



# **2002 Active Duty Status of Forces Survey**

## **Overview Briefing**

January 31, 2003

Defense Manpower Data Center

# Briefing Overview

- ✓ Introduction
- Satisfaction
- PCS moves
- Tempo
- Personal readiness
- Unit readiness
- Retention
- Major findings



# Introduction

- **Web-based, active-duty survey fielded July 8 – August 13, 2002**
- **38K Service members surveyed, weighted response rate of 32%**
  - High quality data achieved (margins of error generally within +/-5 percentage points)
- **Briefing includes the following:**
  - Graphic displays of key results
  - Statistical tests based on reporting categories of Service members
    - » To determine whether opinions are universally held or influenced by reporting categories, e.g., Service, paygrade, gender
  - Summaries of key findings

# Introduction

## Reporting Categories

### Service

- Army
- Navy
- Marine Corps
- Air Force

### Paygrade

- E1-E4
- E5-E9
- W1-W5
- O1-O3
- O4-O6

### Location

- CONUS
- Overseas

### Residence

- On-base
- Off-base

### Ethnicity

- Non-Hispanic white
- Minorities

### Family status

- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

### Education

- No college
- Some college
- 4-year degree
- Grad/prof degree

### Service by paygrade

- Army officer
- Navy officer
- Marine Corps officer
- Air Force officer
- Army enlisted
- Navy enlisted
- Marine Corps enlisted
- Air Force enlisted

### Gender by paygrade

- Male enlisted
- Male officer
- Female enlisted
- Female officer

# Introduction

## Reading Reporting Categories Slides for SATISFACTION and AGREEMENT Findings

### How satisfied are you with each of the following?

- Green -- more satisfied →
- Yellow -- less satisfied →
- Neither satisfied nor dissatisfied
- Red -- more dissatisfied →

### Indicate the extent to which you agree or disagree with the following statements.

- Green -- more agree →
- Yellow -- less agree →
- Neither agree nor disagree
- Red -- more disagree →

# Introduction

## Reading Reporting Categories Slides

KEY: More Satisfied Less Satisfied More Dissatisfied	Standard Content								As Required Content				
	Service Category				Paygrade Category								
	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Army Enlisted			
Satisfaction with military way of life	<b>SAT</b>	59	61	54	68	47	70	74	85	49	56		
	<b>DIS</b>	22	19	27	15	29	14	13	7	29	24		

Margins of error within +/-4%

<b>Positive response</b> • Satisfied • Agree • Etc.	More Positive 	<b>More Negative</b> 	<b>Negative response</b> • Dissatisfied • Disagree • Etc.
	Less Positive 		

# Briefing Overview

- Introduction
- ✓ Satisfaction
- PCS moves
- Tempo
- Personal readiness
- Unit readiness
- Retention
- Major findings



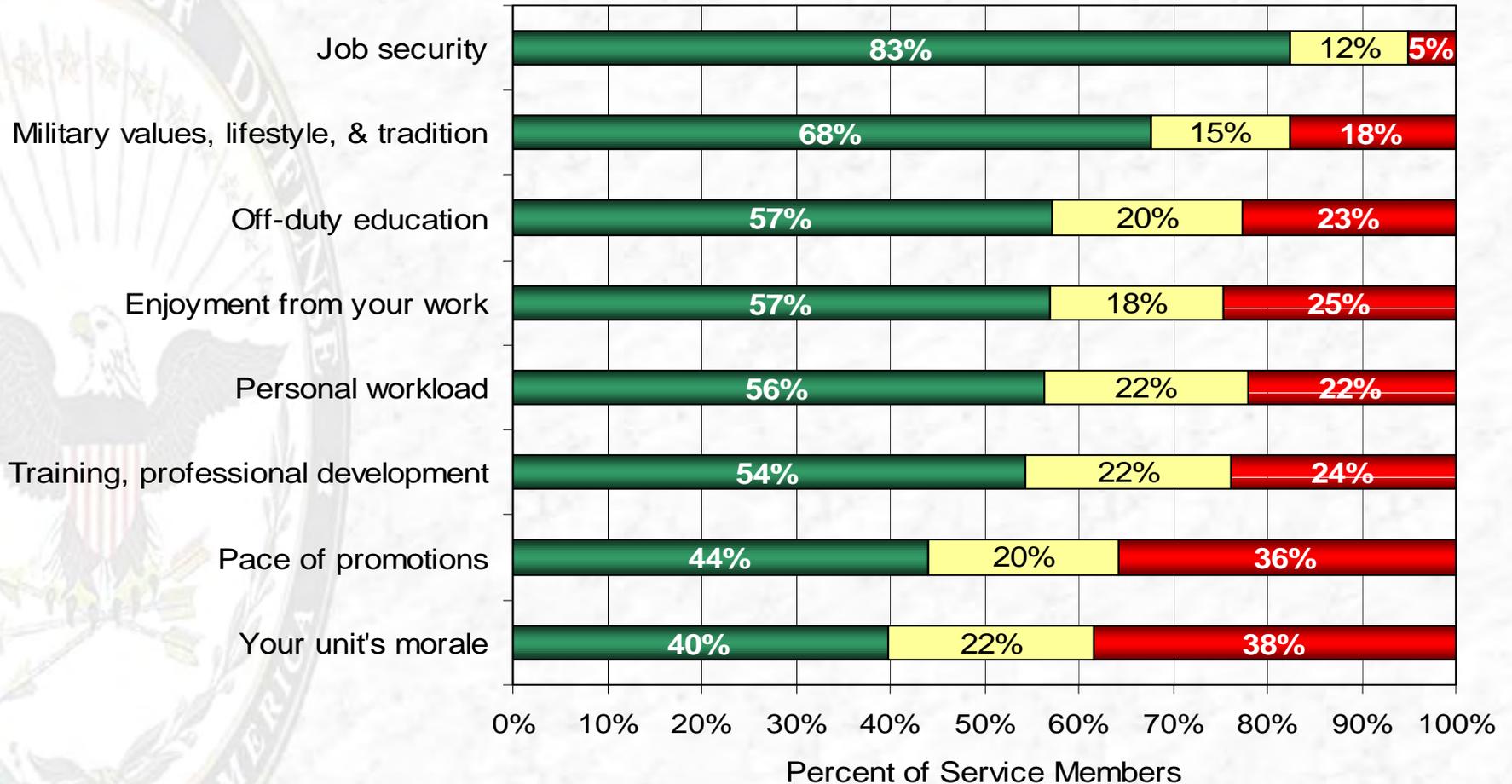
# Satisfaction

- ✓ Aspects of military service
  - Pay & benefits
  - Quality of life & family programs
  - Assignments & travel
  - Overall military way of life



# Aspects of Military Service

How satisfied are you with each of the following?



■ Satisfied    ■ Neither Satisfied nor Dissatisfied    ■ Dissatisfied

# Aspects of Military Service

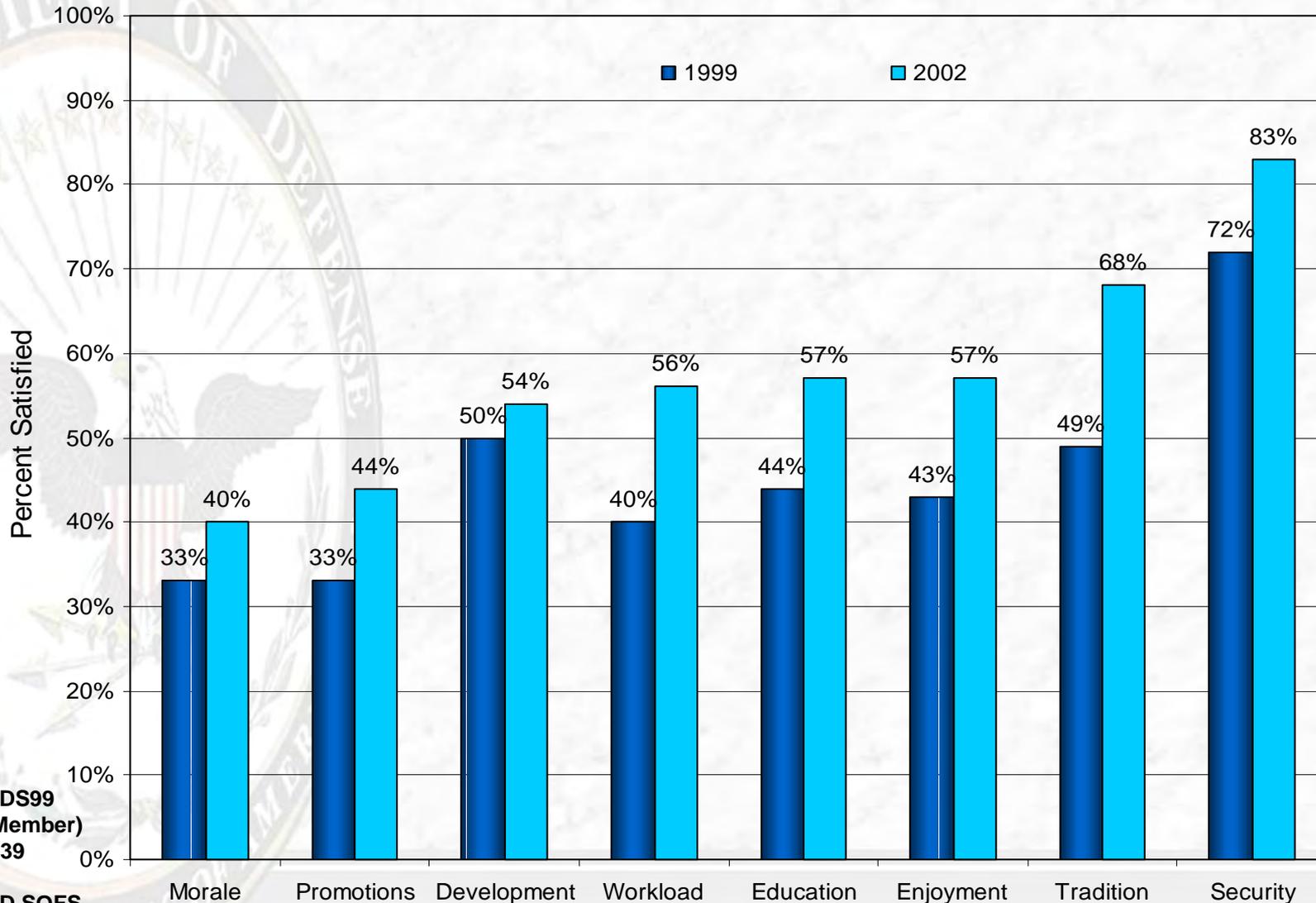
## Reporting Categories

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Enlisted	Male Officers	Army Enlisted	Navy Enlisted	Air Force Enlisted
	Job security	SAT	79	87	79	83	79	85	87	85	79	82	86	79	87
	DIS	7	3	6	4	6	4	3	6	7	5	4	7	3	4
Military values, lifestyle, & tradition	SAT	65	67	66	74	56	75	80	88	58	65	83	62	65	71
	DIS	21	18	18	12	24	14	9	7	23	19	8	23	19	13
Off-duty education	SAT	50	61	52	65	52	64	53	56	50	56	54	51	62	66
	DIS	30	19	27	16	27	20	20	14	26	25	18	30	20	17
Enjoyment from your work	SAT	55	57	53	61	44	65	70	78	50	54	75	52	55	58
	DIS	26	24	27	22	33	19	16	11	29	26	13	28	26	24
Personal workload	SAT	54	59	52	58	51	60	60	61	52	55	61	53	58	58
	DIS	24	20	22	22	22	22	21	23	22	22	21	24	20	21
Training, professional development	SAT	50	56	55	59	49	57	62	68	52	53	63	48	54	57
	DIS	29	23	22	19	27	22	19	16	25	24	19	30	24	19
Pace of promotions	SAT	45	43	41	45	38	43	68	59	40	40	63	41	40	41
	DIS	37	37	39	31	40	38	12	24	39	40	19	40	40	34
Your unit's morale	SAT	35	43	39	44	31	42	56	65	36	37	60	31	40	40
	DIS	43	36	38	34	47	36	24	19	43	41	21	47	39	36

# Aspects of Military Service

## 1999-2002 Comparisons



ADS99  
(Member)  
Q39

AD SOFS  
July 02  
Q27

Margins of error within +/-2%

# Aspects of Military Service

## Summary of Findings

### 1999 – 2002 Trends

- **All “Aspects of Military Service” show increased satisfaction since 1999 survey**
  - 7 of 8 areas up by 7 percentage points or more
  - 6 of 8 up by more than 10 percentage points

### 2002 Findings

- **Relatively high satisfaction for job security (83%) and military values, lifestyle and tradition (68%)**
- **Less than 50% satisfied with promotions (44%) and morale (40%), with more than 1 in 3 being dissatisfied**
- **E1-E4 and Army enlisted not as satisfied or more dissatisfied in several areas**

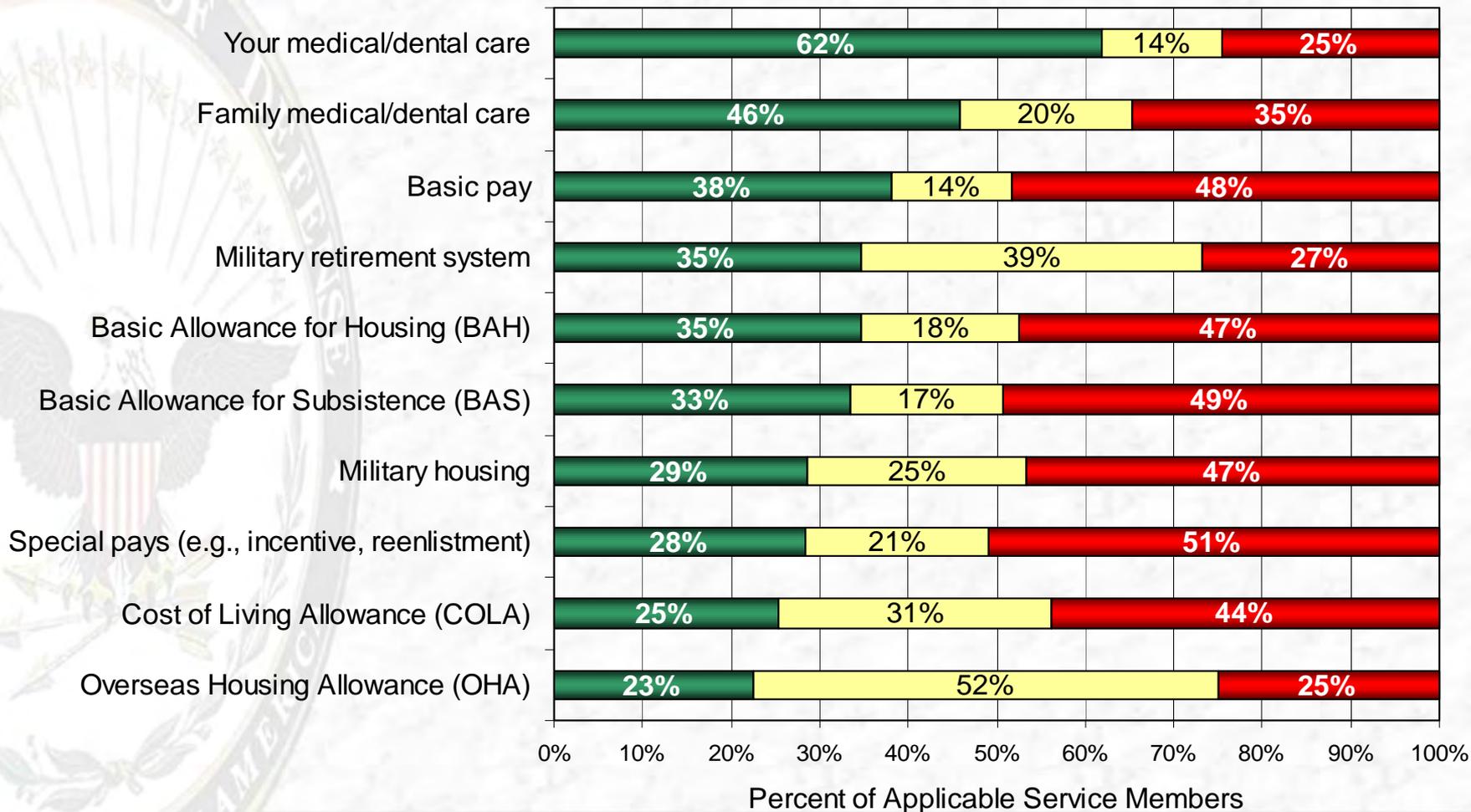
# Satisfaction

- Aspects of military service
- ✓ Pay & benefits
- Quality of life & family programs
- Assignments & travel
- Overall military way of life



# Pay & Benefits

How satisfied are you with each of the following?



# Pay & Benefits

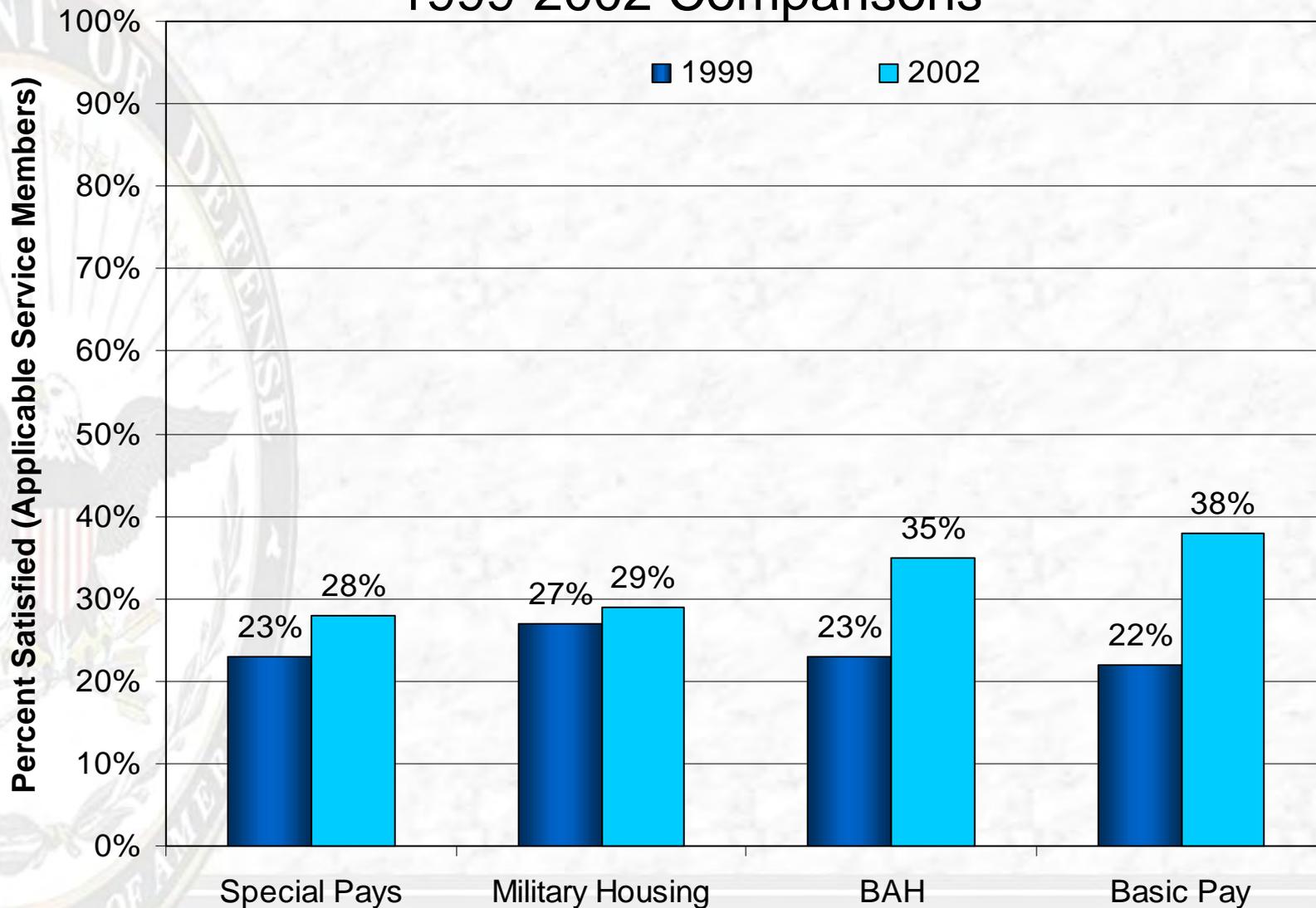
## Reporting Categories

Percent of Applicable Service Members

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Some College	Male Enlisted	Male Officers	Army Enlisted	Marine Enlisted
Your medical/dental care	SAT	60	65	58	63	63	59	66	64	59	61	64	60	58
	DIS	27	22	27	23	24	26	19	23	27	26	21	27	28
Family medical/dental care	SAT	45	49	43	44	47	45	49	44	45	45	44	46	44
	DIS	37	31	32	36	25	41	35	44	36	35	42	36	31
Basic pay	SAT	34	40	33	44	31	36	65	66	34	32	62	29	29
	DIS	53	46	52	42	54	51	24	23	52	54	27	57	55
Military retirement system	SAT	29	37	30	41	30	33	46	61	32	31	52	26	27
	DIS	30	27	23	24	17	39	23	22	29	29	24	30	24
Basic Allowance for Housing (BAH)	SAT	31	39	28	38	32	33	48	45	32	31	44	29	26
	DIS	51	44	48	47	43	53	41	44	51	50	44	51	49
Basic Allowance for Subsistence (BAS)	SAT	30	35	24	41	30	35	41	43	33	31	38	29	23
	DIS	55	48	53	42	52	49	43	39	51	52	45	55	54
Military housing	SAT	25	31	23	35	28	30	25	26	29	29	25	26	22
	DIS	56	38	47	40	39	50	58	58	46	45	59	55	46
Special pays (e.g., incentive, reenlistment)	SAT	26	32	20	31	30	23	41	45	26	26	41	25	18
	DIS	54	49	53	48	45	60	42	39	52	53	42	55	55
Cost-of-Living Allowance (COLA)	SAT	23	29	21	27	22	24	41	42	24	22	38	21	20
	DIS	49	40	47	38	40	52	33	38	46	46	37	50	48
Overseas Housing Allowance (OHA)	SAT	20	24	17	29	16	26	43	45	21	18	41	17	16
	DIS	32	18	25	21	21	32	18	23	27	27	21	33	25

# Pay & Benefits

## 1999-2002 Comparisons



ADS99  
(Member)  
Q39

AD SOFS  
July 02  
Q46

Margins of error within +/-2%

# Pay & Benefits

## Summary of Findings

### 1999 – 2002 Trends

- **Satisfaction up in 3 of 4 trend areas, but overall levels relatively low**
- **Largest increases in satisfaction with Basic Pay and BAH**

### 2002 Findings

- **Satisfaction less than 50% in all areas but members' medical/dental care (62%)**
- **Approximately half of members dissatisfied with Basic Pay (48%), BAH (47%), BAS (49%), special pays (51%), and military housing (47%)**
- **Army enlisted not as satisfied and/or more dissatisfied in several areas**

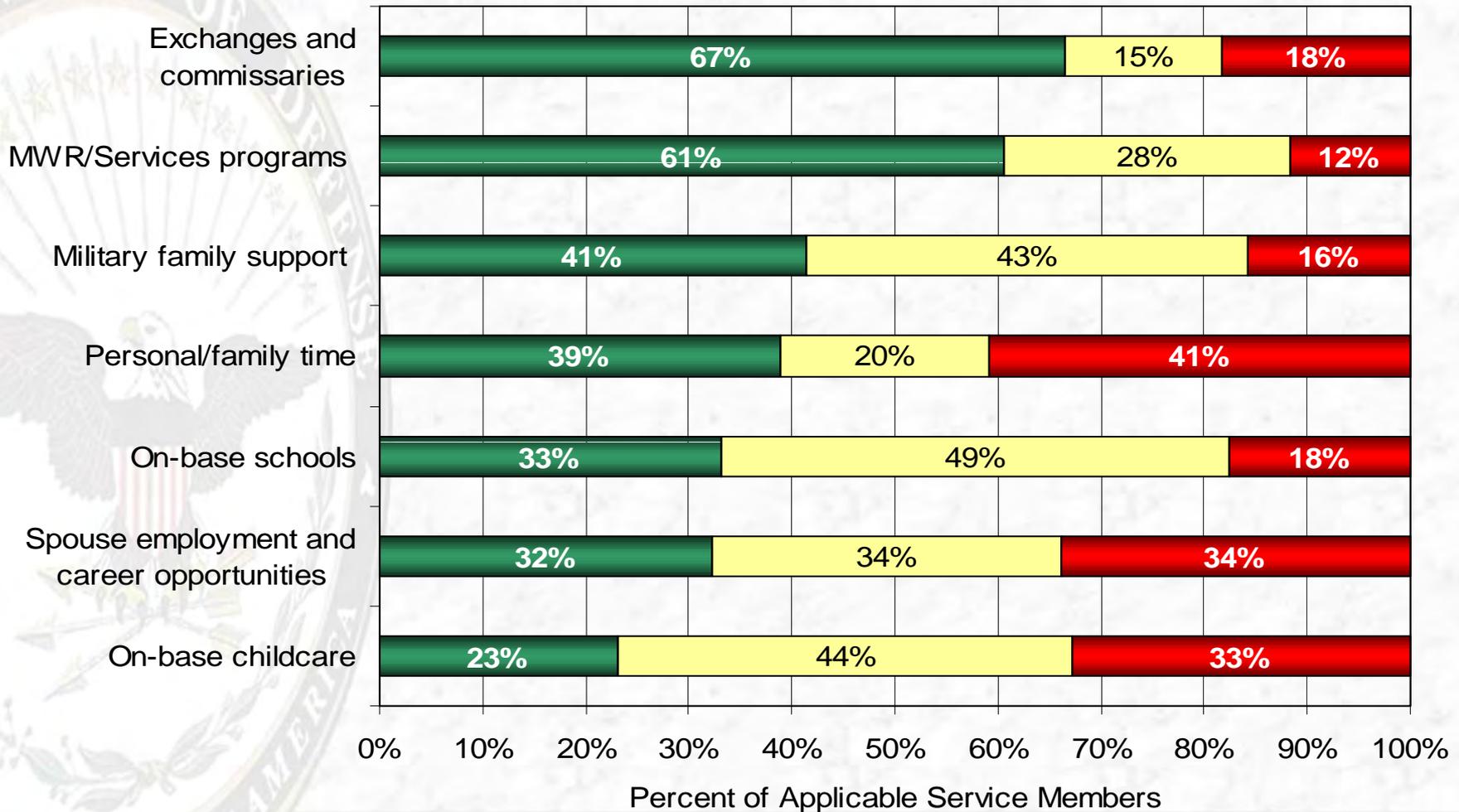
# Satisfaction

- Aspects of military service
- Pay & benefits
- ✓ Quality of life & family programs
- Assignments & travel
- Overall military way of life



# Quality of Life & Family Programs

How satisfied are you with each of the following?



■ Satisfied    ■ Neither Satisfied nor Dissatisfied    ■ Dissatisfied

# Quality of Life & Family Programs

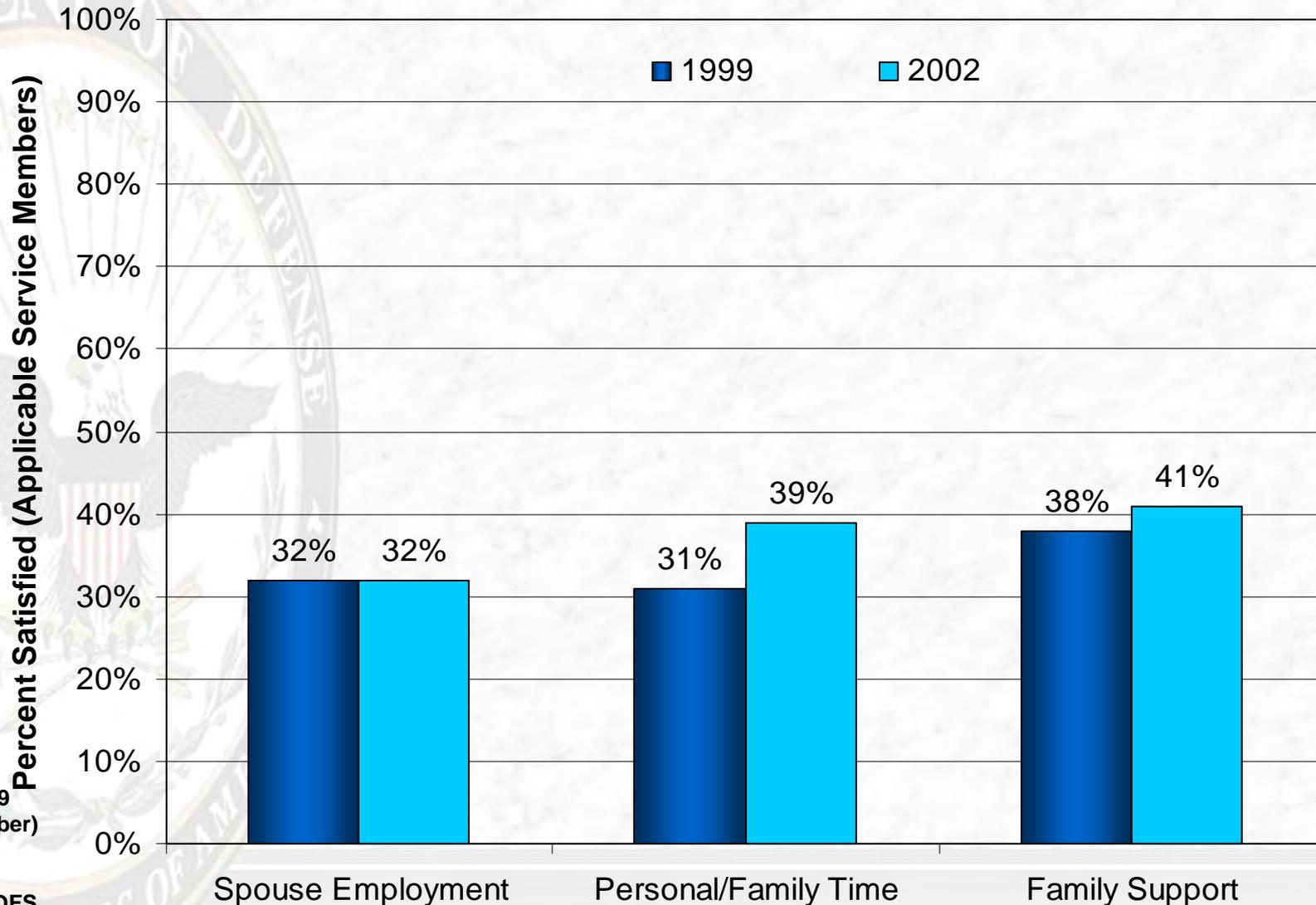
## Reporting Categories

Percent of Applicable Service Members

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Navy Enlisted	No College	Male Enlisted	Army Enlisted	Air Force Enlisted
	Exchanges & commissaries	SAT	64	72	67	64	68	64	69	70	72	69	66	64
	DIS	20	15	18	19	17	21	17	16	15	16	19	20	20
MWR/Services programs	SAT	58	71	54	57	57	63	64	63	71	60	60	58	55
	DIS	13	10	16	10	11	12	9	11	10	12	13	13	10
Military family support	SAT	33	42	33	55	34	45	48	47	42	37	40	30	55
	DIS	25	13	12	8	17	17	9	9	14	16	17	27	8
Personal/family time	SAT	35	38	36	46	33	45	42	40	37	34	38	34	48
	DIS	46	41	43	33	44	38	38	44	42	45	42	47	31
On-base schools	SAT	37	26	24	38	22	43	32	43	27	28	33	36	38
	DIS	20	19	15	14	14	21	22	22	19	15	17	20	14
Spouse employment & career opportunities	SAT	26	40	26	36	25	37	34	35	40	30	31	24	37
	DIS	41	30	31	30	32	34	38	37	29	29	34	41	28
On-base childcare	SAT	22	23	20	26	16	27	32	31	23	21	20	20	25
	DIS	37	32	28	30	26	39	32	29	32	24	33	38	31

# Quality of Life & Family Programs

## 1999-2002 Comparisons



ADS99  
(Member)  
Q39

AD SOFS  
July 02  
Q50

Margins of error within +/-2%

# Quality of Life & Family Programs

## Summary of Findings

### 1999 – 2002 Trends

- **Small gain in personal & family time, up from 31% to 39%**

### 2002 Findings

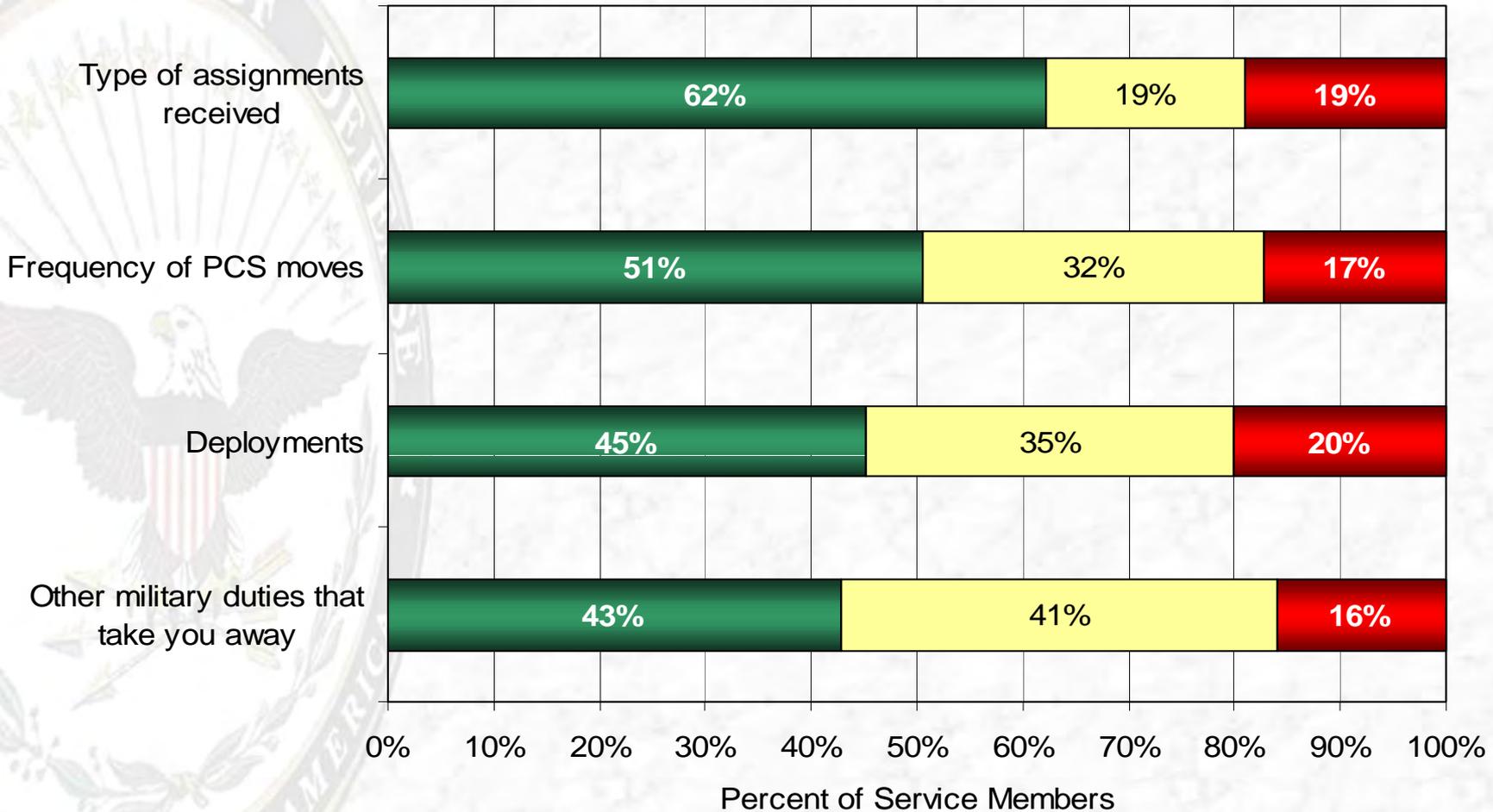
- **More members dissatisfied than satisfied with:**
  - Personal & family time (41% vs. 39%)
  - Spouse employment & career opportunities (34% vs. 32%)
  - On-base childcare (33% vs. 23%)
- **Satisfaction relatively high with exchanges & commissaries and MWR/Services programs**

# Satisfaction

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- ✓ Assignments & travel
- Overall military way of life

# Assignments & Travel

How satisfied are you with each of the following?



# Assignments & Travel

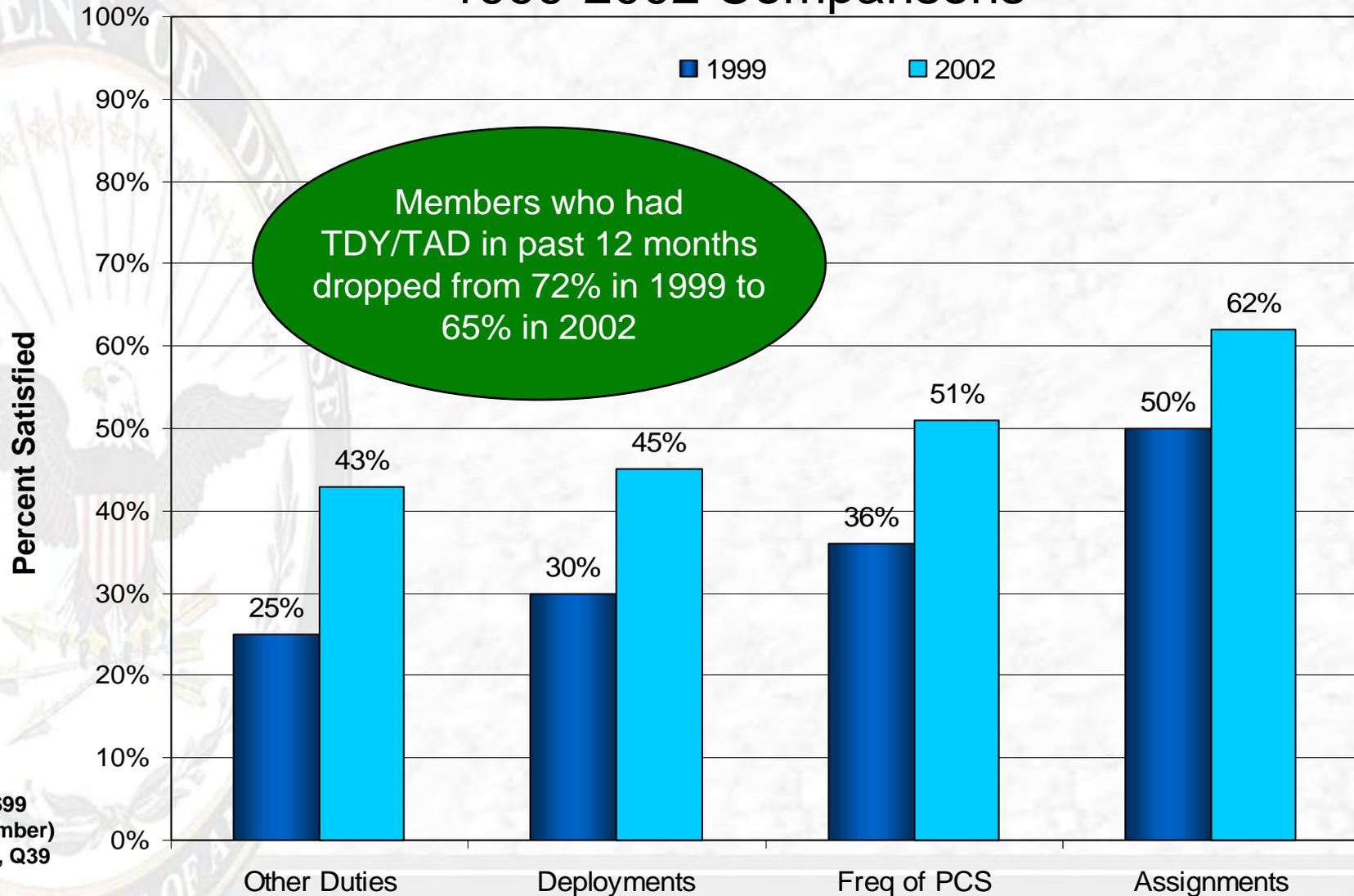
## Reporting Categories

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Single w/o Children	Army Enlisted	Marine Enlisted
	Type of assignments received	<b>SAT</b>	59	65	58	65	49	70	76	86	52	54	55
	<b>DIS</b>	23	16	20	16	25	16	12	8	23	23	25	22
Frequency of PCS moves	<b>SAT</b>	50	51	45	54	35	64	59	61	38	37	48	43
	<b>DIS</b>	19	13	18	19	18	15	17	23	17	18	18	18
Deployments	<b>SAT</b>	45	47	43	44	37	52	46	58	39	38	43	42
	<b>DIS</b>	19	18	25	21	24	18	17	12	24	22	20	27
Other military duties that take you away	<b>SAT</b>	42	43	40	46	32	51	50	58	33	35	40	38
	<b>DIS</b>	18	14	21	13	20	12	13	12	20	18	18	22

# Assignments & Travel

## 1999-2002 Comparisons



ADS99  
(Member)  
Q14, Q39

AD SOFS  
July 02  
Q34, Q41

Margins of error within +/-2%

# Assignments & Travel

## Summary of Findings

### 1999 – 2002 Trends

- **Significant improvements (12-18 percentage points) in all assignment & travel measures**

### 2002 Findings

- **Less than half satisfied with deployments and duties away from permanent duty station**
- **Dissatisfaction is 1 in 5 or smaller**
- **E1-E4 less satisfied in all areas**

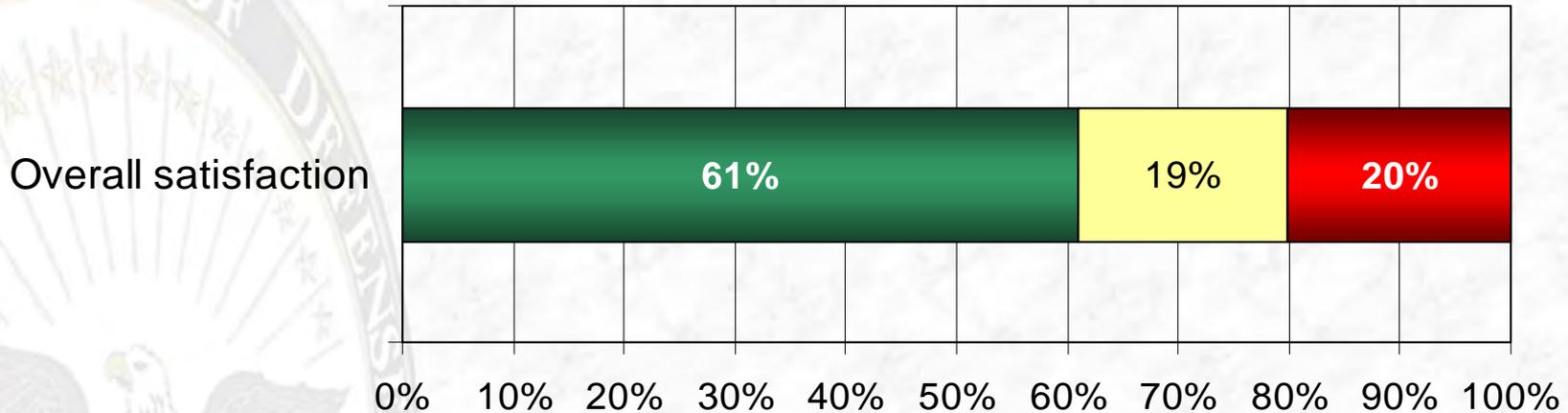
# Satisfaction

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- Assignments & travel
- ✓ Overall military way of life

# Overall Military Way of Life

Overall, how satisfied are you with the military way of life?

Percent of Service Members



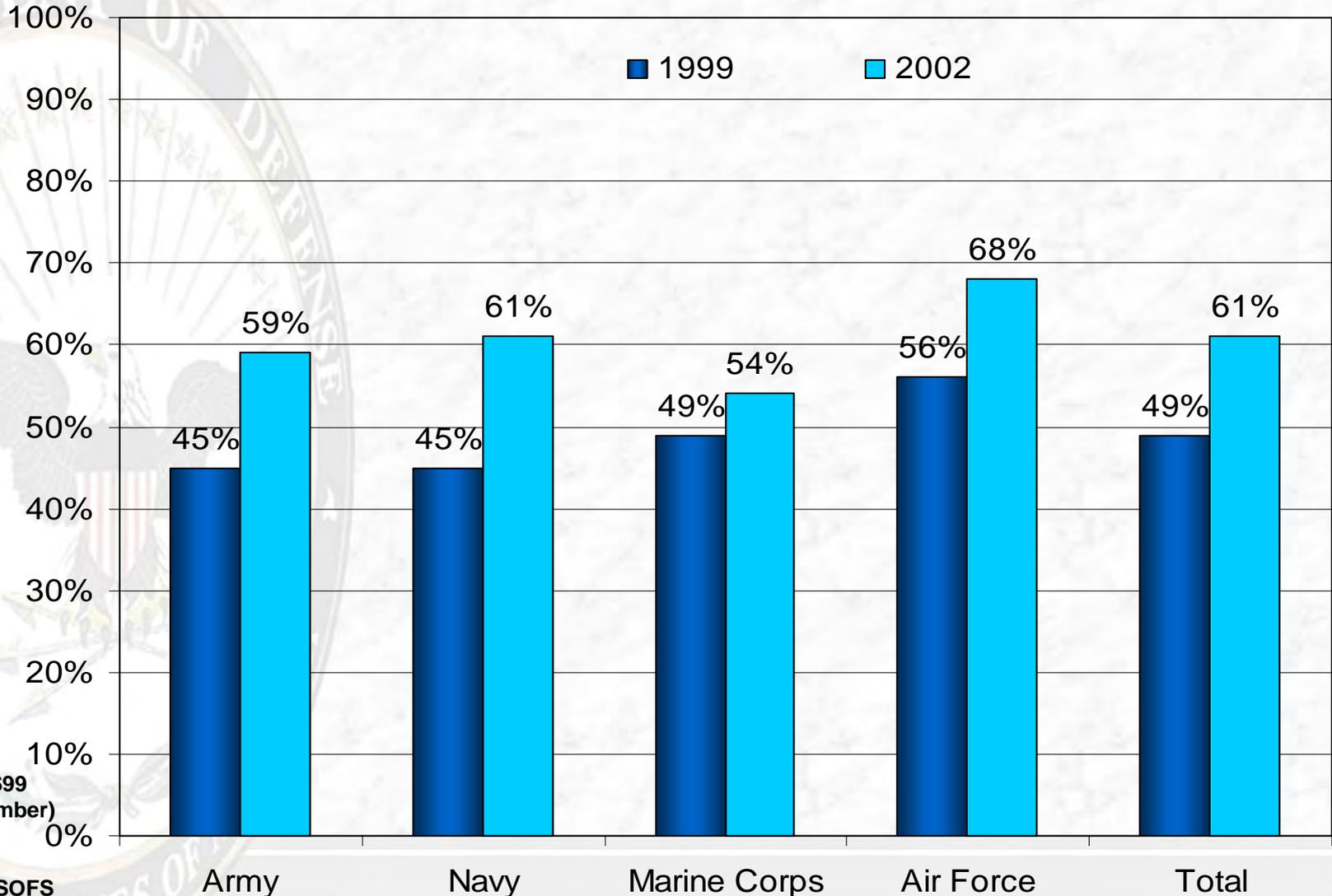
Margins of error within +/-2%

■ Satisfied ■ Neither Satisfied nor Dissatisfied ■ Dissatisfied

KEY: More satisfied Less satisfied More dissatisfied		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Army Enlisted
	Satisfaction with military way of life	<b>SAT</b>	59	61	54	68	47	70	74	85	49
	<b>DIS</b>	22	19	27	15	29	14	13	7	29	24

# Overall Military Way of Life

## 1999-2002 Comparisons by Service



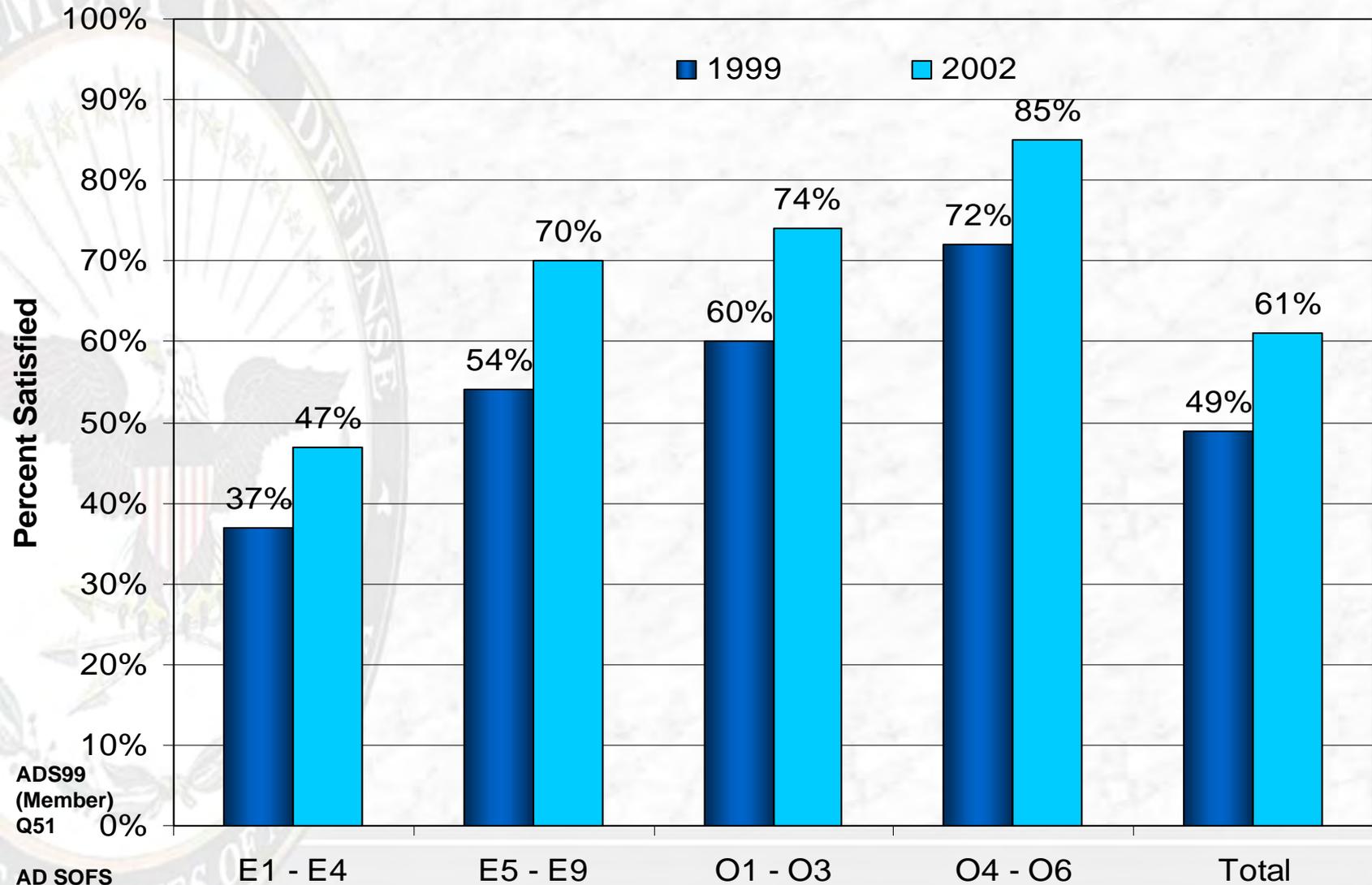
ADS99  
(Member)  
Q51

AD SOFS  
July 02  
Q52

Margins of error within +/-4%

# Overall Military Way of Life

## 1999-2002 Comparisons by Paygrade



ADS99  
(Member)  
Q51

AD SOFS  
July 02  
Q52

Margins of error within +/-3%

# Overall Military Way of Life

## Summary of Findings

### 1999 – 2002 Trends

- **Overall satisfaction with military way of life up 12 percentage points from 49% to 61%**
  - Improvement in all Services (12 to 16 percentage points, except Marine Corps (5 points)) and across all paygrade categories

### 2002 Findings

- **Air Force most satisfied (68%)**
- **Junior enlisted showed 10 percentage-point improvement over 1999 but still less satisfied (47%) than all other paygrade categories**

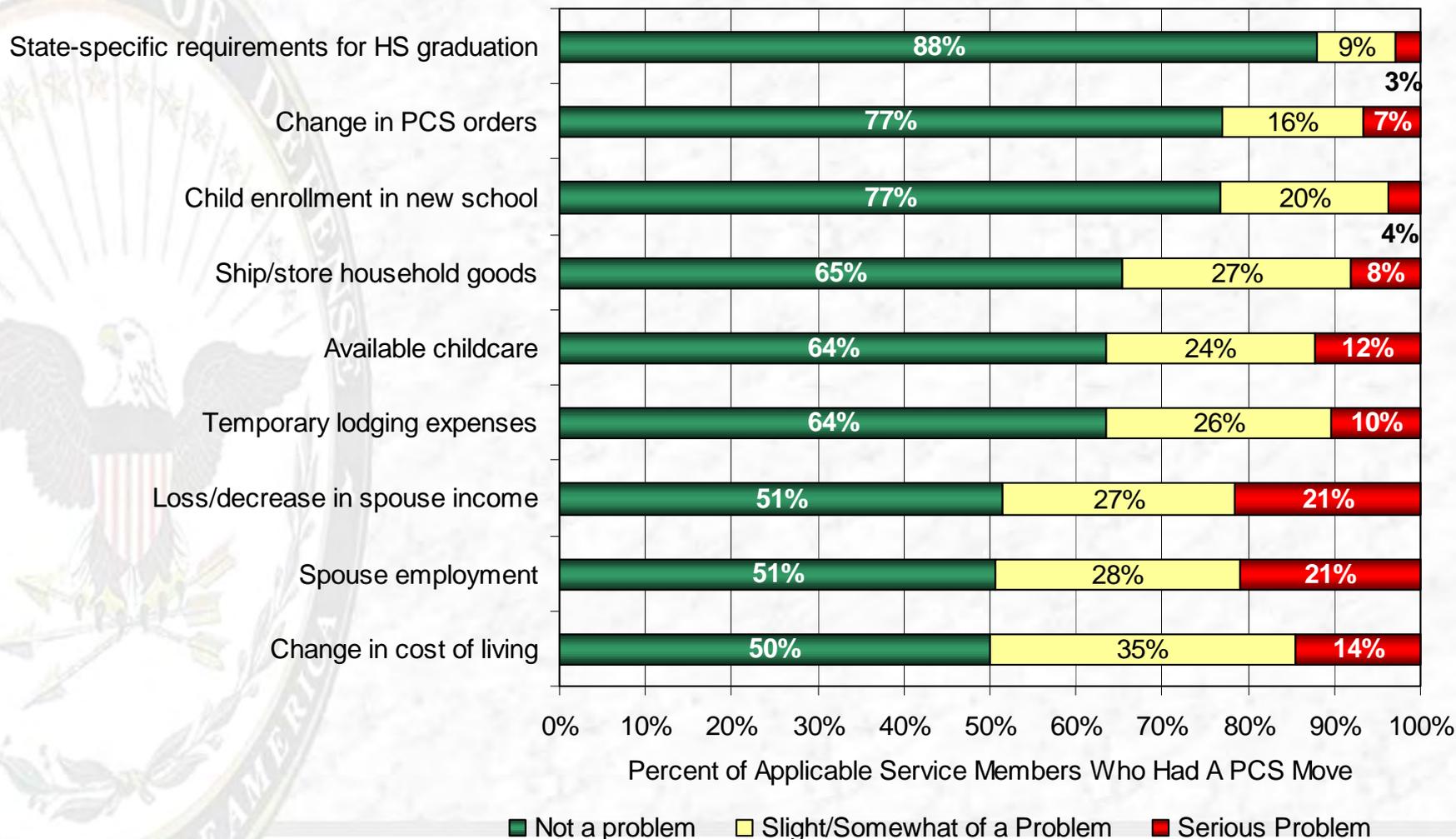
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# PCS Moves

For your most recent PCS move, were any of the following a problem?



# PCS Moves

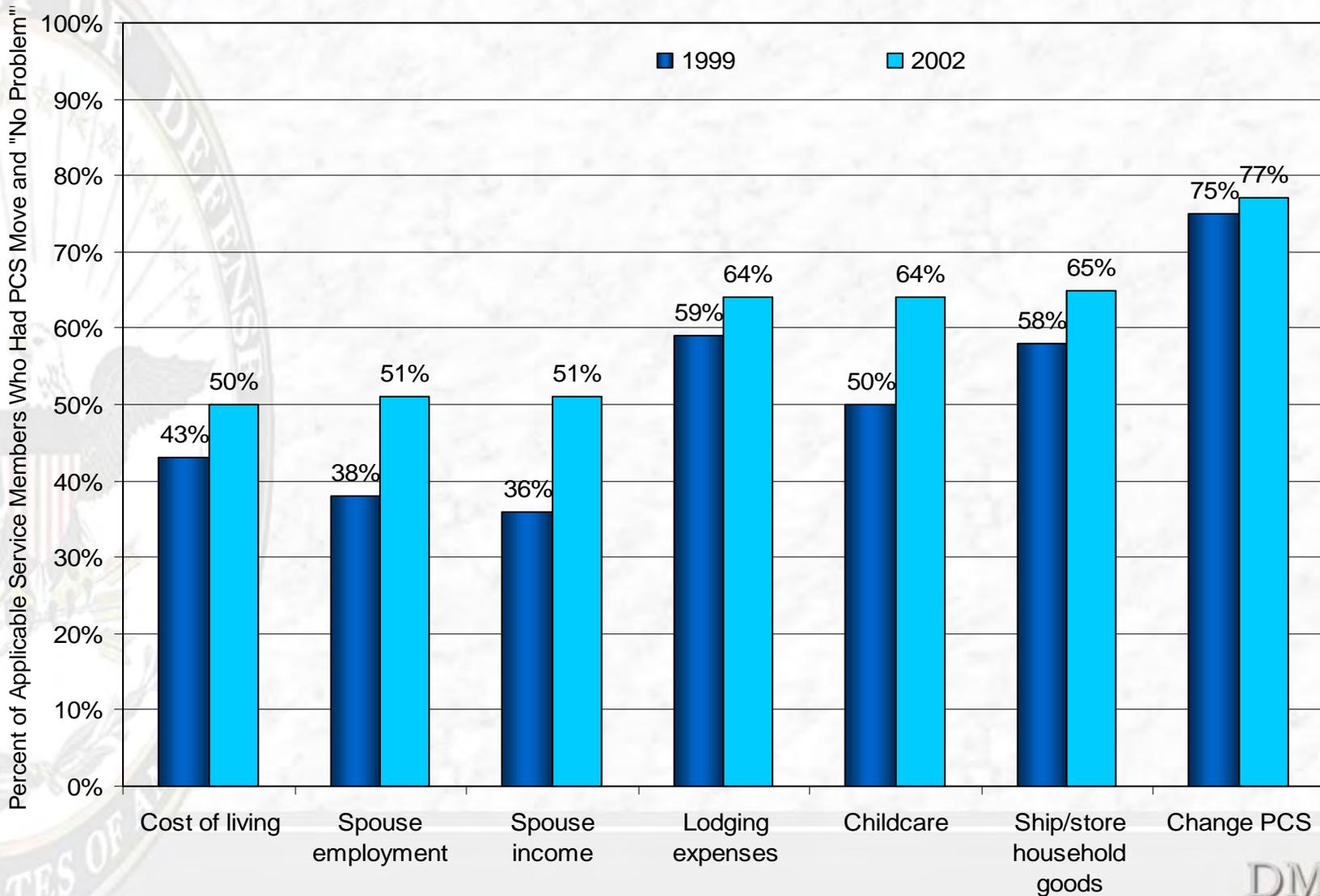
## Reporting Categories

Percent of Applicable Service Members Who Had A PCS Move

KEY: More likely not to be a problem Less likely not to be a problem More likely to be a problem		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Male Enlisted	Male Officers	Army Enlisted	Air Force Enlisted	Some College	Single w/o Children	Married w/ Children
	State requirement for HS graduation	No Prob	85	89	88	90	95	86	95	82	88	87	85	91	88	98
	Prob	4	1	4	3	1	4	1	3	3	3	4	3	4	0	4
Change in PCS orders	No Prob	73	80	79	79	74	79	75	76	77	75	73	80	79	76	77
	Prob	9	4	7	6	7	6	6	6	7	6	9	5	7	6	6
Child enrollment in new school	No Prob	76	76	79	77	84	77	78	65	79	71	78	80	77	96	73
	Prob	4	3	5	3	4	3	3	6	3	5	4	3	3	1	4
Ship/store household goods	No Prob	65	64	66	66	62	71	58	54	67	56	67	69	68	67	65
	Prob	8	8	9	7	8	7	9	13	8	10	8	6	7	7	9
Available childcare	No Prob	62	64	61	65	61	62	71	71	64	72	61	63	60	91	60
	Prob	13	13	14	11	17	12	8	7	12	7	14	11	13	3	13
Temporary lodging expenses	No Prob	60	62	67	67	63	64	65	63	62	62	61	67	63	70	60
	Prob	13	11	8	8	11	11	8	10	11	9	14	7	11	8	12
Loss/decrease in spouse income	No Prob	48	51	50	56	58	46	60	62	48	59	46	54	50	77	46
	Prob	25	20	21	18	19	25	16	14	24	16	27	20	23	11	24
Spouse employment	No Prob	47	50	49	56	54	47	57	58	47	55	46	55	49	74	46
	Prob	25	20	21	17	23	22	19	15	23	18	26	18	21	13	22
Change in cost of living	No Prob	49	49	49	52	52	48	57	51	48	53	48	51	49	57	47
	Prob	15	16	14	13	16	15	11	12	15	12	16	13	16	13	16

# PCS Moves

## 1999-2002 Comparisons



ADS99  
(Member)  
Q13

AD SOFS  
July 02  
Q37

Margins of error within +/-2%

# PCS Moves

## Summary of Findings

### 1999 – 2002 Trends

- **Percent of members reporting no problem increased 5–15 percentage points in 6 of 7 measured areas**

### 2002 Findings

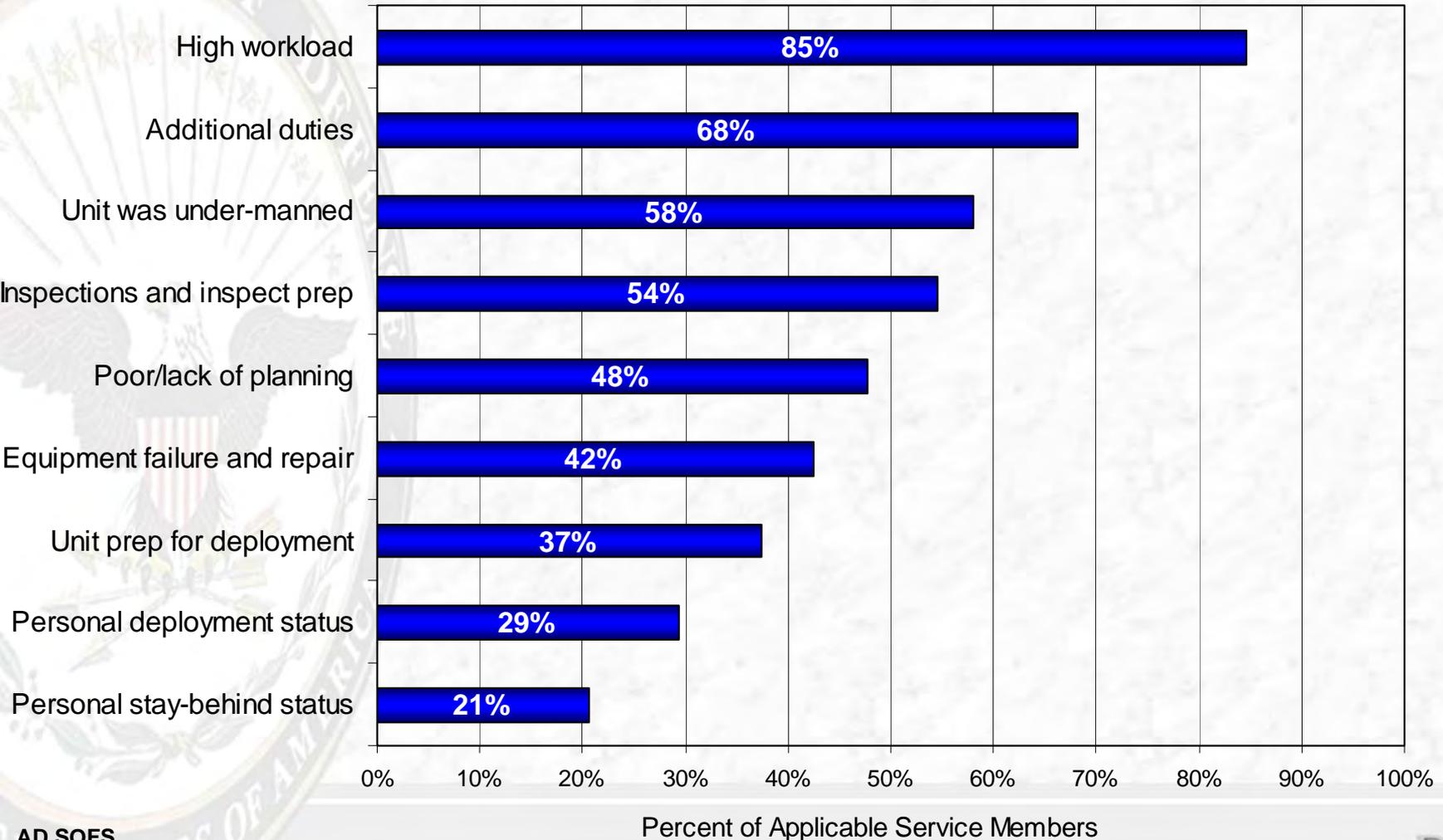
- **For each PCS-move measure, majority of members had no problem**
- **Of those with a problem, those with slight or somewhat of a problem outweigh those with a serious problem**
- **Income-related problems affected members most seriously**
  - 1 in 5 members indicated serious problems with spouse employment or loss/decrease in spouse's income
  - Half of members said change in cost of living resulted in slight to serious problem with most recent move
- **12% said availability of childcare was a serious problem**

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# Tempo

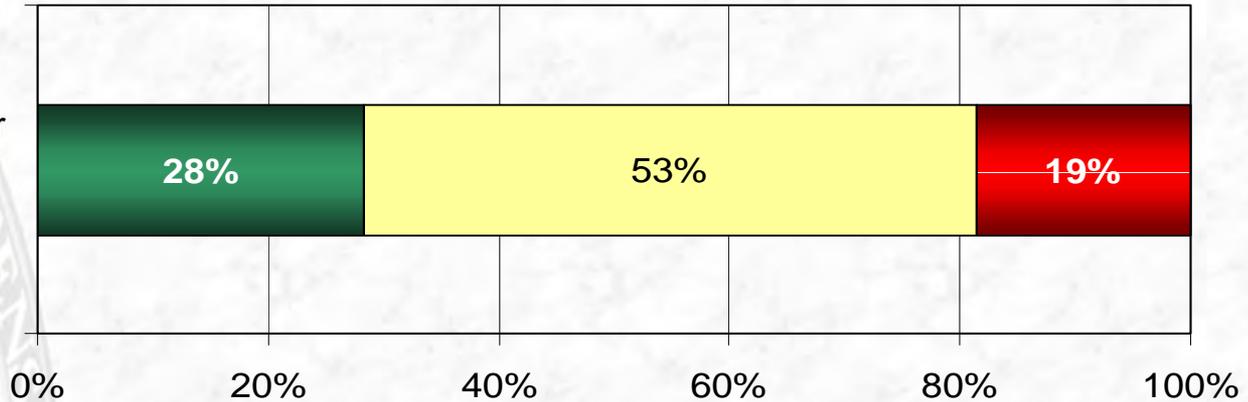
When you have had to work more hours than usual, what were the primary reasons?



# Tempo

Percent of Service Members

In the past 12 months, have you spent more or less time away from your PDS than you expected?



Margins of error within +/-2%

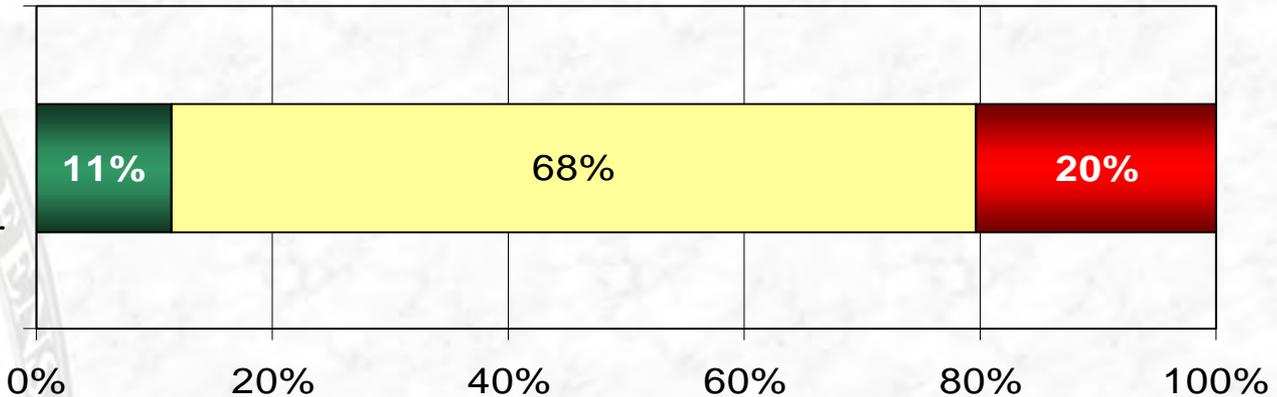
■ Less time than expected    
 ■ About the time expected    
 ■ More time than expected

KEY: Higher response of "less time" Lower response of "less time" Higher response of "more time"												
		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Air Force Enlisted	Single w/o Children
Time away from duty station expectations	Less	29	23	26	33	34	26	18	20	22	36	17
	More	22	19	19	14	20	17	21	16	31	13	33

# Tempo

Percent of Service Members

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?



Margins of error within +/-2%

■ Increased desire to stay   ■ Neither incr'd nor decr'd desire   ■ Decreased desire to stay

KEY: More likely to increase desire Less likely to increase desire More likely to decrease desire to stay		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted
	Impact of time away on desire to stay	Increase	11	11	11	13	12	10	14	8
	Decrease	23	22	22	15	23	17	17	13	24

# Tempo & Career Intentions

In the past 12 months, have you spent more or less time away from your PDS than you expected?

What impact has time away from your PDS in the past 12 months had on your military career intentions?

	Less time than expected	About the time expected	More time than expected
Decreased desire to stay	17%	15%	44%
Neither increased nor decreased desire to stay	69%	75%	45%
Increased desire to stay	14%	10%	11%
Total	100%	100%	100%

# Tempo

## Summary of Findings

### 2002 Findings

- **Workload and additional duties main reasons for working more than usual**
- **Desire to stay decreases with more-than-expected time away from permanent duty station**

# Briefing Overview

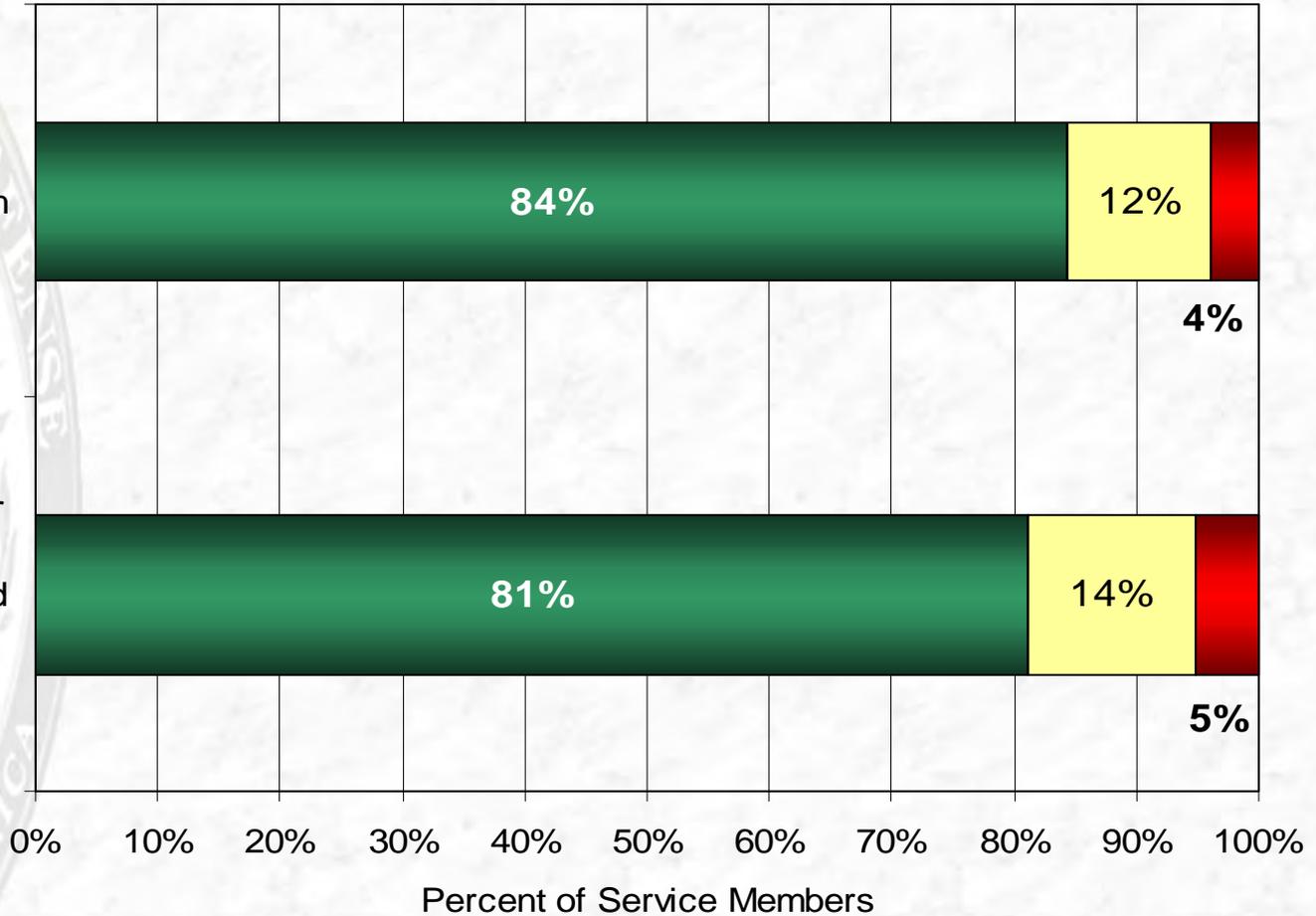
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# Personal Readiness

How well prepared are you physically to perform your wartime job?

Taking into account your training and experience, overall how well prepared are you to perform your wartime job?



■ Well prepared   ■ Neither well nor poorly prepared   ■ Poorly prepared

# Personal Readiness

## Reporting Categories

Percent of Service Members

KEY: More well prepared Less well prepared More poorly prepared		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Army Enlisted	Female Enlisted
	Prepared by training & experience	Well	80	83	83	80	73	89	81	90	78	79
	Poorly	7	3	5	6	8	3	5	3	7	7	12
Prepared physically	Well	86	84	84	83	82	86	90	87	82	85	69
	Poorly	4	4	5	3	5	3	2	4	5	4	10

# Personal Readiness

## Summary of Findings

### 2002 Findings

- **Most members (80% or more) feel well prepared both physically and by training & experience for wartime duties**
- **Less than 5% feel poorly prepared**
- **Female enlisted less positive about their personal readiness**

# Briefing Overview

- Introduction
- Satisfaction
- PCS moves
- Tempo
- Personal readiness
- ✓ Unit readiness
- Retention
- Major findings



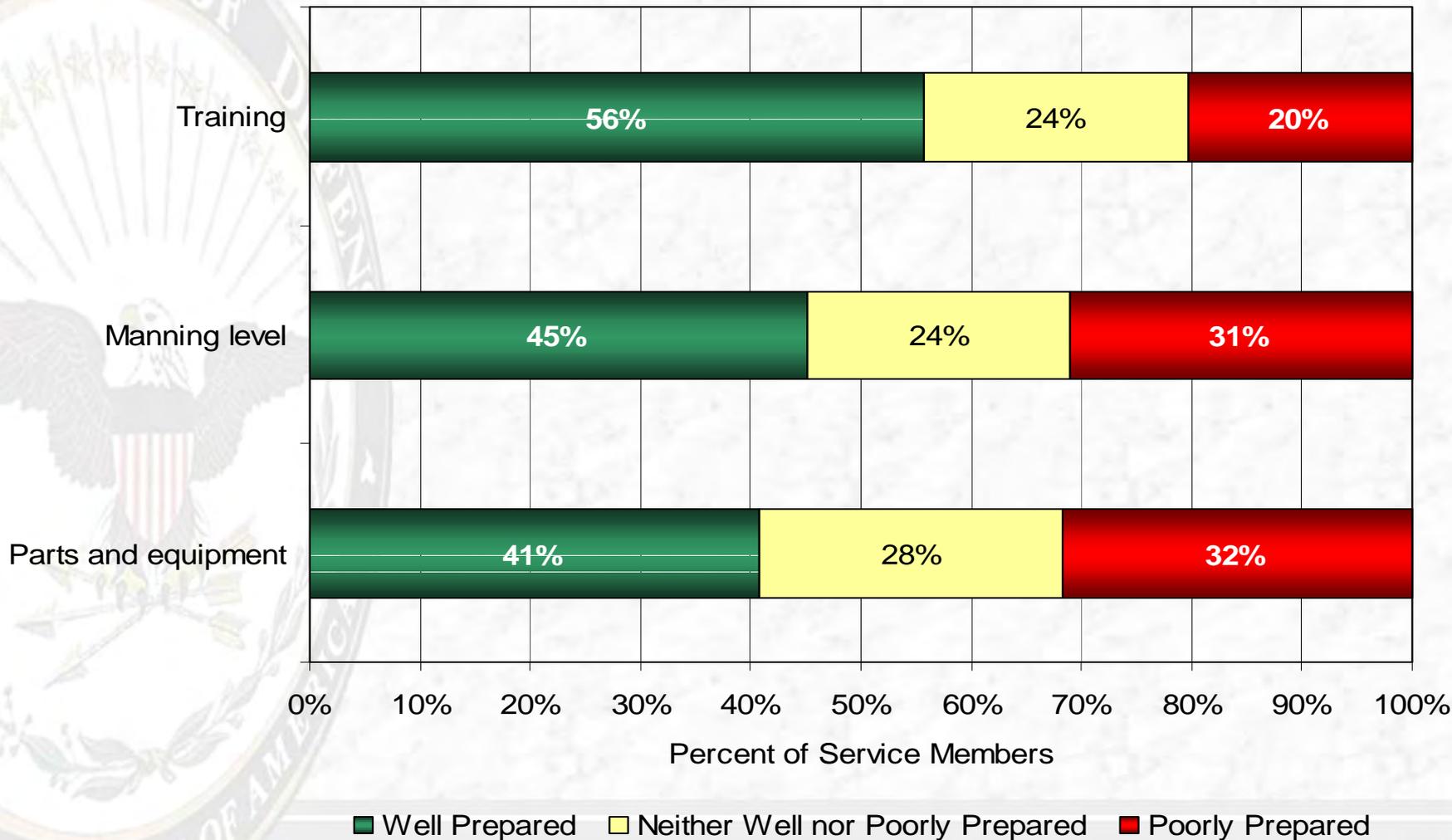
# Unit Readiness

- ✓ Training, manning, & equipment
- Zero defect & micromanagement
- Cohesion



# Training, Manning, & Equipment

How prepared do you believe your unit is to perform its mission with regard to...?



# Training, Manning, & Equipment

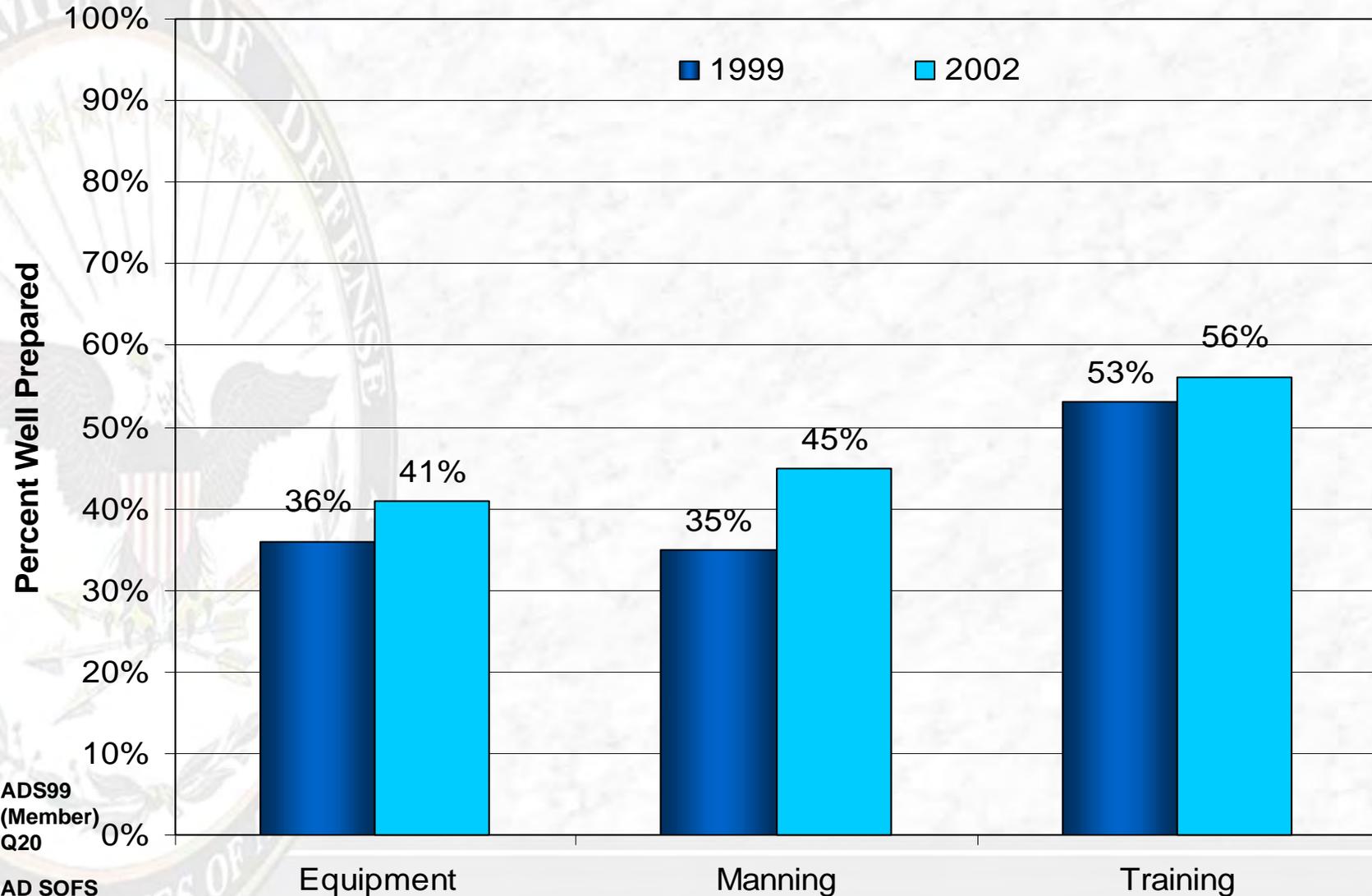
## Reporting Categories

Percent of Service Members

KEY: More well prepared Less well prepared More poorly prepared		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Male Enlisted	Male Officers	Army Enlisted	Navy Enlisted	Some College
	Training-level preparedness	Well	51	60	61	56	56	53	63	64	55	63	49	60
	Poorly	23	18	18	20	20	22	15	13	21	15	24	19	22
Manning-level preparedness	Well	41	51	51	42	49	42	44	43	45	43	40	52	44
	Poorly	33	27	27	35	26	36	34	32	31	33	33	26	33
Parts and equipment preparedness	Well	36	41	40	47	40	40	43	50	39	44	35	40	40
	Poorly	36	32	34	25	33	32	28	19	34	25	38	32	34

# Training, Manning, & Equipment

## 1999-2002 Comparisons



ADS99  
(Member)  
Q20

AD SOFS  
July 02  
Q28

Margins of error within +/-2%

# Training, Manning, & Equipment

## Summary of Findings

### 1999 – 2002 Trends

- Perception of unit readiness higher than in 1999 in all three categories (training, manning, and equipment)

### 2002 Findings

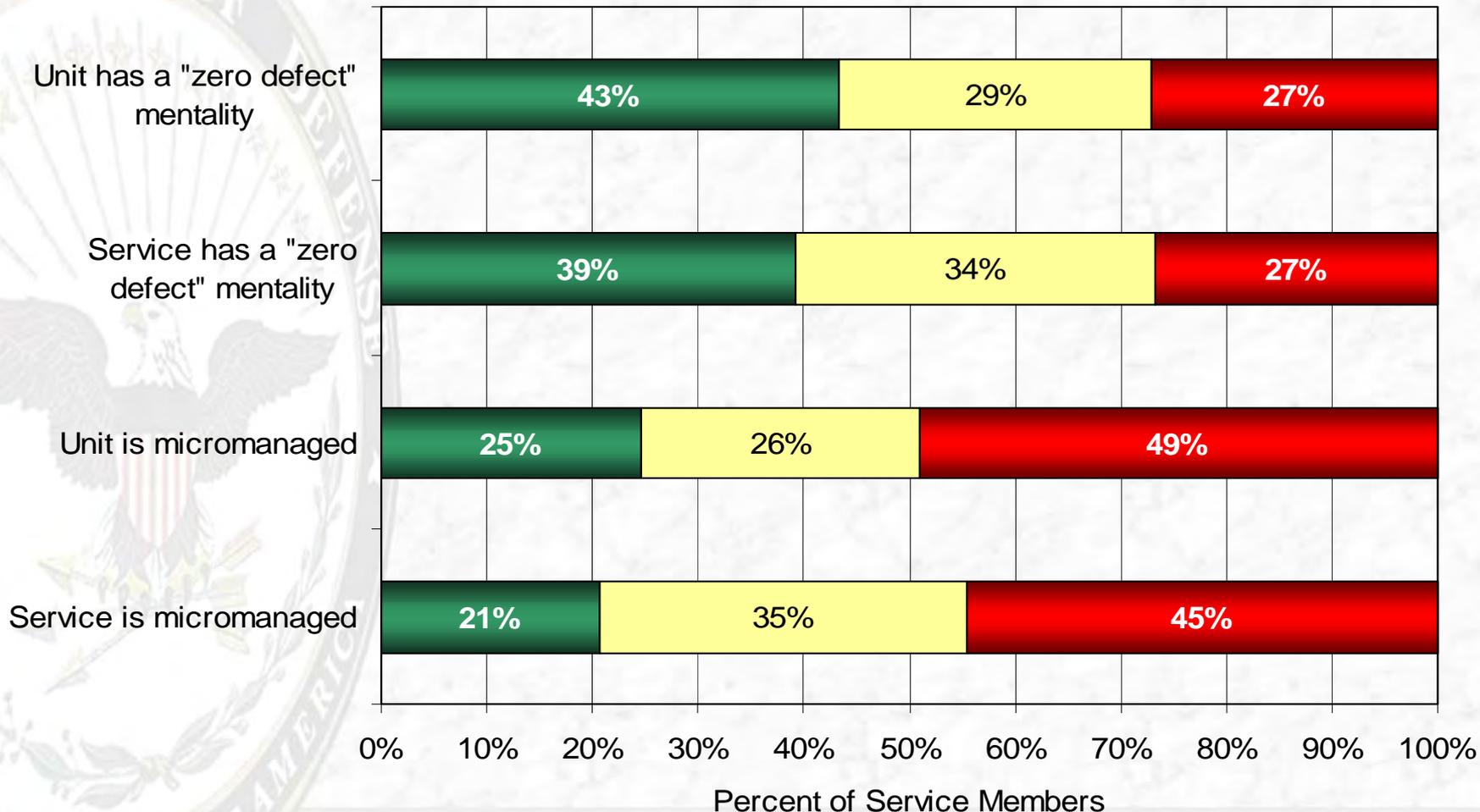
- Almost 1 in 3 members indicate units are poorly prepared due to manning and equipment

# Unit Readiness

- 
- The seal of the Department of Defense is partially visible on the left side of the slide. It features an eagle with wings spread, holding an olive branch and arrows, with a shield on its chest. The words "DEPARTMENT OF DEFENSE" and "UNITED STATES OF AMERICA" are visible around the perimeter of the seal.
- Training, manning, & equipment
  - ✓ Zero defect & micromanagement
  - Cohesion

# Zero Defect & Micromanagement

Indicate the extent to which you agree or disagree with the following statements...



■ Disagree (positive) ■ Neither Agree nor Disagree ■ Agree (negative)

Margins of error within +/-2%

# Zero Defect & Micromanagement

## Reporting Categories

Percent of Service Members

KEY: More likely to disagree Less likely to disagree More likely to agree		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Officers	Navy Enlisted	Air Force Enlisted
	Unit has a "zero defect" mentality	Disagree	42	43	43	45	40	42	57	57	36	56	42
	Agree	29	23	33	26	28	29	20	23	29	23	23	26
Service has a "zero defect" mentality	Disagree	38	41	35	41	39	40	43	32	34	37	41	41
	Agree	27	24	33	25	23	26	32	46	27	39	22	23
Unit is micromanaged	Disagree	24	24	25	27	16	27	41	50	18	44	20	22
	Agree	51	51	49	46	53	50	37	30	51	34	53	49
Service is micromanaged	Disagree	19	18	25	23	16	24	26	29	16	26	18	21
	Agree	47	47	43	40	44	44	46	45	47	47	48	40

# Zero Defect & Micromanagement

## Summary of Findings

### 2002 Findings

- **About one-quarter of members believe “zero defect” mentality exists at unit and service levels**
- **Almost half of members indicate units are micromanaged**

# Unit Readiness

- Training, manning, & equipment
- Zero defect & micromanagement
- ✓ Cohesion

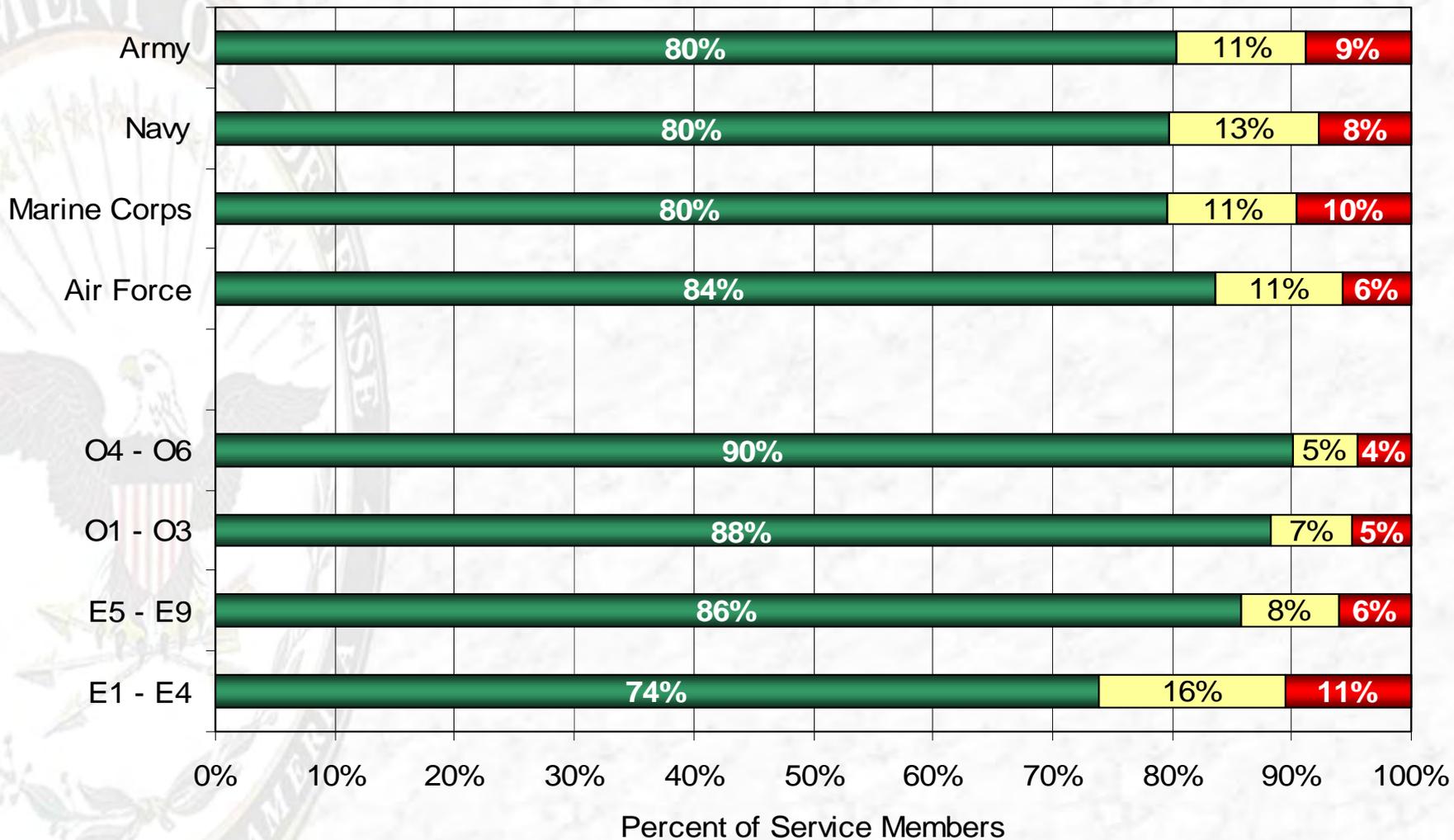


# Items in the Unit Cohesion Scale

**Indicate the extent to which you agree or disagree with the following statements about your unit.**

- A. Service members in your unit really care about each other
- B. Service members in your unit work well as a team
- C. Service members in your unit pull together to get the job done
- D. Service members in your unit trust each other

# Unit Cohesion



■ Agree

■ Neither Agree nor Disagree

■ Disagree

# Unit Cohesion

## Summary of Findings

### 2002 Findings

- **Junior enlisted less likely to agree with positive statements about unit cohesion**



# Briefing Overview

- Introduction
- Satisfaction
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- Personal readiness
- Unit readiness
- ✓ Retention
- Major findings



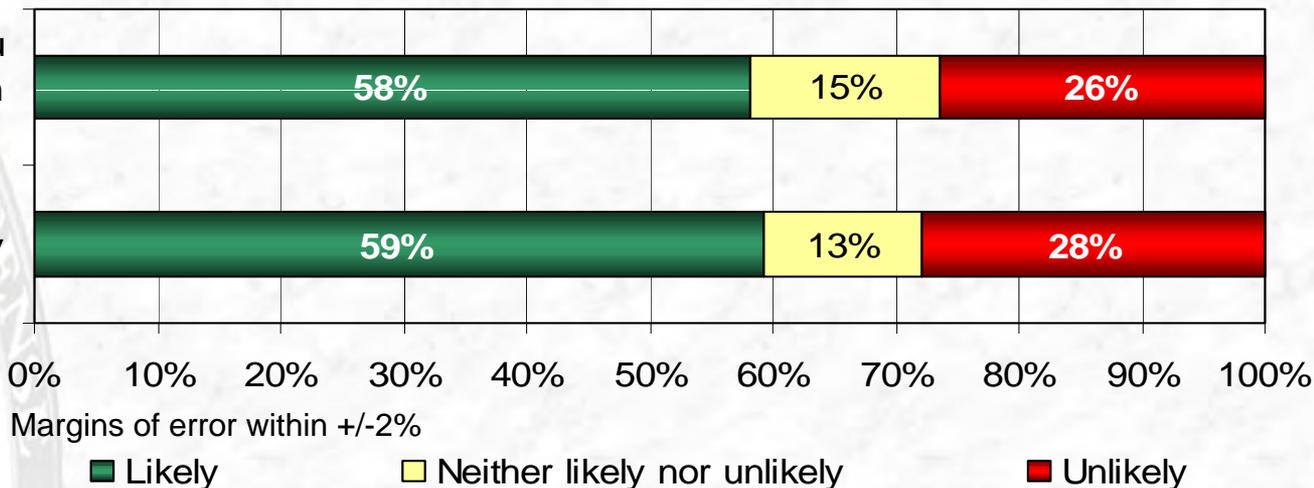
# Retention

## Key Questions

Percent of Service Members

How likely is it that you would choose to stay on active duty?

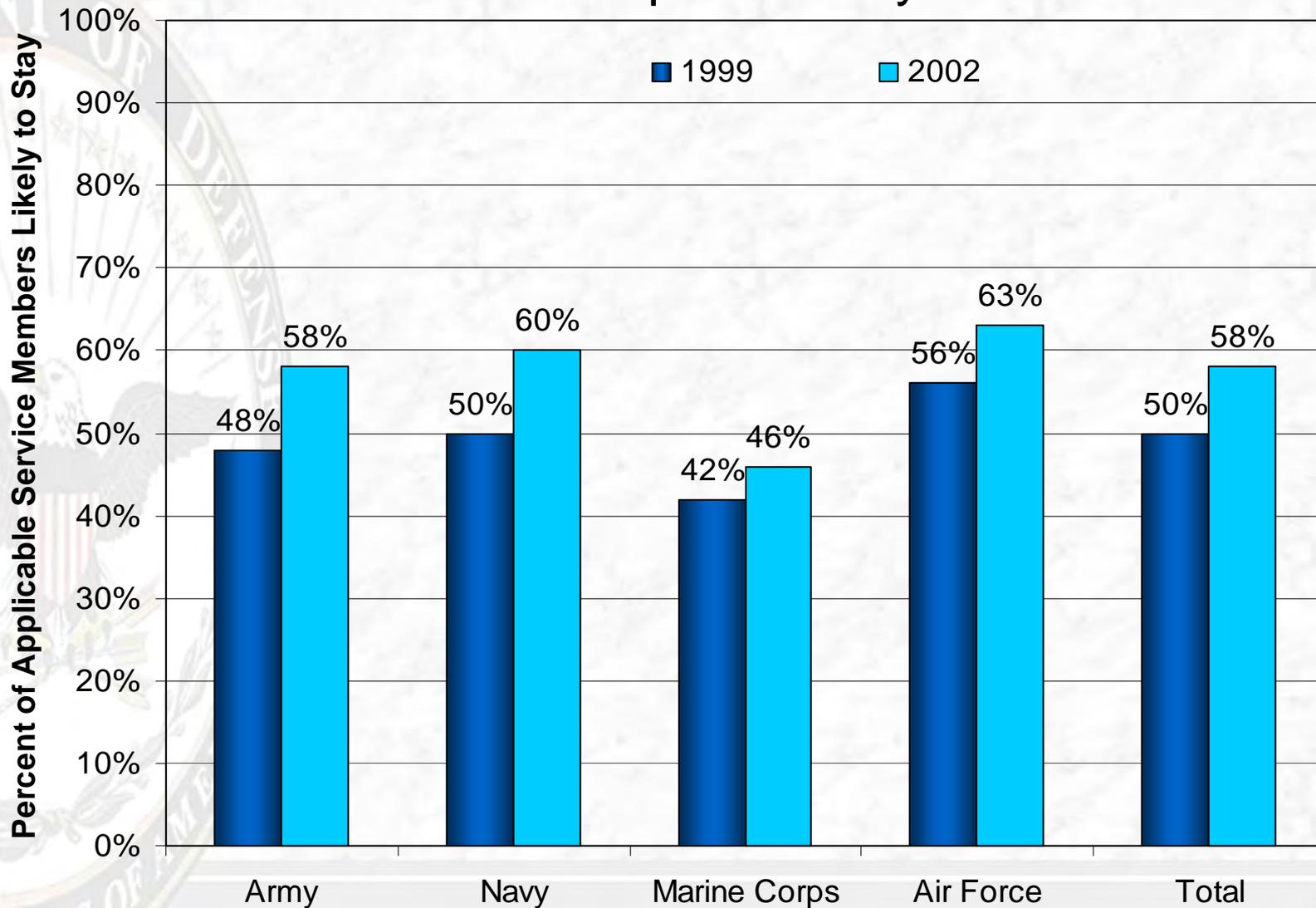
How likely is it that you would serve in the military for at least 20 years?



KEY: More likely Less likely More unlikely		Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Single w/o Children	Male Officers	Marine Enlisted
	Likelihood of staying active duty	Likely	58	60	46	63	43	70	66	78	48	43	73
	Unlikely	28	23	39	23	36	19	21	15	33	36	17	41
Likelihood of staying for 20 years	Likely	59	59	50	65	38	80	63	93	45	40	77	47
	Unlikely	29	26	40	22	43	13	23	5	38	42	15	43

# Retention

## 1999-2002 Comparisons by Service



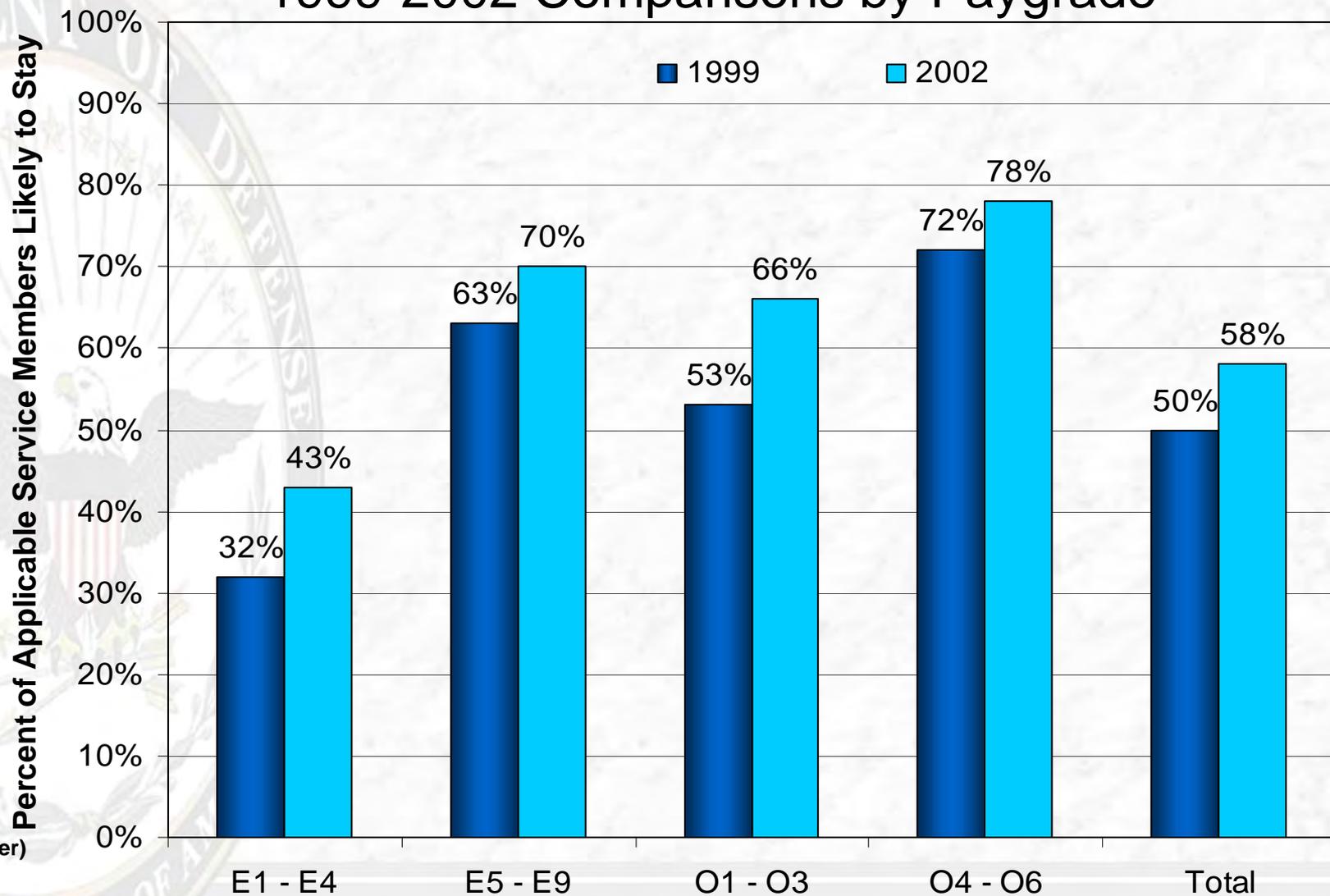
ADS99  
(Member)  
Q32

AD SOFS  
July 02  
Q22

Margins of error within +/-4%

# Retention

## 1999-2002 Comparisons by Paygrade



ADS99  
(Member)  
Q32

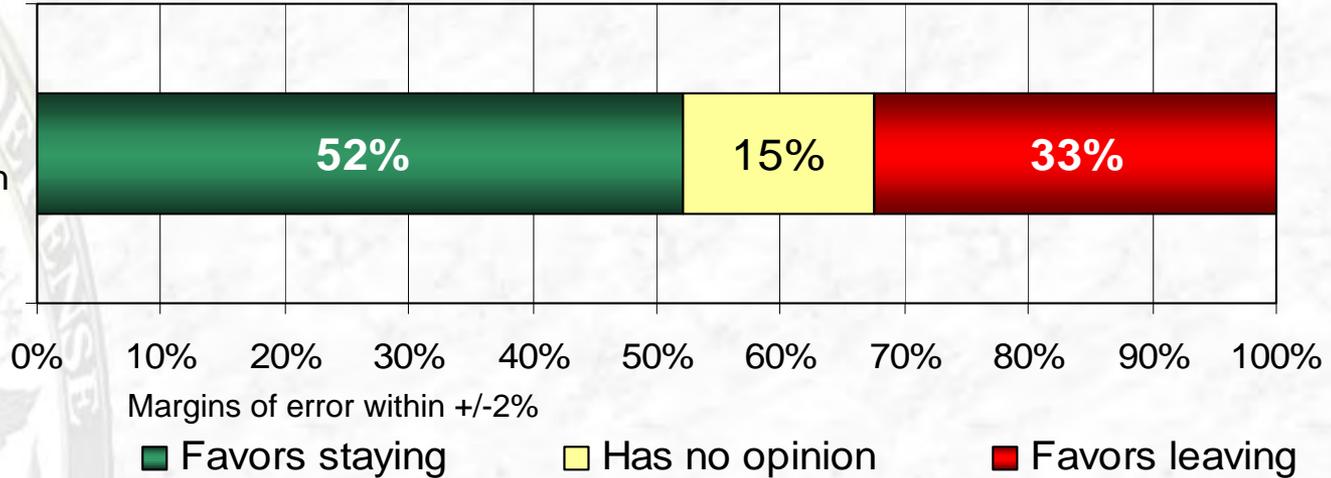
AD SOFS  
July 02  
Q22

Margins of error within +/-4%

# Retention

Percent of Applicable Service Members

Does your spouse, girlfriend, or boyfriend think you should stay on or leave active duty?



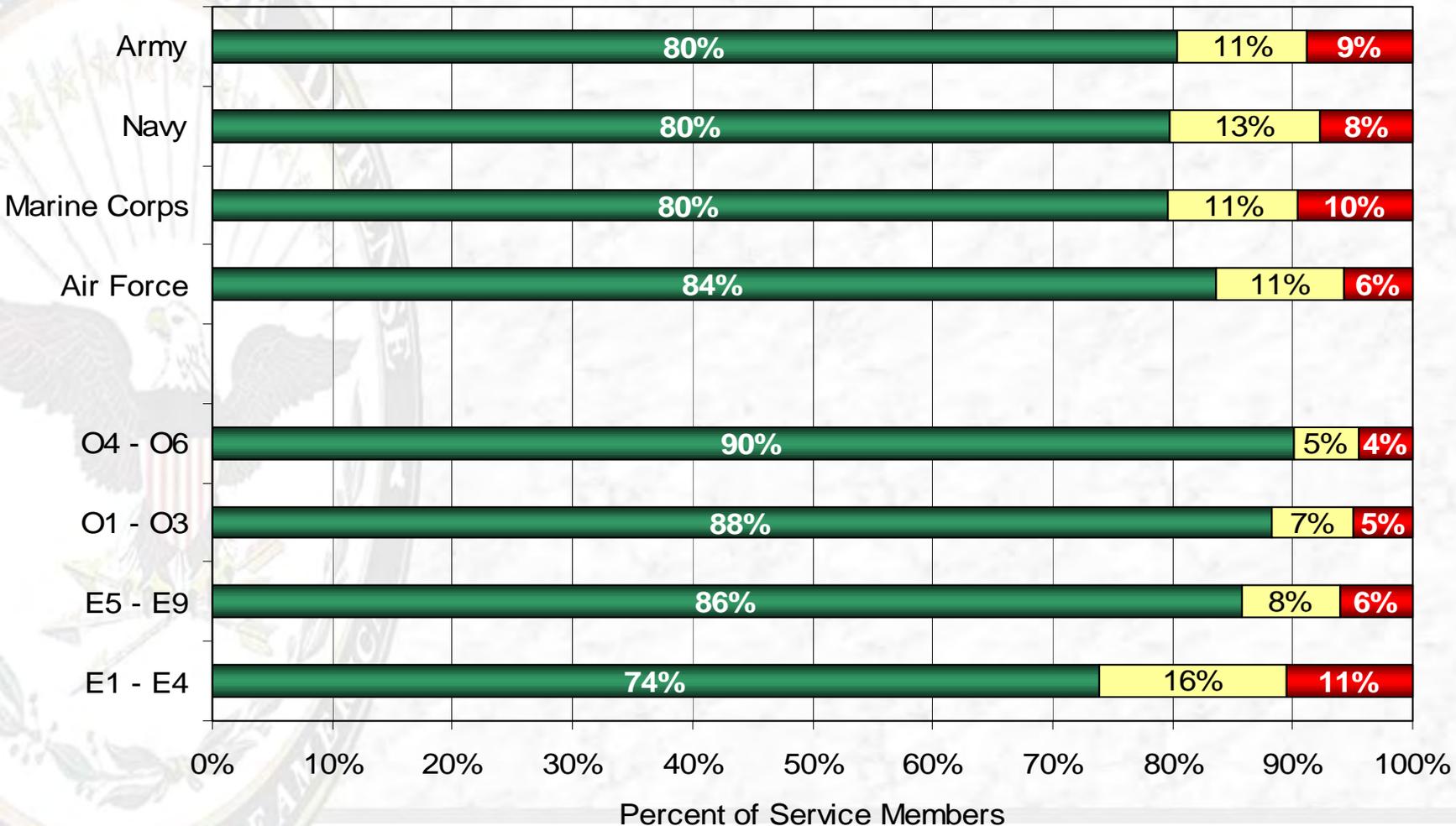
KEY:	More likely to favor staying		Less likely to favor staying		More likely to favor leaving																	
	Stay	Leave	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	No College	Male Officers	Marine Enlisted									
What your significant other thinks	52	33	52	33	45	39	56	28	37	41	63	26	56	31	67	26	44	36	62	27	42	41

# Items in the Organizational Commitment Scale

**Indicate the extent to which you agree or disagree with the following statements about your Service.**

- A. Being a member of your Service inspires you to do the best job you can
- B. You are willing to make sacrifices to help your Service
- C. You are glad that you are part of your Service

# Organizational Commitment



# Retention

## Summary of Findings

### 1999 – 2002 Trends

- **Retention intention up by 8 percentage points from 1999 (50% to 58%)**
  - Led by Army and Navy (+10 percentage points each)
  - Also led by E1-E4 (+11 percentage points) and O1-O3 (+13 percentage points) paygrades

### 2002 Findings

- **Indicators reinforce such retention (organizational commitment and significant others)**
  - Slight majority of members indicate significant other thinks they should continue to serve
  - 1 in 3 say significant other thinks they should leave active duty

# Briefing Overview

- Introduction
- Satisfaction
- PCS moves
- Tempo
- Personal readiness
- Unit readiness
- Retention
- ✓ Major findings



# Major Findings

- **Indicators from this survey are higher for all but one measure compared to 1999 active-duty survey**
  - Spouse employment findings did not change
- **Satisfaction of active-duty military mixed**
  - 70 percent or higher satisfied with job security, military values, and exchange/commissary
  - Under 50 percent satisfied with pay, housing, and family programs
- **PCS-move measures improved from 1999**
  - Majority of members had no problem
  - Income-related problems (spouse employment, cost of living) affected members most seriously
- **Increases in tempo due mainly to workload and additional duties**

# Major Findings

- **More than 80 percent feel they are ready to perform wartime duties--physically and with respect to training and experience**
- **Unit readiness somewhat lower with issues of training, manning levels, and parts/equipment**
- **Almost 60% favor staying in military**