

Active Content Plan—USD(P&R) approved February 11, 2003

March—Odd Year	July—Odd Year	November—Odd Year
<p>Base survey includes demographics, outcomes, and moderators (i.e., satisfaction, retention intentions, readiness, and stress along with tempo and PCS move items).</p>	<p>Base survey includes demographics, outcomes, and moderators (i.e., satisfaction, retention intentions, readiness, and stress along with tempo and PCS move items).</p>	<p>Base survey includes demographics, outcomes, and moderators (i.e., satisfaction, retention intentions, readiness, and stress along with tempo and PCS move items).</p>
<p><b><i>In-depth coverage</i></b></p>	<p><b><i>In-depth coverage</i></b></p>	<p><b><i>In-depth coverage</i></b></p>
<p><b>1. Family Life</b></p> <ul style="list-style-type: none"> <li>• Family characteristics</li> <li>• Eldercare</li> <li>• Marriage and divorce</li> <li>• Personal stress</li> <li>• Marital/personal discord</li> <li>• Marital satisfaction</li> <li>• Support programs (emotional)</li> </ul> <p><b>2. Military Life</b></p> <ul style="list-style-type: none"> <li>• Tempo—work level</li> <li>• Expectations/lifestyle</li> </ul> <p><b>3. General Financial Health</b></p>	<p><b>1. Programs and Services</b></p> <ul style="list-style-type: none"> <li>• Availability and satisfaction</li> <li>• Measures to support new Quality of Life (QoL) Index</li> <li>• Family support centers</li> <li>• Detail on commissaries and exchanges</li> </ul> <p><b>2. Detailed Housing</b></p> <ul style="list-style-type: none"> <li>• On/off-base comparison</li> <li>• Satisfaction with housing</li> <li>• Characteristics of housing</li> </ul> <p><b>3. Health Care</b></p> <ul style="list-style-type: none"> <li>• Relationship between satisfaction with programs and outcomes</li> <li>• Perceptions of comparability to civilian programs</li> </ul> <p><b>4. Military/Civilian Comparisons</b></p> <ul style="list-style-type: none"> <li>• Work, in general</li> <li>• Specifics</li> </ul>	<p><b>1. OPS/PERSTEMPO</b></p> <ul style="list-style-type: none"> <li>• Frequency and duration of deployments</li> <li>• Impact on career intention</li> <li>• Reasons for being away</li> <li>• Concerns while away</li> <li>• Internet use to communicate with member/family during deployment</li> </ul> <p><b>2. PCS Moves</b></p> <ul style="list-style-type: none"> <li>• Problems</li> <li>• Homesteading: depth vs. breadth (Are people at the location long enough to learn the job?)</li> <li>• Costs/household goods (HHG) shipments</li> <li>• Frequency</li> </ul> <p><b>3. Readiness</b></p> <ul style="list-style-type: none"> <li>• Unit and individual readiness</li> <li>• Perceptions of joint training</li> <li>• Training facilities</li> <li>• Use of technology</li> </ul> <p><b>4. Off-duty Education for Service Members</b></p>

March—Even Year	July—Even Year	November—Even Year
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<p><b><i>In-depth coverage</i></b></p>	<p><b><i>In-depth coverage</i></b></p>	<p><b><i>In-depth coverage</i></b></p>
<ol style="list-style-type: none"> <li><b>1. Financial Health</b> <ul style="list-style-type: none"> <li>• Debt load and assets</li> <li>• Supplemental social/income programs</li> <li>• Financial planning (i.e., personal financial management)</li> </ul> </li>   <li><b>2. Family Life</b> <ul style="list-style-type: none"> <li>• Family characteristics</li> <li>• Spouse employment</li> <li>• Childcare</li> <li>• Education (child and spouse)                             <ul style="list-style-type: none"> <li>Type, satisfaction (on/off base), assessment</li> <li>Access to technology question</li> </ul> </li> </ul> </li>   <li><b>3. Compensation</b> <ul style="list-style-type: none"> <li>• Adequacy of compensation—relativity comparison to high school classmates</li> <li>• Financial well-being</li> <li>• Trade-offs/cafeteria approach to benefits</li> <li>• Retirement</li> <li>• Warrant Officer (WO) vs. Enlisted</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li><b>1. Retention</b> <ul style="list-style-type: none"> <li>• Incentives to keep</li> <li>• Perceptions of sabbatical programs</li> <li>• Perceptions of “up-or-stay”</li> <li>• Awareness of transition benefits</li> <li>• Promotion expectations</li> <li>• Active vs. passive steps toward leaving the military</li> <li>• Likelihood to recommend service</li> </ul> </li>   <li><b>2. Organizational Commitment</b></li>   <li><b>3. Satisfaction</b> <ul style="list-style-type: none"> <li>• Service, lifestyle (to include assignments and travel), compensation, programs, etc.</li> </ul> </li>   <li><b>4. Organizational Culture/Retention</b> <ul style="list-style-type: none"> <li>• Zero-defect, micromanagement, and/or careerism</li> </ul> </li>   <li><b>5. Attitude Toward Military Service</b></li> </ol>	<ol style="list-style-type: none"> <li><b>1. Leadership</b> <ul style="list-style-type: none"> <li>• Perceptions of leadership</li> <li>• Satisfaction with supervision</li> </ul> </li>   <li><b>2. Mentoring</b></li>   <li><b>3. Organizational Culture/Leadership</b> <ul style="list-style-type: none"> <li>• Zero-defect, micromanagement, and/or careerism</li> </ul> </li>   <li><b>4. Career Opportunities</b> <ul style="list-style-type: none"> <li>• Career development/expectations</li> <li>• Professional development programs</li> <li>• In-residence vs. correspondence evaluations</li> <li>• Occupational assignments</li> </ul> </li>   <li><b>5. Organizational Effectiveness</b> <ul style="list-style-type: none"> <li>• Job satisfaction and morale</li> </ul> </li> </ol>