

Navy Personnel Research, Studies, and Technology Division Bureau of Naval Personnel (NPRST/PERS-1)

Millington, TN 38055-1000

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Navy-wide Personnel Survey (NPS) 2005: Tabulated Results

Kimberly P. Whittam, Ph.D.

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Navy-wide Personnel Survey (NPS) 2005: Tabulated Results

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Foreword

The Navy-wide Personnel Survey (NPS) is a major product of the Navy-wide Survey Program (NWSP). Administered regularly by the Navy Personnel Research, Studies, and Technology (NPRST) Division of the Bureau of Naval Personnel (BUPERS), the NPS focuses on such topics as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. This information provides valuable metrics to senior leadership and program managers that assist in the evaluation of Navy quality of service, and current Navy personnel policies and programs.

The 2005 NPS was conducted under the sponsorship of the Chief of Naval Personnel (N1) within the NWSP funding line. That funding line is currently managed by the N1 Modeling and Analysis Branch (N104) of BUPERS. Data collection began in March 2005 and concluded in June 2005. An initial results briefing was prepared in July 2005, and the results of the survey were briefed to Chief of Naval Personnel and the Master Chief Petty Officer of the Navy in September 2005.

This report contains statistical tables of survey responses from officers and enlisted Sailors by paygroup, majority-minority status, and gender. Any questions regarding this report should be directed to the NPS Project Director, Dr. Kimberly Whittam, kimberly.whittam@navy.mil, (901) 874-2321 or DSN 882-2321.

DAVID L. ALDERTON, Ph.D.
Director

Summary

Since 1990, the Navy-wide Personnel Survey (NPS) has provided Navy leadership with scientific survey metrics on topics such as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. The 2005 NPS was conducted between March and June 2005. The NPS was administered to a random sample of 16,417 active-duty officers and enlisted Sailors via the Internet. This was the first administration of this survey completely on the Web. Overall, the weighted response rate was 37 percent. Results were statistically weighted to allow for generalization of the findings to the entire Navy population. The tabulated results for the 2005 survey are presented in this report.

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Introduction

The Navy-wide Personnel Survey (NPS) provides a systematic method of collecting scientifically-based survey metrics on the attitudes and opinions of Sailors throughout the Fleet. The NPS focuses on assessing issues related to Quality of Work Life (e.g., job satisfaction, morale, organizational commitment, career intentions, career development, etc.). The metrics collected enable Navy leadership to set priorities and target policy initiatives to the needs and concerns of Sailors. Ultimately, this survey provides information that will assist the Navy in recruiting, training, developing, and retaining the best, brightest, and highest-quality Sailors as part of the “Strategy for our People” initiatives.

Background and Purpose

In 1989 the Chief of Naval Personnel instituted the Navy Personnel Survey System (NPSS) as a means of collecting and organizing information regarding the needs, attitudes, and opinions of Sailors. Recently, the NPSS name has been changed to Navy-wide Survey Program (NWSP). The Navy-wide Personnel Survey (NPS) began in 1990 as the first survey product of the NPSS/NWSP and was designed to measure the attitudes and opinions of Sailors regarding a variety of issues important to Navy leadership. The NPS is administered to a representative cross-section of the Navy and creates a data-based “portrait” of Sailors through the collection and analysis of survey data and demographic information. The NPS also provides a vehicle for Navy leadership to assess major policies, programs, and current issues affecting Sailors’ satisfaction with the Navy. In 2000, the NPS was reengineered to focus more specifically on the most relevant long-term indicators for Navy leadership on such topics as job satisfaction, leadership, morale, career intentions, and detailing (i.e., distribution of Navy personnel) and less-so on “hot-button” issues of the moment.

While changes have been made throughout the history of the NPS, a number of core items in key areas (e.g., job satisfaction, career intentions, etc.) have remained so that long-term trends can be assessed. The 2005 NPS continues the work of previous administrations of the NPS in assessing these core issues affecting the Navy’s active-duty force. Overall, the NPS addresses major areas of Sailor life, including Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with the Navy. In addition, new items were added to assess areas related to the Navy’s proposed and future personnel changes. These items covered communication, Navy image, fairness, and future/job security.

Methods

Approach to Sampling and Weighting

The 2005 NPS was administered on the Internet to a stratified random sample of 16,417 active-duty officers and enlisted Sailors starting at the end of March 2005 (for a copy of the survey and other contact materials see Appendix A). Completed questionnaires were accepted through June 20, 2005.

The sample for the survey was drawn during February 2005 from a sampling frame ($n = 325,791$). This sampling frame represents individuals in the Navy, in stable locations, who were accessible for data collection. The sampling represented approximately 5 percent of the total enlisted population and 7 percent of the total officer population (see Appendix B, Table B-1). Sailors with a paygrade of E-1 were excluded from the sample due to the fact that this designation is typically only used when Sailors are in their basic training at the Naval Recruit Training Center Great Lakes. Their lack of experience and the difficulty in reaching adequate numbers of Sailors at this level were the justification for this exclusion. This exclusion is typical of other large-scale Navy-wide personnel surveys.

Initial notification letters were mailed to sample members in mid-March 2005. The first reminder letter was mailed to the entire sample in late April 2005, followed by a second reminder letter in May 2005. A final reminder letter was sent at the start of June 2005. A total of 3,610 useable surveys were returned, resulting in an unweighted response rate of 26 percent (see Appendix B). Because the sampling plan oversamples junior enlisted Sailors due to their historically low response rate, the unweighted response rate is negatively influenced by their low response rate. To better estimate the response rate that would have been achieved if all Navy Sailors in the population were invited to participate a weighted response rate was calculated. The weighted response rate for the 2005 NPS was 37 percent. All response rates were calculated using the American Association for Public Opinion Research (AAPOR) standard formulas.¹

Sailors were sampled randomly in proportion to the size of their group within the population for each level of paygrade (E-2 to E-3, E-4 to E-6, E-7 to E-9, W-2 to W-4, O-1 to O-3, and O-4 to O-7), gender (male, female), and Minority status (Majority, Minority; see Appendix B, Table B-2). As with the 2003 NPS, the sample was drawn taking into account previous response rates, desired margin of error, and shared characteristics across the sample subgroups to arrive at an optimized sample using the Sample Planning Tool.²

To ensure that the survey results accurately reflect the opinions of Sailors throughout the Navy, the data were weighted to be reflective of the large Navy population. Weighting is commonly used in civilian, government, and military survey research as a means of increasing the accuracy of estimates of target population

¹ The American Association for Public Opinion Research (2000). *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*. Lenexa, KS: AAPOR.

² Kavee, J. D. & Mason, R. E. (2001). *Status of the Armed Services Surveys Sample Planning Tool*. Arlington, VA: Defense Manpower Data Center.

attitudes and opinions by adjusting the overall proportions to match known population characteristics. Some categories with smaller populations are over-represented in the sample, while others are under-represented; weighting is a way to adjust for these over- or under-representations.

The characteristics used in weighting included paygrade group, Race/Ethnic status (Majority/Minority), and gender. This combination of variables created a total of 24 strata (see Appendix B, Table B-1). Weights were calculated by dividing the total number of units within the strata of the population frame by the number of valid returned surveys within the same strata. For example, if 32,526 individuals exist in the sampling frame for the strata consisting of E-2 to E-3, male, Majority Sailors and 377 valid surveys are returned for that strata, the weight is equal to 32,526/377 or 86.276. The weights were entered into the survey data file and applied to all analyses using the WEIGHT function in SPSS version 11.5.

How to Read Statistical Tables

The information contained in each statistical table is described in Figure 1. The key provided below provides further clarification:

1. Title of table (survey question by demographic group)
2. Survey question
3. Category of question response options
4. Demographic group by which responses are reported
5. Percentage of column respondents selecting question option
6. Percentage of total respondents selecting that question option

1 →

IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * PAYGRP
Crosstabulation

% within PAYGRP

| | | PAYGRP | | | | |
|-------|------------------|------------------|------------|------------|--------|-------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | Total | |
| 2 → | 3 → | 40 hours or less | 11.5% | 10.3% | 10.8% | 10.6% |
| | 41-50 hours | 34.0% | 35.8% | 33.7% | 35.2% | |
| | 51-60 hours | 22.9% | 27.3% | 30.3% | 26.7% | |
| | 61-70 hours | 14.7% | 11.8% | 12.6% | 12.6% | |
| | 71-80 hours | 6.9% | 7.3% | 7.2% | 7.2% | |
| | 81 or more hours | 10.0% | 7.5% | 5.3% | 7.8% | |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% | |

6 ←

5 →

Figure 1. Statistical table for Question 66A “In the past 12 months, how many hours did you work in a typical week?” according to enlisted paygroup.

Organization of Report

The sequence of statistical tables in this report corresponds to the sequence of questions in the 2005 NPS. Results for officers and enlisted Sailors are presented in the CD that accompanies this report. Questions were broken out by paygrade, Race, and gender³.

Appendix A contains copies of the 2005 NPS survey notification letters, reminder letters, and survey questions.

Appendix B contains a description of the sampling and weighting procedures used in the survey.

Appendix C contains instructions on the procedures used to access the report and statistical tables found on the 2005 NPS CD.

³ There were 5 questions regarding Enlisted Detailing that were only asked of Enlisted Sailors. Those questions were questions number 48 through 52.

**Appendix A:
Notification Materials and Survey Questions**

INITIAL CONTACT LETTER

18 March 2005

<Rank> <First> <Last>
<Command
<Street> Address>
<City> <State> <Zip>

Dear <Rank> <Last>,

Since 1990, Navy leadership has used the results of the Navy-wide Personnel Survey (NPS) to gain further insight into the state of Navy work life and to receive valuable feedback from Sailors like yourself. Results from previous surveys have supported increases in pay and benefits, improvements to the detailing process, and support for changes in the advancement/promotion system. You are invited to participate in the 2005 NPS. ***Your participation is very important to the success of this survey.*** The 2005 NPS asks your views about key issues of interest including, job satisfaction, leadership, career development, detailing, tone of the Navy, and other important topics related to our Navy Human Capital Strategy.

The success of this survey depends on you. You were randomly selected to participate in the 2005 NPS. Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life is obtained. You can be assured that your responses will be confidential and safely protected.

This survey is being conducted on the Internet. Using Internet Explorer please to go <http://www.nps.nprst.navy.mil> and take the time to answer the survey questions honestly and to the best of your ability. Your USERID for the survey is:

USERID:

The 2005 NPS is being conducted by the Navy Personnel Research, Studies, and Technology Department (NPRST), in Millington, TN. If you have any questions about this survey, my point of contact is Dr. Kimberly Whittam; she can be reached at (901) 874-2321, (DSN) 882-2321, or kimberly.whittam@navy.mil

Have you ever wished you could tell senior leadership about your experiences with Navy work life? The *2005 Navy-wide Personnel Survey (NPS)* is your opportunity to give us that feedback. Thank you for taking time to complete the survey and improve **our** Navy.

Sincerely,



Gerald L. Hoewing
Vice Admiral, U.S. Navy
Chief of Naval Personnel

FIRST REMINDER LETTER

12 April 2005

<Rank> <First> <Last>
<Command
<Street> Address>
<City> <State> <Zip>

Dear <Rank> <Last>,

Recently, you were sent a letter inviting you to participate in the *2005 Navy-wide Personnel Survey (NPS)*. This survey is your opportunity to help Navy leadership by providing them with information about key job-related issues such as detailing, advancement and promotion, and job satisfaction. The survey is the core of the Navy's survey strategy and your answers do make a difference.

Since the survey is confidential, we do not monitor who did and did not respond. Therefore, we are sending these reminder letters to everyone in the sample.

If you have already completed the survey, we thank you for your participation. This is no need to respond to this letter or to take the survey again. However, if you have not yet completed the survey, we encourage you do to so now.

If you would like to complete the *2005 NPS*, please go to <http://nps.nprst.navy.mil/> using Internet Explorer (the survey is not configured for Netscape). Your USERID for this survey is:

USERNAME:

Participation in the survey is voluntary, however, it is encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life is obtained. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact me at Kimberly.Whittam@navy.mil, (901) 874-2321, or DSN 882-2321. Thank you again for your time and effort.

Sincerely,


Kimberly Whittam, Ph.D.
Project Director

SECOND REMINDER LETTER

6 May 2005

<Rank> <First> <Last>
<Command>
<Street> Address>
<City> <State> <Zip>

Dear <Rank> <Last>,

A few weeks ago, you were sent a letter signed by VADM Hoewing, Chief of Naval Personnel, inviting you to participate in the *2005 Navy-wide Personnel Survey (NPS)*. Collection of surveys will end in a few weeks, and we wanted to give you another chance to participate in this important Navy survey.

Since the survey is confidential, we do not monitor who did and who did not respond. Therefore, we are sending these reminder letters to everyone in the sample.

If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.

However, if you have not yet completed the survey, we encourage you to do so now.

If you would like to complete the *2005 NPS*, please go to <http://nps.nprst.navy.mil> using Internet Explorer (the survey is not configured for Netscape). Your USERNAME for this survey is:

USERNAME:

Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact me. Thank you again for your time and effort.

Sincerely,



Kimberly Whittam, Ph.D.

Project Director

DSN 882-2321 or (901) 874-2321

E-mail: Kimberly.Whittam@navy.mil

FINAL REMINDER LETTER

1 June 2005

<Rank> <First> <Last>
<Command>
<Street> Address>
<City> <State> <Zip>

Dear <Rank> <Last>,

We need your help. The 2005 Navy-wide Personnel Survey (NPS), sponsored by VADM Hoewing, Chief of Naval Personnel is about to close. Collection of surveys will end around **June 20, 2005**, and we wanted to encourage those who have not yet participated to do so. Navy leadership depends on to the data you provide to help them understand many important issues such as job satisfaction, career intentions, morale, and quality of work life.

The survey is confidential and we do not monitor who did and who did not respond. Therefore, we are sending these reminder letters to everyone in the sample. This is the last reminder letter, there will be no additional letters sent. **If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.**

If you started but did not complete the survey, please go back and complete the rest of the survey.

If you have not yet completed the survey, please help us and complete the survey now.

If you would like to complete the 2005 NPS, please go to <http://nps.nprst.navy.mil> using Internet Explorer (the survey is not configured for Netscape). Your USERNAME for this survey is:

USERNAME:

Participation in the survey is voluntary, however, it is strongly encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life. ***Your responses will help our leaders make positive changes today and shape the Navy of the future.*** Your responses will be kept confidential.

If you have any questions, please feel free to contact me. Thank you again for your help and assistance.

Sincerely,



Kimberly Whittam, Ph.D.

Project Director

DSN 882-2321 or (901) 874-2321

E-mail: Kimberly.Whittam@navy.mil

2005 NAVY-WIDE PERSONNEL SURVEY QUESTIONS

YOUR NAVY JOB

1. In the past 12 months, how many hours did you work in a typical week at your Navy job?

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

2. Do you personally have access to the Internet at your Navy job (i.e., you can personally send/receive email, view information on the World Wide Web, or do other related activities on the Internet)?

- Yes, I have access at my own computer workstation
- Yes, I have access at a computer workstation I share with others at my command
- No (*Skips to Question 5*)
- Don't know (*Skips to Question 5*)

3. How accessible is the World Wide Web (WWW)?

- Constant – the WWW is always or nearly always available to me
- Intermittent – the WWW is sometimes available, but not always “up”
- Rarely – the WWW is almost never or rarely available to use

4. How often are you able to access the WWW?

- At any time I want - I work at or have easy access to a computer connected to the WWW
- Sometimes – I don't have immediate access, but I can get access if needed
- Rarely – I don't work at or have easy access to a computer connected to the WWW

5. Have you ever viewed/used Navy Knowledge Online (NKO)?

- Yes
- No (*Skips to Question 8*)

6. If you have viewed/used NKO, how often do you use NKO?

- Have only accessed it once or twice
- Only use when I can't find information elsewhere or only when absolutely necessary
- Once a week
- Several times a week
- Daily

7. How easy is it to find information you are looking for on NKO?

- Very easy
- Easy
- Neither easy nor difficult
- Difficult
- Very difficult

8. How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. My command has adequately qualified personnel to successfully execute our mission | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My command has adequate tools to successfully execute our mission | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My command has adequate spare parts and/or supplies to successfully execute our mission | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My command has adequate Navy support services (e.g., MWR, PSD, Housing) to successfully execute our mission | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

9. How would you rate the overall morale of your present (or most recent) command?

- Very high
- High
- Medium
- Low
- Very low

10. What kind of an effect have the following aspects of Navy life had on morale at your present (or most recent) command?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. Advancement/promotion opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Performance evaluation system (e.g., FITREPs and EVALs) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Supply of spare parts/supplies | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Quality of Navy training programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Quality of education programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Co-workers/shipmates | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Command leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Pace of work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Workload | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Unit/workgroup manning | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Pay/bonuses/other compensation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Amount of time off (e.g., leave, liberty, other) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Navy support services (e.g., MWR, PSD, Housing, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. TEMPO (e.g., time away from home for deployment, TAD, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Performance of the crew, work team, or ship on exercises | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

11. Considering everything, how satisfied are you with your Navy job?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

12. How much do you AGREE or DISAGREE with the following statements about gender integration?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. Leadership in my organization is supportive of gender integration | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Women have the ability to successfully carry out the duties of their combatant roles | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Women are being successfully integrated into combatant ships and aviation squadrons | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

13. Please rate how SATISFIED or DISSATISFIED you are with the following aspects of your workplace climate?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. Amount of freedom I am given to do my job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Amount of responsibility I have in my job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Amount of challenge in my job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Opportunity for personal growth and development on the job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Feeling of accomplishment I get from doing my job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Job security | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Physical working conditions of my work site | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Availability of parts and supplies to get the job done | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Flexibility of my command in dealing with family/personal issues | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

CURRENT ASSIGNMENT

14. What type of duty or billet is your current assignment?

- CONUS Shore Duty (Type 1)
- CONUS Homeported Deployable Sea Duty (Type 2)
- OCONUS Shore Duty (counts as sea duty for rotational purposes) (Type 3)
- OCONUS Homeported Deployable Sea Duty (Type 4)
- OCONUS "Preferred" Shore Duty (Type 6)
- Other duty (i.e., Duty Under Instruction, special duty, etc.)
- I don't know

15. To what type of ship/activity are you currently assigned? (*Mark ALL that apply*)

- Afloat staff
- Aircraft Carrier
- Amphibious craft (i.e., LCAC, etc.)
- Amphibious ship (i.e., LSD, LST, LHD, LHA, etc.)
- Aviation Squadron/Detachment (sea deployed)
- Aviation Squadron/Detachment (shore deployed)
- Cruiser
- Destroyer types (includes frigates)
- Minecraft
- Reserve Unit
- Service Force ship (i.e., USNS, auxiliaries, etc.)
- Shore based deployable unit (i.e., Seabees, EOD, etc.)
- Shore or Staff Command
- Special Warfare Unit
- Submarine
- Tender/Repair ship
- Training Command
- Other

16. Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?

- Yes
- No

17. What is the geographical location of your current assignment? *If you are currently on deployment, where is your command homeported?*

- Alaska or Hawaii
- Caribbean
- CONUS - East Coast
- CONUS - West Coast
- CONUS - Other (e.g., Millington, Great Lakes, etc.)
- Europe (including the Mediterranean)
- Far East
- Middle East (including the African continent)
- South or Central America
- Other

TEMPO

18. How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? Include such things as deployments, work-ups, training, TAD, and other work-related activities that have taken you away from your homeport.

- None
- 1-49 days
- 50-99 days
- 100-149 days
- 150-199 days
- 200-249 days
- 250-299 days
- 300 or more days

19. How much do you AGREE or DISAGREE with the following statements regarding TEMPO?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I am satisfied with the amount of time I have spent on shore duty | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I am satisfied with the amount of time I have spent on sea duty | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

20. What kind of effect has the time you've spent away from your permanent duty station during the past year—for TAD, deployment, training, or other work-related activities—had on your overall satisfaction with Navy life?

- Does not apply, I have not been away from my permanent duty station during the past year
- Strong positive effect
- Positive effect
- Neither positive nor negative effect
- Negative effect
- Strong negative effect

21. How much do you AGREE or DISAGREE with the following statements about the impact of Naval service on your personal life?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. My Navy career gets in the way of my ability to have or maintain a personal life | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My Navy career causes a significant amount of separation from my family or other important people in my personal life | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I have difficulty juggling the demands of my personal life and my Navy career | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

LEADERSHIP

22. Is your immediate supervisor:

- Navy
- Other Military
- Civilian

23. How much do you AGREE or DISAGREE with the following statements about your IMMEDIATE WORK SUPERVISOR?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. My immediate supervisor has adequate training/ expertise to do his/her job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My immediate supervisor deals well with subordinates | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My immediate supervisor deals well with superiors in the chain of command | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My immediate supervisor provides adequate support and guidance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My immediate supervisor is responsive to Sailor needs and concerns | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Overall, I am satisfied with my immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

24. How much do you AGREE or DISAGREE with the following statements about your overall COMMAND LEADERSHIP (CO, XO, OIC, CMC/COB)?

| | Strongly agree | Agree | Neither agree nor disagree | Strongly disagree | Disagree | Don't know |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| a. My command leadership has adequate training/ expertise to do his/her job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My command leadership deals well with subordinates | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My command leadership deals well with superiors in the chain of command | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My command leadership provides adequate support and guidance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My command leadership is responsive to Sailor needs and concerns | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Overall, I am satisfied with my command leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

NAVY TONE

Navy Leadership is interested in your feelings about “tone”. Tone is an overall measure of how Sailor’s feel about the Navy. Tone includes what they feel, say and hear about their job, career, quality of life, and whether the Navy is moving in the right direction.

25. How much do you AGREE or DISAGREE with the following statements about COMMUNICATION?

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. The Navy clearly communicates its personnel goals and strategies for the future. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Navy senior leadership keeps Sailors informed about changes that will affect their careers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Leadership at this command communicates a positive attitude about the Navy. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My command leadership informs me of Navy policies that may affect my career.. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. In the last six months, someone in my Chain of Command has talked to me about new career initiatives that may affect me.. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. In the past 6 months, I’ve heard rumors about new policies, which make me worry about my career. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

26. How much do you AGREE or DISAGREE with the following statements about YOUR NAVY JOB?

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. I feel positive about my future Navy career. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The Navy is doing all it can to protect my job security. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My future in the Navy appears secure as long as I do a good job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I would be willing to change my rate/designator, if it was the only way I could stay in the Navy. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. I am concerned that some of my fellow Sailors may soon lose their jobs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. I am concerned that future policy changes will hurt my job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

27. How much do you AGREE or DISAGREE with the following statements about FAIRNESS?

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. The Navy's personnel policies seem fair to me.. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The Navy's policies are retaining the best quality Sailors in the Fleet. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I trust the Navy to look out for my best interests. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I am confident that policies that affect the size of the Navy will be administered fairly and consistently. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

28. How much do you AGREE or DISAGREE with the following statements about NAVY IMAGE?

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. If asked today, I would encourage others to join the Navy . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I talk about the Navy to my friends as a good organization. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I would recommend the Navy as a good place to work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I would consider wearing civilian clothing with Navy/Squadron/Ship logos. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Information I hear about the Navy from non-Navy sources is usually positive. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Comments I hear about the Navy from my fellow Sailors are usually positive. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. The Navy of tomorrow will be better than the Navy of today. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

29. Please rate Navy tone and your current command's tone.

| | Very High | High | Medium | Low | Very Low |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Using the definition above, how would you rate Navy tone? | <input type="checkbox"/> |
| b. How would you rate your current command's tone? | <input type="checkbox"/> |

CAREER

30. What is your current paygrade?

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

31. How long have you been on active duty in the Navy?

Years Months

32. Are you in your first enlistment, initial obligation, or first term of service in the Navy?

- Yes
- No

33. How do each of the following factors impact your likelihood to stay or leave the Navy?

| | <i>More likely to stay</i> | <i>Likely to stay</i> | <i>No effect</i> | <i>Likely to leave</i> | <i>More likely to leave</i> | <i>Does not apply</i> |
|---|----------------------------|--------------------------|--------------------------|--------------------------|-----------------------------|--------------------------|
| a. Access to Navy training programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Access to college or graduate education programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Location of next duty assignment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Type of next duty assignment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Enjoyment of your Navy job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Your advancement/promotion potential | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Current civilian job opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Manpower needs of the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. General public's attitudes toward the military | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Military pay (e.g., basic pay, allowances, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Special pays (e.g., flight, submarine, medical, sea, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. SRB or continuation bonus | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Retirement benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Military healthcare | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Military family support services (e.g., Family Service Center, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Military housing access and quality | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. Military recreation and activity facilities (e.g., MWR, gyms, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| r. Your family's needs (educational or health needs) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

34. Will you be making a formal decision about continuing your Navy career (i.e., reenlistment or continuation) within the next 12 months?

- Yes
- No

35. How do each of the following people impact your likelihood to stay or leave the Navy?

| | <i>Does not apply</i> | <i>More likely to leave</i> | <i>No effect</i> | <i>Likely to leave</i> | <i>Likely to stay</i> | <i>More likely to stay</i> |
|--|--------------------------|-----------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| a. Your spouse (or significant other) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your children | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Your parents or other relatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Your civilian friends | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Your military peers (i.e., friends, co-workers, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Your immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Your command leadership (CO, XO, OIC, CMC/COB) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

36. How much do you AGREE or DISAGREE with the following statements regarding your current career plans?

| | <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Neither agree nor disagree</i> | <i>Agree</i> | <i>Strongly Agree</i> |
|--|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|
| a. I plan to serve out my current term of service or obligation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I plan to stay in the Navy for a full career (20 or more years) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

37. How much do you AGREE or DISAGREE with the following statements about your feelings toward the Navy?

| | <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Neither agree nor disagree</i> | <i>Agree</i> | <i>Strongly Agree</i> |
|--|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|
| a. The Navy has a great deal of personal meaning for me | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I feel like I'm 'part of the family' in the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I feel 'emotionally attached' to the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I do not think that I could easily become as attached to another organization as I am to the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. I feel a strong sense of belonging in the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

CAREER DEVELOPMENT

38. How much do you AGREE or DISAGREE with the following statements regarding advancement/promotion?

| | <i>Strongly Agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly Disagree</i> |
|---|---------------------------|--------------------------|---|--------------------------|------------------------------|
| a. I have a clear understanding of the present Navy advancement/promotion system | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I am satisfied with the present Navy advancement/promotion system | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I believe the most qualified and deserving Sailors get advanced/promoted | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I expect to be advanced/promoted within my current term of service, commitment, or obligated service | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

39. How much do you AGREE or DISAGREE with the following statements regarding Performance Evaluations (EVAL) and Fitness Reports (FITREP)?

| | <i>Strongly Agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly Disagree</i> |
|--|---------------------------|--------------------------|---|--------------------------|------------------------------|
| a. I have a clear understanding of the present EVAL/FITREP system | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My last EVAL/FITREP was fair/accurate | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My last EVAL/FITREP was conducted in a timely manner | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I was able to submit my own input at my last EVAL/FITREP | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My last advancement/promotion recommendation was fair/accurate | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. I am satisfied with the present Navy EVAL/FITREP system | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. The most qualified and deserving Sailors score the highest on their EVALs/FITREPs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

40. How much do you AGREE or DISAGREE with the following statements regarding recognition?

| | <i>Strongly Agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly Disagree</i> |
|---|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|
| a. I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I feel that I have been adequately recognized for my accomplishments with appropriate awards | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

41. How much do you AGREE or DISAGREE with the following statements regarding career development?

| | <i>Strongly Agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly Disagree</i> |
|---|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|
| a. I have a clearly defined career path for my designator, rating, or community | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I have made sufficient progress in my advancement for my designator, rating, or community | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. I have been given adequate counseling/guidance on my career development by my immediate supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. I have been given adequate counseling/guidance on my career development by my division, department or command career counselor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

DETAILING

42. How much do you AGREE or DISAGREE with the following statements regarding detailing?

| | <i>Strongly Agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly Disagree</i> |
|---|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|
| a. Overall, I am satisfied with the detailing process | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My detailer responds in a timely manner to my questions and concerns | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My detailer is an advocate for my needs and desires | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My detailer is receptive to resolving conflicts between my desires and the needs of the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. I am satisfied with my detailer | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Since reporting to my current duty station, I have been satisfied with the assignment I was given | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

43. During the last time you negotiated orders with your detailer, did you receive the orders of your choice?

- Does not apply, I have not yet negotiated orders
- Does not apply, I did not contact my detailer to negotiate my last set of orders

- Yes
- No

44. During the last time you negotiated orders with your detailer, how far in advance of your Projected Rotation Date (PRD) did you begin the process?

- Does not apply, I have not yet negotiated orders
- Does not apply, I did not contact my detailer to negotiate my last set of orders

- Less than 3 months prior to my PRD
- 3 months to less than 6 months prior to my PRD
- 6 months to less than 9 months prior to my PRD
- 9 months to less than 12 months prior to my PRD
- More than 12 months prior to my PRD

45. During the last time you negotiated orders with your detailer, how many choices of assignments were you given?

- Does not apply, I have not yet negotiated orders
- Does not apply, I did not contact my detailer to negotiate my last set of orders

- 1
- 2
- 3
- 4
- 5 or more

46. During the last time you negotiated orders with your detailer, how far in advance were your orders issued?

- Does not apply, I have not yet negotiated orders

- Less than 3 months prior to my PRD
- 3 months to less than 6 months prior to my PRD
- 6 months to less than 9 months prior to my PRD
- 9 months to less than 12 months prior to my PRD
- More than 12 months prior to my PRD

47. When choosing your present assignment, which of the following were your primary concerns? (Mark ALL that apply)

- Does not apply, I did not receive a choice of assignment

- Assignment Type/Type of Job/Type of Ship
- Availability of incentives (i.e., AIP, bonus, etc.)
- Future co-workers
- Future Command
- Access to a desired college or graduate education program
- Cost of living
- Geographic location
- Impact of a move on my family
- Promotion potential
- Required for career path
- Spouse employment
- Spouse/family collocation
- Spouse education
- Children's school/education
- Spouse preference
- Children's preference
- Close to other family
- Other

(Enlisted Sailors only) Where do you get most of your information to make a decision about your next assignment?

48. Please select the SINGLE MOST IMPORTANT source of information you use for information about your next assignment

49. Please MARK ALL source of information you use for information about your next assignment

| | | |
|---|--------------------------|--------------------------|
| Commanding Officer | <input type="checkbox"/> | <input type="checkbox"/> |
| Command Career | <input type="checkbox"/> | <input type="checkbox"/> |
| Counselor (CCC) | | |
| Detailer | <input type="checkbox"/> | <input type="checkbox"/> |
| JASS/JMCS | <input type="checkbox"/> | <input type="checkbox"/> |
| Co-workers | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor/Chief | <input type="checkbox"/> | <input type="checkbox"/> |
| Other Navy Sailors outside chain of command/not supervisor or co-worker | <input type="checkbox"/> | <input type="checkbox"/> |
| Navy Knowledge Online (NKO) | <input type="checkbox"/> | <input type="checkbox"/> |
| General newspapers | <input type="checkbox"/> | <input type="checkbox"/> |
| Internet | <input type="checkbox"/> | <input type="checkbox"/> |
| Link (Electronic version) | <input type="checkbox"/> | <input type="checkbox"/> |
| Link (Paper version) | <input type="checkbox"/> | <input type="checkbox"/> |
| Navy Times | <input type="checkbox"/> | <input type="checkbox"/> |
| All Hands | <input type="checkbox"/> | <input type="checkbox"/> |

50. (Enlisted Sailors Only) How do the following factors influence your decision to accept an overseas tour?

| | <i>Greatly increases desire to accept</i> | <i>Increases desire to accept</i> | <i>Neither</i> | <i>Decreases desire to accept</i> | <i>Greatly decreases desire to accept</i> | <i>Does not apply</i> |
|---|---|---------------------------------------|--------------------------|---------------------------------------|---|--------------------------|
| Overseas shore duty counting as sea duty | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Assignment Incentive Pay (AIP) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Choice of CONUS Coast in follow-on assignment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Guaranteed school following overseas tour | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Accelerated advancement/promotion | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E-7, E-8, E-9 Board | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Increased Command advancement potential | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

51. (Enlisted Sailors Only) Which of the following Overseas locations would you prefer most?

- Guam
- Sigonella
- Italy (except for Sigonella)
- Greece
- Japan
- Korea
- Spain
- Europe (except for Italy and Spain)
- Bahrain
- Other _____

52. (Enlisted Sailors Only) If your next assignment was at an overseas location, which of the following financial changes would you expect to experience? (Mark ALL that apply)

- Increase in Navy pay
- Decrease in Navy pay
- Loss of second job
- Loss of spouse income
- Increase in spouse income
- Loss in spouse retirement benefits
- Higher cost of living
- Lower cost of living
- Increased PCS costs/costs to move family
- Increase in costs to stay in contact with family
- Decrease in costs to stay in contact with family
- Other _____

53. (ALL SAILORS) When making your last Permanent Change of Station (PCS) move did you experience any of the following financial losses due to? (Mark ALL that apply)

- Does not apply, I did not experience any financial loss during last PCS

- Loss in value of a home or property that you own
- Loss in spouse income
- Loss in spouse retirement benefits
- Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agreement
- Loss due to additional cost for full commercial insurance coverage of household goods
- Loss due to stolen goods
- Loss due to damaged goods during move

PERSONAL

54. What is your Social Security Number? (Optional) This will allow us to conduct follow-up research on the relationship between the attitudes/opinions expressed on this survey and subsequent work-related data such as career decisions. Please be assured that your confidentiality will be maintained.

____-____-____

55. What is your gender?

- Male
- Female

The answers for the following questions are based on standard DoD race and ethnicity categories.

56. Are you of Spanish, Hispanic, or Latino origin?

- Yes
- No

57. What is your racial background? *If you are of mixed heritage, please select the response(s) with which you MOST closely identify. (Mark ALL that apply)*

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

58. What is your religious preference?

- No religious preference
- Catholic
- Orthodox Christian (Greek, Russian, etc.)
- Protestant Christian (Baptist, Presbyterian, Lutheran, non-denominational, etc.)
- Mormon (Latter-day Saints)
- Jewish
- Muslim
- Hindu
- Buddhist
- Other religion not listed

59. What is highest level of education you have completed? *(Mark only ONE response)*

- Less than high school completion/no diploma
- Alternate degree/GED/homestudy/adult-school certification
- High school diploma/graduate
- Some college, no degree
- Associate's degree or other 2-year degree (A.A., A.S., etc.)
- Bachelor's degree (B.A., B.S., etc.)
- Master's degree (M.A., M.S., M.B.A., etc.)
- Doctoral or professional degree (J.D., Ph.D., D.Ph., M.D., etc.)

60. What is your current marital status?

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

61. How many children under the age of 21 currently live in your household? (Please include children for whom you have joint custody.)

a. Does not apply, I have no children under the age of 21 currently living in my household (Skips to Question 63)

| | <u>NUMBER OF CHILDREN IN EACH AGE GROUP</u> | | | | | |
|-----------------------------|---|---|---|---|---|-----------|
| b. Under 1 year | 0 | 1 | 2 | 3 | 4 | 5 or more |
| c. 1 to 4 years 11 months | 0 | 1 | 2 | 3 | 4 | 5 or more |
| d. 5 to 11 years 11 months | 0 | 1 | 2 | 3 | 4 | 5 or more |
| e. 12 to 14 years 11 months | 0 | 1 | 2 | 3 | 4 | 5 or more |
| f. 15 to 18 years 11 months | 0 | 1 | 2 | 3 | 4 | 5 or more |
| g. 19 to 20 years 11 months | 0 | 1 | 2 | 3 | 4 | 5 or more |

62. How many children do you have in childcare (outside of the home) at the present time?

- 1
- 2
- 3
- 4
- 5 or more

FINANCIAL STATUS

The following questions ask about your financial status. The results will be presented in a manner that ensures that you cannot be identified.

63. How much do you AGREE or DISAGREE with the following statements regarding your financial situation?

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. I am able to pay my bills and meet my financial obligations with the pay I receive | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I am compensated fairly, considering all of the pay, incentives and benefits I receive in the Navy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

64. Do you participate in the Thrift Savings Plan (TSP)?

- Yes
- No
- Don't know, I have not heard about TSP

NAVY LIFE

65. Considering everything, how satisfied are you with Navy life?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

FEEDBACK

Thank you for your participation in this survey. If you have comments or concerns that you were not able to express while answering this survey, please use the space below to tell us about them.

THANK YOU FOR COMPLETING THE SURVEY!

Appendix B: Sampling and Weighting

Table B-1
Population Values Used to Draw the Sample

| Number | Paygrade Group | Gender | Race | Population | Sample | Returned | Weight |
|---------------|-----------------------|---------------|-------------|-------------------|---------------|-----------------|---------------|
| 1 | E-2 to E-3 | Male | Majority | 32,526 | 5,549 | 377 | 86.276 |
| 2 | E-2 to E-3 | Male | Minority | 19,242 | 2,203 | 281 | 68.477 |
| 3 | E-2 to E-3 | Female | Majority | 6,197 | 717 | 74 | 83.743 |
| 4 | E-2 to E-3 | Female | Minority | 4,531 | 597 | 87 | 52.080 |
| 5 | E-4 to E-6 | Male | Majority | 103,673 | 910 | 323 | 320.969 |
| 6 | E-4 to E-6 | Male | Minority | 53,200 | 821 | 321 | 165.732 |
| 7 | E-4 to E-6 | Female | Majority | 13,924 | 423 | 104 | 133.885 |
| 8 | E-4 to E-6 | Female | Minority | 12,620 | 580 | 175 | 72.114 |
| 9 | E-7 to E-9 | Male | Majority | 22,682 | 955 | 404 | 56.144 |
| 10 | E-7 to E-9 | Male | Minority | 8,486 | 349 | 223 | 38.054 |
| 11 | E-7 to E-9 | Female | Majority | 1,456 | 68 | 31 | 46.968 |
| 12 | E-7 to E-9 | Female | Minority | 916 | 44 | 22 | 41.636 |
| 13 | W-2 to W-4 | Male | Majority | 796 | 53 | 29 | 27.448 |
| 14 | W-2 to W-4 | Male | Minority | 310 | 18 | 13 | 23.846 |
| 15 | W-2 to W-4 | Female | Majority | 40 | 10 | 1 | 40.000 |
| 16 | W-2 to W-4 | Female | Minority | 20 | 13 | 8 | 2.500 |
| 17 | O-1 to O-3 | Male | Majority | 15,766 | 1,230 | 352 | 44.790 |
| 18 | O-1 to O-3 | Male | Minority | 3,320 | 233 | 112 | 29.643 |
| 19 | O-1 to O-3 | Female | Majority | 2,702 | 294 | 87 | 31.057 |
| 20 | O-1 to O-3 | Female | Minority | 896 | 71 | 17 | 52.706 |
| 21 | O-4 to O-7 | Male | Majority | 17,292 | 997 | 437 | 39.570 |
| 22 | O-4 to O-7 | Male | Minority | 2,213 | 97 | 67 | 33.030 |
| 23 | O-4 to O-7 | Female | Majority | 2,391 | 148 | 47 | 50.872 |
| 24 | O-4 to O-7 | Female | Minority | 592 | 37 | 18 | 32.889 |
| Totals | | | | 325,791 | 16,417 | 3,610 | |

Table B-2
Final Disposition Categories: Unweighted Counts

| Final disposition category | Unweighted Frequency Counts |
|---|--------------------------------|
| Ineligible on master files | 0 |
| Ineligibility (Self- or other-reported) | |
| Ineligibility (Defined by change in sampling criteria) | 821 |
| Usable surveys (Fully Completed Survey) | 2129 |
| Usable surveys (Partially Completed Survey) | 1481 |
| Requested removal from survey mailings (Non-respondents/ Refusals) | 0 |
| Not located (Return to sender) | 1722 |
| Not located (Inadequate address to be mailed) | 104 |
| Did not return a survey (Non-respondents) | 9635 |
| Did not return a survey (Respondent deceased) | 0 |
| Skipped key questions | 525 |
| Returned Blank | 0 |
| | 16417 |

Table B-3
Survey outcome rates: Unweighted

| | Observed Rates |
|---|-------------------|
| Response Rate (<i>Formula #4, RR4</i>) | 26.4% |
| Cooperation Rate (<i>Formula #4, COOP4</i>) | 26.2% |
| Refusal Rate (<i>Formula #2, REF2</i>) | 74.2% |
| Contact Rate (<i>Formula #2, CON2</i>) | 100.5% |

Table B-4
Final disposition categories: Weighted counts

| Final disposition category | Weighted Frequency Counts |
|---|------------------------------|
| Ineligible on master files | 0 |
| Ineligibility (Self- or other-reported) | 0 |
| Ineligibility (Defined by change in sampling criteria) | 16289.55 |
| Usable surveys (Fully Completed Survey) | 62598.87 |
| Usable surveys (Partially Completed Survey) | 43334.55 |
| Requested removal from survey mailings (Non-respondents/ Refusals) | 0 |
| Not located (Return to sender) | 35875.75 |
| Not located (Inadequate address to be mailed) | 2428.33 |
| Did not return a survey (Non-respondents) | 165263.9463 |
| Did not return a survey (Respondent deceased) | 0 |
| Skipped key questions | 0 |
| Returned Blank | 0 |
| | 325791 |

Table B-5
Survey outcome rates: Weighted

| | Observed Rates |
|---|----------------|
| Response Rate (<i>Formula #4, RR4</i>) | 37.5% |
| Cooperation Rate (<i>Formula #4, COOP4</i>) | 39.1% |
| Refusal Rate (<i>Formula #2, REF2</i>) | 58.5% |
| Contact Rate (<i>Formula #2, CON2</i>) | 96.0% |

**Appendix C:
Instructions for Using the 2005 NPS CD**

Instructions for Using the 2005 NPS CD

The following provides instructions on how to use the electronic version of this report.

What Format Are the 2005 NPS Results In?

The 2005 NPS results are provided on an enclosed CD as a series of crosstabs, based on demographic information. As in previous years, the 2005 NPS results are presented in Adobe Acrobat “.pdf” format. A copy of the Adobe Acrobat Reader for Windows is included on the CD with the report. For more information on this type of electronic document format, or to download updates to the Adobe Acrobat Reader, visit Adobe’s World Wide Web site by typing the following address in your Internet browser: <http://www.adobe.com/>.

How Do I View the 2005 NPS Results?

Once Acrobat Reader has been installed onto your computer, you may access the report files either directly from the CD or by copying them to your computer's hard disk. If you chose to copy the file to your computer, we recommend that you create a new directory in Windows called “2005 NPS” (or whatever you wish) and copy the contents of the CD to this directory. Having the files on your hard disk will ensure faster access to information and printing.

To view the documents, simply open Acrobat Reader by either double clicking on the Acrobat Reader icon, or by using the run command in the Windows Program Manager. The files can then be opened by using the “Open” command under the “File” menu. For additional instructions or help on how to view, navigate, and print documents, view the on-line help under the “Help” menu of the Acrobat Reader program.

The entire printed report is available for viewing on the 2005 NPS CD. To view the report, locate the folder entitled reports and double-click to open. The file contains complete electronic copies of the report and statistical tables for officers and enlisted personnel.

How Do I View a Specific Analysis?

There are basically three ways to view the analysis from these enclosed reports. All approaches work equally well, however, you may find that a particular approach is better suited to the manner in which you like to view the information.

- **Arrow Keys.** You can use the arrow keys found on the icon menu at the top of your screen to navigate your way through the documents. The right arrow key is used to move forward, while the left arrow key is used to back-up in the document.

- **Bookmarks.** This is probably the easiest way to navigate through the documents. To use the bookmarks function, go to the “View” menu and select the “Bookmarks and Page” function; this will make a contents list appear at the left of your viewing space. To navigate, simply scroll down the contents list and click on the title of the analysis you wish to view. Once you have clicked on your chosen analysis, the program will jump to the page containing the analysis you selected.
- **Find Function.** You can also use the “Find” function, which is found under the “Tools” menu. When this function is selected, a pop-up menu will appear which asks what you wish to search for. Type in the name or question number you wish to view and press the “OK” button. Acrobat Reader will take you to the next analysis with that title.

What If I Have Problems or Need Additional Information?

If you have any problems with installing or running the software, please check the on-line help and/or documentation provided with the report first. If you still have questions or need additional information, please feel free to contact the project director:

Dr. Kimberly Whittam, *Project Director*
E-mail: kimberly.whittam@navy.mil
Telephone: (901) 874-2321 or DSN 882-2321

Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q1 IN THE PAST | 40 hours or less | 11.5% | 10.3% | 10.8% | 10.6% |
| 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 41-50 hours | 34.0% | 35.8% | 33.7% | 35.2% |
| | 51-60 hours | 22.9% | 27.3% | 30.3% | 26.7% |
| | 61-70 hours | 14.7% | 11.8% | 12.6% | 12.6% |
| | 71-80 hours | 6.9% | 7.3% | 7.2% | 7.2% |
| | 81 or more hours | 10.0% | 7.5% | 5.3% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|------------------|----------|----------|--------|
| | | majority | minority | |
| Q1 IN THE PAST | 40 hours or less | 9.6% | 12.5% | 10.6% |
| 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 41-50 hours | 34.7% | 36.1% | 35.2% |
| | 51-60 hours | 29.2% | 21.9% | 26.7% |
| | 61-70 hours | 12.5% | 12.7% | 12.6% |
| | 71-80 hours | 6.9% | 7.7% | 7.2% |
| | 81 or more hours | 7.1% | 9.1% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q1 IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|------------------|------------|--------|--------|
| | | Male | Female | |
| Q1 IN THE PAST | 40 hours or less | 10.1% | 14.1% | 10.6% |
| 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 41-50 hours | 33.5% | 45.1% | 35.2% |
| | 51-60 hours | 27.5% | 21.8% | 26.7% |
| | 61-70 hours | 13.4% | 7.4% | 12.6% |
| | 71-80 hours | 7.3% | 6.1% | 7.2% |
| | 81 or more hours | 8.2% | 5.4% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 14.8% | 31.3% | 69.2% | 32.2% |
| | Yes, I have access at a computer workstation I share with ot | 75.4% | 61.8% | 28.6% | 60.8% |
| | No | 9.2% | 6.4% | 2.2% | 6.5% |
| | Don't know | .6% | .4% | | .4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 31.6% | 33.4% | 32.2% |
| | Yes, I have access at a computer workstation I share with ot | 61.1% | 60.4% | 60.8% |
| | No | 6.8% | 6.0% | 6.5% |
| | Don't know | .5% | .2% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q2 DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 31.2% | 38.6% | 32.2% |
| | Yes, I have access at a computer workstation I share with ot | 61.3% | 57.7% | 60.8% |
| | No | 7.1% | 3.2% | 6.5% |
| | Don't know | .4% | .5% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 54.2% | 62.3% | 73.8% | 62.0% |
| | Intermittent - the WWW is sometimes available, but not always | 41.8% | 34.2% | 25.2% | 34.7% |
| | Rarely - the WWW is almost never or rarely available to use | 4.0% | 3.6% | 1.0% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 60.6% | 64.4% | 62.0% |
| | Intermittent - the WWW is sometimes available, but not always | 35.7% | 32.9% | 34.7% |
| | Rarely - the WWW is almost never or rarely available to use | 3.7% | 2.7% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|---|------------|--------|--------|
| | | Male | Female | |
| Q3 HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 60.9% | 68.1% | 62.0% |
| | Intermittent - the WWW is sometimes available, but not always | 35.6% | 29.4% | 34.7% |
| | Rarely - the WWW is almost never or rarely available to use | 3.5% | 2.5% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 45.4% | 60.3% | 81.4% | 59.7% |
| | Sometimes - I don't have immediate access, but I can get acc | 48.6% | 35.5% | 17.8% | 36.1% |
| | Rarely - I don't work at or have easy access to a computer c | 5.9% | 4.2% | .9% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 61.4% | 56.8% | 59.7% |
| | Sometimes - I don't have immediate access, but I can get acc | 34.3% | 39.3% | 36.1% |
| | Rarely - I don't work at or have easy access to a computer c | 4.3% | 3.9% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--|------------|--------|--------|
| | | Male | Female | |
| Q4 HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 58.9% | 64.4% | 59.7% |
| | Sometimes - I don't have immediate access, but I can get acc | 36.8% | 32.3% | 36.1% |
| | Rarely - I don't work at or have easy access to a computer c | 4.3% | 3.3% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 84.7% | 89.9% | 98.1% | 89.7% |
| | No | 15.3% | 10.1% | 1.9% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----|----------|----------|--------|
| | | majority | minority | |
| Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 88.4% | 92.0% | 89.7% |
| | No | 11.6% | 8.0% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----|------------|--------|--------|
| | | Male | Female | |
| Q5 HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 88.8% | 95.4% | 89.7% |
| | No | 11.2% | 4.6% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q6 HOW OFTEN DO YOU USE NKO? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q6 HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 38.7% | 27.1% | 18.4% | 28.4% |
| | Only use when I can't find information elsewhere or only when | 31.2% | 34.9% | 41.1% | 34.9% |
| | Once a week | 19.6% | 21.7% | 22.6% | 21.3% |
| | Several times a week | 9.1% | 13.6% | 15.3% | 12.8% |
| | Daily | 1.4% | 2.8% | 2.7% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q6 HOW OFTEN DO YOU USE NKO? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q6 HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 29.8% | 25.9% | 28.4% |
| | Only use when I can't find information elsewhere or only whe | 34.0% | 36.7% | 34.9% |
| | Once a week | 21.6% | 20.9% | 21.3% |
| | Several times a week | 11.5% | 15.2% | 12.8% |
| | Daily | 3.2% | 1.3% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q6 HOW OFTEN DO YOU USE NKO? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------------------|--|------------|--------|--------|
| | | Male | Female | |
| Q6 HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 28.7% | 26.8% | 28.4% |
| | Only use when I can't find information elsewhere or only whe | 35.4% | 32.4% | 34.9% |
| | Once a week | 21.4% | 21.2% | 21.3% |
| | Several times a week | 12.1% | 17.2% | 12.8% |
| | Daily | 2.5% | 2.4% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 5.6% | 6.0% | 5.5% | 5.9% |
| | Easy | 32.3% | 33.1% | 27.4% | 32.2% |
| | Neither easy nor difficult | 45.4% | 42.8% | 45.7% | 43.7% |
| | Difficult | 14.1% | 14.7% | 17.0% | 14.9% |
| | Very difficult | 2.7% | 3.3% | 4.4% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 4.2% | 8.9% | 5.9% |
| | Easy | 29.5% | 36.9% | 32.2% |
| | Neither easy nor difficult | 45.1% | 41.2% | 43.7% |
| | Difficult | 17.1% | 11.1% | 14.9% |
| | Very difficult | 4.1% | 1.9% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q7 HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 6.0% | 5.3% | 5.9% |
| | Easy | 31.0% | 38.9% | 32.2% |
| | Neither easy nor difficult | 44.5% | 39.2% | 43.7% |
| | Difficult | 14.8% | 15.4% | 14.9% |
| | Very difficult | 3.7% | 1.2% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 71.5% | 71.6% | 79.4% | 72.5% |
| | Neither agree nor disagree | 15.5% | 11.8% | 7.0% | 12.0% |
| | Disagree | 12.2% | 15.9% | 13.3% | 14.7% |
| | Don't know | .8% | .7% | .2% | .7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 70.2% | 76.9% | 72.5% |
| | Neither agree nor disagree | 12.3% | 11.5% | 12.0% |
| | Disagree | 16.9% | 10.8% | 14.7% |
| | Don't know | .6% | .9% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q8A MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 73.2% | 68.4% | 72.5% |
| | Neither agree nor disagree | 11.7% | 14.1% | 12.0% |
| | Disagree | 14.5% | 16.3% | 14.7% |
| | Don't know | .6% | 1.2% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8B MY COMMAND HAS ADEQUATE TOOLS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------------------|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q8B MY COMMAND HAS ADEQUATE TOOLS | Agree | 66.5% | 63.9% | 76.8% | 66.0% |
| | Neither agree nor disagree | 15.3% | 16.8% | 9.9% | 15.7% |
| | Disagree | 17.1% | 18.9% | 13.2% | 17.8% |
| | Don't know | 1.1% | .4% | .1% | .5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8B MY COMMAND HAS ADEQUATE TOOLS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8B MY COMMAND HAS ADEQUATE TOOLS | Agree | 64.1% | 69.6% | 66.0% |
| | Neither agree nor disagree | 16.1% | 14.9% | 15.7% |
| | Disagree | 19.4% | 14.9% | 17.8% |
| | Don't know | .5% | .7% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8B MY COMMAND HAS ADEQUATE TOOLS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------------------------|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q8B MY COMMAND HAS ADEQUATE TOOLS | Agree | 66.2% | 65.1% | 66.0% |
| | Neither agree nor disagree | 15.4% | 17.5% | 15.7% |
| | Disagree | 18.0% | 16.5% | 17.8% |
| | Don't know | .5% | .8% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q8C MY COMMAND | Agree | 46.3% | 48.5% | 51.3% | 48.4% |
| HAS ADEQUATE | Neither agree | 26.7% | 21.6% | 19.4% | 22.5% |
| SPARE PARTS | nor disagree | | | | |
| AND/OR SUPPLIES | Disagree | 22.8% | 27.6% | 27.5% | 26.5% |
| | Don't know | 4.2% | 2.3% | 1.8% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q8C MY COMMAND | Agree | 45.3% | 53.9% | 48.4% |
| HAS ADEQUATE | Neither agree | 23.6% | 20.4% | 22.5% |
| SPARE PARTS | nor disagree | | | |
| AND/OR SUPPLIES | Disagree | 28.3% | 23.1% | 26.5% |
| | Don't know | 2.8% | 2.5% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8C MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q8C MY COMMAND | Agree | 48.4% | 48.1% | 48.4% |
| HAS ADEQUATE | Neither agree | 22.5% | 22.5% | 22.5% |
| SPARE PARTS | nor disagree | | | |
| AND/OR SUPPLIES | Disagree | 26.8% | 24.9% | 26.5% |
| | Don't know | 2.4% | 4.5% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q8D MY COMMAND | Agree | 68.0% | 69.7% | 74.5% | 69.9% |
| HAS ADEQUATE | Neither agree | 17.3% | 15.8% | 12.5% | 15.7% |
| NAVY SUPPORT | nor disagree | | | | |
| SERVICES | Disagree | 13.2% | 13.2% | 12.7% | 13.2% |
| | Don't know | 1.5% | 1.3% | .3% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q8D MY COMMAND | Agree | 67.2% | 74.7% | 69.9% |
| HAS ADEQUATE | Neither agree | 16.6% | 14.2% | 15.7% |
| NAVY SUPPORT | nor disagree | | | |
| SERVICES | Disagree | 15.1% | 9.7% | 13.2% |
| | Don't know | 1.2% | 1.4% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8D MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q8D MY COMMAND | Agree | 70.0% | 69.2% | 69.9% |
| HAS ADEQUATE | Neither agree | 15.5% | 17.4% | 15.7% |
| NAVY SUPPORT | nor disagree | | | |
| SERVICES | Disagree | 13.2% | 12.8% | 13.2% |
| | Don't know | 1.3% | .6% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------|--------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q9 HOW WOULD YOU | High | 28.4% | 28.5% | 50.1% | 31.0% |
| RATE OVERALL | Medium | 36.5% | 41.0% | 38.8% | 39.8% |
| MORALE AT YOUR | Low | 35.1% | 30.5% | 11.1% | 29.2% |
| PRESENT COMMAND? | | | | | |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------|--------|----------|----------|--------|
| | | majority | minority | |
| Q9 HOW WOULD YOU | High | 30.0% | 32.9% | 31.0% |
| RATE OVERALL | Medium | 39.2% | 40.8% | 39.8% |
| MORALE AT YOUR | Low | 30.8% | 26.2% | 29.2% |
| PRESENT COMMAND? | | | | |
| Total | | 100.0% | 100.0% | 100.0% |

Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--------|------------|--------|--------|
| | | Male | Female | |
| Q9 HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? | High | 31.9% | 25.6% | 31.0% |
| | Medium | 39.8% | 39.6% | 39.8% |
| | Low | 28.3% | 34.8% | 29.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 44.1% | 54.6% | 58.5% | 52.7% |
| | No effect | 24.8% | 19.0% | 14.3% | 19.7% |
| | Negative effect | 26.5% | 22.7% | 26.0% | 24.0% |
| | Don't know | 4.6% | 3.7% | 1.2% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 51.3% | 55.3% | 52.7% |
| | No effect | 20.0% | 19.2% | 19.7% |
| | Negative effect | 25.3% | 21.4% | 24.0% |
| | Don't know | 3.4% | 4.1% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10A ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 53.4% | 48.1% | 52.7% |
| | No effect | 19.9% | 18.6% | 19.7% |
| | Negative effect | 23.7% | 25.6% | 24.0% |
| | Don't know | 3.0% | 7.7% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10B PERFORMANCE EVALUATION SYSTEM * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10B PERFORMANCE EVALUATION SYSTEM | Positive effect | 44.2% | 46.9% | 54.2% | 47.1% |
| | No effect | 28.1% | 23.2% | 21.7% | 24.1% |
| | Negative effect | 19.5% | 25.4% | 22.3% | 23.7% |
| | Don't know | 8.2% | 4.5% | 1.8% | 5.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10B PERFORMANCE EVALUATION SYSTEM * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10B PERFORMANCE EVALUATION SYSTEM | Positive effect | 44.8% | 51.5% | 47.1% |
| | No effect | 25.9% | 20.9% | 24.1% |
| | Negative effect | 24.2% | 22.7% | 23.7% |
| | Don't know | 5.1% | 4.9% | 5.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10B PERFORMANCE EVALUATION SYSTEM * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10B PERFORMANCE EVALUATION SYSTEM | Positive effect | 47.4% | 45.4% | 47.1% |
| | No effect | 25.0% | 18.9% | 24.1% |
| | Negative effect | 23.2% | 26.6% | 23.7% |
| | Don't know | 4.4% | 9.1% | 5.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10C SUPPLY OF SPARE PARTS/SUPPLIES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10C SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 29.8% | 26.3% | 29.0% | 27.4% |
| | No effect | 40.4% | 37.1% | 35.5% | 37.6% |
| | Negative effect | 18.9% | 29.7% | 31.3% | 27.5% |
| | Don't know | 10.9% | 6.9% | 4.2% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10C SUPPLY OF SPARE PARTS/SUPPLIES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10C SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 21.8% | 37.7% | 27.4% |
| | No effect | 40.6% | 32.3% | 37.6% |
| | Negative effect | 29.8% | 23.2% | 27.5% |
| | Don't know | 7.8% | 6.8% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10C SUPPLY OF SPARE PARTS/SUPPLIES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10C SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 27.4% | 27.1% | 27.4% |
| | No effect | 38.5% | 32.6% | 37.6% |
| | Negative effect | 27.4% | 28.4% | 27.5% |
| | Don't know | 6.7% | 11.9% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10D QUALITY OF NAVY TRAINING PROGRAMS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10D QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 52.7% | 48.6% | 58.4% | 50.7% |
| | No effect | 27.7% | 32.1% | 27.5% | 30.5% |
| | Negative effect | 16.0% | 15.8% | 13.0% | 15.5% |
| | Don't know | 3.7% | 3.5% | 1.0% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10D QUALITY OF NAVY TRAINING PROGRAMS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10D QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 45.4% | 60.3% | 50.7% |
| | No effect | 34.0% | 24.2% | 30.5% |
| | Negative effect | 17.2% | 12.4% | 15.5% |
| | Don't know | 3.4% | 3.1% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10D QUALITY OF NAVY TRAINING PROGRAMS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10D QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 50.4% | 52.4% | 50.7% |
| | No effect | 31.2% | 26.9% | 30.5% |
| | Negative effect | 15.7% | 14.5% | 15.5% |
| | Don't know | 2.8% | 6.2% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10E QUALITY OF EDUCATION PROGRAMS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10E QUALITY OF EDUCATION PROGRAMS | Positive effect | 57.2% | 62.8% | 70.4% | 62.5% |
| | No effect | 23.6% | 21.8% | 20.3% | 22.0% |
| | Negative effect | 13.9% | 12.4% | 7.6% | 12.2% |
| | Don't know | 5.3% | 2.9% | 1.6% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10E QUALITY OF EDUCATION PROGRAMS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10E QUALITY OF EDUCATION PROGRAMS | Positive effect | 59.3% | 68.4% | 62.5% |
| | No effect | 23.9% | 18.6% | 22.0% |
| | Negative effect | 13.6% | 9.7% | 12.2% |
| | Don't know | 3.3% | 3.3% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10E QUALITY OF EDUCATION PROGRAMS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10E QUALITY OF EDUCATION PROGRAMS | Positive effect | 62.1% | 64.5% | 62.5% |
| | No effect | 22.4% | 19.9% | 22.0% |
| | Negative effect | 12.6% | 10.0% | 12.2% |
| | Don't know | 2.9% | 5.6% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10F CO-WORKERS/SHIPMATES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10F CO-WORKERS/ SHIPMATES | Positive effect | 53.7% | 62.0% | 78.0% | 62.0% |
| | No effect | 20.1% | 17.5% | 11.6% | 17.4% |
| | Negative effect | 23.9% | 19.4% | 9.6% | 19.2% |
| | Don't know | 2.3% | 1.1% | .8% | 1.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10F CO-WORKERS/SHIPMATES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10F CO-WORKERS/ SHIPMATES | Positive effect | 61.6% | 62.8% | 62.0% |
| | No effect | 17.1% | 18.0% | 17.4% |
| | Negative effect | 20.2% | 17.5% | 19.2% |
| | Don't know | 1.2% | 1.7% | 1.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10F CO-WORKERS/SHIPMATES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10F CO-WORKERS/ SHIPMATES | Positive effect | 62.8% | 57.4% | 62.0% |
| | No effect | 17.7% | 15.4% | 17.4% |
| | Negative effect | 18.5% | 23.7% | 19.2% |
| | Don't know | 1.0% | 3.4% | 1.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10G IMMEDIATE SUPERVISOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10G IMMEDIATE SUPERVISOR | Positive effect | 58.9% | 62.2% | 72.5% | 62.7% |
| | No effect | 18.4% | 17.1% | 15.1% | 17.1% |
| | Negative effect | 21.2% | 19.7% | 11.5% | 19.1% |
| | Don't know | 1.6% | 1.0% | .8% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10G IMMEDIATE SUPERVISOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10G IMMEDIATE SUPERVISOR | Positive effect | 61.9% | 64.2% | 62.7% |
| | No effect | 17.8% | 15.9% | 17.1% |
| | Negative effect | 19.5% | 18.3% | 19.1% |
| | Don't know | .8% | 1.6% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10G IMMEDIATE SUPERVISOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10G IMMEDIATE SUPERVISOR | Positive effect | 63.6% | 57.4% | 62.7% |
| | No effect | 17.2% | 16.4% | 17.1% |
| | Negative effect | 18.4% | 23.3% | 19.1% |
| | Don't know | .8% | 2.9% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10H COMMAND LEADERSHIP * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10H COMMAND LEADERSHIP | Positive effect | 51.5% | 49.0% | 67.3% | 51.8% |
| | No effect | 19.1% | 19.8% | 13.0% | 18.8% |
| | Negative effect | 28.1% | 29.7% | 18.8% | 28.1% |
| | Don't know | 1.3% | 1.4% | 1.0% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10H COMMAND LEADERSHIP * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10H COMMAND LEADERSHIP | Positive effect | 48.4% | 58.0% | 51.8% |
| | No effect | 19.8% | 17.0% | 18.8% |
| | Negative effect | 30.8% | 23.0% | 28.1% |
| | Don't know | 1.0% | 2.0% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10H COMMAND LEADERSHIP * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10H COMMAND LEADERSHIP | Positive effect | 52.7% | 46.3% | 51.8% |
| | No effect | 18.9% | 18.4% | 18.8% |
| | Negative effect | 27.5% | 31.7% | 28.1% |
| | Don't know | 1.0% | 3.6% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10I PACE OF WORK * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10I PACE OF WORK | Positive effect | 48.0% | 42.4% | 51.1% | 44.7% |
| | No effect | 26.2% | 27.4% | 22.3% | 26.5% |
| | Negative effect | 24.7% | 28.5% | 26.3% | 27.4% |
| | Don't know | 1.2% | 1.6% | .3% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10I PACE OF WORK * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10I PACE OF WORK | Positive effect | 40.5% | 52.4% | 44.7% |
| | No effect | 28.0% | 23.9% | 26.5% |
| | Negative effect | 30.0% | 22.5% | 27.4% |
| | Don't know | 1.5% | 1.1% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10I PACE OF WORK * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10I PACE OF WORK | Positive effect | 44.1% | 48.6% | 44.7% |
| | No effect | 26.8% | 24.7% | 26.5% |
| | Negative effect | 27.9% | 24.0% | 27.4% |
| | Don't know | 1.1% | 2.8% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10J WORKLOAD * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10J WORKLOAD | Positive effect | 39.0% | 38.8% | 46.2% | 39.8% |
| | No effect | 28.2% | 26.1% | 24.4% | 26.4% |
| | Negative effect | 30.8% | 33.5% | 29.1% | 32.3% |
| | Don't know | 1.9% | 1.7% | .3% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10J WORKLOAD * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10J WORKLOAD | Positive effect | 35.9% | 46.7% | 39.8% |
| | No effect | 26.6% | 25.9% | 26.4% |
| | Negative effect | 35.8% | 26.0% | 32.3% |
| | Don't know | 1.6% | 1.4% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10J WORKLOAD * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10J WORKLOAD | Positive effect | 39.4% | 41.7% | 39.8% |
| | No effect | 26.8% | 23.6% | 26.4% |
| | Negative effect | 32.7% | 30.3% | 32.3% |
| | Don't know | 1.1% | 4.4% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10K UNIT/WORKGROUP MANNING * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10K UNIT/WORKGROUP MANNING | Positive effect | 41.0% | 35.6% | 38.5% | 37.2% |
| | No effect | 30.9% | 27.5% | 22.5% | 27.6% |
| | Negative effect | 22.6% | 33.9% | 37.5% | 31.8% |
| | Don't know | 5.5% | 3.0% | 1.5% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10K UNIT/WORKGROUP MANNING * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10K | Positive effect | 32.7% | 45.4% | 37.2% |
| UNIT/WORKGROUP | No effect | 28.8% | 25.5% | 27.6% |
| MANNING | Negative effect | 34.9% | 26.1% | 31.8% |
| | Don't know | 3.6% | 2.9% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10K UNIT/WORKGROUP MANNING * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10K | Positive effect | 36.8% | 39.5% | 37.2% |
| UNIT/WORKGROUP | No effect | 28.8% | 20.9% | 27.6% |
| MANNING | Negative effect | 31.6% | 33.2% | 31.8% |
| | Don't know | 2.9% | 6.3% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10L PAY/BONUSES/OTHER COMPENSATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10L | Positive effect | 40.9% | 48.6% | 48.0% | 46.8% |
| PAY/BONUSES/OTHER | No effect | 28.8% | 28.7% | 35.8% | 29.5% |
| COMPENSATION | Negative effect | 24.2% | 19.0% | 13.3% | 19.5% |
| | Don't know | 6.1% | 3.8% | 2.9% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10L PAY/BONUSES/OTHER COMPENSATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10L | Positive effect | 46.7% | 46.9% | 46.8% |
| PAY/BONUSES/OTHER | No effect | 28.5% | 31.4% | 29.5% |
| COMPENSATION | Negative effect | 21.1% | 16.5% | 19.5% |
| | Don't know | 3.6% | 5.2% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10L PAY/BONUSES/OTHER COMPENSATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10L | Positive effect | 48.0% | 39.5% | 46.8% |
| PAY/BONUSES/OTHER | No effect | 29.2% | 31.9% | 29.5% |
| COMPENSATION | Negative effect | 19.3% | 20.7% | 19.5% |
| | Don't know | 3.5% | 7.9% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10M AMOUNT OF TIME OFF * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10M AMOUNT | Positive effect | 47.7% | 50.3% | 65.1% | 51.5% |
| OF TIME OFF | No effect | 18.9% | 16.0% | 16.5% | 16.7% |
| | Negative effect | 31.7% | 32.6% | 18.0% | 30.6% |
| | Don't know | 1.7% | 1.1% | .4% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10M AMOUNT OF TIME OFF * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10M AMOUNT | Positive effect | 49.1% | 55.9% | 51.5% |
| OF TIME OFF | No effect | 16.6% | 17.0% | 16.7% |
| | Negative effect | 33.0% | 26.3% | 30.6% |
| | Don't know | 1.3% | .8% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10M AMOUNT OF TIME OFF * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10M AMOUNT | Positive effect | 51.5% | 51.4% | 51.5% |
| OF TIME OFF | No effect | 16.9% | 16.1% | 16.7% |
| | Negative effect | 30.8% | 29.9% | 30.6% |
| | Don't know | .9% | 2.6% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10N NAVY SUPPORT SERVICES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10N NAVY SUPPORT SERVICES | Positive effect | 55.8% | 54.0% | 55.1% | 54.5% |
| | No effect | 27.4% | 30.3% | 27.5% | 29.3% |
| | Negative effect | 12.3% | 12.6% | 15.8% | 12.9% |
| | Don't know | 4.5% | 3.2% | 1.7% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10N NAVY SUPPORT SERVICES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10N NAVY SUPPORT SERVICES | Positive effect | 49.0% | 64.5% | 54.5% |
| | No effect | 33.0% | 22.6% | 29.3% |
| | Negative effect | 14.3% | 10.4% | 12.9% |
| | Don't know | 3.8% | 2.5% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10N NAVY SUPPORT SERVICES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------------------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10N NAVY SUPPORT SERVICES | Positive effect | 54.9% | 52.2% | 54.5% |
| | No effect | 29.6% | 27.2% | 29.3% |
| | Negative effect | 12.5% | 15.2% | 12.9% |
| | Don't know | 3.0% | 5.3% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q100 TEMPO * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q100 TEMPO | Positive effect | 23.0% | 23.3% | 26.9% | 23.7% |
| | No effect | 36.2% | 37.7% | 41.0% | 37.8% |
| | Negative effect | 30.1% | 31.7% | 29.1% | 31.1% |
| | Don't know | 10.6% | 7.3% | 3.0% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q100 TEMPO * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q100 | Positive effect | 20.4% | 29.6% | 23.7% |
| TEMPO | No effect | 39.3% | 35.0% | 37.8% |
| | Negative effect | 32.4% | 28.6% | 31.1% |
| | Don't know | 7.9% | 6.7% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q100 TEMPO * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q100 | Positive effect | 23.9% | 22.0% | 23.7% |
| TEMPO | No effect | 37.7% | 38.2% | 37.8% |
| | Negative effect | 31.6% | 27.7% | 31.1% |
| | Don't know | 6.7% | 12.2% | 7.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10P PERFORMANCE OF CREWWORK TEAM/SHIP ON EXERCISES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q10P PERFORMANCE | Positive effect | 54.9% | 54.8% | 66.8% | 56.2% |
| OF CREWWORK | No effect | 27.0% | 30.4% | 24.9% | 29.0% |
| TEAM/SHIP ON | Negative effect | 12.2% | 9.6% | 5.6% | 9.7% |
| EXERCISES | Don't know | 5.9% | 5.3% | 2.7% | 5.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10P PERFORMANCE OF CREWWORK TEAM/SHIP ON EXERCISES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10P PERFORMANCE | Positive effect | 53.4% | 61.4% | 56.2% |
| OF CREWWORK | No effect | 32.0% | 23.5% | 29.0% |
| TEAM/SHIP ON | Negative effect | 9.6% | 9.9% | 9.7% |
| EXERCISES | Don't know | 5.1% | 5.2% | 5.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q10P PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES | Positive effect | 57.1% | 51.0% | 56.2% |
| | No effect | 29.3% | 27.2% | 29.0% |
| | Negative effect | 9.1% | 13.5% | 9.7% |
| | Don't know | 4.6% | 8.3% | 5.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 45.4% | 61.3% | 80.0% | 60.0% |
| | Neither satisfied nor dissatisfied | 23.8% | 18.7% | 9.2% | 18.7% |
| | Dissatisfied | 30.8% | 20.0% | 10.7% | 21.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 59.8% | 60.4% | 60.0% |
| | Neither satisfied nor dissatisfied | 17.8% | 20.2% | 18.7% |
| | Dissatisfied | 22.4% | 19.3% | 21.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q11 CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 60.9% | 54.7% | 60.0% |
| | Neither satisfied nor dissatisfied | 18.1% | 22.2% | 18.7% |
| | Dissatisfied | 21.0% | 23.1% | 21.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 68.7% | 70.9% | 84.7% | 72.0% |
| | Neither agree nor disagree | 20.5% | 16.7% | 11.9% | 17.0% |
| | Disagree | 7.5% | 7.6% | 2.1% | 6.9% |
| | Don't know | 3.2% | 4.9% | 1.3% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 72.6% | 71.0% | 72.0% |
| | Neither agree nor disagree | 16.7% | 17.6% | 17.0% |
| | Disagree | 6.5% | 7.7% | 6.9% |
| | Don't know | 4.2% | 3.8% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 72.7% | 68.0% | 72.0% |
| | Neither agree nor disagree | 16.9% | 17.2% | 17.0% |
| | Disagree | 5.9% | 13.1% | 6.9% |
| | Don't know | 4.5% | 1.6% | 4.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 65.4% | 62.5% | 72.3% | 64.4% |
| | Neither agree nor disagree | 17.6% | 16.7% | 17.1% | 17.0% |
| | Disagree | 10.7% | 12.5% | 5.2% | 11.2% |
| | Don't know | 6.3% | 8.2% | 5.3% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 61.9% | 68.9% | 64.4% |
| | Neither agree nor disagree | 17.5% | 16.0% | 17.0% |
| | Disagree | 12.9% | 8.3% | 11.2% |
| | Don't know | 7.8% | 6.8% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 62.2% | 77.1% | 64.4% |
| | Neither agree nor disagree | 17.6% | 13.1% | 17.0% |
| | Disagree | 12.0% | 6.4% | 11.2% |
| | Don't know | 8.1% | 3.4% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 54.6% | 54.6% | 61.3% | 55.4% |
| | Neither agree nor disagree | 21.2% | 20.5% | 20.9% | 20.7% |
| | Disagree | 8.3% | 8.9% | 6.7% | 8.5% |
| | Don't know | 15.9% | 16.0% | 11.0% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 52.3% | 60.9% | 55.4% |
| | Neither agree nor disagree | 21.1% | 20.1% | 20.7% |
| | Disagree | 9.3% | 7.1% | 8.5% |
| | Don't know | 17.3% | 11.8% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 54.9% | 58.3% | 55.4% |
| | Neither agree nor disagree | 20.9% | 19.5% | 20.7% |
| | Disagree | 8.1% | 11.2% | 8.5% |
| | Don't know | 16.1% | 11.0% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 71.0% | 74.5% | 85.8% | 75.1% |
| | Neither agree nor disagree | 21.2% | 17.6% | 12.1% | 17.7% |
| | Disagree | 7.8% | 8.0% | 2.1% | 7.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 75.8% | 73.8% | 75.1% |
| | Neither agree nor disagree | 17.4% | 18.2% | 17.7% |
| | Disagree | 6.8% | 8.0% | 7.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12A LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 76.1% | 69.2% | 75.1% |
| | Neither agree nor disagree | 17.7% | 17.5% | 17.7% |
| | Disagree | 6.2% | 13.3% | 7.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 69.8% | 68.1% | 76.4% | 69.5% |
| | Neither agree nor disagree | 18.8% | 18.2% | 18.1% | 18.3% |
| | Disagree | 11.4% | 13.7% | 5.5% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 67.1% | 73.9% | 69.5% |
| | Neither agree nor disagree | 19.0% | 17.2% | 18.3% |
| | Disagree | 13.9% | 8.9% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12B WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 67.7% | 79.8% | 69.5% |
| | Neither agree nor disagree | 19.2% | 13.6% | 18.3% |
| | Disagree | 13.1% | 6.6% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 64.9% | 64.9% | 68.9% | 65.4% |
| | Neither agree nor disagree | 25.2% | 24.4% | 23.5% | 24.5% |
| | Disagree | 9.9% | 10.6% | 7.6% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 63.3% | 69.1% | 65.4% |
| | Neither agree nor disagree | 25.5% | 22.8% | 24.5% |
| | Disagree | 11.3% | 8.1% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q12C WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 65.4% | 65.5% | 65.4% |
| | Neither agree nor disagree | 24.9% | 21.9% | 24.5% |
| | Disagree | 9.7% | 12.6% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 64.0% | 67.8% | 82.7% | 68.7% |
| | Neither satisfied nor dissatisfied | 17.7% | 15.2% | 8.3% | 14.9% |
| | Dissatisfied | 18.3% | 17.0% | 8.9% | 16.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 67.0% | 72.0% | 68.7% |
| | Neither satisfied nor dissatisfied | 15.3% | 14.3% | 14.9% |
| | Dissatisfied | 17.7% | 13.7% | 16.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13A THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 68.7% | 69.3% | 68.7% |
| | Neither satisfied nor dissatisfied | 15.2% | 13.4% | 14.9% |
| | Dissatisfied | 16.2% | 17.3% | 16.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 64.4% | 74.4% | 86.0% | 73.5% |
| | Neither satisfied nor dissatisfied | 20.6% | 14.9% | 8.1% | 15.3% |
| | Dissatisfied | 15.0% | 10.8% | 5.9% | 11.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 72.4% | 75.6% | 73.5% |
| | Neither satisfied nor dissatisfied | 15.5% | 15.0% | 15.3% |
| | Dissatisfied | 12.1% | 9.4% | 11.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13B THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 74.1% | 70.1% | 73.5% |
| | Neither satisfied nor dissatisfied | 15.3% | 15.6% | 15.3% |
| | Dissatisfied | 10.6% | 14.3% | 11.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13C THE AMOUNT OF CHALLENGE ON JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13C THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 58.8% | 67.7% | 78.3% | 67.0% |
| | Neither satisfied nor dissatisfied | 21.1% | 17.1% | 13.2% | 17.6% |
| | Dissatisfied | 20.1% | 15.1% | 8.5% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13C THE AMOUNT OF CHALLENGE ON JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13C THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 65.7% | 69.4% | 67.0% |
| | Neither satisfied nor dissatisfied | 17.6% | 17.6% | 17.6% |
| | Dissatisfied | 16.8% | 13.0% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13C THE AMOUNT OF CHALLENGE ON JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13C THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 67.6% | 63.5% | 67.0% |
| | Neither satisfied nor dissatisfied | 17.3% | 19.4% | 17.6% |
| | Dissatisfied | 15.2% | 17.2% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 49.5% | 60.9% | 72.3% | 59.7% |
| | Neither satisfied nor dissatisfied | 22.4% | 17.5% | 14.3% | 18.2% |
| | Dissatisfied | 28.1% | 21.7% | 13.4% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 57.6% | 63.5% | 59.7% |
| | Neither satisfied nor dissatisfied | 18.7% | 17.2% | 18.2% |
| | Dissatisfied | 23.7% | 19.2% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13D THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 60.7% | 53.8% | 59.7% |
| | Neither satisfied nor dissatisfied | 18.4% | 17.1% | 18.2% |
| | Dissatisfied | 21.0% | 29.0% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 56.3% | 62.9% | 76.8% | 63.1% |
| | Neither satisfied nor dissatisfied | 18.7% | 19.2% | 12.0% | 18.2% |
| | Dissatisfied | 25.0% | 18.0% | 11.2% | 18.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 61.0% | 66.9% | 63.1% |
| | Neither satisfied nor dissatisfied | 17.9% | 18.8% | 18.2% |
| | Dissatisfied | 21.1% | 14.3% | 18.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13E THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 63.4% | 61.4% | 63.1% |
| | Neither satisfied nor dissatisfied | 18.5% | 16.3% | 18.2% |
| | Dissatisfied | 18.1% | 22.3% | 18.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13F JOB SECURITY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13F JOB SECURITY? | Satisfied | 66.8% | 75.3% | 82.9% | 74.3% |
| | Neither satisfied nor dissatisfied | 22.6% | 16.4% | 11.4% | 17.2% |
| | Dissatisfied | 10.6% | 8.4% | 5.7% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13F JOB SECURITY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13F JOB SECURITY? | Satisfied | 74.5% | 73.8% | 74.3% |
| | Neither satisfied nor dissatisfied | 16.7% | 18.0% | 17.2% |
| | Dissatisfied | 8.8% | 8.1% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13F JOB SECURITY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13F JOB SECURITY? | Satisfied | 74.8% | 71.0% | 74.3% |
| | Neither satisfied nor dissatisfied | 16.8% | 19.5% | 17.2% |
| | Dissatisfied | 8.4% | 9.5% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 64.6% | 70.4% | 80.5% | 70.3% |
| | Neither satisfied nor dissatisfied | 22.2% | 16.9% | 10.1% | 17.3% |
| | Dissatisfied | 13.2% | 12.7% | 9.4% | 12.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 69.0% | 72.6% | 70.3% |
| | Neither satisfied nor dissatisfied | 17.9% | 16.0% | 17.3% |
| | Dissatisfied | 13.0% | 11.3% | 12.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13G THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 70.6% | 68.4% | 70.3% |
| | Neither satisfied nor dissatisfied | 16.9% | 19.1% | 17.3% |
| | Dissatisfied | 12.4% | 12.4% | 12.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13H AVAILABILITY OF PARTS/SUPPLIES? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13H AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 46.0% | 39.9% | 44.4% | 41.8% |
| | Neither satisfied nor dissatisfied | 29.7% | 27.0% | 25.9% | 27.5% |
| | Dissatisfied | 24.2% | 33.2% | 29.6% | 30.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13H AVAILABILITY OF PARTS/SUPPLIES? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13H AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 37.1% | 50.4% | 41.8% |
| | Neither satisfied nor dissatisfied | 29.7% | 23.5% | 27.5% |
| | Dissatisfied | 33.2% | 26.2% | 30.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13H AVAILABILITY OF PARTS/SUPPLIES? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13H AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 41.4% | 43.8% | 41.8% |
| | Neither satisfied nor dissatisfied | 27.6% | 26.9% | 27.5% |
| | Dissatisfied | 31.0% | 29.3% | 30.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 55.0% | 63.8% | 84.0% | 64.2% |
| | Neither satisfied nor dissatisfied | 24.0% | 18.2% | 10.1% | 18.5% |
| | Dissatisfied | 21.0% | 18.1% | 5.9% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 63.9% | 64.8% | 64.2% |
| | Neither satisfied nor dissatisfied | 18.3% | 19.0% | 18.5% |
| | Dissatisfied | 17.8% | 16.3% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q13I THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 64.8% | 60.5% | 64.2% |
| | Neither satisfied nor dissatisfied | 18.6% | 17.8% | 18.5% |
| | Dissatisfied | 16.5% | 21.7% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Case Processing Summary

| | Cases | | | | | |
|--|------------------------|---------|---------|---------|-----------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * PAYGRP | 278646.29 ^a | 99.7% | 807.050 | .3% | 279453.34 | 100.0% |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * RACEGRP | 278646.29 ^a | 99.7% | 807.050 | .3% | 279453.34 | 100.0% |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * Q55 GENDER | 278646.29 ^a | 99.7% | 807.050 | .3% | 279453.34 | 100.0% |

a. Number of valid cases is different from the total count in the crosstabulation table because the cell counts have been rounded.

Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 42.9% | 44.1% | 33.9% | 42.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 32.3% | 42.6% | 62.0% | 42.6% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc. | 6.7% | 6.0% | 3.6% | 5.9% |
| | I don't know | 18.1% | 7.2% | .5% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 43.0% | 41.9% | 42.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 41.0% | 45.6% | 42.6% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc. | 6.8% | 4.3% | 5.9% |
| | I don't know | 9.2% | 8.2% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--|------------|--------|--------|
| | | Male | Female | |
| Q14 WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 44.4% | 31.7% | 42.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 40.5% | 55.5% | 42.6% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc. | 6.2% | 4.3% | 5.9% |
| | I don't know | 8.9% | 8.6% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by PAYGROUP

| | | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | Total |
|--|---------------------|----------|------------|------------|------------|-------|
| TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED | AFLOAT STAFF | Column % | 1.4% | 1.3% | 1.5% | 1.3% |
| | AIRCRAFT CARRIER | Column % | 19.2% | 12.0% | 6.0% | 12.9% |
| | AMPHIBIOUS CRAFT | Column % | .4% | .6% | .8% | .6% |
| | AMPHIBIOUS SHIP | Column % | 7.7% | 7.5% | 3.6% | 7.1% |
| | AVIATION SQUAD -SEA | Column % | 9.0% | 6.9% | 4.9% | 7.2% |
| | AVIATION | Column % | 7.1% | 5.6% | 4.1% | 5.8% |
| | CRUISER | Column % | 2.7% | 2.8% | .9% | 2.5% |
| | DESTROYER TYPES | Column % | 5.9% | 4.5% | 3.0% | 4.7% |
| | MINECRAFT | Column % | | .3% | .3% | .2% |
| | RESERVE UNIT | Column % | .3% | .1% | .1% | .1% |
| | SERVICE FORCE SHIP | Column % | .8% | .8% | .5% | .7% |
| | SHORE BASED | Column % | 6.3% | 5.9% | 4.6% | 5.8% |
| | SHORE OR STAFF | Column % | 17.5% | 21.7% | 31.9% | 21.9% |
| | SPECIAL WARFARE | Column % | 1.1% | .8% | 2.0% | 1.0% |
| | SUBMARINE | Column % | 1.3% | 4.5% | 5.6% | 3.9% |
| | TENDER/REPAIR SHIP | Column % | .8% | .3% | .5% | .4% |
| | TRAINING COMMAND | Column % | 9.0% | 10.9% | 15.1% | 11.0% |
| OTHER | Column % | 9.4% | 13.7% | 14.5% | 12.8% | |

Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by RACE GROUP

| | | | majority | minority | Total |
|--|---------------------|----------|----------|----------|-------|
| TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED | AFLOAT STAFF | Column % | 1.4% | 1.2% | 1.3% |
| | AIRCRAFT CARRIER | Column % | 12.5% | 13.7% | 12.9% |
| | AMPHIBIOUS CRAFT | Column % | .5% | .7% | .6% |
| | AMPHIBIOUS SHIP | Column % | 6.1% | 8.9% | 7.1% |
| | AVIATION SQUAD -SEA | Column % | 7.4% | 6.8% | 7.2% |
| | AVIATION | Column % | 6.0% | 5.4% | 5.8% |
| | CRUISER | Column % | 2.6% | 2.3% | 2.5% |
| | DESTROYER TYPES | Column % | 3.7% | 6.4% | 4.7% |
| | MINECRAFT | Column % | .3% | .1% | .2% |
| | RESERVE UNIT | Column % | .1% | .2% | .1% |
| | SERVICE FORCE SHIP | Column % | .6% | 1.1% | .7% |
| | SHORE BASED | Column % | 6.5% | 4.7% | 5.8% |
| | SHORE OR STAFF | Column % | 21.4% | 22.9% | 21.9% |
| | SPECIAL WARFARE | Column % | .9% | 1.1% | 1.0% |
| | SUBMARINE | Column % | 4.9% | 2.1% | 3.9% |
| | TENDER/REPAIR SHIP | Column % | .4% | .5% | .4% |
| | TRAINING COMMAND | Column % | 12.7% | 7.8% | 11.0% |
| OTHER | Column % | 12.1% | 14.0% | 12.8% | |

Q15 SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by GENDER

| | | | GENDER | | Total |
|-------------|---------------------|----------|--------|--------|-------|
| | | | Male | Female | |
| SHIP OR | AFLOAT STAFF | Column % | 1.4% | .9% | 1.3% |
| ACTIVITY TO | AIRCRAFT CARRIER | Column % | 13.2% | 11.0% | 12.9% |
| WHICH YOU | AMPHIBIOUS CRAFT | Column % | .7% | .1% | .6% |
| ARE | AMPHIBIOUS SHIP | Column % | 7.4% | 5.0% | 7.1% |
| CURRENTLY | AVIATION SQUAD -SEA | Column % | 7.4% | 5.8% | 7.2% |
| ASSIGNED | AVIATION | Column % | 5.5% | 7.1% | 5.8% |
| | CRUISER | Column % | 2.8% | 1.1% | 2.5% |
| | DESTROYER TYPES | Column % | 4.8% | 3.5% | 4.7% |
| | MINECRAFT | Column % | .2% | .4% | .2% |
| | RESERVE UNIT | Column % | .1% | .2% | .1% |
| | SERVICE FORCE SHIP | Column % | .8% | .6% | .7% |
| | SHORE BASED | Column % | 5.5% | 7.8% | 5.8% |
| | SHORE OR STAFF | Column % | 20.4% | 31.5% | 21.9% |
| | SPECIAL WARFARE | Column % | .9% | 1.8% | 1.0% |
| | SUBMARINE | Column % | 4.4% | .6% | 3.9% |
| | TENDER/REPAIR SHIP | Column % | .4% | .8% | .4% |
| | TRAINING COMMAND | Column % | 11.2% | 9.8% | 11.0% |
| | OTHER | Column % | 12.9% | 12.0% | 12.8% |

Q16 ARE YOU PRESENTLY ON DEPLOYMENT? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|-----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q16 ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 9.2% | 9.9% | 7.4% | 9.4% |
| | No | 90.8% | 90.1% | 92.6% | 90.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q16 ARE YOU PRESENTLY ON DEPLOYMENT? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|-----|----------|----------|--------|
| | | majority | minority | |
| Q16 ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 9.8% | 8.6% | 9.4% |
| | No | 90.2% | 91.4% | 90.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q16 ARE YOU PRESENTLY ON DEPLOYMENT? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|-----|------------|--------|--------|
| | | Male | Female | |
| Q16 ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 10.0% | 6.1% | 9.4% |
| | No | 90.0% | 93.9% | 90.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 3.2% | 4.8% | 5.6% | 4.6% |
| | Caribbean | .7% | .4% | .2% | .4% |
| | CONUS - East Coast | 42.6% | 47.5% | 47.0% | 46.4% |
| | CONUS - West Coast | 33.8% | 27.8% | 25.5% | 28.9% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 1.2% | 4.3% | 8.7% | 4.2% |
| | Europe (including the Mediterranean) | 4.6% | 3.9% | 3.5% | 4.0% |
| | Far East | 4.8% | 4.5% | 3.9% | 4.5% |
| | Middle East (including the African continent) | 1.3% | .9% | 1.6% | 1.0% |
| | South or Central America | .1% | .3% | | .2% |
| | Other | 7.8% | 5.6% | 4.0% | 5.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 4.8% | 4.2% | 4.6% |
| | Caribbean | .4% | .4% | .4% |
| | CONUS - East Coast | 48.4% | 42.5% | 46.4% |
| | CONUS - West Coast | 27.6% | 31.3% | 28.9% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 4.5% | 3.7% | 4.2% |
| | Europe (including the Mediterranean) | 4.1% | 3.9% | 4.0% |
| | Far East | 4.1% | 5.3% | 4.5% |
| | Middle East (including the African continent) | 1.2% | .8% | 1.0% |
| | South or Central America | | .6% | .2% |
| | Other | 5.0% | 7.4% | 5.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|---|------------|--------|-------|
| | | Male | Female | |
| Q17 WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 4.6% | 4.5% | 4.6% |
| | Caribbean | .4% | .4% | .4% |
| | CONUS - East Coast | 45.4% | 52.4% | 46.4% |
| | CONUS - West Coast | 29.5% | 25.3% | 28.9% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 4.1% | 4.8% | 4.2% |
| | Europe (including the Mediterranean) | 3.8% | 5.3% | 4.0% |
| | Far East | 5.1% | 1.0% | 4.5% |
| | Middle East (including the African continent) | 1.1% | 1.0% | 1.0% |
| | South or Central America | .2% | .1% | .2% |
| | Other | 6.0% | 5.2% | 5.9% |
| Total | 100.0% | 100.0% | 100.0% | |

Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|------------------|------------|------------|------------|-------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 35.7% | 37.0% | 24.5% | 35.2% |
| | 1-49 days | 17.4% | 18.0% | 34.1% | 19.8% |
| | 50-99 days | 13.1% | 10.9% | 15.6% | 12.0% |
| | 100-149 days | 10.5% | 10.9% | 8.8% | 10.6% |
| | 150-199 days | 12.1% | 12.7% | 9.1% | 12.1% |
| | 200-249 days | 7.2% | 7.4% | 5.2% | 7.1% |
| | 250-299 days | 2.8% | 2.7% | 2.1% | 2.6% |
| | 300 or more days | 1.2% | .4% | .6% | .6% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | |

Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--------------|----------|----------|-------|
| | | majority | minority | |
| Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 34.4% | 36.5% | 35.2% |
| | 1-49 days | 19.7% | 20.0% | 19.8% |
| | 50-99 days | 12.7% | 10.6% | 12.0% |
| | 100-149 days | 11.6% | 8.7% | 10.6% |
| | 150-199 days | 11.9% | 12.6% | 12.1% |
| | 200-249 days | 6.9% | 7.5% | 7.1% |
| | 250-299 days | 2.3% | 3.3% | 2.6% |
| 300 or more days | .5% | .8% | .6% | |
| Total | 100.0% | 100.0% | 100.0% | |

Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|------------------|------------|--------|--------|
| | | Male | Female | |
| Q18 IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 33.3% | 46.8% | 35.2% |
| | 1-49 days | 19.7% | 20.5% | 19.8% |
| | 50-99 days | 12.4% | 9.2% | 12.0% |
| | 100-149 days | 11.3% | 6.3% | 10.6% |
| | 150-199 days | 12.7% | 8.5% | 12.1% |
| | 200-249 days | 7.4% | 5.2% | 7.1% |
| | 250-299 days | 2.7% | 2.2% | 2.6% |
| | 300 or more days | .5% | 1.3% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 53.1% | 64.0% | 76.6% | 63.0% |
| | Neither agree nor disagree | 27.6% | 20.0% | 14.1% | 21.0% |
| | Disagree | 19.3% | 16.0% | 9.3% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 63.6% | 62.0% | 63.0% |
| | Neither agree nor disagree | 21.9% | 19.3% | 21.0% |
| | Disagree | 14.5% | 18.6% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q19A I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 62.4% | 66.6% | 63.0% |
| | Neither agree nor disagree | 21.0% | 21.0% | 21.0% |
| | Disagree | 16.5% | 12.4% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 38.5% | 52.9% | 75.5% | 52.4% |
| | Neither agree nor disagree | 43.3% | 28.6% | 13.3% | 30.1% |
| | Disagree | 18.2% | 18.5% | 11.2% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 50.7% | 55.3% | 52.4% |
| | Neither agree nor disagree | 32.2% | 26.2% | 30.1% |
| | Disagree | 17.1% | 18.5% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q19B I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 51.2% | 59.4% | 52.4% |
| | Neither agree nor disagree | 30.8% | 25.3% | 30.1% |
| | Disagree | 18.0% | 15.3% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 36.6% | 51.2% | 72.3% | 50.4% |
| | Neither agree nor disagree | 46.6% | 30.7% | 18.7% | 32.8% |
| | Disagree | 16.9% | 18.1% | 9.0% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 48.8% | 53.4% | 50.4% |
| | Neither agree nor disagree | 34.9% | 29.0% | 32.8% |
| | Disagree | 16.3% | 17.6% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q19C I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 50.6% | 49.4% | 50.4% |
| | Neither agree nor disagree | 32.6% | 34.4% | 32.8% |
| | Disagree | 16.8% | 16.3% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 40.9% | 40.0% | 32.5% | 39.3% |
| | Positive effect | 17.2% | 15.9% | 22.4% | 17.0% |
| | Neither positive nor negative effect | 36.5% | 38.9% | 42.8% | 38.8% |
| | Strong negative effect | 5.3% | 5.2% | 2.2% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 37.1% | 43.3% | 39.3% |
| | Positive effect | 16.9% | 17.2% | 17.0% |
| | Neither positive nor negative effect | 41.0% | 35.0% | 38.8% |
| | Strong negative effect | 5.1% | 4.5% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q20 EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 37.8% | 48.5% | 39.3% |
| | Positive effect | 17.4% | 14.2% | 17.0% |
| | Neither positive nor negative effect | 39.6% | 34.0% | 38.8% |
| | Strong negative effect | 5.2% | 3.3% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 53.4% | 43.3% | 26.4% | 43.5% |
| | Neither agree nor disagree | 26.6% | 29.0% | 23.2% | 27.8% |
| | Disagree | 20.0% | 27.7% | 50.5% | 28.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 45.1% | 40.7% | 43.5% |
| | Neither agree nor disagree | 27.6% | 28.1% | 27.8% |
| | Disagree | 27.4% | 31.2% | 28.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q21A NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 43.7% | 42.7% | 43.5% |
| | Neither agree nor disagree | 28.2% | 25.0% | 27.8% |
| | Disagree | 28.1% | 32.4% | 28.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 69.4% | 62.9% | 54.6% | 63.3% |
| | Neither agree nor disagree | 19.5% | 23.2% | 19.3% | 21.9% |
| | Disagree | 11.1% | 13.9% | 26.1% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 64.1% | 62.0% | 63.3% |
| | Neither agree nor disagree | 21.9% | 21.9% | 21.9% |
| | Disagree | 14.0% | 16.1% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q21B NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 64.5% | 56.6% | 63.3% |
| | Neither agree nor disagree | 21.6% | 23.6% | 21.9% |
| | Disagree | 13.9% | 19.8% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE | Agree | 39.8% | 31.7% | 16.2% | 31.7% |
| | Neither agree nor disagree | 30.9% | 35.7% | 25.6% | 33.4% |
| | Disagree | 29.3% | 32.6% | 58.2% | 34.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q21C I HAVE | Agree | 31.3% | 32.4% | 31.7% |
| DIFFICULTY JUGGLING | Neither agree | 34.0% | 32.3% | 33.4% |
| DEMANDS OF MY | nor disagree | | | |
| PERSONAL LIFE | Disagree | 34.7% | 35.3% | 34.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21C I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q21C I HAVE | Agree | 32.1% | 29.1% | 31.7% |
| DIFFICULTY JUGGLING | Neither agree | 33.8% | 31.2% | 33.4% |
| DEMANDS OF MY | nor disagree | | | |
| PERSONAL LIFE | Disagree | 34.1% | 39.8% | 34.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q22 TYPE OF IMMEDIATE SUPERVISOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------|----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q22 TYPE OF | Navy | 97.1% | 95.3% | 90.7% | 95.2% |
| IMMEDIATE | Other Military | 1.0% | 1.6% | 2.6% | 1.6% |
| SUPERVISOR | Civilian | 1.9% | 3.0% | 6.6% | 3.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q22 TYPE OF IMMEDIATE SUPERVISOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------|----------------|----------|----------|--------|
| | | majority | minority | |
| Q22 TYPE OF | Navy | 94.9% | 95.7% | 95.2% |
| IMMEDIATE | Other Military | 1.9% | 1.1% | 1.6% |
| SUPERVISOR | Civilian | 3.2% | 3.2% | 3.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q22 TYPE OF IMMEDIATE SUPERVISOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------------------------|----------------|------------|--------|--------|
| | | Male | Female | |
| Q22 TYPE OF IMMEDIATE SUPERVISOR | Navy | 95.5% | 93.3% | 95.2% |
| | Other Military | 1.5% | 2.1% | 1.6% |
| | Civilian | 3.0% | 4.6% | 3.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23A HAS ADEQUATE TRAINING/EXPERTISE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23A HAS ADEQUATE TRAINING/EXPERTISE | Agree | 80.0% | 78.3% | 81.0% | 79.0% |
| | Neither agree nor disagree | 10.4% | 10.4% | 7.8% | 10.1% |
| | Disagree | 9.7% | 11.3% | 11.2% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23A HAS ADEQUATE TRAINING/EXPERTISE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23A HAS ADEQUATE TRAINING/EXPERTISE | Agree | 79.4% | 78.2% | 79.0% |
| | Neither agree nor disagree | 9.9% | 10.4% | 10.1% |
| | Disagree | 10.7% | 11.4% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23A HAS ADEQUATE TRAINING/EXPERTISE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q23A HAS ADEQUATE TRAINING/EXPERTISE | Agree | 80.2% | 71.4% | 79.0% |
| | Neither agree nor disagree | 9.7% | 12.4% | 10.1% |
| | Disagree | 10.1% | 16.2% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23B DEALS WELL WITH SUBORDINATES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23B DEALS | Agree | 67.9% | 66.7% | 75.4% | 68.1% |
| WELL WITH | Neither agree | 15.2% | 15.0% | 11.7% | 14.7% |
| SUBORDINATES | nor disagree | | | | |
| | Disagree | 16.9% | 18.2% | 12.9% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23B DEALS WELL WITH SUBORDINATES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q23B DEALS | Agree | 67.9% | 68.3% | 68.1% |
| WELL WITH | Neither agree | 14.3% | 15.3% | 14.7% |
| SUBORDINATES | nor disagree | | | |
| | Disagree | 17.8% | 16.3% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23B DEALS WELL WITH SUBORDINATES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q23B DEALS | Agree | 68.7% | 64.0% | 68.1% |
| WELL WITH | Neither agree | 15.1% | 12.0% | 14.7% |
| SUBORDINATES | nor disagree | | | |
| | Disagree | 16.2% | 24.0% | 17.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23C DEALS WELL WITH SUPERIORS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23C DEALS | Agree | 72.5% | 71.0% | 77.6% | 72.1% |
| WELL WITH | Neither agree | 18.0% | 17.2% | 13.1% | 16.9% |
| SUPERIORS | nor disagree | | | | |
| | Disagree | 9.5% | 11.8% | 9.3% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23C DEALS WELL WITH SUPERIORS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q23C DEALS | Agree | 72.2% | 72.0% | 72.1% |
| WELL WITH | Neither agree | 16.4% | 17.9% | 16.9% |
| SUPERIORS | nor disagree | | | |
| | Disagree | 11.4% | 10.1% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23C DEALS WELL WITH SUPERIORS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q23C DEALS | Agree | 72.7% | 68.9% | 72.1% |
| WELL WITH | Neither agree | 16.6% | 19.0% | 16.9% |
| SUPERIORS | nor disagree | | | |
| | Disagree | 10.8% | 12.1% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23D PROVIDES | Agree | 66.4% | 66.1% | 69.5% | 66.6% |
| ADEQUATE SUPPORT | Neither agree | 16.4% | 16.6% | 16.0% | 16.5% |
| AND GUIDANCE | nor disagree | | | | |
| | Disagree | 17.3% | 17.3% | 14.5% | 16.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q23D PROVIDES | Agree | 66.3% | 67.1% | 66.6% |
| ADEQUATE SUPPORT | Neither agree | 17.0% | 15.6% | 16.5% |
| AND GUIDANCE | nor disagree | | | |
| | Disagree | 16.7% | 17.3% | 16.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q23D PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 67.4% | 61.5% | 66.6% |
| | Neither agree nor disagree | 16.4% | 16.7% | 16.5% |
| | Disagree | 16.1% | 21.8% | 16.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 65.5% | 67.4% | 79.4% | 68.4% |
| | Neither agree nor disagree | 15.7% | 17.5% | 10.7% | 16.3% |
| | Disagree | 18.8% | 15.2% | 9.9% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 68.5% | 68.1% | 68.4% |
| | Neither agree nor disagree | 16.1% | 16.6% | 16.3% |
| | Disagree | 15.4% | 15.3% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q23E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 69.6% | 61.1% | 68.4% |
| | Neither agree nor disagree | 15.9% | 18.2% | 16.3% |
| | Disagree | 14.5% | 20.6% | 15.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 67.1% | 69.3% | 76.3% | 69.6% |
| | Neither agree nor disagree | 14.0% | 13.2% | 12.0% | 13.3% |
| | Disagree | 18.9% | 17.5% | 11.7% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 70.3% | 68.3% | 69.6% |
| | Neither agree nor disagree | 13.4% | 13.0% | 13.3% |
| | Disagree | 16.3% | 18.7% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q23F OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 70.9% | 61.8% | 69.6% |
| | Neither agree nor disagree | 12.4% | 18.6% | 13.3% |
| | Disagree | 16.7% | 19.5% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 73.6% | 73.0% | 82.9% | 74.3% |
| | Neither agree nor disagree | 15.0% | 15.6% | 10.4% | 14.8% |
| | Disagree | 8.1% | 8.5% | 6.3% | 8.1% |
| | Don't know | 3.3% | 3.0% | .5% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 74.1% | 74.5% | 74.3% |
| | Neither agree nor disagree | 14.6% | 15.3% | 14.8% |
| | Disagree | 8.6% | 7.4% | 8.1% |
| | Don't know | 2.7% | 2.8% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q24A MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 74.6% | 72.3% | 74.3% |
| | Neither agree nor disagree | 14.6% | 16.3% | 14.8% |
| | Disagree | 7.9% | 9.4% | 8.1% |
| | Don't know | 2.9% | 2.0% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24B DEALS WELL WITH SUBORDINATES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------------------|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24B DEALS WELL WITH SUBORDINATES | Agree | 59.8% | 59.6% | 73.0% | 61.2% |
| | Neither agree nor disagree | 18.2% | 18.0% | 14.6% | 17.6% |
| | Disagree | 18.3% | 19.6% | 11.8% | 18.4% |
| | Don't know | 3.7% | 2.8% | .6% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24B DEALS WELL WITH SUBORDINATES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24B DEALS WELL WITH SUBORDINATES | Agree | 60.8% | 62.1% | 61.2% |
| | Neither agree nor disagree | 17.4% | 18.1% | 17.6% |
| | Disagree | 18.9% | 17.5% | 18.4% |
| | Don't know | 3.0% | 2.3% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24B DEALS WELL WITH SUBORDINATES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q24B DEALS | Agree | 61.4% | 60.1% | 61.2% |
| WELL WITH | Neither agree | | | |
| SUBORDINATES | nor disagree | 17.0% | 21.1% | 17.6% |
| | Disagree | 18.6% | 16.8% | 18.4% |
| | Don't know | 2.9% | 2.0% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24C DEALS WELL WITH SUPERIORS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------|---------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24C DEALS | Agree | 61.9% | 61.9% | 75.4% | 63.5% |
| WELL WITH | Neither agree | | | | |
| SUPERIORS | nor disagree | 22.1% | 19.6% | 14.9% | 19.6% |
| | Disagree | 7.8% | 8.5% | 5.6% | 8.0% |
| | Don't know | 8.3% | 9.9% | 4.0% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24C DEALS WELL WITH SUPERIORS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------|---------------|----------|----------|--------|
| | | majority | minority | |
| Q24C DEALS | Agree | 61.9% | 66.5% | 63.5% |
| WELL WITH | Neither agree | | | |
| SUPERIORS | nor disagree | 19.5% | 19.7% | 19.6% |
| | Disagree | 8.5% | 7.2% | 8.0% |
| | Don't know | 10.1% | 6.6% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24C DEALS WELL WITH SUPERIORS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------|---------------|------------|--------|--------|
| | | Male | Female | |
| Q24C DEALS | Agree | 63.5% | 63.8% | 63.5% |
| WELL WITH | Neither agree | | | |
| SUPERIORS | nor disagree | 19.5% | 20.1% | 19.6% |
| | Disagree | 7.9% | 8.8% | 8.0% |
| | Don't know | 9.1% | 7.3% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 59.5% | 60.5% | 72.1% | 61.7% |
| | Neither agree nor disagree | 20.9% | 19.0% | 16.0% | 19.1% |
| | Disagree | 17.4% | 17.8% | 11.7% | 17.0% |
| | Don't know | 2.2% | 2.6% | .2% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 60.6% | 63.6% | 61.7% |
| | Neither agree nor disagree | 18.6% | 19.9% | 19.1% |
| | Disagree | 18.4% | 14.4% | 17.0% |
| | Don't know | 2.3% | 2.1% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q24D PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 62.2% | 58.5% | 61.7% |
| | Neither agree nor disagree | 19.0% | 19.8% | 19.1% |
| | Disagree | 16.4% | 20.5% | 17.0% |
| | Don't know | 2.4% | 1.2% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 56.1% | 58.5% | 75.8% | 60.0% |
| | Neither agree nor disagree | 19.4% | 19.0% | 14.6% | 18.6% |
| | Disagree | 22.3% | 20.2% | 8.8% | 19.3% |
| | Don't know | 2.2% | 2.3% | .7% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 59.4% | 61.3% | 60.0% |
| | Neither agree nor disagree | 17.6% | 20.3% | 18.6% |
| | Disagree | 21.1% | 16.0% | 19.3% |
| | Don't know | 1.9% | 2.4% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q24E IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 60.5% | 57.1% | 60.0% |
| | Neither agree nor disagree | 18.3% | 20.6% | 18.6% |
| | Disagree | 19.1% | 20.6% | 19.3% |
| | Don't know | 2.1% | 1.7% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 58.9% | 59.5% | 74.6% | 61.1% |
| | Neither agree nor disagree | 19.1% | 18.4% | 14.5% | 18.1% |
| | Disagree | 20.0% | 20.5% | 10.7% | 19.2% |
| | Don't know | 2.0% | 1.7% | .3% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 61.1% | 61.3% | 61.1% |
| | Neither agree nor disagree | 17.6% | 19.0% | 18.1% |
| | Disagree | 19.7% | 18.3% | 19.2% |
| | Don't know | 1.7% | 1.4% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q24F OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 61.6% | 58.6% | 61.1% |
| | Neither agree nor disagree | 17.5% | 21.6% | 18.1% |
| | Disagree | 19.3% | 18.9% | 19.2% |
| | Don't know | 1.7% | 1.0% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 55.9% | 56.7% | 67.0% | 57.8% |
| | Neither agree nor disagree | 23.0% | 22.7% | 16.0% | 22.0% |
| | Disagree | 21.1% | 20.6% | 17.0% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 53.2% | 66.1% | 57.8% |
| | Neither agree nor disagree | 24.9% | 16.6% | 22.0% |
| | Disagree | 21.9% | 17.3% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25A NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 58.1% | 55.7% | 57.8% |
| | Neither agree nor disagree | 21.7% | 23.6% | 22.0% |
| | Disagree | 20.2% | 20.7% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 51.6% | 58.7% | 69.9% | 58.5% |
| | Neither agree nor disagree | 24.3% | 18.1% | 14.2% | 19.1% |
| | Disagree | 24.1% | 23.1% | 15.8% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 54.2% | 66.3% | 58.5% |
| | Neither agree nor disagree | 20.7% | 16.0% | 19.1% |
| | Disagree | 25.1% | 17.7% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25B SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 58.9% | 55.6% | 58.5% |
| | Neither agree nor disagree | 19.1% | 18.7% | 19.1% |
| | Disagree | 21.9% | 25.7% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 56.0% | 64.0% | 84.5% | 64.7% |
| | Neither agree nor disagree | 26.5% | 19.8% | 11.4% | 20.3% |
| | Disagree | 17.5% | 16.2% | 4.1% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 64.3% | 65.3% | 64.7% |
| | Neither agree nor disagree | 20.2% | 20.4% | 20.3% |
| | Disagree | 15.5% | 14.3% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25C LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 65.7% | 58.6% | 64.7% |
| | Neither agree nor disagree | 20.1% | 21.3% | 20.3% |
| | Disagree | 14.2% | 20.1% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 58.4% | 63.4% | 78.4% | 64.1% |
| | Neither agree nor disagree | 23.1% | 19.0% | 12.8% | 19.2% |
| | Disagree | 18.5% | 17.5% | 8.8% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 62.1% | 67.8% | 64.1% |
| | Neither agree nor disagree | 20.0% | 17.7% | 19.2% |
| | Disagree | 17.9% | 14.5% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25D COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 64.4% | 62.3% | 64.1% |
| | Neither agree nor disagree | 19.0% | 20.4% | 19.2% |
| | Disagree | 16.6% | 17.3% | 16.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 44.4% | 50.0% | 55.7% | 49.4% |
| | Neither agree nor disagree | 17.7% | 14.0% | 15.5% | 15.0% |
| | Disagree | 37.9% | 36.0% | 28.8% | 35.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 46.2% | 55.3% | 49.4% |
| | Neither agree nor disagree | 15.5% | 14.2% | 15.0% |
| | Disagree | 38.3% | 30.5% | 35.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25E IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 49.5% | 49.1% | 49.4% |
| | Neither agree nor disagree | 14.7% | 16.9% | 15.0% |
| | Disagree | 35.8% | 34.0% | 35.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 50.4% | 55.2% | 42.5% | 52.6% |
| | Neither agree nor disagree | 29.9% | 25.5% | 26.2% | 26.6% |
| | Disagree | 19.7% | 19.3% | 31.2% | 20.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 51.7% | 54.2% | 52.6% |
| | Neither agree nor disagree | 26.3% | 27.1% | 26.6% |
| | Disagree | 22.0% | 18.7% | 20.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q25F IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 53.0% | 50.5% | 52.6% |
| | Neither agree nor disagree | 26.6% | 26.5% | 26.6% |
| | Disagree | 20.4% | 23.0% | 20.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 40.9% | 55.4% | 67.5% | 53.6% |
| | Neither agree nor disagree | 23.1% | 18.2% | 16.4% | 19.1% |
| | Disagree | 36.0% | 26.3% | 16.1% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 52.3% | 56.0% | 53.6% |
| | Neither agree nor disagree | 19.4% | 18.4% | 19.1% |
| | Disagree | 28.3% | 25.5% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26A I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 54.9% | 45.9% | 53.6% |
| | Neither agree nor disagree | 18.4% | 23.5% | 19.1% |
| | Disagree | 26.7% | 30.7% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 41.9% | 43.1% | 53.5% | 44.1% |
| | Neither agree nor disagree | 33.5% | 31.4% | 25.6% | 31.2% |
| | Disagree | 24.7% | 25.5% | 20.9% | 24.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 41.8% | 48.2% | 44.1% |
| | Neither agree nor disagree | 32.2% | 29.2% | 31.2% |
| | Disagree | 25.9% | 22.6% | 24.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26B THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 45.3% | 36.7% | 44.1% |
| | Neither agree nor disagree | 30.6% | 34.8% | 31.2% |
| | Disagree | 24.1% | 28.5% | 24.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26C MY FUTURE IN THE NAVY APPEARS SECURE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26C MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 61.6% | 66.6% | 70.7% | 66.0% |
| | Neither agree nor disagree | 19.0% | 16.2% | 14.6% | 16.6% |
| | Disagree | 19.4% | 17.2% | 14.7% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26C MY FUTURE IN THE NAVY APPEARS SECURE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26C MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 66.6% | 64.8% | 66.0% |
| | Neither agree nor disagree | 15.7% | 18.4% | 16.6% |
| | Disagree | 17.7% | 16.8% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26C MY FUTURE IN THE NAVY APPEARS SECURE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26C MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 67.1% | 59.1% | 66.0% |
| | Neither agree nor disagree | 15.8% | 21.6% | 16.6% |
| | Disagree | 17.1% | 19.3% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 41.0% | 40.3% | 33.0% | 39.6% |
| | Neither agree nor disagree | 21.2% | 18.3% | 18.1% | 18.9% |
| | Disagree | 37.8% | 41.4% | 48.9% | 41.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 35.3% | 47.5% | 39.6% |
| | Neither agree nor disagree | 18.8% | 19.1% | 18.9% |
| | Disagree | 45.9% | 33.4% | 41.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26D I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 39.6% | 39.5% | 39.6% |
| | Neither agree nor disagree | 18.0% | 24.8% | 18.9% |
| | Disagree | 42.4% | 35.7% | 41.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 38.0% | 51.0% | 54.2% | 48.5% |
| | Neither agree nor disagree | 37.3% | 29.6% | 22.8% | 30.5% |
| | Disagree | 24.6% | 19.4% | 23.0% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 46.1% | 52.8% | 48.5% |
| | Neither agree nor disagree | 31.5% | 28.8% | 30.5% |
| | Disagree | 22.4% | 18.4% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26E I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 48.4% | 48.6% | 48.5% |
| | Neither agree nor disagree | 30.6% | 30.3% | 30.5% |
| | Disagree | 21.0% | 21.1% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 43.9% | 51.6% | 42.1% | 48.7% |
| | Neither agree nor disagree | 39.0% | 30.6% | 30.7% | 32.5% |
| | Disagree | 17.1% | 17.8% | 27.3% | 18.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 47.5% | 51.0% | 48.7% |
| | Neither agree nor disagree | 32.7% | 32.1% | 32.5% |
| | Disagree | 19.7% | 16.9% | 18.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q26F I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 49.1% | 46.5% | 48.7% |
| | Neither agree nor disagree | 32.8% | 30.7% | 32.5% |
| | Disagree | 18.1% | 22.8% | 18.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 46.0% | 50.5% | 65.6% | 51.3% |
| | Neither agree nor disagree | 28.1% | 27.7% | 17.4% | 26.5% |
| | Disagree | 25.9% | 21.8% | 16.9% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 50.2% | 53.4% | 51.3% |
| | Neither agree nor disagree | 28.0% | 23.7% | 26.5% |
| | Disagree | 21.8% | 22.8% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q27A THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 52.3% | 45.5% | 51.3% |
| | Neither agree nor disagree | 25.9% | 30.5% | 26.5% |
| | Disagree | 21.8% | 24.1% | 22.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 38.3% | 38.8% | 47.1% | 39.7% |
| | Neither agree nor disagree | 27.7% | 24.8% | 16.2% | 24.4% |
| | Disagree | 34.0% | 36.4% | 36.7% | 35.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 36.9% | 44.7% | 39.7% |
| | Neither agree nor disagree | 24.6% | 24.1% | 24.4% |
| | Disagree | 38.4% | 31.2% | 35.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q27B THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 40.3% | 35.9% | 39.7% |
| | Neither agree nor disagree | 23.5% | 30.1% | 24.4% |
| | Disagree | 36.2% | 34.0% | 35.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 32.5% | 29.0% | 38.1% | 30.9% |
| | Neither agree nor disagree | 25.0% | 28.1% | 28.6% | 27.5% |
| | Disagree | 42.5% | 42.9% | 33.3% | 41.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 28.2% | 35.7% | 30.9% |
| | Neither agree nor disagree | 27.0% | 28.3% | 27.5% |
| | Disagree | 44.8% | 36.0% | 41.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q27C I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 31.3% | 27.9% | 30.9% |
| | Neither agree nor disagree | 27.0% | 30.7% | 27.5% |
| | Disagree | 41.7% | 41.4% | 41.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 40.8% | 36.8% | 40.2% | 38.1% |
| | Neither agree nor disagree | 33.6% | 36.0% | 29.4% | 34.7% |
| | Disagree | 25.5% | 27.2% | 30.5% | 27.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 36.4% | 41.2% | 38.1% |
| | Neither agree nor disagree | 35.1% | 33.9% | 34.7% |
| | Disagree | 28.4% | 24.9% | 27.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q27D POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 38.8% | 34.0% | 38.1% |
| | Neither agree nor disagree | 34.5% | 35.7% | 34.7% |
| | Disagree | 26.7% | 30.3% | 27.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 42.8% | 53.2% | 77.4% | 53.8% |
| | Neither agree nor disagree | 24.4% | 22.4% | 14.0% | 21.8% |
| | Disagree | 32.8% | 24.4% | 8.6% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 53.3% | 54.7% | 53.8% |
| | Neither agree nor disagree | 21.1% | 23.2% | 21.8% |
| | Disagree | 25.6% | 22.1% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28A I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 54.0% | 52.4% | 53.8% |
| | Neither agree nor disagree | 21.7% | 22.4% | 21.8% |
| | Disagree | 24.2% | 25.2% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 52.6% | 61.4% | 83.2% | 62.1% |
| | Neither agree nor disagree | 23.3% | 23.5% | 12.6% | 22.1% |
| | Disagree | 24.1% | 15.1% | 4.2% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 61.8% | 62.6% | 62.1% |
| | Neither agree nor disagree | 22.3% | 21.7% | 22.1% |
| | Disagree | 15.9% | 15.7% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28B I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 62.8% | 57.7% | 62.1% |
| | Neither agree nor disagree | 21.6% | 25.3% | 22.1% |
| | Disagree | 15.6% | 17.0% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 44.7% | 55.0% | 78.0% | 55.5% |
| | Neither agree nor disagree | 26.5% | 25.2% | 15.2% | 24.3% |
| | Disagree | 28.8% | 19.8% | 6.8% | 20.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 54.2% | 57.9% | 55.5% |
| | Neither agree nor disagree | 24.3% | 24.2% | 24.3% |
| | Disagree | 21.5% | 17.9% | 20.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28C I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 55.8% | 53.4% | 55.5% |
| | Neither agree nor disagree | 24.0% | 26.0% | 24.3% |
| | Disagree | 20.2% | 20.6% | 20.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 50.8% | 50.6% | 61.6% | 52.0% |
| | Neither agree nor disagree | 20.2% | 17.6% | 16.9% | 18.1% |
| | Disagree | 28.9% | 31.8% | 21.5% | 29.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 53.4% | 49.4% | 52.0% |
| | Neither agree nor disagree | 18.1% | 18.2% | 18.1% |
| | Disagree | 28.5% | 32.4% | 29.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28D I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 51.6% | 54.4% | 52.0% |
| | Neither agree nor disagree | 18.1% | 18.2% | 18.1% |
| | Disagree | 30.3% | 27.4% | 29.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 45.0% | 45.0% | 62.3% | 47.1% |
| | Neither agree nor disagree | 33.5% | 33.0% | 25.3% | 32.2% |
| | Disagree | 21.4% | 22.0% | 12.4% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 46.0% | 49.2% | 47.1% |
| | Neither agree nor disagree | 33.8% | 29.2% | 32.2% |
| | Disagree | 20.3% | 21.5% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28E INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 48.0% | 41.8% | 47.1% |
| | Neither agree nor disagree | 31.9% | 34.1% | 32.2% |
| | Disagree | 20.1% | 24.1% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 19.0% | 22.0% | 52.7% | 25.0% |
| | Neither agree nor disagree | 26.8% | 27.8% | 25.0% | 27.2% |
| | Disagree | 54.2% | 50.2% | 22.3% | 47.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 23.3% | 28.1% | 25.0% |
| | Neither agree nor disagree | 26.5% | 28.6% | 27.2% |
| | Disagree | 50.2% | 43.3% | 47.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28F INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 26.2% | 17.8% | 25.0% |
| | Neither agree nor disagree | 26.8% | 29.6% | 27.2% |
| | Disagree | 47.0% | 52.6% | 47.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 31.1% | 33.2% | 40.2% | 33.6% |
| | Neither agree nor disagree | 44.0% | 38.8% | 35.3% | 39.5% |
| | Disagree | 24.9% | 28.0% | 24.5% | 26.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 31.5% | 37.4% | 33.6% |
| | Neither agree nor disagree | 40.0% | 38.7% | 39.5% |
| | Disagree | 28.6% | 23.9% | 26.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q28G NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 35.0% | 25.0% | 33.6% |
| | Neither agree nor disagree | 38.3% | 47.2% | 39.5% |
| | Disagree | 26.8% | 27.8% | 26.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29A HOW WOULD YOU RATE NAVY TONE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------------|--------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q29A HOW WOULD YOU RATE NAVY TONE? | High | 29.0% | 30.6% | 40.2% | 31.4% |
| | Medium | 41.8% | 47.2% | 48.3% | 46.1% |
| | Low | 29.2% | 22.2% | 11.5% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q29A HOW WOULD YOU RATE NAVY TONE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------------------------------|--------|----------|----------|--------|
| | | majority | minority | |
| Q29A HOW WOULD YOU RATE NAVY TONE? | High | 29.5% | 34.9% | 31.4% |
| | Medium | 47.1% | 44.3% | 46.1% |
| | Low | 23.4% | 20.8% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29A HOW WOULD YOU RATE NAVY TONE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------------------------|--------|------------|--------|--------|
| | | Male | Female | |
| Q29A HOW WOULD YOU RATE NAVY TONE? | High | 32.5% | 24.6% | 31.4% |
| | Medium | 45.8% | 47.8% | 46.1% |
| | Low | 21.7% | 27.7% | 22.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29B HOW WOULD RATE YOUR COMMANDS TONE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q29B HOW WOULD RATE YOUR COMMANDS TONE? | High | 28.6% | 29.2% | 45.7% | 31.0% |
| | Medium | 35.1% | 35.0% | 36.5% | 35.2% |
| | Low | 36.3% | 35.8% | 17.8% | 33.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q29B HOW WOULD RATE YOUR COMMANDS TONE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--------|----------|----------|--------|
| | | majority | minority | |
| Q29B HOW WOULD RATE YOUR COMMANDS TONE? | High | 29.4% | 34.0% | 31.0% |
| | Medium | 34.6% | 36.3% | 35.2% |
| | Low | 36.0% | 29.7% | 33.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29B HOW WOULD RATE YOUR COMMANDS TONE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--------|------------|--------|--------|
| | | Male | Female | |
| Q29B HOW WOULD RATE YOUR COMMANDS TONE? | High | 32.3% | 23.4% | 31.0% |
| | Medium | 34.6% | 38.5% | 35.2% |
| | Low | 33.1% | 38.1% | 33.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 98.4% | 46.8% | .3% | 52.8% |
| | No | 1.6% | 53.2% | 99.7% | 47.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----|----------|----------|--------|
| | | majority | minority | |
| Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 54.8% | 49.1% | 52.8% |
| | No | 45.2% | 50.9% | 47.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----|------------|--------|--------|
| | | Male | Female | |
| Q32 ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 53.2% | 50.4% | 52.8% |
| | No | 46.8% | 49.6% | 47.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 48.2% | 51.1% | 43.4% | 49.5% |
| | No effect | 41.2% | 42.1% | 51.3% | 43.0% |
| | Likely to leave | 9.3% | 4.8% | 1.2% | 5.3% |
| | Does not apply | 1.2% | 2.0% | 4.1% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 44.6% | 58.5% | 49.5% |
| | No effect | 47.6% | 34.7% | 43.0% |
| | Likely to leave | 5.8% | 4.5% | 5.3% |
| | Does not apply | 2.0% | 2.2% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33A HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 49.7% | 48.3% | 49.5% |
| | No effect | 42.5% | 45.9% | 43.0% |
| | Likely to leave | 5.6% | 3.7% | 5.3% |
| | Does not apply | 2.1% | 2.1% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 71.3% | 73.7% | 62.3% | 71.8% |
| | No effect | 18.7% | 17.9% | 30.8% | 19.6% |
| | Likely to leave | 9.3% | 6.9% | 3.3% | 7.0% |
| | Does not apply | .7% | 1.6% | 3.7% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 70.1% | 74.9% | 71.8% |
| | No effect | 21.4% | 16.4% | 19.6% |
| | Likely to leave | 7.0% | 7.0% | 7.0% |
| | Does not apply | 1.5% | 1.8% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33B HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 71.2% | 75.1% | 71.8% |
| | No effect | 19.8% | 18.3% | 19.6% |
| | Likely to leave | 7.4% | 4.6% | 7.0% |
| | Does not apply | 1.6% | 2.0% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 67.0% | 72.0% | 69.9% | 70.6% |
| | No effect | 19.4% | 15.3% | 16.4% | 16.4% |
| | Likely to leave | 11.0% | 9.7% | 8.8% | 9.9% |
| | Does not apply | 2.5% | 3.0% | 5.0% | 3.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 68.5% | 74.4% | 70.6% |
| | No effect | 18.2% | 13.0% | 16.4% |
| | Likely to leave | 9.6% | 10.4% | 9.9% |
| | Does not apply | 3.6% | 2.2% | 3.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33C HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 71.4% | 65.7% | 70.6% |
| | No effect | 16.1% | 18.2% | 16.4% |
| | Likely to leave | 9.6% | 11.8% | 9.9% |
| | Does not apply | 2.9% | 4.3% | 3.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 66.4% | 71.1% | 66.3% | 69.5% |
| | No effect | 20.7% | 16.3% | 20.4% | 17.8% |
| | Likely to leave | 11.2% | 9.5% | 8.8% | 9.8% |
| | Does not apply | 1.7% | 3.1% | 4.5% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 67.8% | 72.6% | 69.5% |
| | No effect | 19.0% | 15.5% | 17.8% |
| | Likely to leave | 9.6% | 10.2% | 9.8% |
| | Does not apply | 3.6% | 1.7% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33D HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 70.3% | 64.8% | 69.5% |
| | No effect | 17.7% | 18.1% | 17.8% |
| | Likely to leave | 9.3% | 13.1% | 9.8% |
| | Does not apply | 2.8% | 4.1% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 64.1% | 73.6% | 76.7% | 71.9% |
| | No effect | 18.3% | 14.2% | 14.0% | 15.1% |
| | Likely to leave | 17.2% | 11.4% | 6.2% | 12.1% |
| | Does not apply | .3% | .8% | 3.2% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 70.6% | 74.3% | 71.9% |
| | No effect | 15.4% | 14.6% | 15.1% |
| | Likely to leave | 13.1% | 10.2% | 12.1% |
| | Does not apply | 1.0% | 1.0% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33E HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 72.3% | 69.6% | 71.9% |
| | No effect | 15.1% | 15.3% | 15.1% |
| | Likely to leave | 11.8% | 13.4% | 12.1% |
| | Does not apply | .9% | 1.7% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 63.7% | 69.9% | 61.9% | 67.5% |
| | No effect | 16.1% | 13.9% | 18.9% | 15.0% |
| | Likely to leave | 19.6% | 14.9% | 12.9% | 15.7% |
| | Does not apply | .6% | 1.3% | 6.3% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 64.3% | 73.3% | 67.5% |
| | No effect | 16.5% | 12.2% | 15.0% |
| | Likely to leave | 17.4% | 12.6% | 15.7% |
| | Does not apply | 1.7% | 1.8% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33F HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 67.2% | 69.3% | 67.5% |
| | No effect | 15.2% | 13.6% | 15.0% |
| | Likely to leave | 15.9% | 14.9% | 15.7% |
| | Does not apply | 1.7% | 2.2% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 34.3% | 31.5% | 30.3% | 32.0% |
| | No effect | 30.1% | 30.5% | 40.0% | 31.6% |
| | Likely to leave | 32.7% | 35.4% | 26.5% | 33.8% |
| | Does not apply | 2.9% | 2.5% | 3.3% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 27.3% | 40.4% | 32.0% |
| | No effect | 33.9% | 27.4% | 31.6% |
| | Likely to leave | 36.5% | 28.8% | 33.8% |
| | Does not apply | 2.3% | 3.4% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33G HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 31.9% | 32.6% | 32.0% |
| | No effect | 31.4% | 32.4% | 31.6% |
| | Likely to leave | 34.2% | 31.3% | 33.8% |
| | Does not apply | 2.5% | 3.7% | 2.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 25.5% | 29.2% | 33.6% | 28.9% |
| | No effect | 50.7% | 52.5% | 47.0% | 51.5% |
| | Likely to leave | 20.5% | 15.0% | 14.6% | 16.2% |
| | Does not apply | 3.3% | 3.2% | 4.8% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 23.5% | 38.9% | 28.9% |
| | No effect | 56.3% | 42.6% | 51.5% |
| | Likely to leave | 16.7% | 15.3% | 16.2% |
| | Does not apply | 3.6% | 3.1% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33H HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 29.1% | 27.7% | 28.9% |
| | No effect | 51.1% | 53.3% | 51.5% |
| | Likely to leave | 16.4% | 15.1% | 16.2% |
| | Does not apply | 3.3% | 3.9% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 30.1% | 29.1% | 33.5% | 29.9% |
| | No effect | 54.9% | 58.9% | 59.4% | 58.1% |
| | Likely to leave | 12.5% | 7.2% | 1.0% | 7.7% |
| | Does not apply | 2.5% | 4.7% | 6.1% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 25.4% | 38.0% | 29.9% |
| | No effect | 62.7% | 49.6% | 58.1% |
| | Likely to leave | 7.3% | 8.2% | 7.7% |
| | Does not apply | 4.5% | 4.2% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33I HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 30.9% | 23.5% | 29.9% |
| | No effect | 57.1% | 63.9% | 58.1% |
| | Likely to leave | 7.8% | 7.1% | 7.7% |
| | Does not apply | 4.2% | 5.5% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 57.2% | 70.6% | 76.7% | 68.4% |
| | No effect | 16.6% | 10.1% | 13.1% | 11.9% |
| | Likely to leave | 25.8% | 18.5% | 8.5% | 18.9% |
| | Does not apply | .5% | .8% | 1.7% | .8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 65.8% | 73.1% | 68.4% |
| | No effect | 12.6% | 10.6% | 11.9% |
| | Likely to leave | 20.6% | 15.8% | 18.9% |
| | Does not apply | 1.0% | .6% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33J HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 68.6% | 66.8% | 68.4% |
| | No effect | 11.2% | 16.0% | 11.9% |
| | Likely to leave | 19.4% | 15.8% | 18.9% |
| | Does not apply | .7% | 1.5% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.6% | 62.1% | 56.5% | 60.6% |
| | No effect | 25.2% | 23.2% | 30.7% | 24.6% |
| | Likely to leave | 11.9% | 8.6% | 4.2% | 8.8% |
| | Does not apply | 4.2% | 6.1% | 8.6% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 59.3% | 63.1% | 60.6% |
| | No effect | 25.4% | 23.0% | 24.6% |
| | Likely to leave | 9.1% | 8.4% | 8.8% |
| | Does not apply | 6.3% | 5.4% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33K HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 61.9% | 52.8% | 60.6% |
| | No effect | 23.5% | 31.0% | 24.6% |
| | Likely to leave | 9.0% | 7.7% | 8.8% |
| | Does not apply | 5.6% | 8.5% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 60.6% | 64.8% | 37.4% | 60.6% |
| | No effect | 23.4% | 18.3% | 37.7% | 21.7% |
| | Likely to leave | 11.6% | 10.4% | 6.9% | 10.3% |
| | Does not apply | 4.4% | 6.5% | 18.0% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 59.7% | 62.2% | 60.6% |
| | No effect | 22.7% | 19.9% | 21.7% |
| | Likely to leave | 10.4% | 10.0% | 10.3% |
| | Does not apply | 7.2% | 7.8% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33L HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 61.0% | 58.1% | 60.6% |
| | No effect | 21.3% | 24.1% | 21.7% |
| | Likely to leave | 10.6% | 8.4% | 10.3% |
| | Does not apply | 7.1% | 9.5% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 69.8% | 80.3% | 79.6% | 77.8% |
| | No effect | 22.2% | 13.2% | 11.2% | 15.0% |
| | Likely to leave | 6.2% | 5.6% | 7.4% | 6.0% |
| | Does not apply | 1.8% | .9% | 1.7% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 77.0% | 79.5% | 77.8% |
| | No effect | 15.9% | 13.3% | 15.0% |
| | Likely to leave | 6.0% | 6.0% | 6.0% |
| | Does not apply | 1.2% | 1.3% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33M HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 79.3% | 69.1% | 77.8% |
| | No effect | 13.5% | 24.0% | 15.0% |
| | Likely to leave | 6.2% | 4.4% | 6.0% |
| | Does not apply | 1.0% | 2.4% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 75.0% | 77.8% | 74.6% | 76.8% |
| | No effect | 17.1% | 12.2% | 17.7% | 14.0% |
| | Likely to leave | 7.5% | 8.8% | 6.0% | 8.2% |
| | Does not apply | .4% | 1.2% | 1.6% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 75.1% | 79.8% | 76.8% |
| | No effect | 15.1% | 11.8% | 14.0% |
| | Likely to leave | 8.5% | 7.6% | 8.2% |
| | Does not apply | 1.2% | .8% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33N HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 77.1% | 74.5% | 76.8% |
| | No effect | 13.7% | 15.3% | 14.0% |
| | Likely to leave | 8.2% | 8.2% | 8.2% |
| | Does not apply | .9% | 2.0% | 1.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 55.5% | 59.3% | 50.8% | 57.5% |
| | No effect | 34.3% | 32.5% | 43.0% | 34.2% |
| | Likely to leave | 5.8% | 4.5% | 2.5% | 4.5% |
| | Does not apply | 4.3% | 3.7% | 3.7% | 3.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 52.7% | 66.2% | 57.5% |
| | No effect | 38.7% | 25.8% | 34.2% |
| | Likely to leave | 4.3% | 4.9% | 4.5% |
| | Does not apply | 4.2% | 3.2% | 3.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33O HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.1% | 53.5% | 57.5% |
| | No effect | 33.6% | 37.4% | 34.2% |
| | Likely to leave | 4.4% | 5.1% | 4.5% |
| | Does not apply | 3.8% | 4.1% | 3.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 50.7% | 47.9% | 33.8% | 46.8% |
| | No effect | 32.6% | 36.4% | 48.8% | 37.0% |
| | Likely to leave | 13.3% | 10.1% | 7.7% | 10.6% |
| | Does not apply | 3.4% | 5.6% | 9.6% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 41.2% | 57.2% | 46.8% |
| | No effect | 41.3% | 29.2% | 37.0% |
| | Likely to leave | 11.7% | 8.5% | 10.6% |
| | Does not apply | 5.9% | 5.1% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33P HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 47.7% | 41.5% | 46.8% |
| | No effect | 36.2% | 42.2% | 37.0% |
| | Likely to leave | 10.8% | 9.1% | 10.6% |
| | Does not apply | 5.3% | 7.2% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 55.8% | 59.5% | 50.5% | 57.6% |
| | No effect | 36.0% | 34.2% | 41.9% | 35.5% |
| | Likely to leave | 7.0% | 4.6% | 4.3% | 5.1% |
| | Does not apply | 1.2% | 1.7% | 3.3% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 53.5% | 65.0% | 57.6% |
| | No effect | 38.7% | 29.7% | 35.5% |
| | Likely to leave | 5.7% | 4.0% | 5.1% |
| | Does not apply | 2.0% | 1.3% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33Q HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.5% | 52.2% | 57.6% |
| | No effect | 34.7% | 40.6% | 35.5% |
| | Likely to leave | 5.2% | 4.4% | 5.1% |
| | Does not apply | 1.6% | 2.8% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 60.0% | 67.5% | 67.8% | 65.8% |
| | No effect | 22.4% | 18.0% | 18.4% | 19.0% |
| | Likely to leave | 10.5% | 8.3% | 8.7% | 8.9% |
| | Does not apply | 7.1% | 6.2% | 5.1% | 6.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 62.1% | 72.8% | 65.8% |
| | No effect | 21.5% | 14.5% | 19.0% |
| | Likely to leave | 9.1% | 8.4% | 8.9% |
| | Does not apply | 7.3% | 4.3% | 6.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q33R HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 66.5% | 61.7% | 65.8% |
| | No effect | 18.6% | 21.7% | 19.0% |
| | Likely to leave | 8.9% | 8.8% | 8.9% |
| | Does not apply | 6.0% | 7.8% | 6.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 35.1% | 50.2% | 62.3% | 48.3% |
| | No | 64.9% | 49.8% | 37.7% | 51.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----|----------|----------|--------|
| | | majority | minority | |
| Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 45.3% | 54.0% | 48.3% |
| | No | 54.7% | 46.0% | 51.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * ENLOFF Enlisted or Officer Crosstabulation

% within ENLOFF Enlisted or Officer

| | | ENLOFF Enlisted or Officer | Total |
|--|-----|----------------------------------|--------|
| | | Enlisted | |
| Q34 WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 48.3% | 48.3% |
| | No | 51.7% | 51.7% |
| Total | | 100.0% | 100.0% |

Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 21.0% | 39.2% | 58.1% | 37.4% |
| | No effect | 21.4% | 19.6% | 16.9% | 19.7% |
| | Likely to leave | 26.9% | 19.5% | 17.5% | 20.9% |
| | Does not apply | 30.7% | 21.7% | 7.5% | 22.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 33.5% | 44.4% | 37.4% |
| | No effect | 21.9% | 15.5% | 19.7% |
| | Likely to leave | 22.1% | 18.8% | 20.9% |
| | Does not apply | 22.5% | 21.2% | 22.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35A HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 39.0% | 27.6% | 37.4% |
| | No effect | 19.5% | 20.9% | 19.7% |
| | Likely to leave | 20.6% | 22.7% | 20.9% |
| | Does not apply | 20.9% | 28.8% | 22.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 15.0% | 31.6% | 42.8% | 29.3% |
| | No effect | 21.9% | 18.4% | 22.7% | 19.7% |
| | Likely to leave | 16.5% | 18.0% | 21.7% | 18.1% |
| | Does not apply | 46.6% | 32.0% | 12.8% | 33.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 24.0% | 38.8% | 29.3% |
| | No effect | 22.1% | 15.3% | 19.7% |
| | Likely to leave | 18.7% | 16.9% | 18.1% |
| | Does not apply | 35.1% | 29.0% | 33.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35B HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 30.0% | 24.8% | 29.3% |
| | No effect | 20.7% | 13.4% | 19.7% |
| | Likely to leave | 16.5% | 27.7% | 18.1% |
| | Does not apply | 32.8% | 34.1% | 33.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 28.0% | 30.8% | 24.0% | 29.4% |
| | No effect | 41.4% | 48.3% | 60.7% | 48.3% |
| | Likely to leave | 25.8% | 15.5% | 7.0% | 16.8% |
| | Does not apply | 4.7% | 5.4% | 8.4% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 26.9% | 34.0% | 29.4% |
| | No effect | 51.8% | 41.8% | 48.3% |
| | Likely to leave | 16.6% | 17.1% | 16.8% |
| | Does not apply | 4.7% | 7.2% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35C HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 29.9% | 26.2% | 29.4% |
| | No effect | 48.7% | 45.5% | 48.3% |
| | Likely to leave | 16.1% | 21.0% | 16.8% |
| | Does not apply | 5.3% | 7.3% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 18.3% | 16.6% | 13.2% | 16.6% |
| | No effect | 50.4% | 61.2% | 71.5% | 60.0% |
| | Likely to leave | 26.5% | 16.3% | 7.2% | 17.5% |
| | Does not apply | 4.8% | 5.9% | 8.1% | 5.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 13.9% | 21.6% | 16.6% |
| | No effect | 62.8% | 55.1% | 60.0% |
| | Likely to leave | 18.5% | 15.6% | 17.5% |
| | Does not apply | 4.9% | 7.7% | 5.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35D HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 17.2% | 12.8% | 16.6% |
| | No effect | 59.5% | 63.6% | 60.0% |
| | Likely to leave | 17.8% | 15.5% | 17.5% |
| | Does not apply | 5.5% | 8.1% | 5.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 31.5% | 33.4% | 37.1% | 33.4% |
| | No effect | 44.2% | 49.7% | 50.9% | 48.6% |
| | Likely to leave | 22.2% | 13.4% | 6.8% | 14.6% |
| | Does not apply | 2.1% | 3.5% | 5.2% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 32.1% | 35.9% | 33.4% |
| | No effect | 50.5% | 45.2% | 48.6% |
| | Likely to leave | 14.4% | 14.9% | 14.6% |
| | Does not apply | 3.0% | 4.1% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35E HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 34.6% | 26.3% | 33.4% |
| | No effect | 47.9% | 53.0% | 48.6% |
| | Likely to leave | 14.4% | 15.4% | 14.6% |
| | Does not apply | 3.1% | 5.3% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 30.1% | 31.8% | 33.4% | 31.6% |
| | No effect | 47.8% | 49.1% | 51.6% | 49.1% |
| | Likely to leave | 19.4% | 16.3% | 10.5% | 16.3% |
| | Does not apply | 2.7% | 2.8% | 4.5% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 29.9% | 34.6% | 31.6% |
| | No effect | 51.4% | 45.0% | 49.1% |
| | Likely to leave | 16.0% | 16.7% | 16.3% |
| | Does not apply | 2.6% | 3.7% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35F HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 32.9% | 24.0% | 31.6% |
| | No effect | 48.7% | 51.8% | 49.1% |
| | Likely to leave | 15.7% | 19.5% | 16.3% |
| | Does not apply | 2.7% | 4.8% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 28.1% | 28.2% | 36.7% | 29.2% |
| | No effect | 45.0% | 48.7% | 47.0% | 47.7% |
| | Likely to leave | 24.4% | 20.2% | 12.3% | 20.2% |
| | Does not apply | 2.4% | 2.9% | 3.9% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 25.7% | 35.7% | 29.2% |
| | No effect | 50.2% | 43.1% | 47.7% |
| | Likely to leave | 21.5% | 17.8% | 20.2% |
| | Does not apply | 2.6% | 3.4% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------------|------------|--------|--------|
| | | Male | Female | |
| Q35G HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 29.8% | 25.7% | 29.2% |
| | No effect | 47.3% | 50.3% | 47.7% |
| | Likely to leave | 20.3% | 19.4% | 20.2% |
| | Does not apply | 2.6% | 4.6% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 88.7% | 93.5% | 95.7% | 92.7% |
| | Neither agree nor disagree | 8.4% | 4.4% | 2.8% | 5.1% |
| | Disagree | 2.9% | 2.2% | 1.5% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 93.6% | 91.0% | 92.7% |
| | Neither agree nor disagree | 4.6% | 5.9% | 5.1% |
| | Disagree | 1.8% | 3.1% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q36A I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 92.3% | 94.8% | 92.7% |
| | Neither agree nor disagree | 5.2% | 4.3% | 5.1% |
| | Disagree | 2.5% | 1.0% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 31.2% | 53.4% | 54.9% | 48.6% |
| | Neither agree nor disagree | 36.2% | 26.7% | 24.9% | 28.6% |
| | Disagree | 32.6% | 19.9% | 20.2% | 22.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 45.3% | 54.6% | 48.6% |
| | Neither agree nor disagree | 30.0% | 26.0% | 28.6% |
| | Disagree | 24.6% | 19.4% | 22.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q36B I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 49.4% | 44.1% | 48.6% |
| | Neither agree nor disagree | 28.1% | 31.5% | 28.6% |
| | Disagree | 22.5% | 24.4% | 22.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 23.0% | 49.2% | 93.7% | 48.7% |
| | Neither agree nor disagree | 34.6% | 27.5% | 5.8% | 26.5% |
| | Disagree | 42.4% | 23.3% | .5% | 24.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 46.2% | 53.2% | 48.7% |
| | Neither agree nor disagree | 28.3% | 23.3% | 26.5% |
| | Disagree | 25.5% | 23.5% | 24.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q36C I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 50.0% | 40.7% | 48.7% |
| | Neither agree nor disagree | 26.2% | 28.2% | 26.5% |
| | Disagree | 23.8% | 31.1% | 24.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37A THE NAVY HAS PERSONAL MEANING FOR ME * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q37A THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 50.0% | 65.5% | 89.4% | 64.9% |
| | Neither agree nor disagree | 27.9% | 20.4% | 7.8% | 20.5% |
| | Disagree | 22.1% | 14.2% | 2.8% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37A THE NAVY HAS PERSONAL MEANING FOR ME * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37A THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 64.9% | 64.9% | 64.9% |
| | Neither agree nor disagree | 20.1% | 21.4% | 20.5% |
| | Disagree | 15.1% | 13.7% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37A THE NAVY HAS PERSONAL MEANING FOR ME * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q37A THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 66.2% | 57.2% | 64.9% |
| | Neither agree nor disagree | 19.2% | 28.5% | 20.5% |
| | Disagree | 14.6% | 14.3% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37B I FEEL PART OF THE NAVY FAMILY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------------------------|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q37B I FEEL PART OF THE NAVY FAMILY | Agree | 39.0% | 49.1% | 79.4% | 50.5% |
| | Neither agree nor disagree | 26.9% | 27.9% | 11.5% | 25.7% |
| | Disagree | 34.1% | 23.0% | 9.1% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37B I FEEL PART OF THE NAVY FAMILY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37B I FEEL PART OF THE NAVY FAMILY | Agree | 47.3% | 56.3% | 50.5% |
| | Neither agree nor disagree | 27.1% | 23.3% | 25.7% |
| | Disagree | 25.6% | 20.4% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37B I FEEL PART OF THE NAVY FAMILY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------------------------|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q37B I FEEL PART OF THE NAVY FAMILY | Agree | 51.7% | 43.0% | 50.5% |
| | Neither agree nor disagree | 24.8% | 31.5% | 25.7% |
| | Disagree | 23.5% | 25.5% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 26.3% | 37.7% | 71.8% | 39.3% |
| | Neither agree nor disagree | 29.5% | 32.6% | 16.4% | 29.9% |
| | Disagree | 44.3% | 29.7% | 11.9% | 30.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 37.5% | 42.4% | 39.3% |
| | Neither agree nor disagree | 30.9% | 28.2% | 29.9% |
| | Disagree | 31.6% | 29.4% | 30.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q37C I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 39.7% | 36.5% | 39.3% |
| | Neither agree nor disagree | 29.4% | 32.9% | 29.9% |
| | Disagree | 30.8% | 30.6% | 30.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 24.2% | 32.1% | 55.4% | 33.2% |
| | Neither agree nor disagree | 32.6% | 33.6% | 26.8% | 32.6% |
| | Disagree | 43.2% | 34.3% | 17.7% | 34.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 31.3% | 36.5% | 33.2% |
| | Neither agree nor disagree | 33.4% | 31.0% | 32.6% |
| | Disagree | 35.3% | 32.5% | 34.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q37D I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 33.8% | 29.0% | 33.2% |
| | Neither agree nor disagree | 32.6% | 32.6% | 32.6% |
| | Disagree | 33.6% | 38.4% | 34.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 34.3% | 45.1% | 78.4% | 46.7% |
| | Neither agree nor disagree | 30.6% | 32.1% | 12.9% | 29.4% |
| | Disagree | 35.1% | 22.8% | 8.7% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 44.7% | 50.3% | 46.7% |
| | Neither agree nor disagree | 30.9% | 26.8% | 29.4% |
| | Disagree | 24.4% | 22.8% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q37E I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 48.0% | 38.6% | 46.7% |
| | Neither agree nor disagree | 28.7% | 33.9% | 29.4% |
| | Disagree | 23.2% | 27.6% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 68.5% | 83.0% | 90.7% | 80.6% |
| | Neither agree nor disagree | 17.1% | 6.9% | 4.2% | 8.8% |
| | Disagree | 14.5% | 10.2% | 5.1% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 81.6% | 78.8% | 80.6% |
| | Neither agree nor disagree | 8.4% | 9.6% | 8.8% |
| | Disagree | 10.0% | 11.6% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q38A I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 81.1% | 78.1% | 80.6% |
| | Neither agree nor disagree | 8.4% | 11.3% | 8.8% |
| | Disagree | 10.5% | 10.5% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 27.5% | 35.6% | 48.7% | 35.4% |
| | Neither agree nor disagree | 24.1% | 18.6% | 13.7% | 19.3% |
| | Disagree | 48.4% | 45.8% | 37.7% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 34.6% | 36.7% | 35.4% |
| | Neither agree nor disagree | 19.2% | 19.3% | 19.3% |
| | Disagree | 46.2% | 44.0% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q38B I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 35.8% | 32.5% | 35.4% |
| | Neither agree nor disagree | 18.9% | 21.1% | 19.3% |
| | Disagree | 45.2% | 46.4% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 28.8% | 27.3% | 35.2% | 28.5% |
| | Neither agree nor disagree | 20.0% | 13.9% | 16.4% | 15.6% |
| | Disagree | 51.3% | 58.8% | 48.4% | 55.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 25.4% | 34.2% | 28.5% |
| | Neither agree nor disagree | 14.2% | 18.0% | 15.6% |
| | Disagree | 60.3% | 47.7% | 55.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q38C THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 29.5% | 22.8% | 28.5% |
| | Neither agree nor disagree | 14.9% | 19.8% | 15.6% |
| | Disagree | 55.6% | 57.3% | 55.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 75.2% | 65.7% | 38.2% | 64.5% |
| | Neither agree nor disagree | 15.3% | 17.4% | 30.0% | 18.5% |
| | Disagree | 9.5% | 16.8% | 31.8% | 17.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 62.2% | 68.9% | 64.5% |
| | Neither agree nor disagree | 18.6% | 18.1% | 18.5% |
| | Disagree | 19.2% | 13.0% | 17.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q38D I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 65.6% | 58.4% | 64.5% |
| | Neither agree nor disagree | 17.7% | 22.8% | 18.5% |
| | Disagree | 16.7% | 18.8% | 17.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 67.5% | 81.7% | 95.1% | 80.1% |
| | Neither agree nor disagree | 18.0% | 8.9% | 2.6% | 10.2% |
| | Disagree | 14.5% | 9.4% | 2.3% | 9.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 80.7% | 79.0% | 80.1% |
| | Neither agree nor disagree | 9.8% | 10.9% | 10.2% |
| | Disagree | 9.5% | 10.1% | 9.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39A I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 80.1% | 80.5% | 80.1% |
| | Neither agree nor disagree | 10.3% | 9.7% | 10.2% |
| | Disagree | 9.7% | 9.9% | 9.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 53.0% | 68.8% | 76.1% | 66.2% |
| | Neither agree nor disagree | 27.6% | 11.6% | 8.8% | 14.8% |
| | Disagree | 19.4% | 19.5% | 15.1% | 19.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 67.1% | 64.6% | 66.2% |
| | Neither agree nor disagree | 14.8% | 15.0% | 14.8% |
| | Disagree | 18.2% | 20.4% | 19.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39B MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 66.2% | 65.8% | 66.2% |
| | Neither agree nor disagree | 15.1% | 13.4% | 14.8% |
| | Disagree | 18.7% | 20.8% | 19.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 55.9% | 72.0% | 84.6% | 69.9% |
| | Neither agree nor disagree | 29.5% | 14.0% | 5.6% | 16.4% |
| | Disagree | 14.6% | 14.0% | 9.9% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 70.0% | 69.8% | 69.9% |
| | Neither agree nor disagree | 16.8% | 15.7% | 16.4% |
| | Disagree | 13.2% | 14.5% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39C MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 70.2% | 67.9% | 69.9% |
| | Neither agree nor disagree | 16.7% | 15.0% | 16.4% |
| | Disagree | 13.1% | 17.1% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 39.8% | 77.2% | 91.7% | 70.6% |
| | Neither agree nor disagree | 30.9% | 12.5% | 5.0% | 15.7% |
| | Disagree | 29.3% | 10.3% | 3.3% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 70.4% | 71.0% | 70.6% |
| | Neither agree nor disagree | 16.7% | 13.8% | 15.7% |
| | Disagree | 12.9% | 15.1% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39D I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 69.8% | 75.7% | 70.6% |
| | Neither agree nor disagree | 16.3% | 12.1% | 15.7% |
| | Disagree | 13.9% | 12.2% | 13.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 42.1% | 72.7% | 81.7% | 67.0% |
| | Neither agree nor disagree | 41.2% | 12.6% | 7.8% | 18.3% |
| | Disagree | 16.8% | 14.8% | 10.5% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 67.6% | 65.8% | 67.0% |
| | Neither agree nor disagree | 18.0% | 19.0% | 18.3% |
| | Disagree | 14.5% | 15.2% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39E MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 67.3% | 64.8% | 67.0% |
| | Neither agree nor disagree | 17.9% | 21.1% | 18.3% |
| | Disagree | 14.8% | 14.1% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 41.6% | 50.7% | 51.7% | 48.8% |
| | Neither agree nor disagree | 35.8% | 19.9% | 17.8% | 23.2% |
| | Disagree | 22.6% | 29.4% | 30.5% | 28.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 47.4% | 51.3% | 48.8% |
| | Neither agree nor disagree | 23.0% | 23.4% | 23.2% |
| | Disagree | 29.5% | 25.2% | 28.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39F I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 49.1% | 47.4% | 48.8% |
| | Neither agree nor disagree | 22.6% | 26.7% | 23.2% |
| | Disagree | 28.3% | 25.9% | 28.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 30.9% | 29.2% | 38.1% | 30.6% |
| | Neither agree nor disagree | 28.7% | 19.1% | 19.5% | 21.2% |
| | Disagree | 40.4% | 51.8% | 42.3% | 48.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 28.2% | 35.2% | 30.6% |
| | Neither agree nor disagree | 20.8% | 22.1% | 21.2% |
| | Disagree | 51.0% | 42.8% | 48.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q39G THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 31.2% | 27.1% | 30.6% |
| | Neither agree nor disagree | 21.3% | 21.1% | 21.2% |
| | Disagree | 47.5% | 51.8% | 48.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 37.1% | 53.5% | 76.3% | 52.6% |
| | Neither agree nor disagree | 32.8% | 20.3% | 9.6% | 21.8% |
| | Disagree | 30.1% | 26.3% | 14.1% | 25.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 51.5% | 54.6% | 52.6% |
| | Neither agree nor disagree | 23.1% | 19.2% | 21.8% |
| | Disagree | 25.4% | 26.2% | 25.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q40A I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 52.9% | 50.8% | 52.6% |
| | Neither agree nor disagree | 21.9% | 20.8% | 21.8% |
| | Disagree | 25.2% | 28.4% | 25.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 28.4% | 38.7% | 65.8% | 39.7% |
| | Neither agree nor disagree | 38.6% | 23.1% | 11.2% | 25.2% |
| | Disagree | 33.0% | 38.2% | 23.0% | 35.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 37.4% | 43.8% | 39.7% |
| | Neither agree nor disagree | 27.2% | 21.3% | 25.2% |
| | Disagree | 35.3% | 34.9% | 35.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q40B I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 39.6% | 39.9% | 39.7% |
| | Neither agree nor disagree | 24.8% | 27.5% | 25.2% |
| | Disagree | 35.6% | 32.6% | 35.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 42.2% | 61.2% | 73.5% | 58.4% |
| | 3 | 33.9% | 21.2% | 13.3% | 23.1% |
| | 4 | 23.9% | 17.6% | 13.3% | 18.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 56.5% | 61.9% | 58.4% |
| | 3 | 23.0% | 23.1% | 23.1% |
| | 4 | 20.4% | 15.0% | 18.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|---|------------|--------|--------|
| | | Male | Female | |
| Q41A I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 59.3% | 53.5% | 58.4% |
| | 3 | 22.1% | 29.1% | 23.1% |
| | 4 | 18.7% | 17.4% | 18.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 39.9% | 68.7% | 80.4% | 63.7% |
| | 3 | 35.7% | 18.6% | 10.9% | 21.5% |
| | 4 | 24.4% | 12.7% | 8.7% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 62.9% | 65.2% | 63.7% |
| | 3 | 21.7% | 21.1% | 21.5% |
| | 4 | 15.4% | 13.8% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|---|------------|--------|--------|
| | | Male | Female | |
| Q41B I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 64.7% | 57.8% | 63.7% |
| | 3 | 21.0% | 24.4% | 21.5% |
| | 4 | 14.3% | 17.8% | 14.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR | 2 | 40.3% | 47.9% | 53.6% | 46.9% |
| | 3 | 27.4% | 25.2% | 25.6% | 25.7% |
| | 4 | 32.3% | 26.9% | 20.8% | 27.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 45.5% | 49.5% | 46.9% |
| GUIDANCE ON MY CAREER DEVELOPMENT | 3 | 27.4% | 22.7% | 25.7% |
| BY MY IMMEDIATE SUPERVISOR | 4 | 27.2% | 27.8% | 27.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|---|------------|--------|--------|
| | | Male | Female | |
| Q41C I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 48.6% | 36.7% | 46.9% |
| GUIDANCE ON MY CAREER DEVELOPMENT | 3 | 25.2% | 28.6% | 25.7% |
| BY MY IMMEDIATE SUPERVISOR | 4 | 26.2% | 34.8% | 27.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 38.0% | 44.3% | 48.0% | 43.3% |
| GUIDANCE ON MY CAREER BY MY | 3 | 26.1% | 24.3% | 24.9% | 24.8% |
| DIVISION/ | 4 | 33.2% | 30.2% | 23.1% | 30.0% |
| DEPARTMENT/ | 6 | 2.8% | 1.2% | 4.0% | 1.9% |
| COMMAND COUNSELOR | | | | | |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 40.9% | 47.8% | 43.3% |
| GUIDANCE ON MY CAREER BY MY DIVISION/ | 3 | 25.3% | 23.8% | 24.8% |
| DEPARTMENT/ | 4 | 31.7% | 26.9% | 30.0% |
| COMMAND COUNSELOR | 6 | 2.2% | 1.5% | 1.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|---|------------|--------|--------|
| | | Male | Female | |
| Q41D I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 43.7% | 40.9% | 43.3% |
| GUIDANCE ON MY CAREER BY MY DIVISION/ | 3 | 24.3% | 27.7% | 24.8% |
| DEPARTMENT/ | 4 | 30.1% | 29.3% | 30.0% |
| COMMAND COUNSELOR | 6 | 1.9% | 2.1% | 1.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42A I AM SATISFIED WITH THE DETAILING PROCESS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42A I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 27.7% | 33.9% | 56.1% | 35.2% |
| | Neither agree nor disagree | 49.5% | 34.8% | 19.2% | 36.2% |
| | Disagree | 22.8% | 31.3% | 24.7% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42A I AM SATISFIED WITH THE DETAILING PROCESS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42A I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 32.3% | 40.4% | 35.2% |
| | Neither agree nor disagree | 38.6% | 31.9% | 36.2% |
| | Disagree | 29.1% | 27.7% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42A I AM SATISFIED WITH THE DETAILING PROCESS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42A I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 35.2% | 34.9% | 35.2% |
| | Neither agree nor disagree | 36.7% | 33.0% | 36.2% |
| | Disagree | 28.1% | 32.1% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 31.3% | 45.9% | 72.7% | 45.9% |
| | Neither agree nor disagree | 37.1% | 27.0% | 14.7% | 27.8% |
| | Disagree | 31.6% | 27.1% | 12.6% | 26.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 44.2% | 49.0% | 45.9% |
| | Neither agree nor disagree | 28.5% | 26.5% | 27.8% |
| | Disagree | 27.3% | 24.5% | 26.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42B I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 45.8% | 46.6% | 45.9% |
| | Neither agree nor disagree | 28.1% | 26.1% | 27.8% |
| | Disagree | 26.2% | 27.3% | 26.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 20.2% | 31.7% | 66.4% | 33.3% |
| | Neither agree nor disagree | 63.0% | 46.5% | 18.8% | 46.8% |
| | Disagree | 16.8% | 21.8% | 14.9% | 19.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 31.5% | 36.6% | 33.3% |
| | Neither agree nor disagree | 49.7% | 41.6% | 46.8% |
| | Disagree | 18.8% | 21.8% | 19.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42C RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 33.7% | 30.6% | 33.3% |
| | Neither agree nor disagree | 47.7% | 41.9% | 46.8% |
| | Disagree | 18.6% | 27.5% | 19.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 19.1% | 22.5% | 46.7% | 24.7% |
| | Neither agree nor disagree | 62.7% | 46.5% | 28.8% | 48.0% |
| | Disagree | 18.2% | 30.9% | 24.5% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 21.3% | 30.8% | 24.7% |
| | Neither agree nor disagree | 51.0% | 42.5% | 48.0% |
| | Disagree | 27.7% | 26.7% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42D IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 24.8% | 23.9% | 24.7% |
| | Neither agree nor disagree | 48.2% | 46.6% | 48.0% |
| | Disagree | 27.0% | 29.5% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 18.5% | 27.1% | 51.7% | 28.1% |
| | Neither agree nor disagree | 64.9% | 49.4% | 28.5% | 50.3% |
| | Disagree | 16.5% | 23.5% | 19.8% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 25.3% | 33.4% | 28.1% |
| | Neither agree nor disagree | 53.4% | 44.8% | 50.3% |
| | Disagree | 21.4% | 21.8% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42E IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 28.2% | 27.7% | 28.1% |
| | Neither agree nor disagree | 50.7% | 48.0% | 50.3% |
| | Disagree | 21.1% | 24.3% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42F I AM SATISFIED WITH MY DETAILER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42F I AM SATISFIED WITH MY DETAILER | Agree | 21.1% | 27.4% | 58.0% | 29.7% |
| | Neither agree nor disagree | 62.2% | 51.1% | 26.5% | 50.6% |
| | Disagree | 16.6% | 21.5% | 15.4% | 19.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42F I AM SATISFIED WITH MY DETAILER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42F I AM SATISFIED WITH MY DETAILER | Agree | 27.0% | 34.8% | 29.7% |
| | Neither agree nor disagree | 53.8% | 44.8% | 50.6% |
| | Disagree | 19.3% | 20.4% | 19.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42F I AM SATISFIED WITH MY DETAILER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42F I AM SATISFIED WITH MY DETAILER | Agree | 29.7% | 30.0% | 29.7% |
| | Neither agree nor disagree | 51.3% | 46.4% | 50.6% |
| | Disagree | 19.0% | 23.7% | 19.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 36.3% | 51.2% | 73.3% | 50.5% |
| | Neither agree nor disagree | 36.5% | 24.7% | 13.9% | 26.0% |
| | Disagree | 27.3% | 24.1% | 12.8% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 50.1% | 51.2% | 50.5% |
| | Neither agree nor disagree | 26.2% | 25.7% | 26.0% |
| | Disagree | 23.6% | 23.1% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q42G SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 51.3% | 46.0% | 50.5% |
| | Neither agree nor disagree | 25.6% | 28.4% | 26.0% |
| | Disagree | 23.1% | 25.5% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | 54.2% | 23.7% | 1.4% | 27.9% |
| | Does not apply, I did not contact my detailer to negotiate m | 17.9% | 11.7% | 5.1% | 12.3% |
| | Yes | 15.0% | 44.9% | 71.9% | 41.5% |
| | No | 12.8% | 19.7% | 21.6% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | 29.0% | 25.7% | 27.9% |
| | Does not apply, I did not contact my detailer to negotiate m | 14.1% | 9.1% | 12.3% |
| | Yes | 40.3% | 43.5% | 41.5% |
| | No | 16.6% | 21.7% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q43 DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | 29.0% | 21.0% | 27.9% |
| | Does not apply, I did not contact my detailer to negotiate m | 12.3% | 12.5% | 12.3% |
| | Yes | 41.1% | 43.3% | 41.5% |
| | No | 17.6% | 23.2% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | 59.1% | 24.6% | .7% | 29.4% |
| | Does not apply, I did not contact my detailer to negotiate m | 18.5% | 9.4% | 3.5% | 10.7% |
| | Less than 3 months prior to my PRD | 7.9% | 6.9% | 2.9% | 6.6% |
| | 3 months to less than 6 months prior to my PRD | 3.5% | 4.8% | 2.9% | 4.3% |
| | 6 months to less than 9 months prior to my PRD | 4.6% | 19.5% | 23.6% | 16.7% |
| | 9 months to less than 12 months prior to my PRD | 4.3% | 29.9% | 51.0% | 26.8% |
| | More than 12 months prior to my PRD | 2.1% | 5.0% | 15.3% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | 30.3% | 27.9% | 29.4% |
| | Does not apply, I did not contact my detailer to negotiate m | 12.3% | 7.8% | 10.7% |
| | Less than 3 months prior to my PRD | 6.6% | 6.6% | 6.6% |
| | 3 months to less than 6 months prior to my PRD | 4.1% | 4.7% | 4.3% |
| | 6 months to less than 9 months prior to my PRD | 15.8% | 18.2% | 16.7% |
| | 9 months to less than 12 months prior to my PRD | 25.1% | 29.7% | 26.8% |
| | More than 12 months prior to my PRD | 5.8% | 5.2% | 5.6% |
| | Total | 100.0% | 100.0% | 100.0% |

Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--|------------|--------|--------|
| | | Male | Female | |
| Q44 HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | 30.5% | 23.0% | 29.4% |
| | Does not apply, I did not contact my detailer to negotiate m | 10.9% | 9.3% | 10.7% |
| | Less than 3 months prior to my PRD | 6.3% | 8.8% | 6.6% |
| | 3 months to less than 6 months prior to my PRD | 3.9% | 6.7% | 4.3% |
| | 6 months to less than 9 months prior to my PRD | 16.4% | 18.4% | 16.7% |
| | 9 months to less than 12 months prior to my PRD | 26.6% | 28.0% | 26.8% |
| | More than 12 months prior to my PRD | 5.5% | 5.8% | 5.6% |
| | Total | 100.0% | 100.0% | 100.0% |

Q45 HOW MANY CHOICES WERE YOU GIVEN? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q45 HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | 58.7% | 24.8% | .8% | 29.5% |
| | Does not apply, I did not contact my detailer to negotiate m | 18.8% | 11.1% | 4.7% | 12.0% |
| | 1 | 5.0% | 15.4% | 25.7% | 14.3% |
| | 2 | 3.9% | 17.5% | 25.6% | 15.4% |
| | 3 | 5.3% | 14.1% | 24.2% | 13.3% |
| | 4 | 1.9% | 3.4% | 5.7% | 3.4% |
| | 5 or more | 6.4% | 13.8% | 13.3% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q45 HOW MANY CHOICES WERE YOU GIVEN? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q45 HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | 30.4% | 27.8% | 29.5% |
| | Does not apply, I did not contact my detailer to negotiate m | 13.5% | 9.3% | 12.0% |
| | 1 | 14.5% | 13.8% | 14.3% |
| | 2 | 14.8% | 16.6% | 15.4% |
| | 3 | 12.4% | 15.1% | 13.3% |
| | 4 | 2.0% | 5.8% | 3.4% |
| | 5 or more | 12.3% | 11.6% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q45 HOW MANY CHOICES WERE YOU GIVEN? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------------|--|------------|--------|--------|
| | | Male | Female | |
| Q45 HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | 30.5% | 23.3% | 29.5% |
| | Does not apply, I did not contact my detailer to negotiate m | 12.1% | 11.9% | 12.0% |
| | 1 | 13.2% | 20.9% | 14.3% |
| | 2 | 15.1% | 17.5% | 15.4% |
| | 3 | 13.4% | 13.0% | 13.3% |
| | 4 | 3.4% | 3.0% | 3.4% |
| | 5 or more | 12.4% | 10.2% | 12.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | 59.3% | 25.6% | 1.6% | 30.2% |
| | Does not apply, I did not contact my detailer to negotiate m | 18.2% | 9.3% | 3.3% | 10.6% |
| | Less than 3 months prior to my PRD | 12.8% | 19.1% | 16.2% | 17.4% |
| | 3 months to less than 6 months prior to my PRD | 4.3% | 21.0% | 25.9% | 17.8% |
| | 6 months to less than 9 months prior to my PRD | 3.3% | 19.9% | 38.9% | 18.5% |
| | 9 months to less than 12 months prior to my PRD | 1.1% | 3.9% | 10.8% | 4.1% |
| | More than 12 months prior to my PRD | 1.0% | 1.2% | 3.2% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | 31.2% | 28.5% | 30.2% |
| | Does not apply, I did not contact my detailer to negotiate m | 11.7% | 8.5% | 10.6% |
| | Less than 3 months prior to my PRD | 16.4% | 19.0% | 17.4% |
| | 3 months to less than 6 months prior to my PRD | 18.1% | 17.4% | 17.8% |
| | 6 months to less than 9 months prior to my PRD | 17.8% | 19.9% | 18.5% |
| | 9 months to less than 12 months prior to my PRD | 3.4% | 5.3% | 4.1% |
| | More than 12 months prior to my PRD | 1.4% | 1.3% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--|------------|--------|--------|
| | | Male | Female | |
| Q46 HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | 31.2% | 24.4% | 30.2% |
| | Does not apply, I did not contact my detailee to negotiate m | 10.8% | 9.1% | 10.6% |
| | Less than 3 months prior to my PRD | 16.6% | 22.1% | 17.4% |
| | 3 months to less than 6 months prior to my PRD | 17.9% | 17.2% | 17.8% |
| | 6 months to less than 9 months prior to my PRD | 18.2% | 20.5% | 18.5% |
| | 9 months to less than 12 months prior to my PRD | 4.0% | 4.6% | 4.1% |
| | More than 12 months prior to my PRD | 1.3% | 2.2% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by PAYGRP

| | | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | Total |
|---|----------------------|----------|------------|------------|------------|-------|
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | DOES NOT APPLY | Column % | 51.6% | 24.4% | 8.5% | 28.5% |
| | ASSIGNMENT TYPE | Column % | 28.6% | 46.3% | 59.0% | 43.9% |
| | AVAILABILITY OF | Column % | 10.2% | 10.4% | 4.2% | 9.6% |
| | FUTURE CO-WORKERS | Column % | 6.9% | 7.9% | 9.2% | 7.8% |
| | FUTURE COMMAND | Column % | 13.2% | 19.8% | 22.3% | 18.6% |
| | ACCESS TO DESIRED | Column % | 14.6% | 19.7% | 15.5% | 18.1% |
| | COST OF LIVING | Column % | 13.4% | 19.1% | 22.9% | 18.3% |
| | GEOGRAPHIC | Column % | 34.0% | 54.4% | 72.9% | 52.1% |
| | IMPACT OF MOVE OF MY | Column % | 12.3% | 25.0% | 42.2% | 24.2% |
| | PROMOTION POTENTIAL | Column % | 13.8% | 26.7% | 33.4% | 24.7% |
| | REQUIRED FOR | Column % | 7.3% | 14.1% | 15.6% | 12.8% |
| | SPOUSE EMPLOYMENT | Column % | 7.0% | 11.8% | 21.0% | 11.9% |
| | SPOUSE/FAMILY | Column % | 8.1% | 12.3% | 17.4% | 12.0% |
| | SPOUSE EDUCATION | Column % | 5.7% | 7.8% | 6.0% | 7.1% |
| | CHILDRENS | Column % | 4.4% | 14.1% | 36.0% | 14.6% |
| | SPOUSE PREFERENCE | Column % | 7.3% | 13.7% | 20.8% | 13.1% |
| | CHILDRENS | Column % | 2.4% | 5.8% | 10.8% | 5.6% |
| | CLOSE TO OTHER | Column % | 11.4% | 16.6% | 14.8% | 15.2% |
| | OTHER | Column % | 3.2% | 4.6% | 6.1% | 4.5% |

Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by RACEGRP

| | | | majority | minority | Total |
|---|----------------------|----------|----------|----------|-------|
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | DOES NOT APPLY | Column % | 30.5% | 24.8% | 28.5% |
| | ASSIGNMENT TYPE | Column % | 42.1% | 47.2% | 43.9% |
| | AVAILABILITY OF | Column % | 8.1% | 12.5% | 9.6% |
| | FUTURE CO-WORKERS | Column % | 7.8% | 7.9% | 7.8% |
| | FUTURE COMMAND | Column % | 17.7% | 20.3% | 18.6% |
| | ACCESS TO DESIRED | Column % | 14.6% | 24.5% | 18.1% |
| | COST OF LIVING | Column % | 15.1% | 24.1% | 18.3% |
| | GEOGRAPHIC | Column % | 50.1% | 55.6% | 52.1% |
| | IMPACT OF MOVE OF MY | Column % | 22.8% | 26.8% | 24.2% |
| | PROMOTION POTENTIAL | Column % | 22.4% | 28.9% | 24.7% |
| | REQUIRED FOR | Column % | 10.4% | 17.0% | 12.8% |
| | SPOUSE EMPLOYMENT | Column % | 9.2% | 16.7% | 11.9% |
| | SPOUSE/FAMILY | Column % | 9.8% | 16.0% | 12.0% |
| | SPOUSE EDUCATION | Column % | 5.6% | 9.8% | 7.1% |
| | CHILDRENS | Column % | 12.4% | 18.7% | 14.6% |
| | SPOUSE PREFERENCE | Column % | 12.2% | 14.9% | 13.1% |
| | CHILDRENS | Column % | 4.5% | 7.7% | 5.6% |
| | CLOSE TO OTHER | Column % | 13.5% | 18.4% | 15.2% |
| | OTHER | Column % | 4.9% | 3.7% | 4.5% |

Q47 PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by Q55

| | | | GENDER | | Total |
|---|----------------------|----------|--------|--------|-------|
| | | | Male | Female | |
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | DOES NOT APPLY | Column % | 28.6% | 27.7% | 28.5% |
| | ASSIGNMENT TYPE | Column % | 44.4% | 40.7% | 43.9% |
| | AVAILABILITY OF | Column % | 10.0% | 7.7% | 9.6% |
| | FUTURE CO-WORKERS | Column % | 8.2% | 5.7% | 7.8% |
| | FUTURE COMMAND | Column % | 18.7% | 18.2% | 18.6% |
| | ACCESS TO DESIRED | Column % | 18.2% | 17.7% | 18.1% |
| | COST OF LIVING | Column % | 18.9% | 14.7% | 18.3% |
| | GEOGRAPHIC | Column % | 53.2% | 45.2% | 52.1% |
| | IMPACT OF MOVE OF MY | Column % | 24.7% | 21.2% | 24.2% |
| | PROMOTION POTENTIAL | Column % | 25.8% | 17.7% | 24.7% |
| | REQUIRED FOR | Column % | 13.6% | 7.4% | 12.8% |
| | SPOUSE EMPLOYMENT | Column % | 12.8% | 6.1% | 11.9% |
| | SPOUSE/FAMILY | Column % | 11.4% | 15.4% | 12.0% |
| | SPOUSE EDUCATION | Column % | 7.9% | 2.2% | 7.1% |
| | CHILDRENS | Column % | 14.8% | 13.6% | 14.6% |
| | SPOUSE PREFERENCE | Column % | 14.1% | 7.3% | 13.1% |
| | CHILDRENS | Column % | 5.8% | 4.8% | 5.6% |
| | CLOSE TO OTHER | Column % | 15.3% | 14.9% | 15.2% |
| | OTHER | Column % | 4.3% | 5.7% | 4.5% |

Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------|----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q48 MOST | 1 | 2.6% | .8% | 2.5% | 1.4% |
| IMPORTANT | 2 | 14.5% | 9.9% | 4.3% | 10.2% |
| SOURCE OF | 3 | 6.9% | 7.9% | 21.0% | 9.3% |
| INFORMATION | 4 | 9.1% | 19.2% | 22.1% | 17.5% |
| REGARDING | 5 | 23.2% | 19.8% | 14.0% | 19.8% |
| NEXT | 6 | 11.9% | 15.5% | 11.1% | 14.2% |
| ASSIGNMENT | 7 | 9.0% | 11.0% | 13.1% | 10.8% |
| | 8 | 3.4% | 1.0% | 1.5% | 1.6% |
| | 9 | .7% | .2% | .3% | .3% |
| | 10 | 10.7% | 10.9% | 7.4% | 10.4% |
| | 11 | .3% | 1.0% | .8% | .8% |
| | 12 | .1% | .7% | .9% | .6% |
| | 13 | 1.2% | .6% | .2% | .7% |
| | 14 | 6.5% | 1.6% | .7% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------|----|----------|----------|--------|
| | | majority | minority | |
| Q48 MOST | 1 | .8% | 2.4% | 1.4% |
| IMPORTANT | 2 | 9.6% | 11.3% | 10.2% |
| SOURCE OF | 3 | 8.9% | 10.2% | 9.3% |
| INFORMATION | 4 | 14.4% | 23.0% | 17.5% |
| REGARDING | 5 | 22.6% | 14.5% | 19.8% |
| NEXT | 6 | 16.3% | 10.2% | 14.2% |
| ASSIGNMENT | 7 | 11.6% | 9.3% | 10.8% |
| | 8 | 1.1% | 2.4% | 1.5% |
| | 9 | .4% | .2% | .3% |
| | 10 | 11.2% | 9.0% | 10.4% |
| | 11 | .9% | .6% | .8% |
| | 12 | .4% | 1.0% | .6% |
| | 13 | .3% | 1.3% | .7% |
| | 14 | 1.3% | 4.8% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q48 MOST IMPORTANT SOURCE OF INFORMATION REGARDING NEXT ASSIGNMENT * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------|----|------------|--------|--------|
| | | Male | Female | |
| Q48 MOST | 1 | 1.4% | 1.4% | 1.4% |
| IMPORTANT | 2 | 10.0% | 11.2% | 10.2% |
| SOURCE OF | 3 | 9.2% | 9.7% | 9.3% |
| INFORMATION | 4 | 17.0% | 20.6% | 17.5% |
| REGARDING | 5 | 20.1% | 17.7% | 19.8% |
| NEXT | 6 | 15.0% | 9.0% | 14.2% |
| ASSIGNMENT | 7 | 10.9% | 10.4% | 10.8% |
| | 8 | 1.5% | 1.6% | 1.6% |
| | 9 | .3% | .2% | .3% |
| | 10 | 9.9% | 13.4% | 10.4% |
| | 11 | .7% | 1.6% | .8% |
| | 12 | .6% | .7% | .6% |
| | 13 | .7% | .3% | .7% |
| | 14 | 2.6% | 2.1% | 2.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49A COMMANDING OFFICER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49A COMMANDING | UnChecked | 88.5% | 91.1% | 88.3% | 90.2% |
| OFFICER | Checked | 11.5% | 8.9% | 11.7% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49A COMMANDING OFFICER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49A COMMANDING | UnChecked | 90.9% | 89.0% | 90.2% |
| OFFICER | Checked | 9.1% | 11.0% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49A COMMANDING OFFICER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49A COMMANDING | UnChecked | 89.7% | 93.4% | 90.2% |
| OFFICER | Checked | 10.3% | 6.6% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49B COMMAND CAREER COUNSELOR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49B COMMAND CAREER COUNSELOR | UnChecked | 62.4% | 59.1% | 69.2% | 61.1% |
| | Checked | 37.6% | 40.9% | 30.8% | 38.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49B COMMAND CAREER COUNSELOR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-------------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49B COMMAND CAREER COUNSELOR | UnChecked | 61.4% | 60.4% | 61.1% |
| | Checked | 38.6% | 39.6% | 38.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49B COMMAND CAREER COUNSELOR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49B COMMAND CAREER COUNSELOR | UnChecked | 61.5% | 58.3% | 61.1% |
| | Checked | 38.5% | 41.7% | 38.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49C DETAILER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49C DETAILER | UnChecked | 70.1% | 60.1% | 42.1% | 60.2% |
| | Checked | 29.9% | 39.9% | 57.9% | 39.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49C DETAILER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49C DETAILER | UnChecked | 59.0% | 62.3% | 60.2% |
| | Checked | 41.0% | 37.7% | 39.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49C DETAILER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49C DETAILER | UnChecked | 60.4% | 59.0% | 60.2% |
| | Checked | 39.6% | 41.0% | 39.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49D JASS/LMCS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49D JASS/LMCS | UnChecked | 70.9% | 54.6% | 53.4% | 58.1% |
| | Checked | 29.1% | 45.4% | 46.6% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49D JASS/LMCS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49D JASS/LMCS | UnChecked | 58.9% | 56.7% | 58.1% |
| | Checked | 41.1% | 43.3% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49D JASS/LMCS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49D JASS/LMCS | UnChecked | 58.5% | 55.6% | 58.1% |
| | Checked | 41.5% | 44.4% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49E CO-WORKERS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49E CO-WORKERS | UnChecked | 49.9% | 44.1% | 51.4% | 46.3% |
| | Checked | 50.1% | 55.9% | 48.6% | 53.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49E CO-WORKERS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49E CO-WORKERS | UnChecked | 41.4% | 55.2% | 46.3% |
| | Checked | 58.6% | 44.8% | 53.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49E CO-WORKERS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49E CO-WORKERS | UnChecked | 45.4% | 51.6% | 46.3% |
| | Checked | 54.6% | 48.4% | 53.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49F SUPERVISOR/CHIEF * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49F SUPERVISOR/CHIEF | UnChecked | 58.4% | 53.8% | 63.6% | 56.0% |
| | Checked | 41.6% | 46.2% | 36.4% | 44.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49F SUPERVISOR/CHIEF * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49F SUPERVISOR/CHIEF | UnChecked | 52.8% | 61.7% | 56.0% |
| | Checked | 47.2% | 38.3% | 44.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49F SUPERVISOR/CHIEF * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49F SUPERVISOR/CHIEF | UnChecked | 55.3% | 60.1% | 56.0% |
| | Checked | 44.7% | 39.9% | 44.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND | UnChecked | 64.9% | 57.6% | 58.8% | 59.4% |
| | Checked | 35.1% | 42.4% | 41.2% | 40.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND | UnChecked | 56.6% | 64.5% | 59.4% |
| | Checked | 43.4% | 35.5% | 40.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49G OTHER NAVY SAILORS OUTSIDE CHAIN OF COMMAND | UnChecked | 59.2% | 60.4% | 59.4% |
| | Checked | 40.8% | 39.6% | 40.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49H NAVY KNOWLEDGE ONLINE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49H NAVY KNOWLEDGE ONLINE | UnChecked | 75.2% | 81.1% | 88.1% | 80.6% |
| | Checked | 24.8% | 18.9% | 11.9% | 19.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49H NAVY KNOWLEDGE ONLINE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49H NAVY KNOWLEDGE ONLINE | UnChecked | 82.2% | 77.6% | 80.6% |
| | Checked | 17.8% | 22.4% | 19.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49H NAVY KNOWLEDGE ONLINE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49H NAVY | UnChecked | 80.9% | 79.0% | 80.6% |
| KNOWLEDGE ONLINE | Checked | 19.1% | 21.0% | 19.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49I GENERAL NEWSPAPERS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49I GENERAL | UnChecked | 90.4% | 90.8% | 94.7% | 91.2% |
| NEWSPAPERS | Checked | 9.6% | 9.2% | 5.3% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49I GENERAL NEWSPAPERS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49I GENERAL | UnChecked | 91.8% | 90.1% | 91.2% |
| NEWSPAPERS | Checked | 8.2% | 9.9% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49I GENERAL NEWSPAPERS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49I GENERAL | UnChecked | 90.8% | 93.2% | 91.2% |
| NEWSPAPERS | Checked | 9.2% | 6.8% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49J INTERNET * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49J INTERNET | UnChecked | 61.0% | 61.3% | 64.5% | 61.6% |
| | Checked | 39.0% | 38.7% | 35.5% | 38.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49J INTERNET * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49J INTERNET | UnChecked | 59.4% | 65.5% | 61.6% |
| | Checked | 40.6% | 34.5% | 38.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49J INTERNET * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49J INTERNET | UnChecked | 61.4% | 62.6% | 61.6% |
| | Checked | 38.6% | 37.4% | 38.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49K LINK (ELECTRONIC VERSION) * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49K LINK (ELECTRONIC VERSION) | UnChecked | 91.2% | 88.5% | 88.0% | 89.0% |
| | Checked | 8.8% | 11.5% | 12.0% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49K LINK (ELECTRONIC VERSION) * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49K LINK (ELECTRONIC VERSION) | UnChecked | 89.6% | 88.1% | 89.0% |
| | Checked | 10.4% | 11.9% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49K LINK (ELECTRONIC VERSION) * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49K LINK (ELECTRONIC VERSION) | UnChecked | 88.7% | 91.0% | 89.0% |
| | Checked | 11.3% | 9.0% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49L LINK (PAPER VERSION) * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49L LINK (PAPER VERSION) | UnChecked | 94.0% | 89.4% | 87.5% | 90.2% |
| | Checked | 6.0% | 10.6% | 12.5% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49L LINK (PAPER VERSION) * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49L LINK (PAPER VERSION) | UnChecked | 91.5% | 87.8% | 90.2% |
| | Checked | 8.5% | 12.2% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49L LINK (PAPER VERSION) * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49L LINK (PAPER VERSION) | UnChecked | 89.8% | 92.8% | 90.2% |
| | Checked | 10.2% | 7.2% | 9.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49M NAVY TIMES * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49M NAVY TIMES | UnChecked | 83.7% | 83.6% | 88.0% | 84.1% |
| | Checked | 16.3% | 16.4% | 12.0% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49M NAVY TIMES * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49M NAVY TIMES | UnChecked | 84.8% | 82.9% | 84.1% |
| | Checked | 15.2% | 17.1% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49M NAVY TIMES * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-----------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49M NAVY TIMES | UnChecked | 83.2% | 89.5% | 84.1% |
| | Checked | 16.8% | 10.5% | 15.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49N ALL HANDS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q49N ALL HANDS | UnChecked | 78.5% | 82.7% | 88.6% | 82.4% |
| | Checked | 21.5% | 17.3% | 11.4% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q49N ALL HANDS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q49N ALL HANDS | UnChecked | 83.7% | 80.1% | 82.4% |
| | Checked | 16.3% | 19.9% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q49N ALL HANDS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q49N ALL HANDS | UnChecked | 81.7% | 86.9% | 82.4% |
| | Checked | 18.3% | 13.1% | 17.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY | Increases desire to accept | 64.8% | 71.9% | 63.5% | 69.3% |
| | Neither increases nor decreases desire to accept | 19.7% | 16.1% | 22.5% | 17.6% |
| | Decreases desire to accept | 6.5% | 4.1% | 2.6% | 4.5% |
| | Greatly decreases desire to accept | 9.0% | 7.9% | 11.5% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY | Increases desire to accept | 68.0% | 71.8% | 69.3% |
| | Neither increases nor decreases desire to accept | 18.7% | 15.7% | 17.6% |
| | Decreases desire to accept | 4.3% | 4.8% | 4.4% |
| | Greatly decreases desire to accept | 9.1% | 7.8% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q50A OVERSEAS SHOPRE DUTY COUNTING AS SEA DUTY | Increases desire to accept | 69.3% | 69.3% | 69.3% |
| | Neither increases nor decreases desire to accept | 17.4% | 18.9% | 17.6% |
| | Decreases desire to accept | 4.4% | 4.7% | 4.5% |
| | Greatly decreases desire to accept | 8.8% | 7.2% | 8.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50B ASSIGNMENT INCENTIVE PAY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50B ASSIGNMENT INCENTIVE PAY | Increases desire to accept | 72.6% | 75.3% | 64.7% | 73.5% |
| | Neither increases nor decreases desire to accept | 15.4% | 15.3% | 20.2% | 15.9% |
| | Decreases desire to accept | 2.8% | 1.5% | 1.1% | 1.7% |
| | Greatly decreases desire to accept | 9.2% | 7.9% | 14.0% | 8.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50B ASSIGNMENT INCENTIVE PAY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q50B ASSIGNMENT INCENTIVE PAY | Increases desire to accept | 73.0% | 74.4% | 73.5% |
| | Neither increases nor decreases desire to accept | 16.1% | 15.5% | 15.9% |
| | Decreases desire to accept | 1.4% | 2.3% | 1.7% |
| | Greatly decreases desire to accept | 9.5% | 7.9% | 8.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50B ASSIGNMENT INCENTIVE PAY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q50B ASSIGNMENT INCENTIVE PAY | Increases desire to accept | 73.7% | 71.7% | 73.5% |
| | Neither increases nor decreases desire to accept | 15.5% | 18.5% | 15.9% |
| | Decreases desire to accept | 1.7% | 2.1% | 1.7% |
| | Greatly decreases desire to accept | 9.1% | 7.7% | 8.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT | Increases desire to accept | 55.4% | 65.3% | 63.3% | 62.8% |
| | Neither increases nor decreases desire to accept | 30.9% | 25.1% | 24.1% | 26.3% |
| | Decreases desire to accept | 3.1% | 1.6% | .9% | 1.9% |
| | Greatly decreases desire to accept | 10.5% | 8.0% | 11.7% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT | Increases desire to accept | 61.5% | 65.3% | 62.8% |
| | Neither increases nor decreases desire to accept | 27.9% | 23.3% | 26.3% |
| | Decreases desire to accept | 1.2% | 3.0% | 1.9% |
| | Greatly decreases desire to accept | 9.3% | 8.4% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q50C CHOICE OF CONUS COAST IN FOLLOW-ON ASSIGNMENT | Increases desire to accept | 62.8% | 62.9% | 62.8% |
| | Neither increases nor decreases desire to accept | 26.1% | 27.4% | 26.3% |
| | Decreases desire to accept | 1.9% | 1.6% | 1.9% |
| | Greatly decreases desire to accept | 9.2% | 8.1% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR | Increases desire to accept | 57.7% | 59.6% | 35.6% | 56.3% |
| | Neither increases nor decreases desire to accept | 28.4% | 29.0% | 45.2% | 30.8% |
| | Decreases desire to accept | 3.7% | 1.3% | .7% | 1.7% |
| | Greatly decreases desire to accept | 10.2% | 10.1% | 18.5% | 11.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR | Increases desire to accept | 54.0% | 60.5% | 56.3% |
| | Neither increases nor decreases desire to accept | 33.1% | 26.6% | 30.8% |
| | Decreases desire to accept | 1.3% | 2.5% | 1.8% |
| | Greatly decreases desire to accept | 11.5% | 10.4% | 11.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q50D GUARANTEED SCHOOL FOLLOWING OVERSEAS TOUR | Increases desire to accept | 56.9% | 52.6% | 56.3% |
| | Neither increases nor decreases desire to accept | 30.3% | 34.2% | 30.8% |
| | Decreases desire to accept | 1.7% | 2.1% | 1.7% |
| | Greatly decreases desire to accept | 11.2% | 11.1% | 11.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50E ACCELERATED ADVANCEMENT/PROMOTION * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50E ACCELERATED ADVANCEMENT/ PROMOTION | Increases desire to accept | 73.7% | 76.3% | 55.1% | 73.2% |
| | Neither increases nor decreases desire to accept | 15.1% | 14.6% | 23.3% | 15.8% |
| | Decreases desire to accept | 2.5% | .7% | .7% | 1.1% |
| | Greatly decreases desire to accept | 8.7% | 8.3% | 20.9% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50E ACCELERATED ADVANCEMENT/PROMOTION * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q50E ACCELERATED ADVANCEMENT/ PROMOTION | Increases desire to accept | 72.8% | 73.9% | 73.2% |
| | Neither increases nor decreases desire to accept | 15.9% | 15.6% | 15.8% |
| | Decreases desire to accept | .7% | 1.9% | 1.1% |
| | Greatly decreases desire to accept | 10.6% | 8.6% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50E ACCELERATED ADVANCEMENT/PROMOTION * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--|------------|--------|--------|
| | | Male | Female | |
| Q50E ACCELERATED ADVANCEMENT/ PROMOTION | Increases desire to accept | 72.9% | 74.7% | 73.2% |
| | Neither increases nor decreases desire to accept | 15.9% | 14.9% | 15.8% |
| | Decreases desire to accept | 1.1% | 1.3% | 1.1% |
| | Greatly decreases desire to accept | 10.0% | 9.0% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50F E-7, E-8, E-9 BOARD * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50F E-7, E-8, E-9 BOARD | Increases desire to accept | 23.7% | 45.3% | 62.0% | 42.6% |
| | Neither increases nor decreases desire to accept | 32.3% | 27.3% | 21.3% | 27.7% |
| | Decreases desire to accept | 3.2% | 1.7% | 1.9% | 2.1% |
| | Greatly decreases desire to accept | 40.7% | 25.7% | 14.7% | 27.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50F E-7, E-8, E-9 BOARD * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q50F E-7, E-8, E-9 BOARD | Increases desire to accept | 41.0% | 45.6% | 42.6% |
| | Neither increases nor decreases desire to accept | 29.1% | 25.2% | 27.7% |
| | Decreases desire to accept | 1.9% | 2.5% | 2.1% |
| | Greatly decreases desire to accept | 28.1% | 26.8% | 27.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50F E-7, E-8, E-9 BOARD * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------|--|------------|--------|--------|
| | | Male | Female | |
| Q50F E-7, E-8, E-9 BOARD | Increases desire to accept | 43.9% | 34.5% | 42.6% |
| | Neither increases nor decreases desire to accept | 26.8% | 33.3% | 27.7% |
| | Decreases desire to accept | 2.1% | 1.8% | 2.1% |
| | Greatly decreases desire to accept | 27.2% | 30.5% | 27.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL | Increases desire to accept | 62.2% | 67.6% | 56.0% | 65.0% |
| | Neither increases nor decreases desire to accept | 23.2% | 21.9% | 25.1% | 22.5% |
| | Decreases desire to accept | 3.1% | 1.0% | 1.2% | 1.5% |
| | Greatly decreases desire to accept | 11.6% | 9.5% | 17.8% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL | Increases desire to accept | 64.1% | 66.7% | 65.0% |
| | Neither increases nor decreases desire to accept | 22.8% | 22.0% | 22.5% |
| | Decreases desire to accept | 1.2% | 2.1% | 1.5% |
| | Greatly decreases desire to accept | 11.9% | 9.2% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q50G INCREASED COMMAND ADVANCEMENT POTENTIAL | Increases desire to accept | 65.1% | 64.6% | 65.0% |
| | Neither increases nor decreases desire to accept | 22.5% | 22.9% | 22.5% |
| | Decreases desire to accept | 1.5% | 1.6% | 1.5% |
| | Greatly decreases desire to accept | 11.0% | 10.9% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50H OTHER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q50H OTHER | Increases desire to accept | 25.5% | 34.1% | 34.3% | 31.9% |
| | Neither increases nor decreases desire to accept | 24.9% | 14.0% | 14.2% | 16.8% |
| | Decreases desire to accept | 5.3% | 7.0% | 3.8% | 6.3% |
| | Greatly decreases desire to accept | 44.2% | 45.0% | 47.8% | 45.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q50H OTHER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------|--|----------|----------|--------|
| | | majority | minority | |
| Q50H OTHER | Increases desire to accept | 29.9% | 35.7% | 31.9% |
| | Neither increases nor decreases desire to accept | 14.0% | 21.9% | 16.8% |
| | Decreases desire to accept | 7.1% | 4.7% | 6.3% |
| | Greatly decreases desire to accept | 49.0% | 37.7% | 45.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q50H OTHER * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------|--|------------|--------|--------|
| | | Male | Female | |
| Q50H OTHER | Increases desire to accept | 32.2% | 30.0% | 31.9% |
| | Neither increases nor decreases desire to accept | 17.1% | 15.0% | 16.8% |
| | Decreases desire to accept | 5.8% | 9.5% | 6.3% |
| | Greatly decreases desire to accept | 45.0% | 45.4% | 45.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? | Guam | 4.2% | 3.3% | 6.0% | 3.8% |
| | Sigonella | 2.7% | 4.8% | 3.8% | 4.2% |
| | Italy (except for Sigonella) | 21.2% | 16.1% | 15.5% | 17.2% |
| | Greece | 6.9% | 4.2% | 4.8% | 4.9% |
| | Japan | 17.9% | 18.4% | 19.1% | 18.3% |
| | Korea | 1.3% | 1.5% | .3% | 1.3% |
| | Spain | 15.2% | 16.8% | 14.0% | 16.1% |
| | Europe (except for Italy and Spain and Greece) | 15.8% | 21.5% | 22.2% | 20.3% |
| | Bahrain | 5.4% | 6.2% | 6.2% | 6.0% |
| | Other | 9.5% | 7.2% | 8.2% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? | Guam | 3.6% | 4.3% | 3.8% |
| | Sigonella | 4.6% | 3.5% | 4.2% |
| | Italy (except for Sigonella) | 18.9% | 14.2% | 17.2% |
| | Greece | 5.7% | 3.3% | 4.9% |
| | Japan | 16.1% | 22.4% | 18.3% |
| | Korea | 1.0% | 1.8% | 1.3% |
| | Spain | 13.7% | 20.5% | 16.1% |
| | Europe (except for Italy and Spain and Greece) | 24.1% | 13.4% | 20.3% |
| | Bahrain | 4.7% | 8.4% | 6.0% |
| | Other | 7.6% | 8.2% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q51 WHICH OVERSEAS LOCATION WOULD YOU PREFER MOST? | Guam | 3.4% | 6.4% | 3.8% |
| | Sigonella | 3.8% | 6.4% | 4.2% |
| | Italy (except for Sigonella) | 17.1% | 17.8% | 17.2% |
| | Greece | 4.4% | 7.8% | 4.9% |
| | Japan | 19.3% | 12.6% | 18.3% |
| | Korea | 1.3% | 1.4% | 1.3% |
| | Spain | 16.2% | 16.0% | 16.1% |
| | Europe (except for Italy and Spain and Greece) | 20.6% | 18.7% | 20.3% |
| | Bahrain | 5.9% | 6.5% | 6.0% |
| | Other | 8.1% | 6.3% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52A INCREASE IN NAVY PAY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52A INCREASE IN NAVY PAY | UnChecked | 19.8% | 22.1% | 36.6% | 23.3% |
| | Checked | 80.2% | 77.9% | 63.4% | 76.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52A INCREASE IN NAVY PAY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52A INCREASE IN NAVY PAY | UnChecked | 23.5% | 23.0% | 23.3% |
| | Checked | 76.5% | 77.0% | 76.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52A INCREASE IN NAVY PAY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52A INCREASE IN NAVY PAY | UnChecked | 23.7% | 21.0% | 23.3% |
| | Checked | 76.3% | 79.0% | 76.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52B DECREASE IN NAVY PAY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52B DECREASE | UnChecked | 96.7% | 94.7% | 90.4% | 94.6% |
| IN NAVY PAY | Checked | 3.3% | 5.3% | 9.6% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52B DECREASE IN NAVY PAY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52B DECREASE | UnChecked | 94.8% | 94.4% | 94.6% |
| IN NAVY PAY | Checked | 5.2% | 5.6% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52B DECREASE IN NAVY PAY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52B DECREASE | UnChecked | 94.4% | 96.0% | 94.6% |
| IN NAVY PAY | Checked | 5.6% | 4.0% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52C LOSS OF SECOND JOB * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52C LOSS OF | UnChecked | 89.8% | 90.8% | 90.8% | 90.6% |
| SECOND JOB | Checked | 10.2% | 9.2% | 9.2% | 9.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52C LOSS OF SECOND JOB * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52C LOSS OF | UnChecked | 90.1% | 91.4% | 90.6% |
| SECOND JOB | Checked | 9.9% | 8.6% | 9.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52C LOSS OF SECOND JOB * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|-------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52C LOSS OF SECOND JOB | UnChecked | 90.1% | 93.2% | 90.6% |
| | Checked | 9.9% | 6.8% | 9.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52D LOSS OF SPOUSE INCOME * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52D LOSS OF SPOUSE INCOME | UnChecked | 84.4% | 70.6% | 51.7% | 71.4% |
| | Checked | 15.6% | 29.4% | 48.3% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52D LOSS OF SPOUSE INCOME * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52D LOSS OF SPOUSE INCOME | UnChecked | 70.0% | 74.0% | 71.4% |
| | Checked | 30.0% | 26.0% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52D LOSS OF SPOUSE INCOME * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52D LOSS OF SPOUSE INCOME | UnChecked | 68.8% | 87.2% | 71.4% |
| | Checked | 31.2% | 12.8% | 28.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52E INCREASE IN SPOUSE INCOME * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52E INCREASE IN SPOUSE INCOME | UnChecked | 93.3% | 94.8% | 96.6% | 94.7% |
| | Checked | 6.7% | 5.2% | 3.4% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52E INCREASE IN SPOUSE INCOME * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52E INCREASE IN SPOUSE INCOME | UnChecked | 95.6% | 93.1% | 94.7% |
| | Checked | 4.4% | 6.9% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52E INCREASE IN SPOUSE INCOME * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52E INCREASE IN SPOUSE INCOME | UnChecked | 95.0% | 92.6% | 94.7% |
| | Checked | 5.0% | 7.4% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52F LOSS IN SPOUSE RETIREMENT BENEFITS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52F LOSS IN SPOUSE RETIREMENT BENEFITS | UnChecked | 96.9% | 94.6% | 91.2% | 94.7% |
| | Checked | 3.1% | 5.4% | 8.8% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52F LOSS IN SPOUSE RETIREMENT BENEFITS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52F LOSS IN SPOUSE RETIREMENT BENEFITS | UnChecked | 94.9% | 94.3% | 94.7% |
| | Checked | 5.1% | 5.7% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52F LOSS IN SPOUSE RETIREMENT BENEFITS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52F LOSS IN SPOUSE RETIREMENT BENEFITS | UnChecked | 94.3% | 97.4% | 94.7% |
| | Checked | 5.7% | 2.6% | 5.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52G HIGHER COST OF LIVING * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|----------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52G HIGHER COST OF LIVING | UnChecked | 46.6% | 38.7% | 32.6% | 39.7% |
| | Checked | 53.4% | 61.3% | 67.4% | 60.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52G HIGHER COST OF LIVING * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|----------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52G HIGHER COST OF LIVING | UnChecked | 38.3% | 42.3% | 39.7% |
| | Checked | 61.7% | 57.7% | 60.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52G HIGHER COST OF LIVING * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|----------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52G HIGHER COST OF LIVING | UnChecked | 40.0% | 38.1% | 39.7% |
| | Checked | 60.0% | 61.9% | 60.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52H LOWER COST OF LIVING * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52H LOWER COST OF LIVING | UnChecked | 85.9% | 88.4% | 94.0% | 88.5% |
| | Checked | 14.1% | 11.6% | 6.0% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52H LOWER COST OF LIVING * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---------------------------|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52H LOWER COST OF LIVING | UnChecked | 88.5% | 88.5% | 88.5% |
| | Checked | 11.5% | 11.5% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52H LOWER COST OF LIVING * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52H LOWER COST OF LIVING | UnChecked | 88.0% | 91.6% | 88.5% |
| | Checked | 12.0% | 8.4% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY | UnChecked | 67.5% | 56.9% | 47.5% | 58.1% |
| | Checked | 32.5% | 43.1% | 52.5% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY | UnChecked | 54.9% | 63.9% | 58.1% |
| | Checked | 45.1% | 36.1% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------|------------|--------|--------|
| | | Male | Female | |
| Q52I INCREASE PCS COSTS/COSTS TO MOVE FAMILY | UnChecked | 57.8% | 60.1% | 58.1% |
| | Checked | 42.2% | 39.9% | 41.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 52.1% | 57.8% | 57.2% | 56.5% |
| | Checked | 47.9% | 42.2% | 42.8% | 43.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 59.1% | 51.7% | 56.5% |
| | Checked | 40.9% | 48.3% | 43.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------|------------|--------|--------|
| | | Male | Female | |
| Q53A DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 57.9% | 47.9% | 56.5% |
| | Checked | 42.1% | 52.1% | 43.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 64.8% | 81.3% | 96.4% | 79.5% |
| | Checked | 35.2% | 18.7% | 3.6% | 20.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 78.5% | 81.1% | 79.5% |
| | Checked | 21.5% | 18.9% | 20.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----------|------------|--------|--------|
| | | Male | Female | |
| Q53B DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 79.5% | 79.0% | 79.5% |
| | Checked | 20.5% | 21.0% | 20.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q55 GENDER * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------|--------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q55 GENDER | Male | 82.8% | 85.5% | 92.9% | 85.8% |
| | Female | 17.2% | 14.5% | 7.1% | 14.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q55 GENDER * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|------------|--------|----------|----------|--------|
| | | majority | minority | |
| Q55 GENDER | Male | 88.0% | 81.7% | 85.8% |
| | Female | 12.0% | 18.3% | 14.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Case Processing Summary

| | Cases | | | | | |
|---|------------------------|---------|---------|---------|-----------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * PAYGRP | 278515.94 ^a | 99.7% | 937.400 | .3% | 279453.34 | 100.0% |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * RACEGRP | 278515.94 ^a | 99.7% | 937.400 | .3% | 279453.34 | 100.0% |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * ENLOFF Enlisted or Officer | 278515.94 ^a | 99.7% | 937.400 | .3% | 279453.34 | 100.0% |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * Q55 GENDER | 278515.94 ^a | 99.7% | 937.400 | .3% | 279453.34 | 100.0% |

a. Number of valid cases is different from the total count in the crosstabulation table because the cell counts have been rounded.

Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|-----|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | 14.2% | 10.6% | 4.7% | 10.7% |
| | No | 85.8% | 89.4% | 95.3% | 89.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|-----|----------|----------|--------|
| | | majority | minority | |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | | 30.4% | 10.7% |
| | No | 100.0% | 69.6% | 89.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * ENLOFF Enlisted or Officer Crosstabulation

% within ENLOFF Enlisted or Officer

| | | ENLOFF Enlisted or Officer | Total |
|--|-----|----------------------------------|--------|
| | | Enlisted | |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | 10.7% | 10.7% |
| | No | 89.3% | 89.3% |
| Total | | 100.0% | 100.0% |

Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|-----|------------|--------|--------|
| | | Male | Female | |
| Q56 SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | 11.0% | 9.1% | 10.7% |
| | No | 89.0% | 90.9% | 89.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57A AMERICAN INDIAN OR ALASKA NATIVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---------------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57A AMERICAN INDIAN OR ALASKA NATIVE | UnChecked | 95.5% | 96.6% | 97.4% | 96.5% |
| | Checked | 4.5% | 3.4% | 2.6% | 3.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57A AMERICAN INDIAN OR ALASKA NATIVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---------------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57A AMERICAN INDIAN OR ALASKA NATIVE | UnChecked | 96.3% | 97.3% | 96.5% |
| | Checked | 3.7% | 2.7% | 3.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) | UnChecked | 95.2% | 92.8% | 92.6% | 93.3% |
| | Checked | 4.8% | 7.2% | 7.4% | 6.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57B ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) | UnChecked | 93.1% | 94.5% | 93.3% |
| | Checked | 6.9% | 5.5% | 6.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57C BLACK OR AFRICAN-AMERICAN * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57C BLACK OR AFRICAN-AMERICAN | UnChecked | 87.3% | 85.6% | 89.0% | 86.4% |
| | Checked | 12.7% | 14.4% | 11.0% | 13.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57C BLACK OR AFRICAN-AMERICAN * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57C BLACK OR AFRICAN-AMERICAN | UnChecked | 88.5% | 73.5% | 86.4% |
| | Checked | 11.5% | 26.5% | 13.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) | UnChecked | 99.3% | 99.5% | 99.4% | 99.5% |
| | Checked | .7% | .5% | .6% | .5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57D NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) | UnChecked | 99.5% | 99.0% | 99.5% |
| | Checked | .5% | 1.0% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57E WHITE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57E WHITE | UnChecked | 31.2% | 30.1% | 24.4% | 29.6% |
| | Checked | 68.8% | 69.9% | 75.6% | 70.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57E WHITE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57E WHITE | UnChecked | 27.7% | 41.7% | 29.6% |
| | Checked | 72.3% | 58.3% | 70.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57F OTHER RACIAL BACKGROUND * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|------------------------------|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q57F OTHER RACIAL BACKGROUND | UnChecked | 89.1% | 92.2% | 95.7% | 92.0% |
| | Checked | 10.9% | 7.8% | 4.3% | 8.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57F OTHER RACIAL BACKGROUND * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|------------------------------|-----------|------------|--------|--------|
| | | Male | Female | |
| Q57F OTHER RACIAL BACKGROUND | UnChecked | 91.7% | 93.2% | 92.0% |
| | Checked | 8.3% | 6.8% | 8.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q58 RELIGIOUS PREFERENCE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q58 RELIGIOUS PREFERENCE | No religious preference | 29.3% | 27.7% | 20.7% | 27.2% |
| | Catholic | 22.9% | 21.6% | 26.2% | 22.5% |
| | Orthodox Christian (Greek, Russian, etc.) | .9% | .8% | | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 34.5% | 39.0% | 45.7% | 38.8% |
| | Mormon (Latter-day Saints) | 1.5% | 1.5% | 1.0% | 1.4% |
| | Jewish | .5% | .7% | .2% | .6% |
| | Muslim | .2% | .2% | | .2% |
| | Hindu | .4% | .1% | | .1% |
| | Buddhist | 1.6% | 1.1% | .7% | 1.1% |
| | Other religion not listed | 8.2% | 7.4% | 5.5% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q58 RELIGIOUS PREFERENCE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------|--|----------|----------|-------|
| | | majority | minority | |
| Q58 RELIGIOUS PREFERENCE | No religious preference | 31.8% | 18.9% | 27.2% |
| | Catholic | 17.8% | 31.1% | 22.5% |
| | Orthodox Christian (Greek, Russian, etc.) | .7% | .8% | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 40.2% | 36.2% | 38.8% |
| | Mormon (Latter-day Saints) | 1.9% | .5% | 1.4% |
| | Jewish | .5% | .7% | .6% |
| | Muslim | | .5% | .2% |
| | Hindu | .1% | .2% | .1% |
| | Buddhist | .9% | 1.6% | 1.1% |
| | Other religion not listed | 6.2% | 9.6% | 7.4% |
| Total | 100.0% | 100.0% | 100.0% | |

Q58 RELIGIOUS PREFERENCE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------|--|------------|--------|-------|
| | | Male | Female | |
| Q58 RELIGIOUS PREFERENCE | No religious preference | 28.0% | 22.6% | 27.2% |
| | Catholic | 22.8% | 20.7% | 22.5% |
| | Orthodox Christian (Greek, Russian, etc.) | .8% | .1% | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 37.3% | 47.6% | 38.8% |
| | Mormon (Latter-day Saints) | 1.5% | 1.1% | 1.4% |
| | Jewish | .6% | .3% | .6% |
| | Muslim | .2% | | .2% |
| | Hindu | .1% | .2% | .1% |
| | Buddhist | 1.3% | .2% | 1.1% |
| | Other religion not listed | 7.4% | 7.0% | 7.4% |
| Total | 100.0% | 100.0% | 100.0% | |

Q59 HIGHEST LEVEL OF EDUCATION COMPLETED * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--------------------------------------|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q59 | Less than high school completion/no diploma | 1.2% | .7% | | .7% |
| HIGHEST LEVEL OF EDUCATION COMPLETED | Alternate degree/ GED/homestudy/adult-school certification | 3.7% | 2.1% | 1.3% | 2.4% |
| | High school diploma/graduate | 47.1% | 31.6% | 15.2% | 33.1% |
| | Some college, no degree | 38.8% | 51.0% | 44.2% | 47.5% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 5.2% | 7.0% | 18.5% | 8.0% |
| | Bachelor's degree (B.A., B.S., etc.) | 3.7% | 6.4% | 16.7% | 7.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | .4% | 1.1% | 4.1% | 1.3% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | | .1% | | .1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q59 HIGHEST LEVEL OF EDUCATION COMPLETED * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--------------------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q59 | Less than high school completion/no diploma | .6% | .9% | .7% |
| HIGHEST LEVEL OF EDUCATION COMPLETED | Alternate degree/ GED/homestudy/adult-school certification | 2.5% | 2.1% | 2.4% |
| | High school diploma/graduate | 32.0% | 35.0% | 33.1% |
| | Some college, no degree | 49.3% | 44.0% | 47.5% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 7.5% | 8.9% | 8.0% |
| | Bachelor's degree (B.A., B.S., etc.) | 6.8% | 7.4% | 7.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | 1.2% | 1.4% | 1.3% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | | .2% | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q59 HIGHEST LEVEL OF EDUCATION COMPLETED * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q59 HIGHEST LEVEL OF EDUCATION COMPLETED | Less than high school completion/no diploma | .8% | | .7% |
| | Alternate degree/ GED/homestudy/adult-school certification | 2.6% | .7% | 2.4% |
| | High school diploma/graduate | 34.1% | 26.6% | 33.1% |
| | Some college, no degree | 47.2% | 49.3% | 47.5% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 7.3% | 12.3% | 8.0% |
| | Bachelor's degree (B.A., B.S., etc.) | 6.5% | 10.2% | 7.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | 1.4% | .9% | 1.3% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | .1% | | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q60 WHAT IS YOUR CURRENT MARITAL STATUS? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q60 WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | 66.7% | 38.8% | 4.5% | 40.9% |
| | Married for the first time | 27.8% | 43.7% | 55.0% | 41.5% |
| | Remarried (was divorced or widowed) | .9% | 8.1% | 30.0% | 9.2% |
| | Legally separated (or filing for divorce) | 2.6% | 4.3% | 3.4% | 3.8% |
| | Divorced | 2.1% | 4.8% | 6.7% | 4.4% |
| | Widowed | | .2% | .3% | .2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q60 WHAT IS YOUR CURRENT MARITAL STATUS? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q60 WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | 43.3% | 36.5% | 40.9% |
| | Married for the first time | 38.9% | 46.3% | 41.5% |
| | Remarried (was divorced or widowed) | 10.0% | 7.7% | 9.2% |
| | Legally separated (or filing for divorce) | 3.4% | 4.5% | 3.8% |
| | Divorced | 4.4% | 4.5% | 4.4% |
| | Widowed | .1% | .4% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q60 WHAT IS YOUR CURRENT MARITAL STATUS? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|---|------------|--------|--------|
| | | Male | Female | |
| Q60 WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | 40.0% | 46.4% | 40.9% |
| | Married for the first time | 43.0% | 32.4% | 41.5% |
| | Remarried (was divorced or widowed) | 9.4% | 7.6% | 9.2% |
| | Legally separated (or filing for divorce) | 3.7% | 4.6% | 3.8% |
| | Divorced | 3.7% | 8.8% | 4.4% |
| | Widowed | .2% | .2% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

****Q61****.

CROSSTABS

/TABLES=Q61a BY PAYGRP RACEGRP Q55

/FORMAT=AVALUE TABLES

/CELLS= COLUMN.

Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|---|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD | 1 | 100.0% | 100.0% | 100.0% | 100.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD * RACEGRP Crosstabulation

% within RACEGRP

| | RACEGRP | | Total |
|--|----------|----------|--------|
| | majority | minority | |
| Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD 1 | 100.0% | 100.0% | 100.0% |
| Total | 100.0% | 100.0% | 100.0% |

Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | Q55 GENDER | | Total |
|--|------------|--------|--------|
| | Male | Female | |
| Q61A I HAVE NO CHILDREN UNDER THE AGE OF 21 CURRENTLY LIVING IN MY HOUSEHOLD 1 | 100.0% | 100.0% | 100.0% |
| Total | 100.0% | 100.0% | 100.0% |

Q61BR Children under 1 year * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|-----------------------------|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61BR Children under 1 year | no children | 91.3% | 85.3% | 86.3% | 87.0% |
| | One child | 8.4% | 13.7% | 13.4% | 12.2% |
| | 2 or more children | .3% | 1.1% | .3% | .8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61BR Children under 1 year * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|-----------------------------|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61BR Children under 1 year | no children | 88.5% | 84.2% | 87.0% |
| | One child | 11.0% | 14.6% | 12.2% |
| | 2 or more children | .6% | 1.2% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61BR Children under 1 year * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--------------------------------|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61BR Children under 1 year | no children | 87.8% | 82.2% | 87.0% |
| | One child | 11.4% | 17.0% | 12.2% |
| | 2 or more children | .8% | .8% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61CR Children 1 to 4 yrs. 11 months * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61CR Children 1 to 4 yrs. 11 months | no children | 90.0% | 74.8% | 64.0% | 78.0% |
| | One child | 7.5% | 19.8% | 29.0% | 17.3% |
| | 2 or more children | 2.5% | 5.4% | 7.1% | 4.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61CR Children 1 to 4 yrs. 11 months * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61CR Children 1 to 4 yrs. 11 months | no children | 80.2% | 73.7% | 78.0% |
| | One child | 15.6% | 20.3% | 17.3% |
| | 2 or more children | 4.2% | 5.9% | 4.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61CR Children 1 to 4 yrs. 11 months * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61CR Children 1 to 4 yrs. 11 months | no children | 78.3% | 75.8% | 78.0% |
| | One child | 16.8% | 20.2% | 17.3% |
| | 2 or more children | 4.9% | 4.0% | 4.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61DR Children 5 to 11 yrs. 11 months * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61DR Children 5 to 11 yrs. 11 months | no children | 95.2% | 74.2% | 43.2% | 76.2% |
| | One child | 4.1% | 17.4% | 35.6% | 15.9% |
| | 2 or more children | .7% | 8.5% | 21.2% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61DR Children 5 to 11 yrs. 11 months * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61DR Children 5 to 11 yrs. 11 months | no children | 78.1% | 72.5% | 76.2% |
| | One child | 15.0% | 17.8% | 15.9% |
| | 2 or more children | 6.8% | 9.7% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61DR Children 5 to 11 yrs. 11 months * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61DR Children 5 to 11 yrs. 11 months | no children | 76.1% | 77.0% | 76.2% |
| | One child | 15.9% | 16.3% | 15.9% |
| | 2 or more children | 8.0% | 6.7% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61ER Children 12 to 14 yrs. 11 months * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61ER Children 12 to 14 yrs. 11 months | no children | 98.5% | 91.2% | 49.7% | 88.8% |
| | One child | 1.4% | 7.5% | 39.5% | 9.2% |
| | 2 or more children | .2% | 1.4% | 10.9% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61ER Children 12 to 14 yrs. 11 months * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61ER Children 12 to 14 yrs. 11 months | no children | 90.2% | 86.2% | 88.8% |
| | One child | 7.8% | 11.8% | 9.2% |
| | 2 or more children | 2.0% | 2.1% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61ER Children 12 to 14 yrs. 11 months * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61ER Children 12 to 14 yrs. 11 months | no children | 88.6% | 89.9% | 88.8% |
| | One child | 9.1% | 9.4% | 9.2% |
| | 2 or more children | 2.2% | .8% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61FR Children 15 to 18 yrs. 11 months * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61FR Children 15 to 18 yrs. 11 months | no children | 99.5% | 94.3% | 54.3% | 91.8% |
| | One child | .4% | 4.4% | 34.0% | 6.2% |
| | 2 or more children | .2% | 1.2% | 11.7% | 1.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61FR Children 15 to 18 yrs. 11 months * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61FR Children 15 to 18 yrs. 11 months | no children | 92.1% | 91.3% | 91.8% |
| | One child | 6.2% | 6.3% | 6.2% |
| | 2 or more children | 1.7% | 2.5% | 1.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61FR Children 15 to 18 yrs. 11 months * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61FR Children 15 to 18 yrs. 11 months | no children | 91.3% | 95.3% | 91.9% |
| | One child | 6.5% | 4.4% | 6.2% |
| | 2 or more children | 2.2% | .3% | 1.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61GR Children 19 to 20 yrs. 11 months * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q61GR Children 19 to 20 yrs. 11 months | no children | 99.5% | 98.1% | 83.7% | 97.5% |
| | One child | .3% | 1.5% | 14.3% | 2.0% |
| | 2 or more children | .3% | .4% | 2.0% | .5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61GR Children 19 to 20 yrs. 11 months * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61GR Children 19 to 20 yrs. 11 months | no children | 98.2% | 96.1% | 97.5% |
| | One child | 1.4% | 3.3% | 2.0% |
| | 2 or more children | .4% | .6% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61GR Children 19 to 20 yrs. 11 months * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--------------------|------------|--------|--------|
| | | Male | Female | |
| Q61GR Children 19 to 20 yrs. 11 months | no children | 97.4% | 98.0% | 97.5% |
| | One child | 2.1% | 1.8% | 2.0% |
| | 2 or more children | .5% | .2% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|-----------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 81.9% | 68.8% | 69.3% | 70.3% |
| | 2 | 16.2% | 24.9% | 22.7% | 23.6% |
| | 3 | .9% | 4.3% | 7.4% | 4.4% |
| | 4 | .9% | 1.4% | .6% | 1.2% |
| | 5 or more | | .6% | | .5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 70.9% | 69.6% | 70.3% |
| | 2 | 20.5% | 27.4% | 23.6% |
| | 3 | 6.4% | 2.0% | 4.4% |
| | 4 | 1.4% | 1.0% | 1.2% |
| | 5 or more | .9% | | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|-----------|------------|--------|--------|
| | | Male | Female | |
| Q62 HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 69.9% | 71.9% | 70.3% |
| | 2 | 24.3% | 21.3% | 23.6% |
| | 3 | 4.1% | 5.4% | 4.4% |
| | 4 | 1.2% | 1.4% | 1.2% |
| | 5 or more | .6% | | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 60.0% | 72.5% | 83.8% | 71.1% |
| | Neither agree nor disagree | 18.5% | 12.6% | 8.2% | 13.4% |
| | Disagree | 21.5% | 14.9% | 8.0% | 15.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 72.6% | 68.4% | 71.1% |
| | Neither agree nor disagree | 13.0% | 14.1% | 13.4% |
| | Disagree | 14.5% | 17.5% | 15.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q63A I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 70.8% | 72.9% | 71.1% |
| | Neither agree nor disagree | 13.6% | 11.9% | 13.4% |
| | Disagree | 15.6% | 15.2% | 15.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|----------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 48.3% | 53.2% | 64.9% | 53.5% |
| | Neither agree nor disagree | 27.0% | 19.7% | 15.9% | 20.9% |
| | Disagree | 24.7% | 27.1% | 19.2% | 25.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 52.0% | 56.2% | 53.5% |
| | Neither agree nor disagree | 21.4% | 20.0% | 20.9% |
| | Disagree | 26.6% | 23.7% | 25.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|----------------------------|------------|--------|--------|
| | | Male | Female | |
| Q63B I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 52.9% | 57.0% | 53.5% |
| | Neither agree nor disagree | 21.3% | 18.2% | 20.9% |
| | Disagree | 25.7% | 24.9% | 25.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|--|--|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 62.8% | 48.1% | 37.7% | 50.1% |
| | No | 36.6% | 51.9% | 62.3% | 49.8% |
| | Don't know, I have not heard about TSP | .6% | | | .1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 49.8% | 50.6% | 50.1% |
| | No | 50.1% | 49.1% | 49.8% |
| | Don't know, I have not heard about TSP | .0% | .3% | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|--|--|------------|--------|--------|
| | | Male | Female | |
| Q64 DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 49.8% | 52.1% | 50.1% |
| | No | 50.1% | 47.8% | 49.8% |
| | Don't know, I have not heard about TSP | .1% | .1% | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * PAYGRP Crosstabulation

% within PAYGRP

| | | PAYGRP | | | Total |
|---|------------------------------------|------------|------------|------------|--------|
| | | E-2 to E-3 | E-4 to E-6 | E-7 to E-9 | |
| Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 48.6% | 61.7% | 86.3% | 61.8% |
| | Neither satisfied nor dissatisfied | 21.0% | 18.2% | 7.4% | 17.5% |
| | Dissatisfied | 30.4% | 20.1% | 6.3% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * RACEGRP Crosstabulation

% within RACEGRP

| | | RACEGRP | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 60.9% | 63.2% | 61.8% |
| | Neither satisfied nor dissatisfied | 16.8% | 18.8% | 17.5% |
| | Dissatisfied | 22.2% | 18.0% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * Q55 GENDER Crosstabulation

% within Q55 GENDER

| | | Q55 GENDER | | Total |
|---|------------------------------------|------------|--------|--------|
| | | Male | Female | |
| Q65 CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 62.0% | 60.1% | 61.8% |
| | Neither satisfied nor dissatisfied | 17.4% | 18.1% | 17.5% |
| | Dissatisfied | 20.5% | 21.8% | 20.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 40 hours or less | 12.4% | 9.4% | 2.9% | 6.3% |
| | 41-50 hours | 28.6% | 30.0% | 29.6% | 29.8% |
| | 51-60 hours | 26.5% | 29.2% | 37.2% | 33.0% |
| | 61-70 hours | 16.4% | 16.2% | 16.5% | 16.4% |
| | 71-80 hours | 7.0% | 8.1% | 8.6% | 8.4% |
| | 81 or more hours | 9.0% | 7.1% | 5.2% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------|----------|----------|--------|
| | | majority | minority | |
| Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 40 hours or less | 6.2% | 7.0% | 6.3% |
| | 41-50 hours | 29.2% | 32.8% | 29.8% |
| | 51-60 hours | 33.9% | 28.4% | 33.0% |
| | 61-70 hours | 16.9% | 13.3% | 16.4% |
| | 71-80 hours | 8.3% | 8.7% | 8.4% |
| | 81 or more hours | 5.5% | 9.8% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------|-------------|--------|--------|
| | | Male | Female | |
| Q1. IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? | 40 hours or less | 6.5% | 5.1% | 6.3% |
| | 41-50 hours | 28.8% | 35.7% | 29.8% |
| | 51-60 hours | 33.0% | 33.2% | 33.0% |
| | 61-70 hours | 17.4% | 9.9% | 16.4% |
| | 71-80 hours | 8.0% | 10.6% | 8.4% |
| | 81 or more hours | 6.4% | 5.5% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 70.8% | 62.5% | 87.8% | 75.0% |
| | Yes, I have access at a computer workstation I share with ot | 26.9% | 35.5% | 11.3% | 23.6% |
| | No | 2.3% | 1.9% | .9% | 1.4% |
| | Don't know | | .1% | | .1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 75.9% | 70.2% | 75.0% |
| | Yes, I have access at a computer workstation I share with ot | 22.8% | 27.3% | 23.6% |
| | No | 1.3% | 2.1% | 1.4% |
| | Don't know | | .4% | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|--|-------------|--------|--------|
| | | Male | Female | |
| Q2. DO YOU HAVE INTERNET ACCESS AT YOUR NAVY JOB? | Yes, I have access at my own computer workstation | 74.6% | 77.1% | 75.0% |
| | Yes, I have access at a computer workstation I share with ot | 23.8% | 22.4% | 23.6% |
| | No | 1.6% | .5% | 1.4% |
| | Don't know | .1% | | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 69.9% | 71.6% | 81.3% | 76.3% |
| | Intermittent - the WWW is sometimes available, but not always | 30.1% | 26.9% | 18.1% | 22.7% |
| | Rarely - the WWW is almost never or rarely available to use | | 1.5% | .5% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 76.9% | 72.9% | 76.3% |
| | Intermittent - the WWW is sometimes available, but not always | 22.0% | 26.7% | 22.7% |
| | Rarely - the WWW is almost never or rarely available to use | 1.1% | .4% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|---|-------------|--------|--------|
| | | Male | Female | |
| Q3. HOW ACCESSIBLE IS THE WORLD WIDE WEB? | Constant - WWW is always or nearly always available to me | 75.9% | 78.5% | 76.3% |
| | Intermittent - the WWW is sometimes available, but not always | 23.0% | 21.1% | 22.7% |
| | Rarely - the WWW is almost never or rarely available to use | 1.1% | .5% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 80.7% | 78.7% | 87.7% | 83.2% |
| | Sometimes - I don't have immediate access, but I can get acc | 19.3% | 18.8% | 11.5% | 15.3% |
| | Rarely - I don't work at or have easy access to a computer c | | 2.5% | .7% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 83.8% | 79.4% | 83.2% |
| | Sometimes - I don't have immediate access, but I can get acc | 14.6% | 18.9% | 15.3% |
| | Rarely - I don't work at or have easy access to a computer c | 1.5% | 1.7% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--|-------------|--------|--------|
| | | Male | Female | |
| Q4. HOW OFTEN ARE YOU ABLE TO ACCESS THE WORLD WIDE WEB? | At any time I want - I work at or have easy access to a comp | 82.6% | 86.7% | 83.2% |
| | Sometimes - I don't have immediate access, but I can get acc | 15.9% | 11.6% | 15.3% |
| | Rarely - I don't work at or have easy access to a computer c | 1.5% | 1.7% | 1.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 90.6% | 79.4% | 86.0% | 82.9% |
| | No | 9.4% | 20.6% | 14.0% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----|----------|----------|--------|
| | | majority | minority | |
| Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 81.6% | 89.6% | 82.9% |
| | No | 18.4% | 10.4% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----|-------------|--------|--------|
| | | Male | Female | |
| Q5. HAVE YOU USED/VIEWED NAVY KNOWLEDGE ONLINE? | Yes | 82.1% | 87.2% | 82.9% |
| | No | 17.9% | 12.8% | 17.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q6. HOW OFTEN DO YOU USE NKO? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------------------|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q6. HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 46.2% | 43.7% | 45.3% | 44.6% |
| | Only use when I can't find information elsewhere or only whe | 39.0% | 38.8% | 34.3% | 36.5% |
| | Once a week | 5.1% | 14.6% | 15.1% | 14.6% |
| | Several times a week | 7.5% | 3.0% | 5.1% | 4.2% |
| | Daily | 2.3% | | .2% | .2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q6. HOW OFTEN DO YOU USE NKO? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q6. HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 46.0% | 37.8% | 44.6% |
| | Only use when I can't find information elsewhere or only whe | 36.0% | 39.0% | 36.5% |
| | Once a week | 14.2% | 16.5% | 14.6% |
| | Several times a week | 3.7% | 6.4% | 4.2% |
| | Daily | .1% | .4% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q6. HOW OFTEN DO YOU USE NKO? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------------------|--|-------------|--------|--------|
| | | Male | Female | |
| Q6. HOW OFTEN DO YOU USE NKO? | Have only accessed it once or twice | 44.5% | 44.7% | 44.6% |
| | Only use when I can't find information elsewhere or only whe | 37.5% | 30.9% | 36.5% |
| | Once a week | 14.0% | 18.1% | 14.6% |
| | Several times a week | 3.8% | 6.3% | 4.2% |
| | Daily | .2% | .2% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 12.8% | 3.0% | 2.1% | 2.8% |
| | Easy | 24.6% | 21.9% | 22.6% | 22.3% |
| | Neither easy nor difficult | 38.7% | 43.9% | 46.5% | 45.1% |
| | Difficult | 23.9% | 25.0% | 25.4% | 25.2% |
| | Very difficult | | 6.1% | 3.4% | 4.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 2.5% | 4.4% | 2.8% |
| | Easy | 22.4% | 21.8% | 22.3% |
| | Neither easy nor difficult | 45.9% | 41.0% | 45.1% |
| | Difficult | 24.6% | 27.9% | 25.2% |
| | Very difficult | 4.5% | 4.8% | 4.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q7. HOW EASY IS IT TO FIND INFORMATION YOU ARE LOOKING FOR ON NKO? | Very easy | 2.6% | 3.9% | 2.8% |
| | Easy | 24.2% | 12.0% | 22.3% |
| | Neither easy nor difficult | 45.0% | 45.3% | 45.1% |
| | Difficult | 23.3% | 35.6% | 25.2% |
| | Very difficult | 4.8% | 3.3% | 4.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 69.6% | 82.0% | 77.5% | 79.5% |
| | Neither agree nor disagree | 11.0% | 6.6% | 9.0% | 7.9% |
| | Disagree | 19.4% | 11.5% | 13.3% | 12.6% |
| | Don't know | | | .1% | .1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 80.5% | 74.4% | 79.5% |
| | Neither agree nor disagree | 7.8% | 8.3% | 7.9% |
| | Disagree | 11.7% | 16.8% | 12.6% |
| | Don't know | | .4% | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q8a. MY COMMAND HAS AN ADEQUATE NUMBER OF PERSONNEL | Agree | 80.0% | 76.4% | 79.5% |
| | Neither agree nor disagree | 7.8% | 8.0% | 7.9% |
| | Disagree | 12.1% | 15.6% | 12.6% |
| | Don't know | .1% | | .1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8b. MY COMMAND HAS ADEQUATE TOOLS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q8b. MY COMMAND HAS ADEQUATE TOOLS | Agree | 72.7% | 74.3% | 73.0% | 73.6% |
| | Neither agree nor disagree | 9.8% | 11.2% | 12.5% | 11.8% |
| | Disagree | 17.6% | 14.2% | 14.4% | 14.4% |
| | Don't know | | .3% | .1% | .2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8b. MY COMMAND HAS ADEQUATE TOOLS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8b. MY COMMAND HAS ADEQUATE TOOLS | Agree | 73.8% | 72.9% | 73.6% |
| | Neither agree nor disagree | 11.9% | 11.2% | 11.8% |
| | Disagree | 14.2% | 15.4% | 14.4% |
| | Don't know | .2% | .5% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8b. MY COMMAND HAS ADEQUATE TOOLS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q8b. MY COMMAND HAS ADEQUATE TOOLS | Agree | 74.0% | 71.4% | 73.6% |
| | Neither agree nor disagree | 11.8% | 11.9% | 11.8% |
| | Disagree | 14.2% | 15.2% | 14.4% |
| | Don't know | | 1.4% | .2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES | Agree | 47.5% | 59.4% | 60.7% | 59.8% |
| | Neither agree nor disagree | 19.7% | 17.5% | 19.2% | 18.4% |
| | Disagree | 32.5% | 20.4% | 17.6% | 19.3% |
| | Don't know | .3% | 2.7% | 2.5% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES | Agree | 59.8% | 59.8% | 59.8% |
| | Neither agree nor disagree | 18.7% | 16.3% | 18.4% |
| | Disagree | 19.2% | 20.0% | 19.3% |
| | Don't know | 2.3% | 3.9% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q8c. MY COMMAND HAS ADEQUATE SPARE PARTS AND/OR SUPPLIES | Agree | 59.9% | 58.8% | 59.8% |
| | Neither agree nor disagree | 18.1% | 19.9% | 18.4% |
| | Disagree | 19.2% | 19.8% | 19.3% |
| | Don't know | 2.8% | 1.5% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES | Agree | 69.4% | 68.0% | 66.3% | 67.2% |
| | Neither agree nor disagree | 16.6% | 13.6% | 15.8% | 14.7% |
| | Disagree | 14.0% | 17.6% | 17.0% | 17.2% |
| | Don't know | | .8% | .9% | .9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES | Agree | 67.8% | 63.9% | 67.2% |
| | Neither agree nor disagree | 15.1% | 12.6% | 14.7% |
| | Disagree | 16.4% | 21.2% | 17.2% |
| | Don't know | .6% | 2.2% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q8d. MY COMMAND HAS ADEQUATE NAVY SUPPORT SERVICES | Agree | 67.4% | 65.8% | 67.2% |
| | Neither agree nor disagree | 15.6% | 9.4% | 14.7% |
| | Disagree | 16.3% | 22.3% | 17.2% |
| | Don't know | .6% | 2.4% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? | High | 44.2% | 46.1% | 53.7% | 49.8% |
| | Medium | 49.7% | 40.7% | 36.0% | 38.6% |
| | Low | 6.1% | 13.2% | 10.3% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--------|----------|----------|--------|
| | | majority | minority | |
| Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? | High | 49.5% | 51.0% | 49.8% |
| | Medium | 39.8% | 32.6% | 38.6% |
| | Low | 10.7% | 16.4% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------|-------------|--------|--------|
| | | Male | Female | |
| Q9. HOW WOULD YOU RATE OVERALL MORALE AT YOUR PRESENT COMMAND? | High | 52.2% | 35.5% | 49.8% |
| | Medium | 38.5% | 39.5% | 38.6% |
| | Low | 9.4% | 25.0% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 73.2% | 58.0% | 53.7% | 56.3% |
| | No effect | 16.3% | 25.0% | 18.2% | 21.5% |
| | Negative effect | 7.0% | 12.4% | 25.6% | 18.6% |
| | Don't know | 3.4% | 4.6% | 2.6% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 55.4% | 61.6% | 56.3% |
| | No effect | 21.9% | 19.5% | 21.5% |
| | Negative effect | 19.0% | 16.3% | 18.6% |
| | Don't know | 3.8% | 2.6% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10a. ADVANCEMENT/PROMOTION OPPORTUNITIES | Positive effect | 56.4% | 55.9% | 56.3% |
| | No effect | 21.7% | 20.4% | 21.5% |
| | Negative effect | 18.6% | 18.2% | 18.6% |
| | Don't know | 3.3% | 5.6% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10b. PERFORMANCE EVALUATION SYSTEM * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10b. PERFORMANCE EVALUATION SYSTEM | Positive effect | 71.2% | 50.9% | 48.5% | 50.3% |
| | No effect | 18.6% | 26.7% | 28.0% | 27.1% |
| | Negative effect | 6.8% | 17.5% | 19.0% | 18.0% |
| | Don't know | 3.4% | 4.8% | 4.6% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10b. PERFORMANCE EVALUATION SYSTEM * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10b. PERFORMANCE EVALUATION SYSTEM | Positive effect | 49.1% | 56.6% | 50.3% |
| | No effect | 27.7% | 24.0% | 27.1% |
| | Negative effect | 18.4% | 15.5% | 18.0% |
| | Don't know | 4.8% | 3.9% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10b. PERFORMANCE EVALUATION SYSTEM * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10b. PERFORMANCE EVALUATION SYSTEM | Positive effect | 51.0% | 45.6% | 50.3% |
| | No effect | 27.9% | 22.7% | 27.1% |
| | Negative effect | 16.6% | 26.3% | 18.0% |
| | Don't know | 4.5% | 5.4% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10c. SUPPLY OF SPARE PARTS/SUPPLIES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--------------------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10c. SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 20.6% | 26.0% | 24.1% | 24.9% |
| | No effect | 45.5% | 41.7% | 42.6% | 42.2% |
| | Negative effect | 31.4% | 26.1% | 25.7% | 26.1% |
| | Don't know | 2.6% | 6.2% | 7.6% | 6.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10c. SUPPLY OF SPARE PARTS/SUPPLIES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10c. SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 23.0% | 34.8% | 24.9% |
| | No effect | 43.9% | 33.5% | 42.2% |
| | Negative effect | 26.3% | 25.0% | 26.1% |
| | Don't know | 6.8% | 6.7% | 6.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10c. SUPPLY OF SPARE PARTS/SUPPLIES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--------------------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10c. SUPPLY OF SPARE PARTS/SUPPLIES | Positive effect | 24.6% | 27.0% | 24.9% |
| | No effect | 42.6% | 39.8% | 42.2% |
| | Negative effect | 26.0% | 26.3% | 26.1% |
| | Don't know | 6.7% | 6.9% | 6.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10d. QUALITY OF NAVY TRAINING PROGRAMS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10d. QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 39.5% | 48.5% | 46.1% | 47.1% |
| | No effect | 34.6% | 32.8% | 36.7% | 34.7% |
| | Negative effect | 23.6% | 13.8% | 12.4% | 13.4% |
| | Don't know | 2.3% | 4.8% | 4.8% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10d. QUALITY OF NAVY TRAINING PROGRAMS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10d. QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 46.7% | 49.4% | 47.1% |
| | No effect | 36.0% | 28.2% | 34.7% |
| | Negative effect | 12.9% | 16.0% | 13.4% |
| | Don't know | 4.4% | 6.5% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10d. QUALITY OF NAVY TRAINING PROGRAMS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10d. QUALITY OF NAVY TRAINING PROGRAMS | Positive effect | 46.6% | 50.2% | 47.1% |
| | No effect | 35.2% | 31.8% | 34.7% |
| | Negative effect | 13.4% | 13.5% | 13.4% |
| | Don't know | 4.8% | 4.5% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10e. QUALITY OF EDUCATION PROGRAMS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10e. QUALITY OF EDUCATION PROGRAMS | Positive effect | 47.3% | 61.1% | 61.3% | 60.9% |
| | No effect | 34.7% | 26.5% | 28.9% | 27.9% |
| | Negative effect | 15.9% | 7.6% | 5.4% | 6.8% |
| | Don't know | 2.1% | 4.7% | 4.3% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10e. QUALITY OF EDUCATION PROGRAMS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10e. QUALITY OF EDUCATION PROGRAMS | Positive effect | 60.6% | 62.7% | 60.9% |
| | No effect | 29.1% | 21.4% | 27.9% |
| | Negative effect | 6.0% | 10.9% | 6.8% |
| | Don't know | 4.4% | 5.0% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10e. QUALITY OF EDUCATION PROGRAMS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10e. QUALITY OF EDUCATION PROGRAMS | Positive effect | 61.1% | 59.6% | 60.9% |
| | No effect | 28.2% | 25.9% | 27.9% |
| | Negative effect | 6.4% | 9.0% | 6.8% |
| | Don't know | 4.3% | 5.4% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10f. CO-WORKERS/SHIPMATES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|----------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10f. CO-WORKERS/SHIPMATES | Positive effect | 80.2% | 82.1% | 88.9% | 85.3% |
| | No effect | 17.5% | 7.8% | 6.5% | 7.4% |
| | Negative effect | 2.3% | 8.8% | 4.1% | 6.3% |
| | Don't know | | 1.4% | .5% | .9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10f. CO-WORKERS/SHIPMATES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|----------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10f. CO-WORKERS/SHIPMATES | Positive effect | 86.4% | 79.8% | 85.3% |
| | No effect | 7.4% | 7.7% | 7.4% |
| | Negative effect | 5.5% | 10.7% | 6.3% |
| | Don't know | .8% | 1.7% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10f. CO-WORKERS/SHIPMATES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|----------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10f. CO-WORKERS/SHIPMATES | Positive effect | 85.8% | 82.4% | 85.3% |
| | No effect | 7.7% | 5.9% | 7.4% |
| | Negative effect | 5.5% | 11.3% | 6.3% |
| | Don't know | 1.0% | .5% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10g. IMMEDIATE SUPERVISOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|----------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10g. IMMEDIATE SUPERVISOR | Positive effect | 80.3% | 71.8% | 76.1% | 74.1% |
| | No effect | 14.6% | 14.0% | 10.9% | 12.5% |
| | Negative effect | 5.1% | 13.2% | 12.5% | 12.7% |
| | Don't know | | 1.0% | .5% | .7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10g. IMMEDIATE SUPERVISOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|----------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10g. IMMEDIATE SUPERVISOR | Positive effect | 75.2% | 68.3% | 74.1% |
| | No effect | 12.1% | 14.9% | 12.5% |
| | Negative effect | 11.9% | 16.8% | 12.7% |
| | Don't know | .9% | | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10g. IMMEDIATE SUPERVISOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|----------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10g. IMMEDIATE SUPERVISOR | Positive effect | 75.7% | 64.1% | 74.1% |
| | No effect | 12.6% | 11.7% | 12.5% |
| | Negative effect | 10.7% | 24.2% | 12.7% |
| | Don't know | .9% | | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10h. COMMAND LEADERSHIP * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10h. COMMAND LEADERSHIP | Positive effect | 66.8% | 67.4% | 70.5% | 68.9% |
| | No effect | 30.4% | 12.2% | 11.6% | 12.4% |
| | Negative effect | 2.7% | 19.7% | 17.4% | 18.1% |
| | Don't know | | .7% | .5% | .6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10h. COMMAND LEADERSHIP * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10h. COMMAND LEADERSHIP | Positive effect | 69.7% | 64.8% | 68.9% |
| | No effect | 11.8% | 15.1% | 12.4% |
| | Negative effect | 17.8% | 19.6% | 18.1% |
| | Don't know | .6% | .5% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10h. COMMAND LEADERSHIP * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10h. COMMAND LEADERSHIP | Positive effect | 71.4% | 54.2% | 68.9% |
| | No effect | 12.2% | 13.3% | 12.4% |
| | Negative effect | 15.8% | 32.0% | 18.1% |
| | Don't know | .6% | .5% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10i. PACE OF WORK * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10i. PACE OF WORK | Positive effect | 41.3% | 41.5% | 44.1% | 42.7% |
| | No effect | 27.5% | 22.1% | 20.5% | 21.4% |
| | Negative effect | 31.2% | 35.4% | 34.8% | 35.0% |
| | Don't know | | 1.1% | .7% | .9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10i. PACE OF WORK * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10i. PACE OF WORK | Positive effect | 42.2% | 45.4% | 42.7% |
| | No effect | 21.7% | 19.9% | 21.4% |
| | Negative effect | 35.2% | 33.8% | 35.0% |
| | Don't know | .8% | .9% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10i. PACE OF WORK * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10i. PACE OF WORK | Positive effect | 43.2% | 40.0% | 42.7% |
| | No effect | 21.9% | 19.0% | 21.4% |
| | Negative effect | 34.1% | 40.5% | 35.0% |
| | Don't know | .9% | .5% | .9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10j. WORKLOAD * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10j. WORKLOAD | Positive effect | 31.9% | 33.7% | 38.8% | 36.1% |
| | No effect | 34.3% | 24.0% | 21.6% | 23.1% |
| | Negative effect | 33.8% | 41.0% | 39.2% | 39.9% |
| | Don't know | | 1.3% | .4% | .8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10j. WORKLOAD * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10j. WORKLOAD | Positive effect | 35.0% | 42.2% | 36.1% |
| | No effect | 23.7% | 20.3% | 23.1% |
| | Negative effect | 40.5% | 37.1% | 39.9% |
| | Don't know | .9% | .4% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10j. WORKLOAD * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10j. WORKLOAD | Positive effect | 36.2% | 35.5% | 36.1% |
| | No effect | 24.2% | 17.0% | 23.1% |
| | Negative effect | 38.8% | 47.1% | 39.9% |
| | Don't know | .8% | .5% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10k. UNIT/WORKGROUP MANNING * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|------------------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10k. UNIT/WORKGROUP MANNING | Positive effect | 37.1% | 33.3% | 36.4% | 34.9% |
| | No effect | 26.0% | 25.2% | 22.4% | 23.9% |
| | Negative effect | 36.9% | 39.2% | 40.3% | 39.7% |
| | Don't know | | 2.3% | .8% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10k. UNIT/WORKGROUP MANNING * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|------------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10k. UNIT/WORKGROUP MANNING | Positive effect | 34.8% | 35.3% | 34.9% |
| | No effect | 24.2% | 22.4% | 23.9% |
| | Negative effect | 39.6% | 40.2% | 39.7% |
| | Don't know | 1.4% | 2.1% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10k. UNIT/WORKGROUP MANNING * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|------------------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10k. UNIT/WORKGROUP MANNING | Positive effect | 34.4% | 37.7% | 34.9% |
| | No effect | 24.8% | 18.6% | 23.9% |
| | Negative effect | 39.2% | 42.7% | 39.7% |
| | Don't know | 1.6% | 1.0% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10l. PAY/BONUSES/OTHER COMPENSATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10l. PAY/BONUSES/OTHER COMPENSATION | Positive effect | 47.8% | 51.7% | 53.4% | 52.4% |
| | No effect | 35.2% | 33.2% | 32.7% | 33.0% |
| | Negative effect | 11.5% | 10.8% | 11.8% | 11.3% |
| | Don't know | 5.5% | 4.3% | 2.1% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10l. PAY/BONUSES/OTHER COMPENSATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10l. PAY/BONUSES/OTHER COMPENSATION | Positive effect | 51.9% | 55.2% | 52.4% |
| | No effect | 33.5% | 30.5% | 33.0% |
| | Negative effect | 11.6% | 9.7% | 11.3% |
| | Don't know | 3.0% | 4.6% | 3.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10l. PAY/BONUSES/OTHER COMPENSATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10l. PAY/BONUSES/OTHER COMPENSATION | Positive effect | 53.4% | 46.5% | 52.4% |
| | No effect | 32.6% | 35.7% | 33.0% |
| | Negative effect | 11.2% | 11.9% | 11.3% |
| | Don't know | 2.8% | 5.8% | 3.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10m. AMOUNT OF TIME OFF * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-----------------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10m. AMOUNT OF TIME OFF | Positive effect | 53.9% | 56.3% | 58.8% | 57.4% |
| | No effect | 25.9% | 16.0% | 20.7% | 18.5% |
| | Negative effect | 20.2% | 26.8% | 20.0% | 23.3% |
| | Don't know | .9% | .9% | .5% | .7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10m. AMOUNT OF TIME OFF * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-----------------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10m. AMOUNT OF TIME OFF | Positive effect | 57.6% | 56.3% | 57.4% |
| | No effect | 18.3% | 19.4% | 18.5% |
| | Negative effect | 23.3% | 23.9% | 23.3% |
| | Don't know | .8% | .4% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10m. AMOUNT OF TIME OFF * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-----------------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10m. AMOUNT OF TIME OFF | Positive effect | 57.7% | 55.9% | 57.4% |
| | No effect | 18.9% | 16.0% | 18.5% |
| | Negative effect | 22.6% | 28.2% | 23.3% |
| | Don't know | .8% | .7% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10n. NAVY SUPPORT SERVICES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-----------------------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10n. NAVY SUPPORT SERVICES | Positive effect | 52.0% | 45.2% | 43.3% | 44.5% |
| | No effect | 29.8% | 33.8% | 35.3% | 34.5% |
| | Negative effect | 15.9% | 18.0% | 18.4% | 18.2% |
| | Don't know | 2.3% | 2.9% | 2.9% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10n. NAVY SUPPORT SERVICES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-----------------------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10n. NAVY SUPPORT SERVICES | Positive effect | 43.7% | 48.3% | 44.5% |
| | No effect | 36.1% | 25.6% | 34.5% |
| | Negative effect | 17.2% | 23.5% | 18.2% |
| | Don't know | 2.9% | 2.6% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10n. NAVY SUPPORT SERVICES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-----------------------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10n. NAVY SUPPORT SERVICES | Positive effect | 43.9% | 48.0% | 44.5% |
| | No effect | 35.6% | 27.3% | 34.5% |
| | Negative effect | 17.7% | 21.3% | 18.2% |
| | Don't know | 2.8% | 3.4% | 2.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10o. TEMPO * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10o. TEMPO | Positive effect | 27.1% | 22.6% | 28.5% | 25.6% |
| | No effect | 39.5% | 39.3% | 38.8% | 39.0% |
| | Negative effect | 30.0% | 32.5% | 29.8% | 31.2% |
| | Don't know | 3.4% | 5.6% | 2.9% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10o. TEMPO * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10o. TEMPO | Positive effect | 24.8% | 29.4% | 25.6% |
| | No effect | 39.3% | 37.5% | 39.0% |
| | Negative effect | 31.3% | 30.3% | 31.2% |
| | Don't know | 4.5% | 2.7% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10o. TEMPO * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10o. TEMPO | Positive effect | 25.3% | 27.2% | 25.6% |
| | No effect | 39.4% | 36.9% | 39.0% |
| | Negative effect | 31.7% | 27.9% | 31.2% |
| | Don't know | 3.6% | 8.0% | 4.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES | Positive effect | 53.7% | 61.3% | 60.2% | 60.6% |
| | No effect | 35.2% | 28.2% | 29.6% | 29.0% |
| | Negative effect | 2.6% | 5.5% | 3.0% | 4.2% |
| | Don't know | 8.5% | 5.0% | 7.2% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES | Positive effect | 61.2% | 57.1% | 60.6% |
| | No effect | 28.6% | 31.5% | 29.0% |
| | Negative effect | 3.4% | 8.3% | 4.2% |
| | Don't know | 6.8% | 3.1% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q10p. PERFORMANCE OF CREW/WORK TEAM/SHIP ON EXERCISES | Positive effect | 60.8% | 59.2% | 60.6% |
| | No effect | 29.2% | 28.1% | 29.0% |
| | Negative effect | 4.0% | 5.5% | 4.2% |
| | Don't know | 6.0% | 7.2% | 6.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 68.6% | 72.4% | 79.7% | 75.8% |
| | Neither satisfied nor dissatisfied | 20.7% | 11.7% | 8.4% | 10.4% |
| | Dissatisfied | 10.6% | 15.9% | 11.9% | 13.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 75.3% | 78.5% | 75.8% |
| | Neither satisfied nor dissatisfied | 10.7% | 8.4% | 10.4% |
| | Dissatisfied | 14.0% | 13.1% | 13.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q11. CONSIDERING EVERYTHING HOW SATISFIED ARE YOU WITH YOUR NAVY JOB? | Satisfied | 76.6% | 71.1% | 75.8% |
| | Neither satisfied nor dissatisfied | 10.5% | 9.3% | 10.4% |
| | Dissatisfied | 12.8% | 19.6% | 13.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 100.0% | 85.1% | 92.5% | 89.1% |
| | Neither agree nor disagree | | 7.8% | 4.6% | 6.1% |
| | Disagree | | 4.2% | 1.7% | 2.9% |
| | Don't know | | 2.9% | 1.2% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 89.6% | 86.2% | 89.1% |
| | Neither agree nor disagree | 5.9% | 7.1% | 6.1% |
| | Disagree | 2.6% | 4.4% | 2.9% |
| | Don't know | 1.9% | 2.3% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q12a. LEADERSHIP IS SUPPORTIVE OF GENDER INTEGRATION | Agree | 90.7% | 79.3% | 89.1% |
| | Neither agree nor disagree | 5.1% | 11.8% | 6.1% |
| | Disagree | 2.1% | 7.6% | 2.9% |
| | Don't know | 2.1% | 1.3% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 86.0% | 71.3% | 75.8% | 73.9% |
| | Neither agree nor disagree | 11.7% | 15.4% | 12.4% | 13.8% |
| | Disagree | | 5.6% | 4.1% | 4.7% |
| | Don't know | 2.3% | 7.7% | 7.7% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 74.2% | 71.9% | 73.9% |
| | Neither agree nor disagree | 13.6% | 15.2% | 13.8% |
| | Disagree | 4.7% | 4.7% | 4.7% |
| | Don't know | 7.5% | 8.2% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q12b. WOMEN HAVE THE ABILITY TO SUCCESSFULLY CARRY OUT THE DUTIES OF COMBATANT ROLES | Agree | 73.6% | 75.5% | 73.9% |
| | Neither agree nor disagree | 14.0% | 12.7% | 13.8% |
| | Disagree | 5.0% | 3.2% | 4.7% |
| | Don't know | 7.4% | 8.6% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 76.4% | 57.5% | 58.9% | 58.6% |
| | Neither agree nor disagree | 14.2% | 20.2% | 18.9% | 19.4% |
| | Disagree | 2.3% | 7.8% | 6.0% | 6.8% |
| | Don't know | 7.0% | 14.5% | 16.3% | 15.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 58.6% | 58.7% | 58.6% |
| | Neither agree nor disagree | 19.0% | 21.6% | 19.4% |
| | Disagree | 6.9% | 6.0% | 6.8% |
| | Don't know | 15.5% | 13.6% | 15.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q12c. WOMEN ARE BEING SUCCESSFULLY INTEGRATED INTO COMBATANT SHIPS AND AVIATION SQUADRONS | Agree | 59.5% | 53.3% | 58.6% |
| | Neither agree nor disagree | 19.0% | 21.5% | 19.4% |
| | Disagree | 6.5% | 8.6% | 6.8% |
| | Don't know | 14.9% | 16.6% | 15.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 86.0% | 80.0% | 85.7% | 82.9% |
| | Neither satisfied nor dissatisfied | 13.5% | 7.8% | 5.8% | 7.0% |
| | Dissatisfied | .4% | 12.2% | 8.5% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 83.1% | 81.8% | 82.9% |
| | Neither satisfied nor dissatisfied | 6.6% | 8.9% | 7.0% |
| | Dissatisfied | 10.3% | 9.3% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13a. THE AMOUNT OF FREEDOM GIVEN TO DO JOB? | Satisfied | 84.1% | 75.7% | 82.9% |
| | Neither satisfied nor dissatisfied | 7.2% | 5.6% | 7.0% |
| | Dissatisfied | 8.7% | 18.7% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 84.7% | 81.9% | 87.9% | 84.9% |
| | Neither satisfied nor dissatisfied | 12.5% | 8.0% | 6.3% | 7.3% |
| | Dissatisfied | 2.7% | 10.1% | 5.8% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 84.9% | 84.5% | 84.9% |
| | Neither satisfied nor dissatisfied | 7.0% | 8.7% | 7.3% |
| | Dissatisfied | 8.0% | 6.9% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13b. THE AMOUNT OF RESPONSIBILITY ON JOB? | Satisfied | 85.8% | 79.6% | 84.9% |
| | Neither satisfied nor dissatisfied | 7.5% | 6.1% | 7.3% |
| | Dissatisfied | 6.8% | 14.4% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13c. THE AMOUNT OF CHALLENGE ON JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13c. THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 80.0% | 77.9% | 85.6% | 81.7% |
| | Neither satisfied nor dissatisfied | 9.1% | 10.2% | 9.0% | 9.6% |
| | Dissatisfied | 10.9% | 11.8% | 5.4% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13c. THE AMOUNT OF CHALLENGE ON JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13c. THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 81.9% | 80.5% | 81.7% |
| | Neither satisfied nor dissatisfied | 9.8% | 8.7% | 9.6% |
| | Dissatisfied | 8.3% | 10.8% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13c. THE AMOUNT OF CHALLENGE ON JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13c. THE AMOUNT OF CHALLENGE ON JOB? | Satisfied | 82.7% | 75.3% | 81.7% |
| | Neither satisfied nor dissatisfied | 9.8% | 8.4% | 9.6% |
| | Dissatisfied | 7.4% | 16.3% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 55.0% | 72.0% | 74.0% | 72.5% |
| | Neither satisfied nor dissatisfied | 24.7% | 12.3% | 12.9% | 12.9% |
| | Dissatisfied | 20.3% | 15.7% | 13.1% | 14.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 72.9% | 70.6% | 72.5% |
| | Neither satisfied nor dissatisfied | 12.6% | 14.8% | 12.9% |
| | Dissatisfied | 14.5% | 14.7% | 14.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13d. THE OPPORTUNITIES FOR PERSONAL GROWTH ON JOB? | Satisfied | 73.5% | 66.9% | 72.5% |
| | Neither satisfied nor dissatisfied | 13.8% | 8.0% | 12.9% |
| | Dissatisfied | 12.8% | 25.1% | 14.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 72.9% | 69.2% | 77.7% | 73.5% |
| | Neither satisfied nor dissatisfied | 16.2% | 14.0% | 11.8% | 13.0% |
| | Dissatisfied | 10.9% | 16.8% | 10.4% | 13.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 72.9% | 76.6% | 73.5% |
| | Neither satisfied nor dissatisfied | 13.1% | 12.4% | 13.0% |
| | Dissatisfied | 14.0% | 11.0% | 13.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13e. THE FEELING OF ACCOMPLISHMENT FROM JOB? | Satisfied | 74.1% | 69.6% | 73.5% |
| | Neither satisfied nor dissatisfied | 13.3% | 11.0% | 13.0% |
| | Dissatisfied | 12.6% | 19.4% | 13.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13f. JOB SECURITY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13f. JOB SECURITY? | Satisfied | 79.5% | 81.4% | 82.3% | 81.8% |
| | Neither satisfied nor dissatisfied | 15.8% | 10.2% | 10.8% | 10.6% |
| | Dissatisfied | 4.7% | 8.4% | 6.9% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13f. JOB SECURITY? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13f. JOB SECURITY? | Satisfied | 81.5% | 83.1% | 81.8% |
| | Neither satisfied nor dissatisfied | 10.8% | 9.7% | 10.6% |
| | Dissatisfied | 7.7% | 7.2% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13f. JOB SECURITY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13f. JOB SECURITY? | Satisfied | 81.6% | 82.4% | 81.8% |
| | Neither satisfied nor dissatisfied | 10.6% | 10.8% | 10.6% |
| | Dissatisfied | 7.7% | 6.8% | 7.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 74.8% | 76.9% | 77.2% | 77.0% |
| | Neither satisfied nor dissatisfied | 23.2% | 10.8% | 11.5% | 11.4% |
| | Dissatisfied | 2.1% | 12.4% | 11.3% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 76.5% | 79.5% | 77.0% |
| | Neither satisfied nor dissatisfied | 11.7% | 9.7% | 11.4% |
| | Dissatisfied | 11.8% | 10.8% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13g. THE PHYSICAL WORKING CONDITIONS OF JOB? | Satisfied | 76.3% | 80.9% | 77.0% |
| | Neither satisfied nor dissatisfied | 12.0% | 8.1% | 11.4% |
| | Dissatisfied | 11.7% | 11.0% | 11.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13h. AVAILABILITY OF PARTS/SUPPLIES? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13h. AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 37.3% | 45.9% | 44.2% | 44.9% |
| | Neither satisfied nor dissatisfied | 28.6% | 30.9% | 32.8% | 31.8% |
| | Dissatisfied | 34.1% | 23.2% | 22.9% | 23.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13h. AVAILABILITY OF PARTS/SUPPLIES? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13h. AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 44.0% | 49.9% | 44.9% |
| | Neither satisfied nor dissatisfied | 32.6% | 27.7% | 31.8% |
| | Dissatisfied | 23.5% | 22.5% | 23.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13h. AVAILABILITY OF PARTS/SUPPLIES? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13h. AVAILABILITY OF PARTS/SUPPLIES? | Satisfied | 44.7% | 46.2% | 44.9% |
| | Neither satisfied nor dissatisfied | 32.7% | 26.3% | 31.8% |
| | Dissatisfied | 22.6% | 27.6% | 23.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 76.0% | 80.5% | 81.2% | 80.7% |
| | Neither satisfied nor dissatisfied | 22.0% | 12.5% | 13.6% | 13.3% |
| | Dissatisfied | 2.1% | 7.0% | 5.2% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 81.0% | 79.5% | 80.7% |
| | Neither satisfied nor dissatisfied | 13.2% | 13.8% | 13.3% |
| | Dissatisfied | 5.9% | 6.7% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q13i. THE FLEXIBILITY OF COMMAND IN DEALING WITH FAMILY/PERSONAL ISSUES? | Satisfied | 81.9% | 73.7% | 80.7% |
| | Neither satisfied nor dissatisfied | 13.5% | 12.2% | 13.3% |
| | Dissatisfied | 4.6% | 14.1% | 6.0% |
| | Total | 100.0% | 100.0% | 100.0% |

Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 32.6% | 38.1% | 23.0% | 30.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 67.4% | 56.3% | 70.1% | 63.3% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc.) | | 3.1% | 3.8% | 3.3% |
| | I don't know | | 2.6% | 3.2% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 31.1% | 28.1% | 30.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 63.2% | 63.3% | 63.3% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc.) | 2.9% | 5.4% | 3.3% |
| | I don't know | 2.7% | 3.2% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--|-------------|--------|--------|
| | | Male | Female | |
| Q14. WHAT TYPE OF BILLET IS YOUR CURRENT ASSIGNMENT? | CONUS Shore Duty (Type 1) | 32.7% | 18.3% | 30.6% |
| | CONUS Homeported Deployable Sea Duty (Type 2) | 61.7% | 72.7% | 63.3% |
| | Other duty (i.e., Duty Under Instruction, special duty, etc. | 3.3% | 3.5% | 3.3% |
| | I don't know | 2.4% | 5.5% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% |

SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by PAYGROUP

| | | | CWO | O-1 to O-3 | O-4 and above | Total |
|--|----------------------|----------|-------|------------|---------------|-------|
| TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED | Q15a. AFLOAT STAFF | Column % | | 1.2% | 3.8% | 2.4% |
| | Q15b. AIRCRAFT | Column % | 10.2% | 6.2% | 4.2% | 5.3% |
| | Q15c. AMPHIBIOUS | Column % | 2.1% | .1% | .1% | .2% |
| | Q15d. AMPHIBIOUS | Column % | 2.1% | 3.0% | 1.9% | 2.4% |
| | Q15e. AVIATION SQUAD | Column % | 11.5% | 7.5% | 2.4% | 5.1% |
| | Q15f. AVIATION | Column % | 3.9% | 10.0% | 4.8% | 7.4% |
| | Q15g. CRUISER | Column % | | 1.3% | .7% | 1.0% |
| | Q15h. DESTROYER | Column % | 2.1% | 3.6% | 1.5% | 2.6% |
| | Q15i. MINECRAFT | Column % | | .3% | .3% | .3% |
| | Q15j. RESERVE UNIT | Column % | | 1.0% | 1.2% | 1.1% |
| | Q15k. SERVICE FORCE | Column % | | .3% | .7% | .5% |
| | Q15l. SHORE BASED | Column % | 6.2% | 3.5% | 2.5% | 3.1% |
| | Q15m. SHORE OR | Column % | 46.1% | 28.3% | 42.1% | 35.4% |
| | Q15n. SPECIAL | Column % | | 1.6% | .7% | 1.1% |
| | Q15o. SUBMARINE | Column % | | 3.8% | 2.7% | 3.2% |
| | Q15p. TENDER/REPAIR | Column % | | .3% | .4% | .3% |
| | Q15q. TRAINING | Column % | 6.4% | 13.3% | 9.0% | 11.0% |
| | Q15r. OTHER | Column % | 9.5% | 14.8% | 20.9% | 17.6% |

SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by RACE GROUP

| | | | majority | minority | Total |
|--|----------------------|----------|----------|----------|-------|
| TYPE OF SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED | Q15a. AFLOAT STAFF | Column % | 2.4% | 2.2% | 2.4% |
| | Q15b. AIRCRAFT | Column % | 5.3% | 5.7% | 5.3% |
| | Q15c. AMPHIBIOUS | Column % | .1% | .4% | .2% |
| | Q15d. AMPHIBIOUS | Column % | 2.2% | 3.8% | 2.4% |
| | Q15e. AVIATION SQUAD | Column % | 5.5% | 3.6% | 5.1% |
| | Q15f. AVIATION | Column % | 8.0% | 4.4% | 7.4% |
| | Q15g. CRUISER | Column % | .7% | 2.4% | 1.0% |
| | Q15h. DESTROYER | Column % | 2.3% | 3.7% | 2.6% |
| | Q15i. MINECRAFT | Column % | .3% | .4% | .3% |
| | Q15j. RESERVE UNIT | Column % | 1.0% | 1.4% | 1.1% |
| | Q15k. SERVICE FORCE | Column % | .4% | .7% | .5% |
| | Q15l. SHORE BASED | Column % | 3.1% | 3.1% | 3.1% |
| | Q15m. SHORE OR | Column % | 35.6% | 34.1% | 35.4% |
| | Q15n. SPECIAL | Column % | 1.1% | 1.4% | 1.1% |
| | Q15o. SUBMARINE | Column % | 3.2% | 3.1% | 3.2% |
| | Q15p. TENDER/REPAIR | Column % | .3% | .7% | .3% |
| | Q15q. TRAINING | Column % | 10.6% | 13.4% | 11.0% |
| Q15r. OTHER | Column % | 18.0% | 15.7% | 17.6% | |

SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED by GENDER

| | | | Q55. GENDER | | Total |
|--|----------------------|----------|-------------|--------|-------|
| | | | Male | Female | |
| SHIP OR ACTIVITY TO WHICH YOU ARE CURRENTLY ASSIGNED | Q15a. AFLOAT STAFF | Column % | 2.4% | 2.5% | 2.4% |
| | Q15b. AIRCRAFT | Column % | 5.7% | 3.5% | 5.3% |
| | Q15c. AMPHIBIOUS | Column % | .1% | .8% | .2% |
| | Q15d. AMPHIBIOUS | Column % | 2.6% | 1.7% | 2.4% |
| | Q15e. AVIATION SQUAD | Column % | 5.5% | 2.8% | 5.1% |
| | Q15f. AVIATION | Column % | 8.3% | 2.0% | 7.4% |
| | Q15g. CRUISER | Column % | .9% | 1.5% | 1.0% |
| | Q15h. DESTROYER | Column % | 2.6% | 2.1% | 2.6% |
| | Q15i. MINECRAFT | Column % | .3% | .4% | .3% |
| | Q15j. RESERVE UNIT | Column % | 1.0% | 1.5% | 1.1% |
| | Q15k. SERVICE FORCE | Column % | .4% | .8% | .5% |
| | Q15l. SHORE BASED | Column % | 3.2% | 2.7% | 3.1% |
| | Q15m. SHORE OR | Column % | 34.5% | 40.2% | 35.4% |
| | Q15n. SPECIAL | Column % | 1.2% | .4% | 1.1% |
| | Q15o. SUBMARINE | Column % | 3.7% | .4% | 3.2% |
| | Q15p. TENDER/REPAIR | Column % | .3% | .8% | .3% |
| | Q15q. TRAINING | Column % | 10.9% | 11.9% | 11.0% |
| Q15r. OTHER | Column % | 16.5% | 24.0% | 17.6% | |

Q16. ARE YOU PRESENTLY ON DEPLOYMENT? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|-----|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q16. ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 8.8% | 5.7% | 4.8% | 5.4% |
| | No | 91.2% | 94.3% | 95.2% | 94.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q16. ARE YOU PRESENTLY ON DEPLOYMENT? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|-----|----------|----------|--------|
| | | majority | minority | |
| Q16. ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 5.1% | 6.5% | 5.4% |
| | No | 94.9% | 93.5% | 94.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q16. ARE YOU PRESENTLY ON DEPLOYMENT? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|-----|-------------|--------|--------|
| | | Male | Female | |
| Q16. ARE YOU PRESENTLY ON DEPLOYMENT? | Yes | 5.2% | 6.4% | 5.4% |
| | No | 94.8% | 93.6% | 94.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 2.1% | 3.7% | 3.4% | 3.5% |
| | Caribbean | | .7% | | .3% |
| | CONUS - East Coast | 54.9% | 46.9% | 55.1% | 51.0% |
| | CONUS - West Coast | 15.8% | 23.4% | 19.8% | 21.5% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 6.8% | 8.9% | 9.3% | 9.1% |
| | Europe (including the Mediterranean) | | 5.9% | 4.5% | 5.1% |
| | Far East | 8.8% | 5.1% | 4.0% | 4.6% |
| | Middle East (including the African continent) | 2.3% | 1.4% | 1.4% | 1.4% |
| | South or Central America | | | .1% | .1% |
| | Other | 9.3% | 4.1% | 2.4% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|---|----------|----------|-------|
| | | majority | minority | |
| Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 3.6% | 2.7% | 3.5% |
| | Caribbean | .3% | .4% | .3% |
| | CONUS - East Coast | 51.8% | 46.8% | 51.0% |
| | CONUS - West Coast | 21.0% | 24.0% | 21.5% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 9.1% | 8.7% | 9.1% |
| | Europe (including the Mediterranean) | 5.2% | 4.2% | 5.1% |
| | Far East | 4.5% | 5.3% | 4.6% |
| | Middle East (including the African continent) | 1.4% | 1.5% | 1.4% |
| | South or Central America | | .5% | .1% |
| | Other | 3.0% | 5.9% | 3.4% |
| Total | 100.0% | 100.0% | 100.0% | |

Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|---|-------------|--------|-------|
| | | Male | Female | |
| Q17. WHAT IS THE GEOGRAPHICAL LOCATION OF YOUR CURRENT ASSIGNMENT? | Alaska or Hawaii | 3.8% | 1.8% | 3.5% |
| | Caribbean | .3% | .5% | .3% |
| | CONUS - East Coast | 51.7% | 46.8% | 51.0% |
| | CONUS - West Coast | 20.7% | 26.3% | 21.5% |
| | CONUS - Other (e.g., Millington, Great Lakes, etc.) | 9.5% | 6.1% | 9.1% |
| | Europe (including the Mediterranean) | 4.7% | 7.1% | 5.1% |
| | Far East | 4.5% | 5.8% | 4.6% |
| | Middle East (including the African continent) | 1.5% | 1.3% | 1.4% |
| | South or Central America | .1% | | .1% |
| | Other | 3.2% | 4.4% | 3.4% |
| Total | 100.0% | 100.0% | 100.0% | |

Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|------------------|--------|------------|---------------|-------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 14.0% | 17.4% | 12.5% | 14.9% |
| | 1-49 days | 37.8% | 34.0% | 50.3% | 42.0% |
| | 50-99 days | 18.4% | 15.0% | 17.3% | 16.2% |
| | 100-149 days | 14.1% | 12.4% | 5.7% | 9.2% |
| | 150-199 days | 13.5% | 9.9% | 7.4% | 8.8% |
| | 200-249 days | 2.2% | 6.3% | 4.5% | 5.3% |
| | 250-299 days | | 3.9% | 1.6% | 2.7% |
| | 300 or more days | | 1.0% | .7% | .8% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | |

Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|------------------|----------|----------|--------|
| | | majority | minority | |
| Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 14.5% | 17.1% | 14.9% |
| | 1-49 days | 41.5% | 45.0% | 42.0% |
| | 50-99 days | 16.7% | 13.3% | 16.2% |
| | 100-149 days | 9.2% | 9.1% | 9.2% |
| | 150-199 days | 8.7% | 9.2% | 8.8% |
| | 200-249 days | 5.5% | 4.5% | 5.3% |
| | 250-299 days | 3.0% | 1.4% | 2.7% |
| | 300 or more days | .9% | .5% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|------------------|-------------|--------|--------|
| | | Male | Female | |
| Q18. IN THE PAST 12 MONTHS, HOW MANY DAYS HAVE YOU BEEN BERTHED AWAY FROM HOME? | None | 13.5% | 23.3% | 14.9% |
| | 1-49 days | 41.3% | 46.0% | 42.0% |
| | 50-99 days | 17.3% | 9.7% | 16.2% |
| | 100-149 days | 9.7% | 6.0% | 9.2% |
| | 150-199 days | 9.3% | 5.8% | 8.8% |
| | 200-249 days | 5.7% | 3.2% | 5.3% |
| | 250-299 days | 2.4% | 4.7% | 2.7% |
| | 300 or more days | .8% | 1.3% | .8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 69.4% | 72.3% | 84.3% | 78.1% |
| | Neither agree nor disagree | 19.4% | 12.7% | 7.8% | 10.5% |
| | Disagree | 11.3% | 15.0% | 7.9% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 78.4% | 76.2% | 78.1% |
| | Neither agree nor disagree | 10.0% | 12.9% | 10.5% |
| | Disagree | 11.6% | 10.9% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q19a. I AM SATISFIED WITH TIME SPENT AT PERMANENT DUTY STATION | Agree | 77.2% | 83.3% | 78.1% |
| | Neither agree nor disagree | 10.9% | 8.2% | 10.5% |
| | Disagree | 12.0% | 8.5% | 11.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 52.8% | 62.9% | 81.7% | 71.8% |
| | Neither agree nor disagree | 24.1% | 24.6% | 9.5% | 17.3% |
| | Disagree | 23.1% | 12.5% | 8.7% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 73.0% | 65.7% | 71.8% |
| | Neither agree nor disagree | 16.4% | 22.0% | 17.3% |
| | Disagree | 10.7% | 12.3% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q19b. I AM SATISFIED WITH TIME SPENT ON SHORE DUTY | Agree | 70.8% | 78.1% | 71.8% |
| | Neither agree nor disagree | 17.6% | 15.3% | 17.3% |
| | Disagree | 11.6% | 6.6% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 66.3% | 64.1% | 69.2% | 66.6% |
| | Neither agree nor disagree | 19.9% | 26.3% | 20.5% | 23.3% |
| | Disagree | 13.8% | 9.6% | 10.3% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 66.7% | 66.3% | 66.6% |
| | Neither agree nor disagree | 23.2% | 24.1% | 23.3% |
| | Disagree | 10.1% | 9.6% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q19c. I AM SATISFIED WITH TIME SPENT ON SEA DUTY | Agree | 68.5% | 55.5% | 66.6% |
| | Neither agree nor disagree | 21.6% | 33.6% | 23.3% |
| | Disagree | 9.9% | 10.8% | 10.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 21.2% | 26.4% | 25.5% | 25.8% |
| | Positive effect | 30.0% | 24.4% | 27.6% | 26.1% |
| | Neither positive nor negative effect | 48.8% | 44.6% | 45.3% | 45.0% |
| | Strong negative effect | | 4.6% | 1.6% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 24.5% | 33.2% | 25.8% |
| | Positive effect | 26.1% | 26.4% | 26.1% |
| | Neither positive nor negative effect | 46.7% | 36.2% | 45.0% |
| | Strong negative effect | 2.8% | 4.2% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q20. EFFECT OF TIME AWAY FROM PERMANENT STATION ON SATISFACTION WITH NAVY LIFE | Strong positive effect | 24.1% | 35.9% | 25.8% |
| | Positive effect | 25.8% | 28.2% | 26.1% |
| | Neither positive nor negative effect | 47.4% | 31.1% | 45.0% |
| | Strong negative effect | 2.7% | 4.9% | 3.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 34.0% | 45.1% | 30.0% | 37.5% |
| | Neither agree nor disagree | 29.8% | 21.9% | 24.2% | 23.2% |
| | Disagree | 36.3% | 33.0% | 45.8% | 39.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 37.6% | 37.1% | 37.5% |
| | Neither agree nor disagree | 23.3% | 23.0% | 23.2% |
| | Disagree | 39.2% | 39.9% | 39.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q21a. NAVY CAREER INTERFERES WITH PERSONAL LIFE | Agree | 37.1% | 40.1% | 37.5% |
| | Neither agree nor disagree | 23.8% | 19.8% | 23.2% |
| | Disagree | 39.1% | 40.1% | 39.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 56.5% | 63.3% | 51.8% | 57.5% |
| | Neither agree nor disagree | 25.2% | 17.5% | 17.1% | 17.5% |
| | Disagree | 18.3% | 19.2% | 31.1% | 25.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 57.6% | 57.3% | 57.5% |
| | Neither agree nor disagree | 17.5% | 17.2% | 17.5% |
| | Disagree | 24.9% | 25.5% | 25.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q21b. NAVY CAREER CAUSES SEPARATION FROM FAMILY | Agree | 60.1% | 42.2% | 57.5% |
| | Neither agree nor disagree | 17.1% | 19.8% | 17.5% |
| | Disagree | 22.8% | 38.1% | 25.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE | Agree | 19.7% | 28.6% | 24.8% | 26.5% |
| | Neither agree nor disagree | 27.3% | 22.6% | 21.8% | 22.3% |
| | Disagree | 53.0% | 48.9% | 53.4% | 51.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE | Agree | 27.3% | 22.1% | 26.5% |
| | Neither agree nor disagree | 21.8% | 24.8% | 22.3% |
| | Disagree | 50.8% | 53.2% | 51.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q21c. I HAVE DIFFICULTY JUGGLING DEMANDS OF MY PERSONAL LIFE | Agree | 25.9% | 30.1% | 26.5% |
| | Neither agree nor disagree | 22.3% | 22.1% | 22.3% |
| | Disagree | 51.8% | 47.7% | 51.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q22. TYPE OF IMMEDIATE SUPERVISOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-----------------------------------|----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q22. TYPE OF IMMEDIATE SUPERVISOR | Navy | 91.9% | 89.0% | 83.2% | 86.2% |
| | Other Military | 2.6% | 3.9% | 7.5% | 5.7% |
| | Civilian | 5.5% | 7.1% | 9.3% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q22. TYPE OF IMMEDIATE SUPERVISOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-----------------------------------|----------------|----------|----------|--------|
| | | majority | minority | |
| Q22. TYPE OF IMMEDIATE SUPERVISOR | Navy | 86.4% | 85.6% | 86.2% |
| | Other Military | 5.8% | 4.7% | 5.7% |
| | Civilian | 7.8% | 9.8% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q22. TYPE OF IMMEDIATE SUPERVISOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-----------------------------------|----------------|-------------|--------|--------|
| | | Male | Female | |
| Q22. TYPE OF IMMEDIATE SUPERVISOR | Navy | 86.4% | 85.5% | 86.2% |
| | Other Military | 5.7% | 5.5% | 5.7% |
| | Civilian | 8.0% | 9.0% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23a. HAS ADEQUATE TRAINING/EXPERTISE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23a. HAS ADEQUATE TRAINING/EXPERTISE | Agree | 74.8% | 86.0% | 88.4% | 86.9% |
| | Neither agree nor disagree | 13.2% | 6.1% | 5.1% | 5.8% |
| | Disagree | 12.0% | 8.0% | 6.5% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23a. HAS ADEQUATE TRAINING/EXPERTISE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23a. HAS ADEQUATE TRAINING/EXPERTISE | Agree | 87.7% | 82.5% | 86.9% |
| | Neither agree nor disagree | 5.6% | 6.8% | 5.8% |
| | Disagree | 6.7% | 10.8% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23a. HAS ADEQUATE TRAINING/EXPERTISE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23a. HAS ADEQUATE TRAINING/EXPERTISE | Agree | 87.9% | 80.8% | 86.9% |
| | Neither agree nor disagree | 5.5% | 7.4% | 5.8% |
| | Disagree | 6.6% | 11.8% | 7.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23b. DEALS WELL WITH SUBORDINATES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23b. DEALS WELL WITH SUBORDINATES | Agree | 77.2% | 74.9% | 76.5% | 75.7% |
| | Neither agree nor disagree | 13.2% | 10.4% | 10.3% | 10.4% |
| | Disagree | 9.6% | 14.7% | 13.2% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23b. DEALS WELL WITH SUBORDINATES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23b. DEALS WELL WITH SUBORDINATES | Agree | 76.5% | 71.5% | 75.7% |
| | Neither agree nor disagree | 10.1% | 12.0% | 10.4% |
| | Disagree | 13.4% | 16.5% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23b. DEALS WELL WITH SUBORDINATES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23b. DEALS WELL WITH SUBORDINATES | Agree | 77.3% | 66.6% | 75.7% |
| | Neither agree nor disagree | 10.3% | 10.8% | 10.4% |
| | Disagree | 12.4% | 22.7% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23c. DEALS WELL WITH SUPERIORS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23c. DEALS WELL WITH SUPERIORS | Agree | 71.6% | 79.1% | 81.7% | 80.2% |
| | Neither agree nor disagree | 20.2% | 11.7% | 11.2% | 11.7% |
| | Disagree | 8.1% | 9.1% | 7.0% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23c. DEALS WELL WITH SUPERIORS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23c. DEALS WELL WITH SUPERIORS | Agree | 80.4% | 79.1% | 80.2% |
| | Neither agree nor disagree | 11.7% | 11.5% | 11.7% |
| | Disagree | 7.8% | 9.4% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23c. DEALS WELL WITH SUPERIORS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23c. DEALS WELL WITH SUPERIORS | Agree | 81.7% | 71.1% | 80.2% |
| | Neither agree nor disagree | 11.4% | 13.4% | 11.7% |
| | Disagree | 6.9% | 15.5% | 8.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 68.6% | 69.3% | 72.3% | 70.7% |
| | Neither agree nor disagree | 13.7% | 14.1% | 14.3% | 14.2% |
| | Disagree | 17.7% | 16.7% | 13.4% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 71.1% | 68.4% | 70.7% |
| | Neither agree nor disagree | 14.5% | 12.5% | 14.2% |
| | Disagree | 14.4% | 19.1% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 72.2% | 62.0% | 70.7% |
| | Neither agree nor disagree | 14.1% | 14.5% | 14.2% |
| | Disagree | 13.7% | 23.6% | 15.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 79.2% | 76.5% | 79.2% | 77.9% |
| | Neither agree nor disagree | 11.1% | 12.0% | 14.1% | 13.0% |
| | Disagree | 9.6% | 11.4% | 6.8% | 9.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 78.7% | 73.5% | 77.9% |
| | Neither agree nor disagree | 12.8% | 14.3% | 13.0% |
| | Disagree | 8.5% | 12.2% | 9.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 79.3% | 69.7% | 77.9% |
| | Neither agree nor disagree | 12.9% | 13.6% | 13.0% |
| | Disagree | 7.8% | 16.7% | 9.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 68.8% | 76.3% | 81.0% | 78.4% |
| | Neither agree nor disagree | 21.6% | 9.9% | 9.0% | 9.8% |
| | Disagree | 9.6% | 13.8% | 10.0% | 11.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 79.3% | 73.3% | 78.4% |
| | Neither agree nor disagree | 9.5% | 11.0% | 9.8% |
| | Disagree | 11.1% | 15.7% | 11.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q23f. OVERALL I AM SATISFIED WITH MY IMMEDIATE SUPERVISOR | Agree | 80.0% | 68.8% | 78.4% |
| | Neither agree nor disagree | 9.5% | 11.3% | 9.8% |
| | Disagree | 10.5% | 19.9% | 11.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 75.6% | 87.3% | 87.3% | 87.0% |
| | Neither agree nor disagree | 19.5% | 6.1% | 5.8% | 6.3% |
| | Disagree | 4.9% | 4.8% | 5.2% | 5.0% |
| | Don't know | | 1.7% | 1.7% | 1.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 87.4% | 84.8% | 87.0% |
| | Neither agree nor disagree | 6.4% | 5.8% | 6.3% |
| | Disagree | 4.7% | 6.5% | 5.0% |
| | Don't know | 1.5% | 2.9% | 1.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24a. MY COMMAND LEADERSHIP HAS ADEQUATE TRAINING/EXPERTISE | Agree | 88.4% | 78.4% | 87.0% |
| | Neither agree nor disagree | 5.7% | 10.1% | 6.3% |
| | Disagree | 4.5% | 8.2% | 5.0% |
| | Don't know | 1.4% | 3.3% | 1.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24b. DEALS WELL WITH SUBORDINATES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24b. DEALS WELL WITH SUBORDINATES | Agree | 78.2% | 73.1% | 74.3% | 73.8% |
| | Neither agree nor disagree | 13.2% | 12.1% | 12.1% | 12.1% |
| | Disagree | 8.6% | 13.7% | 11.6% | 12.6% |
| | Don't know | | 1.0% | 2.0% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24b. DEALS WELL WITH SUBORDINATES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24b. DEALS WELL WITH SUBORDINATES | Agree | 74.0% | 72.8% | 73.8% |
| | Neither agree nor disagree | 11.9% | 13.4% | 12.1% |
| | Disagree | 12.8% | 11.4% | 12.6% |
| | Don't know | 1.3% | 2.5% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24b. DEALS WELL WITH SUBORDINATES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24b. DEALS WELL WITH SUBORDINATES | Agree | 75.9% | 61.7% | 73.8% |
| | Neither agree nor disagree | 11.7% | 15.0% | 12.1% |
| | Disagree | 11.5% | 19.0% | 12.6% |
| | Don't know | 1.0% | 4.2% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24c. DEALS WELL WITH SUPERIORS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24c. DEALS WELL WITH SUPERIORS | Agree | 73.5% | 73.9% | 77.6% | 75.7% |
| | Neither agree nor disagree | 15.9% | 13.4% | 11.0% | 12.3% |
| | Disagree | 8.3% | 5.1% | 4.1% | 4.7% |
| | Don't know | 2.3% | 7.7% | 7.3% | 7.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24c. DEALS WELL WITH SUPERIORS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24c. DEALS WELL WITH SUPERIORS | Agree | 76.1% | 73.5% | 75.7% |
| | Neither agree nor disagree | 12.1% | 13.6% | 12.3% |
| | Disagree | 4.6% | 5.1% | 4.7% |
| | Don't know | 7.2% | 7.8% | 7.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24c. DEALS WELL WITH SUPERIORS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24c. DEALS WELL WITH SUPERIORS | Agree | 77.2% | 66.3% | 75.7% |
| | Neither agree nor disagree | 12.1% | 13.5% | 12.3% |
| | Disagree | 4.1% | 8.3% | 4.7% |
| | Don't know | 6.6% | 11.9% | 7.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 59.7% | 69.5% | 70.9% | 69.9% |
| | Neither agree nor disagree | 22.3% | 15.5% | 13.4% | 14.7% |
| | Disagree | 18.0% | 14.1% | 14.5% | 14.4% |
| | Don't know | | .9% | 1.3% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 70.2% | 68.5% | 69.9% |
| | Neither agree nor disagree | 14.3% | 16.8% | 14.7% |
| | Disagree | 14.8% | 12.1% | 14.4% |
| | Don't know | .7% | 2.6% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24d. PROVIDES ADEQUATE SUPPORT AND GUIDANCE | Agree | 72.8% | 52.9% | 69.9% |
| | Neither agree nor disagree | 13.4% | 22.1% | 14.7% |
| | Disagree | 13.2% | 21.5% | 14.4% |
| | Don't know | .6% | 3.5% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 78.7% | 76.6% | 75.9% | 76.3% |
| | Neither agree nor disagree | 14.1% | 12.5% | 13.1% | 12.8% |
| | Disagree | 7.3% | 9.6% | 8.2% | 8.8% |
| | Don't know | | 1.3% | 2.8% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 76.7% | 74.4% | 76.3% |
| | Neither agree nor disagree | 12.7% | 13.4% | 12.8% |
| | Disagree | 8.7% | 9.7% | 8.8% |
| | Don't know | 1.9% | 2.6% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24e. IS RESPONSIVE TO SAILOR NEEDS AND CONCERNS | Agree | 78.6% | 62.7% | 76.3% |
| | Neither agree nor disagree | 12.3% | 15.8% | 12.8% |
| | Disagree | 7.2% | 18.5% | 8.8% |
| | Don't know | 1.9% | 3.0% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 69.5% | 74.7% | 75.2% | 74.8% |
| | Neither agree nor disagree | 19.6% | 12.7% | 11.9% | 12.5% |
| | Disagree | 10.9% | 12.2% | 12.1% | 12.1% |
| | Don't know | | .4% | .8% | .6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 75.0% | 73.4% | 74.8% |
| | Neither agree nor disagree | 12.2% | 14.0% | 12.5% |
| | Disagree | 12.4% | 10.4% | 12.1% |
| | Don't know | .3% | 2.2% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q24f. OVERALL I AM SATISFIED WITH MY COMMAND LEADERSHIP | Agree | 77.2% | 60.4% | 74.8% |
| | Neither agree nor disagree | 12.0% | 15.6% | 12.5% |
| | Disagree | 10.5% | 21.7% | 12.1% |
| | Don't know | .3% | 2.2% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 56.6% | 57.4% | 55.6% | 56.5% |
| | Neither agree nor disagree | 22.8% | 20.9% | 18.9% | 20.0% |
| | Disagree | 20.6% | 21.7% | 25.5% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 57.0% | 53.8% | 56.5% |
| | Neither agree nor disagree | 19.9% | 20.4% | 20.0% |
| | Disagree | 23.1% | 25.8% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25a. NAVY COMMUNICATES GOALS AND STRATEGIES FOR FUTURE | Agree | 55.9% | 60.4% | 56.5% |
| | Neither agree nor disagree | 20.4% | 17.4% | 20.0% |
| | Disagree | 23.7% | 22.2% | 23.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 63.0% | 58.6% | 59.3% | 59.1% |
| | Neither agree nor disagree | 27.4% | 21.1% | 18.7% | 20.1% |
| | Disagree | 9.6% | 20.3% | 22.0% | 20.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 58.8% | 60.6% | 59.1% |
| | Neither agree nor disagree | 20.2% | 19.5% | 20.1% |
| | Disagree | 21.0% | 19.9% | 20.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25b. SENIOR LEADERSHIP COMMUNICATES CHANGES THAT WILL AFFECT A SAILORS CAREER | Agree | 58.8% | 60.8% | 59.1% |
| | Neither agree nor disagree | 20.9% | 15.3% | 20.1% |
| | Disagree | 20.3% | 23.9% | 20.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 88.4% | 84.1% | 81.8% | 83.1% |
| | Neither agree nor disagree | 9.0% | 10.5% | 14.6% | 12.5% |
| | Disagree | 2.6% | 5.4% | 3.6% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 83.6% | 80.7% | 83.1% |
| | Neither agree nor disagree | 12.4% | 12.9% | 12.5% |
| | Disagree | 4.1% | 6.4% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25c. LEADERSHIP COMMUNICATES A POSITIVE ATTITUDE ABOUT THE NAVY | Agree | 85.1% | 71.1% | 83.1% |
| | Neither agree nor disagree | 11.5% | 18.0% | 12.5% |
| | Disagree | 3.4% | 10.9% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 57.1% | 69.1% | 65.7% | 67.2% |
| | Neither agree nor disagree | 32.2% | 18.1% | 21.7% | 20.2% |
| | Disagree | 10.7% | 12.7% | 12.6% | 12.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 67.8% | 63.9% | 67.2% |
| | Neither agree nor disagree | 20.6% | 18.0% | 20.2% |
| | Disagree | 11.6% | 18.0% | 12.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25d. COMMAND LEADERSHIP INFORMS ME ABOUT POLICIES THAT MAY AFFECT MY CAREER | Agree | 68.0% | 62.5% | 67.2% |
| | Neither agree nor disagree | 20.7% | 17.4% | 20.2% |
| | Disagree | 11.4% | 20.1% | 12.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 41.5% | 50.6% | 46.5% | 48.4% |
| | Neither agree nor disagree | 18.1% | 15.2% | 18.7% | 17.0% |
| | Disagree | 40.4% | 34.1% | 34.8% | 34.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 47.8% | 51.4% | 48.4% |
| | Neither agree nor disagree | 16.8% | 17.9% | 17.0% |
| | Disagree | 35.4% | 30.7% | 34.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25e. IN THE LAST 6 MONTHS, SOMEONE HAS TOLD ME ABOUT NEW CAREER INITIATIVES | Agree | 49.6% | 41.2% | 48.4% |
| | Neither agree nor disagree | 17.6% | 13.6% | 17.0% |
| | Disagree | 32.9% | 45.2% | 34.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 27.9% | 46.4% | 42.8% | 44.2% |
| | Neither agree nor disagree | 32.2% | 22.9% | 25.7% | 24.5% |
| | Disagree | 40.0% | 30.7% | 31.5% | 31.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 44.4% | 42.9% | 44.2% |
| | Neither agree nor disagree | 24.9% | 22.2% | 24.5% |
| | Disagree | 30.6% | 34.9% | 31.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q25f. IN THE LAST 6 MONTHS, I HAVE HEARD RUMORS ABOUT NEW POLICIES | Agree | 43.9% | 45.9% | 44.2% |
| | Neither agree nor disagree | 25.0% | 21.3% | 24.5% |
| | Disagree | 31.1% | 32.7% | 31.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 65.8% | 61.1% | 62.0% | 61.6% |
| | Neither agree nor disagree | 14.1% | 16.6% | 18.2% | 17.3% |
| | Disagree | 20.1% | 22.4% | 19.8% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 61.4% | 63.0% | 61.6% |
| | Neither agree nor disagree | 17.5% | 16.3% | 17.3% |
| | Disagree | 21.1% | 20.7% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26a. I FEEL POSITIVE ABOUT MY FUTURE NAVY CAREER | Agree | 63.0% | 53.2% | 61.6% |
| | Neither agree nor disagree | 16.5% | 22.4% | 17.3% |
| | Disagree | 20.5% | 24.4% | 21.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 32.7% | 41.4% | 43.0% | 41.9% |
| | Neither agree nor disagree | 43.4% | 33.4% | 27.5% | 30.8% |
| | Disagree | 23.9% | 25.2% | 29.6% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 41.5% | 44.3% | 41.9% |
| | Neither agree nor disagree | 30.1% | 34.6% | 30.8% |
| | Disagree | 28.4% | 21.1% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26b. THE NAVY IS DOING ALL IT CAN TO PROTECT MY JOB | Agree | 42.1% | 41.1% | 41.9% |
| | Neither agree nor disagree | 31.3% | 27.6% | 30.8% |
| | Disagree | 26.6% | 31.3% | 27.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26c. MY FUTURE IN THE NAVY APPEARS SECURE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26c. MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 62.3% | 69.7% | 61.6% | 65.6% |
| | Neither agree nor disagree | 26.0% | 12.9% | 17.2% | 15.3% |
| | Disagree | 11.7% | 17.3% | 21.2% | 19.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26c. MY FUTURE IN THE NAVY APPEARS SECURE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26c. MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 65.3% | 67.1% | 65.6% |
| | Neither agree nor disagree | 15.5% | 14.7% | 15.3% |
| | Disagree | 19.2% | 18.2% | 19.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26c. MY FUTURE IN THE NAVY APPEARS SECURE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26c. MY FUTURE IN THE NAVY APPEARS SECURE | Agree | 67.0% | 57.4% | 65.6% |
| | Neither agree nor disagree | 14.6% | 19.7% | 15.3% |
| | Disagree | 18.4% | 23.0% | 19.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-------------------------------|--------|------------|------------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 25.4% | 34.4% | 26.1% | 30.2% |
| | Neither agree nor disagree | 31.8% | 19.8% | 24.0% | 22.1% |
| | Disagree | 42.8% | 45.8% | 49.9% | 47.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 29.3% | 34.9% | 30.2% |
| | Neither agree nor disagree | 22.0% | 22.7% | 22.1% |
| | Disagree | 48.7% | 42.4% | 47.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26d. I WOULD BE WILLING TO CHANGE MY RATE/DESIGNATOR | Agree | 31.3% | 23.5% | 30.2% |
| | Neither agree nor disagree | 22.4% | 20.5% | 22.1% |
| | Disagree | 46.3% | 56.0% | 47.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 39.2% | 40.2% | 43.3% | 41.7% |
| | Neither agree nor disagree | 44.6% | 25.1% | 30.7% | 28.3% |
| | Disagree | 16.2% | 34.7% | 26.0% | 30.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 42.0% | 40.3% | 41.7% |
| | Neither agree nor disagree | 28.1% | 29.5% | 28.3% |
| | Disagree | 29.9% | 30.2% | 30.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26e. I AM CONCERNED THAT SOME OF MY FELLOW SAILORS MAY LOSE THEIR JOBS | Agree | 41.8% | 41.2% | 41.7% |
| | Neither agree nor disagree | 29.0% | 24.1% | 28.3% |
| | Disagree | 29.2% | 34.8% | 30.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 37.3% | 39.7% | 44.9% | 42.2% |
| | Neither agree nor disagree | 37.0% | 29.3% | 30.9% | 30.3% |
| | Disagree | 25.6% | 30.9% | 24.1% | 27.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 42.0% | 43.2% | 42.2% |
| | Neither agree nor disagree | 30.5% | 29.1% | 30.3% |
| | Disagree | 27.4% | 27.7% | 27.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q26f. I AM CONCERNED THAT FUTURE POLICIES WILL HURT MY JOB | Agree | 42.6% | 39.9% | 42.2% |
| | Neither agree nor disagree | 30.7% | 27.8% | 30.3% |
| | Disagree | 26.7% | 32.3% | 27.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 66.0% | 63.4% | 65.7% | 64.6% |
| | Neither agree nor disagree | 18.8% | 20.9% | 17.9% | 19.4% |
| | Disagree | 15.2% | 15.6% | 16.3% | 16.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 64.4% | 65.6% | 64.6% |
| | Neither agree nor disagree | 19.8% | 17.7% | 19.4% |
| | Disagree | 15.8% | 16.8% | 16.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q27a. THE NAVYS PERSONNEL POLICIES SEEM FAIR TO ME | Agree | 65.7% | 57.8% | 64.6% |
| | Neither agree nor disagree | 18.4% | 25.7% | 19.4% |
| | Disagree | 15.9% | 16.5% | 16.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 32.0% | 32.7% | 46.1% | 39.2% |
| | Neither agree nor disagree | 36.6% | 22.4% | 24.1% | 23.6% |
| | Disagree | 31.4% | 44.9% | 29.9% | 37.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 39.3% | 38.9% | 39.2% |
| | Neither agree nor disagree | 24.0% | 21.5% | 23.6% |
| | Disagree | 36.8% | 39.7% | 37.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q27b. THE NAVYS POLICIES ARE RETAINING THE BEST QUALITY SAILORS | Agree | 40.5% | 31.2% | 39.2% |
| | Neither agree nor disagree | 23.2% | 25.7% | 23.6% |
| | Disagree | 36.3% | 43.2% | 37.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 27.2% | 23.1% | 24.7% | 24.0% |
| | Neither agree nor disagree | 46.1% | 29.4% | 29.6% | 29.9% |
| | Disagree | 26.8% | 47.5% | 45.7% | 46.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 23.8% | 24.9% | 24.0% |
| | Neither agree nor disagree | 29.5% | 32.3% | 29.9% |
| | Disagree | 46.7% | 42.8% | 46.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q27c. I TRUST THE NAVY TO LOOK OUT FOR MY BEST INTERESTS | Agree | 24.2% | 22.8% | 24.0% |
| | Neither agree nor disagree | 30.3% | 27.3% | 29.9% |
| | Disagree | 45.5% | 49.9% | 46.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 40.5% | 40.8% | 40.7% | 40.8% |
| | Neither agree nor disagree | 33.8% | 30.5% | 29.0% | 29.8% |
| | Disagree | 25.7% | 28.7% | 30.3% | 29.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 41.3% | 37.9% | 40.8% |
| | Neither agree nor disagree | 29.8% | 30.1% | 29.8% |
| | Disagree | 28.9% | 32.0% | 29.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q27d. POLICIES THAT AFFECT THE NAVYS SIZE WILL BE FAIR AND CONSISTENT | Agree | 42.3% | 31.3% | 40.8% |
| | Neither agree nor disagree | 28.9% | 35.4% | 29.8% |
| | Disagree | 28.7% | 33.3% | 29.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 70.7% | 66.8% | 71.2% | 69.0% |
| | Neither agree nor disagree | 20.5% | 17.6% | 14.8% | 16.3% |
| | Disagree | 8.8% | 15.5% | 14.0% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 68.6% | 71.6% | 69.0% |
| | Neither agree nor disagree | 16.9% | 13.3% | 16.3% |
| | Disagree | 14.5% | 15.1% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28a. I WOULD ENCOURAGE OTHER TO JOIN THE NAVY | Agree | 70.3% | 61.7% | 69.0% |
| | Neither agree nor disagree | 16.3% | 16.7% | 16.3% |
| | Disagree | 13.5% | 21.6% | 14.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 85.7% | 76.6% | 83.3% | 80.1% |
| | Neither agree nor disagree | 9.4% | 14.0% | 12.0% | 12.9% |
| | Disagree | 4.9% | 9.4% | 4.7% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 79.9% | 81.2% | 80.1% |
| | Neither agree nor disagree | 13.4% | 10.5% | 12.9% |
| | Disagree | 6.8% | 8.2% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28b. I TALK ABOUT THE NAVY AS A GOOD ORGANIZATION | Agree | 81.0% | 74.5% | 80.1% |
| | Neither agree nor disagree | 12.8% | 13.7% | 12.9% |
| | Disagree | 6.2% | 11.8% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 80.2% | 69.1% | 75.3% | 72.4% |
| | Neither agree nor disagree | 15.1% | 17.5% | 16.7% | 17.0% |
| | Disagree | 4.7% | 13.5% | 8.1% | 10.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 71.8% | 75.2% | 72.4% |
| | Neither agree nor disagree | 17.6% | 13.7% | 17.0% |
| | Disagree | 10.6% | 11.0% | 10.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28c. I WOULD RECOMMEND THE NAVY AS A GOOD PLACE TO WORK | Agree | 73.4% | 66.1% | 72.4% |
| | Neither agree nor disagree | 16.9% | 17.8% | 17.0% |
| | Disagree | 9.7% | 16.1% | 10.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 61.3% | 63.0% | 65.0% | 64.0% |
| | Neither agree nor disagree | 11.7% | 12.2% | 14.2% | 13.2% |
| | Disagree | 27.0% | 24.8% | 20.7% | 22.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 64.4% | 61.5% | 64.0% |
| | Neither agree nor disagree | 13.2% | 13.1% | 13.2% |
| | Disagree | 22.4% | 25.4% | 22.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28d. I WOULD CONSIDER WEARING CIVILIAN CLOTHING WITH NAVY LOGOS | Agree | 63.6% | 66.0% | 64.0% |
| | Neither agree nor disagree | 13.7% | 10.1% | 13.2% |
| | Disagree | 22.7% | 23.9% | 22.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 70.8% | 63.7% | 67.4% | 65.7% |
| | Neither agree nor disagree | 17.8% | 24.9% | 23.4% | 24.0% |
| | Disagree | 11.4% | 11.4% | 9.1% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 64.8% | 70.5% | 65.7% |
| | Neither agree nor disagree | 25.1% | 18.4% | 24.0% |
| | Disagree | 10.1% | 11.1% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28e. INFORMATION ABOUT THE NAVY FROM NON-NAVY SOURCES IS USUALLY POSITIVE | Agree | 65.7% | 65.8% | 65.7% |
| | Neither agree nor disagree | 24.4% | 21.9% | 24.0% |
| | Disagree | 9.9% | 12.3% | 10.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 56.1% | 38.1% | 55.2% | 46.8% |
| | Neither agree nor disagree | 29.0% | 32.3% | 26.2% | 29.3% |
| | Disagree | 14.9% | 29.6% | 18.6% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 47.6% | 43.1% | 46.8% |
| | Neither agree nor disagree | 28.7% | 32.1% | 29.3% |
| | Disagree | 23.7% | 24.8% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28f. INFORMATION ABOUT THE NAVY FROM FELLOW SAILORS IS USUALLY POSITIVE | Agree | 47.1% | 45.1% | 46.8% |
| | Neither agree nor disagree | 30.5% | 21.8% | 29.3% |
| | Disagree | 22.3% | 33.2% | 23.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 25.4% | 38.0% | 43.5% | 40.3% |
| | Neither agree nor disagree | 47.5% | 42.7% | 40.3% | 41.7% |
| | Disagree | 27.1% | 19.3% | 16.2% | 18.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 39.4% | 45.0% | 40.3% |
| | Neither agree nor disagree | 42.7% | 36.1% | 41.7% |
| | Disagree | 17.9% | 18.9% | 18.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q28g. NAVY OF TOMORROW WILL BE BETTER THAN THE NAVY TODAY | Agree | 41.1% | 36.0% | 40.3% |
| | Neither agree nor disagree | 41.2% | 44.4% | 41.7% |
| | Disagree | 17.8% | 19.6% | 18.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29a. HOW WOULD YOU RATE NAVY TONE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------------------------|--------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q29a. HOW WOULD YOU RATE NAVY TONE? | High | 33.0% | 31.9% | 39.3% | 35.5% |
| | Medium | 62.2% | 54.1% | 47.6% | 51.2% |
| | Low | 4.9% | 14.0% | 13.1% | 13.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q29a. HOW WOULD YOU RATE NAVY TONE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------------------------------|--------|----------|----------|--------|
| | | majority | minority | |
| Q29a. HOW WOULD YOU RATE NAVY TONE? | High | 35.3% | 36.3% | 35.5% |
| | Medium | 51.2% | 51.0% | 51.2% |
| | Low | 13.5% | 12.7% | 13.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29a. HOW WOULD YOU RATE NAVY TONE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------------------------|--------|-------------|--------|--------|
| | | Male | Female | |
| Q29a. HOW WOULD YOU RATE NAVY TONE? | High | 36.7% | 28.2% | 35.5% |
| | Medium | 50.6% | 55.0% | 51.2% |
| | Low | 12.8% | 16.8% | 13.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29b. HOW WOULD RATE YOUR COMMANDS TONE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q29b. HOW WOULD RATE YOUR COMMANDS TONE? | High | 35.6% | 45.9% | 52.3% | 48.7% |
| | Medium | 51.1% | 35.7% | 32.3% | 34.4% |
| | Low | 13.2% | 18.4% | 15.4% | 16.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q29b. HOW WOULD RATE YOUR COMMANDS TONE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--------|----------|----------|--------|
| | | majority | minority | |
| Q29b. HOW WOULD RATE YOUR COMMANDS TONE? | High | 48.6% | 49.5% | 48.7% |
| | Medium | 34.9% | 31.9% | 34.4% |
| | Low | 16.5% | 18.6% | 16.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q29b. HOW WOULD RATE YOUR COMMANDS TONE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------|-------------|--------|--------|
| | | Male | Female | |
| Q29b. HOW WOULD RATE YOUR COMMANDS TONE? | High | 51.4% | 32.9% | 48.7% |
| | Medium | 33.4% | 40.5% | 34.4% |
| | Low | 15.2% | 26.6% | 16.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 2.4% | 39.8% | 5.4% | 22.2% |
| | No | 97.6% | 60.2% | 94.6% | 77.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----|----------|----------|--------|
| | | majority | minority | |
| Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 21.6% | 25.2% | 22.2% |
| | No | 78.4% | 74.8% | 77.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----|-------------|--------|--------|
| | | Male | Female | |
| Q32. ARE IN YOUR FIRST ENLISTMENT, INITIAL OBLIGATION, OR FIRST TERM OF SERVICE? | Yes | 21.2% | 27.9% | 22.2% |
| | No | 78.8% | 72.1% | 77.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 24.3% | 43.9% | 38.6% | 40.8% |
| | No effect | 57.0% | 50.7% | 53.2% | 52.1% |
| | Likely to leave | 9.3% | 2.5% | 1.9% | 2.4% |
| | Does not apply | 9.4% | 2.9% | 6.3% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33a. HOW DOES ACCESS TO TRAINING PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 40.1% | 45.3% | 40.8% |
| | No effect | 53.2% | 45.5% | 52.1% |
| | Likely to leave | 2.2% | 3.7% | 2.4% |
| | Does not apply | 4.6% | 5.5% | 4.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 30.9% | 69.7% | 47.2% | 57.8% |
| | No effect | 52.7% | 22.8% | 41.4% | 32.5% |
| | Likely to leave | 9.3% | 4.8% | 2.9% | 4.0% |
| | Does not apply | 7.0% | 2.7% | 8.5% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33b. HOW DOES ACCESS TO COLLEGE OR GRADUATE PROGRAMS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.2% | 55.4% | 57.8% |
| | No effect | 32.0% | 35.6% | 32.5% |
| | Likely to leave | 4.1% | 3.2% | 4.0% |
| | Does not apply | 5.6% | 5.8% | 5.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.7% | 70.7% | 69.9% | 70.0% |
| | No effect | 22.8% | 15.7% | 17.8% | 16.9% |
| | Likely to leave | 13.7% | 11.0% | 8.2% | 9.7% |
| | Does not apply | 4.7% | 2.7% | 4.1% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33c. HOW DOES THE LOCATION OF YOUR NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 69.8% | 71.2% | 70.0% |
| | No effect | 17.4% | 13.7% | 16.9% |
| | Likely to leave | 9.3% | 12.1% | 9.7% |
| | Does not apply | 3.5% | 3.0% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.7% | 68.9% | 70.7% | 69.5% |
| | No effect | 27.2% | 16.5% | 17.2% | 17.1% |
| | Likely to leave | 9.3% | 12.1% | 7.8% | 10.0% |
| | Does not apply | 4.7% | 2.4% | 4.3% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33d. HOW DOES THE TYPE OF NEXT DUTY ASSIGNMENT INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 69.0% | 72.4% | 69.5% |
| | No effect | 17.5% | 15.0% | 17.1% |
| | Likely to leave | 10.0% | 9.6% | 10.0% |
| | Does not apply | 3.5% | 3.0% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 61.0% | 79.7% | 80.2% | 79.4% |
| | No effect | 31.7% | 8.3% | 10.4% | 9.9% |
| | Likely to leave | 2.6% | 11.3% | 7.4% | 9.2% |
| | Does not apply | 4.7% | .7% | 2.0% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33e. HOW DOES ENJOYMENT OF YOUR NAVY JOB INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 79.5% | 79.2% | 79.5% |
| | No effect | 10.2% | 8.4% | 9.9% |
| | Likely to leave | 8.9% | 11.2% | 9.2% |
| | Does not apply | 1.5% | 1.3% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 69.5% | 76.2% | 63.8% | 70.0% |
| | No effect | 16.7% | 16.8% | 19.4% | 18.1% |
| | Likely to leave | 9.0% | 6.0% | 12.2% | 9.1% |
| | Does not apply | 4.8% | 1.0% | 4.6% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33f. HOW DOES ADVANCEMENT/PROMOTION POTENTIAL INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 69.4% | 73.7% | 70.0% |
| | No effect | 18.2% | 17.0% | 18.1% |
| | Likely to leave | 9.5% | 6.4% | 9.1% |
| | Does not apply | 2.8% | 2.8% | 2.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 22.6% | 21.0% | 16.5% | 18.8% |
| | No effect | 44.3% | 41.2% | 46.8% | 44.0% |
| | Likely to leave | 28.4% | 36.2% | 33.8% | 34.8% |
| | Does not apply | 4.7% | 1.6% | 3.0% | 2.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33g. HOW DO CURRENT CIVILIAN OPPORTUNITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 19.3% | 16.3% | 18.8% |
| | No effect | 43.8% | 45.3% | 44.0% |
| | Likely to leave | 34.6% | 35.9% | 34.8% |
| | Does not apply | 2.3% | 2.5% | 2.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 23.0% | 23.9% | 24.2% | 24.0% |
| | No effect | 61.2% | 56.5% | 56.2% | 56.5% |
| | Likely to leave | 9.1% | 17.1% | 15.6% | 16.2% |
| | Does not apply | 6.8% | 2.6% | 4.0% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33h. HOW DO THE MANPOWER NEEDS OF THE NAVY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 23.5% | 27.3% | 24.0% |
| | No effect | 57.6% | 49.6% | 56.5% |
| | Likely to leave | 15.8% | 18.6% | 16.2% |
| | Does not apply | 3.2% | 4.5% | 3.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 17.6% | 29.7% | 31.4% | 30.2% |
| | No effect | 75.2% | 63.6% | 62.6% | 63.4% |
| | Likely to leave | 2.3% | 2.6% | 2.3% | 2.5% |
| | Does not apply | 4.9% | 4.2% | 3.7% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33i. HOW DO GENERAL PUBLIC ATTITUDES ABOUT THE MILITARY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 31.7% | 21.3% | 30.2% |
| | No effect | 62.0% | 71.9% | 63.4% |
| | Likely to leave | 2.4% | 3.0% | 2.5% |
| | Does not apply | 4.0% | 3.8% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 56.2% | 72.4% | 72.8% | 72.2% |
| | No effect | 20.6% | 16.2% | 14.7% | 15.6% |
| | Likely to leave | 18.5% | 10.4% | 10.8% | 10.8% |
| | Does not apply | 4.7% | .9% | 1.6% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33j. HOW DOES MILITARY PAY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 72.1% | 73.1% | 72.2% |
| | No effect | 15.4% | 16.6% | 15.6% |
| | Likely to leave | 11.0% | 9.5% | 10.8% |
| | Does not apply | 1.5% | .8% | 1.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 21.4% | 56.3% | 50.3% | 52.5% |
| | No effect | 45.5% | 26.7% | 29.1% | 28.3% |
| | Likely to leave | 9.4% | 6.8% | 9.1% | 8.0% |
| | Does not apply | 23.7% | 10.2% | 11.5% | 11.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33k. HOW DO SPECIAL PAYS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 55.0% | 37.7% | 52.5% |
| | No effect | 27.4% | 33.9% | 28.3% |
| | Likely to leave | 8.2% | 6.8% | 8.0% |
| | Does not apply | 9.4% | 21.6% | 11.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 9.6% | 50.0% | 33.6% | 41.0% |
| | No effect | 34.7% | 29.6% | 37.9% | 33.8% |
| | Likely to leave | 9.1% | 3.9% | 5.5% | 4.8% |
| | Does not apply | 46.6% | 16.5% | 22.9% | 20.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33l. HOW DO SRB OR BONUSES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 42.4% | 32.9% | 41.0% |
| | No effect | 34.1% | 31.4% | 33.7% |
| | Likely to leave | 5.2% | 2.7% | 4.8% |
| | Does not apply | 18.3% | 33.0% | 20.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 74.0% | 85.9% | 83.6% | 84.5% |
| | No effect | 9.8% | 11.3% | 9.2% | 10.3% |
| | Likely to leave | 11.5% | 2.1% | 5.7% | 4.1% |
| | Does not apply | 4.7% | .7% | 1.5% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33m. HOW DO RETIREMENT BENEFITS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 84.7% | 83.5% | 84.5% |
| | No effect | 10.1% | 11.1% | 10.3% |
| | Likely to leave | 4.0% | 4.2% | 4.1% |
| | Does not apply | 1.2% | 1.2% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 60.9% | 75.3% | 76.8% | 75.6% |
| | No effect | 20.5% | 16.2% | 13.6% | 15.0% |
| | Likely to leave | 13.8% | 7.8% | 8.2% | 8.1% |
| | Does not apply | 4.7% | .7% | 1.4% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33n. HOW DOES MILITARY HEALTHCARE INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 75.1% | 78.8% | 75.6% |
| | No effect | 14.9% | 16.1% | 15.0% |
| | Likely to leave | 8.9% | 3.8% | 8.1% |
| | Does not apply | 1.2% | 1.3% | 1.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 28.0% | 38.5% | 34.0% | 36.0% |
| | No effect | 52.1% | 52.1% | 58.1% | 55.0% |
| | Likely to leave | 9.4% | 6.9% | 5.7% | 6.4% |
| | Does not apply | 10.5% | 2.4% | 2.3% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33o. HOW DO MILITARY FAMILY SUPPORT SERVICES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 36.5% | 33.0% | 36.0% |
| | No effect | 54.4% | 58.8% | 55.0% |
| | Likely to leave | 7.0% | 2.4% | 6.4% |
| | Does not apply | 2.0% | 5.7% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 18.1% | 23.2% | 23.2% | 23.1% |
| | No effect | 46.4% | 55.8% | 58.3% | 56.8% |
| | Likely to leave | 15.9% | 14.7% | 11.7% | 13.3% |
| | Does not apply | 19.6% | 6.3% | 6.7% | 6.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33p. HOW DOES MILITARY HOUSING ACCESS AND QUALITY INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 23.8% | 19.2% | 23.1% |
| | No effect | 56.0% | 61.8% | 56.8% |
| | Likely to leave | 14.3% | 6.9% | 13.3% |
| | Does not apply | 5.9% | 12.1% | 6.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 31.9% | 50.5% | 49.1% | 49.3% |
| | No effect | 51.5% | 44.7% | 45.6% | 45.3% |
| | Likely to leave | 9.6% | 4.0% | 3.4% | 3.9% |
| | Does not apply | 7.0% | .9% | 1.9% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33q. HOW DO MILITARY RECREATION AND ACTIVITY FACILITIES INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 48.8% | 52.9% | 49.3% |
| | No effect | 46.0% | 41.1% | 45.3% |
| | Likely to leave | 3.9% | 3.8% | 3.9% |
| | Does not apply | 1.4% | 2.2% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 46.4% | 53.5% | 61.3% | 57.1% |
| | No effect | 30.8% | 27.0% | 24.3% | 25.8% |
| | Likely to leave | 14.4% | 13.5% | 10.8% | 12.2% |
| | Does not apply | 8.3% | 6.0% | 3.6% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q33r. HOW DO FAMILY NEEDS INFLUENCE YOUR LIKELIHOOD TO STAY IN THE NAVY? | Likely to stay | 58.5% | 48.4% | 57.1% |
| | No effect | 25.3% | 28.5% | 25.8% |
| | Likely to leave | 12.9% | 8.1% | 12.2% |
| | Does not apply | 3.3% | 15.0% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 68.9% | 47.0% | 45.7% | 46.9% |
| | No | 31.1% | 53.0% | 54.3% | 53.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----|----------|----------|--------|
| | | majority | minority | |
| Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 47.0% | 46.5% | 46.9% |
| | No | 53.0% | 53.5% | 53.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----|-------------|--------|--------|
| | | Male | Female | |
| Q34. WILL YOU BE MAKING A FORMAL DECISION ABOUT YOUR NAVY CAREER IN THE NEXT 12 MONTHS? | Yes | 46.3% | 50.3% | 46.9% |
| | No | 53.7% | 49.7% | 53.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 38.1% | 40.4% | 55.8% | 47.8% |
| | No effect | 26.2% | 11.6% | 9.7% | 11.1% |
| | Likely to leave | 28.0% | 33.0% | 25.8% | 29.4% |
| | Does not apply | 7.7% | 15.0% | 8.7% | 11.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 48.1% | 46.2% | 47.8% |
| | No effect | 10.6% | 13.5% | 11.1% |
| | Likely to leave | 30.6% | 22.8% | 29.4% |
| | Does not apply | 10.7% | 17.5% | 11.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35a. HOW DOES YOUR SPOUSE IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 50.5% | 31.3% | 47.8% |
| | No effect | 11.2% | 10.3% | 11.1% |
| | Likely to leave | 29.2% | 30.3% | 29.4% |
| | Does not apply | 9.1% | 28.1% | 11.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 20.3% | 21.4% | 36.3% | 28.6% |
| | No effect | 27.7% | 14.9% | 19.3% | 17.4% |
| | Likely to leave | 29.3% | 23.3% | 28.1% | 25.8% |
| | Does not apply | 22.7% | 40.4% | 16.3% | 28.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 28.2% | 30.4% | 28.6% |
| | No effect | 17.6% | 16.1% | 17.4% |
| | Likely to leave | 26.5% | 22.2% | 25.8% |
| | Does not apply | 27.6% | 31.4% | 28.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35b. HOW DO YOUR CHILDREN IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 30.6% | 16.3% | 28.6% |
| | No effect | 18.4% | 11.5% | 17.4% |
| | Likely to leave | 27.0% | 18.9% | 25.8% |
| | Does not apply | 24.0% | 53.4% | 28.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 6.8% | 27.8% | 20.5% | 23.7% |
| | No effect | 70.5% | 57.1% | 66.3% | 61.9% |
| | Likely to leave | 7.2% | 10.1% | 6.6% | 8.4% |
| | Does not apply | 15.5% | 5.0% | 6.5% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 22.9% | 27.9% | 23.7% |
| | No effect | 63.1% | 55.8% | 61.9% |
| | Likely to leave | 8.1% | 9.5% | 8.4% |
| | Does not apply | 5.9% | 6.8% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35c. HOW DO YOUR PARENTS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 23.3% | 26.1% | 23.7% |
| | No effect | 63.8% | 51.0% | 61.9% |
| | Likely to leave | 7.8% | 11.6% | 8.4% |
| | Does not apply | 5.1% | 11.3% | 6.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 7.1% | 12.7% | 9.5% | 11.0% |
| | No effect | 72.9% | 67.4% | 75.8% | 71.6% |
| | Likely to leave | 10.7% | 14.9% | 9.2% | 12.0% |
| | Does not apply | 9.3% | 5.0% | 5.5% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 11.0% | 10.8% | 11.0% |
| | No effect | 71.6% | 71.7% | 71.6% |
| | Likely to leave | 12.2% | 11.2% | 12.0% |
| | Does not apply | 5.2% | 6.3% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35d. HOW DO YOUR CIVILIAN FRIENDS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 11.2% | 10.0% | 11.0% |
| | No effect | 72.2% | 68.1% | 71.6% |
| | Likely to leave | 12.0% | 11.9% | 12.0% |
| | Does not apply | 4.6% | 10.0% | 5.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 25.7% | 44.7% | 45.2% | 44.4% |
| | No effect | 59.4% | 41.9% | 46.6% | 44.6% |
| | Likely to leave | 8.1% | 11.6% | 5.8% | 8.7% |
| | Does not apply | 6.8% | 1.9% | 2.4% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 45.7% | 37.6% | 44.4% |
| | No effect | 43.1% | 52.5% | 44.6% |
| | Likely to leave | 9.1% | 6.6% | 8.7% |
| | Does not apply | 2.0% | 3.3% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35e. HOW DO YOUR MILITARY PEERS IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 45.3% | 39.5% | 44.4% |
| | No effect | 44.3% | 46.3% | 44.6% |
| | Likely to leave | 8.3% | 11.3% | 8.7% |
| | Does not apply | 2.1% | 2.9% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 22.6% | 39.9% | 41.3% | 40.1% |
| | No effect | 55.2% | 46.2% | 46.2% | 46.4% |
| | Likely to leave | 15.4% | 12.1% | 9.9% | 11.1% |
| | Does not apply | 6.8% | 1.9% | 2.6% | 2.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 41.2% | 34.5% | 40.1% |
| | No effect | 45.7% | 50.4% | 46.4% |
| | Likely to leave | 10.8% | 12.6% | 11.1% |
| | Does not apply | 2.3% | 2.5% | 2.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35f. HOW DOES YOUR IMMEDIATE SUPERVISOR IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 41.5% | 31.9% | 40.1% |
| | No effect | 46.7% | 44.7% | 46.4% |
| | Likely to leave | 9.7% | 19.3% | 11.1% |
| | Does not apply | 2.0% | 4.1% | 2.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 34.6% | 41.7% | 43.6% | 42.5% |
| | No effect | 41.1% | 43.2% | 42.2% | 42.7% |
| | Likely to leave | 17.5% | 13.8% | 11.5% | 12.8% |
| | Does not apply | 6.8% | 1.3% | 2.6% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------------|----------|----------|--------|
| | | majority | minority | |
| Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 42.2% | 43.6% | 42.5% |
| | No effect | 42.8% | 42.1% | 42.7% |
| | Likely to leave | 13.0% | 11.8% | 12.8% |
| | Does not apply | 2.0% | 2.5% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------|-------------|--------|--------|
| | | Male | Female | |
| Q35g. HOW DOES COMMAND LEADERSHIP IMPACT YOUR LIKELIHOOD TO STAY OR LEAVE? | Likely to stay | 43.8% | 34.1% | 42.5% |
| | No effect | 42.8% | 42.3% | 42.7% |
| | Likely to leave | 11.5% | 20.5% | 12.8% |
| | Does not apply | 1.9% | 3.2% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 87.8% | 95.2% | 92.1% | 93.5% |
| | Neither agree nor disagree | 7.8% | 2.5% | 5.9% | 4.3% |
| | Disagree | 4.4% | 2.4% | 2.0% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 93.8% | 92.1% | 93.5% |
| | Neither agree nor disagree | 4.3% | 3.8% | 4.3% |
| | Disagree | 1.9% | 4.1% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q36a. I PLAN TO SERVE OUT MY CURRENT TERM OF SERVICE OR OBLIGATION | Agree | 93.4% | 94.3% | 93.5% |
| | Neither agree nor disagree | 4.4% | 3.4% | 4.3% |
| | Disagree | 2.2% | 2.3% | 2.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 52.4% | 56.1% | 62.1% | 58.9% |
| | Neither agree nor disagree | 23.8% | 20.7% | 20.6% | 20.8% |
| | Disagree | 23.8% | 23.1% | 17.3% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 57.9% | 64.5% | 58.9% |
| | Neither agree nor disagree | 21.3% | 17.7% | 20.8% |
| | Disagree | 20.8% | 17.8% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q36b. I PLAN TO REENLIST AT MY NEXT DECISION POINT | Agree | 59.9% | 53.2% | 58.9% |
| | Neither agree nor disagree | 20.6% | 21.8% | 20.8% |
| | Disagree | 19.5% | 25.1% | 20.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 89.1% | 57.7% | 88.5% | 73.4% |
| | Neither agree nor disagree | 8.6% | 19.4% | 7.7% | 13.5% |
| | Disagree | 2.3% | 22.9% | 3.8% | 13.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 73.8% | 71.5% | 73.4% |
| | Neither agree nor disagree | 13.0% | 15.7% | 13.5% |
| | Disagree | 13.2% | 12.8% | 13.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q36c. I PLAN TO STAY FOR FULL CAREER OF 20 OR MORE YEARS IF POSSIBLE | Agree | 75.4% | 61.7% | 73.4% |
| | Neither agree nor disagree | 12.9% | 17.0% | 13.5% |
| | Disagree | 11.7% | 21.3% | 13.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37a. THE NAVY HAS PERSONAL MEANING FOR ME * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q37a. THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 88.3% | 81.0% | 92.1% | 86.5% |
| | Neither agree nor disagree | 6.9% | 12.2% | 5.8% | 8.9% |
| | Disagree | 4.7% | 6.9% | 2.1% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37a. THE NAVY HAS PERSONAL MEANING FOR ME * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37a. THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 86.9% | 84.7% | 86.5% |
| | Neither agree nor disagree | 8.9% | 9.2% | 8.9% |
| | Disagree | 4.2% | 6.1% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37a. THE NAVY HAS PERSONAL MEANING FOR ME * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q37a. THE NAVY HAS PERSONAL MEANING FOR ME | Agree | 87.2% | 82.7% | 86.5% |
| | Neither agree nor disagree | 9.1% | 7.9% | 8.9% |
| | Disagree | 3.7% | 9.4% | 4.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37b. I FEEL PART OF THE NAVY FAMILY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q37b. I FEEL PART OF THE NAVY FAMILY | Agree | 73.1% | 65.0% | 78.3% | 71.7% |
| | Neither agree nor disagree | 22.2% | 21.1% | 13.3% | 17.3% |
| | Disagree | 4.7% | 14.0% | 8.3% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37b. I FEEL PART OF THE NAVY FAMILY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37b. I FEEL PART OF THE NAVY FAMILY | Agree | 71.3% | 73.8% | 71.7% |
| | Neither agree nor disagree | 17.5% | 16.7% | 17.3% |
| | Disagree | 11.3% | 9.5% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37b. I FEEL PART OF THE NAVY FAMILY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q37b. I FEEL PART OF THE NAVY FAMILY | Agree | 72.4% | 67.3% | 71.7% |
| | Neither agree nor disagree | 17.7% | 15.0% | 17.3% |
| | Disagree | 9.9% | 17.6% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 70.1% | 60.0% | 76.2% | 68.1% |
| | Neither agree nor disagree | 22.9% | 22.6% | 15.3% | 19.1% |
| | Disagree | 7.1% | 17.4% | 8.5% | 12.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 67.7% | 70.5% | 68.1% |
| | Neither agree nor disagree | 19.5% | 17.0% | 19.1% |
| | Disagree | 12.9% | 12.5% | 12.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q37c. I FEEL EMOTIONALLY ATTACHED TO THE NAVY | Agree | 68.3% | 67.1% | 68.1% |
| | Neither agree nor disagree | 19.7% | 15.5% | 19.1% |
| | Disagree | 12.0% | 17.4% | 12.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 51.2% | 46.0% | 53.3% | 49.7% |
| | Neither agree nor disagree | 29.6% | 26.4% | 20.6% | 23.7% |
| | Disagree | 19.2% | 27.6% | 26.1% | 26.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 50.2% | 46.9% | 49.7% |
| | Neither agree nor disagree | 23.3% | 25.8% | 23.7% |
| | Disagree | 26.5% | 27.3% | 26.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q37d. I COULD NOT BE AS ATTACHED TO ANOTHER ORGANIZATION AS I AM TO THE NAVY | Agree | 50.6% | 44.4% | 49.7% |
| | Neither agree nor disagree | 24.7% | 17.3% | 23.7% |
| | Disagree | 24.7% | 38.3% | 26.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 81.5% | 65.4% | 79.4% | 72.6% |
| | Neither agree nor disagree | 11.5% | 19.9% | 14.0% | 16.8% |
| | Disagree | 7.0% | 14.7% | 6.5% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 72.1% | 75.2% | 72.6% |
| | Neither agree nor disagree | 17.1% | 15.3% | 16.8% |
| | Disagree | 10.7% | 9.5% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q37e. I FEEL A STRONG SENSE OF BELONGING TO THE NAVY | Agree | 72.7% | 72.4% | 72.6% |
| | Neither agree nor disagree | 17.6% | 12.6% | 16.8% |
| | Disagree | 9.8% | 15.0% | 10.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 83.8% | 81.9% | 88.2% | 85.0% |
| | Neither agree nor disagree | 6.9% | 9.5% | 4.4% | 7.0% |
| | Disagree | 9.3% | 8.6% | 7.3% | 8.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 85.3% | 83.6% | 85.0% |
| | Neither agree nor disagree | 7.4% | 4.8% | 7.0% |
| | Disagree | 7.3% | 11.6% | 8.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q38a. I HAVE A CLEAR UNDERSTANDING OF THE ADVANCEMENT/PROMOTION SYSTEM | Agree | 85.6% | 81.7% | 85.0% |
| | Neither agree nor disagree | 7.1% | 6.1% | 7.0% |
| | Disagree | 7.3% | 12.2% | 8.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 53.3% | 58.8% | 55.4% | 57.0% |
| | Neither agree nor disagree | 16.0% | 17.6% | 15.0% | 16.2% |
| | Disagree | 30.8% | 23.6% | 29.7% | 26.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 57.0% | 57.3% | 57.0% |
| | Neither agree nor disagree | 16.0% | 17.8% | 16.3% |
| | Disagree | 27.1% | 24.9% | 26.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q38b. I AM SATISFIED WITH THE ADVANCEMENT AND PROMOTION SYSTEM | Agree | 58.0% | 50.9% | 57.0% |
| | Neither agree nor disagree | 15.3% | 21.6% | 16.3% |
| | Disagree | 26.6% | 27.5% | 26.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 45.9% | 33.6% | 47.9% | 40.9% |
| | Neither agree nor disagree | 24.7% | 24.1% | 21.5% | 22.9% |
| | Disagree | 29.4% | 42.3% | 30.6% | 36.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 41.5% | 37.4% | 40.9% |
| | Neither agree nor disagree | 22.2% | 26.5% | 22.9% |
| | Disagree | 36.3% | 36.1% | 36.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q38c. THE MOST QUALIFIED AND DESERVING SAILORS GET ADVANCED/PROMOTED | Agree | 42.4% | 32.0% | 40.9% |
| | Neither agree nor disagree | 23.2% | 21.1% | 22.9% |
| | Disagree | 34.5% | 46.9% | 36.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 68.5% | 68.9% | 44.0% | 56.8% |
| | Neither agree nor disagree | 20.3% | 15.4% | 21.8% | 18.6% |
| | Disagree | 11.1% | 15.8% | 34.2% | 24.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 55.3% | 64.3% | 56.8% |
| | Neither agree nor disagree | 19.0% | 16.6% | 18.6% |
| | Disagree | 25.6% | 19.2% | 24.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q38d. I EXPECT TO BE ADVANCED/PROMOTED WITHIN MY CURRENT TERM OF SERVICE, COMMITMENT OR OBLIGATION | Agree | 57.5% | 52.6% | 56.8% |
| | Neither agree nor disagree | 17.6% | 24.9% | 18.6% |
| | Disagree | 25.0% | 22.4% | 24.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 88.2% | 89.9% | 91.3% | 90.5% |
| | Neither agree nor disagree | 4.7% | 5.0% | 3.6% | 4.3% |
| | Disagree | 7.1% | 5.2% | 5.1% | 5.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 90.5% | 90.8% | 90.5% |
| | Neither agree nor disagree | 4.9% | 1.2% | 4.3% |
| | Disagree | 4.7% | 8.0% | 5.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39a. I HAVE A CLEAR UNDERSTANDING OF THE EVAL/FITREP SYSTEM | Agree | 90.6% | 90.0% | 90.5% |
| | Neither agree nor disagree | 4.4% | 3.6% | 4.3% |
| | Disagree | 5.0% | 6.5% | 5.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 86.2% | 85.4% | 83.2% | 84.3% |
| | Neither agree nor disagree | 9.4% | 6.9% | 6.4% | 6.7% |
| | Disagree | 4.4% | 7.7% | 10.5% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 84.6% | 82.8% | 84.3% |
| | Neither agree nor disagree | 6.6% | 7.3% | 6.7% |
| | Disagree | 8.8% | 10.0% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39b. MY LAST EVAL/FITREP WAS FAIR/ACCURATE | Agree | 85.1% | 79.9% | 84.3% |
| | Neither agree nor disagree | 6.9% | 5.8% | 6.7% |
| | Disagree | 8.1% | 14.3% | 9.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 84.0% | 88.3% | 87.0% | 87.6% |
| | Neither agree nor disagree | 4.4% | 4.0% | 3.4% | 3.7% |
| | Disagree | 11.7% | 7.7% | 9.6% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 88.5% | 82.6% | 87.6% |
| | Neither agree nor disagree | 3.5% | 4.9% | 3.7% |
| | Disagree | 8.0% | 12.5% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39c. MY LAST EVAL/FITREP WAS CONDUCTED IN A TIMELY MANNER | Agree | 88.4% | 82.8% | 87.6% |
| | Neither agree nor disagree | 3.7% | 3.3% | 3.7% |
| | Disagree | 7.9% | 13.9% | 8.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 90.2% | 95.1% | 97.0% | 95.9% |
| | Neither agree nor disagree | 4.9% | 2.6% | 1.9% | 2.3% |
| | Disagree | 4.9% | 2.3% | 1.1% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 96.2% | 94.5% | 95.9% |
| | Neither agree nor disagree | 2.3% | 2.6% | 2.3% |
| | Disagree | 1.6% | 2.9% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39d. I WAS ABLE TO SUBMIT MY OWN INPUT AT MY LAST EVAL/FITREP | Agree | 95.7% | 97.2% | 95.9% |
| | Neither agree nor disagree | 2.5% | 1.5% | 2.3% |
| | Disagree | 1.9% | 1.3% | 1.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 88.5% | 85.9% | 86.4% | 86.2% |
| | Neither agree nor disagree | 4.7% | 7.5% | 4.5% | 6.0% |
| | Disagree | 6.8% | 6.6% | 9.1% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 86.4% | 85.2% | 86.2% |
| | Neither agree nor disagree | 5.9% | 6.5% | 6.0% |
| | Disagree | 7.7% | 8.3% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39e. MY LAST ADVANCEMENT/PROMOTION RECOMMENDATION WAS FAIR/ACCURATE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39e. MY LAST ADVANCEMENT/ PROMOTION RECOMMENDATION WAS FAIR/ACCURATE | Agree | 87.5% | 78.3% | 86.2% |
| | Neither agree nor disagree | 5.7% | 7.7% | 6.0% |
| | Disagree | 6.8% | 14.1% | 7.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-------------------------------|--------|------------|------------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 62.2% | 61.0% | 62.5% | 61.8% |
| | Neither agree nor disagree | 19.6% | 17.7% | 14.8% | 16.4% |
| | Disagree | 18.2% | 21.3% | 22.6% | 21.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 61.7% | 62.1% | 61.8% |
| | Neither agree nor disagree | 17.0% | 12.9% | 16.4% |
| | Disagree | 21.2% | 25.0% | 21.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39f. I AM SATISFIED WITH THE PRESENT EVAL/FITREP SYSTEM | Agree | 62.7% | 56.2% | 61.8% |
| | Neither agree nor disagree | 16.4% | 16.0% | 16.4% |
| | Disagree | 20.8% | 27.9% | 21.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 43.1% | 39.5% | 52.4% | 45.9% |
| | Neither agree nor disagree | 23.2% | 22.5% | 20.7% | 21.7% |
| | Disagree | 33.6% | 38.0% | 26.9% | 32.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 46.7% | 41.6% | 45.9% |
| | Neither agree nor disagree | 21.0% | 25.2% | 21.7% |
| | Disagree | 32.3% | 33.2% | 32.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q39g. THE MOST QUALIFIED AND DESERVING SAILORS SCORE THE HIGHEST ON THEIR EVALS/FITREPS | Agree | 47.4% | 36.7% | 45.9% |
| | Neither agree nor disagree | 21.9% | 20.3% | 21.7% |
| | Disagree | 30.7% | 43.0% | 32.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 88.5% | 77.4% | 78.2% | 78.1% |
| | Neither agree nor disagree | 6.8% | 8.8% | 7.3% | 8.0% |
| | Disagree | 4.7% | 13.8% | 14.5% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 78.3% | 77.2% | 78.1% |
| | Neither agree nor disagree | 8.1% | 7.6% | 8.0% |
| | Disagree | 13.7% | 15.2% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q40a. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS ON MY EVALS/FITREPS | Agree | 79.2% | 71.5% | 78.1% |
| | Neither agree nor disagree | 7.9% | 8.6% | 8.0% |
| | Disagree | 12.9% | 20.0% | 13.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 77.4% | 55.8% | 66.9% | 61.7% |
| | Neither agree nor disagree | 8.8% | 18.2% | 11.0% | 14.5% |
| | Disagree | 13.8% | 26.0% | 22.1% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 64.1% | 49.3% | 61.7% |
| | Neither agree nor disagree | 14.2% | 16.2% | 14.5% |
| | Disagree | 21.8% | 34.5% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q40b. I HAVE BEEN ADEQUATELY RECOGNIZED FOR MY ACCOMPLISHMENTS WITH AWARDS | Agree | 62.2% | 58.8% | 61.7% |
| | Neither agree nor disagree | 14.7% | 13.2% | 14.5% |
| | Disagree | 23.1% | 28.0% | 23.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 63.5% | 77.3% | 70.8% | 73.8% |
| | 3 | 18.6% | 8.4% | 8.7% | 8.8% |
| | 4 | 18.0% | 14.3% | 20.5% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 73.4% | 75.7% | 73.8% |
| | 3 | 9.5% | 4.8% | 8.8% |
| | 4 | 17.0% | 19.5% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|---|-------------|--------|--------|
| | | Male | Female | |
| Q41a. I HAVE A CLEARLY DEFINED CAREER PATH FOR MY DESIGNATOR, RATING, OR COMMUNITY | 2 | 74.9% | 67.3% | 73.8% |
| | 3 | 8.4% | 10.9% | 8.8% |
| | 4 | 16.7% | 21.8% | 17.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 93.0% | 84.6% | 84.8% | 84.9% |
| | 3 | 4.7% | 10.1% | 9.3% | 9.6% |
| | 4 | 2.3% | 5.3% | 5.8% | 5.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 85.8% | 80.5% | 84.9% |
| | 3 | 9.1% | 12.3% | 9.6% |
| | 4 | 5.2% | 7.2% | 5.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|---|-------------|--------|--------|
| | | Male | Female | |
| Q41b. I HAVE MADE SUFFICIENT PROGRESS IN MY ADVANCEMENT | 2 | 86.2% | 77.5% | 84.9% |
| | 3 | 8.8% | 14.5% | 9.6% |
| | 4 | 5.1% | 8.0% | 5.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 41.4% | 53.1% | 52.8% | 52.6% |
| GUIDANCE ON MY CAREER DEVELOPMENT | 3 | 34.0% | 20.5% | 20.5% | 20.8% |
| BY MY IMMEDIATE SUPERVISOR | 4 | 24.6% | 26.4% | 26.7% | 26.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 54.1% | 44.9% | 52.6% |
| GUIDANCE ON MY CAREER DEVELOPMENT | 3 | 20.5% | 22.7% | 20.8% |
| BY MY IMMEDIATE SUPERVISOR | 4 | 25.4% | 32.4% | 26.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER DEVELOPMENT BY MY IMMEDIATE SUPERVISOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|---|-------------|--------|--------|
| | | Male | Female | |
| Q41c. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 54.6% | 40.9% | 52.6% |
| GUIDANCE ON MY CAREER DEVELOPMENT | 3 | 21.1% | 19.3% | 20.8% |
| BY MY IMMEDIATE SUPERVISOR | 4 | 24.3% | 39.8% | 26.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 27.9% | 39.4% | 32.3% | 35.6% |
| GUIDANCE ON MY CAREER BY MY | 3 | 29.3% | 20.8% | 24.7% | 22.9% |
| DIVISION/ | 4 | 28.7% | 25.4% | 18.4% | 22.1% |
| DEPARTMENT/ | 6 | 14.1% | 14.5% | 24.6% | 19.4% |
| COMMAND COUNSELOR | | | | | |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|---|----------|----------|--------|
| | | majority | minority | |
| Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 36.1% | 33.0% | 35.6% |
| GUIDANCE ON MY CAREER BY MY | 3 | 23.2% | 21.2% | 22.9% |
| DIVISION/ | 4 | 20.9% | 28.2% | 22.1% |
| DEPARTMENT/ | 6 | 19.7% | 17.6% | 19.4% |
| COMMAND COUNSELOR | | | | |
| Total | | 100.0% | 100.0% | 100.0% |

Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/GUIDANCE ON MY CAREER BY MY DIVISION/DEPARTMENT/COMMAND COUNSELOR * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|---|-------------|--------|--------|
| | | Male | Female | |
| Q41d. I HAVE BEEN GIVEN ADEQUATE COUNSELING/ | 2 | 36.7% | 29.0% | 35.6% |
| GUIDANCE ON MY CAREER BY MY | 3 | 23.8% | 17.5% | 22.9% |
| DIVISION/ | 4 | 19.8% | 35.6% | 22.1% |
| DEPARTMENT/ | 6 | 19.6% | 17.8% | 19.4% |
| COMMAND COUNSELOR | | | | |
| Total | | 100.0% | 100.0% | 100.0% |

Q42a. I AM SATISFIED WITH THE DETAILING PROCESS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42a. I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 51.1% | 51.8% | 63.8% | 57.6% |
| | Neither agree nor disagree | 23.7% | 20.8% | 12.1% | 16.6% |
| | Disagree | 25.2% | 27.4% | 24.1% | 25.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42a. I AM SATISFIED WITH THE DETAILING PROCESS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42a. I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 58.5% | 52.8% | 57.6% |
| | Neither agree nor disagree | 16.8% | 16.1% | 16.6% |
| | Disagree | 24.7% | 31.1% | 25.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42a. I AM SATISFIED WITH THE DETAILING PROCESS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42a. I AM SATISFIED WITH THE DETAILING PROCESS | Agree | 57.6% | 57.7% | 57.6% |
| | Neither agree nor disagree | 17.3% | 12.8% | 16.6% |
| | Disagree | 25.1% | 29.6% | 25.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 74.0% | 59.0% | 75.5% | 67.4% |
| | Neither agree nor disagree | 10.5% | 15.7% | 11.1% | 13.3% |
| | Disagree | 15.4% | 25.3% | 13.3% | 19.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 68.1% | 64.0% | 67.4% |
| | Neither agree nor disagree | 13.4% | 13.0% | 13.3% |
| | Disagree | 18.5% | 23.1% | 19.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42b. I HAVE A CLEAR UNDERSTANDING OF THE DETAILING PROCESS | Agree | 66.9% | 70.5% | 67.4% |
| | Neither agree nor disagree | 13.9% | 9.8% | 13.3% |
| | Disagree | 19.2% | 19.7% | 19.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 59.0% | 61.3% | 76.6% | 68.7% |
| | Neither agree nor disagree | 31.6% | 21.1% | 12.6% | 17.2% |
| | Disagree | 9.4% | 17.6% | 10.8% | 14.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 69.1% | 66.5% | 68.7% |
| | Neither agree nor disagree | 17.5% | 16.1% | 17.2% |
| | Disagree | 13.5% | 17.4% | 14.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42c. RESPONDS IN A TIMELY MANNER TO MY QUESTIONS AND CONCERNS | Agree | 69.6% | 63.1% | 68.7% |
| | Neither agree nor disagree | 17.4% | 16.5% | 17.2% |
| | Disagree | 13.0% | 20.4% | 14.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 40.0% | 45.1% | 52.5% | 48.6% |
| | Neither agree nor disagree | 38.7% | 29.2% | 24.2% | 27.0% |
| | Disagree | 21.3% | 25.8% | 23.3% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 49.2% | 45.3% | 48.6% |
| | Neither agree nor disagree | 26.8% | 28.1% | 27.0% |
| | Disagree | 24.0% | 26.6% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42d. IS AN ADVOCATE FOR MY NEEDS AND DESIRES | Agree | 48.9% | 46.6% | 48.6% |
| | Neither agree nor disagree | 27.6% | 23.2% | 27.0% |
| | Disagree | 23.5% | 30.2% | 24.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 36.9% | 45.7% | 59.4% | 52.2% |
| | Neither agree nor disagree | 46.0% | 33.1% | 24.9% | 29.4% |
| | Disagree | 17.1% | 21.2% | 15.6% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 52.9% | 48.3% | 52.2% |
| | Neither agree nor disagree | 29.2% | 30.6% | 29.4% |
| | Disagree | 17.9% | 21.0% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42e. IS RECEPTIVE TO RESOLVING CONFLICTS BETWEEN MY DESIRES AND THE NEEDS OF THE NAVY | Agree | 52.5% | 50.1% | 52.2% |
| | Neither agree nor disagree | 30.3% | 24.2% | 29.4% |
| | Disagree | 17.2% | 25.7% | 18.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42f. I AM SATISFIED WITH MY DETAILER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42f. I AM SATISFIED WITH MY DETAILER | Agree | 61.3% | 55.6% | 66.5% | 61.0% |
| | Neither agree nor disagree | 20.0% | 26.9% | 21.9% | 24.3% |
| | Disagree | 18.8% | 17.5% | 11.6% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42f. I AM SATISFIED WITH MY DETAILER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42f. I AM SATISFIED WITH MY DETAILER | Agree | 61.4% | 58.8% | 61.0% |
| | Neither agree nor disagree | 24.2% | 24.9% | 24.3% |
| | Disagree | 14.4% | 16.3% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42f. I AM SATISFIED WITH MY DETAILER * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42f. I AM SATISFIED WITH MY DETAILER | Agree | 62.0% | 55.2% | 61.0% |
| | Neither agree nor disagree | 24.4% | 23.6% | 24.3% |
| | Disagree | 13.6% | 21.2% | 14.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 74.5% | 75.7% | 81.5% | 78.5% |
| | Neither agree nor disagree | 20.6% | 11.5% | 9.1% | 10.6% |
| | Disagree | 4.9% | 12.8% | 9.4% | 10.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 78.8% | 76.9% | 78.5% |
| | Neither agree nor disagree | 10.4% | 11.8% | 10.6% |
| | Disagree | 10.9% | 11.3% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q42g. SINCE REPORTING TO MY CURRENT DUTY STATION I HAVE BEEN SATISFIED WITH THE ASSIGNMENT I WAS GIVEN | Agree | 78.8% | 76.2% | 78.5% |
| | Neither agree nor disagree | 10.8% | 9.5% | 10.6% |
| | Disagree | 10.4% | 14.3% | 11.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | | 7.8% | 1.5% | 4.5% |
| | Does not apply, I did not contact my detailer to negotiate m | | 6.9% | 6.1% | 6.3% |
| | Yes | 74.9% | 64.3% | 70.8% | 67.7% |
| | No | 25.1% | 21.1% | 21.7% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | 4.7% | 3.5% | 4.5% |
| | Does not apply, I did not contact my detailer to negotiate m | 6.7% | 4.5% | 6.3% |
| | Yes | 67.4% | 69.2% | 67.7% |
| | No | 21.2% | 22.8% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|--|-------------|--------|--------|
| | | Male | Female | |
| Q43. DID YOU RECIEVE THE ORDERS OF YOUR CHOICE? | Does not apply, I have not yet negotiated orders | 4.6% | 3.9% | 4.5% |
| | Does not apply, I did not contact my detailer to negotiate m | 6.1% | 7.6% | 6.3% |
| | Yes | 68.3% | 64.3% | 67.7% |
| | No | 21.0% | 24.2% | 21.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | .3% | 7.5% | .9% | 4.1% |
| | Does not apply, I did not contact my detailer to negotiate m | | 6.4% | 5.4% | 5.8% |
| | Less than 3 months prior to my PRD | 2.6% | 4.9% | 4.8% | 4.8% |
| | 3 months to less than 6 months prior to my PRD | 9.1% | 8.6% | 5.1% | 6.9% |
| | 6 months to less than 9 months prior to my PRD | 14.0% | 17.2% | 19.2% | 18.1% |
| | 9 months to less than 12 months prior to my PRD | 44.2% | 34.2% | 36.9% | 35.8% |
| | More than 12 months prior to my PRD | 29.9% | 21.3% | 27.7% | 24.6% |
| | Total | 100.0% | 100.0% | 100.0% | 100.0% |

Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | 4.2% | 3.2% | 4.1% |
| | Does not apply, I did not contact my detailer to negotiate m | 6.0% | 4.4% | 5.8% |
| | Less than 3 months prior to my PRD | 4.7% | 5.5% | 4.8% |
| | 3 months to less than 6 months prior to my PRD | 6.1% | 11.4% | 6.9% |
| | 6 months to less than 9 months prior to my PRD | 18.1% | 17.6% | 18.1% |
| | 9 months to less than 12 months prior to my PRD | 36.0% | 34.8% | 35.8% |
| | More than 12 months prior to my PRD | 24.9% | 23.2% | 24.6% |
| | Total | 100.0% | 100.0% | 100.0% |

Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--|-------------|--------|--------|
| | | Male | Female | |
| Q44. HOW FAR IN ADVANCE OF YOUR PRD DID YOU BEGIN THE PROCESS? | Does not apply, I have not yet negotiated orders | 4.2% | 3.2% | 4.1% |
| | Does not apply, I did not contact my detailer to negotiate m | 5.2% | 8.9% | 5.8% |
| | Less than 3 months prior to my PRD | 4.5% | 6.4% | 4.8% |
| | 3 months to less than 6 months prior to my PRD | 7.3% | 4.4% | 6.9% |
| | 6 months to less than 9 months prior to my PRD | 18.5% | 15.6% | 18.1% |
| | 9 months to less than 12 months prior to my PRD | 35.9% | 35.1% | 35.8% |
| | More than 12 months prior to my PRD | 24.3% | 26.4% | 24.6% |
| | Total | 100.0% | 100.0% | 100.0% |

Q45. HOW MANY CHOICES WERE YOU GIVEN? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------------|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q45. HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | | 7.7% | 1.3% | 4.4% |
| | Does not apply, I did not contact my detailer to negotiate m | | 6.8% | 6.5% | 6.5% |
| | 1 | 16.3% | 19.5% | 30.9% | 24.9% |
| | 2 | 28.6% | 18.5% | 22.5% | 20.7% |
| | 3 | 22.8% | 20.5% | 23.4% | 22.0% |
| | 4 | 13.8% | 4.1% | 5.6% | 5.1% |
| | 5 or more | 18.4% | 22.9% | 9.7% | 16.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q45. HOW MANY CHOICES WERE YOU GIVEN? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---------------------------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q45. HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | 4.7% | 3.2% | 4.4% |
| | Does not apply, I did not contact my detailer to negotiate m | 6.7% | 5.2% | 6.5% |
| | 1 | 25.2% | 23.4% | 24.9% |
| | 2 | 20.2% | 23.5% | 20.7% |
| | 3 | 21.9% | 22.5% | 22.0% |
| | 4 | 5.0% | 5.4% | 5.1% |
| | 5 or more | 16.3% | 16.8% | 16.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q45. HOW MANY CHOICES WERE YOU GIVEN? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------------|--|-------------|--------|--------|
| | | Male | Female | |
| Q45. HOW MANY CHOICES WERE YOU GIVEN? | Does not apply, I have not yet negotiated orders | 4.5% | 4.2% | 4.4% |
| | Does not apply, I did not contact my detailer to negotiate m | 6.3% | 7.5% | 6.5% |
| | 1 | 24.4% | 28.3% | 24.9% |
| | 2 | 20.2% | 24.0% | 20.7% |
| | 3 | 22.8% | 16.9% | 22.0% |
| | 4 | 5.3% | 3.8% | 5.1% |
| | 5 or more | 16.6% | 15.4% | 16.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | | 8.5% | 1.4% | 4.9% |
| | Does not apply, I did not contact my detailer to negotiate m | | 5.9% | 5.1% | 5.3% |
| | Less than 3 months prior to my PRD | 4.4% | 24.8% | 23.3% | 23.6% |
| | 3 months to less than 6 months prior to my PRD | 44.9% | 31.2% | 32.4% | 32.1% |
| | 6 months to less than 9 months prior to my PRD | 30.1% | 21.7% | 27.8% | 24.9% |
| | 9 months to less than 12 months prior to my PRD | 20.6% | 6.3% | 7.5% | 7.3% |
| | More than 12 months prior to my PRD | | 1.5% | 2.5% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--|----------|----------|--------|
| | | majority | minority | |
| Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | 4.8% | 5.3% | 4.8% |
| | Does not apply, I did not contact my detailer to negotiate m | 5.7% | 3.6% | 5.3% |
| | Less than 3 months prior to my PRD | 22.9% | 27.3% | 23.6% |
| | 3 months to less than 6 months prior to my PRD | 32.1% | 31.9% | 32.1% |
| | 6 months to less than 9 months prior to my PRD | 25.6% | 21.1% | 24.9% |
| | 9 months to less than 12 months prior to my PRD | 7.0% | 8.7% | 7.3% |
| | More than 12 months prior to my PRD | 1.9% | 2.2% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--|-------------|--------|--------|
| | | Male | Female | |
| Q46. HOW FAR IN ADVANCE WERE YOUR ODERS GIVEN? | Does not apply, I have not yet negotiated orders | 4.9% | 4.5% | 4.9% |
| | Does not apply, I did not contact my detailer to negotiate m | 5.2% | 6.0% | 5.3% |
| | Less than 3 months prior to my PRD | 24.0% | 20.7% | 23.6% |
| | 3 months to less than 6 months prior to my PRD | 32.5% | 30.0% | 32.1% |
| | 6 months to less than 9 months prior to my PRD | 24.6% | 26.5% | 24.9% |
| | 9 months to less than 12 months prior to my PRD | 7.0% | 9.0% | 7.3% |
| | More than 12 months prior to my PRD | 1.7% | 3.3% | 2.0% |
| Total | | 100.0% | 100.0% | 100.0% |

PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by PAYGRP

| | | | CWO | O-1 to O-3 | O-4 and above | Total |
|---|-----------------------|----------|-------|------------|---------------|-------|
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | Q47a. DOES NOT APPLY | Column % | 11.7% | 9.3% | 10.1% | 9.8% |
| | Q47b. ASSIGNMENT | Column % | 56.0% | 60.8% | 64.2% | 62.3% |
| | Q47c. AVAILABILITY OF | Column % | 2.0% | 3.8% | 3.3% | 3.5% |
| | Q47d. FUTURE | Column % | 4.6% | 7.8% | 8.6% | 8.1% |
| | Q47e. FUTURE | Column % | 16.4% | 23.0% | 26.9% | 24.7% |
| | Q47f. ACCESS TO | Column % | 11.4% | 15.0% | 4.5% | 9.8% |
| | Q47g. COST OF LIVING | Column % | 27.1% | 17.9% | 18.3% | 18.3% |
| | Q47h. GEOGRAPHIC | Column % | 71.8% | 72.7% | 66.4% | 69.6% |
| | Q47i. IMPACT OF MOVE | Column % | 36.0% | 33.2% | 42.7% | 37.9% |
| | Q47j. PROMOTION | Column % | 27.1% | 23.1% | 36.8% | 29.9% |
| | Q47k. REQUIRED FOR | Column % | 9.0% | 25.4% | 30.9% | 27.7% |
| | Q47l. SPOUSE | Column % | 15.8% | 14.1% | 14.5% | 14.3% |
| | Q47m. SPOUSE/FAMILY | Column % | 20.2% | 17.4% | 20.5% | 19.0% |
| | Q47n. SPOUSE | Column % | 4.4% | 5.2% | 2.5% | 3.9% |
| | Q47o. CHILDRENS | Column % | 22.6% | 14.0% | 30.2% | 22.1% |
| | Q47p. SPOUSE | Column % | 15.5% | 22.7% | 29.2% | 25.7% |
| | Q47q. CHILDRENS | Column % | 11.1% | 4.1% | 9.7% | 7.0% |
| | Q47r. CLOSE TO OTHER | Column % | 16.2% | 16.7% | 14.3% | 15.5% |
| | Q47s. OTHER | Column % | 12.8% | 3.4% | 6.2% | 5.0% |

PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by RACEGRP

| | | | majority | minority | Total |
|---|-----------------------|----------|----------|----------|-------|
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | Q47a. DOES NOT APPLY | Column % | 10.2% | 7.2% | 9.8% |
| | Q47b. ASSIGNMENT | Column % | 63.3% | 57.0% | 62.3% |
| | Q47c. AVAILABILITY OF | Column % | 3.5% | 3.6% | 3.5% |
| | Q47d. FUTURE | Column % | 8.4% | 6.6% | 8.1% |
| | Q47e. FUTURE | Column % | 24.9% | 24.0% | 24.7% |
| | Q47f. ACCESS TO | Column % | 8.6% | 16.2% | 9.8% |
| | Q47g. COST OF LIVING | Column % | 17.8% | 21.1% | 18.3% |
| | Q47h. GEOGRAPHIC | Column % | 69.5% | 70.4% | 69.6% |
| | Q47i. IMPACT OF MOVE | Column % | 38.7% | 33.8% | 37.9% |
| | Q47j. PROMOTION | Column % | 29.3% | 32.9% | 29.9% |
| | Q47k. REQUIRED FOR | Column % | 27.3% | 29.8% | 27.7% |
| | Q47l. SPOUSE | Column % | 14.3% | 14.8% | 14.3% |
| | Q47m. SPOUSE/FAMILY | Column % | 18.7% | 20.5% | 19.0% |
| | Q47n. SPOUSE | Column % | 3.3% | 6.9% | 3.9% |
| | Q47o. CHILDRENS | Column % | 22.7% | 18.4% | 22.1% |
| | Q47p. SPOUSE | Column % | 26.4% | 21.9% | 25.7% |
| | Q47q. CHILDRENS | Column % | 7.4% | 5.0% | 7.0% |
| | Q47r. CLOSE TO OTHER | Column % | 15.3% | 16.9% | 15.5% |
| | Q47s. OTHER | Column % | 5.1% | 4.7% | 5.0% |

PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT by Q55

| | | | Q55. GENDER | | Total |
|---|-----------------------|----------|-------------|--------|-------|
| | | | Male | Female | |
| PRIMARY CONCERNS IN CHOOSING PRESENT ASSIGNMENT | Q47a. DOES NOT APPLY | Column % | 9.8% | 9.4% | 9.8% |
| | Q47b. ASSIGNMENT | Column % | 62.9% | 58.6% | 62.3% |
| | Q47c. AVAILABILITY OF | Column % | 3.8% | 1.9% | 3.5% |
| | Q47d. FUTURE | Column % | 8.3% | 7.0% | 8.1% |
| | Q47e. FUTURE | Column % | 24.3% | 27.2% | 24.7% |
| | Q47f. ACCESS TO | Column % | 10.0% | 8.7% | 9.8% |
| | Q47g. COST OF LIVING | Column % | 18.4% | 18.2% | 18.3% |
| | Q47h. GEOGRAPHIC | Column % | 70.4% | 64.9% | 69.6% |
| | Q47i. IMPACT OF MOVE | Column % | 40.3% | 23.8% | 37.9% |
| | Q47j. PROMOTION | Column % | 30.0% | 29.3% | 29.9% |
| | Q47k. REQUIRED FOR | Column % | 28.0% | 26.0% | 27.7% |
| | Q47l. SPOUSE | Column % | 14.1% | 15.7% | 14.3% |
| | Q47m. SPOUSE/FAMILY | Column % | 17.9% | 25.4% | 19.0% |
| | Q47n. SPOUSE | Column % | 4.2% | 2.2% | 3.9% |
| | Q47o. CHILDRENS | Column % | 23.9% | 10.9% | 22.1% |
| | Q47p. SPOUSE | Column % | 27.7% | 13.6% | 25.7% |
| | Q47q. CHILDRENS | Column % | 7.8% | 2.3% | 7.0% |
| | Q47r. CLOSE TO OTHER | Column % | 16.1% | 12.3% | 15.5% |
| | Q47s. OTHER | Column % | 4.1% | 10.3% | 5.0% |

Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 69.0% | 65.8% | 70.9% | 68.4% |
| | Checked | 31.0% | 34.2% | 29.1% | 31.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 68.0% | 70.4% | 68.4% |
| | Checked | 32.0% | 29.6% | 31.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53a. DOES NOT APPLY, I DID NOT EXPERIENCE ANY FINANCIAL LOSS DURING LAST PCS | UnChecked | 70.0% | 58.8% | 68.4% |
| | Checked | 30.0% | 41.2% | 31.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 97.7% | 97.8% | 97.9% | 97.9% |
| | Checked | 2.3% | 2.2% | 2.1% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 98.2% | 96.2% | 97.9% |
| | Checked | 1.8% | 3.8% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53b. DOES NOT APPLY, HAVE NOT EXPERIENCED A PCS MOVE | UnChecked | 98.4% | 94.8% | 97.9% |
| | Checked | 1.6% | 5.2% | 2.1% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS | UnChecked | 93.0% | 94.6% | 91.4% | 93.0% |
| | Checked | 7.0% | 5.4% | 8.6% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS | UnChecked | 93.1% | 92.3% | 93.0% |
| | Checked | 6.9% | 7.7% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53c. LOSS IN VALUE OF A HOME OR PROPERTY YOU OWN DURING LAST PCS | UnChecked | 92.6% | 95.1% | 93.0% |
| | Checked | 7.4% | 4.9% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS | UnChecked | 66.0% | 79.8% | 72.7% | 76.0% |
| | Checked | 34.0% | 20.2% | 27.3% | 24.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS | UnChecked | 75.6% | 78.4% | 76.0% |
| | Checked | 24.4% | 21.6% | 24.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53d. LOSS IN SPOUSE INCOME DURING LAST PCS | UnChecked | 74.2% | 87.0% | 76.0% |
| | Checked | 25.8% | 13.0% | 24.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS | UnChecked | 88.5% | 92.7% | 91.7% | 92.1% |
| | Checked | 11.5% | 7.3% | 8.3% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS | UnChecked | 92.0% | 92.8% | 92.1% |
| | Checked | 8.0% | 7.2% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53e. LOSS IN SPOUSE RETIREMENT BENEFITS DURING LAST PCS | UnChecked | 91.3% | 97.0% | 92.1% |
| | Checked | 8.7% | 3.0% | 7.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT | UnChecked | 68.3% | 76.3% | 67.6% | 71.9% |
| | Checked | 31.7% | 23.7% | 32.4% | 28.1% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

**Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED
BY PCS TRANSITION AGREEMENT * racegrp Crosstabulation**

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT | UnChecked | 72.3% | 70.0% | 71.9% |
| | Checked | 27.7% | 30.0% | 28.1% |
| Total | | 100.0% | 100.0% | 100.0% |

**Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED
BY PCS TRANSITION AGREEMENT * Q55. GENDER Crosstabulation**

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53f. LOSS DUE TO ADDITIONAL COST OF MOVING VEHICLES NOT COVERED BY PCS TRANSITION AGREEMENT | UnChecked | 70.3% | 81.5% | 71.9% |
| | Checked | 29.7% | 18.5% | 28.1% |
| Total | | 100.0% | 100.0% | 100.0% |

**Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD
GOODS * paygrp Crosstabulation**

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|------------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS | UnChecked | 88.6% | 89.9% | 85.6% | 87.8% |
| | Checked | 11.4% | 10.1% | 14.4% | 12.2% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS | UnChecked | 87.9% | 87.0% | 87.8% |
| | Checked | 12.1% | 13.0% | 12.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53g. LOSS DUE TO ADDITIONAL COST FOR FULL COMMERCIAL INSURANCE OF HOUSEHOLD GOODS | UnChecked | 87.3% | 90.6% | 87.8% |
| | Checked | 12.7% | 9.4% | 12.2% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS | UnChecked | 86.8% | 91.0% | 89.1% | 90.0% |
| | Checked | 13.2% | 9.0% | 10.9% | 10.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS | UnChecked | 90.2% | 89.0% | 90.0% |
| | Checked | 9.8% | 11.0% | 10.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53h. LOSS DUE TO STOLEN GOODS DURING LAST PCS | UnChecked | 90.0% | 90.2% | 90.0% |
| | Checked | 10.0% | 9.8% | 10.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE | UnChecked | 61.1% | 57.2% | 51.6% | 54.6% |
| | Checked | 38.9% | 42.8% | 48.4% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE | UnChecked | 55.6% | 49.2% | 54.6% |
| | Checked | 44.4% | 50.8% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q53i. LOSS DUE TO DAMAGED GOODS DURING MOVE | UnChecked | 53.4% | 61.8% | 54.6% |
| | Checked | 46.6% | 38.2% | 45.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q55. GENDER * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------|--------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q55. GENDER | Male | 94.9% | 84.1% | 86.7% | 85.7% |
| | Female | 5.1% | 15.9% | 13.3% | 14.3% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q55. GENDER * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-------------|--------|----------|----------|--------|
| | | majority | minority | |
| Q55. GENDER | Male | 86.8% | 79.5% | 85.7% |
| | Female | 13.2% | 20.5% | 14.3% |
| Total | | 100.0% | 100.0% | 100.0% |

Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|-----|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | 4.3% | 5.5% | 3.5% | 4.5% |
| | No | 95.7% | 94.5% | 96.5% | 95.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----|----------|----------|--------|
| | | majority | minority | |
| Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | | 29.1% | 4.5% |
| | No | 100.0% | 70.9% | 95.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----|-------------|--------|--------|
| | | Male | Female | |
| Q56. SPANISH, HISPANIC, OR LATINO ORIGIN? | Yes | 4.4% | 5.2% | 4.5% |
| | No | 95.6% | 94.8% | 95.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57a. AMERICAN INDIAN OR ALASKA NATIVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57a. AMERICAN INDIAN OR ALASKA NATIVE | UnChecked | 95.9% | 98.6% | 98.5% | 98.5% |
| | Checked | 4.1% | 1.4% | 1.5% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57a. AMERICAN INDIAN OR ALASKA NATIVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57a. AMERICAN INDIAN OR ALASKA NATIVE | UnChecked | 98.4% | 99.0% | 98.5% |
| | Checked | 1.6% | 1.0% | 1.5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) | UnChecked | 93.8% | 95.0% | 97.2% | 96.0% |
| | Checked | 6.2% | 5.0% | 2.8% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57b. ASIAN (ASIAN INDIAN, CHINESE, FILIPINO, JAPANESE, KOREAN, VIETNAMESE, ETC) | UnChecked | 97.0% | 90.2% | 96.0% |
| | Checked | 3.0% | 9.8% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57c. BLACK OR AFRICAN-AMERICAN * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------------|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57c. BLACK OR AFRICAN-AMERICAN | UnChecked | 90.3% | 95.3% | 96.2% | 95.6% |
| | Checked | 9.7% | 4.7% | 3.8% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57c. BLACK OR AFRICAN-AMERICAN * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---------------------------------|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57c. BLACK OR AFRICAN-AMERICAN | UnChecked | 95.8% | 94.1% | 95.6% |
| | Checked | 4.2% | 5.9% | 4.4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) | UnChecked | 95.9% | 99.0% | 99.9% | 99.4% |
| | Checked | 4.1% | 1.0% | .1% | .6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57d. NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (SAMOAN, GUAMANIAN, CHAMORRO, ETC) | UnChecked | 99.7% | 97.1% | 99.4% |
| | Checked | .3% | 2.9% | .6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57e. WHITE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57e. WHITE | UnChecked | 22.2% | 12.7% | 9.1% | 11.2% |
| | Checked | 77.8% | 87.3% | 90.9% | 88.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57e. WHITE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57e. WHITE | UnChecked | 10.5% | 15.5% | 11.2% |
| | Checked | 89.5% | 84.5% | 88.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q57f. OTHER RACIAL BACKGROUND * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-------------------------------|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q57f. OTHER RACIAL BACKGROUND | UnChecked | 99.7% | 96.0% | 96.5% | 96.3% |
| | Checked | .3% | 4.0% | 3.5% | 3.7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q57f. OTHER RACIAL BACKGROUND * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-------------------------------|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q57f. OTHER RACIAL BACKGROUND | UnChecked | 96.6% | 95.1% | 96.3% |
| | Checked | 3.4% | 4.9% | 3.7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q58. RELIGIOUS PREFERENCE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---------------------------|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q58. RELIGIOUS PREFERENCE | No religious preference | 15.9% | 18.5% | 11.0% | 14.8% |
| | Catholic | 42.5% | 32.2% | 32.5% | 32.6% |
| | Orthodox Christian (Greek, Russian, etc.) | | 1.1% | .4% | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 33.0% | 42.4% | 50.1% | 45.9% |
| | Mormon (Latter-day Saints) | | 1.9% | 1.2% | 1.6% |
| | Jewish | 2.3% | .9% | 1.6% | 1.3% |
| | Muslim | | .1% | | .1% |
| | Hindu | | .1% | .1% | .1% |
| | Buddhist | | .6% | .1% | .3% |
| | Other religion not listed | 6.3% | 2.2% | 2.8% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q58. RELIGIOUS PREFERENCE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|----------------------|--|----------|----------|--------|
| | | majority | minority | |
| Q58. | No religious preference | 14.7% | 15.2% | 14.8% |
| RELIGIOUS PREFERENCE | Catholic | 32.3% | 34.2% | 32.6% |
| | Orthodox Christian (Greek, Russian, etc.) | .8% | .4% | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 46.8% | 41.2% | 45.9% |
| | Mormon (Latter-day Saints) | 1.7% | .7% | 1.6% |
| | Jewish | 1.5% | | 1.3% |
| | Muslim | | .4% | .1% |
| | Hindu | | .9% | .1% |
| | Buddhist | .1% | 1.6% | .3% |
| | Other religion not listed | 2.1% | 5.4% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q58. RELIGIOUS PREFERENCE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|----------------------|--|-------------|--------|--------|
| | | Male | Female | |
| Q58. | No religious preference | 14.9% | 13.9% | 14.8% |
| RELIGIOUS PREFERENCE | Catholic | 31.9% | 36.8% | 32.6% |
| | Orthodox Christian (Greek, Russian, etc.) | .8% | | .7% |
| | Protestant Christian (Baptist, Presbyterian, Lutheran, non-d | 46.5% | 42.3% | 45.9% |
| | Mormon (Latter-day Saints) | 1.6% | 1.3% | 1.6% |
| | Jewish | 1.2% | 1.7% | 1.3% |
| | Muslim | .1% | | .1% |
| | Hindu | .1% | .5% | .1% |
| | Buddhist | .3% | .8% | .3% |
| | Other religion not listed | 2.6% | 2.7% | 2.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q59. HIGHEST LEVEL OF EDUCATION COMPLETED * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q59. HIGHEST LEVEL OF EDUCATION COMPLETED | Less than high school completion/no diploma | | | .1% | .1% |
| | Alternate degree/ GED/homestudy/adult-school certification | 2.3% | .1% | | .1% |
| | High school diploma/graduate | 8.8% | .9% | .4% | .8% |
| | Some college, no degree | 39.4% | 4.6% | 2.2% | 4.3% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 18.0% | 2.6% | .7% | 2.1% |
| | Bachelor's degree (B.A., B.S., etc.) | 24.2% | 68.2% | 20.5% | 44.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | 7.3% | 17.6% | 61.7% | 38.7% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | | 5.9% | 14.4% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q59. HIGHEST LEVEL OF EDUCATION COMPLETED * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q59. HIGHEST LEVEL OF EDUCATION COMPLETED | Less than high school completion/no diploma | | .4% | .1% |
| | Alternate degree/ GED/homestudy/adult-school certification | .1% | .4% | .1% |
| | High school diploma/graduate | .8% | 1.0% | .8% |
| | Some college, no degree | 3.9% | 6.6% | 4.3% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 1.6% | 4.5% | 2.1% |
| | Bachelor's degree (B.A., B.S., etc.) | 44.1% | 43.4% | 44.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | 39.5% | 34.0% | 38.7% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | 10.0% | 9.5% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q59. HIGHEST LEVEL OF EDUCATION COMPLETED * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|--|-------------|--------|--------|
| | | Male | Female | |
| Q59. HIGHEST LEVEL OF EDUCATION COMPLETED | Less than high school completion/no diploma | | .5% | .1% |
| | Alternate degree/ GED/homestudy/adult-school certification | .1% | | .1% |
| | High school diploma/graduate | 1.0% | | .8% |
| | Some college, no degree | 4.7% | 2.2% | 4.3% |
| | Associate's degree or other 2-year degree (A.A., A.S., etc.) | 2.3% | .9% | 2.1% |
| | Bachelor's degree (B.A., B.S., etc.) | 44.9% | 38.5% | 44.0% |
| | Master's degree (M.A., M.S., M.B.A., etc.) | 37.7% | 44.3% | 38.7% |
| | Doctoral or professional degree (J.D., Ph.D., M.D., etc.) | 9.3% | 13.7% | 9.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q60. WHAT IS YOUR CURRENT MARITAL STATUS? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|---|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q60. WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | .4% | 26.8% | 5.9% | 16.0% |
| | Married for the first time | 57.4% | 58.5% | 73.3% | 65.6% |
| | Remarried (was divorced or widowed) | 27.8% | 8.0% | 14.0% | 11.4% |
| | Legally separated (or filing for divorce) | 4.7% | 1.7% | .5% | 1.2% |
| | Divorced | 7.4% | 4.7% | 5.8% | 5.3% |
| | Widowed | 2.3% | .3% | .5% | .5% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q60. WHAT IS YOUR CURRENT MARITAL STATUS? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|---|----------|----------|--------|
| | | majority | minority | |
| Q60. WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | 15.1% | 20.7% | 16.0% |
| | Married for the first time | 67.4% | 56.3% | 65.6% |
| | Remarried (was divorced or widowed) | 11.0% | 13.3% | 11.4% |
| | Legally separated (or filing for divorce) | 1.3% | .4% | 1.2% |
| | Divorced | 4.8% | 8.4% | 5.3% |
| | Widowed | .4% | .9% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Q60. WHAT IS YOUR CURRENT MARITAL STATUS? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|---|-------------|--------|--------|
| | | Male | Female | |
| Q60. WHAT IS YOUR CURRENT MARITAL STATUS? | Single, never married | 13.6% | 30.4% | 16.0% |
| | Married for the first time | 69.5% | 42.5% | 65.6% |
| | Remarried (was divorced or widowed) | 11.5% | 10.7% | 11.4% |
| | Legally separated (or filing for divorce) | 1.3% | .5% | 1.2% |
| | Divorced | 3.9% | 14.2% | 5.3% |
| | Widowed | .3% | 1.7% | .5% |
| Total | | 100.0% | 100.0% | 100.0% |

Presence of Children under 21 in household * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Presence of Children under 21 in household | No children under 21 in household | 36.8% | 58.2% | 28.2% | 43.1% |
| | Response not checked | 63.2% | 41.8% | 71.8% | 56.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Presence of Children under 21 in household * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|-----------------------------------|----------|----------|--------|
| | | majority | minority | |
| Presence of Children under 21 in household | No children under 21 in household | 42.0% | 49.1% | 43.1% |
| | Response not checked | 58.0% | 50.9% | 56.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Presence of Children under 21 in household * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|-----------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Presence of Children under 21 in household | No children under 21 in household | 39.5% | 65.0% | 43.1% |
| | Response not checked | 60.5% | 35.0% | 56.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61b. Children under 1 year * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-----------------------------|--------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61b. Children under 1 year | no children | 94.9% | 88.0% | 85.3% | 87.1% |
| | One child | 5.1% | 12.0% | 13.7% | 12.5% |
| | 2 or more children | | | 1.0% | .4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61b. Children under 1 year * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-----------------------------|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61b. Children under 1 year | no children | 86.1% | 92.3% | 87.1% |
| | One child | 13.6% | 7.0% | 12.5% |
| | 2 or more children | .3% | .7% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61b. Children under 1 year * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-----------------------------|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61b. Children under 1 year | no children | 85.6% | 93.7% | 87.1% |
| | One child | 14.1% | 5.7% | 12.5% |
| | 2 or more children | .3% | .6% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61c. Children 1 to 4 yrs. 11 months * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|----------------|--------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61c. Children | no children | 77.0% | 77.6% | 63.6% | 71.8% |
| 1 to 4 yrs. 11 | One child | 19.5% | 16.4% | 27.8% | 21.2% |
| months | 2 or more children | 3.4% | 6.0% | 8.6% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61c. Children 1 to 4 yrs. 11 months * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|----------------|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61c. Children | no children | 71.6% | 72.5% | 71.8% |
| 1 to 4 yrs. 11 | One child | 21.1% | 21.6% | 21.2% |
| months | 2 or more children | 7.2% | 6.0% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61c. Children 1 to 4 yrs. 11 months * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|----------------|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61c. Children | no children | 69.0% | 84.7% | 71.8% |
| 1 to 4 yrs. 11 | One child | 23.4% | 11.0% | 21.2% |
| months | 2 or more children | 7.6% | 4.3% | 7.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61d. Children 5 to 11 yrs. 11 months * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|-----------------|--------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61d. Children | no children | 50.6% | 77.1% | 49.5% | 63.8% |
| 5 to 11 yrs. 11 | One child | 40.7% | 14.4% | 28.0% | 21.2% |
| months | 2 or more children | 8.7% | 8.6% | 22.5% | 14.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61d. Children 5 to 11 yrs. 11 months * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|-----------------|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61d. Children | no children | 63.1% | 67.6% | 63.8% |
| 5 to 11 yrs. 11 | One child | 21.4% | 20.6% | 21.2% |
| months | 2 or more children | 15.5% | 11.8% | 14.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61d. Children 5 to 11 yrs. 11 months * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|-----------------|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61d. Children | no children | 59.7% | 86.6% | 63.8% |
| 5 to 11 yrs. 11 | One child | 24.0% | 6.0% | 21.2% |
| months | 2 or more children | 16.3% | 7.3% | 14.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61e. Children 12 to 14 yrs. 11 months * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|------------------|--------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61e. Children | no children | 76.5% | 89.2% | 63.0% | 77.1% |
| 12 to 14 yrs. 11 | One child | 23.5% | 10.0% | 29.9% | 19.3% |
| months | 2 or more children | | .8% | 7.1% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61e. Children 12 to 14 yrs. 11 months * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|------------------|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61e. Children | no children | 76.9% | 78.6% | 77.1% |
| 12 to 14 yrs. 11 | One child | 19.4% | 18.4% | 19.3% |
| months | 2 or more children | 3.7% | 3.0% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61e. Children 12 to 14 yrs. 11 months * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61e. Children 12 to 14 yrs. 11 months | no children | 74.7% | 88.5% | 77.1% |
| | One child | 21.4% | 9.1% | 19.3% |
| | 2 or more children | 3.8% | 2.4% | 3.6% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61f. Children 15 to 18 yrs. 11 months * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--------------------|--------|------------|------------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61f. Children 15 to 18 yrs. 11 months | no children | 57.9% | 88.5% | 66.4% | 78.4% |
| | One child | 27.3% | 9.7% | 25.3% | 16.7% |
| | 2 or more children | 14.8% | 1.8% | 8.4% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61f. Children 15 to 18 yrs. 11 months * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61f. Children 15 to 18 yrs. 11 months | no children | 77.3% | 83.5% | 78.4% |
| | One child | 17.6% | 12.5% | 16.7% |
| | 2 or more children | 5.1% | 4.0% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61f. Children 15 to 18 yrs. 11 months * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61f. Children 15 to 18 yrs. 11 months | no children | 76.0% | 89.8% | 78.4% |
| | One child | 18.6% | 7.7% | 16.7% |
| | 2 or more children | 5.4% | 2.5% | 4.9% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61g. Children 19 to 20 yrs. 11 months * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|--------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q61g. Children 19 to 20 yrs. 11 months | no children | 91.7% | 97.6% | 84.3% | 92.1% |
| | One child | 8.3% | 2.1% | 13.6% | 6.9% |
| | 2 or more children | | .3% | 2.1% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q61g. Children 19 to 20 yrs. 11 months * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|--------------------|----------|----------|--------|
| | | majority | minority | |
| Q61g. Children 19 to 20 yrs. 11 months | no children | 91.3% | 96.1% | 92.1% |
| | One child | 7.6% | 3.2% | 6.9% |
| | 2 or more children | 1.1% | .7% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q61g. Children 19 to 20 yrs. 11 months * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|--------------------|-------------|--------|--------|
| | | Male | Female | |
| Q61g. Children 19 to 20 yrs. 11 months | no children | 91.3% | 95.8% | 92.1% |
| | One child | 7.7% | 3.6% | 6.9% |
| | 2 or more children | 1.1% | .6% | 1.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|-----------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 53.6% | 73.9% | 68.7% | 70.0% |
| | 2 | 46.4% | 21.2% | 27.5% | 25.9% |
| | 3 | | 3.1% | 2.5% | 2.6% |
| | 4 | | .9% | .8% | .8% |
| | 5 or more | | .9% | .6% | .7% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|-----------|----------|----------|--------|
| | | majority | minority | |
| Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 69.8% | 71.0% | 70.0% |
| | 2 | 26.4% | 23.8% | 25.8% |
| | 3 | 2.9% | 1.7% | 2.6% |
| | 4 | 1.0% | | .8% |
| | 5 or more | | 3.5% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|-----------|-------------|--------|--------|
| | | Male | Female | |
| Q62. HOW MANY CHILDREN DO YOU HAVE IN CHILDCARE AT PRESENT? | 1 | 72.1% | 58.8% | 70.0% |
| | 2 | 24.9% | 30.8% | 25.8% |
| | 3 | 2.0% | 5.8% | 2.6% |
| | 4 | .5% | 2.2% | .8% |
| | 5 or more | .4% | 2.3% | .7% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 91.0% | 92.9% | 92.1% | 92.5% |
| | Neither agree nor disagree | 6.7% | 3.3% | 3.7% | 3.6% |
| | Disagree | 2.3% | 3.9% | 4.2% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 92.6% | 91.6% | 92.5% |
| | Neither agree nor disagree | 3.8% | 2.5% | 3.6% |
| | Disagree | 3.6% | 5.9% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q63a. I AM ABLE TO PAY MY BILLS AND MEET MY FINANCIAL OBLIGATIONS WITH THE PAY I RECEIVE | Agree | 92.4% | 93.0% | 92.5% |
| | Neither agree nor disagree | 3.7% | 2.7% | 3.6% |
| | Disagree | 3.9% | 4.4% | 4.0% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|----------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 60.9% | 76.4% | 75.2% | 75.4% |
| | Neither agree nor disagree | 16.0% | 8.8% | 8.3% | 8.7% |
| | Disagree | 23.1% | 14.8% | 16.5% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|----------------------------|----------|----------|--------|
| | | majority | minority | |
| Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 75.7% | 74.0% | 75.4% |
| | Neither agree nor disagree | 8.9% | 7.9% | 8.7% |
| | Disagree | 15.4% | 18.1% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|----------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q63b. I AM COMPENSATED FAIRLY CONSIDERING ALL OF THE PAY, INCENTIVES AND BENEFITS I RECEIVE | Agree | 74.6% | 80.6% | 75.4% |
| | Neither agree nor disagree | 9.0% | 6.9% | 8.7% |
| | Disagree | 16.4% | 12.6% | 15.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|---|--|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 42.6% | 50.3% | 59.2% | 54.4% |
| | No | 57.4% | 49.4% | 40.4% | 45.2% |
| | Don't know, I have not heard about TSP | | .3% | .5% | .4% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|---|--|----------|----------|--------|
| | | majority | minority | |
| Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 54.0% | 56.3% | 54.4% |
| | No | 45.8% | 42.4% | 45.2% |
| | Don't know, I have not heard about TSP | .2% | 1.3% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|---|--|-------------|--------|--------|
| | | Male | Female | |
| Q64. DO YOU PARTICIPATE IN A THRIFT SAVINGS PLAN (TSP)? | Yes | 54.1% | 56.1% | 54.4% |
| | No | 45.6% | 42.9% | 45.2% |
| | Don't know, I have not heard about TSP | .3% | 1.0% | .4% |
| Total | | 100.0% | 100.0% | 100.0% |

Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * paygrp Crosstabulation

% within paygrp

| | | paygrp | | | Total |
|--|------------------------------------|--------|------------|---------------|--------|
| | | CWO | O-1 to O-3 | O-4 and above | |
| Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 81.5% | 77.5% | 85.5% | 81.5% |
| | Neither satisfied nor dissatisfied | 13.8% | 11.1% | 8.2% | 9.8% |
| | Dissatisfied | 4.7% | 11.4% | 6.3% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% | 100.0% |

Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * racegrp Crosstabulation

% within racegrp

| | | racegrp | | Total |
|--|------------------------------------|----------|----------|--------|
| | | majority | minority | |
| Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 81.0% | 84.1% | 81.5% |
| | Neither satisfied nor dissatisfied | 10.1% | 7.8% | 9.8% |
| | Dissatisfied | 8.9% | 8.1% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY * Q55. GENDER Crosstabulation

% within Q55. GENDER

| | | Q55. GENDER | | Total |
|--|------------------------------------|-------------|--------|--------|
| | | Male | Female | |
| Q65. CONSIDERING EVERYTHING, HOW SATISFIED ARE YOU WITH THE NAVY | Satisfied | 81.8% | 79.6% | 81.5% |
| | Neither satisfied nor dissatisfied | 10.0% | 8.2% | 9.8% |
| | Dissatisfied | 8.2% | 12.2% | 8.8% |
| Total | | 100.0% | 100.0% | 100.0% |

Distribution

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