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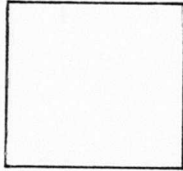
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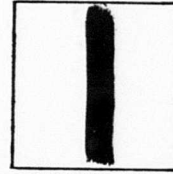
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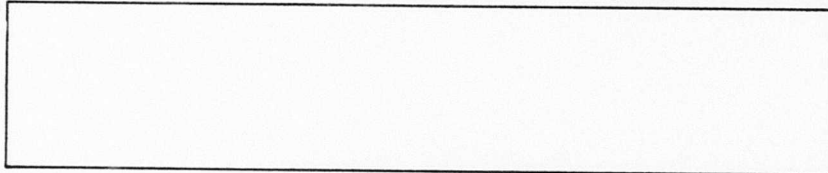


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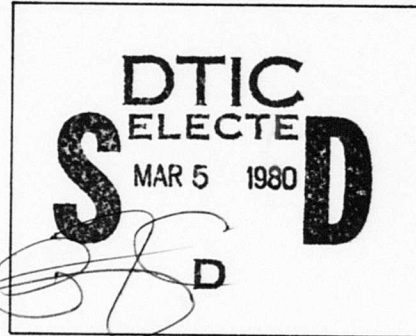
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**DISTRIBUTION STATEMENT A**

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MASTER FILE

RESEARCH MEMORANDUM

53-31

October 1953

AB951499

WHY AREN'T MORE SOLDIERS RE-ENLISTING

6505-02

~~NOT FOR DISTRIBUTION~~

DATE 12 October 1953

PERSONNEL RESEARCH BRANCH  
PR AND P DIV, TAGO

ABSTRACT

Research Memorandum 53-31. PJ 6505-02. October 1953.

Why aren't more soldiers reenlisting?

The reenlistment intentions of about 4000 enlisted men were surveyed. 78% were sure or almost sure they would not reenlist. Restriction of personal freedom was the reason most frequently given for not reenlisting. 76% stated they would not reenlist even if given the Army job they preferred. Group comparisons of reenlistment intentions indicated that the men less likely to reenlist: ~~were~~ <sup>were</sup> inducted (rather than having enlisted), had more formal education, were in lower Army grades, had served for shorter periods of time, did not serve overseas or in combat. Reenlistment intentions did not appear to have been influenced by: amount of work or training, opportunity to demonstrate skills, type of quarters occupied while in the Army, assignment to requested Army jobs.

114  
6 Oct 53

Research Memorandum released: 12 October 1953.

## WHY AREN'T MORE SOLDIERS REENLISTING?

The Assistant Chief of Staff, G-1, directed that Army personnel be asked how they feel about the policies and procedures under which they operate. The first survey under this directive asked enlisted men completing a period of active duty about job satisfaction, use of personnel, and their intentions to reenlist. One part of the survey, on reenlistment, is reported in this Research Memorandum.

### HOW WAS THE SURVEY MADE?

Research personnel in The Adjutant General's Office prepared an attitude questionnaire on the Army experience of enlisted personnel. Eighteen Army installations, three in each of the six continental U. S. Army Areas, were selected in such a way as to allow all kinds of personnel (overseas returnees, technical, training, station complement, etc.) to express their particular attitudes and be included in the final summary. Approximately 4000 enlisted men answered the questionnaire during October and November 1952. These men were selected from those going through the transfer centers and points. This group did not include men who were reenlisting. The following chart shows a percentage break-down of the group of 4000 men by method of entry, grade, and years of service.

### ENLISTED MEN ANSWERING THE QUESTIONNAIRE

<u>Method of Entry</u>	<u>%</u>	<u>Grade</u>	<u>%</u>	<u>Years of Service</u>	<u>%</u>
Reserves	1	Privates	6	1 year or less	3
National Guard	2	Privates First		Over a year up	
Inductees	80	Class	31	to 2 years	74
Regular Army	17	Corporals	40	Over 2 years	
		Sergeants	18	through 5 years	18
		Sgt. First Cl.	4	Over 5 years	
		M. or First	1	through 10 years	4
		Sergeants		Over 10 years	1

To encourage the men to be as frank as possible in giving their answers, no names, serial numbers, or any identifying information were placed on the answer sheets. Specially trained noncommissioned officers gave the questionnaires rather than officers. Also, the men were told that no one on the post would see the completed questionnaires except the noncommissioned officer in charge, and his only task was to forward them to The Adjutant General's Office in Washington, D. C.

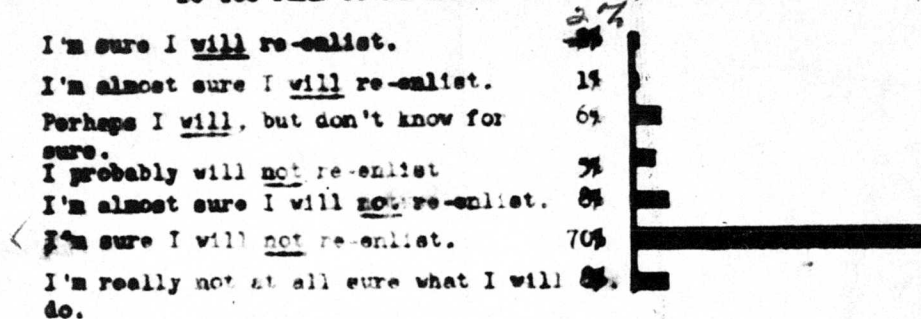
Three principal questions were asked about reenlistment intentions:

1. "Do you plan to reenlist in the Army?"
2. "What is your one main reason for not reenlisting?"
3. "If you had been allowed to have the job you wanted in the Army, would you have reenlisted?"

### WHAT DID THE MEN SAY?

The following chart is a percentage tabulation of the stated plans to either remain in or leave the Army.

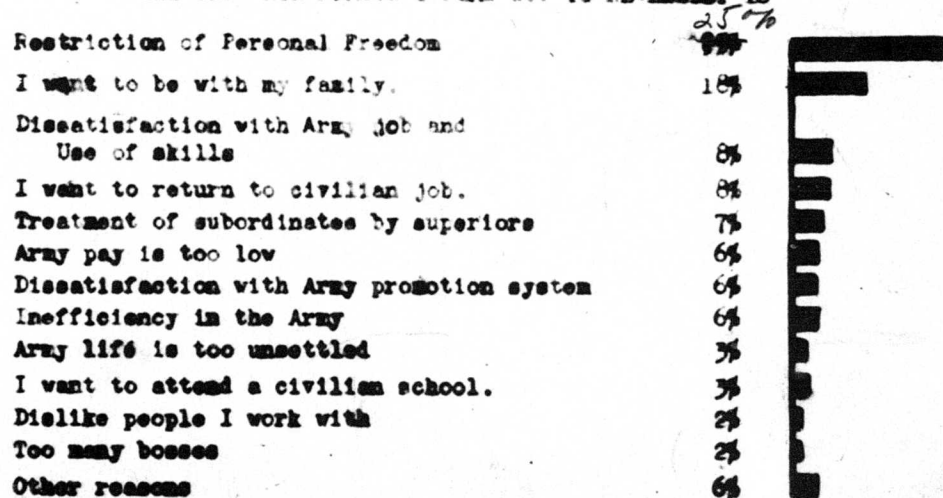
#### DO YOU PLAN TO RE-ENLIST IN THE ARMY?



Seventy-eight percent (78%) of the men were sure or almost sure they would not re-enlist. The remaining 22% were undecided or were thinking of re-enlisting.

Many different replies were given when the men were asked their one main reason for not re-enlisting. These replies were catalogued under one of the general headings listed in the chart below along with the per cent who gave each reason for not re-enlisting.


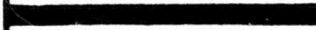

#### THE ONE MAIN REASON I PLAN NOT TO RE-ENLIST IS



When all the men were asked about their job assignment, 76% of them stated they would not reenlist even if they were given the Army job they preferred.

IF YOU HAD BEEN ALLOWED TO HAVE THE JOB YOU WANTED  
IN THE ARMY, WOULD YOU HAVE RE-ENLISTED?

Percent who said:

"Yes"	24%	
"No"	76%	
"Undecided"	16%	

These replies suggest that dissatisfaction with Army jobs is not the main reason for not reenlisting in the Army. This conclusion is suggested by another finding of the survey--75% said they were satisfied with their Army job.

#### WHO DOES NOT WANT TO REENLIST?

Other questions were asked and several comparisons were made to get some information on the type of soldier who will have to be encouraged to reenlist.

Inductees are not as apt to reenlist as Regular Army enlistees. Seventy-seven per cent (77%) of the inductees in this survey were sure they would not reenlist as opposed to only 47% of the enlistees.

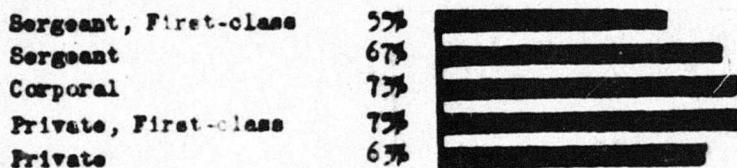
Men with more education are less likely to reenlist. For example, 94% of the college graduates in the group surveyed were sure they would not reenlist as opposed to 62% of those who had completed the 10th grade in school or 47% who had finished the 6th grade.

How far did you go in school? Percent answering: I'm sure I will not re-enlist.







In general, the lower the Army grade, the less favorable the reenlistment intentions (although privates seem to be more favorably disposed than their immediate superiors). For example, 73% of the Privates, First-class, in contrast to 55% of the Sergeants, First-class, were sure they would not reenlist.

What is your Army grade? Percent answering: I'm sure I will not re-enlist.



Men who have served for shorter periods of time are, in general, less likely to reenlist.

How much active military duty have you had? Percent answering: I'm sure I will not re-enlist.

5 yrs - 10 yrs	33%	
2 yrs - 5 yrs	58%	
1 yr - 2 yrs	76%	
6 mos - 1 yr	59%	

The percentage of men who said they would not reenlist was greater among those who had not served overseas than among those who had overseas experience. And of those men who had served overseas, the percentage not intending to reenlist was greater among those who had not been in combat than among those who had combat experience.

Reenlistment intentions did not appear to have been influenced by: (1) how the men felt about the amount of work or training they had to do; (2) how they felt about the Army as an opportunity to demonstrate what they could do; (3) the type of quarters they had occupied while in the Army; or (4) whether they had received any of the Army jobs they had requested.