

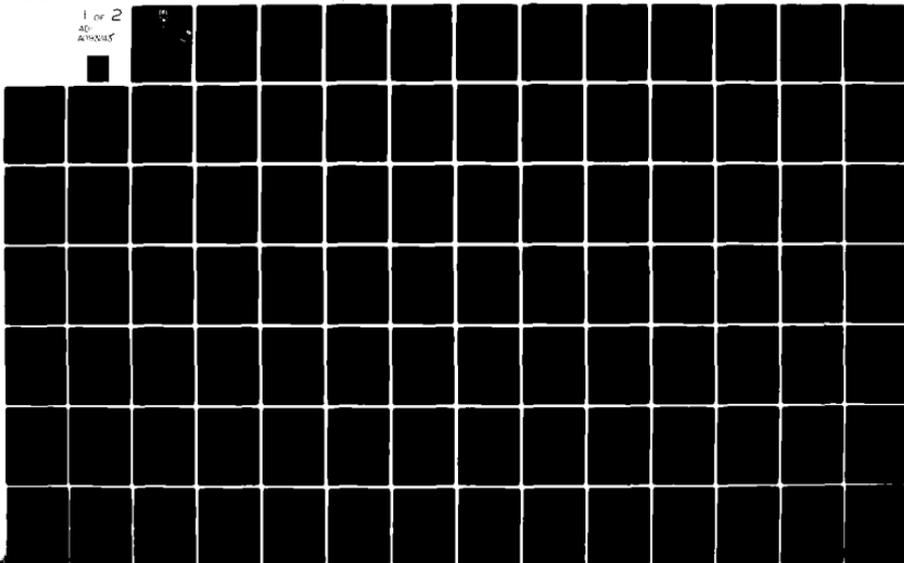
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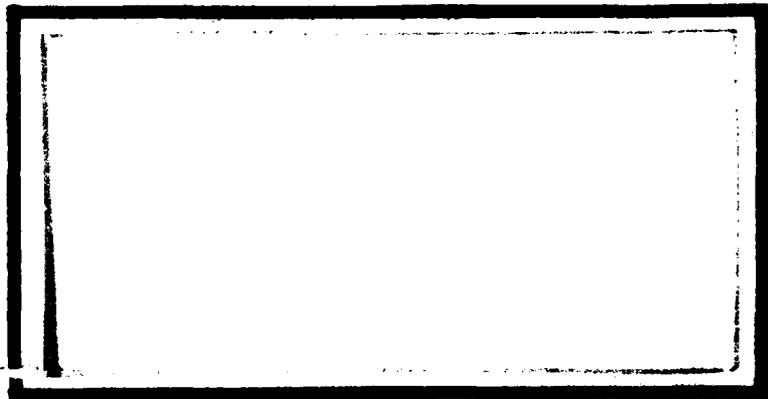
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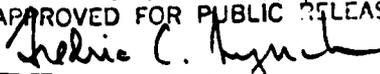
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A COMPARISON OF ATTITUDES IN DUAL-CAREER  
AIR FORCE FAMILIES

A Thesis

Presented to the Faculty of the School of Systems and Logistics  
of the Air Force Institute of Technology

Air University

In Partial Fulfillment of the Requirements for the  
Degree of Master of Science in Systems Management

By

Linda D. Houk, BA  
Captain, USAF

September 1980

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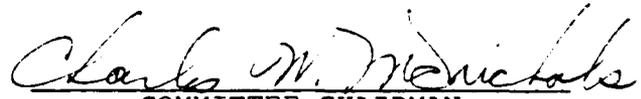
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Captain Linda D. Houk

and approved in an oral examination, has been accepted by the undersigned on behalf of the faculty of the School of Systems and Logistics in partial fulfillment of the requirements for the degree of

MASTER OF SCIENCE IN SYSTEMS MANAGEMENT

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## CHAPTER I

### INTRODUCTION

#### Background

In recent years there has been an increase in the number of two-career families. Since 1976 two-income families have outnumbered single-income families (Figure 1), and businesses are beginning to realize that this poses certain problems with respect to career compatibility of the spouses as well as on-job performance. Two-career family units also experience additional stresses not found in single-income units.

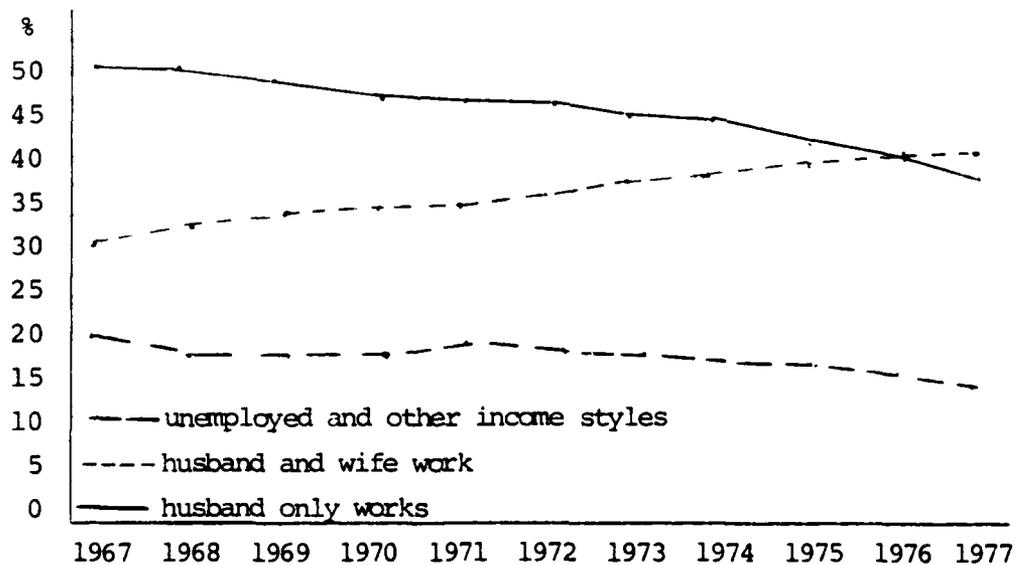


Fig. 1. Dual Income Trends  
(Source: U.S. Department of Labor, p. 104)

Although not much research has been accomplished in the area of dual-career families, the military has realized that this life-style can pose special problems for military organizations and for the family. The Air Force has just implemented a procedure in which all joint spouses (military husband and wife) must have an emergency care plan for all their dependents in case both partners are mobilized at the same time in circumstances where dependents are not allowed to accompany either person. This is only one of the steps the Air Force has taken in approaching problems that arise when both partners work. Other areas, such as job conflicts and career compatibility must be investigated for not only joint spouses, but also for those service members with civilian working spouses.

The Air Force family is greatly affected by the career of the service member due to the high mobility of the military forces. In dual-career families, the military spouse does not normally face the same problems that are faced by a civilian spouse upon transfer, as the civilian spouse usually has to begin a career again while the military spouse experiences no break in his/her career. This situation leads to an important issue for career retention of the military member(s). Dissatisfaction in the family due to inequitable career sacrifices may lead to a breakup of the family or loss of the member(s) from the military service. Since the services are faced with obtaining and

maintaining an all-volunteer force, the effect that one spouse's career plans has on the other's career should be evaluated and the results used to appropriately analyze and possibly modify military personnel policy. As emphasized by McCubbin, et al. (1976:291-292,319), military policies will have their greatest long-range impact and will be more efficiently implemented if they are made in consideration of the military family.

#### Definitions

The terms *dual income* and *dual career* are used throughout this thesis. Dual career is used to indicate that each spouse has a particular skill and has future plans for developing his/her line of work. Dual income indicates that both spouses work, regardless of their career intentions, and this term when used in this thesis includes those that are dual career.

#### Family Trends in the Military (Carr, et al., 1980:76-82)

The historical concept of the "single man's army" toppled when, in 1976, the percentage of married personnel exceeded the percentage of single personnel. The most typical family in the military is one in which the husband is the sole military member. As of 1978 this life-style represented 58.9 percent of the entire Air Force population. A newly emerging life-style, that accounts for just under

1 percent of Air Force personnel, is the military female with a civilian husband. Joint spouse marriages are becoming more common, with 4.5 percent of married Air Force men married to military women. These women represent 76 percent of married Air Force women.

All of the family styles described thus far share common problems that are due to their association with the military. Problems such as frequent moves and separations due to wartime assignments, unaccompanied tours, and temporary duty cause instability and adjustment problems.

Of all the problems, forced relocation probably impacts a family the most. The monetary allowances given are rarely adequate to meet all the expenses associated with a move. Moving also poses psychological problems. Frequent relocations cause problems in school and socially for military children, and make serious educational or career ambitions practically impossible for the spouse.

The military institution and the family unit compete for the loyalty and time of the serviceman. Thus, the military member's ability to function well, enjoy the work, and remain satisfied in the military environment depends on how well family goals can be integrated with those of the military (Hunter, 1978:12).

### Traditional Military Wife Role

A military man's wife, although not officially a member of the armed services, is expected to fulfill certain duties and follow codes of conduct and etiquette. She is expected to keep a harmonious household and handle family problems, such as supervising moves and filling the father role when the sponsor is on extended temporary duty or at a remote assignment, to keep them from interfering with the husband's military duties (Dobrofsky, 1977:33-37; McCubbin, et al., 1976:11-12; Shea, 1966:9-11).

In addition to her responsibilities in the home, historically a military wife has been expected to be a member of the Wives' Club, help with her husband's unit activities, attend formal military activities, and participate in volunteer work on base and in the community (Shea, 1966:9-11). Her reward for supporting her husband has been, and still is, the special privileges accorded to wives as a result of their husband's accomplishments. Wives are honored at awards and retirement ceremonies, but are expected to treat other wives whose husbands have higher rank with the respect and dignity due them because of the husbands' increased rank (Wier, 1966:56).

When a woman became an Air Force wife, she expected to plan her life around that of her husband. But now, with dual-income families on the rise, the wife may no longer be available to participate in her husband's social

obligations and spend her energies in volunteer activities; now she is searching for recognition and accomplishments of her own instead of riding on those of her husband (Scott, 1977:17). This emerging life-style is starting to challenge some of the policies governing today's military family, and the traditional supportive role expected of the military wife can no longer be assured.

#### Obstacles for Working Spouses

Problems, which are the same for a military wife, whether she is military or civilian, crop up when her husband's commander and/or supervisor holds sacred the traditional military wife's role. The wife's job may lead to obligations that will prevent her from participating in volunteer services, the Wives' Club, and some of her husband's social activities.

These problems, however, are minor compared to the major obstacles that mobility presents to the civilian working spouses of military members. Military families are sure to move at least several times during their careers. This can cause a lot of turmoil for a civilian spouse's career.

Employers do not want to hire potential employees connected with the military because these employees usually do not stay any length of time with the company. The time and costs for training an employee to be a productive member of a firm are lost when the military member is summoned

to a new location (Newcomb and Larsen, 1977:12), and these costs may bias employers against promoting these employees.

If a spouse manages to find a job, often it is not a continuation of the career he/she just left. Seniority rights and company benefits are lost, and the spouse normally must start all over, thus slowing career progress. Rarely is there hope of advancement or raises for time and accomplishment on the job, and, when the wife leaves the company, she leaves these behind (Scott, 1977:17-18). Even worse, at some military locations, such as overseas or in small towns, there is a long queue of wives waiting for the opportunity to work. These areas seldom offer career opportunities; normally they offer low-paying menial jobs due to the availability of cheap labor (Scott, 1977:16).

Since mobility tends to be a major problem with a spouse's career, it seems ideal for the spouse to also be a military member. This way a move would not mean a loss of benefits or a career setback; instead, the spouse would have a job (usually a career advancement) awaiting at the new assignment.

This situation, however, is not as perfect as it seems. Joint spouse assignment provisions (discussed below) work only to a degree. If the couple has dependents, it may be necessary for the members to serve their remote assignments at different times, creating twice as long a separation as those with civilian spouses

(AFR 36-20:pp.3-9,3-10; AFR 39-11:pp.3-19,3-20). Joint tours become more difficult as the couple progresses in rank, since critical slots or special assignments may require the spouses to be sent to different locations (Can, 1977:6). If both members hold a service commitment, neither has the option of separating from the service to keep the family together.

All the problems mentioned above are unique to couples associated with the military, whether one or both partners are members of the service. Other problems these couples experience are the same as those of civilian couples and are discussed in the next chapter.

#### Policies for Married Couples

The Air Force has recognized the need to keep a military couple together as much as possible: to permit them to establish a common household and minimize family separation which might otherwise cause them to resign from the service. Therefore, members with a military spouse are authorized assignments to the same or nearby locations. A new assignment procedure (Couples, 1979:16) was implemented recently to improve joint spouse assignments. Both spouses are considered for reassignment at the same time, instead of reassigning just one, which would normally prompt a joint assignment request from the other. However, this is no guarantee that the couple will always be assigned

together, as the needs of the Air Force come first in any assignment consideration (AFR 36-20:p.3-9; AFR 39-11:p. 3-19).

Because military couples with dependents have no civilian spouse available to provide dependent care during the military member's absences, these couples must have suitable dependent care arrangements made in advance, in writing, to ensure they are available for short-tour, no-notice mobilization or temporary duty (AFR 35-59:1-3).

Even though all Air Force members are expected to be continually available for duties and assignments, some exemptions do exist to enable the military couple (or single member sponsors) to organize their family life. Temporary exemption from recalls, alerts, exercises, shift work, and deployments may be granted to the military couple of a newly acquired dependent to enable them to establish adequate child care (AFR 39-59:3).

No Air Force policies take into account the civilian spouse's career, and the policies presented above show that the military still relies heavily on the civilian spouse for dependent care to free the military member for duty. While joint assignments for military couples are common, an assignment taking into account the civilian spouse's career rests solely on the attitudes of the assignment personnel at the Military Personnel Center.

## Objective

The personnel characteristics of the military force are continually changing, and the military must ensure that personnel policies change just as rapidly to keep up to date with force structure needs. Outmoded and inflexible rules could cause retention problems and increase recruitment and training costs.

One of the most dynamic changes occurring in the force today is the emergence of dual-career families. The military needs to recognize this new life-style and react accordingly. If the military cannot help resolve important problems and conflicts created solely by this life-style, the services stand to lose the military member(s). So far, policy changes have dealt with couples where both spouses are military members, while members with civilian career spouses have not received special attention for their unique problems.

Thus, the objective of this thesis is to determine if there is a significant difference in the attitudes of dual-career families where both versus one spouse are military. This will determine if further study is needed of possible military policy changes to make military service more appealing to individuals with a civilian career spouse. The expected findings are that the families where both members are in the military are more satisfied with Air Force life than those having the civilian spouse. If

significant differences are noted favoring the joint spouses, then perhaps the military should consider the civilian spouse's job when making plans for the military member. If, however, the differences indicate greater dissatisfaction among joint spouses, the military might reanalyze their military personnel policies which affect these couples.

#### Outline of Thesis

Although fast becoming an area of great interest, very limited research has been accomplished in the area of dual-career families. Substantially more investigation has been accomplished which relates to working wives. Therefore, the literature review in the next chapter deals with both dual-income and dual-career couples.

A discussion of the target and sample populations, the hypotheses and limitations with regards to this topic, and the methods used to analyze the data are provided in Chapter III. The findings and analysis are presented in Chapter IV. Chapter V summarizes the thesis and offers recommendations to military policy makers.

## CHAPTER II

### LITERATURE REVIEW

#### Role Expectations

Until recently most married couples channeled their efforts into the husband's career pursuits. The wife was responsible for the smooth running of the household and taking care of the family, thus removing those distractions from the husband so he could devote his time and energy to his career. The current "traditional family" structure perpetuates this theme: that of only one career per family, with family life revolving around the husband's business activities. Practical reasons for this type of structure point to the man. When he is under stress, the wife is available and can provide a stable, peaceful household (New Corporate, 1979:88). If she also has a career, she is not available to free her husband from domestic concerns.

Working women, although not as socially unacceptable as two decades ago, still run up against the attitude that the woman, whether or not she holds a career, is still solely responsible for the upkeep of the household. A dirty house is a poor reflection on the wife, not on her husband.

Society exerts considerable pressure on individuals, especially women, toward marriage and parenthood.

Derogatory labels, such as old maid and spinster, are attached to elderly unmarried women and these women may be viewed as having failed in what should be their ultimate goal: that of acquiring a husband and producing a family. Even if a woman marries, she and her husband are considered odd if they elect not to have offspring (Holmstrom, 1972:6-14).

Companies even desire that some of their job positions, especially executive slots, be held by married men. The company expects wives to perform subsidiary functions. The wife, although unpaid, is to perform duties which are an extension of her husband's job. Most typically, these duties are associated with being a hostess and entertaining, as well as accompanying her husband to certain business or social functions (Holmstrom, 1972:64).

Now, since younger women are rejecting the traditional roles of home manager and helpmate and are increasingly pursuing a career (New Corporate, 1979:88), these role expectations are difficult, if not impossible, to fulfill. In a two-career marriage, family responsibilities need to be redefined so the woman does not carry a double burden of careerist and homemaker; however, due to traditional views and upbringing, many working wives still carry as many of the responsibilities of the home as she would if she were not working (New Corporate, 1979:91).

### Wives Likely to Seek Employment

Role expectations have developed to allow the male to pursue his career without interruption or distractions. Yet the woman is finding more and more free time available to her while still accomplishing the same activities that her grandmother needed to expend full-time effort to accomplish. According to Fraundorf (1979:40), the wife's decision to join the labor force is a choice among leisure, working for pay, and working in the home.

Due to financial reasons, the wives of unemployed men are the most likely to be in the labor market, mostly holding white-collar, low income jobs. Wives of self-employed professionals, on the other hand, are the least likely to work (Kolko, 1978:271-272). This is the general trend: the lower the husband's income and social status, the greater the probability the wife works. However, holding the husband's income constant, a woman's commitment to work also rises with her educational level (Cook, 1975:18).

College women and their husbands have educations that open interesting careers to them. Many educated women feel frustrated when doing housework because they compare it with work they could be paid to do and, thus, find an outside job to be more challenging and desirable. This is in contrast to working-class women, who find reprieve from repetitious factory work or menial service occupations by

holding the job of "homemaker" instead of a paying job (Giele, 1979:38-39).

Labor force participation of all women, regardless of education, is influenced by the age and number of children they have living at home (Figure 2). A woman will usually work until she bears children and then filter back into the labor force as the children grow up (Kolko, 1978: 265). More educated women, though, get married later, bear children later, tend to have fewer children, and return to their work quicker than less educated women (Linden, 1973: 15). Therefore, educated women tend to drop out of the labor force for shorter periods of time than do those with lesser education.

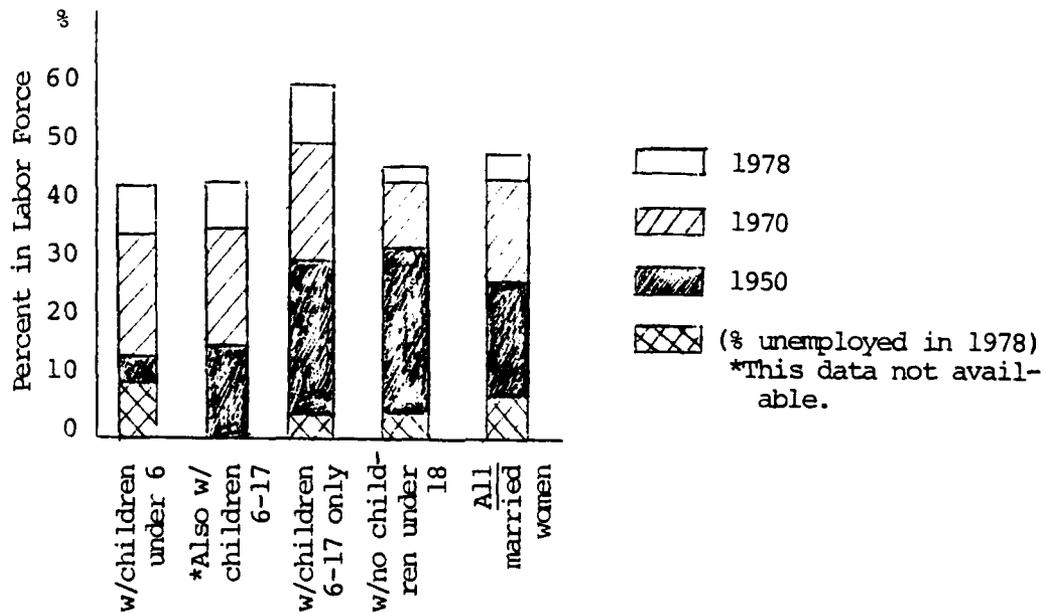


Fig. 2. Married Women with Children (Husbands Present)  
 (Source: U.S. Bureau of the Census, pp. 400,401)

A woman's family background also influences her decision about joining the labor market. Professional women are often only children or from a family of all girls. This is expected to be caused by the father's influence on them when they are small. The mother plays an important part whether or not she has only daughters or children of both sexes. Career women are more likely to have mothers who were employed, and the tendency for a daughter to pursue a career is accentuated if the mother enjoyed her work (Rapoport and Rapoport, 1976:42-43,334).

Probably the most influential person determining whether or not a woman will pursue a career is her husband. Although some women follow a career without the support of their husbands, most women need the approval and cooperation provided by the husband to enable them to achieve sufficient career satisfaction to make the additional strains bearable. Any opposition to the wife's career from the husband makes career pursuit virtually impossible (Rapoport and Rapoport, 1976:44,296).

#### Labor Force Trends of Married Women

Women have always worked to produce goods and services for their families. Before the 1700s the woman was in charge of processing and preparing food and clothing, the bearing and rearing of children, and other related tasks. With the introduction of the factory system, the

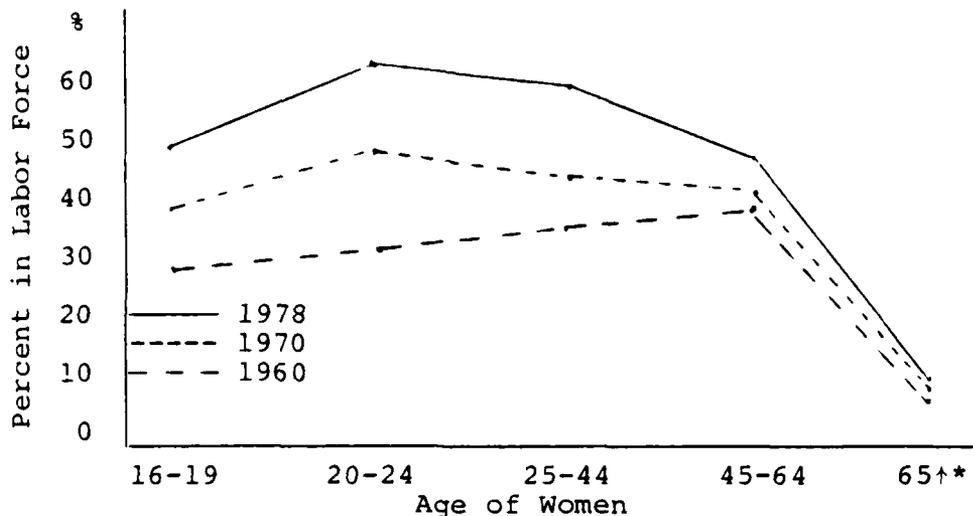
number of women employed outside the home began to rise. By 1890, 5 percent of all married women were gainfully employed and by 1930 the figure had risen to 12 percent (Hoffman and Nye, 1974:1-3).

The Industrial Revolution of the early 1900s helped provide additional outside employment for married women. These years, however, were more important to women due to the number of economic and social developments that occurred that set in motion the eventual change in women's work patterns. Mass produced goods, electronic gadgets, and the declining childbirth rates eventually began to allow the woman to look outside the home for alternate employment (Darling, 1975:9-12).

The depressed economic conditions just prior to World War II dampened the effects the Industrial Revolution was making on married women joining the labor force. Many women were laid off work when it became known they were married since the high unemployment rates of men, many with families, created a conscious effort on the part of employers to keep married women from taking jobs that could be given to these men (Darling, 1975:12; Hoffman and Nye, 1974:4).

The unprecedented expansion of the American economy at the end of the war resulted in a serious labor shortage of men and single women. In addition to this, there was a tremendous expansion of white collar and service jobs

traditionally staffed by women, which made employers more willing to hire married women to fill the vacant positions (Hoffman and Nye, 1974:5-8). Due to this, married women have accounted for almost three-fourths of the growth in the female labor force since World War II (Linden, 1973:23). Figure 3, along with Figure 1, shows the recent trend of married women in the labor market.



\*Over 65--percent increases for widowed members.

Fig. 3. Civilian Labor Force Participation Rate of Married Women (Husband Present)  
(Source: U.S. Bureau of the Census, p. 399)

Several demographic factors have made it possible for married women to join the labor force. Mechanical devices, such as the washing machine, electric and gas stoves, vacuum cleaner, and dishwasher, reduce the workload of the homemaker. The advent of the television brought to view the different life-styles available to

women and showed them a new world which many never knew existed. The life expectancy of women rose, making a longer gap between when the children were grown and the mother's death. The declining birth rate and a change in the spacing of children released more mothers for the labor market (Kolko, 1978:260-262; LeGrande, 1978:8; Tripp, 1974: xv). Care of elderly persons that was once the responsibility of young families started being accomplished through retirement plans and social security benefits. Retirement communities developed and decreased the elderly's dependence on their children for care and social activities (Hoffman and Nye, 1974:10).

Other factors to be considered include the trend towards flexible work schedules, a changing attitude towards working women, affirmative action plans and legislation to remove barriers to employment and advancement (LeGrande, 1978:8).

#### Protective Legislation

As previously mentioned, protective legislation has been important in helping the working woman. For many years women were up against prohibitions that restricted their employment. Bans on night work, underground work, and weight lifting limits all tended to discriminate against women having jobs (Cook, 1975:51). Several legislative

actions to remove these barriers or to protect working women's rights include (Bray, 1977:22-24; Herman, 1979:196):

1. The Equal Pay Act of 1963 and Title VII of the 1964 Civil Rights Act which declared it illegal for employers to discriminate against women in hiring, promotions, and compensation.

2. Title IX of the 1972 Education Amendments prohibited sex discrimination in federally assisted programs and helped remove barriers to women in law, medicine, and other professional schools.

3. 1978's Public Law 95-555 which banned discrimination based on pregnancy and led to maternity leave and benefits.

4. The 1978 affirmative action programs established by the Labor Department aided women in joining federal construction programs and required apprenticeship programs to accept women.

5. The Equal Rights Amendment which, if passed, will recognize women as equal to men and equal rights will not be denied by the federal and state governments on account of sex.

#### The Dual-Career Family

Over the years demographic changes eased the full-time burden of house and child care from the wife, an explosive economy after World War II provided women the

opportunity to seek outside employment since homemaking no longer took all of their time and energy, and legislative action broadened the job opportunities that women could pursue.

#### Why Both Work

Two incomes are an economic necessity for some families to be able to buy even the basic necessities of life; however, for many more it makes available luxury goods, such as big cars, nicer vacations, plush furnishings, and high-priced clothing that would not be attainable on one income. Due to the high cost of housing, many middle and upper class families depend on a second income to meet the payments on a house that they would otherwise not be able to buy (Mullally, 1979:62-63). Many families that strive for upward mobility use the second income to increase their family's standard of living and purchasing power (Hoffman and Nye, 1974:40-41).

Figure 4 shows that women pursuing paying jobs have placed their families into income brackets much higher than the husband could have achieved on his own. Women, however, do not always work for economic reasons. The dual-income arrangements offer a key to new life-styles and career choices for women (Hall and Hall, 1978:58). The most common noneconomic reason given for wives to take paying jobs is that there would otherwise be nothing to do and

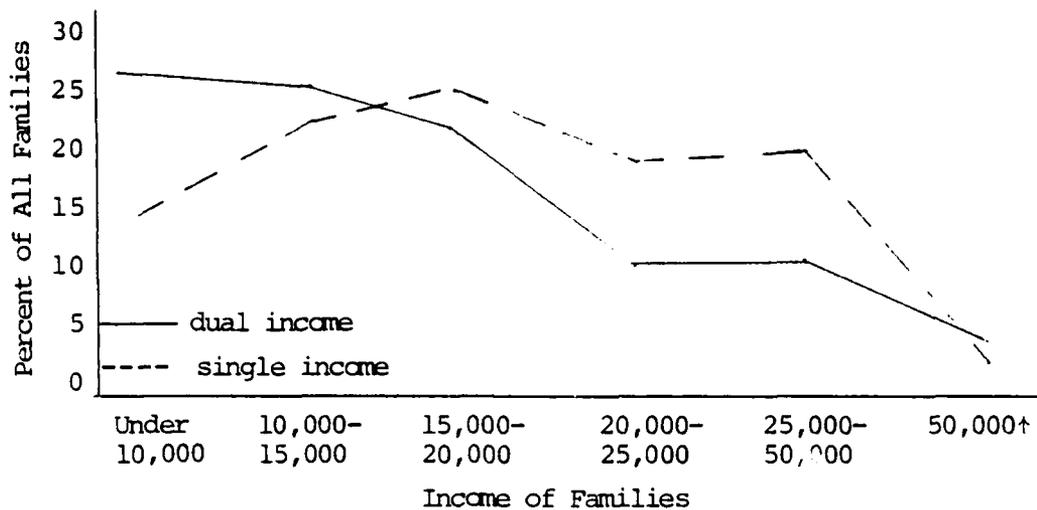


Fig. 4. Earnings of One- and Two-Income Families  
 (Source: Hershman and Levenson, 1979, p. 44)

they would become bored (Hoffman and Nye, 1974:39). As mentioned earlier, task mechanization and a transfer of economic activities from the home to the factories permit household tasks to be accomplished in a fraction of the time once required for them, leaving many women with a lot of spare time.

Another big reason that women work is to seek satisfaction in life. No matter how much importance society places on the role of the homemaker and mother, many women find in it little opportunity for a sense of achievement, competence, and contribution. Since so little skill is needed, there is no room to excel. The education system and cultural values tie in all of these needed feelings to success in the business world. Therefore, many wives choose

outside employment to achieve the satisfaction that home-making cannot provide them (Hoffman and Nye, 1974:42-43).

### Rewards

No matter whether the woman works to fulfill a need for accomplishment, occupy time, or to gain additional income for the family, several rewards for both the wife and the family inevitably follow. In addition to the added income, the extra salary removes financial pressures from the husband. He no longer must worry about being the sole provider. This gives the husband greater flexibility to change jobs or careers, take part-time work, further his education, or take time off for rest or self-improvement. The added income also eases the economic impact of a crisis, such as a long-term illness or loss of one job that could bankrupt a one-income family (Heckman, et al., 1977:329; Rapoport and Rapoport, 1976:188; Shaevitz, et al., 1980:28).

Monetary-related rewards are not the only benefits derived from a dual income. Two careers can bring additional knowledge, skills, and competence to the family and enlarge their social and business relationships (Shaevitz, et al., 1980:28). Also, working couples tend to be closer intellectual companions, as they share related experiences, pride in each other's accomplishments, and respect and admiration for each other as professionals (Heckman, et al., 1980:329; Shaevitz, et al., 1980:27-28). The marriage, too,

benefits from this mutual exchange. The wife is able to better understand her husband and the demands of his career, such as late office hours, business trips, and ill humor after a bad day (New Corporate, 1979:89).

If a woman remains home and takes care of house and children only out of a sense of duty, her dissatisfaction may show up in her total attitude (Shaevitz, et al., 1980: 97-98). Thus, the children stand to benefit, also, if the wife has voluntarily taken a job. By not being confined to the care of her children, the working mother enjoys them more in the time she does allocate to them. In fact, the working mother tends to spend at least as much one-on-one time with her children as do nonemployed mothers. The working mother, however, is less susceptible to overinvolvement with her children and there is less risk that they will become a primary source of satisfaction (which can be unhealthy for both mother and child) since the mother's career provides an outlet for her energies and interests (Rapoport and Rapoport, 1976:166; Shaevitz, et al., 1980: 28,97-98).

Due to the mother's outside involvement, the children of working parents usually become more independent and resourceful than other children: they do not experience as much trauma in various stages of their lives (as when they begin school or leave home for the first time) since they could not rely on their mother being

available all the time, and, thus, do not expect to be sheltered by her. These children, too, tend to have higher educational goals. Their ambition and desire to advance in the business world and improve themselves is increased by knowing that their mother has a career. The girls are especially affected, and those with working mothers more frequently choose careers in male-dominated fields than do the daughters of nonemployed mothers (Shaevitz, et al., 1980:98-99).

#### Career/Family Conflicts

All of the rewards experienced are not without their drawbacks. Because of the relative newness of the dual-career life-style, couples are coming up against difficult obstacles that threaten to destroy the marriage or the wife's career. Dual-career couples find restricted job mobility to be one of the major problems they encounter.

Mobility is an expected part of business and is necessary to take advantage of advancement opportunities. Some employers even require an employee to move just to retain the same job or to continue to work for the same company (Holmstrom, 1972:30). The lack of freedom to move and the need for two satisfactory jobs in an area limits the number of places where a couple can work and creates a conservative attitude towards advancement and promotions. The system, therefore, definitely favors the person who can

easily choose when and where to move with the assurance that the family will automatically do the same (Heckman, et al., 1977:327; Holmstrom, 1972:2).

The woman is expected to adjust her desires and career plans so they do not interfere with those of her husband. If the man needs to move, she is expected to automatically follow; but she must not expect him to move if she is offered an excellent chance for career progression. If the couple does move, the spouse has no guarantee of another job, and his/her career plans and advancement opportunities are interrupted, sometimes to the point of beginning again (Heckman, et al., 1977:327). Due to setbacks and interruptions, more and more two-career couples are refusing transfers or promotions that will adversely affect their spouse's career development. Others are leaving companies whose policies conflict with the dual-career pattern (Shaevitz, et al., 1980:191,194).

Professional competition is another area of conflict, and is most likely a problem if the partners are in the same career field or at the same stage in their careers, since these two conditions more readily allow the career accomplishments to be compared. Even if the couple does not start out feeling competitive, the evaluations of others can create a competitive atmosphere (Hall and Hall, 1979: 156-157). These feelings of competition can work towards the advantage of the individual, however, as businesses

have found that competition with a spouse creates a stronger drive, especially from the husbands, for recognition and advancement (New Corporate, 1979:90-91).

Heckman, et al. (1977:329) reported that most concerns of competition and differences in accomplishments were raised by men and mainly concerned situations where their achievement was perceived to be less than that of the wife. Husbands still have problems accepting that their wives can be as successful as they are and consider the wife's success a threat to their masculinity and "principal provider" role (Rapoport and Rapoport, 1976:16,163). Holmstrom (1972:109) reported that the fear of a woman's success is associated with feelings of lack of self-assurance, inadequacy, incompetence, and/or "pride of the male ego." The women, in turn, are concerned with their husbands' emotions and do not want to make them feel threatened or invoke the previously-mentioned feelings (Heckman, et al., 1977:329). Thus, many women will turn down a promotion or pay raise if they feel it would adversely affect the husband (Price, 1980:57).

Company anti-nepotism rules can also create job conflict. These rules drastically decrease the number of jobs available. Since some companies refuse to hire both spouses, those couples affected the most are those who work in the same, or related, fields (Heckman, et al., 1977:29). If a company does hire both spouses, the couple takes on

the risk that both will be penalized for the mistakes made by one. Also, the two careers might collide, such as both of them competing for the same job or working for the same supervisor (Company, 1976:54).

Perhaps the most troublesome conflicts are those between the occupational and familial roles of the spouses (Heckman, et al., 1977:42-43). Conflict between these two roles is highest in midcareer, since the career is well established and the family sees no need for the spouse to continue sacrificing the family for the work: yet in early career, family pressures are minimized, since the importance and necessity of establishing a career is understood and accepted (Hall and Hall, 1979:51).

Both partners need to assist the other in both career and family responsibilities and decisions. The division of housework has become a major issue in these cases. A frequent conflict of the career/family roles stems from the husband allowing his job to come first, while expecting his wife to take sole responsibility for the family, as well as to cope alone with the pressures of her job. Although the dual-career pattern needs shared responsibilities to work well, most wives do double-duty of career and home for the privilege of having a career (New Corporate, 1979:91). As reported by Cook (1975:28), studies clearly show that working mothers spend only slightly fewer hours with homemaking and childcare than do professional

housewives. Husbands (and children), when they help, perform only specifically chosen tasks that take up a minimal portion of all the required work.

The attitude towards housekeeping tasks differs drastically between couples who start out together with a two-career life-style and those which begin with just one spouse employed. Couples evolving to a two-career style experience more drastic changes than do couples who start out together working (Hall and Hall, 1979:124-125). Older men, who have always had the household chores performed for them, feel it effeminate to do what they classify as woman's work; younger men, usually having been involved in the dual-income pattern since marriage, have no patterns with which to compare task performance, and are more willing to take on household chores (Rivers, et al., 1980:46).

#### Company Problems

Some of the problems experienced by the working couple are also experienced by the firms for which they work. Traditional personnel policies and practices are not adequate to meet the needs of the two-career couples. Resistance to relocation, lower aspirations, unwillingness to travel, and other drawbacks present potential deadwood among high-potential recruits who would otherwise develop and advance (Hall and Hall, 1979:231).

According to Hall and Hall (1978:71; 1979:192), probably the area of greatest impact for large companies is transfers and relocation, since companies generally use these methods to provide career broadening and promotion for their employees. As working spouses are a major factor in employees rejecting transfers, it is difficult to relocate an employee without accounting in some way for a working spouse, whether or not he/she works for the same company. If the employee refuses the transfer, the company may have to assign a less qualified person to the job. Also, employees refusing to relocate may quit or be fired, which causes the company replacement and training costs.

Lower management levels, in the day-to-day operation of a business, also experience their share of problems. Scheduling, overtime, and transfers to different shifts meet similar resistance as does relocation. Employees prefer flexibility of working hours to allow them to cope with family crises, and they often need to have their work coincide with child care centers or school hours (Hall and Hall, 1978:58,71).

#### Company Policy Changes

The employee's commitment to his/her spouse's career is relatively new. Rarely have companies helped these employees assess their career plans with regard to those of their spouse. Many firms are just beginning to realize

the need to develop new policies toward dual-career couples, as they have felt in the past that problems associated with this life-style belonged to the employee. Now, however, they are waking up to the fact that they are losing expert personnel due to rigid rules and regulations. Companies that have helped couples resolve career conflicts have usually been rewarded by better employee retention and a more positive attitude of the employee toward the company (Hall and Hall, 1978:66,69,76).

Many firms have begun redesigning training programs to limit the mobility previously required (Hall and Hall, 1978:72). If, however, the company needs to transfer one spouse and they both work for the same company, many firms try to find a job for the other spouse as well at the new location (Price, 1980:57).

Recruiters are becoming aware of dual-career considerations of potential employees (Hall and Hall, 1978:71). Korn/Ferry (an executive recruiting firm) noted that clients are finding that they must sometimes offer career opportunities to the spouse of an executive they wish to hire (New Corporate, 1979:90). Many firms, however, will not hire both partners just to get the one they want (Price, 1980:56).

Even though policies are changing, many anti-nepotism rules still exist. This puts a hardship on the firm if their top managers marry each other since, according

to the rules, one must quit. Some firms have had to change this rule to keep from losing critical and highly trained personnel (Company, 1976:326).

If a couple does end up working for the same company, in general the partners will not be permitted to work in the same department. Once they are married, one spouse will be moved to another department to preclude emotional and working conflicts between the couple and also to prevent the possibility of one spouse having to evaluate the work of the other (Price, 1980:56).

#### Summary

As the dual-career couple emerges, society is having to change its views concerning the traditional sex roles. Women are no longer satisfied with just being a housewife, but are increasingly turning to outside employment for additional income, satisfaction, and to gain a sense of purpose.

The barriers against employment of women are being brought down by legislation and an increasing acceptance of women as capable and willing to do the job. Doors are being opened on challenging and time-consuming careers, such as law, medicine, and other professions that once were strictly closed. Pregnancy benefits now protect the woman from being dismissed from her job during her childbearing years and day care centers allow her to work while her children are still of preschool age.

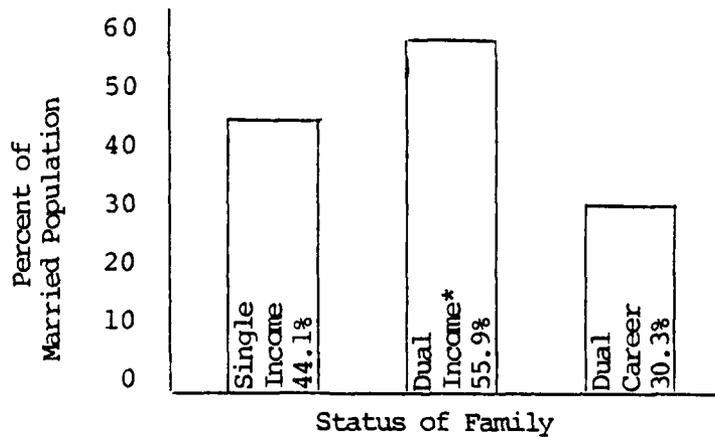
Rewards of additional income, increased awareness, and greater satisfaction that the working couple experiences do not usually occur without some problems. Conflicts between the career roles and family roles are almost unavoidable. Most often, couples find the solution to these conflicts by putting primary emphasis on the husband's career, with the wife making all or most of the sacrifices in her career to keep the family and home running smoothly.

## CHAPTER III

### METHODOLOGY

#### Target Population

The population of interest is dual career families in the Air Force. It is impossible to ascertain the exact size of this population due to lack of data. Of the responses received from married personnel, 55.9 percent were dual income and 30.3 percent were dual career (Figure 5). Since the random sampling method used for the survey permits population assumptions to be made, these percentages can be considered representative of the Air Force married personnel.



\*Dual income includes dual career.

Fig. 5. Married Population Work Characteristics

### Data Source

The data was obtained from the USAF Quality of Life Survey III (Appendix A), accomplished in early 1980. As this survey was designed to be a multipurpose questionnaire and not specifically for this thesis, certain limitations are inherent, and some assumptions must be formulated regarding the use of the data.

### Limitations and Assumptions

The survey contained some questions specifically relating to dual-income and dual-career families, but the extent of the information gained is limited by the narrow scope of these questions in regards to this subject. An important limitation is that the survey does not directly address the civilian spouse's attitudes towards problems to his/her career posed by the military life-style.

For any research assumptions must be made, and this analysis is no exception. Each assumption is considered reasonable and necessary for adequate data interpretation. The assumptions are:

1. The sample population is considered to be an accurate representation of the target population in size and attitudes.
2. The underrepresentation of the women in the sample does not affect the data results when analyzing

personnel attitudes. Eight percent of the sample was women, 10 percent of the Air Force is female.

3. Answers pertaining to the respondent's spouse's attitudes are a true representation of those attitudes.

4. All respondents who marked "undecided" for Q11 (career intent) are considered career oriented.

5. All spouses whose sponsors marked them "undecided" regarding career intent (Q123) are career oriented.

#### Survey Sampling

Random samples were drawn for each grade of E1 through O6, with the sample size for each grade approximately the same. CBPO Survey Control Officers were in charge of distributing the 10,468 surveys, of which 5,365 useable responses were received: 1 percent of the Air Force population.

As shown in Table 1, the sample (by design) is not represented by an equal percent of respondents in each grade. By weighting the data, each case will represent a proportionate amount of the actual population in that grade to give a more accurate representation of the Air Force attitudes. The weight derived indicates the number of people the respondent's replies represent and is derived from the following formula:

$$\text{Weight} = \frac{\text{number in Air Force in respondent's grade}}{\text{number of survey respondents in that grade}}$$

TABLE 1  
SURVEY GRADE CHARACTERISTICS

Grade	Population	Sample Responses	% of Population
06	5136	435	8.5
05	12627	440	3.5
04	18141	398	2.2
03	36900	398	1.1
02	9571	322	3.4
01	<u>12938</u>	<u>348</u>	<u>2.7</u>
TOTAL:	95313	2341	2.5
E9	4511	424	9.4
E8	8863	451	5.1
E7	33083	454	1.4
E6	51994	410	0.8
E5	99921	371	0.4
E4	101688	358	0.4
E3	100328	460	0.5
E2	27209	84	0.3
E1	<u>31615</u>	<u>12</u>	<u>0.0</u>
TOTAL:	459212	3024	0.7
OVERALL TOTALS:	554525	5365	1.0

### Selection of the Sample

Questions from the survey used to obtain the sample population are listed below. Actual responses to each of these questions are presented in Table 2.

1. Q7: Responses A, B. This question was used to quality control check in identifying the sample population to ensure respondents were consistent in their answers.

2. Q11: Responses A, B, C. This question was used to determine whether or not the respondent considered himself/herself to have a career. Only responses of disagreeing were excluded. It was decided that those who have determined that the Air Force will not be their career, no matter the reason--be it wages or family versus duty conflicts--do not fit the definition of the target population.

3. Q31: Responses B, D. This was another quality check to ensure consistency.

4. Q123: Responses C, D, E. This question was used in the same manner as Q11, but for the spouse instead. Quite possibly at one time the spouse had a career pursuit but frequent moves or other conflicts caused disruptions and, thus, the spouse abandoned a career attempt. Again, since this research is concerned only with those who are currently dual-career families, those who were signified by the respondent as not having a career are discarded.

TABLE 2

SURVEY RESPONSES TO THE FOUR POPULATION-LIMITING QUESTIONS

<u>Q7: Marital Status</u>	
Married/Spouse Civilian . . . . .	4012
Married/Spouse Military . . . . .	281
Never Married . . . . .	841
Other . . . . .	261
<u>Q11: Career Attitude</u>	
Intend to make AF career . . . . .	3841
Undecided . . . . .	765
Likely not make AF career . . . . .	781
<u>Q31: Spouse Works</u>	
Not applicable . . . . .	1106
Yes . . . . .	2218
No . . . . .	2060
<u>Q123: Spouse Has Career</u>	
No . . . . .	2119
Undecided . . . . .	700
Yes . . . . .	1463

Sample Population Characteristics

Of the entire survey, 584 officers and 833 enlisted personnel qualified as the sample for the target population. Table 3 lists the sample population by category, and Table 4 lists reasons the spouse works.

Figures 6 through 10 present the characteristics of the sample, to provide a basis for comparing this group to civilian dual-income/career characteristics discussed in Chapter II. Figures 6, 7, and 8 can be equated to both income and "husband's" status, as they indicate the percent

TABLE 3  
THE SAMPLE POPULATION

Dual Career Families . . . . .	1418	
Military Spouse . . . . .	160	
Officer . . . . .	74	
Male . . . . .		36
Female . . . . .		38
Enlisted . . . . .	86	
Male . . . . .		54
Female . . . . .		32
Civilian Spouse . . . . .	1258	
Officer . . . . .	510	
Male . . . . .		505
Female . . . . .		4
Enlisted . . . . .	747	
Male . . . . .		739
Female . . . . .		7

TABLE 4  
REASON SPOUSE WORKS

SPOUSE STATUS			
<u>Military Spouse</u>		<u>Civilian Spouse</u>	
Required Income	42.8%	Required Income	62.4%
Head of Household	25.3%	Nice to Have Income	13.4%
Personal Desire to Work	15.5%	Personal Desire to Work	10.5%
Other	16.4%	Other	13.7%
GRADE			
<u>Officer</u>		<u>Enlisted</u>	
Required Income	35.2%	Required Income	65.4%
Personal Desire to Work	22.3%	Nice to Have Income	11.0%
Nice to Have Income	14.6%	Personal Desire to Work	8.4%
Enjoyment in Work Itself	17.4%	Other	15.2%
Other	17.4%		
SEX			
<u>Male</u>		<u>Female</u>	
Required Income	62.6%	Head of Household	53.2%
Nice to Have Income	12.6%	Required Income	23.3%
Personal Desire to Work	11.7%	Personal Desire to Work	9.1%
Other	13.1%	Other	14.4%

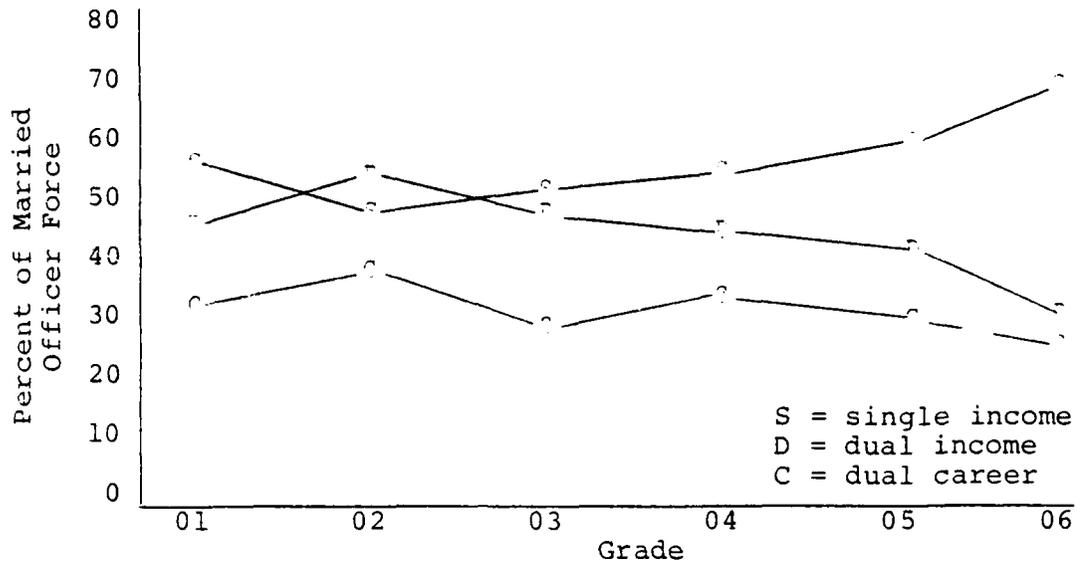


Fig. 6. Married Officer Family Life-styles

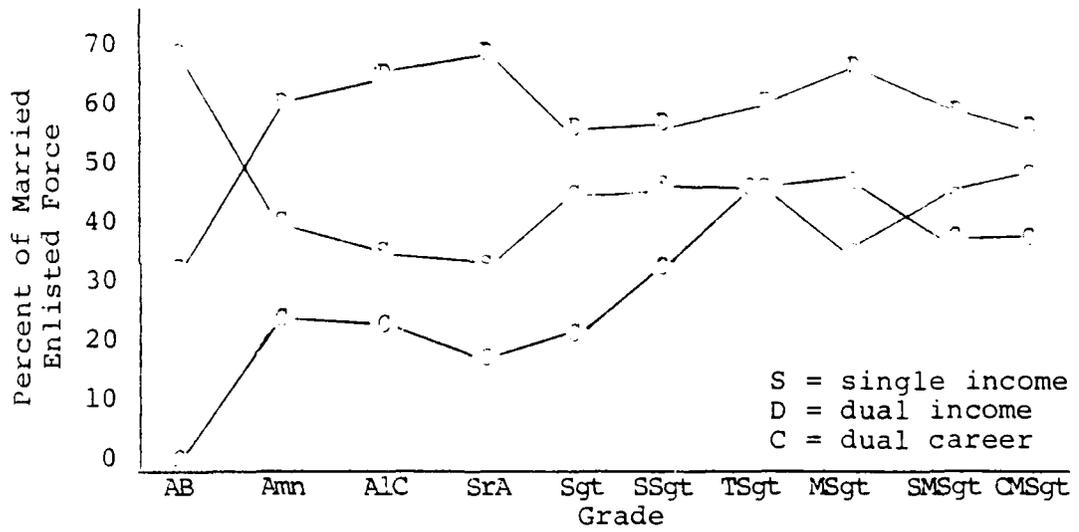


Fig. 7. Married Enlisted Family Life-styles

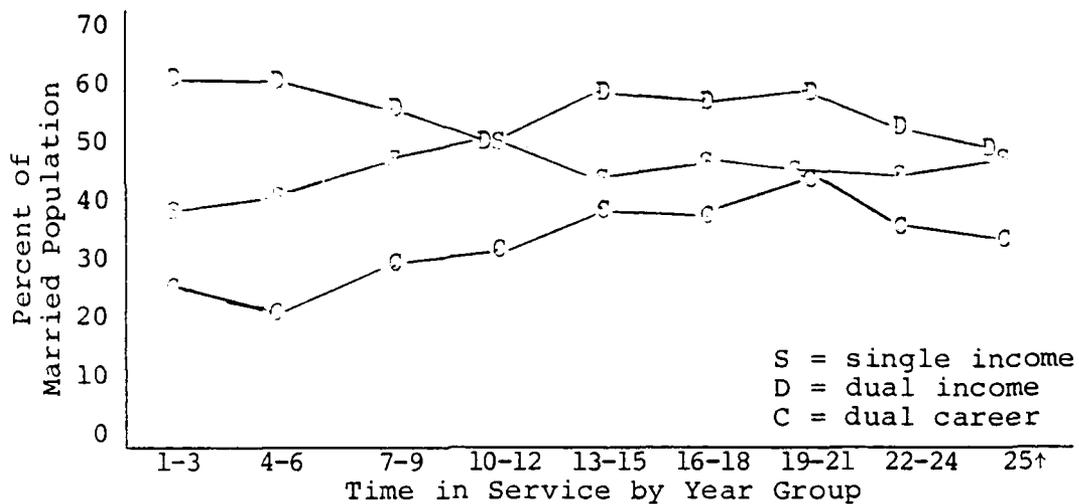


Fig. 8. Time in Service

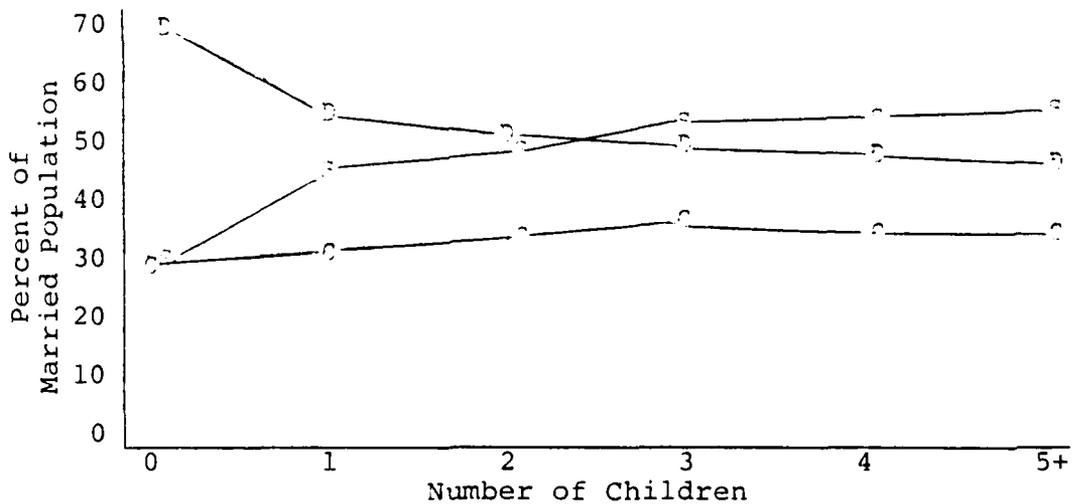


Fig. 9. Number of Children at Home

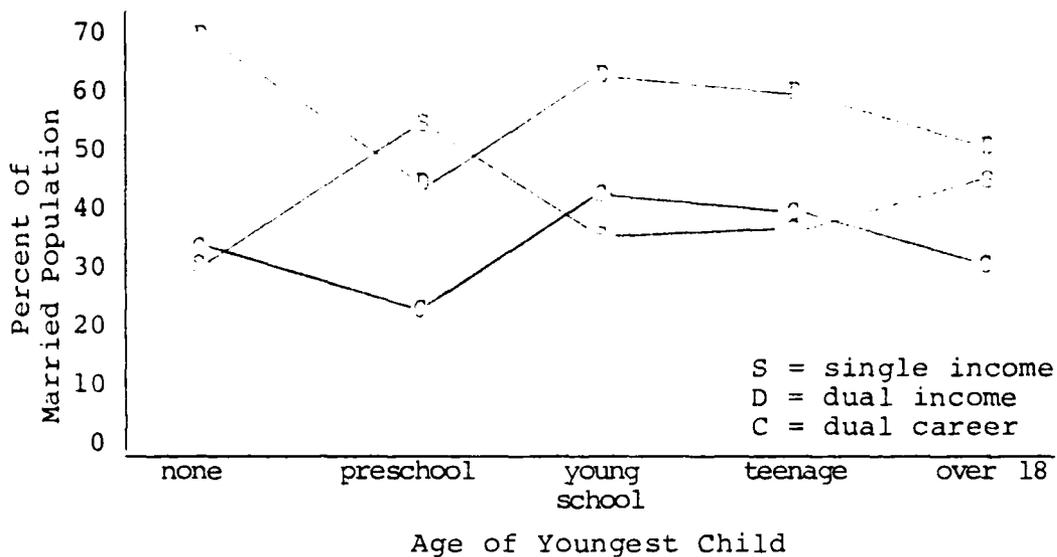


Fig. 10. Age of Youngest Child

of married couples who do and do not work. Dual-income/career appears to increase with rank for enlisted personnel and decrease for officers. Possibly enlisted personnel see the higher status held by officers (who also have higher incomes) just out of reach, and by the spouse working they can obtain the higher income and elevate themselves to a higher status. Officers, on the other hand, follow the pattern set by civilian couples; the higher the incomes and husband's status, the less apt the wife is to work.

The figure presenting time in service (Figure 8) indicates that, overall, there are more dual-income families in the service than single-income families. Childbearing and child rearing are probably the cause in the drop in dual-income families in the 4-12 year categories. The drop

in dual-income and dual-career families in the years 21-28 can probably be attributed to elderly couples holding the traditional views of the nonworking wife. The patterns noted here are also consistent with the civilian work force.

Figure 9 shows that the number of children at home greatly influences whether or not the military wife works (dual income). The percent of dual-career families, however, remains relatively constant, regardless of the number of children. This indicates that the career woman, as opposed to a noncareer working woman, does not drop out of the job market just because she has children; age of the child is the important factor. Figure 10 reflects this, as the percent of dual-income and dual-career families is both significantly lower when preschool children are family members.

#### Data Analysis Categories

To analyze the data and determine the significance of the responses, the sample population was observed three ways:

1. Military versus civilian spouse.
2. Officer versus enlisted.
3. Male versus female.

The first category is the one of main interest; however, rank and sex may influence the responses for the first category, so they were also observed to see if this was the case.

### Question Selection

The design of the survey facilitated question selection. The nine Quality of Life factors (McNichols, 1980:2) were used as the basis of determining the level of satisfaction for each of the groups studied. At least one question was chosen for each factor: that which asked the degree of satisfaction with that factor. Other questions related to each factor were selected for analysis if it was felt they would elicit different responses from the groups. Other questions which did not fall under one of the Quality of Life factors were also available for study and were selected on their relevance to the subject of this thesis. Table 5 lists all the questions that were analyzed.

TABLE 5  
QUESTIONS ANALYZED

<u>Economic Standards</u>	<u>Leadership/Supervision</u>	<u>Other Factors</u>
Q20	Q89	Q15
Q22		Q59
Q23	<u>Equity</u>	Q60
	Q99	Q61
<u>Economic Security</u>	Q100	Q64
Q29	Q101	Q65
Q33	<u>Personal Growth</u>	Q67
Q34	Q104	Q68
<u>Free Time</u>	<u>Personal Standing</u>	Q70
Q36	Q105	Q73
<u>Work</u>	<u>Health</u>	Q74
Q37	Q109	Q76
Q41	Q111	Q77
Q44		Q79
Q45		Q82
Q46		Q83
Q51		Q85
Q55		Q86
		Q125
		Q140

### Hypothesis

The objective of this research project is to test the following hypothesis:

$H_0$ : There is no significant difference in the attitudes of military career personnel with civilian career spouses and those with military career spouses ( $\mu_1 = \mu_2$ ) for each variable selected for testing.

$H_1$ : There is a significant difference in the attitudes of these two groups ( $\mu_1 \neq \mu_2$ ).

This hypothesis is extended to the other two categories observed, that of officer versus enlisted and male versus female, where the null hypothesis indicates no significant differences in the attitudes of the two groups.

### Data Analysis

The importance of an attitude lies not in whether or not the response shows satisfaction, but whether there is a significant ( $\alpha = .05$ ) difference in the degree of satisfaction expressed by the groups. To do this, the mean and standard deviation were calculated for the interval-based responses of each group considered, and the two-tailed t-test was used to observe significant differences.

If the observed absolute value of "t" associated with the null hypothesis ( $\mu_1 = \mu_2$ ) is greater than the resultant table value at  $\alpha = .05$ , the null hypothesis can be rejected and, thus, the alternative hypothesis accepted. In other words, there would be a statistically significant difference in the attitudes of the two groups.

A note of caution when observing the significant differences, as pointed out by Nie, et al. (1975:222):

Tests of statistical significance only indicate the likelihood that an observed relationship actually exists in the universe; they do not tell how strong the relationship is. Note that a relationship may be statistically significant without being substantively important.

Discrete variables were analyzed using the CROSSTABS program of the Statistical Package for the Social Sciences. This program calculates the joint frequency distribution of question responses according to the two groups being studied, thereby indicating the percent of the group preferring each response. The results of analyses using this program and the t-tests are presented and discussed in the next chapter.

## CHAPTER IV

### FINDINGS AND ANALYSIS

#### Division by Spouse Status

##### Findings

The area of greatest interest is to find whether or not personnel with military career spouses have the same attitudes as personnel with civilian career spouses.

Table 6 presents the statistically significant t-tests on the means of the two groups and discrete variable response differences. These results for all questions are presented in Appendix B.

##### 1. Economic Standards

a. Q20: Those with civilian spouses (Group 2) are more dissatisfied with their economic standard than are those with military spouses (Group 1).

b. Q23: Group 2 feels more strongly than Group 1 that the pay of nongovernment civilians lets them keep up with inflation better than military personnel.

##### 2. Economic Security

a. Q33: Group 2 feels more strongly than Group 1 that military pay is less than pay for comparable civilian work.

TABLE 6  
 STATISTICALLY SIGNIFICANT RESULTS:  
 DIVISION BY SPOUSE STATUS

INTERVAL VARIABLE					
Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
20	3.6139	1.896	3.1818	1.521	.000
23	4.0855	1.066	4.4853	.805	.000
33	3.8358	1.148	4.3271	.809	0
34	2.5841	1.281	2.2823	1.146	.040
41	2.9898	.917	3.4782	.814	.028
67	1.9182	1.568	2.3525	2.087	.000
79	7.9747	2.393	8.2899	2.122	.027
85	2.6101	1.858	3.0647	2.420	.000
125	1.6836	.910	2.5300	1.068	.007

DISCRETE VARIABLE					
Question	Group 1		Group 2		
	Response	%	Response	%	
59	1	16.8	3	20.5	
60	1	31.0	3	32.3	
140	4	47.0	1	37.5	

NOTE:

Group 1 = Military spouse

Group 2 = Civilian spouse

b. Q34: Group 1 feels more strongly than Group 2 that it would be easy for them to obtain a comparable civilian job.

3. Work

Q41: Group 2 is more involved in their job than is Group 1.

4. Other Factors

a. Q59: The response most frequently chosen by Group 1 as a factor which would most influence them to make the Air Force a career is Opportunity for Training and Education, while Group 2 selected Pay and Allowances.

b. Q60: The response most frequently chosen by Group 1 as a factor which would most influence them to not make the Air Force a career is Family Separation, while Group 2 selected Pay and Allowances.

c. Q67: Group 1 finds extended family separation more undesirable than does Group 2.

d. Q79: Group 2 feels they can get a high salary in a civilian career more than does Group 1.

e. Q85: Group 1 feels more strongly than Group 2 that extended family separation is less an aspect of a civilian career.

f. Q125: Group 1 feels more strongly that their spouses' career is compatible with their own.

g. Q140: The response most frequently chosen by Group 1 as the reason for objecting to overseas duty

is Inability to Have Spouse/Family Accompany them, while Group 2 chose Financial Disadvantages.

### Analysis

The issue observed throughout the majority of the questions noted as having significant differences between the groups is pay. The responses for all these questions, though, are on the same end of the scale for both groups. For example, Q20 indicates that Group 2 is less satisfied with their economic standards than Group 1, yet both groups are dissatisfied with this factor.

A closer examination of several of the questions shows some interesting concepts. Group 1 selected Family Separation as their main reason for not making the Air Force a career, and they perceive that family separation is less a part of civilian life than do those with civilian spouses. Group 2 selected Pay and Allowances as their main influence for leaving the service, and they feel more strongly than those with military spouses that civilian life will provide better pay than will the Air Force. Thus, each group shows its major dissatisfaction with the Air Force in the area the group compares unfavorably with a civilian life-style.

Attitude differences noted between personnel with civilian spouses versus military spouses may occur because of the greater awareness of the civilian work force that

the civilian spouse brings to the military member. Overall, personnel with civilian spouses are less satisfied with the military pay and benefits than military couples. Yet, even with these attitudes, which seem to indicate a strong dissatisfaction toward the military in areas indicated as most likely to prompt the members to leave the service, both groups think of quitting about equally (Q15). The comparison military members are making between civilian versus military life is not promising, and conclusions based on facts, experiences, and greater knowledge of the "outside world" might pull these members away from military service.

#### Division by Grade

##### Findings

Officers and enlisted personnel may hold different values because of differing life-styles, background, and education. This analysis compared the attitudes of these two groups to determine any significant attitudinal differences between them (Table 7).

##### 1. Economic Standards

a. Q22: Enlisted personnel (Group 2) feel more strongly than officers (Group 1) that future military income will not provide an acceptable standard of living.

TABLE 7  
 STATISTICALLY SIGNIFICANT RESULTS:  
 DIVISION BY GRADE

INTERVAL VARIABLE					
Question	Group 1		Group 2		α
	$\bar{x}$	s	$\bar{x}$	s	
22	3.2214	1.835	2.5792	1.516	.000
23	4.5569	.715	4.3723	.907	.000
33	4.3273	.801	4.2118	.926	.009
61	9.5699	1.668	9.7506	2.178	.000
65	8.5327	2.569	7.5622	3.258	.000
68	9.4525	1.881	8.7314	2.503	.000
73	8.8640	2.131	8.4154	2.618	.000
74	7.8087	2.842	7.7013	3.246	.015
76	7.8601	2.648	7.0029	3.248	.000
79	8.6210	1.892	8.2288	2.245	.002
85	3.0657	2.089	2.9584	2.397	.012
125	2.0102	.950	2.4804	1.105	.006

DISCRETE VARIABLE				
Question	Group 1		Group 2	
	Response	%	Response	%
59	2	23.7	3	19.4
140	4	47.8	1	40.0

NOTE:

Group 1 = Officer  
 Group 2 = Enlisted

b. Q23: Group 1 feels the pay of nongovernment civilians is better able to keep up with inflation than military pay more strongly than does Group 2.

2. Economic Security

Q33: Group 1 feels more strongly than Group 2 that military pay is less than pay for comparable civilian work.

3. Other Factors

a. Q59: For Group 1, their Air Force job is most influential in them making the service a career, while Group 2 selected Pay and Allowances.

b. Q61: Group 2 is more desirous of earning a high salary than is Group 1.

c. Q65: Group 1 wants a twenty-year retirement program more than does Group 2.

d. Q68: Group 1 feels it is more important than does Group 2 for the spouse to have a favorable attitude towards the respondent's career.

e. Q73: Group 1 feels more strongly than does Group 2 that the Air Force subjects its personnel to rules and regulations governing personal appearance and behavior.

f. Q74: Group 1, more than Group 2, feels that the twenty-year retirement system is a part of the Air Force.

g. Q76: Group 1 feels separation from the family is an aspect of an Air Force career more strongly than does Group 2.

h. Q79: Group 1 feels they can get a high salary in a civilian career more than does Group 2.

i. Q85: Group 2 feels more strongly than Group 1 that family separation is less an aspect of a civilian career than a military career.

j. Q125: Group 2 feels more strongly than Group 1 that their spouses' careers are compatible with a military career.

k. Q140: Group 1's main objection to serving overseas is that the Spouse/Family Can't Accompany Them, while Group 2's objection stems from Financial Disadvantages of overseas duty.

#### Analysis

Both groups indicated that the factor most influential in their decision to leave the service (Q60) is Pay and Allowances. Both groups show by their responses to Q20, Q22, Q23, and Q33 that they do not place much faith in the military pay system to provide salaries at least equivalent to their civilian counterparts.

Enlisted personnel show more concern than officers for money (Q22, Q61), which is consistent with the CROSSTABS run that indicates enlisted personnel consider pay and

allowances to be the major factor for making the service a career (Q59, Q60). Responses to Q34 and Q79 indicate that they are not as confident as officers that they could get better pay in a civilian job. However, a look at the means on Q70 (3.7404) and Q79 (8.228) for enlisted personnel indicates that this group feels there is a big difference in their perceived ability to obtain a high salary in the Air Force versus the civilian job market. Thus, this difference could encourage members to separate from the service.

Officers, on the other hand, perceive the civilian job market to be better than the military for a higher paying job (Q23, Q33, Q34, Q79). This could influence officers to terminate their Air Force service. Pay, however, is not as strong a factor for officers as it is for enlisted personnel, since officers more frequently chose their Air Force job (23.7 percent) over Pay and Allowances (18.6 percent) as the major influence for remaining in the service. In this area the Air Force has a slight advantage over the disadvantages brought on by the pay system for retaining their officers, as most officers are satisfied with the job they hold (Q37, Q44, Q45).

#### Division by Sex

##### Findings

Separating the population by sex for analysis was accomplished to see if the traditional values of the husband

as breadwinner and the wife as homemaker were reflected in the attitudes of these groups. Table 8 lists those questions with significant differences.

1. Economic Standards

Q23: Males (Group 1) feel more strongly than females (Group 2) that the pay of nongovernment civilians is better able to keep up with inflation than is military pay.

2. Economic Security

Q33: Group 1 feels more strongly than Group 2 that military pay is less than pay for comparable civilian work.

3. Work

Q55: Group 2 feels more strongly than Group 1 that the Air Force is a good organization for which to work.

4. Other Factors

a. Q15: Group 1 thinks of quitting the Air Force more frequently than does Group 2.

b. Q59: Job Opportunities is the most frequently selected reason for Group 2 to make the service a career, while Group 1 most often selected Pay and Allowances.

c. Q60: Group 2 selected Family Separation as the major reason for not making the Air Force a career, while Group 1 selected Pay and Allowances.

TABLE 8  
 STATISTICALLY SIGNIFICANT RESULTS:  
 DIVISION BY SEX

INTERVAL VARIABLES					
Question	Group 1		Group 2		α
	$\bar{x}$	s	$\bar{x}$	s	
15	3.0430	1.034	2.4088	.861	.021
23	4.4806	.812	3.7683	1.122	.000
33	4.3149	.831	3.5343	1.183	0
55	4.4807	1.529	5.3916	1.027	.000
83	4.7162	2.699	5.0675	2.279	.031
85	3.0165	2.368	2.5918	1.925	.008
125	2.4614	1.083	1.6552	.863	.004

DISCRETE VARIABLES					
Question	Group 1		Group 2		
	Response	%	Response	%	
59	3	19.8	1	18.4	
60	3	31.3	1	38.6	
140	1	37.4	2	56.8	

NOTE:

Group 1 = Male

Group 2 = Female

d. Q83: Group 1 feels more strongly than Group 2 that a civilian career does not provide a twenty-year retirement with monthly pension of 40 percent of total salary.

e. Q85: Group 2 feels more strongly than Group 1 that extended family separation is not an aspect of a civilian career.

f. Q125: Group 2 feels more strongly than Group 1 that their spouse's career is compatible to their own.

g. Q140: Group 1 chose Financial Costs as the main reason for not desiring an overseas assignment, while Group 2 indicated their principal reason is Family Separation.

#### Analysis

Men show a much stronger concern for money than do women (Q23, Q33, Q140), while women are more concerned about keeping the family together (Q60, Q125, Q140). These findings support Chapter II's contention that the traditional views are still strongly integrated in today's career couples.

The lesser concern women have towards pay than men may stem from them not holding the "breadwinner/head of household" role. Census reports show women in the civilian market receive less pay than their male counterparts, thus

making women's perceived pay differences between Air Force and civilian pay less than that of men. Women seem more satisfied overall with the Air Force than do men (Q15, Q33, Q55), and women's views on military/civilian differences are not as great, thus the Air Force might consider expanding the female force even more than currently planned.

#### Attitudes Towards Spouse's Career

Apparently the spouse's career is not the predominant concern among military personnel. Less than half the dual-career families felt the Military Personnel Center (MPC) should consider the civilian spouse's career (Table 9) when assigning the military member. Surprisingly, those with a civilian spouse were more against this procedure than were those with military spouses. An area of interest would be to determine the civilian spouses' attitudes regarding this. Additionally, the majority of personnel make no mention to their resource manager concerning their spouse's career (Table 10).

#### Summary

Table 11 shows a summary of the influence of spouse career, grade, and sex on the variables shown to be significant in attitude differences. As shown in the above analyses, there are several differences in attitudes between groups, but overall pay and family separation appear to be the two main concerns of dual-career families in the

TABLE 9

Q127: MPC SHOULD CONSIDER CIVILIAN SPOUSE CAREER

	Agree	Undecided	Disagree
Overall	36.2	20.8	33.1
Military Spouse	57.9	16.7	25.4
Civilian Spouse	43.5	21.7	34.8
Officer	44.9	18.2	36.8
Enlisted	46.5	21.5	32.0
Male	45.5	21.2	33.3
Female	53.2	17.7	29.1

TABLE 10

Q126: MENTIONED SPOUSE CAREER TO RESOURCE MANAGER

	Yes	No
Overall	16.8	83.2
Military Spouse	47.5	52.5
Civilian Spouse	9.9	90.1
Officer	25.6	74.4
Enlisted	14.3	85.7
Male	13.2	86.8
Female	47.1	52.9

TABLE 11

SUMMARY OF SIGNIFICANT DIFFERENCES BY GROUPS

Variable	Spouse Status	Grade	Sex
Q15 . . . . .			x
Q20 . . . . .	x		
Q22 . . . . .		x	
Q23 . . . . .	x	x	x
Q33 . . . . .	x	x	x
Q34 . . . . .	x		
Q41 . . . . .	x		
Q55 . . . . .			x
Q61 . . . . .		x	
Q65 . . . . .		x	
Q67 . . . . .	x		
Q68 . . . . .		x	
Q73 . . . . .		x	
Q74 . . . . .		x	
Q76 . . . . .		x	
Q79 . . . . .	x	x	
Q83 . . . . .			x
Q85 . . . . .	x	x	x
Q125 . . . . .	x	x	x

Air Force. No significant differences were noted for the Quality of Life factors of Free Time, Leadership/Supervision, Equity, Personal Growth, Personal Standing, and Health.

Family separation is more easily controlled by Air Force policy makers than is pay and allowances, thus they need to determine why the family is being separated. Current practices such as unaccompanied tours and "join spouse" request refusals as well as the spouse's refusal to relocate due to his/her career opportunities are some areas to examine. Only this way will policy makers find the best ways to keep the family unit together: altering their current practices or changing policies to account in part for a career spouse.

## CHAPTER V

### SUMMARY AND CONCLUSION

#### Summary

This thesis has examined some of the attitude differences between dual-career families where one versus both spouses are in the military. Chapter I has shown that there are more dual-income families than single-income families, and that the dual-career life-style, although a relatively new concept, is on the rise.

The dual-career life-style presents problems unique to the military member. Since the service is highly mobile, a civilian spouse is faced with sacrificing his/her career to follow the partner, and a military spouse faces involuntary separation if he/she is not assigned with the partner. The discord and dissatisfaction these types of situations can and do cause may lead to a dissolution of the marriage or loss of the service member(s) as the couple tries to satisfy the needs of both their careers and the family unit.

Air Force policies are being revised and updated to deal with some of the problems joint military couples experience, such as dependent care plans and joint assignment requests. Yet, even though those members who have

civilian career spouses experience similar problems concerning who will take care of the children in an emergency and how to stay together during reassignments without extreme sacrifice of one career, the Air Force still relies upon the nonmilitary member to comply with the demands the service makes upon the spouse. These civilians, usually the wives, are rebelling against this and are increasingly demanding their say in what they are expected to, and will, do.

Chapter II points out that the traditional roles expected of the wife are not exclusively oriented to the military, and the wives of business executives are expected to perform many identical or similar functions that are expected of the military wife. The wife's career commitments of her own, like these of the military spouse, do not always permit her to carry out these roles, and these commitments can cause problems due to career and family conflicts.

Job mobility is severely limited as the couple has two careers to consider, and a transfer due to promotion for one spouse can cause the other spouse to have a severe career setback by lack of an equivalent or suitable job at the new location. Feelings of competition, fear of a wife's superior achievements, and unequal distribution of household chores are experienced by military and civilian couples alike, and these problems threaten the stability of the family.

Companies are also finding problems presented by employees with career spouses: mainly resistance to relocation. By redesigning training programs and promotion requirements, companies are trying to combat some of their retention problems created by dual-career couples. Anti-nepotism rules are also being revised so companies don't lose highly trained personnel. Legislation is forcing companies to change their rules, and barriers to employing women in certain fields are being removed.

Dealing with these problems, though, may be justified by the rewards that a dual-career family experiences. Higher standard of living, greater awareness and fulfillment, and less risk of the mother's overinvolvement with her children are some of the advantages this life-style offers.

Whether or not a woman works is usually affected by her husband's income and status. Her participation in the labor force is also affected by the age and number of children living at home. If she has a career, her children have less impact on her than children have on a working woman not pursuing a career. These factors are brought out again in Chapter III when the sample population is compared with the findings of the literature review. Overall, the sample follows similar trends to those found for civilian working couples.

The findings presented in Chapter IV indicated several areas of significant attitude differences, mainly in family separation and pay and allowances. Unfortunately, the actual feelings of the couple towards the impact the Air Force has on the spouse's career is rather hazy, as the survey questions do not adequately address this area.

#### Policy Suggestions

Attitude differences in the two groups showed them assessing civilian jobs more favorably for the factor that their group chose as the major reason for terminating their Air Force career (Q60). Those members with civilian spouses, who indicated pay to be the major negative career influence, were convinced that a civilian job was better with regard to higher pay and allowances. Unfortunately, this factor is controlled by Congress and thus not controllable by Air Force policy makers. Although congressmen are aware of the discontent of military personnel with pay, these legislators should be concerned even more about the increasing awareness military personnel have about the civilian community. This awareness is causing a comparison between a civilian versus military career, with the preference bending toward a civilian life.

Joint military spouses, however, view family separation as less likely in a civilian job, and it is this factor that would most negatively affect their decision

towards an Air Force career. This area is controllable by Air Force policy makers, so they should continue in their efforts to keep the military family together. The joint spouse assignment procedural change implemented in March 1980 (Couples, 1979:16) intended to improve joint spouse assignments, gives these couples a better chance of moving together. Policy makers should not stop with this and should also expand their efforts for all married personnel. Members with a civilian spouse, as did the entire Air Force (McNichols, 1980:17), chose this factor second to pay and allowances. Policies to ease the amount of separation due to overseas assignments, unaccompanied tours, and lengthy temporary duties need to be formulated and implemented.

#### Areas of Further Research

The survey does not indicate that the civilian spouse's career should be considered during reassignment considerations of the sponsor, as shown in Table 10. Even so, if the Air Force wants to keep the family unit together, this area should be explored more deeply before either disregarding or considering the civilian spouse of a dual-career family. Specific complaints and problems of dual-career couples due to their military association need to be determined and investigated in order to effectively change policies affecting the satisfaction of the family unit.

Additionally, dual-income couples should be investigated. There is probably a substantial number of wives who have given up career plans because military demands on the husband have made career pursuit impractical or impossible for her. Inputs from this group are necessary to gain a complete picture of the problem areas faced by working spouses.

### Conclusion

The major mission of the Air Force is not to satisfy its personnel. However, the Air Force has acknowledged that job and family satisfaction is a necessary component for retention of an active and dedicated force with which to carry out its mission. While family satisfaction has been studied extensively, little or no thought has been given to the approximately one-third of the married force that experiences unique problems and special demands due to their dual-career life style.

Civilian companies that have begun career counseling for employees so affected and that have given special consideration to those employees' spouses' careers have been rewarded by greater employee satisfaction and retention. The Air Force's interest has currently been limited to dual-income/career couples where both members are service members, while the needs and problems of those with civilian career spouses have been ignored. By taking more

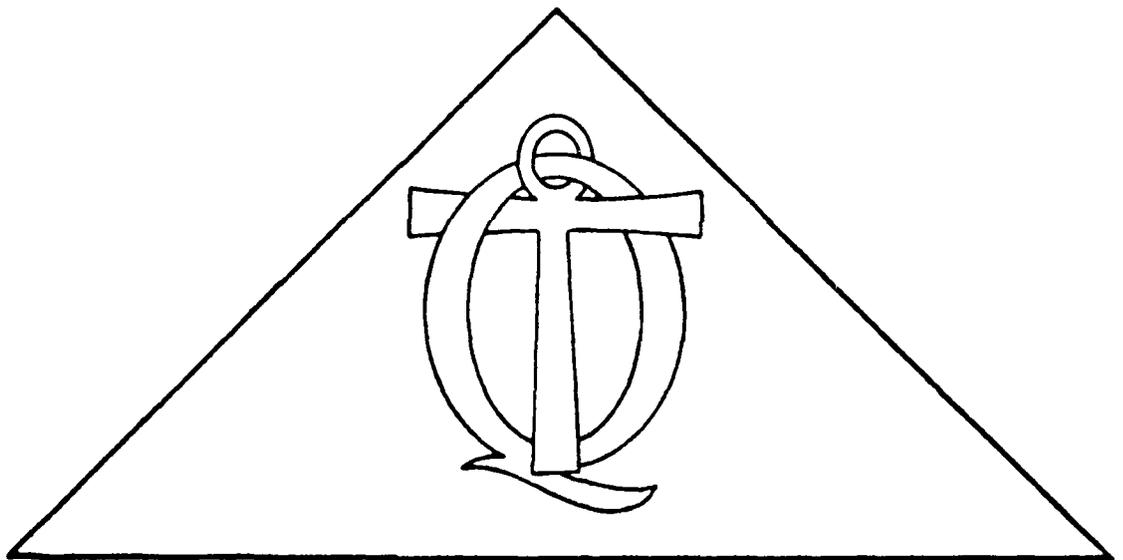
interest in this group, the Air Force might also experience greater retention and employee satisfaction as witnessed by civilian companies.

APPENDICES

APPENDIX A

UNITED STATES AIR FORCE QUALITY OF AIR FORCE  
LIFE ACTIVE DUTY AIR FORCE PERSONNEL SURVEY  
(THIRD EDITION)

**UNITED STATES AIR FORCE  
QUALITY OF AIR FORCE LIFE  
ACTIVE DUTY  
AIR FORCE PERSONNEL SURVEY**



THIRD EDITION

USAF SCN 80-24

PRIVACY ACT STATEMENT

In accordance with paragraph 30, AFR 12-35, Air Force Privacy Act Program, the following information about this survey is provided:

- a. Authority. Federal Statute Title 10, United States Code, Section 8012, Secretary of the Air Force: Powers and Duties, Delegation by.
- b. Principal Purpose. This survey is being conducted to gain the attitudes and opinions of Air Force members on a variety of subjects of interest to Headquarters USAF.
- c. Routine Use. The survey data will be converted to statistical information for use by decision makers in development of future personnel plans and policies.
- d. Participation in this survey is entirely voluntary.
- e. No adverse action of any kind may be taken against any individual who elects not to participate in any or all of this survey.

GENERAL INSTRUCTIONS

Please do not fold, staple, or otherwise damage the answer sheet.

Select only one answer to each question.

Mark your answers on the answer sheet. It is not necessary to write on the survey itself. Please use a No. 2 pencil.

Be sure to mark your answers carefully so that you enter them opposite the same answer sheet number as survey question number.

Be sure that your answer marks are heavy and that you blacken the oval-shaped space. Erase all changes completely and carefully so as not to tear the answer sheet.

Right Way	1 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
to Mark	2 <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
Answer Sheet	3 <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
	4 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
Wrong Way	5 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
to Mark	6 <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
Answer Sheet	7 <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
	8 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>

**Special Instructions:** Items one and two below will be used to identify your base of assignment. Refer to paragraph two of your cover letter to find the two-letter code for your base. The first letter will be the response choice for you to mark for Item one on your answer sheet; the second letter will be the response choice for you to mark for Item two on your answer sheet. Now proceed to Item three and be sure that your answer is marked in the appropriate space for Item three on your answer sheet.

1. (Please mark the answer sheet with code described above.)

2. (Please mark the answer sheet with code described above.)

3. What is your present active duty grade?

- |                          |                           |
|--------------------------|---------------------------|
| A. Colonel               | I. Senior Master Sergeant |
| B. Lieutenant Colonel    | J. Master Sergeant        |
| C. Major                 | K. Technical Sergeant     |
| D. Captain               | L. Staff Sergeant         |
| E. First Lieutenant      | M. Sergeant               |
| F. Second Lieutenant     | N. Senior Airman          |
| G. Warrant Officer       | O. Airman First Class     |
| H. Chief Master Sergeant | P. Airman                 |
|                          | Q. Airman Basic           |

4. What is your command of assignment (the command that maintains your personnel records)?

- |  |   |
|--|---|
| A. Alaskan Air Command                     | M. Air Force Data Automation Agency           |
| B. U.S. Air Force Academy                  | N. Military Airlift Command                   |
| C. U.S. Air Forces in Europe               | O. Pacific Air Forces                         |
| D. Air Force Accounting and Finance Center | P. Strategic Air Command                      |
| E. Air Force Logistics Command             | Q. Tactical Air Command                       |
| F. Air Force Systems Command               | R. Electronic Security Command                |
| G. Air Reserve Personnel Center            | S. Air Force Military Personnel Center        |
| H. Air Training Command                    | T. Air Force Inspection and Safety Center     |
| I. Air University                          | U. Air Force Audit Agency                     |
| J. Headquarters Air Force Reserve          | V. Air Force Office of Special Investigations |
| K. Headquarters USAF                       | W. Other                                      |
| L. Air Force Communications Command        |   |

5. How much total active federal military service have you completed?

- |                              |                              |
|------------------------------|------------------------------|
| A. Less than 1 year          | O. 14 years but less than 15 |
| B. 1 year but less than 2    | P. 15 years but less than 16 |
| C. 2 years but less than 3   | Q. 16 years but less than 17 |
| D. 3 years but less than 4   | R. 17 years but less than 18 |
| E. 4 years but less than 5   | S. 18 years but less than 19 |
| F. 5 years but less than 6   | T. 19 years but less than 20 |
| G. 6 years but less than 7   | U. 20 years but less than 21 |
| H. 7 years but less than 8   | V. 21 years but less than 22 |
| I. 8 years but less than 9   | W. 22 years but less than 23 |
| J. 9 years but less than 10  | X. 23 years but less than 24 |
| K. 10 years but less than 11 | Y. 24 years but less than 25 |
| L. 11 years but less than 12 | Z. 25 years but less than 26 |
| M. 12 years but less than 13 | 1. 26 years but less than 27 |
| N. 13 years but less than 14 | 2. 27 years or more          |

6. What is your highest level of education now (include accepted GED credits)?
- A. Some high school (did not graduate)
  - B. High school graduate (no college)
  - C. Trade or technical school (no college)
  - D. Some college, but less than one year
  - E. One year college, but less than two
  - F. Two years college, but less than three (including two-year associate degree)
  - G. Three years or more college, no degree
  - H. Registered nurse diploma program
  - I. College degree (BS, BA, or equivalent, except LL.B)
  - J. Graduate work beyond bachelor degree (no master's degree)
  - K. Master's degree
  - L. Postgraduate work beyond master's degree
  - M. Doctorate degree (includes LL.B, J.D., D.D.S., M.D., and D.V.M.)
7. What is your marital status?
- A. Married and spouse is not a member of a military service
  - B. Married and spouse is a member of a military service
  - C. Never been married
  - D. Divorced and not remarried
  - E. Legally separated
  - F. Widower/widow
8. What was the source of your commission?
- A. Not applicable, I am enlisted
  - B. OTS
  - C. OCS
  - D. ROTC
  - E. Aviation Cadet
  - F. Navigation Cadet
  - G. USAFA
  - H. USMA
  - I. USNA
  - J. Other
9. Which one of the following do you consider yourself?
- A. Black
  - B. Spanish Speaking Origin (Cuban, Puerto Rican, Mexican American, Spanish Descent)
  - C. American Indian
  - D. Asian Origin (Chinese, Japanese, Korean, Filipino, or Asian American)
  - E. White (Other than Spanish Speaking Origin)
  - F. Other
10. What is your sex?
- A. Male
  - B. Female

11. Which one of the following best describes your attitude toward making the Air Force a career?
- A. Definitely intend to make the Air Force a career
  - B. Most likely will make the Air Force a career
  - C. Undecided
  - D. Most likely will not make the Air Force a career
  - E. Definitely do not intend to make the Air Force a career
12. At the time you came on active duty in the Air Force, which one of the following best describes the attitude you had toward making the Air Force a career?
- A. Definitely intended to make the Air Force a career
  - B. Was inclined toward making the Air Force a career
  - C. Was undecided
  - D. Was not inclined toward an Air Force career
  - E. Definitely did not intend to make the Air Force a career
13. Which of the following best describes your attitude toward retirement at 20 years of military service?
- A. Not applicable have over 20 years service
  - B. Definitely will remain on active duty beyond 20 years
  - C. Probably will remain on active duty beyond 20 years
  - D. Undecided
  - E. Probably will retire at or soon after reaching 20 years
  - F. Definitely will retire at or soon after reaching 20 years
  - G. I will probably leave the service before 20 years of service
14. When does your active duty service commitment expire?
- A. No active duty service commitment
  - B. In less than 1 year
  - C. In greater than 1 year but less than 2 years
  - D. In greater than 2 years but less than 3 years
  - E. In greater than 3 years
15. How often do you think about quitting the Air Force?
- A. Never
  - B. Rarely
  - C. Sometimes
  - D. Often
  - E. Constantly
16. Enter the code for the first digit of your duty Air Force Specialty Code (AFSC) opposite item 16 on your answer sheet.
- |      |      |
|------|------|
| A. 0 | F. 5 |
| B. 1 | G. 6 |
| C. 2 | H. 7 |
| D. 3 | I. 8 |
| E. 4 | J. 9 |
17. Enter the code for the second digit of your duty AFSC opposite item 17 on your answer sheet.
- |      |      |
|------|------|
| A. 0 | F. 5 |
| B. 1 | G. 6 |
| C. 2 | H. 7 |
| D. 3 | I. 8 |
| E. 4 | J. 9 |

18. Enter the code for the third digit of your duty AFSC opposite item 18 on your answer sheet.

- |      |      |
|------|------|
| A. 0 | F. 5 |
| B. 1 | G. 6 |
| C. 2 | H. 7 |
| D. 3 | I. 8 |
| E. 4 | J. 9 |

19. What is your current primary aeronautical rating?

- A. Pilot
- B. Navigator
- C. Flight Surgeon
- D. Other aeronautical rating
- E. Nonrated

The following questions address the subjects of economic standard and security. Please rate your degree of satisfaction with them based on the descriptions shown below.

ECONOMIC STANDARD: Satisfaction of basic human needs such as food, shelter, clothing; the ability to maintain an acceptable standard of living.

20. To what degree are you satisfied with the ECONOMIC STANDARD aspects of your life: (Select one of the seven points on the satisfaction scale.)

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly  
Dissatisfied

Neutral

Highly  
Satisfied

21. Most of the time my military service pay is adequate to cover the basic expenses with at least a little left over.

- A. Strongly disagree
- B. Disagree
- C. Slightly disagree
- D. Neither agree or disagree
- E. Slightly agree
- F. Agree
- G. Strongly agree

22. In the future I believe my military income will provide me with an acceptable standard of living

- A. Strongly disagree
- B. Disagree
- C. Slightly disagree
- D. Neither agree or disagree
- E. Slightly agree
- F. Agree
- G. Strongly agree

23. How do you see your future military pay keeping up with inflation as compared to the future pay of nongovernment civilians?

- A. Military much better able to keep up with inflation
- B. Military somewhat better able to keep up with inflation
- C. No difference between military and nongovernment civilians
- D. Nongovernment civilians somewhat better able to keep up with inflation
- E. Nongovernment civilians much better able to keep up with inflation

24. In comparison to two years ago, how has your overall financial condition changed (consider savings, investments, debts, possessions)?
- A. I am in much better condition
  - B. I am in somewhat better condition
  - C. I am in about the same condition
  - D. I am in somewhat worse condition
  - E. I am in much worse condition
25. The future financial security of myself and my family is of daily concern to me.
- A. Strongly disagree
  - B. Disagree
  - C. Slightly disagree
  - D. Neither agree nor disagree
  - E. Slightly agree
  - F. Agree
  - G. Strongly agree
26. Would you recommend Air Force Service to a young man/woman?
- A. Am inclined to recommend AF Service
  - B. Am slightly inclined to recommend AF Service
  - C. Would not recommend AF Service
  - D. Don't know
27. Which of the following best describes the impact of inflation on you over the last two years?
- A. Inflation has had relatively little effect on me
  - B. Have just been able to make ends meet
  - C. Have had to withdraw from my savings to make ends meet
  - D. Have gone deeper in debt to make ends meet
  - E. Both C and D above
  - F. None of the above
28. Do you or your dependents, if any, currently receive federal, state, county (public) assistance?
- A. No
  - B. Yes, food stamps only
  - C. Yes, monetary payment only
  - D. Yes, food stamps and monetary payment

ECONOMIC SECURITY: Guaranteed employment; retirement benefits; insurance; protection for self and family.

29. To what degree are you satisfied with the ECONOMIC SECURITY aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly Dissatisfied	Neutral	Highly Satisfied
------------------------	---------	---------------------

30. Do you hold a second job?
- A. No
- Yes, I work (choose one answer below)
- B. 1-5 hours per week  
C. 6-10 hours per week  
D. 11-20 hours per week  
E. 21-30 hours per week  
F. Over 30 hours per week
31. Does your spouse work?
- A. Not applicable, I am not married or I am legally separated
- I am married and my spouse
- B. Resides with me, and has a paying job  
C. Resides with me, and does not work  
D. Does not reside with me, and has a paying job  
E. Does not reside with me, and does not work
32. The main reason that I have a second job, and/or that my spouse works is that we have to in order to make ends meet.
- A. Not applicable  
B. Strongly disagree  
C. Disagree  
D. Undecided  
E. Agree  
F. Strongly agree
33. How do you think your military pay (including all allowances and fringe benefits) compares with pay in civilian employment for similar work?
- A. Military pay is far higher than civilian  
B. Military pay is somewhat higher than civilian  
C. Both about equal  
D. Military pay is somewhat less than civilian  
E. Military pay is far less than civilian
34. If I left the Air Force tomorrow, I think it would be very difficult to get a job in private industry with pay, benefits, duties, and responsibilities comparable with those of my present job.
- A. Strongly disagree  
B. Disagree  
C. Undecided  
D. Agree  
E. Strongly agree
35. An Air Force base is a desirable place to live.
- A. Strongly disagree  
B. Disagree  
C. Undecided  
D. Agree  
E. Strongly agree

Please rate the degree of satisfaction with your free time based on the following description:

**FREE TIME:** Amount, use, and scheduling of free time alone, or in voluntary associations with others; variety of activities engaged in.

36. To what degree are you satisfied with the FREE TIME aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly Dissatisfied	Neutral	Highly Satisfied
------------------------	---------	---------------------

Please rate the degree of satisfaction with your work based on the following description:

**WORK:** Doing work that is personally meaningful and important; pride in my work; **JOB** satisfaction; recognition for my efforts and my accomplishments on the job.

37. To what degree are you satisfied with the WORK aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

Highly Dissatisfied	Neutral	Highly Satisfied
------------------------	---------	---------------------

38. To what extent are you satisfied with the relationship you have with your peers?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied

39. To what extent are you satisfied with the relationship you have with subordinates?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied
- F. Not applicable

40. On most work days, how often does time seem to drag for you?

- A. About half the day or more
- B. About 1/3 of the day
- C. About 1/4 of the day
- D. About 1/8 of the day
- E. Time never seems to drag

41. Some people are completely involved in the job -- they are absorbed in it night and day. For others, their job is simply one of several interests. How involved do you feel in your job?

- A. Very little; my other interests are more absorbing
- B. Slightly involved
- C. Moderately involved; my job and my other interests are equally absorbing to me
- D. Strongly involved
- E. Very strongly involved; my work is the most absorbing interest in my life

42. How often do you do extra work for your job which is not really required of you?
- A. Almost every day
  - B. Several times a week
  - C. About once a week
  - D. Once every few weeks
  - E. About once a month or less
43. Would you say you work harder, less hard, or about the same as other people doing your type of work in your work organization?
- A. Much harder than most others
  - B. A little harder than most others
  - C. About the same as most others
  - D. A little less hard than most others
  - E. Much less hard than most others
44. Which one of the following shows how much of the time you feel satisfied with your job?
- A. All the time
  - B. Most of the time
  - C. A good deal of the time
  - D. About half of the time
  - E. Occasionally
  - F. Seldom
  - G. Never
45. Choose one of the following statements which best tells how well you like your job.
- A. I hate it
  - B. I dislike it
  - C. I don't like it
  - D. I am indifferent to it
  - E. I like it
  - F. I am enthusiastic about it
  - G. I love it
46. Which one of the following best tells how you feel about changing your job?
- A. I would quit this job at once if I could
  - B. I would take almost any other job in which I could earn as much as I am earning now
  - C. I would like to change both my job and my occupation
  - D. I would like to exchange my present job for another one
  - E. I am not eager to change my job, but I would do so if I could get a better job
  - F. I cannot think of any jobs for which I would exchange
  - G. I would not exchange my job for any other
47. Which one of the following shows how you think you compare with other people?
- A. No one likes this job better than I like mine
  - B. I like job much better than most people like theirs
  - C. I like my job better than most people like theirs
  - D. I like my job about as well as most people like theirs
  - E. I dislike my job more than most people dislike theirs
  - F. I dislike my job much more than most people dislike theirs
  - G. No one dislikes this job more than I dislike mine



48. How do you evaluate your present Air Force job?
- A. Not at all challenging
  - B. Not very challenging
  - C. Somewhat challenging
  - D. Challenging
  - E. Very challenging
49. Do you think your present job is preparing you to assume future positions of greater responsibility?
- A. Definitely not
  - B. Probably not
  - C. Undecided
  - D. Probably yes
  - E. Definitely yes
50. What is your estimate of the average number of hours per week you spend on the job?
- A. Less than 30 hours
  - B. 31-35
  - C. 36-40
  - D. 41-45
  - E. 46-50
  - F. 51-55
  - G. 56-60
  - H. More than 60
51. The Air Force requires me to participate in too many activities that are not related to my job.
- A. Strongly disagree
  - B. Disagree
  - C. Undecided
  - D. Agree
  - E. Strongly agree
52. Air Force members should take more interest in mission accomplishment and less interest in their personal concerns.
- A. Strongly disagree
  - B. Disagree
  - C. Inclined to disagree
  - D. Undecided
  - E. Inclined to agree
  - F. Agree
  - G. Strongly agree
53. To what extent do you have trust in senior Air Force decision makers?
- A. None at all
  - B. Very little extent
  - C. Some
  - D. Great extent
  - E. Undecided
54. To what extent do you have confidence in senior Air Force decision makers?
- A. None at all
  - B. Very little extent
  - C. Some
  - D. Great extent
  - E. Undecided

55. The AF is a good organization to work for today.
- A. Strongly disagree
  - B. Disagree
  - C. Slightly disagree
  - D. Neither agree nor disagree
  - E. Slightly agree
  - F. Agree
  - G. Strongly agree
56. Five years ago, the AF was a good organization in which to work.
- A. Strongly disagree
  - B. Disagree
  - C. Slightly disagree
  - D. Neither agree nor disagree
  - E. Slightly agree
  - F. Agree
  - G. Strongly agree
  - H. Not applicable, I have served less than five years
57. Considering just the trends you observe today in the Air Force, five years from now, the AF will be a good place to work.
- A. Strongly disagree
  - B. Disagree
  - C. Slightly disagree
  - D. Neither agree nor disagree
  - E. Slightly agree
  - F. Agree
  - G. Strongly agree
58. I wish that Air Force members had a genuine concern for national security.
- A. Strongly disagree
  - B. Disagree
  - C. Inclined to disagree
  - D. Undecided
  - E. Inclined to agree
  - F. Agree
  - G. Strongly agree
59. Select the one factor which TODAY would influence you the most to make the Air Force a career.
- A. Opportunity for training and education in the Air Force
  - B. My Air Force job (challenging, provides sense of accomplishment, etc)
  - C. Pay and allowances
  - D. Housing
  - E. Promotion system and opportunity
  - F. Fringe benefits (medical and dental care, BX, commissary, etc)
  - G. Leadership and supervision in the Air Force
  - H. Travel and new experiences
  - I. Have "say" in future assignments
  - J. Security of Air Force life
  - K. Air Force policies and procedures
  - L. The retirement system
  - M. Opportunity to serve my country
  - N. Some other factor
  - O. I do not intend to make the Air Force a career





72. A career in the Air Force provides interesting and challenging jobs.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
73. In the Air Force, you will be subject to a set of rules and regulations governing personal behavior in areas such as dress and appearance and associations with other members of the organization.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
74. You will be able to retire from the Air Force after 20 years service with a monthly pension of 40% of your total salary (equivalent to approximately 50% of your base pay).  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
75. Effective use will be made of your abilities and training throughout an Air Force career.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
76. Extended separation from your immediate family (if married) or from home and friends (if unmarried) is one aspect of an Air Force career.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
77. Your spouse (if married) or your immediate family (if unmarried) has a favorable attitude regarding you having an Air Force career.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE
78. An Air Force career will require you to attain positions of increased rank and responsibility in order to remain a member of your organization.  
 A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K  
 COMPLETELY DISAGREE UNDECIDED COMPLETELY AGREE



86. Your spouse (if married) or your immediate family (if unmarried) has a favorable attitude regarding you having a civilian career.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY  
DISAGREE

UNDECIDED

COMPLETELY  
AGREE

87. A civilian career will require you to attain positions of increased rank and responsibility in order to remain a member of your organization.

A . . . B . . . C . . . D . . . E . . . F . . . G . . . H . . . I . . . J . . . K

COMPLETELY  
DISAGREE

UNDECIDED

COMPLETELY  
AGREE

88. What are your intentions regarding staying in or transferring from your present organization for reasons other than normal PCS?

A . . . . . B . . . . . C . . . . . D . . . . . E . . . . . F . . . . . G

I definitely want to transfer	I most likely will try to trans- fer	I am leaning toward trans- ferring	I am undecided	I am leaning toward staying	I most likely will try to stay	I definitely want to stay
-------------------------------------	--	--	-------------------	--------------------------------------	---	------------------------------

Please rate your degree of satisfaction with leadership/supervision based on the following description:

LEADERSHIP/SUPERVISION: My supervisor has my interests and that of the Air Force at heart; keeps me informed; approachable and helpful rather than critical; good knowledge of the job.

89. To what degree are you satisfied with the LEADERSHIP/SUPERVISION aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY  
DISSATISFIED

NEUTRAL

HIGHLY  
SATISFIED

90. To what degree are you satisfied with the relationship you have with your superiors?

- A. Highly dissatisfied
- B. Dissatisfied
- C. Neutral
- D. Satisfied
- E. Highly satisfied

91. What is your opinion of the leadership ability of your immediate supervisor?

- A. Excellent
- B. Above average
- C. Average
- D. Below average
- E. Poor

92. What is your opinion of the quality of leadership in the Air Force?

- A. Excellent
- B. Above average
- C. Average
- D. Below average
- E. Poor

93. What is your opinion of discipline in today's Air Force?

- A. Too strict
- B. Somewhat strict
- C. About right
- D. Somewhat lenient
- E. Too lenient

94. More supervision of member performance and behavior is needed at lower levels within the Air Force.

A . . . . . B . . . . . C . . . . . D . . . . . E

STRONGLY DISAGREE                  DISAGREE                  UNDECIDED                  AGREE                  STRONGLY AGREE

95. How often do you and your supervisor get together to set your personal performance objectives?

- A. Never
- B. Seldom
- C. Sometimes
- D. Frequently
- E. Very frequently

96. How often are you given feedback from your supervisor about your job performance?

- A. Never
- B. Seldom
- C. Sometimes
- D. Frequently
- E. Very frequently

97. How often does your immediate supervisor give you recognition for a job well done?

- A. Never
- B. Seldom
- C. Sometimes
- D. Frequently
- E. Always

98. How often are you given the freedom you need to do your job well?

- A. Never
- B. Seldom
- C. Sometimes
- D. Often
- E. Always

Please rate your degree of satisfaction with equity based on the following description:

EQUITY: Equal opportunity in the Air Force; a fair chance at promotion; an even break in my job/assignment selections.

99. To what degree are you satisfied with the EQUITY aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY  
DISSATISFIED

NEUTRAL

HIGHLY  
SATISFIED

100. An individual can get more of an even break in civilian life than in the Air Force.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

101. The Air Force promotion system is effective (i.e., the best qualified people are generally selected for promotion).

- A. Strongly disagree
- B. Disagree
- C. Inclined to disagree
- D. Undecided
- E. Inclined to agree
- F. Agree
- G. Strongly agree

102. On the same jobs as men, do Air Force women tend to do more, less, or about the same amount of work?

- A. Much more
- B. More
- C. About the same
- D. Less
- E. Much less

103. How does your supervisor deal with your women co-workers?

A. Not applicable, there are no women in my unit

My supervisor is a woman and she:

- B. Expects more from the women workers than the men
- C. Treats men and women workers the same
- D. Expects more from the men workers than the women

My supervisor is a man and he:

- E. Expects more from the women workers than the men
- F. Treats men and women workers the same
- G. Expects more from the men workers than the women

Please rate your degree of satisfaction with personal growth based on the following description:

PERSONAL GROWTH: To be able to develop individual capacities; education/training; making full use of my abilities; the chance to further my potential.

104. To what degree are you satisfied with the PERSONAL GROWTH aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY  
DISSATISFIED

NEUTRAL

HIGHLY  
SATISFIED

Please rate your degree of satisfaction with personal standing based on the following description:

PERSONAL STANDING: To be treated with respect; prestige; dignity; reputation; status.

105. To what degree are you satisfied with the PERSONAL STANDING aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY  
DISSATISFIED

NEUTRAL

HIGHLY  
SATISFIED

106. The prestige of the military today is good.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

107. The prestige of the military has declined over the past several years.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

108. Senior NCOs (E7-E9) are usually given jobs with less responsibility than they should have.

- A. Strongly disagree
- B. Disagree
- C. Undecided
- D. Agree
- E. Strongly agree

Please rate your degree of satisfaction with health based on the following description:

HEALTH: Physical and mental well-being of self and dependents; having illnesses and ailments detected, diagnosed, treated and cured; quality and quantity of health care services provided.

109. To what degree are you satisfied with the HEALTH aspects of your life?

A . . . B . . . C . . . D . . . E . . . F . . . G

HIGHLY  
DISSATISFIED

NEUTRAL

HIGHLY  
SATISFIED

110. Generally, how satisfied are you with the medical care you received at military medical facilities during the past 12 months?
- A. Highly dissatisfied
  - B. Dissatisfied
  - C. Neither satisfied nor dissatisfied
  - D. Satisfied
  - E. Highly satisfied
  - F. Not applicable, did not visit military medical facility in past 12 months
111. Generally, how satisfied are you with the medical care your children received in military medical facilities during the past 12 months?
- A. Highly dissatisfied
  - B. Dissatisfied
  - C. Neither satisfied nor dissatisfied
  - D. Satisfied
  - E. Highly satisfied
  - F. Not applicable
112. Generally, the amount of time I have had to wait for treatment at military medical facilities during the past 12 months has been reasonable.
- A. Strongly disagree
  - B. Disagree
  - C. Undecided
  - D. Agree
  - E. Strongly agree
  - F. Not applicable
113. Generally, medical personnel at military medical facilities are pleasant and concerned about patients.
- A. Strongly disagree
  - B. Disagree
  - C. Undecided
  - D. Agree
  - E. Strongly agree
114. Approximately how many times did you and/or your children visit a military medical facility during the past 12 months?
- A. None
  - B. 1-4 times
  - C. 5-8 times
  - D. 9-12 times
  - E. More than 12 times
115. Short tours and long tours count equally for overseas tour credit. Although certain overseas areas are more popular than others, given the same tour length, do you feel more overseas credit should be given to service in hard-to-man areas than service in more popular areas?
- A. Yes, 1 1/2 for 1
  - B. Yes, 2 for 1
  - C. Yes, 3 for 1
  - D. No
  - E. Undecided
116. Would you be more likely to volunteer for hard-to-man overseas duty if you could get extra credit for such duty?
- A. Yes
  - B. No
  - C. Undecided

117. Overseas volunteers may now specify only a country of choice. Would you be more likely to volunteer for overseas duty if you were assured of receiving the specific base of your choice?

- A. Yes
- B. No
- C. Undecided

118. If you were authorized to apply for an overseas Base of Preference (BOP), would you apply?

- A. Yes
- B. No
- C. Undecided

119. Would you accept a hard-to-man short tour if upon completion of the short tour you were guaranteed a Consecutive Overseas Tour (COT) in a long tour area of your choice?

- A. Yes
- B. No
- C. Undecided

120. If you were informed of all the overseas assignment options open to your AFSC and grade, would you more likely volunteer for overseas duty?

- A. Yes, definitely, I would more likely volunteer
- B. Yes, probably, I would more likely volunteer
- C. Yes, to a slight extent I would more likely volunteer
- D. No, I would not volunteer
- E. Undecided

121. Listed below are a number of alternatives for priority matching overseas returnees to available assignments. Which alternative do you prefer?

Alternative A

- 1st Consideration: Short Tour Returnees
- 2nd Consideration: Long Tour Returnees (Unaccompanied)
- 3rd Consideration: Long Tour Returnees (Accompanied)

Alternative B

- 1st Consideration: Short Tour Returnees and Long Tour Returnees (Unaccompanied) considered equally
- 2nd Consideration: Long Tour Returnees (Accompanied)

Alternative C

- 1st Consideration: Short Tour Returnees
- 2nd Consideration: Long Tour Returnees (Unaccompanied and Accompanied) considered equally

Alternative D

- 1st Consideration: Long Tour Returnees (Unaccompanied)
- 2nd Consideration: Remote Tour Returnees
- 3rd Consideration: Long Tour Returnees (Accompanied)

Alternative E

All overseas returnees receive equal consideration

**FAMILY PATTERNS:** Questions 122 to 134 are to be completed only by those who have a spouse. Questions 135 to 144 are to be completed only by those who have children.

122. My spouse is:

- A. Military (USAF)
- B. Military (Other)
- C. Civilian

123. My spouse has a career or is pursuing a career in the sense that he/she has prepared himself/herself with special skills, has a commitment to that line of work and has some future plans for development of that career.
- A. Strongly disagree
  - B. Disagree
  - C. Undecided
  - D. Agree
  - E. Strongly agree
124. What is your feeling toward your spouse having a job/career?
- A. Prefer my spouse to work outside the home
  - B. All right as long as my spouse prefers to work and there are no seriously negative effects
  - C. No opinion
  - D. Would prefer he/she not work outside the home
  - E. Prefer my spouse not pursue a career
125. Would you say that your spouse's career is compatible with your military career?
- A. Very compatible
  - B. Somewhat compatible
  - C. Slightly compatible
  - D. Not compatible
126. Have you ever mentioned your spouse's career to your resource manager either in discussion or on your assignment preference form?
- A. Yes
  - B. No
127. Resource managers should consider civilian spouse's career when assigning the military member.
- A. Strongly disagree
  - B. Disagree
  - C. Undecided
  - D. Agree
  - E. Strongly agree
128. How many times have you been separated for more than a month from your family as a result of your military duty?
- A. 0
  - B. 1-2
  - C. 3-4
  - D. 5-6
  - E. In excess of 6 times
129. What is the primary reason your spouse works outside the home?
- A. Head of household
  - B. Required income
  - C. Nice to have extra income
  - D. Independence
  - E. Self-esteem
  - F. Enjoyment in work itself
  - G. Personal desire to work
  - H. Not applicable, spouse does not work outside the home

130. If you are a two-career family, how many years have you maintained the two-career family lifestyle?

- A. 1 but less than 2 years
- B. 2 but less than 3 years
- C. 3 but less than 4 years
- D. 4 but less than 5 years
- E. More than 5 years

131. How many hours per week does your spouse spend on the job?

- A. Less than 40 hours
- B. 40 but less than 50 hours
- C. 50 but less than 60 hours
- D. Over 60 hours

132. Independent of your spouse's feelings about an Air Force career, which would you prefer?

- A. To stay in the Air Force until retirement
- B. To leave the Air Force before retirement
- C. Undecided

133. Have you and your spouse agreed upon his/her career plans?

- A. Yes
- B. No

134. Have you and your spouse agreed upon your career plans?

- A. Yes
- B. No

Questions 135 to 144 are to be completed only by those having children.

135. Are you a single member parent?

- A. Yes
- B. No

136. How many children do you have living at home?

- A. 1
- B. 2
- C. 3
- D. 4
- E. More than 4

137. What is the age of your youngest child?

- A. Preschool 0-5 years
- B. Young school age 6-12 years
- C. Teenager 13-18
- D. Over 18

138. Would you use a professionally run childcare facility which was available for use 24 hours a day whenever you needed it?

- A. Yes
- B. No

139. To what degree would you say you need such a facility?

- A. To a great extent
- B. To some extent
- C. Maybe
- D. To a little extent
- E. Not at all

Listed below are a number of factors which may represent your objections to overseas duty. Use Items 140-144 to rank your objections. First, select the reason which represents your most important objection and mark the appropriate letter on your answer sheet for Item 140. Then select the second most important reason and continue ranking until the least important reason is marked for Item 144.

- A. Financial costs (costs of relocation, living overseas or loss of additional income from second job/spouse's employment).
- B. Family considerations (school, medical care, separation from parents, etc).
- C. Quality of life overseas (housing, support facilities, cultural differences).
- D. Inability to have my spouse/family accompany me.
- E. I'm satisfied where I am and don't want to move.
- F. A reason other than those listed above.

140. \_\_\_ First ranked reason (most important)

141. \_\_\_ Second ranked reason

142. \_\_\_ Third ranked reason

143. \_\_\_ Fourth ranked reason

144. \_\_\_ Fifth ranked reason (least important)

APPENDIX B  
TEST RESULTS

TABLE 12  
TEST RESULTS: SPOUSE STATUS

INTERVAL VARIABLES					
Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
15	2.7570	.984	3.0344	1.040	.345
20	3.6139	1.896	3.1818	1.521	.000
22	3.1666	1.681	2.6186	1.579	.250
23	4.0855	1.066	4.4853	.805	.000
29	3.9934	1.569	3.7574	1.637	.474
33	3.8358	1.148	4.3271	.809	0
34	2.5841	1.281	2.2823	1.146	.040
36	4.3387	1.722	4.4853	1.691	.730
37	4.1760	1.830	4.6289	1.767	.518
41	2.9898	.917	3.4782	.814	.028
44	3.3021	1.369	3.0839	1.352	.813
45	4.7402	1.314	4.9354	1.296	.787
46	4.5373	1.334	4.6488	1.351	.842
51	2.7648	1.070	2.8660	1.160	.170
55	4.8293	1.469	4.5109	1.513	.618
61	9.6946	2.082	9.7151	2.078	.958
64	7.0174	2.967	7.0220	2.786	.250
65	7.6698	3.149	7.7964	3.146	.966
67	1.9182	1.568	2.3525	2.087	.000
68	8.8752	2.428	8.8959	2.395	.789
70	4.1440	2.661	3.6864	2.639	.862
73	8.4208	2.579	8.5336	2.516	.641
74	7.7813	2.915	7.7120	3.216	.094
76	6.5354	2.992	7.3329	3.163	.345
77	7.9300	2.668	7.7552	2.652	.889

TABLE 12--Continued

Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
79	7.9747	2.393	8.3899	2.122	.027
82	6.0628	2.692	6.5505	2.665	.842
83	4.8353	2.571	4.7354	2.679	.486
85	2.6101	1.858	3.0647	2.420	.000
86	7.8404	2.529	7.8252	2.482	.723
89	4.4452	1.949	4.6110	1.778	.093
99	4.2740	1.793	4.3710	1.643	.110
100	2.9459	.881	2.9754	.970	.097
101	3.0707	1.620	3.1739	1.667	.632
104	4.4440	1.698	4.7440	1.541	.075
105	4.4470	1.642	4.7662	1.509	.122
109	4.6911	1.804	4.3846	1.855	.646
111	4.4899	1.697	3.7356	1.594	.254
125	1.6836	.910	2.5300	1.068	.007
127	3.3816	1.258	3.1186	1.292	.657

DISCRETE VARIABLES

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
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QUESTION 59

A	16.8	9.7	I	5.8	9.0
B	12.0	10.7	J	8.0	6.7
C	13.5	20.5	K	2.8	.9
D	.1	.3	L	8.8	14.9
E	5.2	5.7	M	2.9	3.0
F	9.4	4.9	N	5.6	6.1
G	3.0	1.8	O	1.6	.8
H	4.7	4.5			

TABLE 12--Continued

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
<u>QUESTION 60</u>					
A	31.0	20.2	I	3.7	5.0
B	6.3	4.1	J	3.9	6.1
C	17.2	32.3	K	3.7	4.3
D	1.2	.2	L	4.5	1.3
E	4.6	5.3	M	6.7	4.8
F	3.3	3.6	N	5.9	3.4
G	2.9	4.3	O	.6	1.9
H	4.6	3.3			
<u>QUESTION 126</u>					
A	47.5	9.9	B	28.1	9.9
<u>QUESTION 140</u>					
A	28.1	37.5	D	47.0	30.8
B	8.8	11.9	E	6.5	12.7
C	6.8	4.5	F	2.8	2.7

NOTE:

Group 1 = Military Spouse

Group 2 = Civilian Spouse

TABLE 13  
TEST RESULTS: GRADE

INTERVAL VARIABLES					
Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
15	2.9104	.987	3.0049	1.048	.273
20	3.6858	1.593	3.1431	1.588	.936
22	3.2214	1.835	2.5792	1.516	.000
23	4.5569	.715	4.3723	.907	.000
29	3.8553	1.666	3.7853	1.616	.549
33	4.3273	.801	4.2118	.926	.009
34	2.0225	1.101	2.4247	1.183	.181
36	4.1699	4.699	4.5451	1.687	.879
37	4.6710	1.721	4.5116	1.804	.388
41	3.5786	.842	3.3367	.851	.853
44	3.0881	1.319	3.1331	1.368	.504
45	5.0530	1.314	4.8575	1.295	.775
46	4.6662	1.238	4.6179	1.377	.051
51	2.8436	1.184	2.8485	1.134	.397
55	4.6231	1.563	4.5540	1.494	.381
61	9.5699	1.668	9.7506	2.178	.000
64	6.2641	2.574	7.2312	2.849	.062
65	8.5327	2.569	7.5622	3.258	.000
67	2.300	1.860	2.2657	2.049	.077
68	9.4525	1.881	8.7374	2.503	.000
70	3.8765	2.582	3.7404	2.666	.561
73	8.8640	2.137	8.4154	2.618	.000
74	7.8087	2.842	7.7013	3.246	.015
76	7.8601	2.648	7.0029	3.248	.000
77	8.0623	2.540	7.7109	2.682	.316

TABLE 13--Continued

Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
79	8.6210	1.892	8.2288	2.245	.002
82	6.4622	2.469	6.4609	2.731	.064
83	4.5888	2.601	4.7992	2.674	.613
85	3.0657	2.089	2.9584	2.397	.012
86	7.9694	2.301	7.7888	2.539	.070
89	4.6258	1.830	4.5681	1.807	.792
99	4.4138	1.719	4.3366	1.657	.472
100	2.9098	.905	2.9868	.967	.226
101	3.5926	1.607	3.0336	1.653	.612
104	4.8644	1.560	4.6402	1.576	.860
105	4.9338	1.434	4.6443	1.562	.116
109	4.5071	1.858	4.4206	1.847	.896
111	3.9361	1.688	3.8546	1.625	.454
125	3.0102	.950	2.4804	1.105	.006
127	3.1095	1.288	3.1825	1.290	.991

DISCRETE VARIABLES

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
<u>QUESTION 59</u>					
A	3.5	13.1	I	6.6	8.9
B	23.7	7.6	J	3.9	7.8
C	18.6	19.4	K	.2	1.6
D	.2	.3	L	14.7	13.5
E	9.1	4.6	M	4.8	2.5
F	1.1	7.1	N	5.7	6.1
G	2.2	2.0	O	1.2	.9
H	4.4	4.6			

TABLE 13--Continued

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
<u>QUESTION 60</u>					
A	17.9	23.3	I	5.6	4.5
B	6.6	3.9	J	5.0	5.9
C	22.0	31.7	K	5.4	3.8
D	.3	.4	L	1.1	2.1
E	8.0	4.4	M	5.3	5.1
F	8.2	2.2	N	3.8	3.9
G	4.9	3.8	O	1.9	1.6
H	4.0	3.4			
<u>QUESTION 126</u>					
A	25.6	14.3	B	74.4	85.7
<u>QUESTION 140</u>					
A	20.2	40.0	D	47.8	29.6
B	18.5	9.7	E	6.2	13.2
C	3.3	5.2	F	4.1	1.9

NOTE:

Group 1 = Officer

Group 2 = Enlisted

TABLE 14  
TEST RESULTS: SEX

INTERVAL VARIABLES					
Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
15	3.0430	1.034	2.4088	.861	.021
20	3.1797	1.571	3.9840	1.743	.134
22	2.6437	1.577	3.3792	1.783	.076
23	4.4806	.812	3.7683	1.122	.000
29	3.7483	1.616	4.2765	1.678	.578
33	4.3149	.831	3.5343	1.183	0
34	2.2519	1.149	3.1348	1.150	.959
36	4.4403	1.696	4.6443	1.730	.752
37	4.5368	1.796	4.6400	1.729	.639
41	3.4329	.844	3.0435	.790	.398
44	3.1219	1.376	3.1127	1.186	.057
45	4.8901	1.313	5.0034	1.197	.234
46	4.6237	1.357	4.8125	1.259	.338
51	2.8795	1.140	2.4975	1.091	.578
55	4.4807	1.529	5.3916	1.027	.000
61	9.7350	2.058	9.7284	1.796	.080
64	6.9838	2.813	7.5167	2.706	.629
65	7.7432	3.163	8.2551	2.754	.075
67	2.2988	2.031	1.9720	1.750	.056
68	8.8942	2.384	9.0507	2.320	.741
70	3.6252	2.601	5.0757	2.751	.415
73	8.5021	2.483	8.8029	2.656	.332
74	7.7713	3.174	7.4823	2.905	.259
76	7.3309	3.136	5.8648	2.983	.528
77	7.7921	2.645	7.7875	2.782	.459

TABLE 14--Continued

Question	Group 1		Group 2		$\alpha$
	$\bar{x}$	s	$\bar{x}$	s	
79	8.3882	2.171	7.6908	2.155	.947
82	6.4837	2.673	6.2788	2.742	.695
83	4.7162	2.699	5.0675	2.279	.031
85	3.0165	2.368	2.5918	1.925	.008
86	7.8852	2.489	7.3606	2.471	.949
89	4.5972	1.799	4.4468	1.944	.268
99	4.3229	1.649	4.7294	1.764	.335
100	2.9921	.961	2.7312	.855	.136
101	3.1488	1.671	3.1877	1.560	.384
104	4.6786	1.577	4.8349	1.550	.846
105	4.6936	1.534	4.8869	1.579	.666
109	4.4238	1.851	4.6037	1.856	.937
111	3.8188	1.614	4.3839	1.809	.106
125	2.4614	1.083	1.6552	.863	.004
127	3.1553	1.274	3.3369	1.385	.227

DISCRETE VARIABLES

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
<u>QUESTION 59</u>					
A	10.3	18.4	I	8.8	2.4
B	11.1	11.5	J	6.9	8.2
C	19.8	14.1	K	1.4	0
D	.3	0	L	14.6	7.1
E	4.8	12.5	M	3.3	.3
F	5.1	11.8	N	6.5	2.4
G	1.9	2.9	O	.7	2.9
H	4.5	5.4			

TABLE 14--Continued

Response	Group 1 %	Group 2 %	Response	Group 1 %	Group 2 %
<u>QUESTION 60</u>					
A	20.4	38.6	I	4.9	4.0
B	4.3	6.4	J	5.8	4.9
C	31.3	11.8	K	4.3	3.4
D	.4	0	L	1.3	7.0
E	5.2	4.8	M	5.6	.9
F	3.4	4.6	N	3.5	7.3
G	4.2	2.9	O	1.8	.3
H	3.6	3.1			
<u>QUESTION 126</u>					
A	13.2	47.1	B	86.8	52.9
<u>QUESTION 140</u>					
A	37.4	16.3	D	31.5	56.8
B	11.6	9.5	E	12.1	7.6
C	4.4	9.6	F	2.9	.3

NOTE:

Group 1 = Male

Group 2 = Female

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