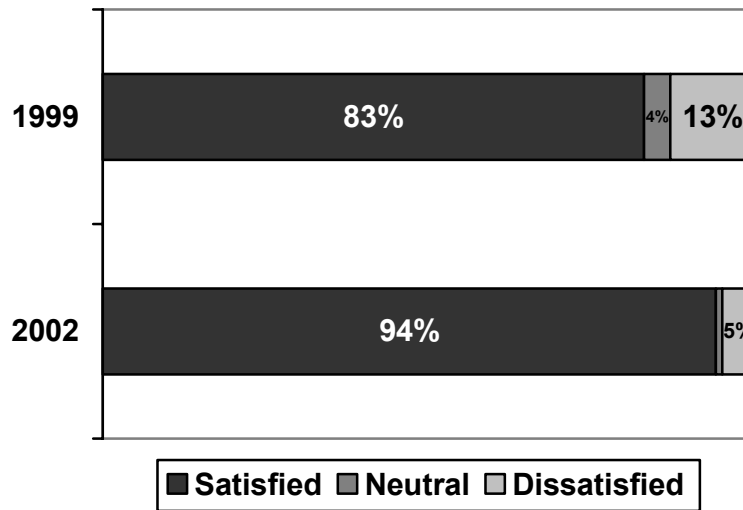
Note. Items were “How satisfied are you with shipboard life overall?” and “How satisfied are you with your job overall?” These were the only professional domains included on both surveys.

Figure 11. Enlisted satisfaction with professional domains.



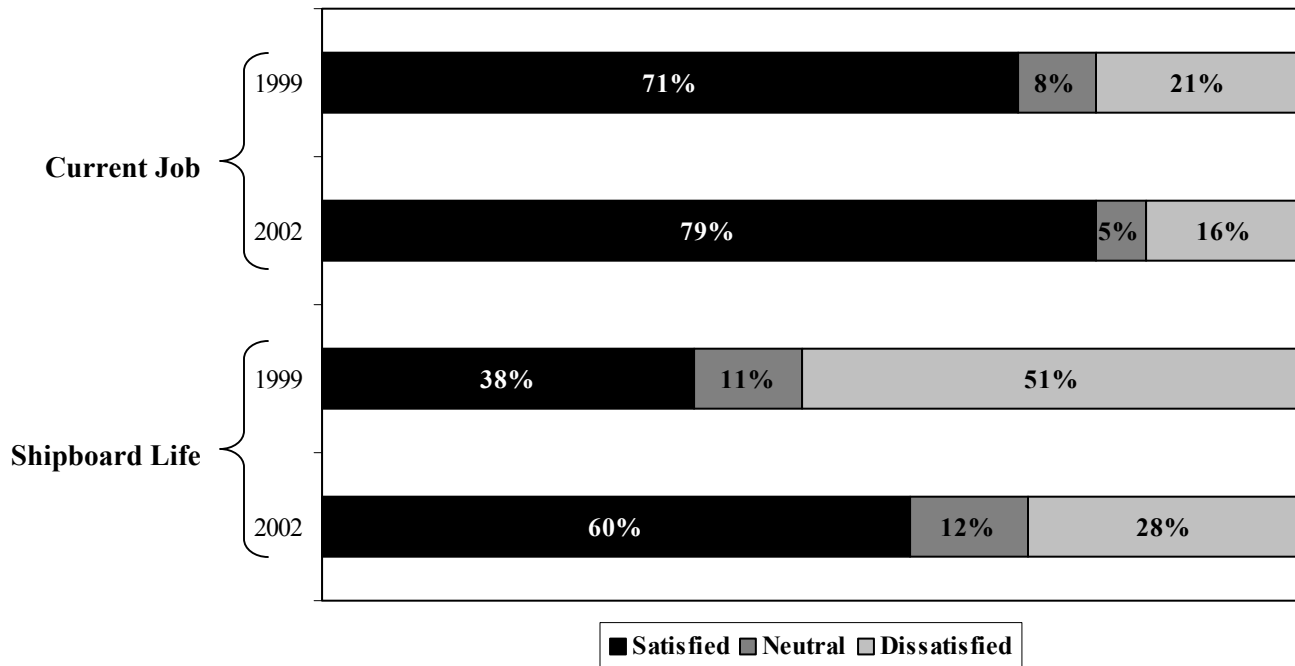
Note. These were the only personal domains that were included on both surveys.

Figure 12. Enlisted satisfaction with personal domains.



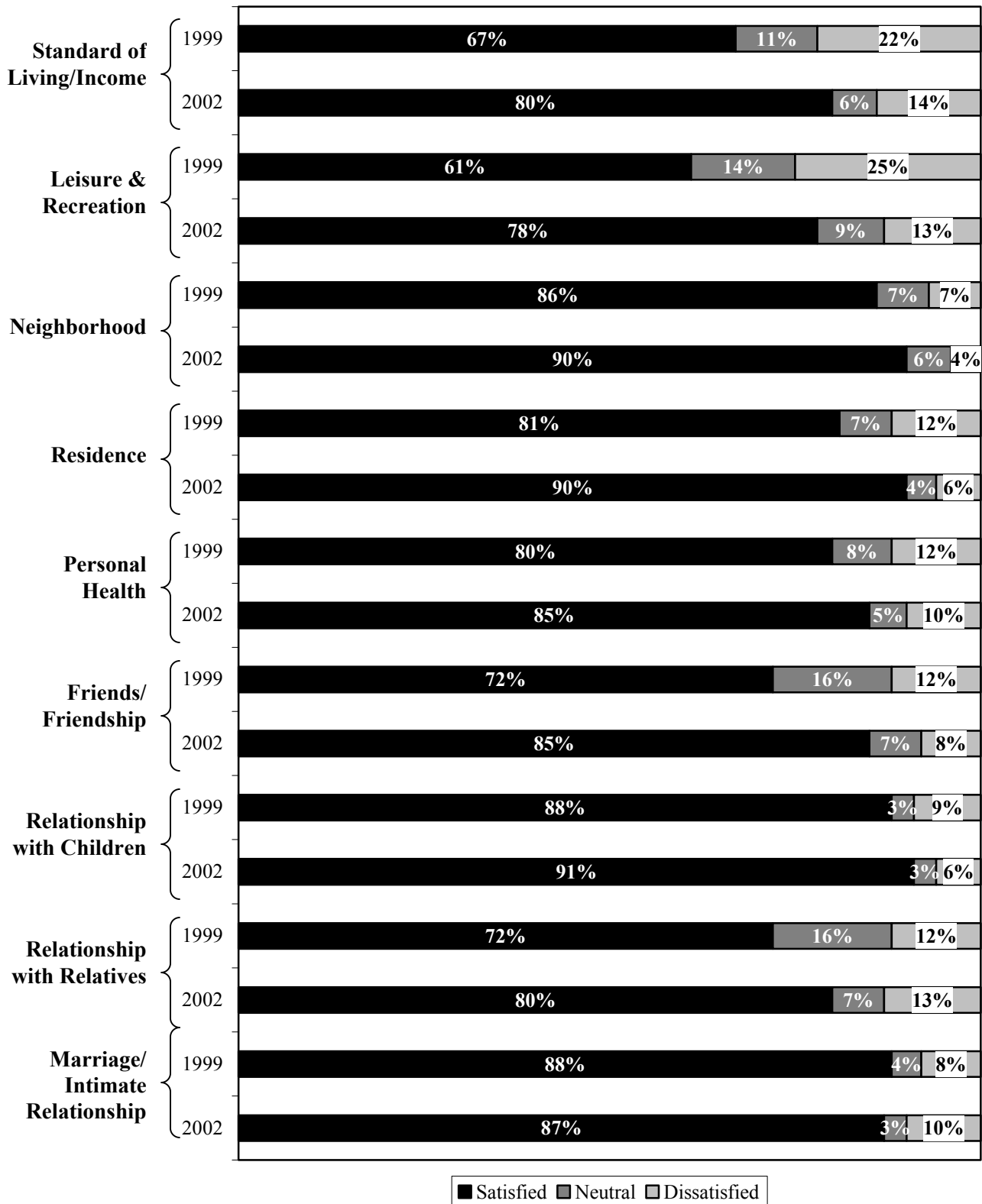
Note. Item for overall QOL was “How satisfied are you with your life overall?”

Figure 13. Officer satisfaction with overall quality of life.



Note. Items were “How satisfied are you with shipboard life overall?” “How satisfied are you with your job overall?” These were the only professional domains included on both surveys.

Figure 14. Officer satisfaction with professional domains.



Note. These were the only personal domains that were included on both surveys.

Figure 15. Officer satisfaction with personal domains.

The most notable improvements for officers were found in overall satisfaction with life (83% vs. 94%) and satisfaction in the following domains: Shipboard Life (38% vs. 60%), Standard of Living/Income (67% vs. 80%), Leisure and Recreation (61% vs. 78%), and Friends/Friendships (72% vs. 85%). The jump in percentages from 38–60 percent for the Shipboard Life domain may reflect, in part, the fact that the Navy replaced mattresses on most vessels with higher quality ones in the intervening years, and the renewed sense of mission mentioned above. Some improvement (4–6 points) was noted in four domains: Neighborhood, Residence, Personal Health, and Relationship with Relatives. There were no notable decreases in satisfaction for any of the other QOL domains.

Continuance Plans, Overall QOL, and Domain Satisfaction for Non-Careerists

Continuance Plans and Overall QOL

Basic information on continuance plans was obtained before proceeding with the multiple regression analyses. Specifically, 46 percent of enlisted non-careerists reported that they were unlikely to remain in the Navy at their next decision point, 20 percent were neutral, and 34 percent were likely to remain. Corresponding results for officer non-careerists were 52 percent (unlikely to remain), 20 percent (neutral), and 28 percent (likely to remain).

Multiple regression analysis was used to determine which measure (or combination of measures) of overall QOL was most highly predictive of continuance plans for enlisted non-careerists. It was found that satisfaction with military life formed the only statistically significant association with continuance plans ($R = .499$, $p < .001$, $N = 975$).⁶ Adding the two other measures of QOL did not significantly increase the strength of this association. Practically, satisfaction with military life accounted for a modest amount of the variation in continuance plans—approximately 25 percent ($R^2 = .249$). Given its emergence in the regression analysis, results for satisfaction with military life were broken-out. It was found that 42 percent of enlisted non-careerists were satisfied with military life, 11 percent had a neutral attitude, and 47 percent were dissatisfied.

Regression results for officer non-careerists varied somewhat from those of enlisted. Although satisfaction with military life formed a statistically significant association with continuance plans ($R = .510$, $p < .001$, $R^2 = .260$, $N = 449$), asking how optimistic or pessimistic Sailors were about their present life significantly increased the relationship ($R = .517$, $R^2 = .267$, $p < .001$). However, since the amount of variation in continuance plans only increased from 26.0 percent to 26.7 percent, the contribution of the second variable was trivial. Seventy percent of officer non-careerists were satisfied with military life, 8 percent were neutral, and 23 percent were dissatisfied.

⁶ Since responses had been weighted to the population, all predictors in the regression analyses added a significant amount of unique variance to the model. Thus, the decision was made not to weight the responses for the regression analyses. This decision reflected the fact that the focus was on relationships rather than descriptive results that could be generalized to the population.

Domain Satisfaction and Military Life

The next question to be examined was how much could opinions about military life be accounted for by the various domains.

For *enlisted non-careerists WITH CHILDREN*, the Shipboard Life domain was the strongest predictor of satisfaction with military life ($R = .604$, $p < .001$). Adding several other domains significantly strengthened this association (final $R = .696$, $p < .001$). The Career Development domain strengthened it the most, followed in turn by the Current Job, and Standard of Living/Income domains. In short, the more satisfied (dissatisfied) Sailors were with these domains, the more satisfied (dissatisfied) they were with military life. Additional domains did not significantly strengthen this relationship.

For *enlisted non-careerists WITHOUT CHILDREN*, the Shipboard Life domain, again, was the strongest predictor of satisfaction with military life ($R = .595$, $p < .001$), followed in turn by the Current Job, Leisure and Recreation, and Relationship with Relatives domains (final $R = .724$, $p < .001$) (see Table 5).

Table 5
Enlisted non-careerists
Satisfaction with domains and military life (regression results)

Sailors with Children ($n = 372$)		
Domain	R	R^2
Shipboard Life	.604	.365
Career Development	.669	.448
Current Job	.690	.476
Standard of Living/Income	.696	.484
Sailors Without Children ($n = 602$)		
Domain	R	R^2
Shipboard Life	.595	.354
Current Job	.697	.486
Leisure and Recreation	.717	.514
Relationship with Relatives	.724	.525

For *officer non-careerists WITH CHILDREN*, multiple regression identified the Shipboard Life domain as being most strongly associated with satisfaction with military life ($R = .594$, $p < .001$), followed in turn by the Personal Development, Preparedness to Do Your Job, and Relationship with Children domains (final $R = .732$, $p < .001$).

For *officer non-careerists WITHOUT CHILDREN*, multiple regression results varied somewhat from the previous demographic groups. The Personal Development domain was most strongly associated with satisfaction with military life ($R = .507$, $p < .001$), followed in turn by the Shipboard Life, Current Job, Residence, Leisure and Recreation, and Career Development domains (final $R = .696$, $p < .001$) (See Table 6).^{7,8}

Table 6
Officer non-careerists
Satisfaction with domains and military life (regression results)

Sailors with Children ($n = 125$)		
Domain	R	R^2
Shipboard Life	.594	.353
Personal Development	.674	.454
Preparedness to Do Your Job	.706	.498
Relationship with Your Children	.732	.536
Sailors Without Children ($n = 321$)		
Domain	R	R^2
Personal Development	.507	.257
Shipboard Life	.629	.395
Current Job	.661	.437
Residence	.677	.458
Leisure and Recreation	.688	.473
Career Development	.696	.485

What stood out for both enlisted and officers was that the Shipboard Life domain emerged in all the analyses and was either the most strongly or the second most strongly related domain to satisfaction with military life. Since that was the key result throughout, satisfaction results will only be presented for the Shipboard Life domain and not for all the domains identified through multiple regression. Table 7 presents those results by demographic group. With the exception of officer non-careerists with children, the percent dissatisfied with shipboard life exceeded the percent who were satisfied. Overall, 56 percent of enlisted non-careerists were dissatisfied with shipboard life, 13 percent were neutral, and 31 percent were satisfied. Corresponding results for officer non-careerists were 46 percent (dissatisfied), 13 percent (neutral), and 41 percent (satisfied).

⁷It will be noted that only 125 officer non-careerists with children were present in the sample. There were 1,491 officers, of whom 712 were non-careerists. Filtering by a shipboard deployment within the past six years reduced that number to 459. Of those 459, only 125 were parents.

⁸ Subgroup analyses for officers reduced the number of individuals available for analyses. Using SPSS listwise deletion reduced the number even more. Thus, to make maximal use of the data, pairwise deletion was used for the regression analyses.

Table 7
Shipboard Life satisfaction results by non-careerist demographic group

Demographic Group	Satisfied	Neutral	Dissatisfied
Enlisted with children	34%	13%	53%
Enlisted without children	29%	13%	58%
Officer with children	47%	16%	37%
Officer without children	39%	11%	50%

Significant Aspects of Shipboard Life

Given the importance of shipboard life as a correlate of satisfaction with military life, the next regression analyses focused only on that domain. Analyses were conducted to determine the combination of aspects that best correlated with overall satisfaction with shipboard life.

Table 8 presents enlisted results. Nine aspects in combination were most highly correlated with satisfaction with shipboard life. Satisfaction with privacy was most strongly related to that variable ($R = .533$, $p < .001$). Eight additional aspects significantly added to the relationship, proceeding in order from satisfaction with food, personal storage, and the berthing area, down to the last one, laundry (final $R = .700$).

Table 8
Enlisted non-careerists
Satisfaction with aspects of shipboard life as predictors of overall satisfaction with shipboard life (regression results)

Aspects	<i>R</i>	<i>R</i>²
Privacy	.533	.284
Food	.611	.373
Personal storage space	.642	.412
Number of port calls	.660	.435
Berthing area	.676	.457
Feel part of work team or division	.685	.469
Movies	.691	.478
Recreational activities	.696	.485
Laundry	.700	.490

Table 9 presents results for officer non-careerists. Four aspects in combination were most highly associated with satisfaction with shipboard life. The working area was the most strongly related ($R = .465$, $p < .001$), followed in order by lounges in berthing area, food, and recreational activities (final $R = .570$).

Table 9
Officer non-careerists
Satisfaction with aspects of shipboard life as predictors of overall satisfaction
with shipboard life (regression results)

Aspect	<i>R</i>	<i>R</i> ²
Working area	.465	.216
Lounges in berthing area	.528	.279
Food	.555	.308
Recreational activities	.570	.325

Table 10 presents the percentage of enlisted non-careerists who were satisfied, neutral, and dissatisfied with the aspects of shipboard life identified in the regression analysis. Results for the aspects are presented in the same order as they emerged in the regression analysis. A majority of Sailors were satisfied with particular aspects (i.e., feel part of work team or division and movies) and dissatisfied with others (i.e., privacy, personal storage space, number of port calls, berthing area, and laundry).

Table 10
Enlisted non-careerists
Descriptive percentages for significant shipboard life aspects

Aspects	Satisfied	Neutral	Dissatisfied
Privacy	21%	11%	68%
Food	38%	15%	47%
Personal storage space	18%	9%	73%
Number of port calls	34%	12%	54%
Berthing area	34%	11%	55%
Feel part of work team or division	57%	20%	23%
Movies	69%	17%	14%
Recreational activities	43%	24%	33%
Laundry	30%	17%	53%

Table 11 presents corresponding results for officer non-careerists. A majority of individuals were satisfied with the working area, food, and recreational activities. In contrast, only 47 percent were satisfied with lounges in the berthing area. A majority of officers were not dissatisfied with any of the aspects emerging from the regression analysis.

Table 11
Officer non-careerists
Descriptive percentages for significant shipboard life aspects

Aspects	Satisfied	Neutral	Dissatisfied
Working area	54%	12%	34%
Lounges in berthing area	47%	23%	30%
Food	63%	8%	29%
Recreational activities	52%	19%	29%

Supplementary Analyses

Fifty-seven percent of enlisted non-careerists believed that shipboard life decreased their desire to stay in the Navy. That was the highest “negative impact” percentage found for the 15 domains. Completing the “top” five domains with high negative-impact percentages were Marriage/Intimate Relationship (44%), Standard of Living/Income (42%), Relationship with Children (42%), and Current Job (38%).

Officer non-careerists identified the Shipboard Life and Marriage/Intimate Relationship domains as having the most negative impact on their continuance plans (both 51%), followed in turn by the Relationship with Children (45%), Current Job (32%), and Relationship with Relatives (32%) domains.

Summary and Discussion

Overall Enlisted and Officer Results

The results for respondents as a whole are encouraging and show positive gains since 1999. A majority of both enlisted and officers were satisfied with their lives overall and the military way of life and were optimistic about their lives. A second positive finding was that a majority of enlisted Sailors reported that they were satisfied in three of four professional domains, while a majority of officers were satisfied in all four domains. Also, a majority of enlisted were satisfied in 10 of 11 personal domains and officers were satisfied in all 11.

Comparisons with 1999 results show positive increases in 2002. Results showed substantial increases in the number of enlisted and officers who were satisfied with their lives overall and with the Shipboard Life, Standard of Living/Income, and Leisure and Recreation domains. Enlisted satisfaction with the Current Job domain also improved from 54 percent in 1999 to 65 percent in 2002.

Several caveats need to be added to these generally positive results:

1. Although a majority of enlisted (59%) were satisfied with military life, about one-third (31%) were dissatisfied.

2. Although a majority of enlisted were satisfied in three of the four professional domains, only 37 percent were satisfied in the Shipboard Life domain. Since that domain was highly correlated with how satisfied Sailors were with military life, improvements in shipboard life might result in more Sailors being satisfied with military life and higher retention rates. These higher retention rates would allow the Navy to choose from a wider pool of talented Sailors when considering future force-shaping initiatives.
3. Although a majority of officers were satisfied in all the professional domains, they rated Shipboard Life the lowest—only 60 percent were satisfied compared to the satisfaction results for the other domains that ranged from 79–88 percent.
4. Although a majority of enlisted were satisfied in 10 of 11 personal domains, only about half (49%) were satisfied with the Standard of Living/Income domain. A concern was that they had little money for other than essentials (i.e., for extras, savings, and investments).
5. Although Sailors were more satisfied in 2002 than in 1999 in several areas, this improvement—which paralleled other military surveys—may have been influenced by the events of 9/11. Thus, this may be a transitory phenomenon. Future QOL assessments will determine whether the increased levels of satisfaction obtained on this survey are long-lasting.

Non-Careerist Results

In addition to the increased overall levels of satisfaction, the pre-eminence of shipboard life in QOL perceptions and retention intentions is the other major takeaway of the 2002 Survey. Results consistently suggested that shipboard life plays a major role in the perceptions that Sailors have of QOL in the Navy. First, the Shipboard Life domain was identified as a crucial correlate of military life satisfaction for all the demographic groups examined—enlisted and officer with and without children. The more satisfied (dissatisfied) Sailors were with shipboard life, the more satisfied (dissatisfied) they were with military life in general. Secondly, 56 percent of enlisted non-careerists and 46 percent of officer non-careerists said they were dissatisfied with shipboard life. Thirdly, it was found that 57 percent of enlisted non-careerists and 51 percent of officer non-careerists reported that shipboard life decreased their desire to remain in the Navy.

Considering these and other survey results, it is proposed that intervention by the Navy to improve shipboard life would be a most worthwhile investment towards improving QOL in the Navy and increasing positive retention. Results suggested that attending to concerns about privacy and personal storage for enlisted non-careerists and the working area for officer non-careerists would be good starting points.

In fact, it should be noted that, based on these survey results, privacy and personal stowage were subsequently addressed in the Naval Vessel Rules (NVR) prepared by the American Bureau of Shipping (2004) at the request of the Naval Sea Systems Command. The NVR establishes the latest standards for the certification of Navy ships. These standards then served as the impetus for design specifications for the DD(X) (i.e., the prototype destroyer for the 21st century) and the upcoming Littoral Combat Ship (LCS). Specifically, the designs require 4–6 person bunkrooms to be constructed for enlisted complete with heads as opposed to open berthing and shared sanitary spaces. Further, personal stowage for junior enlisted (E-2 & E-3) and Chief Petty Officers (CPOs) will be appreciably enlarged in both types of ships.

Conclusions

1. Sailors are generally pleased with QOL in the Navy, both overall and in virtually all of the specific QOL domains assessed on the survey.
2. There have been clear and consistent improvements in QOL perceptions between 1999 and 2002.
3. Satisfaction with shipboard QOL is a key correlate of satisfaction with Navy life and intentions to remain in the Navy. Improvements in shipboard QOL are needed for junior and mid-grade enlisted.

Recommendations (Completed and Pending)

1. Summarize and disseminate the results of the survey to Navy personnel through the chain of command and Navy electronic and print media (*completed*).
 - Results of survey briefed to Chief of Naval Personnel and other Navy leaders
 - Article in Navy Times (“Shipboard Life: Are we happy yet?”, 27 October 2003, pp. 1, 14-16) included Shipboard Life results of survey
 - Results of survey presented at 2004 Annual Navy Workforce Conference
 - Results of survey posted to Navy Survey Approval website.
2. Provide results of the Shipboard Life portion of the survey to Naval Sea Systems Command (NAVSEA) for use in addressing shipboard habitability issues.
 - On 20 November 2003, the shipboard habitability results were briefed to program managers involved in Human Systems Integration and other areas at the NAVSEA headquarters in Washington, DC.
 - These results were used by NAVSEA in the development of the American Bureau of Shipping’s (ABS) (2004) Naval Vessel Rules for ABS certification of Navy ships.
3. Conduct a Navy-wide survey by ship platform and class to identify specific aspects of shipboard life that are satisfactory and unsatisfactory to Sailors. Where possible, incorporate that information into the design of new ships (*pending identification of survey resource sponsor*).
4. Transition 2005 QOL survey to the Internet. As part of the N1 Survey Strategy, all major Navy-wide surveys sponsored by the Chief of Naval Personnel will be transitioned to the Internet. Plans are to shorten and revise the QOL survey and administer the Internet version in late 2005 (*pending*).

References

- American Bureau of Shipping. (2004). *Naval Vessel Rules: ABS Guide for Building and Classing Naval Vessels*. Philadelphia: Author.
- Andrews, F. M., & Withey, S. B. (1976). *Social indicators of well-being*. New York: Plenum Press.
- Bush, G. W. (2001). *Remarks by the President to Troops of Fort Steward*. Office of the Press Secretary, White House, February 12, 2001.
- Campbell, A., Converse, P. E., & Rodgers, W. L. (1976). *The quality of American life: Perceptions, evaluations, and satisfactions*. New York: Russell Sage Foundation.
- Clark, ADM Vernon E. (July 21, 2000). *Remarks on the occasion of his assumption of duties as Chief of Naval Operations*. U. S. Naval Academy: Annapolis, MD.
- Clark, ADM Vernon E. (2004). *CNO Guidance: Top Five Priorities, Quality of Service*.
- Defense Manpower Data Center (2002). *July 2002 Status of Forces Survey of Active-Duty Members: Tabulations of Responses* (DMDC Report No. 2002-021). Arlington, VA: Author.
- Kavee, J. D., & Mason, R. E. (2001). *Status of the Armed Services Surveys Sample Planning Tool*. Arlington, VA: Defense Manpower Data Center.
- Kerce, E. W. (1995). *Quality of Life in the U. S. Marine Corps* (NPRDC-TR-95-4). San Diego, CA: Navy Personnel Research and Development Center.
- Lohr, S. L. (1999). *Sampling: Design and analysis*. New York: Duxbury Press.
- USO Press Release (July 18, 2001). *The USO Presents its First "Quality of Life" Award to Congressman Solomon P. Ortiz*.
- White, M. A., Baker, H. G., & Wolosin, D. G. (1999). *Quality of life in the Marine Corps: A comparison between 1993 and 1998*. (NPRDC-TR-99-1). San Diego: Navy Personnel Research and Development Center.
- Wilcove, G. L., & Hay, M. S. (2004). *2002 Navy Quality of Life Survey: Methodology*. (NPRST-TN-04-6). Millington, TN: Navy Personnel Research, Studies, and Technology, Navy Personnel Command.
- Wilcove, G. L., & Schwerin, M. J. (2002). *1999 Navy quality of life: Survey results*. (NPRST-TN-02-3). Millington, TN: Navy Personnel Research, Studies, and Technology, Navy Personnel Command.
- Wilcove, G. L., Wolosin, D. G., & Schwerin, M. J. (2002). *Development of a new quality of life (QOL) model using structural equation modeling*. (NPRST-TN-02-4). Millington, TN: Navy Personnel Research, Studies, and Technology, Navy Personnel Command.

Appendix:
2002 Navy Quality of Life Survey



Chief of Naval Personnel Washington, DC

Navy Quality of Life Survey



Dear Survey Participant,

This survey will ask you a number of questions about how you feel about your life. There are many aspects to life and this survey attempts to cover the major ones for most people. Despite the survey length, we think you will find most of the questions interesting and easy to answer because they ask you about YOUR life. Because all people don't feel the same way about what happens to them in everyday life, there are no right or wrong answers.

We are interested in YOUR opinions. We hope that you will answer each question carefully and frankly. Your answers will help us form an accurate assessment of the quality of life (QOL) experienced by Navy personnel. Your responses will never be singled out individually and you are free to leave blank any question you do not wish to answer.

The Navy QOL Survey is being conducted by the Institute for Organizational Assessment (PERS-14), at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. If you have any questions, please call or email us at:

Dr. Gerry Wilcove
DSN 882-4646 or (901) 874-4646
E-mail: gerry.wilcove@persnet.navy.mil

or

Dr. Michael Schwerin
DSN 882-4654 or (901) 874-4654
E-mail: michael.schwerin@persnet.navy.mil

Thank you VERY much for your opinions!

IMPORTANT MARKING INSTRUCTIONS

- ★ **USE NO. 2 PENCIL ONLY.**
- ★ **Do NOT use ink, ballpoint, or felt tip pens.**
- ★ **Erase cleanly and completely any changes you make.**
- ★ **Make black marks that fill in the entire circle.**
- ★ **Do NOT make stray marks on the form.**
- ★ **Do NOT fold, tear, or mutilate this form.**
- ★ **When applicable, write the numbers in the boxes at the top of the block.**



CORRECT: ●
INCORRECT: ✓ ✗ ○ ◐ ◑

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purpose of this survey and of the uses to be made of the information collected.

AUTHORITY: The Navy Personnel Research, Studies, and Technology Department may collect the information requested in this survey under the authority of Title 5, U.S. Code 301, and Title 10, U.S. Code 3051 and 3052, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1700-5, which expires on 31 Dec 2009.

PRINCIPAL PURPOSE: The information collected in this survey will be used to evaluate existing and proposed policies, procedures, and programs in the Navy. The data will be analyzed and maintained by the Navy Personnel Research, Studies, and Technology Department.

ROUTINE USES: None

CONFIDENTIALITY: All responses will be held in confidence. The information you provide will be considered only when statistically combined with the responses of others, and will NOT be identified with any single individual. Personal identifiers will be used only to conduct retention and other follow-on research as needed. The information provided will NOT become part of your permanent record and will NOT affect your career in any way.

PARTICIPATION: Providing information is completely voluntary. Failure to respond to any of the questions will NOT result in any penalties except lack of your opinions in the survey results.

CAREER AND JOB

1. What was your career plan when you joined the Navy?

- ☐ To complete my initial enlistment or obligation, then leave the Navy
- ☐ To complete training in a trade or skill, then leave the Navy
- ☐ To make the Navy a career (20 or more years)
- ☐ I was not sure of my plans when I joined
- ☐ Other (Please specify) _____

2. How likely is it that you will stay in the Navy at least until you are eligible to retire? **Mark only ONE answer.**

- ☐ Eligible to retire now
- ☐ Definitely will stay in the Navy until retirement
- ☐ Probably will stay in the Navy until retirement
- ☐ Don't know if I will stay in the Navy until retirement
- ☐ Probably will NOT stay in the Navy until retirement
- ☐ Definitely will NOT stay in the Navy until retirement

3. If you are eligible to retire, what are your career plans?

- ☐ Does not apply/Not eligible to retire
- ☐ Have decided to leave now
- ☐ Have made no decision yet
- ☐ Have decided to stay

4. How much time remains in your current enlistment or service obligation (include obligated time left in current tour)?

- ☐ Less than 3 months
- ☐ 3 months to less than 7 months
- ☐ 7 months to less than 1 year
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years or more

5. At your next decision point, how likely is it that you will remain in the Navy (Enlisted: reenlisting or extending; Officers: accepting new orders or extending)?

- ☐ Does not apply/Involuntarily separating
- ☐ Very Likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very Unlikely

6. How many days during the past 12 months have you been away from your permanent duty station (berthed out of the area, not at home) for activities such as deployment, work-ups, training, and TAD?

- ☐ None
- ☐ 1-30 (one month or less)
- ☐ 31-60 (between one and two months)
- ☐ 61-120 (between three and four months)
- ☐ 121-180 (between five and six months)
- ☐ 181-240 (between seven and eight months)
- ☐ More than 240 days (more than eight months)

7. In your current assignment, how many hours have you worked in a typical week at your Navy job?

- ☐ 40 hours or less
- ☐ 41-50 hours
- ☐ 51-60 hours
- ☐ 61-70 hours
- ☐ 71-80 hours
- ☐ 81 or more hours

8. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. I would be very happy to spend the rest of my career in the Navy	☐	☐	☐	☐	☐	☐	☐
b. I enjoy discussing the Navy with people in the civilian world	☐	☐	☐	☐	☐	☐	☐
c. I really feel as if the Navy's problems are my own	☐	☐	☐	☐	☐	☐	☐
d. I do not think that I could easily become as attached to another organization as I am to the Navy	☐	☐	☐	☐	☐	☐	☐
e. I feel like "part of the family" in the Navy	☐	☐	☐	☐	☐	☐	☐
f. I feel "emotionally attached" to the Navy	☐	☐	☐	☐	☐	☐	☐
g. The Navy has a great deal of personal meaning for me	☐	☐	☐	☐	☐	☐	☐
h. I feel a strong sense of belonging to the Navy	☐	☐	☐	☐	☐	☐	☐

9. How satisfied are you with the following aspects of your job?

JOB SATISFACTION

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Your co-workers	☐	☐	☐	☐	☐	☐	☐
b. Your pay	☐	☐	☐	☐	☐	☐	☐
c. Your benefits	☐	☐	☐	☐	☐	☐	☐
d. The amount of support and guidance you receive from your supervisor	☐	☐	☐	☐	☐	☐	☐
e. The amount of job security you have	☐	☐	☐	☐	☐	☐	☐
f. The opportunity for personal growth and development on your job	☐	☐	☐	☐	☐	☐	☐
g. The degree of respect and fair treatment you receive from superiors	☐	☐	☐	☐	☐	☐	☐
h. The amount of challenge in your job	☐	☐	☐	☐	☐	☐	☐
i. The feeling of accomplishment you get from doing your job	☐	☐	☐	☐	☐	☐	☐
j. The leadership provided by your superiors	☐	☐	☐	☐	☐	☐	☐
k. Ability to work independently	☐	☐	☐	☐	☐	☐	☐
l. A job free from problems (e.g., able to concentrate, tolerance for mistakes)	☐	☐	☐	☐	☐	☐	☐

WORKPLACE ISSUES

m. The physical environment where your work takes place	☐	☐	☐	☐	☐	☐	☐
n. The pace of your work	☐	☐	☐	☐	☐	☐	☐
o. The number of people available to get the work done	☐	☐	☐	☐	☐	☐	☐
p. The number of quick response tasks	☐	☐	☐	☐	☐	☐	☐
q. The time available to do a good job	☐	☐	☐	☐	☐	☐	☐
r. Availability of equipment	☐	☐	☐	☐	☐	☐	☐
s. The age of the equipment you use in your work	☐	☐	☐	☐	☐	☐	☐
t. Availability of tools	☐	☐	☐	☐	☐	☐	☐
u. Availability of supplies	☐	☐	☐	☐	☐	☐	☐
v. Availability of repair parts	☐	☐	☐	☐	☐	☐	☐
w. Availability of outside maintenance support	☐	☐	☐	☐	☐	☐	☐

10. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	NEUTRAL	SOMEWHAT AGREE	DISAGREE	SOMEWHAT DISAGREE	COMPLETELY DISAGREE
a. My current assignment is career enhancing	☐	☐	☐	☐	☐	☐	☐
b. I have been adequately recognized for my accomplishments on my EVALs/FITREPs	☐	☐	☐	☐	☐	☐	☐
c. I have made sufficient progress/ advancement in my designator, rating, or community	☐	☐	☐	☐	☐	☐	☐
d. I expect to be advanced within my current term of service, commitment, or obligated service	☐	☐	☐	☐	☐	☐	☐

11. What impact does your career development have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

12. What impact does your career development have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

13. What impact does your current job have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SHIPBOARD LIFE

14. How many times have you been on deployment during the past 5 years? (A "deployment" is scheduled time away from homeport for 90 days or more/60 days or more for submariners.)

- ☐ None
☐ One
☐ Two
☐ Three
☐ Four or more

15. Are you now or have you ever served aboard ship for 90 days or more/60 days or more for submariners?

- ☐ Yes, I am currently serving aboard ship
☐ Yes, I have served aboard ship in the past, but I am not currently aboard ship → Go to Question 19
☐ No, I have never served aboard ship → Go to **PERSONAL HEALTH** on Page 6

16. Which of the following statements describes why you are currently serving aboard ship? **Mark only ONE answer.**

- ☐ I am presently on deployment
☐ I am living and working aboard ship in port
☐ I am working aboard ship in port and living elsewhere
☐ I am currently assigned to a ship, but living and working ashore (e.g., Blue/Gold crews)

→ Go to Question 19

17. How long is your scheduled deployment for?

- ☐ 2 months
☐ 3 months
☐ 4 months
☐ 5 months
☐ 6 months or more

18. How much time is remaining in your deployment?

- ☐ 1 month or less
☐ 2 months
☐ 3 months
☐ 4 months
☐ 5 months
☐ 6 months or more

19. When did you last serve aboard ship for 90 days or more/60 days or more for submariners?

- ☐ Currently serving aboard ship for that length of time
☐ Within the last year
☐ 1-2 years ago
☐ 3-4 years ago
☐ 5-6 years ago
☐ More than 6 years ago

→ Go to **PERSONAL HEALTH** on Page 6

20. How satisfied are you with the following aspects of shipboard life?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
FACILITIES						
a. The working area	☐	☐	☐	☐	☐	☐
b. The berthing area	☐	☐	☐	☐	☐	☐
c. Pillows and bed linens	☐	☐	☐	☐	☐	☐
d. Mattresses	☐	☐	☐	☐	☐	☐
e. Space in your rack	☐	☐	☐	☐	☐	☐
f. The shower/head spaces	☐	☐	☐	☐	☐	☐
g. Shower/head fixtures	☐	☐	☐	☐	☐	☐
h. Number of showers/heads	☐	☐	☐	☐	☐	☐
i. Personal storage space	☐	☐	☐	☐	☐	☐
SERVICES						
j. The mess area	☐	☐	☐	☐	☐	☐
k. Food	☐	☐	☐	☐	☐	☐
l. Drinking water	☐	☐	☐	☐	☐	☐
m. Lounges in berthing area	☐	☐	☐	☐	☐	☐
n. Lounges outside berthing area	☐	☐	☐	☐	☐	☐
o. The gym/physical fitness equipment aboard ship	☐	☐	☐	☐	☐	☐
p. Recreational activities	☐	☐	☐	☐	☐	☐
q. Movies	☐	☐	☐	☐	☐	☐
r. The Library/Multimedia Resource Center	☐	☐	☐	☐	☐	☐
s. Internet access (e.g., World Wide Web)	☐	☐	☐	☐	☐	☐
t. Email access	☐	☐	☐	☐	☐	☐
u. Personal computers	☐	☐	☐	☐	☐	☐
v. Ship's store	☐	☐	☐	☐	☐	☐
w. Barber shop	☐	☐	☐	☐	☐	☐
x. Post office	☐	☐	☐	☐	☐	☐
y. Snack bar	☐	☐	☐	☐	☐	☐
z. Vending machines	☐	☐	☐	☐	☐	☐
aa. Laundry	☐	☐	☐	☐	☐	☐

How satisfied are you with the following aspects of shipboard life?

PHYSICAL ENVIRONMENT

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
bb. Lighting	☐	☐	☐	☐	☐	☐	☐
cc. Temperature	☐	☐	☐	☐	☐	☐	☐
dd. Ventilation	☐	☐	☐	☐	☐	☐	☐
ee. Cleanliness	☐	☐	☐	☐	☐	☐	☐
ff. Odor	☐	☐	☐	☐	☐	☐	☐
gg. Noise	☐	☐	☐	☐	☐	☐	☐
hh. Motion	☐	☐	☐	☐	☐	☐	☐
ii. Vibration	☐	☐	☐	☐	☐	☐	☐
jj. Safety	☐	☐	☐	☐	☐	☐	☐

SOCIAL & OTHER FACTORS

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
kk. Privacy	☐	☐	☐	☐	☐	☐	☐
ll. Amount of room in berthing area	☐	☐	☐	☐	☐	☐	☐
mm. Amount of room in working area	☐	☐	☐	☐	☐	☐	☐
nn. Ability to get in touch with your family/friends ashore	☐	☐	☐	☐	☐	☐	☐
oo. The opportunity to feel part of a work team or division	☐	☐	☐	☐	☐	☐	☐
pp. Opportunity to get together with friends aboard ship	☐	☐	☐	☐	☐	☐	☐
qq. Ability to move about the ship	☐	☐	☐	☐	☐	☐	☐
rr. Quality of port calls	☐	☐	☐	☐	☐	☐	☐
ss. Number of port calls	☐	☐	☐	☐	☐	☐	☐

21. What impact does shipboard life have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

22. What impact does shipboard life have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

PERSONAL HEALTH

23. What is the state of your health?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very poor

24. Please answer the following questions regarding sources of medical and dental care.

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Whom do you see for the majority of your medical care?	☐	☐	☐	☐	☐	☐	☐
b. Whom do you see for the majority of your dental care?	☐	☐	☐	☐	☐	☐	☐
c. Whom do your dependents see for the majority of their medical care?	☐	☐	☐	☐	☐	☐	☐
d. Whom do your dependents see for the majority of their dental care?	☐	☐	☐	☐	☐	☐	☐

25. How satisfied are you with the following aspects of your health and health care?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Your current weight	☐	☐	☐	☐	☐	☐	☐
b. Your level of energy	☐	☐	☐	☐	☐	☐	☐
c. How well you sleep	☐	☐	☐	☐	☐	☐	☐
d. The amount of sleep you get	☐	☐	☐	☐	☐	☐	☐
e. Your endurance	☐	☐	☐	☐	☐	☐	☐
f. Your physical fitness	☐	☐	☐	☐	☐	☐	☐
g. The amount of stress in your life	☐	☐	☐	☐	☐	☐	☐
h. Your medical care	☐	☐	☐	☐	☐	☐	☐
i. Your dental care	☐	☐	☐	☐	☐	☐	☐
j. Your dependents' medical care	☐	☐	☐	☐	☐	☐	☐
k. Your dependents' dental care	☐	☐	☐	☐	☐	☐	☐
l. TRICARE							
(1) Overall	☐	☐	☐	☐	☐	☐	☐
(2) How claims are handled	☐	☐	☐	☐	☐	☐	☐
(3) Customer service	☐	☐	☐	☐	☐	☐	☐
(4) Amount of paperwork	☐	☐	☐	☐	☐	☐	☐
(5) Medical services available	☐	☐	☐	☐	☐	☐	☐

26. What impact does your personal health have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

27. What impact does your personal health have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SAILOR PREPAREDNESS

SAILOR PREPAREDNESS refers to your preparation and ability to perform your Navy job. This includes your formal and on-the-job training, your preparations for deployment, and other factors that may affect your job.

28. If you have to deploy on short notice in the future, have you made provisions for each of the following?

	YES	NO	DOES NOT APPLY
a. A will	☐	☐	☐
b. A joint checking account	☐	☐	☐
c. A power of attorney	☐	☐	☐
d. Childcare	☐	☐	☐
e. Elder care	☐	☐	☐
f. Care for pets	☐	☐	☐
g. An updated SGLI	☐	☐	☐
h. An updated Page 2	☐	☐	☐
i. Storage of possessions	☐	☐	☐
j. Payment of bills	☐	☐	☐
k. Management of investments	☐	☐	☐
l. Family health care	☐	☐	☐

29. If you are deployed, have you lost time from work due to any of the following personal reasons? **Mark ALL that apply.**

- ☐ Does not apply/Not deployed
- ☐ Your education (if not part of your military duties)
- ☐ Emergency leave
- ☐ Medical or dental needs
- ☐ Other (Please specify) _____

30. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. My Navy training/education has been effective	☐	☐	☐	☐	☐	☐	☐
b. My job matches my level of ability	☐	☐	☐	☐	☐	☐	☐
c. My job matches my level of training	☐	☐	☐	☐	☐	☐	☐
d. My job matches my level of experience	☐	☐	☐	☐	☐	☐	☐
e. My Navy training/education has allowed me to excel on the job	☐	☐	☐	☐	☐	☐	☐
f. I am satisfied with the level of operational training (on-the-job experiences) I have received in the Navy	☐	☐	☐	☐	☐	☐	☐
g. My other duties, such as collateral duties or working parties, take away from my primary duties	☐	☐	☐	☐	☐	☐	☐
h. The majority of my time in the Navy has been spent working in my rating (enlisted) or my major field/specialty (officers)	☐	☐	☐	☐	☐	☐	☐
i. The time I spend away from homeport/permanent duty station increases my desire to leave the Navy	☐	☐	☐	☐	☐	☐	☐

31. Where have you been located for the past month?

- ☐ Ashore
- ☐ Ashore and deployed
- ☐ Deployed

Go to Question 34

32. In the past month, how much time did you take off from work for each of the following **FAMILY** reasons (include instances when you arrived late or left early or took scheduled leave time)?

	NONE	LESS THAN 1 HOUR	1-2 HOURS	3-4 HOURS	5-7 HOURS	1 DAY	2-5 DAYS	MORE THAN 5 DAYS
a. Caring for children (e.g., a sick child, school visits, no sitter, discipline)	☐	☐	☐	☐	☐	☐	☐	☐
b. Helping your spouse (e.g., illness or emotional problems)	☐	☐	☐	☐	☐	☐	☐	☐
c. Family business (e.g., financial or housing matters)	☐	☐	☐	☐	☐	☐	☐	☐
d. Family transportation	☐	☐	☐	☐	☐	☐	☐	☐
e. Other family matters	☐	☐	☐	☐	☐	☐	☐	☐

33. In the past month, how much time did you take off from work for each of the following **PERSONAL** reasons? (Include instances when you arrived late or left early or took scheduled leave time.)

	NONE	LESS THAN 1 HOUR	1-2 HOURS	3-4 HOURS	5-7 HOURS	1 DAY	2-5 DAYS	MORE THAN 5 DAYS
a. Your education (if not part of your military duties)	☐	☐	☐	☐	☐	☐	☐	☐
b. Your transportation (e.g., your car wouldn't start)	☐	☐	☐	☐	☐	☐	☐	☐
c. Pregnancy (e.g., prenatal care or doctor visit)	☐	☐	☐	☐	☐	☐	☐	☐
d. Your health (sick or doctor/dentist appointment)	☐	☐	☐	☐	☐	☐	☐	☐
e. Personal business (e.g., financial matters)	☐	☐	☐	☐	☐	☐	☐	☐
f. Other personal reasons	☐	☐	☐	☐	☐	☐	☐	☐

34. What impact does your preparedness have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
☐ Increases desire to stay
☐ No effect on decision
☐ Decreases desire to stay
☐ Greatly decreases desire to stay

RESIDENCE

RESIDENCE means the place where you live ashore. IF YOU ARE AT SEA, answer the questions in this section for the place where you live ashore.

35. Where do you live at your **PERMANENT DUTY STATION**?

- ☐ Aboard ship in port → Go to **NEIGHBORHOOD** on Page 9
☐ Barracks/dorm (including BEQ or BOQ)
☐ Geographic bachelor's barracks
☐ Military family housing (on base)
☐ Military family housing (off base)
☐ Private Public Venture Housing
☐ Own my home (or pay mortgage), off base
☐ Rental housing, off base
☐ Other (Please specify) _____

36. There may be several reasons why you decided to live where you do. Select **ALL** the reasons that apply from the below sections ("a" through "e").

a. Neighborhood Factors

- ☐ Quality of neighborhood
☐ Sense of community
☐ Sense of support for spouse/family
☐ Schools
☐ Commute convenience for service member
☐ Commute convenience for spouse/family member (e.g., spouse's job, children's school)
☐ Proximity to childcare
☐ Privacy
☐ Security
☐ Convenience of community services and amenities
☐ Desire to "get away from the military"

b. Economic Factors

- ☐ Utilities included in the rent
☐ Insufficient BAH
☐ Own a home already: Cannot afford to buy another one
☐ Own a home already: Waiting for it to sell
☐ Home ownership: An investment
☐ Home ownership: Plan to retire/separate
☐ Do not like to rent
☐ No adequate rental housing was available

c. Government Housing Benefits

- ☐ Short or no waiting list
☐ Government housing benefits (e.g., property maintenance, access to self-help)
☐ Other (Please specify) _____

d. Government Housing Barriers

- ☐ Currently waiting for government housing
☐ Waiting list for government housing too long
☐ Government housing not available
☐ Government housing not immediately available: Did not want to move more than once

e. Quality Factors

- ☐ Larger housing
☐ Better quality
☐ Attractiveness of housing

37. How satisfied are you with various aspects of your current housing ashore?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The attractiveness of the exterior of your housing	☐	☐	☐	☐	☐	☐	☐
b. The floor plan of your housing	☐	☐	☐	☐	☐	☐	☐
c. The privacy of your housing	☐	☐	☐	☐	☐	☐	☐
d. The comfort of your housing (e.g., is it too hot, too cold, too noisy?)	☐	☐	☐	☐	☐	☐	☐
e. The condition of your housing (e.g., is it well maintained?)	☐	☐	☐	☐	☐	☐	☐
f. Quality of the building	☐	☐	☐	☐	☐	☐	☐
g. The number of appliances in your housing	☐	☐	☐	☐	☐	☐	☐
h. Quality of appliances (if provided by the government)	☐	☐	☐	☐	☐	☐	☐
i. Quality of fixtures (faucets, light fixtures, shower heads)	☐	☐	☐	☐	☐	☐	☐
j. The amount of space in your housing	☐	☐	☐	☐	☐	☐	☐
k. The amount of storage in your housing (closets and other storage space)	☐	☐	☐	☐	☐	☐	☐
l. The number of bedrooms	☐	☐	☐	☐	☐	☐	☐
m. The cost of your housing	☐	☐	☐	☐	☐	☐	☐
n. Distance of housing from duty station	☐	☐	☐	☐	☐	☐	☐
o. Location of housing	☐	☐	☐	☐	☐	☐	☐

38. What impact does your residence have on your ability to perform your job?

- ☐ Greatly increases job performance
☐ Increases job performances
☐ No effect on job performance
☐ Decreases job performance
☐ Greatly decreases job performance

39. What impact does your residence have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
☐ Increases desire to stay
☐ No effect on decision
☐ Decreases desire to stay
☐ Greatly decreases desire to stay

NEIGHBORHOOD

If you are in bachelor quarters, *NEIGHBORHOOD* refers to the immediate area around your quarters.

40. How satisfied are you with the following aspects of your neighborhood at your permanent duty station?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The safety of your neighborhood	☐	☐	☐	☐	☐	☐	☐
b. The public services in your neighborhood (e.g., trash collection, mail delivery, police protection)	☐	☐	☐	☐	☐	☐	☐
c. The appearance of your neighborhood	☐	☐	☐	☐	☐	☐	☐
d. The condition of other dwellings in the neighborhood	☐	☐	☐	☐	☐	☐	☐
e. The friendliness of people living in your neighborhood	☐	☐	☐	☐	☐	☐	☐
f. The transportation services in your neighborhood	☐	☐	☐	☐	☐	☐	☐
g. The sense of community in your neighborhood	☐	☐	☐	☐	☐	☐	☐
h. The availability of retail services in your neighborhood (e.g., groceries, dry cleaning)	☐	☐	☐	☐	☐	☐	☐
i. The amount of time it takes you to get to work	☐	☐	☐	☐	☐	☐	☐
j. The availability of recreational programs/facilities in your neighborhood	☐	☐	☐	☐	☐	☐	☐
k. The availability of parking in your neighborhood	☐	☐	☐	☐	☐	☐	☐
l. The quality of schools in your neighborhood	☐	☐	☐	☐	☐	☐	☐

41. What impact does your neighborhood have on your ability to perform your job?

- ☐ Greatly increases job performance
☐ Increases job performance
☐ No effect on job performance
☐ Decreases job performance
☐ Greatly decreases job performance

63
62
61
60
59
58
57
56
55
54
53
52
51
50
49
48
47
46
45
44
43
42
41
40
39
38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

63
62
61
60
59
58
57
56
55
54
53
52
51
50
49
48
47
46
45
44
43
42
41
40
39
38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

42. What impact does your neighborhood have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

LEISURE AND RECREATION

43. How satisfied are you with the following aspects of your leisure and recreational activities provided by the Navy?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The variety of leisure activities	☐	☐	☐	☐	☐	☐	☐
b. The cost of leisure activities	☐	☐	☐	☐	☐	☐	☐
c. The facilities provided for leisure activities you enjoy	☐	☐	☐	☐	☐	☐	☐
d. The equipment provided for leisure activities you enjoy	☐	☐	☐	☐	☐	☐	☐
e. The amount of leisure time you have	☐	☐	☐	☐	☐	☐	☐
f. The quality of leisure activities for your children	☐	☐	☐	☐	☐	☐	☐
g. The availability of leisure activities for your children	☐	☐	☐	☐	☐	☐	☐
h. The variety of leisure activities for your children	☐	☐	☐	☐	☐	☐	☐

44. What impact do leisure and recreation activities have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

45. What impact do leisure and recreation activities have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIPS

Navy leadership recognizes that Navy life can present a challenge to maintaining a quality relationship with others such as friends, relatives, spouses/intimate others, and children. Your feedback will help Navy leaders better understand these challenges and make changes in these areas when possible.

FRIENDS AND FRIENDSHIPS

46. Are your close friends mostly: Mark ALL that apply.

- ☐ Fellow Sailors at this location?
- ☐ Sailors who are stationed at other locations?
- ☐ Civilians in this area?
- ☐ Civilians "back home" or elsewhere?
- ☐ Members of other military services?
- ☐ Other? (Please specify) _____

47. How satisfied are you with the following aspects of your friendships?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. The amount of time you socialize with your close friends	☐	☐	☐	☐	☐	☐
b. The support and encouragement you receive from your close friends	☐	☐	☐	☐	☐	☐
c. The opportunities you have to make new friends	☐	☐	☐	☐	☐	☐
d. Your ability to maintain your close friendships	☐	☐	☐	☐	☐	☐

48. What impact do your friendships have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

49. What impact do your friendships have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIP WITH RELATIVES

50. Do you have any living relatives (parents, grandparents, brothers, sisters, and/or in-laws)?

- ☐ Yes
- ☐ No → Go to MARRIAGE/INTIMATE RELATIONSHIP

51. How satisfied are you with the amount of time you spend with the relatives listed below?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Parent(s)	☐	☐	☐	☐	☐	☐
b. Grandparent(s)	☐	☐	☐	☐	☐	☐
c. Brother(s)/Sister(s)	☐	☐	☐	☐	☐	☐
d. In-laws	☐	☐	☐	☐	☐	☐
e. Other close relatives	☐	☐	☐	☐	☐	☐

52. How satisfied are you with the following aspects of your relationship with your relatives?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The amount of contact you have with your relatives	☐	☐	☐	☐	☐	☐
b. How well you and your relatives get along with each other	☐	☐	☐	☐	☐	☐
c. Your relatives' support of your military career	☐	☐	☐	☐	☐	☐
d. Your relatives' respect for your independence	☐	☐	☐	☐	☐	☐
e. The ease with which you can visit your relatives	☐	☐	☐	☐	☐	☐

53. What impact does your relationship with your relatives have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

54. What impact does your relationship with your relatives have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

MARRIAGE/INTIMATE RELATIONSHIP

55. At this time are you:

- ☐ Married
- ☐ Involved in a serious intimate relationship, but not married
- ☐ Not seriously involved with anyone

→ Go to RELATIONSHIP WITH YOUR CHILDREN on Page 12

56. How satisfied are you with the following aspects of your marriage/intimate relationship?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The love and understanding you receive in your relationship	☐	☐	☐	☐	☐	☐
b. The communication within the relationship	☐	☐	☐	☐	☐	☐
c. The way conflicts are resolved with your partner	☐	☐	☐	☐	☐	☐
d. Your partner's support of your military career	☐	☐	☐	☐	☐	☐
e. The compatibility of interests between you and your partner	☐	☐	☐	☐	☐	☐
f. The level of respect in the relationship	☐	☐	☐	☐	☐	☐
g. The physical aspect of your relationship	☐	☐	☐	☐	☐	☐
h. The time away from home	☐	☐	☐	☐	☐	☐

57. What impact does your marriage/intimate relationship have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

58. What impact does your marriage/intimate relationship have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIP WITH YOUR CHILDREN

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

- ☐ Yes
- ☐ No → Go to **PERSONAL DEVELOPMENT**

60. How many children in each of the following age groups live in your household?

	ONE	TWO	3 OR MORE
a. Under 1 year	☐	☐	☐
b. 1 to 4 years 11 months	☐	☐	☐
c. 5 to 11 years 11 months	☐	☐	☐
d. 12 to 14 years 11 months	☐	☐	☐
e. 15 to 18 years 11 months	☐	☐	☐
f. 19 to 20 years 11 months	☐	☐	☐

61. How satisfied are you with the following aspects of your relationship with your children?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED
a. The amount of time you have with your children	☐	☐	☐	☐	☐
b. The quality of time you spend with your children	☐	☐	☐	☐	☐
c. The love and understanding between you and your children	☐	☐	☐	☐	☐
d. The time away from home	☐	☐	☐	☐	☐

How satisfied are you with the following aspects of your relationship with your children?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED
e. The care and attention your children receive while you are at work	☐	☐	☐	☐	☐
f. The educational value of your children's activities	☐	☐	☐	☐	☐
g. The level of respect between you and your children	☐	☐	☐	☐	☐
h. The way conflicts are resolved with your children	☐	☐	☐	☐	☐
i. How well your children act when you tell them to do something	☐	☐	☐	☐	☐

62. What impact does your relationship with your children have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

63. What impact does your relationship with your children have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

PERSONAL DEVELOPMENT

64. What is the highest level of education you received while in the Navy?

- ☐ None
- ☐ Alternate degree/GED/homestudy/Adult-school certification
- ☐ Completed vocational training
- ☐ High School diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2-year degree
- ☐ Bachelor's degree (B.A. or B.S.)
- ☐ Some graduate school courses
- ☐ Master's degree (M.A., M.S., M.B.A., etc.)
- ☐ Doctoral/professional degree (J.D., Ph.D., M.D., etc.)

65. How much do you **AGREE** or **DISAGREE** with the following statements regarding Navy training/education?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. I have access to adequate military technical training	☐	☐	☐	☐	☐	☐	☐
b. I have access to adequate general military training/education	☐	☐	☐	☐	☐	☐	☐
c. I have access to training opportunities to upgrade my military skills and qualifications	☐	☐	☐	☐	☐	☐	☐
d. I am satisfied with the amount of time I am given to upgrade my skills	☐	☐	☐	☐	☐	☐	☐
e. Navy training/education has prepared me well for my current job	☐	☐	☐	☐	☐	☐	☐
f. Navy training/education has prepared the members of my workgroup/squadron to do their current jobs well	☐	☐	☐	☐	☐	☐	☐

66. How satisfied are you with the progress you have made regarding the following aspects of your personal development?

	COMPLETELY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. Ability to get along with others	☐	☐	☐	☐	☐	☐	☐
b. Ability to solve problems	☐	☐	☐	☐	☐	☐	☐
c. Ability to make good decisions	☐	☐	☐	☐	☐	☐	☐
d. Intellectual growth	☐	☐	☐	☐	☐	☐	☐
e. Physical appearance	☐	☐	☐	☐	☐	☐	☐
f. Your educational goals	☐	☐	☐	☐	☐	☐	☐
g. General competence	☐	☐	☐	☐	☐	☐	☐
h. Self-discipline	☐	☐	☐	☐	☐	☐	☐
i. Your personal goals	☐	☐	☐	☐	☐	☐	☐

67. What impact does your personal development have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

68. What impact does your personal development have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

STANDARD OF LIVING/INCOME

The following questions ask about your financial status. The results will be presented in a manner that ensures that you cannot be identified. The information from these questions and other sources may be used to evaluate current pay and benefit policies and programs.

69. How satisfied are you with the following aspects of your financial situation?

	COMPLETELY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. Money available for essentials	☐	☐	☐	☐	☐	☐	☐
b. Money available for extras	☐	☐	☐	☐	☐	☐	☐
c. Money available for savings	☐	☐	☐	☐	☐	☐	☐
d. Money available for investments	☐	☐	☐	☐	☐	☐	☐

70. Which of the following best describes your own or your family's financial situation at this time?

- ☐ Very comfortable and secure
- ☐ Able to make ends meet without much difficulty
- ☐ Occasionally have some difficulty making ends meet
- ☐ Tough to make ends meet but keeping my/our head above water
- ☐ In over my/our head

71. What percent of your total family income is provided by each of the following sources?

	0%	1-20%	21-40%	41-60%	61-80%	81-100%
a. Your Navy job	☐	☐	☐	☐	☐	☐
b. Civilian 2nd job	☐	☐	☐	☐	☐	☐
c. Spouse income	☐	☐	☐	☐	☐	☐
d. Return on financial investments	☐	☐	☐	☐	☐	☐
e. Other financial assistance (child support, Medicaid, etc.)	☐	☐	☐	☐	☐	☐

63
62
61
60
59
58
57
56
55
54
53
52
51
50
49
48
47
46
45
44
43
42
41
40
39
38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

72. Currently, how much do you (and your spouse) owe on **PERSONAL UNSECURED** debt?

Include: credit cards, debt consolidation loans, AAFES, NEXCOM, student and personal loans

Exclude: mortgage loans, car loans, boat loans, etc.

- ☐ None
- ☐ Less than \$1,000
- ☐ \$1,000 to \$4,999
- ☐ \$5,000 to \$9,999
- ☐ \$10,000 to \$24,999
- ☐ \$25,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 or more

73. Currently, how much do you (and your spouse) owe on **PERSONAL SECURED** debt?

Include: long-term lines of credit associated with property (home mortgage, car/boat loans, etc.)

- ☐ None
- ☐ Less than \$10,000
- ☐ \$10,000 to \$24,999
- ☐ \$25,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 to \$99,999
- ☐ \$100,000 to \$124,999
- ☐ \$125,000 to \$149,999
- ☐ \$150,000 or more

74. Have any of the following things happened to you during the last year? **Mark ALL that apply.**

- ☐ Indebtedness letter to your command
- ☐ Repossession of something purchased
- ☐ Bankruptcy
- ☐ Crisis loan from military relief organization
- ☐ Trouble over paying child support payments
- ☐ None of the above

75. What impact does your standard of living/income have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

76. What impact does your standard of living/income have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SPIRITUAL WELL-BEING

77. Is religion or spirituality an important factor in your life?

- ☐ Yes
- ☐ No → Go to **LIFE AS A WHOLE** on Page 15

78. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. My life has meaning and purpose	☐	☐	☐	☐	☐	☐	☐
b. I am a spiritually minded person	☐	☐	☐	☐	☐	☐	☐
c. Participating in a faith community is important to me	☐	☐	☐	☐	☐	☐	☐
d. Prayer, meditation, or reflection is important to me	☐	☐	☐	☐	☐	☐	☐
e. I am a spiritually fit person	☐	☐	☐	☐	☐	☐	☐
f. I have hope because of my faith	☐	☐	☐	☐	☐	☐	☐
g. Spiritually speaking, I am never alone	☐	☐	☐	☐	☐	☐	☐
h. My spirituality helps me cope with stress	☐	☐	☐	☐	☐	☐	☐
i. Feeling accepted by God/my higher power is important for me	☐	☐	☐	☐	☐	☐	☐
j. I feel in touch with or connected with people and the world around me	☐	☐	☐	☐	☐	☐	☐
k. My spiritual well being is up to me	☐	☐	☐	☐	☐	☐	☐
l. I am able to meet my spiritual needs in the Navy	☐	☐	☐	☐	☐	☐	☐

79. What impact does your spiritual well-being have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

80. What impact does your spiritual well-being have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

LIFE AS A WHOLE

81. How satisfied are you with your life overall?

- ☐ Completely satisfied
- ☐ Satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Dissatisfied
- ☐ Completely dissatisfied

82. How satisfied are you with the military way of life?

- ☐ Completely satisfied
- ☐ Satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Dissatisfied
- ☐ Completely dissatisfied

83. How do you feel about your life at the present time?

- ☐ Very optimistic
- ☐ Optimistic
- ☐ Neither optimistic nor pessimistic
- ☐ Pessimistic
- ☐ Very pessimistic

84. What impact does your quality of life in the Navy have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

85. What impact does your quality of life in the Navy have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

OVERALL SATISFACTION WITH LIFE EXPERIENCES

86. You have been asked about your experiences in critical areas of Navy life such as your Residence, Shipboard Life, and your Military Job. How satisfied are you **OVERALL** in each of these areas?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Career Development	☐	☐	☐	☐	☐	☐
b. Your Current Job	☐	☐	☐	☐	☐	☐
c. Shipboard Life	☐	☐	☐	☐	☐	☐
d. Personal Health	☐	☐	☐	☐	☐	☐
e. Preparedness to Do Your Job	☐	☐	☐	☐	☐	☐
f. Residence	☐	☐	☐	☐	☐	☐
g. Neighborhood	☐	☐	☐	☐	☐	☐
h. Leisure & Recreation	☐	☐	☐	☐	☐	☐
i. Friends & Friendships	☐	☐	☐	☐	☐	☐
j. Relationships with Relatives	☐	☐	☐	☐	☐	☐
k. Marriage/Intimate Relationship	☐	☐	☐	☐	☐	☐
l. Relationship with Your Children	☐	☐	☐	☐	☐	☐
m. Personal Development	☐	☐	☐	☐	☐	☐
n. Standard of Living/Income	☐	☐	☐	☐	☐	☐
o. Spiritual Well-being	☐	☐	☐	☐	☐	☐

BACKGROUND

87. Are you:

- ☐ Male?
- ☐ Female?

88. Are you Spanish/Hispanic/Latino? Mark "NO" if not Spanish/Hispanic/Latino.

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican American, Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, other Spanish/Hispanic/Latino

89. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Black or African-American
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian)
- ☐ White

90. What is your SSN? (Optional)

This information will be used only to conduct retention and other follow-on research as needed. Your confidentiality will be maintained.

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

91. What was your age on your last birthday?

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

92. What is your marital status?

- ☐ Single, never married
- ☐ Married for the first time
- ☐ Remarried (was divorced or widowed)
- ☐ Legally separated (or filing for divorce)
- ☐ Divorced
- ☐ Widowed

93. What is your spouse's employment situation? *Mark ALL that apply.*

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

94. Do you have any dependents? *Mark ALL that apply.*

- ☐ No, I have no dependents
- ☐ Current spouse (non-military)
- ☐ Former spouse (non-military)
- ☐ Child(ren)
- ☐ Legal ward(s)
- ☐ Parents or other relative(s)

95. What is your paygrade?

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

96. How long have you been in your present paygrade? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

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

97. How long have you been on active duty in the Navy? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

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

98. If enlisted, are you in your first enlistment/extension, or if an officer, are you in your initial obligation/extension?

- ☐ Yes
☐ No

99. How long have you been in your present assignment/duty station? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

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

100. What is your current billet?

- ☐ Shore duty, CONUS
☐ Shore duty, OCONUS
☐ Sea duty, CONUS
☐ Sea duty, OCONUS
☐ Duty Under Instruction
☐ Other (Please specify) _____

101. To what type of ship/activity are you currently assigned?

- ☐ Shore
☐ Shore--training
☐ Afloat staff
☐ Aviation Squadron
☐ Carrier-based Aviation Squadron/Detachment
☐ Aircraft Carrier
☐ Cruiser
☐ Destroyer types (includes frigates)
☐ Minecraft
☐ Submarine
☐ Tender/Repair ship
☐ Reserve Unit
☐ Service Force ship
☐ Amphibious ship
☐ Amphibious craft
☐ Other (Please specify) _____

102. What date did you complete this survey?

DATE					
MO		DAY		YR	
0	0	0	0	0	0
1	1	1	1	1	1
	2		2		2
	3		3		
	4		4		
	5		5		
	6		6		
	7		7		
	8		8		
	9		9		

103. Where are you currently located?

MID-ATLANTIC

- ☐ Annapolis U.S. Naval Academy/Naval Station
- ☐ Dahlgren Naval Surface Warfare Center
- ☐ Dam Neck Fleet Combat Training Center, Atlantic
- ☐ Indian Head Naval Surface Warfare Center
- ☐ Little Creek Naval Amphibious Base
- ☐ Newport News Shipyard
- ☐ Norfolk Naval Shipyard
- ☐ Norfolk Naval Station
- ☐ Oceana Naval Air Station
- ☐ Patuxent River Naval Air Station
- ☐ Portsmouth Naval Medical Center
- ☐ Sugar Grove Naval Security Group Activity
- ☐ Yorktown Naval Weapons Station
- ☐ Other (Please specify) _____

NORTHEAST

- ☐ Boston Navy Yard
- ☐ Brunswick Naval Air Station
- ☐ Earle Naval Weapons Station
- ☐ Lakehurst Naval Air Engineering Station
- ☐ New London Naval Submarine Base
- ☐ Newport Naval Station
- ☐ Portsmouth Naval Shipyard
- ☐ Other (Please specify) _____

NAVAL DISTRICT WASHINGTON

- ☐ Anacostia Naval Station
- ☐ Bethesda Naval Medical Center
- ☐ Bureau of Naval Medicine and Surgery, Washington, DC
- ☐ Bureau of Naval Medicine, Bethesda
- ☐ Naval Air Facility at Andrews Air Force Base
- ☐ Naval Observatory
- ☐ Naval Recreation Center, Solomons
- ☐ Navy Annex
- ☐ Nebraska Avenue Complex
- ☐ Pentagon - OPNAV
- ☐ Pentagon - Other Navy
- ☐ Washington Navy Yard
- ☐ Other (Please specify) _____

PENSACOLA

- ☐ Corry Station
- ☐ Naval Air Station Pensacola
- ☐ Saufley Field
- ☐ Whiting Field Naval Air Station
- ☐ Other (Please specify) _____

SOUTHEAST

- ☐ Atlanta Naval Air Station
- ☐ Charleston Naval Weapons Station
- ☐ Guantanamo Bay Naval Base
- ☐ Gulfport Naval Construction Battalion Center
- ☐ Jacksonville Naval Air Station
- ☐ Key West Naval Air Station
- ☐ Keyport Undersea Warfare Center
- ☐ Kings Bay Naval Submarine Base
- ☐ Mayport Naval Station
- ☐ Mid-South Naval Support Activity (Memphis/Millington)
- ☐ Meridian Naval Air Station
- ☐ Orlando Training Systems Division
- ☐ Panama City Naval Coastal Systems Station
- ☐ Pascagoula Naval Station
- ☐ Roosevelt Roads Naval Station
- ☐ Other (Please specify) _____

SOUTHWEST

- ☐ China Lake Naval Air Weapons Station
- ☐ Concord Naval Weapons Station
- ☐ Coronado Naval Base (Naval Amphibious Base, North Island Naval Air Station, San Clemente Island)
- ☐ El Centro Naval Air Facility
- ☐ Fallon Naval Air Station
- ☐ Lemoore Naval Air Station
- ☐ Monterey Naval Post-Graduate School
- ☐ San Diego, Fleet Combat Training Center, Pacific
- ☐ San Diego Naval Medical Center
- ☐ San Diego Naval Station (32nd Street)
- ☐ San Diego Naval Submarine Base (Point Loma)
- ☐ San Diego, Pacific Fleet AntiSubmarine Warfare Training Center
- ☐ Seal Beach Weapons Support Facility
- ☐ Ventura County Naval Base (Point Mugu Naval Air Weapons Station, Port Hueneme Naval Construction Battalion Center)
- ☐ Other (Please specify) _____

NORTHWEST

- ☐ Bangor Naval Submarine Base
- ☐ Bremerton Naval Station
- ☐ Everett Naval Station
- ☐ Indian Island Magazine
- ☐ Whidbey Island Naval Air Station
- ☐ Other (Please specify) _____

HAWAII

- ☐ Naval Computer Telecommunications Area Master Station (NCTAMS) PAC
- ☐ Naval Magazine Luaualei
- ☐ Naval Magazine Westloch
- ☐ Naval Security Group Activity (NSGA) Kunia
- ☐ Pearl Harbor Naval Station
- ☐ Other (Please specify) _____

MIDWEST

- ☐ Crane Naval Surface Warfare Center
- ☐ Great Lakes Naval Training Center
- ☐ Other (Please specify) _____

SOUTH

- ☐ Corpus Christi Naval Air Station
- ☐ Ingleside Naval Station
- ☐ Kingsville Naval Air Station
- ☐ New Orleans Naval Air Station
- ☐ New Orleans Naval Support Activity
- ☐ Other (Please specify) _____

OCONUS

Europe

- ☐ Gaeta, Italy
- ☐ Germany
- ☐ Keflavik Naval Air Station
- ☐ La Maddalena, Italy
- ☐ London CINCUSNAVEUR
- ☐ Naples, Italy
- ☐ Rota Naval Station
- ☐ Sigonella Naval Air Station
- ☐ St. Mawgan United Kingdom/Joint Maritime Facility
- ☐ United Kingdom Naval Activities
- ☐ Other (Please specify) _____

Japan

- ☐ Atsugi Naval Air Facility
- ☐ Diego Garcia Naval Support Activity
- ☐ Misawa Naval Air Facility
- ☐ Okinawa Fleet Activities
- ☐ Sasebo Fleet Activities
- ☐ Yokosuka Fleet Activities
- ☐ Other (Please specify) _____

☐ Bahrain Naval Support Activity

☐ Singapore (NAVLOGGRP WESTPAC)

☐ U. S. Naval Forces Korea

Guam

- ☐ Guam Naval Support Activity
- ☐ Other (Please specify) _____

Guantanamo Bay Naval Base and Roosevelt Roads Naval Station are listed in the SOUTHEAST region.

GENERAL COMMENTS

Thank you very much for your cooperation in this important survey. If you have comments or concerns that you were not able to express in answering the survey, please use the space below to tell us about them. If your comment is about a particular question or section of the survey, be sure to identify which part of the survey you are referring to. Any comments you make on this questionnaire will be kept confidential.

Thank you for your time and ideas!

If you have any questions, contact:

Dr. Gerry Wilcove
(901) 874-4646 or DSN 882-4646
e-mail: gerry.wilcove@persnet.navy.mil

or

Dr. Michael Schwerin
(901) 874-4654 or DSN 882-4654
e-mail: michael.schwerin@persnet.navy.mil

Please complete the survey **as soon as possible**, and put it in the envelope provided or return to:

NAVY PERSONNEL RESEARCH, STUDIES, AND TECHNOLOGY DEPARTMENT
Survey Operations Center (SOC)
5720 Integrity Drive (PERS-14)
Millington, TN 38055-1400

OCTOBER 2001

Distribution

AIR UNIVERSITY LIBRARY
AIRFORCE RESEARCH LABORATORY (CODE 13)
ARMY MANAGEMENT STAFF COLLEGE LIBRARY
ARMY RESEARCH INSTITUTE LIBRARY
ARMY WAR COLLEGE LIBRARY
ASSISTANT DEPUTY CHIEF OF NAVAL OPERATIONS
ASN (M & RA)
CANADIAN DEFENSE LIAISON STAFF
CENTER FOR NAVAL ANALYSES LIBRARY
CHIEF OF NAVAL PERSONNEL (N-1, N00H, N00D, N1G1P, P-05, N13T1, N120C,
N13WW)
COMMANDER NAVY PERSONNEL COMMAND (P00B, PERS-03, PERS-05,
PERS-4, PERS-6, PERS-48, PERS-49,)
DEFENSE TECHNICAL INFORMATION CENTER
NAWCTSD
HEAD MANPOWER PERSONNEL TRAINING BRANCH (N813)
HUMAN RESOURCES DIRECTORATE TECHNICAL LIBRARY
JOINT FORCES STAFF COLLEGE LIBRARY
MARINE CORPS RESEARCH CENTER
MARINE CORPS UNIVERSITY LIBRARIES
NATIONAL DEFENSE UNIVERSITY LIBRARY
NAVAL HEALTH RESEARCH CENTER WILKINS BIOMEDICAL LIBRARY
NAVAL POSTGRADUATE SCHOOL DUDLEY KNOX LIBRARY
NAVAL RESEARCH LABORATORY RUTH HOOKER RESEARCH LIBRARY
NAVAL WAR COLLEGE LIBRARY
NAVY MANPOWER ANALYSIS CENTER
ONR (CODE 342)
OPNAV (N1, N1B, N10, N11, N12, N13, N14, N141, N142, N143, N144)
PENTAGON LIBRARY
STRATEGIC PLANNING AND ANALYSIS DIRECTORATE
USAF ACADEMY LIBRARY
US COAST GUARD ACADEMY LIBRARY
US MERCHANT MARINE ACADEMY BLAND LIBRARY
US MILITARY ACADEMY AT WEST POINT LIBRARY
US NAVAL ACADEMY NIMITZ LIBRARY