

MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

2

ADA 127838

NAVAL POSTGRADUATE SCHOOL

Monterey, California



DTIC
ELECTE
MAY 10 1983
S B D

THESIS

A DESCRIPTIVE ANALYSIS OF FIRST
TERM ATTRITION FROM SHORE ACTIVITIES

by

Kathleen Wolf Dodge

March 1983

Thesis Advisor:

Richard S. Elster

Approved for public release; distribution unlimited.

DTIC FILE COPY

83 O- 09-126

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO. AD A 127 838	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) A Descriptive Analysis of First Term Attrition from Shore Activities		5. TYPE OF REPORT & PERIOD COVERED Master's Thesis March 1983
7. AUTHOR(s) Kathleen Wolf Dodge		6. PERFORMING ORG. REPORT NUMBER
9. PERFORMING ORGANIZATION NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		8. CONTRACT OR GRANT NUMBER(s)
11. CONTROLLING OFFICE NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		12. REPORT DATE March 1983
		13. NUMBER OF PAGES 101
		15. SECURITY CLASS. (of this report)
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited.		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Navy enlisted personnel, Navy enlisted attrition, attrition, enlisted personnel, shore duty attrition, Survival Tracking File, General Detail enlisted personnel, separation codes, separation activities		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) This thesis investigates the type of duty assigned--sea or shore--at the point of separation for those non-prior-service (NPS) males who left the Navy before expiration of their initial enlistment contract, using a fiscal year's cohort of accessions drawn from the Navy Enlisted Tracking File (STF). Demographic and organizational attributes of cohort members are described, as well as characterizations of service and reasons for loss for those who left prematurely.		

20. ABSTRACT Continued

Previous research using situational variables suggested the possibility that initial assignment to shore duty after training might be a higher attrition risk than assignment to sea duty for NPS males. The data for this cohort indicate that the predominance of shore processing activities as separating commands obscure the question of whether a premature loss should be attributed to a sea or shore command, and that assumptions about initial assignment to shore duty based on the type-duty variable of the STF are suspect because of the probability that processing, holding, and corrections commands are included under the designation of shore commands.

Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution /	
Availability Codes	
Dist	Avail and/or Special
A	



Approved for public release; distribution unlimited.

A Descriptive Analysis of First
Term Attrition from Shore Activities

by

Kathleen Wolf Dodge
Lieutenant Commander, United States Navy
B.S., Old Dominion University, 1971

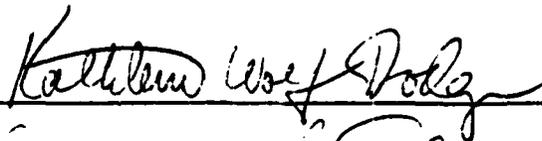
Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL
March 1983

Author:



Approved by:

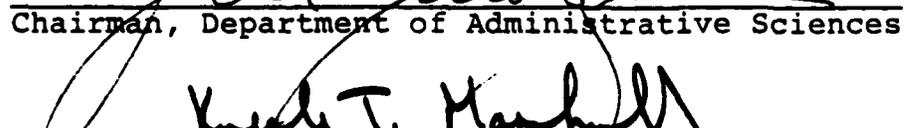


Thesis Advisor



Second Reader


Chairman, Department of Administrative Sciences


Dean of Information and Policy Sciences

ABSTRACT

This thesis investigates the type of duty assigned--sea or shore--at the point of separation for those non-prior-service (NPS) males who left the Navy before expiration of their initial enlistment contract, using a fiscal year's cohort of accessions drawn from the Navy Enlisted Tracking File (STF). Demographic and organizational attributes of cohort members are described, as well as characterizations of service and reasons for loss for those who left prematurely.

Previous research using situational variables suggested the possibility that initial assignment to shore duty after training might be a higher attrition risk than assignment to sea duty for NPS males. The data for this cohort indicate that the predominance of shore processing activities as separating commands obscure the question of whether a premature loss should be attributed to a sea or shore command, and that assumptions about initial assignment to shore duty based on the type-duty variable of the STF are suspect because of the probability that processing, holding, and corrections commands are included under the designation of shore commands.

TABLE OF CONTENTS

I. INTRODUCTION ----- 10

 A. PROBLEM ----- 10

 B. BACKGROUND ----- 11

 C. PURPOSE ----- 15

II. METHOD ----- 17

 A. DATA BASE ----- 17

 1. Main Cohort ----- 18

 2. Final Cohort ----- 18

 3. UIC Correction ----- 19

 4. UICs Over Time ----- 20

 B. ANALYSIS ----- 21

 1. Earlylos 1 ----- 23

 2. Earlylos 2 ----- 23

 3. Earlylos 3 ----- 23

 4. Earlylos 4 ----- 23

III. FINDINGS ----- 25

 A. GENERAL DESCRIPTION OF COHORT ----- 25

 B. PREMATURE ATTRITION--EARLYLOS 1 AND 2 ----- 29

 1. Acceptable Losses--Earlylos 2----- 29

 2. Unacceptable Losses--Earlylos 1----- 31

 C. TYPE OF DUTY WHEN UNACCEPTABLE LOSS OCCURRED - 37

 1. 0 to 3 Months Served ----- 40

 2. 4 to 12 Months Served ----- 43

3.	The Second Year--13 to 24 Months	
	Served -----	47
4.	The Third Year--25 to 36 Months	
	Served -----	51
5.	The Fourth Year--37 to 48 Months	
	Served -----	53
D.	TYPE OF DUTY PRIOR TO LOSS FROM A SHORE DUTY COMMAND -----	57
E.	SUMMARY OF FINDINGS -----	59
IV.	CONCLUSIONS AND RECOMMENDATIONS -----	63
A.	CONCLUSIONS -----	63
B.	RECOMMENDATIONS -----	65
APPENDIX A:	SURVIVAL TRACKING FILE -----	68
APPENDIX B:	DOD/NAVY LOSS CODES -----	71
APPENDIX C:	FULL TITLES OF SEPARATING COMMANDS -----	75
APPENDIX D:	STFMAIN FORTRAN PROGRAM LISTING -----	76
APPENDIX E:	COHORT FORTRAN PROGRAM LISTING -----	80
APPENDIX F:	PASTUIC FORTRAN PROGRAM LISTING -----	83
APPENDIX G:	STFMAJ SPSS PROGRAM LISTING -----	87
APPENDIX H:	PASTUIC SPSS PROGRAM LISTING -----	90
APPENDIX I:	LISTING OF FREQUENCY OF OCCURRENCE OF ALL VARIABLES FOR GENDETS -----	91
	LIST OF REFERENCES -----	97
	INITIAL DISTRIBUTION LIST -----	100

LIST OF TABLES

1.	STF Variables Recoded and New Variables Computed (SPSS Format) -----	22
2.	Definition of Variables -----	26
3.	Distribution of the Cohort by Variables (except Loss Code and UIC) -----	27
4.	Distribution of Cohort by Loss Categories -----	30
5.	Distribution of EARLYLOS 1 by Variables (except Loss Code and UIC) -----	32
6.	Comparison Between Cohort and EARLYLOS 1 Group ---	35
7.	Distribution of EARLYLOS 1 by Months on Active Duty and Type Duty When Loss Occurred -----	39
8.	Distribution of EARLYLOS 1 by UIC at Time of Loss (0 to 3 Months Served) -----	41
9.	Distribution of EARLYLOS 1 Shore Duty Group by Length* of Active Duty and LOSSCODE (0 to 3 Months Served) -----	42
10.	Distribution of EARLYLOS 1 by Shore Duty UIC at Time of Loss (4 to 12 Months Served) -----	44
11.	Distribution of EARLYLOS 1 Shore Duty by Length of Active Duty and LOSSCODE (4 to 12 Months Served) -----	48
12.	Distribution of EARLYLOS 1 by Shore Duty UIC at Time of Loss (13 to 24 Months Served) -----	49
13.	Distribution of EARLYLOS 1 Shore Duty by Length of Active Duty and Loss Code (13 to 24 Months) -----	50
14.	Distribution of EARLYLOS 1 by Shore Duty UIC at Time of Loss (25 to 36 Months Served) -----	52
15.	Distribution of EARLYLOS 1 Shore Duty by Length of Active Duty and LOSSCODE (25 to 36 Months Served) -----	54

16.	Distribution of EARLYLOS 1 by Shore Duty UIC at Time of Loss (37 to 48 Months Served) -----	55
17.	Distribution of EARLYLOS 1 Shore Duty by Length of Active Duty and LOSSCODE (37 to 48 Months Served) -----	56
18.	Past Duty Type by Length of ACDU for Shore Losses -----	58
19.	Distribution of EARLYLOS 1 by Loss Code -----	61

LIST OF FIGURES

1.	Distribution of COHORT and EARLYLOS 1 by Paygrade -----	36
2.	Definition of the Five Time Periods of the Analysis -----	38
3.	Summary of EARLYLOS 1 Frequencies of Loss by Type Duty when Separation Occurred -----	59

I. INTRODUCTION

A. PROBLEM

Not everyone has a taste for military life. Whether men and women are obtained under a "draft" or a system of voluntary enlistment, the Navy must recruit and retain sufficient numbers of persons to ensure that its mission can be successfully met. Current public policy dictates that the military services man their forces through a system of voluntary enlistments and commissions. Since the termination of the draft in 1973, the selection, recruitment, and retention of qualified enlisted and officer personnel have become major issues.

Loss of enlisted personnel to the Navy may occur because of a recognized hardship in continuing service, because of physical disability, because of failure to reenlist when one's time comes due, or because of misconduct, apathy, or inability to perform one's duties at the required levels. Loss prior to the completion of the first enlistment is referred to as first-term attrition. Attrition may have serious repercussions on Navy manpower planning and policy formulation: for example, attrition of Navy non-prior-service (NPS) males over the decade of the seventies averaged well over thirty percent of those recruited. An unplanned loss of over a third of this critical group each year

prompted the Navy to devote time and money to research in an attempt to isolate the causal factors of attrition.

In the decade of the eighties, the pool of military eligible young men will be much smaller than in the past [Ref. 1]. Competition for recruits among the services and civilian enterprises will increase as this target population dwindles. A smaller number of potential recruits, combined with the All-Volunteer Force (AVF), makes retention a very, very important issue.

B. BACKGROUND

Research on military attrition behavior has generally taken either of two paths: the first, predicting predilection for attrition by studying pre-enlistment factors such as educational level, race, and standardized test scores with the object of applying the results to a screening process at the point of enlistment; the second, determining what organizational factors in combination with individual factors may lead to attrition during the first term of enlistment.

The first method of approaching the problem produced the Navy's actuarial SCREEN table, which assesses a recruit's chances of completing the first year of service by combining mental category (a transformation of the Armed Forces Qualifying Test), educational attainment, and age in a "score" which indicates survival chance. Age at entry, level of education, and mental ability as measured by

various standardized tests are generally accepted indicators of turnover behavior in the civilian sector [Ref. 2] as well as the military [Ref. 3]. There is also reason to believe that these variables are significantly related to the problem in several other English-speaking nations' military services, as well [Ref. 4].

Selection as a tool to control attrition is limited in application by the target population size in comparison to desired growth, by the conditions in the civilian economy, and by the social perceptions of service in the military. Consequently, it is important that those who are enlisted are retained, to the maximum extent practicable. Attrition is expensive financially in terms of wasted training, separation costs, veteran's benefits, and heightened recruiting efforts [Ref. 5]. However, there is another major cost of high attrition: it further shrinks the base from which the mid-grade petty officers must come. No amount of subsequent recruiting efforts for first-term men and women will compensate for this loss of experience and age in the force.

It is reasonable to believe that the organizational realities of Navy life impact on the individual and that those realities combined with the predispositions of character in each person lead to either success--completion of enlistment, or failure--attrition. Recent research has therefore focused on the post-enlistment experiences of new sailors in

an effort to identify problems and to design changes or interventions which will alleviate them.

Three broad organizational factors have been identified as important in understanding attrition in the force: occupational groups (sets of similar Navy ratings¹), training, and the type of duty to which the individual is assigned. In combination with personal variables such as mental category and educational level, these organizational factors may help explain loss in the first term.

A study conducted by the Naval Health Research Center (1977) looked at personnel ineffectiveness and rates of attrition within occupational categories. The conclusions were that for some occupation groups such as Engineering and Hull,² unauthorized absence and desertion rates had increased sharply from 1970 through 1974, and that increases in personnel ineffectiveness could not be attributed to changes in personnel quality as measured by aptitude scores; studies of conditions aboard combatant ships indicated dissatisfaction with the environment and with personnel management practices for these high-risk ratings. [Ref. 6]

There are significant amounts of loss, however, among those accessions who are not yet rated when they report to

¹A rating is the name for the special skill group to which a man belongs, e.g. Yeoman, Sonarman, Quartermaster, etc.

²Ratings in this group were Machinist Mate, Engineman, Boiler Technician, and Boiler Repairman (now part of Hull Technician).

their initial duty [Ref. 7]. These men are designated General Detail (GENDET) and go through an apprenticeship training program rather than to A-school before assignment to the fleet. Smith and Kendall (1980) reported that even after controlling for educational level¹ General Detail assignment was significantly related to attrition. [Ref. 8]

After training, an enlistee is assigned to his first duty station: sea or shore. Since 1980, Navy policy has dictated that all non-prior service (NPS) males be assigned to sea duty, where practicable [Ref. 9]; in the past, with fewer women in the Navy, NPS males were assigned to shore stations when billets existed.² It is therefore of interest to ask if the type of initial duty assignment might be connected with attrition behavior.

Smith and Kendall (1980) found that for an experimental group of NPS males holding a voluntary-quit enlistment contract and for a control group of NPS males with the normal contract, initial assignment to shore stations seemed to be a higher attrition risk than assignment to sea duty [Ref. 10]. Butcher (1980) compared the attrition rates over time for eleven ninety-day cohorts of NPS males from the

¹GENDETs are more likely to be non-high school graduates and to score in the lower mental categories than A-school graduates. See Chapter III.

²Personal communication with the Head, Assignment Branch, Enlisted Personnel Management Center, New Orleans, La.

Positive Motivation Unit (PMU) at the recruit training command in Great Lakes, Ill., with control cohorts drawn from the general Navy male population. His analyses indicate that individuals assigned to sea duty on their initial assignment had significantly higher survival rates than those assigned to shore [Ref. 11]. By combining traditional demographic variables with ship characteristics, Gardner (1980) compared attrition rates for NPS males assigned to shipboard duty with the rates for all those not so assigned in a cohort drawn from one quarter's accessions during fiscal year 1977. His results indicated a higher survival rate for shipboard duty than for non-shipboard duty [Ref. 12].

C. PURPOSE

In view of the indications that initial assignment to shore duty might be a higher attrition risk than assignment to sea duty during the first enlistment of males without prior military service, this thesis investigates the type of duty assigned--sea or shore--at the point of separation for those men who left the Navy before expiration of their enlistment contract, using a cohort drawn from the Navy Enlisted Survival Tracking File (STF).

The possibility existed that the findings of higher rates of attrition for men initially assigned ashore might reflect

their separation from a processing center¹ rather than from a shore command per se: the processing centers effect separations for deployed fleet units (air or ship) and often for overseas stations as well. These centers have their own unit identification codes and would be listed as the last command to which a man who was separating was attached. Since transfer to "shore duty" might include transfers to these centers (or to a brig, a medical holding company, the deserter account, etc.) the assumptions made about initial assignment ashore, after training, are suspect.

¹See Chapter III

II. METHOD

A. DATA BASE

The Enlisted Survival Tracking File (STF) was begun in 1977 by Navy Personnel Research and Development Center in order to facilitate future studies requiring longitudinal data on enlisted personnel. The STF contains a complete case of records (see below) indexed by social security number for everyone who enlisted in the Navy in 1977 or later, and an abbreviated case for anyone who was already enlisted at that time. Each case is composed of a set of records to which a record is added each time a change is made to a variable recorded in the STF. Cases are updated quarterly with information from the Navy Enlisted Master Record. [Ref. 13] The version of the STF used here was contained on five tapes and was last updated March, 1982.

Each record of the STF is composed of variables reflecting personal and organizational information such as sex, race, number of dependents, A-school status, and so forth (Appendix A). Because the number of records in each case may vary, the STF cannot be immediately used by the SPSS¹ statistical package. It is necessary to create

¹Statistical Package for the Social Sciences.

subfiles using a programming language such as FORTRAN. The FORTRAN programs used here were based on one developed by Carlson [Ref. 14].

1. Main Cohort

The FORTRAN program STFMAIN was created to draw the cohort of all non-prior-service (NPS) men and women who came on active duty in fiscal year 1978¹ and who enlisted in the regular, rather than reserve, component of the Navy. The program logic selects standard enlistments as well as those made under the Delayed Entry Program (DEP), if active duty commenced during the twelve months indicated.

The program writes to disk the entire case for each person. This was necessary so that a later program (PASTUIC) could be applied, and so that the entire set of STF tapes would not have to be re-accessed. (STFMAIN is reproduced in Appendix D.)

2. Final Cohort

The FORTRAN program COHORT selects male accessions from the main cohort and writes out the last record² in each case to disk storage. Therefore, this disk file now contains the status of every NPS male who came on duty in FY78, as of

¹October, 1977 through September, 1978.

²Cases of records in the STF are of varying lengths, depending on how long the man has been in the Navy and how many changes have occurred which have required updates to his case. Each record reflects an update of one or more of the variables, and is added on a quarterly basis, when necessary.

March, 1982. The variables which were selected to be written to the cohort file are starred (*) in Appendix A. Since each case is now only one record, the statistical program may be applied. (COHORT is reproduced in Appendix E.)

3. UIC Correction

Crucial to the analysis are the Navy Unit Identification Codes (UIC's) which indicate the commands to which an individual has been attached during his career [Ref. 15]. These codes are five numbers long and may contain an "A" versus a number as the last digit. The length of the code (5 digits) prevents the UIC from being handled as an alphanumeric variable in SPSS,¹ and the occasional "A" in some UIC's prevents this variable from being handled as a numeric.

To overcome this difficulty, an SAS² program changed the final "A" of the UICs in all records of the main cohort to a zero (it was determined this change would not duplicate UICs already existing), and at the same time corrected some other minor errors. A problem which could not be overcome was a blank in the first field of some UICs: these codes

¹The 4-place alphanumeric restriction will be removed in the fall of 1983.

²The Statistical Analysis System programs were written and performed by Mr. Dennis Mar, research consultant, Naval Postgraduate School.

were therefore changed to negative numbers to indicate an unusable UIC.

Some of the unit identification codes which had large numbers of separations credited to them began with the number nine. A UIC beginning with nine generally indicates a civilian contractor, a university or other school program, or similiar activities; it is highly unlikely, for example, that Florida Junior College in Jacksonville discharged several hundred NPS males during their first year of service, and yet the UIC so indicated in the data. Quite a few other UICs beginning with nine reflected large numbers of discharges and so the leading nine in these cases were changed to the number most likely to be correct (in almost all the cases the number should have been a three). In the instance noted above, the UIC 90646 was changed to 30646 which is the UIC for the recruit training command in Great Lakes, Ill.

4. UICs Over Time

The last subfile was created by the program PASTUIC (Appendix F). This program was an attempt to classify the next-to-last duty station of an individual who was an unacceptable premature loss from the main cohort. The program reads through the main cohort, selects a male who left the Navy prior to his expiration of active service date (EAOS), and whose reenlistment code is "4," and writes out his past UIC, the onboard sea/shore code for that UIC, his "current"

UIC, the sea/shore code of that UIC, the loss date, EAOS date, and the loss codes.¹

B. ANALYSIS

The SPSS program STFMAJOR (Appendix G) was written to perform the descriptive procedures of which the findings are discussed in Chapter III. In order to obtain more useful results, two of the STF variables were recoded and three new variables were computed (Table 1).

The variable AFQT (Armed Forces Qualifying Test) is a score and was recoded to indicate the individual's "mental category", a measure more commonly used in describing recruit quality. The numerical codes were then labeled on the SPSS program to indicate mental categories I through IV. Education certification (EDCERT) was limited by the recoding to the five major ones, the GED, and "no certificate".

The variable reflecting age at the start of active duty (ENTAGE) was computed by subtracting the year of birth from the year duty began. The variable indicating the number of months an individual served (MTHSERV) was created from the active duty service date (ADSD) and the date of loss (LOSSDATE). The value "999" was assigned to a member still on active duty.

¹Appendix A.

TABLE 1

STF VARIABLES RECODED AND NEW VARIABLES COMPUTED
(SPSS FORMAT)

AGE AT ENTRY:

COMPUTE ENTAGE=0
COMPUTE ENTAGE= (ADSDYR-DOBYR)

NUMBER OF MONTHS SERVED:

COMPUTE MTHS= (LOSSYR-ADSDYR)*12
COMPUTE EXMTHS= (LOSSMO-ADSDMTH)
COMPUTE MTHSERV= (MTHS+EXMTHS)
IF (MTHSERV LT 0) MTHSERV=999

PREMATURE ATTRITION:

COMPUTE EARLYLOS=0
IF ((EAOS GT LOSSDATE) AND (RQC EQ '4')) EARLYLOS=1
IF ((EAOS GT LOSSDATE) AND (RQC NE '4')) EARLYLOS=2
IF (EAOS LE LOSSDATE) EARLYLOS=3
IF (LOSSDATE EQ 0) EARLYLOS=4

MENTAL CATEGORY:

RECODE AFQT (93 THRU 200=1) (65 THRU 92=2) (49 THRU
64=3) (31 THRU 48=4) (01 THRU 30=5)

EDUCATION CERTIFICATION:

RECODE EDCERT ('4,' '5,' '9,' 'A,' 'G,' 'R,' 'U,' 'W'=
'7')

(this collapses all minor certificates into the
"other" category)

Premature loss was represented by the variable EARLYLOS, which was computed with the variables EAOS, LOSSDATE, and the reenlistment quality control code (RQC). Four categories comprise this variable:

1. EARLYLOS 1

This is the target group of this study. Members of this group left the Navy prior to their EAOS and left, in the main, for reasons of poor personal performance if not outright misconduct. This group is hereafter referred to as "unacceptable losses".¹

2. EARLYLOS 2

Members of this group separated prematurely but for reasons which are defined as "acceptable" (e.g., early reenlistment, medical problems, dependency, hardship, and death).

3. EARLYLOS 3

Members of this group separated normally at EAOS.

4. EARLYLOS 4

Members of this group were still on active duty as of March, 1982.

Unacceptable premature attrition (EARLYLOS 1) was divided into five time periods for the analysis: loss during the first three months of a member's enlistment, which was

¹Unacceptable is used to imply that management policies or practices might have prevented the losses from occurring.

assumed to be from initial training or very shortly thereafter; loss during the period from four to twelve months; loss from thirteen to twenty-four months (i.e., loss during the second year); loss from twenty-five to thirty-six months (i.e., loss during the third year); and loss from thirty-six to forty-eight months (i.e., loss during the fourth year of enlistment).

The SPSS program PASTUIC performed analysis of the data file created by PASTUIC-FORTRAN, and is reproduced in Appendix H.

The procedures for the analysis are descriptive, as the purpose of this study is to define the criterion "premature attrition from a shore activity" rather than an attempt to predict it.

III. FINDINGS

The cohort examined in this study was composed of 60,159 males without prior military service who came on active duty during fiscal year 1978, and who enlisted in the regular component of the U. S. Navy. The analysis was descriptive and was performed using the Statistical Packages for the Social Sciences (SPSS).

A. GENERAL DESCRIPTION OF COHORT

Table 3 displays the distribution of the cohort by race, age at entry, mental category, education certification, number of dependents, type of enlistment, and skill training. These variables are defined in Table 2.

Sixty-one percent were eighteen or nineteen years old when active duty began. Over half were in Mental Category IIIU or IIIL, and almost three-quarters had a high-school diploma. The majority had no dependents as of the last calendar quarter the file was updated, or on loss from the service.

Organizationally, over three-quarters of this cohort enlisted through the delayed-entry program (DEP), and forty-six percent successfully completed an A-school. Not quite twenty percent were General Detail designated: these men went through basic training and then to a short apprenticeship

TABLE 2

Definition of Variables

<u>Variable</u>	<u>Definition</u>
RACE	Caucasian, Black, or other
ENTAGE	Age at entry in years
AFQT	Mental categories I-IV
EDCERT	Education certification: High School Diploma (HSD); General Educational Development Test (GED); None; Other.
DEP	Number of dependents as of March, 1982.
TYPACQ	Type of acquisition: normal enlistment or Delayed Entry Program (DEP)
ASCH	A-school status: Graduate, Drop from Training, Striker ¹ or General Detail. ²
LOSSCODE	Navy code indicating the reason for a personnel loss (see Appendix B).
UIC	Navy Unit Identification Code

¹Striker signifies an individual who through on-the-job training is preparing to enter a specific rating.

²General Detail denotes an individual who goes on duty after basic and apprenticeship training rather than after A-school training.

TABLE 3

Distribution of the Cohort by Variables
(except Loss Code and UIC)

<u>VARIABLE</u>	<u>GROUP</u>	<u>NUMBER</u>	<u>PERCENT OF GROUP</u>
RACE	CAUCASIAN	50,851	84.5
	BLACK	7,252	12.1
	OTHER ¹	2,056	3.4
		<u>60,159</u>	<u>100.0</u>
AGE AT ENTRY	17	3,245	5.0
	18	20,350	34.0
	19	15,949	27.0
	20	7,966	13.0
	21+	12,649	21.0
		<u>60,159</u>	<u>100.0</u>
MENTAL CATEGORY	I	4,330	7.2
	II	20,120	33.4
	IIIU	20,636	34.3
	IIIL	12,847	21.4
	IV	1,516 ²	2.5
		<u>59,449²</u>	<u>98.8</u>
EDUCATION CERTIFICATION	HSD	44,621	74.2
	GED	4,396	7.3
	NONE ³	9,864	16.4
	OTHER ³	1,278	2.1
		<u>60,159</u>	<u>100.0</u>
DEPENDENTS	0	41,430	68.9
	1	11,734	19.5
	2+	5,030	8.4
	MISSING	1,965	3.2
		<u>60,159</u>	<u>100.0</u>
TYPE OF ACQUISITION	NORMAL	13,350	22.2
	DEP	45,974	76.4
	OTHER ⁴	835	1.4
		<u>60,159</u>	<u>100.0</u>
A-SCHOOL	A-SCHOOL	27,686	46.0
	A-SCHOOL DROP	10,489	17.4
	STRIKER	1,786	3.0
	GENDET	11,482	19.1
	OTHER	359	.6
	MISSING	8,357	13.9
		<u>60,159</u>	<u>100.0</u>

¹Includes 18 "unknown."

²710 cases are missing.

³Includes 7 missing cases.

⁴Includes 5 missing cases.

training for seaman, airman or fireman before entering the fleet. Ninety-one percent of the cohort were serving a four-year enlistment, and fifteen percent were in their second enlistment by the last update of the data file.

Over half of the cohort were serving on sea duty, or reflected as a loss from sea duty,¹ while the remainder were serving on, or reflected as a loss from, shore duty.²

B. PREMATURE ATTRITION--EARLYLOS 1 AND 2

Over 19,000 members of this cohort were separated from active duty before their enlistment contracts expired: of these, 5,166 fell into the category of acceptable losses, while 13,867 were unacceptable losses in terms of this study. That is, roughly seventy-three percent of those who left prematurely did so because of poor performance, misconduct or personality factors which made them unsuitable for further service, and which (with the exception of disabilities) might have been prevented.

Table 4 describes the frequency of loss from the cohort by category. Over fifty percent of the cohort remained on active duty as of March, 1982.

1. Acceptable Losses--EARLYLOS 2

This group was nine percent of the cohort and slightly more than one-quarter of all premature losses. Included were

¹Includes overseas and toured sea duty.

²Includes preferred overseas shore and neutral duty.

TABLE 4

Distribution of Cohort by Loss Categories

<u>Code</u>		<u>Number</u>	<u>Percent of Cohort</u>
EARLYLOS 1	Unacceptable loss ¹	13,867	23
EARLYLOS 2	Acceptable loss ²	5,166	9
EARLYLOS 3	Normal separations	5,890	10
EARLYLOS 4	Still on active duty	34,353	57
	Deserters ³	<u>883</u>	<u>1</u>
		60,159	100

¹Premature losses with reenlistment quality codes of "4" (not recommended for reenlistment).

²Premature losses with codes indicating recommendations for reenlistment or conditional reenlistment.

³Those listed as deserters as of March, 1982.

"losses" which were most likely releases for early reenlistments or other early cuts. This assumption is made because about a fourth of this loss group was recommended for unqualified reenlistment.

Nineteen percent of these men were discharged because of physical disability, and thirty-one percent left because of erroneous enlistment; however, they were all recommended for reenlistment except for the disqualifying factor. The remaining twenty-six percent were discharged early for reasons such as alien status, conscientious objection, personal hardship, motion sickness, death, or enrollment in an officer program.

Interestingly, close to half of these losses were General Detail (GENDET) personnel, who have shown high incidences of attrition in the past [Ref. 16]. Ninety-two percent (N=1489) of the "erroneous enlistment" category were general detail designated.

2. Unacceptable Losses--EARLYLOS 1

This group accounted for twenty-three percent of the cohort (N=13,867). Table 5 depicts the distribution of this group by the same variables used to describe the cohort.

Distribution within this loss group of race and age at entry was very close to that of the cohort; one percent more men were nineteen or younger in the loss group than in the cohort. Differences in proportions occur to a greater

TABLE 5

Distribution of EARLYLOS 1 by Variables
(except Loss Code and UIC)

<u>VARIABLE</u>	<u>GROUP</u>	<u>NUMBER</u>	<u>PERCENT OF GROUP</u>
RACE	CAUCASIAN	11,794	85.1
	BLACK ₁	1,752	12.6
	OTHER ₁	321	2.3
		<u>13,867</u>	<u>100.0</u>
AGE AT ENTRY	17	1,304	9.0
	18	4,401	32.0
	19	3,541	26.0
	20	1,854	13.0
	21+	2,767	20.0
		<u>13,867</u>	<u>100.0</u>
MENTAL CATEGORY	I	664	4.8
	II	3,855	27.8
	IIIU	5,378	38.8
	IIIL	3,407	24.6
	IV	453 ₂	3.3
		<u>13,757²</u>	<u>99.3</u>
EDUCATION CERTIFICATION	HSD	7,839	56.5
	GED	1,602	11.6
	NONE	4,245	30.6
	OTHER ₃	181	1.3
		<u>13,867</u>	<u>100.0</u>
DEPENDENTS	0	10,876	78.0
	1	1,331	10.0
	2+	422	3.0
	MISSING	1,238	9.0
		<u>13,867</u>	<u>100.0</u>
TYPE OF ACQUISITION	NORMAL	4,354	31.4
	DEP	9,457	68.2
	OTHER	56	.4
		<u>13,867</u>	<u>100.0</u>
A-SCHOOL	A-SCHOOL	4,836	34.9
	A-SCHOOL DROP	1,182	8.5
	STRIKER	552	4.0
	GENDET	7,040	50.8
	OTHER ₄	257	1.8
		<u>13,867</u>	<u>100.0</u>

¹Includes 2 missing cases.

²110 cases missing.

³1 case missing.

⁴Includes 115 missing cases.

extent in the other variables; Table 6 is a comparison between the two groups for frequency of occurrences in these variables.

In mental category, there is a general shift downward in the distribution for EARLYLOS 1 when compared to the cohort. The unacceptable losses were almost twice as likely to have no high-school diploma, and were more likely to have no dependents.

The greatest difference, however, was in the variable reflecting training. Although General Detail personnel were only nineteen percent of the cohort¹ they comprised about fifty-one percent of the loss group. Therefore, of the 11,482 men described as GENDETs in the cohort, 7,040--sixty-one percent--left early under adverse circumstances. When combined with the GENDETs who were early separations in EARLYLOS 2,² approximately seventy-eight percent of the general detail men were premature losses from the Navy. Further, sixty-four percent were gone by the end of their first year on active duty.

Designation as General Detail is an organizational factor in that it reflects the training route by which an individual enters the fleet. Of course, GENDETs were more

¹The variable ASCH, however, had almost 14% of the cases missing.

²Excluding 365 GENDETs recommended for reenlistment.

TABLE 6

Comparison between Cohort and EARLYLOS 1 Group

<u>Mental Category</u>	<u>Percent within Group</u> ¹	
	<u>COHORT (N=60,159)</u>	<u>EARLYLOS 1 (N=13,867)</u>
I	7.2	4.8
II	33.4	27.8
IIIU	34.3	38.8
IIIL	21.4	24.6
IV	2.5	3.3
<u>Education Certifi-</u>		
<u>cation</u>		
HSD	74.2	56.5
GED	7.3	11.6
NONE	16.4	30.6
<u>Dependents</u>		
0	69.0	78.0
1	20.0	10.0
2+	8.0	3.0
<u>Skill Training</u>		
A-school	46.0	34.9
A-school drop	17.4	8.5
GENERAL DETAIL	19.1	50.8
<u>TYPACQ</u>		
NORMAL	22.2	31.4
DEP	76.4	68.2

¹Missing observations and other values within the variables are noted on original tables only; therefore these percents will not add to 100%.

often non-high school graduates and in lower mental groups than were the A-school trained personnel.

A second organizational factor which distinguished the loss group from the cohort, and GENDETs from the loss group, was the program through which they entered the Navy. Proportionally, close to a third of the loss group were enlisted under the standard contract (and not the delayed entry program), although less than a quarter of the cohort entered this way. Over a third of the GENDETs¹ were standard enlistees.

While the distribution by paygrade for those who remained on active duty was what could be expected considering the age of the cohort, the EARLYLOS 1 group was primarily composed of E1-E3s (Figure 1).

<u>PAYGRADE</u>	<u>STILL ON ACDU</u>		<u>EARLYLOS 1</u>	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
E6	15	--	1	--
E5	14,205	41.3	57	.4
E4	13,514	39.3	495	3.6
E3	4,616	13.4	2,244	16.2
E2	1,125	3.3	2,687	19.4
E1	<u>887</u>	<u>1.6</u>	<u>8,383</u>	<u>60.5</u>
	34,362	100.0	13,867	100.0

Figure 1

Distribution of COHORT and EARLYLOS 1 by Paygrade

¹The distributions of GENDETs for all variables are listed in Appendix I.

This is most likely the result of two interacting factors. First, 30% were separated by the end of three months' service, 50% were separated by the end of the first year of service, and 70% were gone by the end of the second year. Second, it is organizational practice to try administratively to separate personnel in as low a paygrade as possible. For those who separate as a result of poor performance or misconduct, it is likely that there will have been incidents of non-judicial punishment or Summary Courts-Martial which reduced the men in paygrade. There is also organizational reluctance to advance personnel who are becoming difficult to work with, if the fault appears to be in their attitude or motivation and especially if they have no family to support. (Seventy-eight percent of EARLYLOS 1 had no dependents as of separation.)

In line with the low paygrades are the proportions of apprentice designations in this loss group: 48% seamen, seamen apprentice, or seamen recruits; 12% firemen, firemen apprentice, or firemen recruits, and 9% airmen, airmen apprentice, or airmen recruits; in total they account for 69% of the group.

C. TYPE OF DUTY WHEN UNACCEPTABLE LOSS OCCURRED

Previous researchers using the Survival Tracking File have commented on the apparently high incidence of attrition from shore duty [Refs. 17, 18, 19]. These earlier studies

analyzed NPS men as of their initial assignment to ship-board or other types of operational sea duty. It is not clear, however, what procedure or variable indicated shore attrition in these earlier studies.

The present analysis focused on the end point of a man's enlistment in order to determine which shore duty commands, if any, were discharging large numbers of men; if there was a pattern to the losses; and in the event that processing-type activities were over-represented, if it were possible to attribute these losses to prior sea-duty assignments.

The EARLYLOS 1 group was divided into five time periods by number of months of active duty served before loss occurred, Figure 2.

1. 0-3 months--Basic Training Period
2. 4-12 months--First Year
3. 13-24 months--Second Year
4. 25-36 months--Third Year
5. 37-48 months--Fourth Year

Figure 2

Definition of the Five Time Periods of the Analysis

Table 7 displays the frequency of unacceptable loss from sea or shore duty, within each time period. Shore duty includes Preferred Overseas Shore and Neutral duty; sea duty includes Overseas and Toured Sea duty.

TABLE 7

Distribution of EARLYLOS 1 by Months on Active Duty
and Type Duty When Loss Occurred

<u>MONTHS ACDU</u>	<u>TYPE DUTY</u> ¹	<u>NUMBER</u> ²	<u>PERCENT</u>
0-3	SEA	2	-----
	SHORE	<u>4136</u>	<u>99.9</u>
		4138	100.0
4-12	SEA	320	11.6
	SHORE	<u>2437</u>	<u>88.4</u>
		2757	100.0
13-24	SEA	712	24.2
	SHORE	<u>2228</u>	<u>75.8</u>
		2940	100.0
25-36	SEA	816	35.9
	SHORE	<u>1454</u>	<u>64.1</u>
		2270	100.0
37-47	SEA	753	44.1
	SHORE	<u>955</u>	<u>55.9</u>
		1708	100.0

¹Sea duty includes Overseas, Toured Sea, and Neutral Duty. Shore includes Preferred Overseas Shore Duty.

²0-3, 1 case missing; 25-36, 1 case missing.

1. 0 to 3 Months Served

Not too surprisingly, virtually all loss in the first three months of enlistment was from a shore command. As indicated in Table 8, 98% of these separations occurred from one of the three Navy recruit training commands. These "boot camp" losses account for 30% of all unacceptable loss in the cohort.

Loss Codes are assigned when a member separates from the Navy which indicate the reason for the loss. The Navy loss code is a number which, when combined with the Department of Defense alphabetical loss code, appears on the discharge certificate along with the "character" of service, i.e., honorable, general under honorable conditions, other-than-honorable (i.e., this used to be termed "undesirable"), bad-conduct, and dishonorable. The last two can only be awarded by Courts-Martial.

The preponderance of these early losses had service characterized as honorable. Over half left for the "convenience of the government"--possibly for substandard performance, substandard behavior, the result of "board" action, or erroneous enlistment.¹

Unsuitability under honorable conditions accounted for another 32% of the reasons for separation (Table 9).

¹Loss codes are defined in Appendix B.

TABLE 8

Distribution of EARLYLOS 1 by UIC at Time of Loss
(0-3 Months Served)

<u>UIC</u> ¹	<u>COMMAND</u> ²	<u>NUMBER</u>	<u>PERCENT (%)</u>
<u>STUDENT</u>			
30643	RECRUIT TRAINING CMD, SDIEGO	1248	30
30646	RECRUIT TRAINING CMD, GLAKES	1413	34
31155	RECRUIT TRAINING CMD, ORLANDO	769	19
<u>TRANSIENT/OTHER</u>			
32943	ADCOM NTC ORLANDO	<u>614</u>	<u>15</u>
		4044	98%
	OTHERS	<u>95</u>	<u>2</u>
		4139	100%

¹Unit Identification Code.

²Full command names given in Appendix C.

TABLE 9

Distribution of EARLYLOS 1 Shore Duty Group
by Length of Active Duty and LOSSCODE
(0-3 Months Served)

<u>CODE</u> ¹	<u>DESCRIPTION</u>	<u>CHARACTER OF DISCHARGE</u>	<u>NUMBER</u>	<u>PERCENT</u>
805	Disability	HON	9	.2
813	COG	HON	2224	53.8
817	Unsuitability, INAPT	HON	500	12.1
818	Unsuitability	HON	837	20.2
858	Unsuitability	GEN	43	1.0
871	Misconduct	GEN	476	11.5
887	For Good of Service	OTH	31	.7
888	Misconduct	OTH	<u>7</u>	<u>.2</u>
			4127	99.8
	Other		<u>9</u>	<u>.2</u>
			4136	100.0

¹LOSSCODES are more completely defined in Appendix B.

2. 4 to 12 Months Served

During this period, many of the cohort members would have been assigned to their first commands (primarily sea duty or operational commands) [Ref. 20]. Table 10 indicates that 2,437 of the men left active duty at this time, from a shore command as identified by the Unit Identification Code (UIC) and the On-board Sea/Shore Code (ONBRDSS). That so many men left from shore commands seems somewhat in conflict with stated Navy assignment policies which send NPS men to sea duty for their first enlistment, if possible.¹

A breakdown by command for shore losses is shown in Table 10 for this period. There were still losses from the basic training commands; however, more losses are reflected from the commands which offer advanced training, such as the Service Schools Commands (SSC's) and the Naval Air Technical Training School in Millington, Tennessee.

The majority of the losses were from UIC's known as Transients/Others. These UIC's are assigned to shore commands in addition to the primary UIC for that command, and serve as a "command" identification for enlisted personnel who are travelling from one command to another, who are separating from the Navy, who are on disciplinary hold awaiting action from a board or court, and so forth. These

¹Navy Enlisted Transfer Manual.

TABLE 10

Distribution of EARLYLOS 1 by Shore
Duty UIC at Time of Loss
(4-12 Months Served)

<u>UIC</u>	<u>COMMAND</u> ¹	<u>NUMBER</u>	<u>PERCENT</u>
<u>STUDENT UICs</u>			
30459	NAVAIR TECH TRAINING, MILLINGTON	104	4.3
30565	SUBSCHOOL, GROTON	27	1.1
30626	SSC NTC GLAKES	155	6.4
36627	SSC NTC SDIEGO	27	1.1
30643	RTC NTC SDIEGO	31	1.3
30646	RTC NTC GLAKES	67	2.7
31155	RTC NTC ORLANDO	21	.9
		435	17.8
<u>TRANSIENT/OTHER UICs</u>			
31744	NSA PHILADELPHIA	66	2.7
31746	NSA TREASURE ISLAND	167	6.9
31916	NAS JACKSONVILLE	18	.7
31998	NAVSTA CHARLESTON	18	.7
32002	NAVSTA NORFOLK	91	3.7
32005	NAVSTA SAN DIEGO	223	9.2
32180	NSA SEATTLE	23	.9
32181	MEDHOLD MIRAMAR ³	34	1.4
32458	TPU GREAT LAKES	546	22.4
32943	ADMINCOM NTC ORLANDO	189	7.8
33019	ADMINCOM NTC SAN DIEGO	182	7.5
		1557	63.9
	OTHERS ²	455	18.3
		2437	100.0

¹Full command names are given in Appendix C.

²Approximately 5% of the UICs were unusable; of these, many likely were meant to be UICs listed above.

³Effects separations exclusively for the Drug Rehabilitation Center, Miramar, CA.

"transient/others" activities are usually a department of a larger command (there are exceptions which are themselves commands, such as the Transient Personnel Unit in Great Lakes, Illinois) and serve as processing centers for enlisted men and women who are no longer assigned a permanent command. These processing centers exist primarily to serve the fleet;¹ for example, when a fighter squadron is deployed on an aircraft carrier, a man in the squadron whose enlistment is up would be sent for separation to one of the processing UIC's for temporary duty until separation. A separatee from the carrier would be sent ashore, also. However, if the ship or squadron is in homeport, it is required to effect a man's separation itself unless it can convince the Naval Military Personnel Command (NMPC) that it is in the best interests of all concerned that he be transferred to the processing activity. This permission is commonly given if a homosexual is being discharged, for example. Prior to October 1980, all deserters who were gone for over 180 days were handled by a processing activity rather than being sent back to the command from which they deserted.

The three largest fleet-supporting activities are on Naval Station, San Diego; Naval Station, Norfolk; and Naval

¹Ordinary shore commands process their own separations with the help of the Navy Personnel Support detachments.

Support Activity, Treasure Island. The Transient Personnel Unit (TPU) Great Lakes, and the administrative commands on the Naval Training Centers, also effect large numbers of separations, many of whom are men and women who have been removed from the training commands as bad influences and who fall into the category of "unacceptable" losses.

In the latter part of their first year in the Navy, about 1,557 men in this cohort were discharged by a processing activity. Thirty-one percent of these were separated by the three fleet-support centers. Well over half were separated by the three training command support centers. Two percent were discharged from the Medical Holding Company (MEDHOLD) on Naval Air Station, Miramar, California. This processing center handles separations exclusively for the Drug-Alcohol Rehabilitation Center, Naval Air Station, Miramar.

Of this time period, four to twelve months, the majority of men were separated either by training commands' student UIC's, or by training support commands' transient/other UIC's.

The relative seriousness of the discharge increased over the time period, also. Honorable discharges were only about 28% of the separations in this group; 45% were general-under-honorable conditions, and 23% were

other-than-honorable. There were eighteen men who received bad-conduct discharges from a Special Court-Martial, and one from a General Court-Martial (Table 11).

3. The Second Year--13 to 24 Months Served

In the second year, the apparent effects of the training commands have decreased; only about 13% of the losses for this period stem from student or training center processing UIC's, Table 12.¹

The processing activities, however, become more numerous, indicating that the losses are now more dispersed throughout the Navy. For example, in the first year, only one Naval air station discharged ten or more members of the EARLYLOS 1 group. During the second year, however, three more major Naval air stations discharged members from their T/O UIC's.

Naval Support Activity, Philadelphia, now becomes one of the major processing centers, with Norfolk, Treasure Island, and San Diego. Together they separate 45% of the second year losses. Discharges from the Drug and Alcohol Rehabilitation Center (MEDHOLD, Marimar) have increased to 7% of the time-period loss.

¹For this and the other tables of UIC's, only commands which discharged at least ten persons during a time period were recorded. This was an arbitrary cut-off; there were other transient/others UIC's which are not reflected in these tables if they discharged nine or fewer men.

TABLE 11

Distribution of EARLYLOS 1 Shore Duty by
Length of Active Duty and LOSSCODE
(4-12 Months Served)

<u>CODE</u>	<u>DESCRIPTION</u> ¹	<u>CHARACTER OF DISCHARGE</u>	<u>NUMBER</u>	<u>PERCENT</u>
805	Disability	HON	99	4.1
813	COG	HON	145	5.9
817	Unsuitability, Inapt	HON	28	1.1
818	Unsuitability	HON	318	13.0
831	Misconduct	HON	103	4.2
853	COG	GEN	110	4.5
858	Unsuitability	GEN	568	23.3
871	Misconduct	GEN	421	17.3
887	For Good of Service	OTH	485	19.9
888	Misconduct	OTH	67	2.7
901	Special Court-Martial	BCD	18	.7
902	General Court-Martial	BCD/DD	1	----
			<u>2363</u>	<u>97.0</u>
	OTHER		<u>74</u>	<u>3.0</u>
			<u>2437</u>	<u>100.0</u>

¹Loss Codes are more completely described in Appendix B.

TABLE 12

Distribution of EARLYLOS 1 by
Shore Duty UIC at Time of Loss
(13-24 Months Served)

<u>UIC</u>	<u>COMMAND</u> ¹	<u>NUMBER</u>	<u>PERCENT</u>
<u>STUDENT UICS</u>			
30459	NAVAIR TECH TRAINING, MILLINGTON	29	1.3
30945	COMBAT SYS TECH SCH, VALLEJO	20	.9
		<u>49</u>	<u>2.2</u>
<u>TRANSIENT/OTHER UICS</u>			
31457	NAS CORPUS CHRISTI	19	.9
31643	NAV HOSPITAL, JACKSONVILLE ²	19	.9
31744	NSA PHILADELPHIA	164	7.4
31746	NSA TREASURE ISLAND	366	16.4
31750	HDQTRS NAV DISTRICT, WASHINGTON	19	.9
31752	SUB BASE, NEW LONDON	31	1.4
31916	NAS JACKSONVILLE	61	2.7
31998	NAVSTA CHARLESTON	53	2.4
32001	NAVSTA NEWPORT	15	.7
32002	NAVSTA NORFOLK	236	10.6
32003	NAVSTA PEARL HARBOR	27	1.2
32005	NAVSTA SAN DIEGO	240	10.8
32180	NSA SEATTLE	39	1.8
32181	MEDHOLD MIRAMAR	155	7.0
32186	NAS MEMPHIS	23	1.0
32458	TPU GREAT LAKES	156	7.0
32943	ADMINCOM NTC ORLANDO	69	3.1
33319	NAS PENSACOLA	20	.9
		<u>1712</u>	<u>76.8</u>
	OTHER ³	467	21.0
		<u>2228</u>	<u>100.0</u>

¹Full command names given in Appendix C.

²Patients/Others

³Approximately 6% of the UICS were unusable.

TABLE 13

Distribution of EARLYLOS 1 Shore Duty
by Length of Active Duty and LOSSCODE
(13-24 Months Served)

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CHARACTER OF DISCHARGE</u>	<u>NUMBER</u>	<u>PERCENT</u>
805	Disability	HON	129	5.8
813	COG	HON	69	3.1
818	Unsuitability	HON	234	10.5
831	Misconduct	HON	99	4.4
853	COG	GEN	138	6.2
858	Unsuitability	GEN	245	11.0
871	Misconduct	GEN	524	23.5
887	For Good of Service	OTH	345	15.5
888	Misconduct	OTH	222	10.0
901	Special Court-Martial	BCD	125	5.6
902	General Court-Martial	BCD/DD	6	.3
			<u>2136</u>	<u>95.9</u>
	OTHER		<u>92</u>	<u>4.1</u>
			2228	100.0

Fifty percent of the unacceptable losses during the second year had service characterized as general under honorable conditions; unsuitability as a reason for discharge declined from 37% during the first year to 21% during the second. Misconduct separations increased to 38% of the loss. The number of discharges resulting from Courts-Martial increased to about 6%, from less than 1% of the respective time periods. (Table 13)

4. The Third Year--25 to 36 Months Served

The frequency of loss from training or training support commands has decreased to 5% of the group as displayed in Table 14. The four major processing centers noted above discharged roughly the same proportion of the loss as in the second year, which amounted to almost half of the unacceptable loss group in both years. The Drug and Alcohol Rehabilitation Center accounted for over 8% of this time-period loss.

By the thirty-sixth month, shore command losses were 74% of EARLYLOS 1; loss from operational commands was about 13% of the whole. Together, 87% of the EARLYLOS 1 men had been separated by the end of their third year.

The proportion of general discharges to the loss group decreased 20% from the second year of service. The more serious discharge, other-than-honorable, increased slightly. Discharges as a result of Courts-Martial more than doubled accounting for over 15% of the loss. The

TABLE 14

Distribution of EARLYLOS 1 by Shore
Duty UIC at Time of Loss
(25-36 Months Served)

<u>UIC</u>	<u>COMMAND</u> ¹	<u>NUMBER</u>	<u>PERCENT</u>
<u>STUDENT UIC</u>			
30459	NAVAIR TECH TRAINING, MILLINGTON	14	1.0
		<u>14</u>	<u>1.0</u>
<u>TRANSIENT/OTHER UICS</u>			
31457	NAS CORPUS CHRISTI	13	.9
31547	NAVAL CONSTRUCTION REG 20, GULFPORT	13	.9
31744	NSA PHILADELPHIA	103	7.1
31746	NSA TREASURE ISLAND	248	17.1
31750	HDQTRS, NAV DISTRICT, WASHINGTON	13	.9
31752	SUB BASE, NEW LONDON	14	1.0
31916	NAS JACKSONVILLE	28	1.9
31998	NAVSTA CHARLESTON	64	4.4
32001	NAVSTA NEWPORT	14	1.0
32002	NAVSTA NORFOLK	169	11.6
32003	NAVSTA PEARL HARBOR	19	1.3
32005	NAVSTA SAN DIEGO	146	10.0
32180	NSA SEATTLE	33	2.3
32181	MEDHOLD MIRAMAR	120	8.3
32458	TPU GREAT LAKES	42	2.9
32943	ADMINCOM NTC ORLANDO	12	.8
33319	NAS PENSACOLA	14	1.0
		<u>1065</u>	<u>73.2</u>
	OTHER ²	375	25.8
		<u>1454</u>	<u>100.0</u>

¹Full command names are listed in Appendix C.

²Approximately 6% of the UICs were unusable.

proportion of misconduct separations remained about the same, while unsuitability as a reason declined from the previous year (Table 15).

5. The Fourth Year--37 to 48 Months Served

By the fourth year of service, no student command discharged ten or more unacceptable losses from this cohort; TPU Great Lakes separated only 2% of the loss in this period. The majority of the separations were from the four major fleet processing centers. Four percent of the discharges were from MEDHOLD, Miramar, for the Drug and Alcohol Rehabilitation Center (Table 16).

Because the last update to the version of the STF used in this study was March, 1982, it is possible that the total number of separations reported from shore UIC's (947) during this period is less than actually occurred, due to the cutoff date of the file.

Discharges for the convenience of the government (honorable) quadrupled as a proportion of the loss group for this year. Perhaps this reflects a change in procedures for administrative separations, such as an attempt to flush the system of a backlog of men at the processing centers. On occasion, when the number of disciplinary personnel overwhelms the facilities available for housing them, NMPC gives blanket permission for "good" discharges to men meeting certain criteria in order to move them out of the Navy as quickly as possible (Table 17).

TABLE 15

Distribution of EARLYLOS 1 Shore Duty by
Length of Active Duty and LOSSCODE
(25-36 Months Served)

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CHARACTER OF DISCHARGE</u>	<u>NUMBER</u>	<u>PERCENT</u>
805	Disability	HON	48	3.3
813	COG	HON	53	3.6
818	Unsuitability	HON	153	10.5
831	Misconduct	HON	72	5.0
853	COG	GEN	107	7.4
858	Unsuitability	GEN	85	5.8
871	Misconduct	GEN	252	17.3
887	For Good of Service	OTH	141	9.7
888	Misconduct	OTH	254	17.5
901	Special Court-Martial	BCD	210	14.4
902	General Court-Martial	BCD/DD	<u>4</u>	<u>.3</u>
			1379	94.8
	OTHER		<u>75</u>	<u>5.2</u>
			1454	100.0

TABLE 16

Distribution of EARLYLOS 1 by
Shore Duty UIC at Time of Loss
(37-48 Months Served)

<u>UIC</u>		<u>NUMBER</u>	<u>PERCENT</u>
<u>TRANSIENT/OTHER UICS</u>			
31547	NAV CONSTRUCTION REGIMENT 20, GULFPORT	5	.5
31744	NSA PHILADELPHIA	96	10.1
31746	NSA TREASURE ISLAND	214	22.6
31752	SUB BASE, NEW LONDON	8	.8
31916	NAS JACKSONVILLE	24	2.5
31998	NAVSTA CHARLESTON	31	3.3
32002	NAVSTA NORFOLK	123	13.0
32003	NAVSTA PEARL HARBOR	10	1.1
32005	NAVSTA SAN DIEGO	105	11.1
32180	NSA SEATTLE	13	1.4
32181	MEDHOLD, MIRAMAR	40	4.2
32458	TPU GREAT LAKES	21	2.2
33319	NAS PENSACOLA	5	.5
41736	NAVAL CONSTRUCTION BATTALION CENTER, PORT HUENEME ¹	<u>20</u>	<u>2.1</u>
		715	75.5
	OTHERS ²	<u>232</u>	<u>24.5</u>
		<u>947</u>	<u>100.0</u>

¹Approximately 6% of the UICs were unusable.

²Patients/others.

TABLE 17

Distribution of EARLYLOS 1 Shore Duty
by Length of Active Duty and LOSSCODE
(37-48 Months Served)

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CHARACTER OF DISCHARGE</u>	<u>NUMBER</u>	<u>PERCENT</u>
805	Disability	HON	25	2.6
813	COG	HON	117	12.3
818	Unsuitability	HON	49	5.1
831	Misconduct	HON	18	1.9
853	COG	GEN	170	17.8
858	Unsuitability	GEN	29	3.0
871	Misconduct	GEN	94	9.8
887	For Good of Service	OTH	47	4.9
888	Misconduct	OTH	185	19.4
901	Special Court-Martial	BCD	85	8.9
902	General Court-Martial	BCD/DD	<u>1</u>	<u>.1</u>
			820	85.9
	OTHER		<u>135</u>	<u>14.1</u>
			955	100.0

D. TYPE OF DUTY PRIOR TO LOSS FROM A SHORE DUTY COMMAND

An attempt was made to determine what proportion of those who were prematurely separated (EARLYLOS 1) from a shore command had just come from a sea duty command. The FORTRAN program PASTUIC read through the original cohort files, selected males who were premature losses and whose reenlistment code was a four, and wrote out the onboard sea/shore code for the next-to-last UIC as well as the UIC itself, along with several other variables (Appendix F).

This selection of the EARLYLOS 1 group by FORTRAN rather than SPSS resulted in 7 more cases being read. Only those cases in which more than one UIC appeared were written to disk, so the actual number of records (one per case) differs from the number written by COHORT-FORTRAN.¹ Only the last four time periods were analyzed, as men in the first three months of their enlistment were highly unlikely to have had prior sea duty.

Table 18 summarizes the results, by time period. Sea duty unit identification codes increase steadily as a proportion of the prior UIC's in each time period, from 12% in the latter part of the first year of enlistment, to 38% in the second year, 54% in the third year, and 68% in the fourth year.

¹Described in Chapter II.

TABLE 18

Past Duty Type by Length
of ACDU for Shore Losses

<u>LENGTH OF ACTIVE DUTY</u>	<u>TYPE DUTY</u>	<u>FREQUENCY</u>	<u>PERCENT</u>
3 to 12 Months	Missing	1	0.0
	Shore Duty	2085	88.0
	Sea Duty	288	12.0
	Total	<u>2374</u>	<u>100.0</u>
13 to 24 Months	Missing	2	0.0
	Shore Duty	1375	62.0
	Sea Duty	845	38.0
	Total	<u>2222</u>	<u>100.0</u>
25 to 36 Months	Shore Duty	659	46.0
	Sea Duty	789	54.0
	Total	<u>1448</u>	<u>100.0</u>
37 to 48 Months	Missing	2	0.2
	Shore Duty	297	31.3
	Sea Duty	651	68.5
	Total	<u>950</u>	<u>100.0</u>

E. SUMMARY OF FINDINGS

Slightly more than half of fiscal year 1978 non-prior-service male accessions remained on active duty by March, 1982. Less than ten percent of the cohort separated at the expiration of their active obligated service (EAOS), while the remaining members were discharged before their EAOS. Of those discharges, the majority were unacceptable in terms of this study and in a management sense.

The greatest number of these potentially avoidable losses were discharged from the Navy either while in the training pipeline or by a fleet-support processing activity. The data in Figure 3 summarize the frequency of discharge by shore processing or training activities versus operational commands (i.e., sea duty) for the entire EARLYLOS 1 group.

<u>COMMAND TYPE</u>	<u>NUMBER</u>	<u>PERCENT OF DISCHARGES</u>
OPERATIONAL	2603	18.8
SHORE PROCESSING	5663	40.8
STUDENT	3928	28.3
OTHER	1673	12.1

EARLYLOS 1

Figure 3

Summary of EARLYLOS 1 Frequencies of Loss by
Type Duty when Separation Occurred

Under the "Other" category, comprising twelve percent of the whole, are the early separations by the ordinary shore communities, as well as discharges by those processing centers and training commands which discharged fewer than ten men in any time period.

Table 19 summarizes the data on discharges for the unacceptable losses. By reason for discharge, almost thirty percent were convenience-of-the-government separations, and twenty-eight percent were for unsuitability. Landau [Ref. 21] describes these two, together, as separations for behavior disorders (e.g., apathy, defective attitude, and substandard performance). By character of discharge, forty-three percent of the men earned honorable discharges, thirty-four percent earned general discharges, and sixteen percent earned other-than-honorable discharges.

There is a general pattern demonstrated in the change of separating commands with aging of the cohort, and a pattern in the relative seriousness of the discharges awarded. Not surprisingly, the greatest amount of attrition in the first months of service occurs from the training commands, or the transient UICs supporting the training commands. After the first year, training commands account for few early discharges, and the fleet support processing centers (including air station centers) become prominent. Additionally, in accord with turnover theory [Ref. 22], the greatest proportion of the losses occurred

TABLE 19

Distribution of EARLYLOS 1 by Loss Code

<u>CODE</u>	<u>DESCRIPTION</u> ¹	<u>CHARACTER OF DISCHARGE</u> ²	<u>NUMBER</u>	<u>PERCENT OF LOSS GROUP</u>
805	Disability	HON	339	2.4
813	COG ³	HON	2,943	21.2
817	Unsuitability, Inapt	HON	531	3.8
818	Unsuitability	HON	1,711	12.3
831	Misconduct	HON	417	3.0
853	COG	GEN	1,114	8.0
858	Unsuitability	GEN	1,121	8.1
871	Misconduct	GEN	2,448	17.7
887	For Good of Service	OTH	1,137	8.2
888	Misconduct	OTH	1,031	7.4
901	SPCM ⁴	BCD	445	3.2
942	COG	HON	288	2.1
	Other		<u>342</u>	<u>2.5</u>
			13,867	100.0

¹Appendix B gives a more complete breakdown and description of each Navy code.

²Denotes character of service: honorable (HON); general under honorable conditions (GEN); other-than-honorable (OTH); and bad conduct (BCD).

³Convenience of the Government (COG)--this acronym lumps together a number of more specific reasons for discharge, Appendix B.

⁴Special Court-Martial.

in the first year, with a gradual drop in the rate of attrition as length of service increased.

Character of service as reflected by the terms honorable, general, etc., is a function of performance evaluations, administrative fiat, and legal determinations: the longer period of time one has in the service, the greater the potential for acquiring a "track record." It is therefore not unusual that, as the group aged, there was a trend towards the more adverse characterizations of service as well as more discharges resulting from courts-martial.

The data in Table 18 when combined with the diversification of separating centers suggest that as length of active duty increased, the likelihood increased that the premature loss was rooted in previous duty at sea.

IV. CONCLUSIONS AND RECOMMENDATIONS

A. CONCLUSIONS

It is apparent from the data that shore processing activities obscure the question of whether a premature loss from this cohort should be attributed to a sea duty command or a shore duty command. Of the 9,728 members of EARLYLOS 1 (the unacceptable losses) who were discharged after completing at least three months of active duty, well over half were separated by a shore fleet-support processing center. Of those members who served at least three months and who were discharged from a shore command, over three-quarters were discharged by one of these processing centers. These rates are very probably minimums, since only commands which showed ten or more losses during a time period were included in the analysis. The remaining shore UICs might also have been transient/other or student-designated.

The high number of separations credited to fleet processing centers suggests that the reasons for loss stem from the operational rather than the shore environment; this possibility is supported to some degree by the increasing proportions of prior-sea-duty-command UICs when compared to shore-loss UICs (Table 18). Nothing can be inferred about the rate of premature loss from ordinary shore commands because of lack of data on the number in the cohort who

were initially assigned to ordinary shore duty; however, in terms of numbers lost (equal to or less than 1,673), the problem would not seem as serious a loss from sea duty (2,603) and loss presumed to be from sea duty (5,663).

The high rate of loss of general detail personnel from this cohort is similar in magnitude to the rates of past cohorts studied [Refs. 23, 24, 25]. It could be speculated that the early attrition noted from shore is a manifestation of GENDET loss, rather than loss from the shore environment per se. For example, Butcher (1980) found that in the Positive Motivation Unit (PMU) at Great Lakes, Ill., 81% of the personnel in the unit were GENDETS, and that 73% of these were assigned ashore from the PMU.¹ Consequently, if GENDETS have a greater propensity towards attrition behavior than do A-school graduates, and GENDETS who have had motivation problems (hence assignment to the PMU) are assigned ashore, might it not be the factors comprising "GENDET" which are driving attrition rather than initial assignment? Furthermore, it is entirely possible that the GENDETS from the PMU were deliberately assigned ashore to spare an operational unit a potential problem, or because fleet billets were already filled from the ordinary recruit graduates. (Of course, it also cannot be ruled out that the shore

¹The Positive Motivation Unit is a component of recruit training which attempts to combat attrition among marginal performers.

assignment noted by Butcher included the effects of the processing centers--that is, the "shore assignment" might have been a transfer to a processing UIC for discharge.) . [Ref. 26]

Gardner (1980) found GENDETS to be almost 80% of the premature loss from shipboard duty and 64% of the loss from non-shipboard duty.¹ However, Gardner was using the STF as a data base, and the results of the segregation of shipboard and non-shipboard loss are suspect because of the possibility of "non-shipboard assignment" including transfer to processing/holding UICs for separation, medical problems, confinement, and so forth [Ref. 27].

B. RECOMMENDATIONS

The method of analyzing the last updated record in each man's case on the STF did not prove to be worthwhile for determining rates of attrition from shore commands. The effects of the shore processing centers dominate separations. Consequently, use of the sea/shore code on the STF is not practical for investigating shore losses.

A better approach would be to compile, from the listing of unit identification codes, a data file of UICs for the ordinary shore commands; in this manner, clearly unsuitable or unwanted UICs could be avoided (e.g., consolidated

¹Gardner's data excluded the Delayed Entry Program enlistees.

civilian personnel offices, NROTC units), and categories of interest could be established by suffixing a code to each UIC to assist in statistical analysis. For example, student UICs could be coded 1, air squadrons 2, shore staffs 3, fleet support commands 4, national security activities 5, and so forth.

An alternative approach would be to request from NMPC 477 a tape of shore command UICs, suitable to the undertaking, using the branch's "ten-digit code" to segregate the UICs.¹ The difficulty would be the potential for excluding commands of interest and including commands which are not. However, once the data were obtained, changes could be made and the categorizations outlined above could be affixed. Once the UIC file was completed, the analysis of a cohort could proceed much like Gardner's and Carlson's, in which the UICs of interest were matched to UICs from the STF cases, and data on individuals were read out based on this match [Refs. 28, 29]

Unfortunately, the unit identification codes were the most difficult of the STF variables to work with. Many records had incomplete UICs, or UICs in which the first number was an obvious error.² Problems in using this variable and placing it in a time frame have been noted in

¹NMPC 477 is Head, Information Systems Support Branch, District Supply Division, Naval Military Personnel Command.

²See Chapter II.

prior theses [Ref. 30, 31]. Reeves (1982) attempted to overcome these difficulties by subroutines within his main FORTRAN program which, (1) tracked and decided between UICs from two different files so as to choose the "correct" UIC for a point in time, and (2) changed the misprinted first digit in certain UICs [Ref. 32].

In the present case, it was decided to leave the UICs alone in the computer analysis and to change them, where necessary, by hand.¹ This allowed the magnitude of the error in this variable to be determined and allowed specific corrections to be made in every case possible. Therefore, when using the STF for research in which matching an individual with a certain command at a given point in time is important, thought should be given to the method to be used for overcoming the difficulties posed by the variable UIC.

¹Except that the SAS program changed UICs with blanks in the first field to negative numbers to identify them as erroneous; see Chapter II.

APPENDIX A

SURVIVAL TRACKING FILE

<u>Data Element</u>	<u>Length</u>	<u>Start</u>
* Social Security Number	9	1
As-of Date Fiscal Year	2	10
As-of Date Quarter	1	12
As-of Date Count	2	13
Strength Indicator	1	15
* Sex	1	16
* Race	1	17
* Ethnic Group	1	18
* Date of Birth	4	19
* AFQT	2	23
* Education Years	2	25
* Education Certification	1	27
* A-School Indicator	1	28
* Dependency-Primary	1	29
* Term of Enlistment	1	30
* Type of Enlistment	2	31
* Term Status	1	33
* Number of Enlistment	1	34
* Type of Acquisition	2	35
Type of Program	1	37
Rate/Special Program Code	5	38

Branch/Class	2	43
RADO Months	3	45
Enlisted Designator	1	48
* Present Rate Code	4	49
* Present Pay Grade	1	53
PNEC	4	54
SNEC	4	58
* ADSD	4	62
PEBD	4	66
* CED	4	70
CADD	4	74
* EAOS	4	78
Soft EAOS	4	82
EAOS Change Indicator	1	86
* Onboard Actual UIC	5	87
Onboard ACC	3	92
* Onboard Sea/Shore Code	1	95
Onboard Transfer Date	4	96
* Past Actual UIC	5	100
SRB Received Indicator	1	105
SRB Zone	1	106
SRB Skill Indicator	1	107
SRB Award Level	1	108
* RQC	2	109
* Loss Date of Occurrence	4	111

* Loss Code Navy	3	115
Loss Code DOD	3	118

APPENDIX B

DOD/NAVY LOSS CODES^a

<u>Code</u> ^b	<u>Reason</u>	<u>Status</u> ^c
804 JFL	Disability Severence	Hon
805 JFM	Disability EPTES ^d No Severence Pay PEB Board	Hon
805 JFP	Disability Misconduct No Severence Pay	Hon
805 JFR	Disability Not EPTES No Severence Pay PEB ^e Board	Hon
805 KFN	Disability EPTES No Severence Pay Med ^f Board	Hon
807 KGM	Officer/Warrant Officer USN/USNR Commis- sion	Hon
808 KGN	Officer/Warrant Officer Commission Other Service	Hon
813 JFC	Erroneous Enlistment, Reenlistment, In- duction	Hon
813 JFF	Separation for Good and Sufficient Reasons	Hon
813 JFG	Action Taken by Various Naval Boards/Chief NMPC ^g	Hon
813 JFT	Obesity	Hon
813 JFV	Physical Condition Interfering with Per- formance of Duty	Hon
813 JHJ	Burden to Command--Substandard Performance	Hon
813 JHK	Substandard Personal Behavior	Hon
813 JND	Convenience of Government/Chief NMPC	Hon
813 KCM	Conscientious Objection	Hon
813 KCP	Alien	Hon
813 KDF	Pregnancy	Hon
813 KFC	Erroneous Enlistment, Reenlistment, Induction	Hon
813 KFV	Physical Condition Interfering with Performance of Duty	Hon
813 KND	Dependency Hardship, Convenience of Government	Hon
814 KDB	Hardship	Hon
814 KDH	Demonstrated Dependency	Hon
815 KFB	Minority	Hon
817 JND	Unsuitability--Inaptitude	Hon
818 GMB	Unsuitability--Personality Disorders	Hon
818 GMT	Unsuitability--Apathy, Defective Attitude	Hon
818 GML	Unsuitability--Homosexual Tendencies	Hon
818 JMB	Unsuitability--Personality Disorders	Hon
818 JMG	Unsuitability--Alcohol Abuse	Hon

<u>Code</u>	<u>Reason</u>	<u>Status</u>
818 JMH	Unsuitability--Financial Irresponsibility	Hon
818 JMJ	Unsuitability--Apathy, Defective Attitude	Hon
818 JML	Unsuitability--Homosexual Tendencies	Hon
818 JMP	Unsuitability--Unsanitary Habits	Hon
830 KFS	For Good of the Service	Hon
831 GKA	Misconduct--Frequent Involvement with Civil or Military Authorities	Hon
831 GKC	Misconduct--Homosexual Acts	Hon
831 GKG	Misconduct--Fraudulent Enlistment	Hon
831 GKJ	Misconduct--Shirking	Hon
831 HKA	Misconduct--Frequent Involvement with Civil or Military Authorities	Hon
831 HKC	Misconduct--Homosexual Acts	Hon
831 HKG	Misconduct--Fraudulent Enlistment	Hon
832 JPB	Drug Abuse Other Than Alcohol	Hon
844 JFL	Disability Severence Pay	Gen
845 JFM	Disability EPTES No Severence Pay PEB Board	Gen
845 JFP	Disability Misconduct No Severence Pay	Gen
845 KFN	Disability EPTES No Severence Pay Med Board	Gen
853 JFC	Erroneous Enlistment, Reenlistment, Induction	Gen
853 JFF	Separation for Good and Sufficient Reasons	Gen
853 JFG	Action Taken by Various Naval Boards/Chief NMPC	Gen
853 JFT	Obesity	Gen
853 JHJ	Burden to Command--Substandard Performance	Gen
853 JHK	Substandard Personal Behavior	Gen
853 JND	Convenience of Government/Chief NMPC	Gen
853 KCP	Alien	Gen
853 KDF	Pregnancy	Gen
853 KFC	Erroneous Enlistment, Reenlistment, Induction	Gen
853 KND	Dependency Hardship, Convenience of Government	Gen
854 KDH	Demonstrated Dependency	Gen
857 JND	Unsuitability--Inaptitude	Gen
858 GMB	Unsuitability--Personality Disorders	Gen
858 GMG	Unsuitability--Alcohol Abuse	Gen
858 GMJ	Unsuitability--Apathy, Defective Attitude	Gen
858 JMB	Unsuitability--Personality Disorders	Gen
858 JMG	Unsuitability--Alcohol Abuse	Gen
858 JMJ	Unsuitability--Apathy, Defective Attitude	Gen
858 JML	Unsuitability--Homosexual Tendencies	Gen
858 JMP	Unsuitability--Unsanitary Habits	Gen
870 KFS	For Good of the Service	Gen
871 GKA	Misconduct--Frequent Involvement with Civil or Military Authorities	Gen

<u>Code</u>	<u>Reason</u>	<u>Status</u>
871 GKB	Misconduct--Convicted by Civil Court	Gen
871 GKC	Misconduct--Homosexual Acts	Gen
871 GKF	Misconduct--Unauthorized Absence One Year or More	Gen
871 GKG	Misconduct--Fraudulent Enlistment	Gen
871 GKJ	Misconduct--Shirking	Gen
871 GKK	Misconduct--Drug Abuse	Gen
871 HKA	Misconduct--Frequent Involvement With Civil or Military Authorities	Gen
871 HKB	Misconduct--Convicted by Civil Court	Gen
871 HKC	Misconduct--Homosexual Acts	Gen
871 HKE	Misconduct--Failure to Pay Debts	Gen
871 HKG	Misconduct--Fraudulent Enlistment	Gen
871 HKK	Misconduct--Drug Abuse	Gen
887 KFS	For Good of the Service	OTH
888 GKA	Misconduct--Frequent Involvement With Civil or Military Authorities	OTH
888 GKB	Misconduct--Convicted by Civil Court	OTH
888 GKK	Misconduct--Drug Abuse	OTH
888 HKA	Misconduct--Frequent Involvement With Civil or Military Authorities	OTH
888 HKB	Misconduct--Convicted by Civil Court	OTH
888 HKK	Misconduct--Drug Abuse	OTH
901 JJD	Conviction Special Court Martial	BCD
902 JJD	Conviction General Court Martial	BCD/DD
911 JJD	Conviction General Court Martial	BCD/DD
942 LND	Convenience of the Government	Hon
942 MDG	Custody of Minor Child/Parenthood	Hon
944 MDB	Hardship	Hon
951	Desertion	-
952 885	Death	-
952 890	Death	-
952 891	Death	-
952 892	Death	-
952 894	Death	-
952 895	Death	-
952 897	Death	-
952 898	Death	-
952 899	Death	-
954 KGM	Officer/Warrant Officer USN/USNR Commission	Hon
956	Aviation Officer Candidate	Hon
957	Officer Candidate	Hon
958 KGU	Enter Naval Academy	Hon
959 KGX	Enter Naval Reserve Officer Program	Hon

^aThe three digits refer to the Navy Loss Code while the three letters refer to the Department of Defense Loss Codes.

^bDOD codes starting with G = involuntary discharge (Board Action); DOD codes starting with H = involuntary discharge (in lieu of further board processing; DOD codes starting with J = involuntary discharge; DOD codes starting with K = voluntary discharge; DOD codes starting with L = involuntary release or transfer; DOD codes starting with M = voluntary release or transfer.

^cHon = Honorable Discharge; Gen = General Discharge; OTH = Other-than-Honorable; BCD = Bad Conduct Discharge; DD = Dishonorable Discharge.

^dExisting prior to entry service.

^ePhysical Evaluation Board.

^fMedical Board.

^gNaval Military Personnel Command.

APPENDIX C

FULL TITLES OF SEPARATING COMMANDS

<u>UIC</u>	<u>TITLE</u>
30459	Naval Air Technical Training Center, Millington, TN
30565	Submarine School, Groton, CT
30626	Service School Command, Naval Training Center, Great Lakes, IL
30627	Service School Command, Naval Training Center, San Diego, CA
30643	Recruit Training Command, NTC, San Diego, CA
30646	Recruit Training Command, Great Lakes, IL
30945	Combat Systems Technical Schools Command, Mare Island, Vallejo, CA
31155	Recruit Training Command, NTC, Orlando, FL
31457	Naval Air Station, Corpus Christi, TX
31547	Naval Construction Regiment 20, Gulfport, MS
31643	Naval Hospital, Naval Air Station, Jacksonville, FL
31744	Naval Support Activity, Philadelphia, PA
31746	Naval Support Activity, Treasure Island, San Francisco, CA
31750	Headquarters Naval District Washington, Washington, DC
31752	Submarine Base, New London, New London, Groton, CT
31916	Naval Air Station, Jacksonville, FL
31998	Naval Station, Charleston, SC
32001	Naval Station, Naval Base, Newport, RI
32002	Naval Station, Naval Base, Norfolk, VA
32003	Naval Station, Pearl Harbor, HI
32005	Naval Station, San Diego, CA
32180	Naval Support Activity, Seattle, WA
32181	Medical Holding Company, Miramar USNH, San Diego, CA
32186	Naval Air Station, Memphis 84, Millington TN
32458	Transient Personnel Unit, Great Lakes, IL
32943	Administrative Command Naval Training Center, Orlando, FL
33019	Naval Administrative Command, Naval Training Center, San Diego, CA
33319	Naval Air Station, Pensacola, FL
41736	Naval Construction Battalion Center, Port Hueneme, CA

APPENDIX D
STFMMAIN FORTRAN PROGRAM LISTING

```

//DODGES JOB (2386,0147),*K. W. DODGE, 1437',CLASS=G
//*MAIN ORG=NPGVM1.2386P
// EXEC FORTXCG
//SYSDD
CCCCCCCCCCCCCCCC
THIS PROGRAM READS IN 23 DATA FIELDS FROM
THE STF FILE FOR A DIFFERENT NUMBER OF DATA FIELDS
THE DIMENSION OF 'A', THE COLUMN DIMENSION OF 'B',
AND NDF MUST BE CHANGED.
THE ROW DIMENSION OF B SHOULD BE GREATER THAN THE MOST
RECORDS ONE INDIVIDUAL COULD HAVE.
THIS PROGRAM FINDS ALL ONE INDIVIDUAL'S RECORDS BY
COMPARING SOCIAL SECURITY NUMBERS. WHEN THE SSAN
CHANGES, THE BEGINNING OF A NEW PERSON'S CASE IS
ASSUMED. THE SSAN IS STORED IN SSN(2) AS A1,A8
REAL*8 A(8),SSN
REAL*8 UIC
COMMON A(20),B(20,20),SSN(2),UIC(554,9)
READ IN THE SHIP UIC'S
SET THE NUMBER OF UIC'S = NUIC
NUIC=554
DO 10 I=1,NUIC
10 READ(4,11) (UIC(I,J),J=1,9)
11 FORMAT(15,8A8)
READ IN THE VERY FIRST RECORD
NDF=2C
READ(01,50) A
50 FORMAT(A1,A6,2A8,A7,A1,A1,A2,A6,2A6,A3,A4,6A8,A7)
SSN(1)=A(1)
SSN(2)=A(2)
LAST=1
SURROUTINE RCREC READS IN ALL THE RECORDS FOR ONE PERSON
ON OUTPUT: B: THE RECORDS FOR ONE PERSON
THE RECORDS ARE SAVED ROW BY ROW. (MATRIX)
NREC: NUMBER OF RECORDS FOR ONE PERSON. (SCALAR)
A: THE FIRST RECORD OF THIS PERSON.
SSN: THE SOCIAL SECURITY NUMBER OF THE NEXT PERSON (VECTOR).
CCCCCCCCCCCCCCCC
CCCCCCCCCCCCCCCC
CCCCCCCCCCCCCCCC

```

STFM00010
STFM00020
STFM00030
STFM00040
STFM00050
STFM00060
STFM00070
STFM00080
STFM00090
STFM00100
STFM00110
STFM00120
STFM00130
STFM00140
STFM00150
STFM00160
STFM00170
STFM00180
STFM00190
STFM00200
STFM00210
STFM00220
STFM00230
STFM00240
STFM00250
STFM00260
STFM00270
STFM00280
STFM00290
STFM00300
STFM00310
STFM00320
STFM00330
STFM00340
STFM00350
STFM00360
STFM00370
STFM00380
STFM00390
STFM00400
STFM00410
STFM00420
STFM00430
STFM00440
STFM00450
STFM00460
STFM00470
STFM00480

STFC0970
 STFC0980
 STFC0990
 STFC1000
 STFC1010
 STFC1020
 STFC1030
 STFC1040
 STFC1050
 STFC1060
 STFC1070
 STFC1080
 STFC1090
 STFC1100
 STFC1110
 STFC1120
 STFC1130
 STFC1140
 STFC1150
 STFC1160
 STFC1170
 STFC1180
 STFC1190
 STFC1200
 STFC1210
 STFC1220
 STFC1230
 STFC1240
 STFC1250
 STFC1260
 STFC1270
 STFC1280
 STFC1290
 STFC1300
 STFC1310
 STFC1320
 STFC1330
 STFC1340
 STFC1350
 STFC1360
 STFC1370
 STFC1380
 STFC1390
 STFC1400
 STFC1410
 STFC1420
 STFC1430
 STFC1440

```

RETURN
ACCUMULATE ANOTHER RECORD OF INFORMATION FOR
ONE PERSON IN MATRIX *B*.

200 CONTINUE
    NREC=NREC+1
    DN 220 I=1,NDF
    B(NREC,I)=A(I)
    GO TO 40
300 LAST=2
    RETURN
END
*****
*****SUBROUTINE OUTPUT*****
*****
*****SUBROUTINE CUTPUT(NREC,NUIC,NDF)
REAL*8 A1B,SSN
REAL*8 A7710,A7711,A7712,A7601,A7802,A7806,A7807,A7808,N01
REAL*8 A7803,A7804,A7805,A7809,TS,TAM,TAF
COMMON A(20),B(20),SSN(2),UIC(54,9)
DATA A7806/,7806/,A7807/,7807/,A7808/,7808/,
DATA A7710/,7710/,A7711/,7711/,A7712/,7712/,
DATA A7801/,7801/,A7802/,7802/,A7803/,7803/,A7804/,7804/,
DATA A78C5/,7805/,A7809/,7809/,TS/,Z/,TAM/,2/,TAF/,46/

C THIS TEST FOR TERM CF ENLISTMENT AND NC. OF ENLISTMENTS
IF (B(1,6) .NE. TS) GOTO 60
RETURN
CONTINUE
IF (B(1,7) .EQ. N01) GOTO 70
RETURN
CONTINUE

C THIS WILL ELIMINATE PRIOR SERVICE, OTHER SERVICES
IF (B(1,8) .NE. TAM) GOTO 80
RETURN
CONTINUE
IF (B(1,8) .NE. TAF) GOTO 85
RETURN

C THIS TEST DRAWS THE COHCRT BASED ON ACTIVE DUTY DATE:
CHECK ADSD=7710 TO 7809; IF NCT, IGNORE THIS PERSON

85 CONTINUE
  
```


APPENDIX E
COHORT FORTRAN PROGRAM LISTING

```

//DODGES JOB (2386,0147),K. W. DODGE, 1437,CLASS=C
// EXEC FORTXCG
//SYSIN DD *
C THIS PROGRAM READS IN 18 DATA FIELDS FRGM
C THE STF FILE. FOR A DIFFERENT NUMBER OF DATA FIELDS
C THE DIMENSION OF 'A', THE COLUMN DIMENSION OF 'B',
C AND NDF (NUMBER OF DATA FIELDS) MUST BE CHANGED.
C
C THE ROW DIMENSION OF B SHOULD BE GREATER THAN THE MOST
C RECORDS ONE INDIVIDUAL COULD HAVE.
C
C THIS PROGRAM FINDS ALL ONE INDIVIDUAL'S RECORDS BY
C COMPARING SOCIAL SECURITY NUMBERS. WHEN THE SSAN
C CHANGES, THE BEGINNING OF A NEW PERSON'S RECORDS IS
C ASSUMED. THE SSAN IS STORED IN SSN(2) AS A1,A8
C
REAL*8 A,B,SSN
COMMON A(18),B(20,18),SSN(2)
C
C BECAUSE INDIVIDUALS ON THE STF MAY HAVE DIFFERING NUMBERS OF
C RECORDS, ICOUNT WILL PROVIDE A COUNT AT THE END OF THE RUN OF
C CF HOW MANY CASES (THAT IS, THE LAST RECCRD OF EACH PERSON
C WHICH THIS PROGRAM WRITES) WERE WRITTEN
C
ICOUNT=0
NDF=18
C
C READ(1,50) A
C 50 FORMAT(A1,A8,6X,A1,A1,A8,A7,A4,12X,A5,8X,A4,4X,A4,4X,A1,A4,
C #,3X,A1,4X,A5,4X,A2,A4,A3)
C SSN(1)=A(1)
C SSN(2)=A(2)
C LAST=1
C
SUBROUTINE RREC READS IN ALL THE RECORDS FOR ONE PERSON
ON OUTPUT:
C B: ALL THE RECORDS FOR ONE PERSON
C THE RECORDS ARE SAVED ROW BY ROW. (MATRIX)
C NREC: NUMBER OF RECCRS FOR ONE PERSON. (SCALAR)
C A: NUMBER OF ROWS OF B USED BY THIS PERSON.
C SSN: THE FIRST RECCRD OF THE NEXT PERSON (VECTOR)
C THE SOCIAL SECURITY NUMBER OF THE NEXT
C PERSCN (VECTOR).
C
C NDF: NUMBR OF DATA FIELDS ON INPUT RECCRD.
C LAST: FOR THE LAST PERSCN, RREC RETURNS LAST=2
C FOR ALL OTHER PEOPLE, RREC RETURNS LAST=1

```


APPENDIX F

PASTUIC FORTRAN PROGRAM LISTING

PAS00010
 PAS00020
 PAS00030
 PAS00040
 PAS00050
 PAS00060
 PAS00070
 PAS00080
 PAS00090
 PAS00100
 PAS00110
 PAS00120
 PAS00130
 PAS00140
 PAS00150
 PAS00160
 PAS00170
 PAS00180
 PAS00190
 PAS00200
 PAS00210
 PAS00220
 PAS00230
 PAS00240
 PAS00250
 PAS00260
 PAS00270
 PAS00280
 PAS00290
 PAS00300
 PAS00310
 PAS00320
 PAS00330
 PAS00340
 PAS00350
 PAS00360
 PAS00370
 PAS00380
 PAS00390
 PAS00400
 PAS00410
 PAS00420
 PAS00430
 PAS00440
 PAS00450
 PAS00460
 PAS00470
 PAS00480

```

//DODG1 JOB (2386,0147), 'K.W.DODGF,1437',CLASS=G
//*MAIN ORG=NPQVM1.2386p
// EXEC FOR TXCG
//FORT.SYSIN DD *
C THIS PROGRAM READS IN 10 DATA FIELDS FROM
C THE STF FILE. FOR A DIFFERENT NUMBER OF DATA FIELDS
C THE DIMENSION OF 'A', THE COLUMN DIMENSION OF 'B',
C AND NDF (NUMBER OF DATA FIELDS) MUST BE CHANGED.
C
C THE ROW DIMENSION OF B SHOULD BE GREATER THAN THE MOST
C RECORDS ONE INDIVIDUAL COULD HAVE.
C
C THIS PROGRAM FINDS ALL ONE INDIVIDUAL'S RECORDS BY
C COMPARING SOCIAL SECURITY NUMBERS. WHEN THE SSAN IS
C CHANGES, THE BEGINNING OF A NEW PERSON'S RECORDS IS
C ASSUMED. THE SSAN IS STORED IN SSN(2) AS A1,A8
C
REAL*8 A,B,SSN
COMMON A(10),B(20,10),SSN(2)
C
C BECAUSE INDIVIDUALS ON THE STF MAY HAVE DIFFERING NUMBERS OF
C RECORDS, ICOUNT WILL PROVIDE A COUNT AT THE END OF THE RUN OF
C OF HOW MANY CASES (THAT IS, THE LAST RECORD OF EACH PERSON
C WHICH THIS PROGRAM WRITES) WERE WRITTEN
C
ICOUNT=0
C
C IR WILL PROVIDE A COUNT OF HOW MANY CASES EXISTED
C WHICH WERE ONLY ONE RECORD LONG
C
IR=0
NDF=10
C
C READ(1,50) A
C FORMAT(A1,A8,6X,A1,45X,A4,12X,A4,5X,A5,3X,A1,13X,A2,A4,A3)
C SSN(1)=A(1)
C SSN(2)=A(2)
C LAST=1
C
C SUPROUTINE ROREC READS IN ALL THE RECORDS FOR ONE PERSON
C ON OUTPUT:
C B: ALL THE RECORDS FOR ONE PERSON
C THE RECORDS ARE SAVED ROW BY ROW. (MATRIX)
C NREC: NUMBER OF RECORDS FOR ONE PERSON. (SCALAR)
C A: NUMBER OF ROWS OF B USED BY THIS PERSON. (VECTOR)
C SSN: THE FIRST RECORD OF THE NEXT PERSON (VECTOR)
C THE SOCIAL SECURITY NUMBER OF THE NEXT
C PERSON (VECTOR).
    
```


PAS00970
 PAS00980
 PAS00990
 PAS01000
 PAS01010
 PAS01020
 PAS01030
 PAS01040
 PAS01050
 PAS01060
 PAS01070
 PAS01080
 PAS01090
 PAS01100
 PAS01110
 PAS01120
 PAS01130
 PAS01140
 PAS01150
 PAS01160
 PAS01170
 PAS01180
 PAS01190
 PAS01200
 PAS01210
 PAS01220
 PAS01230
 PAS01240
 PAS01250
 PAS01260
 PAS01270
 PAS01280
 PAS01290
 PAS01300
 PAS01310
 PAS01320
 PAS01330
 PAS01340
 PAS01350
 PAS01360
 PAS01370
 PAS01380
 PAS01390
 PAS01400
 PAS01410
 PAS01420
 PAS01430
 PAS01440

```

SSN(1)=A(1)
SSN(2)=A(2)
RETURN
  ACCUMULATE ANOTHER RECORD OF INFORMATION FOR
  ONE PERSON IN MATRIX 'B'.
200 CONTINUE
   NREC=NREC+1
   DO 220 I=1,NDF
     B(NREC,I)=A(I)
     GO TO 40
300 LAST=2
   RETURN
END
*****
*****OUTPUT SUBROUTINE*****
*****
***** THIS SUBROUTINE SELECTS MALES WHOSE LOSS DATES ARE LESS THAN THEIR
***** EADS, AND WHOSE RE-ENLISTMENT QUALITY CONTROL CODES (RQC) EQUAL 4;
***** IT THEN COMPARES THE CURRENT ONBOARD UIC OF THE LAST RECORD IN
***** EACH PERSON'S CASE WITH THE SAME FIELD IN DESCENDING ORDER UNTIL
***** IT LOCATES A DIFFERENT CASE; IT THEN PRINTS OUT THE
***** DESIRED INFORMATION. CASES WHICH ARE ONLY ONE RECORD LONG ARE
***** SKIPPED AND COUNTED BY IR.*****
*****
SUBROUTINE CUTPUT(NREC,NDF,ICOUNT,IR)
REAL*8 A,B,SSN
REAL*8 MALE,RQC
COMMON A(10),B(20,10),SSN(2)
DATA MALE/'M',RQC/'4'
  CHECK SEX=M; IF NOT, IGNORE THIS PERSON
  AND RETURN TO MAIN PROGRAM FOR NEW RECORD
  IF (B(1,3).EQ.MALE) GO TO 20
  RETURN
20 CONTINUE
  CHECK IF THIS PERSON HAD AN RQC CODE OF 4;
  IF NOT, IGNORE THIS PERSON
  IF (B(NREC,8).EQ.RQC) GO TO 30
  RETURN
30 CONTINUE

```

PAS01450
 PAS01460
 PAS01470
 PAS01480
 PAS01490
 PAS01500
 PAS01510
 PAS01520
 PAS01530
 PAS01540
 PAS01550
 PAS01560
 PAS01570
 PAS01580
 PAS01590
 PAS01600
 PAS01610
 PAS01620
 PAS01630
 PAS01640
 PAS01650
 PAS01660
 PAS01670
 PAS01680
 PAS01690
 PAS01700
 PAS01710
 PAS01720
 PAS01730
 PAS01740
 PAS01750
 PAS01760
 PAS01770
 PAS01780
 PAS01790
 PAS01800
 PAS01810
 PAS01820
 PAS01830
 PAS01840
 PAS01850
 PAS01860
 PAS01870
 PAS01880
 PAS01890
 PAS01900
 PAS01910
 PAS01920

CHECK LOSS DATE LESS THAN FAOS; IF NOT, IGNORE
 THIS PERSON (NOTE: THESE VARIABLES WERE ORIGINALLY
 READ AS ALPHAS; THEREFORE, IN ORDER TO EXECUTE THE
 LOGICAL TEST "LESS THAN" THESE VARIABLES MUST BE
 RE-READ AS INTEGERS).

```

REWIND 3
WRITE(3,25) B(NREC,5),B(NREC,9)
25  FORMAT(2A4)
REWIND 3
26  READ(3,26) IB5,IB9
    FORMAT(2I4)
    IF (IB9.LT.IB5) GO TO 40
    RETURN
40  CONTINUE

```

THIS NEXT LOOPS BACKWARD THROUGH THE RECORDS OF EACH CASE
 LOOKING FOR A DIFFERENT CURRENT UIC FROM THAT IN THE LAST
 RECORD OF THE CASE.

```

IF (NREC.EQ.1) GO TO 55
NREC1=NREC-1
II=NREC
DO 50 I = 1,NREC1
  II=II-1
  IF (B(NREC,6).NE.B(II,6)) GO TO 60
50  CONTINUE
55  IR=IR+1
    RETURN

```

PRINT OUT THE VARIABLES OF THE LAST RECORD (NREC)
 AS WELL AS THE ONBOARD SEA/SHORE CODE OF THE EARLIER
 UIC AND THE EARLIER UIC ITSELF)

```

60  CONTINUE
    ICOUNT=ICOUNT+1
    WRITE(2,100) (B(NREC,J),J=1,10),B(II,6),B(II,7)
100  FORMAT(1X,A1,A8,1X,A1,1X,A4,1X,A4,1X,A5,1X,A1,1X,A2,1X,A4,1X,A3,
      * 1X,A5,1X,A1)
    RETURN
END

```


ADSDYR ACTIVE SERVICE YEAR/
 ADSCMTH ACTIVE SERVICE MTH
 PUIC UNIT ONBOARD UIC
 ONPROS IDENTIFICATION CCCE/
 RQC REE NLST QUAL CONTROL CODE/
 ENTAGEV AGE AT ENTRY/ SERVED/
 MTHSSDATE DATE OF LOSS/ RITICN/
 EARLYLCS PREATURE AT LOSS/ RITICN/
 SEX ('M') MALE ('Z') NOT REPORTED/
 RACE ('C') CAUCASIAN ('N') NEGROID ('X') OTHER ('Z')
 UNKNOWN/ ('1') NONE ('2') HSC ('3') GED ('D') ASSOC DEG
 EDCCRT ('K') BACC ('N') MASTERS ('7') OTHER/ ('5') AMERICAN INDIAN ('5') FILIPINO
 ASCH ('1') A-SCHOOL GRAD ('2') A-SCHOOL NONGRAD ('9') PUERTO-RICAN ('9') CUBAN
 ('3') IN A-SCHOOL ('4') WILL ATTEND A-SCHOOL ('X') ALEUT ('X') KOREAN ('X') OTHER
 ('5') STRIKER ('6') GENERAL CAT I ('2') MENTAL CAT I ('7') NONE/ ('0150') MA
 ('3') MENTAL CAT II ('4') MENTAL CAT III ('5') MENTAL CAT IV/
 ('93') MENTAL CAT I ('4') MENTAL CAT II ('5') MENTAL CAT III ('5') MENTAL CAT IV/
 ('93') APPREHENDED DESERTER/ ('91') SURRENDER DESERTER
 ETHGRP ('1') SPANISH ('2') AMERICAN INDIAN ('5') FILIPINO
 ('2') ASIAN AMERICAN ('4') PUERTO-RICAN ('9') CUBAN
 ('6') MEXICAN ('7') ESKIMOSE ('8') ALEUT ('9') CUBAN
 ('G') CHINESE ('J') JAPANESE ('K') KOREAN ('X') OTHER
 ('Y') NGNE ('Z') UNKN/ RATE ('0100') BM ('0150') MA
 ('0200') GM ('0250') SM ('0300') OS ('0350') EW DT
 ('0400') ST ('0401') STG ('0404') GMM ('0450') GMT
 ('0500') TM ('0600') GM ('0601') GMM ('0602') GMI
 ('0604') GMB ('0800') FT ('0801') FTG ('0802') FTM
 ('0803') FTB ('0810') MTF ('0900') MN ('1000') ET
 ('1001') ETN ('1002') ETR ('1010') DS ('1080') PI
 ('1100') ETM ('1200') CM ('1400') NC ('1500') RM CTO
 ('1611') CTT ('1622') CTA ('1633') CTM ('1644') RM CTO
 ('1655') CTR ('1666') CTT ('1700') YN ('1750') LN
 ('1800') PMS ('1900') DP ('2000') SK ('2100') DK
 ('2200') PC ('2300') IS ('2490') SH ('2600') JO
 ('2700') PC ('3100') LI ('3200') DM ('3300') MU
 ('3600') SN-SR-SA ('3700') MM ('3800') EN ('3900') MR
 ('4000') BT ('4020') ER ('4100') EM ('4200') IC
 ('4300') HT ('4600') FM ('4700') ML ('5000') FN-FA-FR
 ('5080') CU ('5100') EA ('5300') CE ('5380') EQ
 ('5410') EEO ('5500') CM ('5600') BU ('5700') SW
 ('5800') UT ('6000') CN-CR ('6080') AF ('6180') AV
 ('6200') AD ('6205') ADR ('6206') ADJ ('6300') AT
 ('6310') AX ('6400') AM ('6500') AC ('6520') AQ
 ('6600') AC ('6700') AB ('6704') ABE ('6705') ABF

VALUE LABELS

(.6706.) ABH (.6800.) AE (.6900.) AM (.6901.) AMS
 (.6902.) AMH (.6903.) AME (.7000.) PR (.7100.) AG
 (.7200.) TD (.7300.) AK (.7400.) AZ (.7500.) AS
 (.7501.) ASE (.7502.) ASH (.7503.) ASM (.7600.) PH
 (.7800.) AN-AR-AA (.8000.) HM-HN-HA-HR (.8300.)
 DT-DN-DA-CR/ PAY (.A.) E9 (.J.) E8 (.1.) E7
 (.2.) E6 (.3.) E5 (.4.) E4 (.5.) E3 (.6.) E2 (.7.) E1/
 ONERDSS (1) SHORE DUTY (2) SEA DUTY (3) OVERSEAS DUTY
 (4) TOURERED SEA DUTY (5) NEUTRAL DUTY
 (6) PREFERRED SEA DUTY (7) SHORE/RENL (2) ELIG RENL, EXCEPT...
 EARLYLCS (1) NOT ELIG FOR STILL ON ACDU/
 (3) NORMAL SEPARATION (4) STILL ON ACDU
 MTHSERV (999) STILL ON ACDU
 SEX RACE (6)
 GENERAL = RACE, ETHGP, AFQT, YRSED, EDCERT, DEP, TERMENL,
 NENL, TYPACQ, RATE, PAY, ENTAGE, MTHSERV

PRINT FORMATS
 SELECT IF
 FREQUENCIES
 READ INPUT DATA
 FINISH

APPENDIX H

PASTUIC SPSS PROGRAM LISTING

```

//DDCG8 JOB (2386,0147),*K.k. DODGE,1437*,CLASS=C
//*MAIN ORG=NS
// EXEC SPSS
//FT02F001 DD
//FT08F001 DD
// DD
// DD
// DD
//SYSD DD
RUN NAME
DATA LIST
SPACE=(CYL,(2,2)),S2386.PASTUIC2.DAT1
DISP=SHR,DSN=MSS,S2386.PASTUIC2.DAT2
DISP=SHR,DSN=MSS,S2386.PASTUIC2.DAT3
DISP=SHR,DSN=MSS,S2386.PASTUIC2.DAT4
DISP=SHR,DSN=MSS,S2386.PASTUIC2.DAT5
*STF ANALYSIS: PAST UIC ANALYSIS*
FIXED/1 SSN1 2 SSN 3-10 SEX 12 (A) ADEBYR 14-15
ADSDMTH 16-17 EADS 19-22 UIC 24-28 ONBROSS 30
RQC 32 LCSSYR 35-36 LOSSMTH 37-38 LOSSCCDE 40-42
PUIC 44-48 PONBRDSS 50
DISK= (LCSSYR-ADSDYR)*12
MTHS= (LOSSMTH-ADSDMTH)
EXTMTHS= (MTHS+EXMTHS)
MTFSERV= (MTFSERV LT 0) MTHSERV=999
UIC UNIT IDENT CODE AT LOSS/
CNBRDSS SEA-SHORE CODE/
PONBRDSS PREVIOUS UNIT IDENT CCDE/
ONBRDSS (1) SHORE DUTY (2) SEA DUTY
SEX (A)
(ONBRDSS EQ 1 OR 5 OR 6)
INPUT MEDIUM
COMPUTE
COMPUTE
COMPUTE
IF
VAR LABELS
VALUE LABELS
PRINT FORMATS
SELECT IF
READ INPUT DATA
FINISH

```

APPENDIX I

LISTING OF FREQUENCY OF OCCURRENCE OF
ALL VARIABLES FOR GENDETS

1STF ANALYSIS: 1ST TERM ATTRITION, MAIN PROGRAM						
ORACE	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)	
CATEGORY LABEL						
O CAUCASIAN	C	9456	82.4	82.4	82.4	
O ONEGROID	M	1703	14.8	14.8	97.2	
O OTHER	N	10	0.1	0.1	97.3	
O UNKNOWN	R	313	2.7	2.7	100.0	
	X		0.0	0.0		
	Z		0.0	0.0		
	TOTAL	11482	100.0	100.0		
OETHGP	ETHNIC GROUP	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CATEGORY LABEL						
O CHINESE	D	12	0.0	0.0	0.0	0.0
O JAPANESE	G	4	0.0	0.0	0.0	0.0
O KOREAN	J	15	0.0	0.0	0.0	0.0
O OTHER	K	1	0.0	0.0	0.0	0.0
O NONE	S	13	0.0	0.0	0.0	0.0
O UNKNOWN	V	1829	15.9	15.9	15.9	15.9
O SPANISH	X	9017	78.8	78.8	94.7	94.7
O AMERICAN INDIAN	Y	8	0.0	0.0	0.0	96.6
O ASIAN AMERICAN	Z	68	0.6	0.6	0.6	97.2
O PUERTO-RICAN	1	6	0.0	0.0	0.0	97.8
O FILIPINO	2	144	1.3	1.3	1.3	99.1
O MEXICAN	3	155	1.5	1.5	1.5	99.6
O SKIMO	4	173	1.6	1.6	1.6	99.9
O CUBAN	5	3	0.0	0.0	0.0	99.9
	6	6	0.1	0.1	0.1	100.0
	7					
	9					
	TOTAL	11482	100.0	100.0		
OAFQT	QUALIFYING TEST SCORE	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CATEGORY LABEL						
O MENTAL CAT I	1	109	0.9	0.9	0.9	0.9
O MENTAL CAT II	2	316	2.8	2.8	3.7	3.7
O MENTAL CAT III	3	2327	20.3	20.3	24.0	24.0
O MENTAL CAT IIII	4	4304	37.5	37.5	61.5	61.5
		3755	32.7	32.7	94.2	94.2

OMENTAL CAT IV 5. 671 5.8 100.0
 TOTAL 11482 100.0

0 VALID CASES 11482 MISSING CASES 0
 1 STF ANALYSIS: 1ST TERM ATTRITION, MAIN PROGRAM*

FILE NONAME (CREATION DATE = 03/16/83)

0YRSED YEARS OF EDUCATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0	7.	9	0.1	0.1	0.1
0	8.	168	1.5	1.5	1.5
0	9.	633	5.5	5.8	7.3
0	10.	1236	10.8	10.6	17.8
0	11.	2369	20.6	20.1	38.5
0	12.	655	5.7	5.2	57.7
0	13.	249	2.2	2.2	97.9
0	14.	134	1.2	1.0	99.3
0	15.	48	0.4	0.4	99.7
0	16.	8	0.0	0.0	100.0
0	18.	2	0.0	0.0	100.0
0	19.	1	0.0	0.0	100.0
0	TOTAL	11482	100.0	100.0	

0EDCERT EDUCATION CERTIFICATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0	D	3	0.0	0.0	0.0
0	K	51	0.4	0.4	0.5
0	1	76	0.7	0.7	1.1
0	2	3765	32.8	32.8	33.9
0	3	6437	56.1	56.1	90.0
0	7	1069	9.3	9.3	99.3
0	OTHER	81	0.7	0.7	100.0
0	TOTAL	11482	100.0	100.0	

0DEP DEPENDENCY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0					

0	A	1928	16.8	16.8	16.8
0	B	76	0.7	0.2	17.5
0	C	18	0.2	0.0	17.6
0	K	1	0.0	0.0	17.8
0	0	26	0.2	0.2	19.0
0	1	8351	72.8	72.8	97.4
0	2	784	6.8	2.2	99.6
0	3	248	2.2	0.4	100.0
0	4	46	0.4	0.0	100.0
0	5	3	0.0	0.0	100.0
0	TOTAL	11482	100.0	100.0	

OTERMENL TERM OF ENLISTMENT

0	0	97	0.8	0.8	0.8
0	2	39	0.3	0.3	1.2
0	3	11221	97.7	97.7	98.9
0	4	8	0.1	0.1	99.0
0	5	117	1.0	1.0	100.0
0	6				
0	TOTAL	11482	100.0	100.0	

ONENL

0	0	11440	99.6	99.6	99.6
0	1	42	0.4	0.4	100.0
0	2				
0	TOTAL	11482	100.0	100.0	

OTYPACQ

0	0	3894	33.9	33.9	33.9
0	11	2	0.0	0.0	34.0
0	12	2	0.0	0.0	34.0
0	13	2	0.0	0.0	34.0
0	14	2	0.0	0.0	34.0
0	17	7417	64.6	64.6	98.6

0	18.	8	0.1	0.1	98.7
0	21.	17	0.1	0.1	98.8
0	23.	1	0.0	0.0	98.8
0	25.	126	1.1	1.1	99.9
0	32.	7	0.1	0.1	100.0
	TOTAL	11482	100.0	100.0	

ORATE					
CATEGORY LABEL		ABSOLUTE	RELATIVE	ADJUSTED	CUM
OSN-SR-SA	CODE	FREQ	(PCT)	FREQ	(PCT)
OFN-FA-FR	3600	6230	71.7	71.7	71.7
OCN-CA-CR	5000	1844	16.1	16.3	87.7
OAN-AR-AA	6000	40	0.3	0.3	88.1
	7800	1368	11.9	11.9	100.0
	TOTAL	11482	100.0	100.0	

0	OPAY				
0	PAYGRADE				
CATEGORY LABEL		ABSOLUTE	RELATIVE	ADJUSTED	CUM
OE3	CODE	FREQ	(PCT)	FREQ	(PCT)
OE2	5	2432	21.2	21.2	21.2
OE1	6	1740	15.2	15.2	36.3
	7	7310	63.7	63.7	100.0
	TOTAL	11482	100.0	100.0	

0	PERCENTAGE				
0	AGE AT ENTRY				
CATEGORY LABEL		ABSOLUTE	RELATIVE	ADJUSTED	CUM
0	CODE	FREQ	(PCT)	FREQ	(PCT)
0	17.	1049	9.1	9.1	9.1
0	18.	3483	30.3	30.3	39.4
0	19.	2912	25.4	25.4	64.8
0	20.	1572	13.7	13.7	78.5
0	21.	1856	16.2	16.2	94.7
0	22.	525	4.6	4.6	99.3
0	23.	395	3.4	3.4	100.0
0	24.	250	2.2	2.2	
0	25.	1	0.0	0.0	
0	26.	1	0.0	0.0	
0	27.	5	0.0	0.0	
0	28.	3	0.0	0.0	
0	29.	4	0.0	0.0	

99.9
100.0
100.0
100.0

0.2
0.1
0.0
0.0

100.0

0.2
0.1
0.0
0.0

100.0

28
9
1
2

11482

30.
31.
33.
78.
TOTAL

CUM
FREQ
(PCT)

ADJUSTED
FREQ
(PCT)

RELATIVE
FREQ
(PCT)

ABSOLUTE
FREQ

CODE

OMTHSERV TOTAL MCNTHS SERVED

CATEGORY LABEL

8.1
35.1
50.7
52.9
56.3
58.6
59.8
60.2
62.3
64.4
65.5
66.6
67.7
68.9
70.0
71.2
72.7
73.4
74.0
75.0
76.0
76.4
77.3
78.2

8.1
27.0
11.7
2.2
1.0
1.6
1.3
1.2
1.2
1.9
0.8
0.8
0.9
0.7
0.0
0.0
0.5
0.7
0.5
0.5
0.5
0.4
0.4
0.5
0.5

8.1
27.0
11.7
2.2
1.0
1.6
1.3
1.2
1.2
1.9
0.8
0.8
0.8
0.7
0.0
0.0
0.0
0.5
0.7
0.5
0.5
0.4
0.4
0.5
0.5

929
315
142
235
207
182
152
128
130
195
95
93
61
85
72
96
77
67
70
53
61
44
44
65
57

0.
1.
2.
3.
4.
5.
6.
7.
8.
9.
10.
11.
12.
13.
14.
15.
16.
17.
18.
19.
20.
21.
22.
23.
24.
25.
26.
27.
28.
29.
30.
31.
32.
33.
34.

AD-A127 838

A DESCRIPTIVE ANALYSIS OF FIRST TERM ATTRITION FROM
SHORE ACTIVITIES(U) NAVAL POSTGRADUATE SCHOOL MONTEREY
CA K W DODGE MAR 83

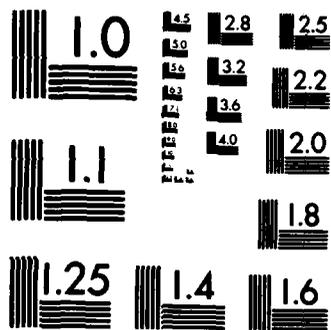
2/2

UNCLASSIFIED

F/G 5/9

NL





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

35.	79	0.7	78.9
36.	77	0.7	79.0
37.	54	0.4	80.4
38.	44	0.3	80.7
39.	44	0.4	81.1
40.	47	0.4	81.5
41.	47	0.4	81.9
42.	47	0.4	82.3
43.	47	0.4	82.6
44.	28	0.2	82.9
45.	34	0.3	83.1
46.	20	0.2	83.7
47.	71	0.2	83.9
48.	273	2.4	86.0
49.	13	0.2	86.2
50.	14	0.1	86.3
51.	4	0.0	86.4
52.	4	0.0	86.4
999.	1563	13.6	100.0
TOTAL	11482	100.0	

OSTILL ON ACDU

LIST OF REFERENCES

1. Grissmer, D. W., "The Supply of Enlisted Volunteers in the Post-Draft Environment: An Analysis Based on Monthly Data, 1970-1975." Defense Manpower Policy, R. V. Cooper (Ed.), Rand, 1979.
2. Paradigm Consultants, NR170-905, Navy Attrition and Turnover in Private Industry: Concepts, Measurement and Management, by J. A. Sheridan and J. O. Monaghan, August 1980.
3. Smithsonian Institution, NR 170-032, H. W. Sinaiko (Ed.), "Predicting Attrition: A Test of Alternative Approaches," by R. F. Lockman and John T. Warner, p. 382, June 1977.
4. The Technical Cooperation Program, Correlates of First Term Attrition: A Comparison Across TTCP Nations, by H. W. Sinaiko and others, p. vi, December 1982.
5. Comptroller General's Report to Congress, "Attrition in the Military ... An Issue Needing Management Attention," Government Accounting Office, 1980.
6. Smithsonian Institution, NR 170-032, H. W. Sinaiko (Ed.), "Personnel Effectiveness and Premature Attrition in the All-Volunteer Navy," by E. K. E. Gunderson and A. Hoiberg, p. 310, June 1977.
7. Smithsonian Institution, NR 170-032, H. W. Sinaiko (Ed.), "Project Retain: Counterattrition for General Detail Seamen," by R. A. Lakota, p. 79, October, 1981.
8. Smith, J. V. and Kendall, W. A., Personal, Situational, and Organizational Determinants of Navy Enlisted Attrition, M. S. Thesis, Naval Postgraduate School, Monterey, p. 130, 1980.
9. Navy Enlisted Transfer Manual. (NAVPERS 15909C). Navy Military Personnel Command. Washington, D.C.: 1980.
10. Smith and Kendall, p. 110.

11. Butcher, M. E., Attrition of PMU Personnel Compared to Attrition from the U. S. Navy Male Enlisted Population, M. S. Thesis, Naval Postgraduate School, Monterey, 1980.
12. Gardner, D. E., The Relationship of Initial Assignment and Personal Background Variables to First Term Enlisted Attrition From the Navy, M. S. Thesis, Naval Postgraduate School, Monterey, 1980.
13. Navy Personnel Research and Development Center, NPRDC TN 81-11, "The Enlisted Survival Tracking File (STF)," by K. W. Gay and J. I. Borack, April 1981.
14. Carlson, C. G., A Descriptive Analysis of First Term Attrition from U. S. Naval Ships, M. S. Thesis, Naval Postgraduate School, Monterey, 1981.
15. NAVY COMPTROLLER MANUAL, V. 2, Department of the Navy, Office of the Comptroller, 1981.
16. Lakota, p. 79.
17. Smith and Kendall, p. 74.
18. Gardner, p. 36.
19. Butcher, p. 143.
20. Gardner, p. 19.
21. Navy Personnel Research and Development Center, NPRDC TR 82-9, "Selective Retention: A Longitudinal Analysis. IV. Attrition Six Months after Recruit Training," by S. B. Landau, October 1981.
22. Bartholomew, D. J., and Andrew, F., Statistical Techniques for Manpower Planning, John Wiley & Sons, 1981.
23. Lakota, p. 79.
24. Smith and Kendall, p. 74.
25. Gardner, p. 36.
26. Butcher, p. 143
27. Gardner, p. 36.
28. Ibid., p. 19.

29. Carlson

30. Ibid.

31. Reeves, W. R., An Analysis of the Effect of Personnel Turbulence on the Performance of Operational Units, M. S. Thesis, Naval Postgraduate School, Monterey, 1982.

32. Ibid.

INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Technical Information Center Cameron Station Alexandria, Virginia 22314	2
2. Defense Logistics Studies Information Exchange U.S. Army Logistics Management Center Fort Lee, Virginia 23801	2
3. Library, Code 0142 Naval Postgraduate School Monterey, California 93940	2
4. Department Chairman, Code 54 Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	1
5. Professor Richard S. Elster, Code 54Ea Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	5
6. Professor R. Weitzman, Code 54wz Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	1
7. Office of the Secretary of Defense Deputy Assistant Secretary of Military Personnel Policy The Pentagon Washington, D.C. 20301	1
8. Assistant Secretary of the Navy Manpower, Reserve Affairs and Logistics The Pentagon Washington, D.C. 20350	1

9. Deputy Chief of Naval Operations 7
(Manpower, Personnel and Training)
Chief of Naval Personnel, OP-01,-11,12,
-12B,-13,-135K,-15
Arlington Annex
Columbia Pine and Arlington Ridge Road
Arlington, Virginia 20370
10. LCDR Kathleen W. Dodge 1
4366 Saratoga Avenue
San Diego, California 92107
11. CDR E. F. Wolf 1
2344 Leeward Shore Drive
Virginia Beach, Virginia 23451
12. LCDR S. C. Hammer 1
Executive Officer
Navy Recruiting District, Memphis
8 N. 3rd Street
Memphis, Tennessee 38103

END

FILMED

6-83

DTIC