

THE 1984 ARI SURVEY OF ARMY RECRUITS: Supplementary User's Manual For October 84 / February 85 Administration

Westat, Inc.

for

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Research Institute for the Behavioral and Social Sciences

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ARI RESEARCH NOTE 86-47

20. Abstract

The ARI Survey of Army Recruits (more commonly known as the New Recruits Survey [NRS]) is conducted to obtain information on the characteristics, enlistment motivations, attitudes, and knowledge of recruits at the point of their initial entry into the U.S. Army. The eleven reports in the 1984 series include user's manuals, codebooks (which focus on data file documentation, including special variables, and use of the survey data available from respondents), and tables of survey results. They are:

- RN 86-46. The 1984 ARI Survey of Army Recruits: User's Manual.
- RN 86-47. The 1984 ARI Survey of Army Recruits:
 User's Manual for October 84 / February 85 Administration.
- RN 86-42. The 1984 ARI Survey of Army Recruits: Codebook for Summer 84 Active Army Survey Respondents.
- RN 86-43. The 1984 ARI Survey of Army Recruits: Codebook for Summer 1984 USAR & ARNG Survey Respondents.
- RN 86-44. The 1984 ARI Survey of Army Recruits:
 Codebook for October 84 / February 85 Active Army Survey Respondents.
- RN 86-45. The 1984 ARI Survey of Army Recruits:
 Codebook for October 84 / February 85 USAR & ARNG Survey Respondents.
- RP 86-09. The 1984 ARI Survey of Army Recruits:

 Tabular Description of NPS (Active) Army Accessions, Volume I.
- RP 86-10. The 1984 ARI Survey of Army Recruits:
 Tabular Description of NPS (Active) Army Accessions, Volume II.
- RP 86-11. The 1984 ARI Survey of Army Recruits:
 Tabular Description of NPS Army National Guard Accessions.
- RP 86-12. The 1984 ARI Survey of Army Recruits:
 Tabular Description of NPS Army Reserve Accessions, Volume I.
- RP 86-13. The 1984 ARI Survey of Army Recruits:
 Tabular Description of NPS Army Reserve Accessions, Volume II.

A comparison of the methodologies used in the 1984 and 1985 administration of the NRS, together with recommendations for future surveys, appears in:

TR 706. The 1984 and 1985 ARI Survey of Army Recruits:
Methodology and Recommendations for Future Administration.

Reports based on the 1982 and 1983 administration of the NRS are also available.

THE 1984 ARI SURVEY OF ARMY RECRUITS: SUPPLEMENTARY USER'S MANUAL FOR OCTOBER 84/FEBRUARY 85 ADMINISTRATION

Jeanna F. Celeste Vivian F. Ramsey

This project was sponsored by the Directorate of Program Analysis and Evaluation, U.S. Army Recruiting Command, Office of the Deputy Chief of Staff for Personnel. The U.S. Army Recruiting Command provided funding for the database preparation and tabular descriptions produced under Contract No. MDA903-84-C-0446, expiring 30 September 1986. Westat, Inc. has been the contractor for this effort with Veronica Nieva and Jeanna Celeste serving, respectively, as Principal Investigator and Project Director.

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We gratefully acknowledge that this survey effort could not have succeeded without the cooperation of personnel at the U.S. Army Reception Stations. They voluntarily administered the survey, working survey operations into their already hectic schedules for processing new recruits.

THE 1984 ARI SURVEY OF ARMY RECRUITS: SUPPLEMENTARY USER'S MANUAL FOR OCTOBER 84/FEBRUARY 85 ADMINISTRATION

EXECUTIVE SUMMARY

Requirement:

To obtain information on the characteristics, enlistment motivations, attitudes and knowledge of recruits at the point of initial entry into the Army.

Procedures:

The Winter 1984 New Recruit Survey (NRS) is the fifth in a series of recruit surveys administered by ARI, and is the second administration of the 1984 instrument. The survey instrument is an expanded version of the 1983 ARI survey incorporating new questions on preenlistment conditions.

Data were collected by ARI in group settings during initial recruit processing at all eight Army Reception Stations in October 1984 and February 1985. Reception Station personnel were responsible for scheduling and supervising survey administration, guided by instructions prepared by ARI. The NRS was self-administered and recruits were directed to indicate their responses on optical scanning forms.

Four forms of the NRS were administered to recruits.

Forms A, B, and C were administered to Regular Army recruits, and Form D was given to National Guard and Army Reserve recruits.

Regular Army recruits had an equal chance of receiving any one of the three forms.

Westat, Inc. was then contracted for database construction, documentation, and tabular analysis. The survey answer sheets were optically scanned and recorded exactly as marked. Survey data were then edited and coded. A supplementary user's manual, codebooks, and a report on the survey methodology, "lessons learned," and recommendations were produced.

Results:

A total of 4,814 Army recruits completed the 1984 Winter NRS. Of these, based upon Army personnel records, 4,482 had no prior military service and 91 had prior service experience (the status for the remaining 241 was not ascertained). The sampling plan employed imposes some restrictions on the generalizability of survey results to the population of Army accessions during FY 85. However, overall the survey effort was successful in obtaining updated information regarding new recruits.

Utilization:

ARI Surveys of Army Recruits provide information to Army personnel planners about the quantity and quality of recruits entering the Army. In particular, information regarding the characteristics, knowledge of enlistment options, and enlistment motivations of new recruits enables Army personnel planners to be cognizant of present enlistment trends. Awareness of these trends is vital, in turn, for preparing for future manpower requirements. The Winter 1984 New Recruit Survey will also help provide information on seasonality effects in Army accessions.

THE 1984 ARI SURVEY OF ARMY RECRUITS: SUPPLEMENTARY USER'S MANUAL FOR OCTOBER 84/ FEBRUARY 85 ADMINISTRATION

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THE 1984 ARI SURVEY OF ARMY RECRUITS: SUPPLEMENTARY USER'S MANUAL FOR OCTOBER 84/FEBRUARY 85 ADMINISTRATION

INTRODUCTION

The purpose of this Supplementary User's Manual is to provide background documentation for users of the data collected by the Winter 1984 Army Research Institute New Recruit Survey (NRS). This chapter briefly reviews the background of the 1984 NRS, describes other documents produced within the scope of this project, and discusses the organization of this User's Manual. The remaining two chapters cover survey administration procedures; and database construction and data quality indicators.

1984 NRS Reports

This Supplementary User's Manual is one in a series of 3 reports produced to document the approach, data, and results obtained from the 1984 Winter NRS. It is one of 12 reports documenting the combined 1984 Summer and Winter NRS. (Other reports have been produced documenting the 1982, 1983, and 1985 NRS.) As the name implies, the Supplementary User's Manual provides specific information about the October 84/February 85 administrations of the 1984 NRS that complements the more complete (1984) User's Manual. Readers interested in learning about the development and content of the 1984 NRS instrument and survey approach taken in the 1984 Summer administration are advised to consult The 1984 ARI Survey of Army Recruits: User's Manual (Research Note 86-46). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

The User's Manuals focus on providing survey background for data users. Other reports in the 1984 NRS series are structured to present survey results, data documentation, and survey methodology. Codebooks have been produced to document, respectively, the 1984 Summer and Winter NRS survey data files. Each codebook pertains to a particular Army service component, either Regular Active Army (RA), or the U.S. Army Reserve (USAR) and Army National Guard (ARNG). These documents are essential tools for anyone planning to analyze NRS data; they document the physical locations and labels for all variables produced on the data files. The codebooks provide discussions on how to use and

interpret the information which they document. Frequency distributions are also provided for each variable and the variable source is noted. These codebooks are entitled:

- The 1984 ARI Survey of Army Recruits: Codebook for Summer 84 Active Army Survey Respondents (Research Note 86-42). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- The 1984 ARI Survey of Army Recruits: Codebook for Summer 84 USAR & ARNG Survey Respondents (Research Note 86-43). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- The 1984 ARI Survey of Army Recruits: Codebook for October 84/February 85 Active Army Survey Respondents (Research Note 86-44). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- The 1984 ARI Survey of Army Recruits: Codebook for October 84/February 85 USAR & ARNG Survey Respondents (Research Note 86-45). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Preliminary results for the 1984 Summer survey are reported in separate documents containing crosstabulations of the NRS items by selected respondent demographics and service-related variables. These documents are:

- The 1984 ARI Survey of Army Recruits: Tabular Description of NPS (Active) Army Accessions, Volumes 1 and 2 (Research Products 86-09 and 86-10). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- The 1984 ARI Survey of Army Recruits: Tabular

 Description of NPS Army National Guard Accessions,

 (Research Product 86-11). Alexandria, VA: U.S. Army

 Research Institute for the Behavioral and Social

 Sciences.
- The 1984 ARI Survey of Army Recruits: Tabular Description of NPS Army Reserve Accessions, Volumes 1 and 2 (Research Products 86-12 and 86-13). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Volume 1 in the RA and USAR tabulations presents tables of NRS items crossed by selected respondent demographics (e.g., sex, year of high school graduation, race, etc.). Volume 2 presents

crossing variables descriptive of recruits' enlistment conditions (e.g., age at DEP/accessioning, term of enlistment, recruiting brigade, etc.). Due to insufficient personnel data, the ARNG has a single volume of tabular descriptions comprised of NRS items crossed by a combination of three respondent demographics and two service-related characteristics. The actual crossing variables presented in the tabulation volumes vary somewhat across components. No comparable volumes are available for the October 84/February 85 survey administrations. The same crossing variables and recoded survey items produced for the 1984 Summer database were also constructed for the Winter. Thus, data analysts can easily produce tables comparable to the Summer 1984 tabulation volumes using 1984 Winter data.

An additional volume of potential interest is:

• The 1984 and 1985 ARI Survey of Army Recruits: Methodology and Recommendations for Future Administrations (Technical Report 706). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

This report overviews the project background and compares the survey methodologies used in the Summer and Winter administrations of the 1984 NRS with those used in the 1985 Summer administration of NRS. The document also reviews implications of lowcost vs. high-cost survey operations and provides recommendations for future NRS administrations.

Organization of User's Manual

The User's Manual is organized into three chapters and a series of appendixes. The first chapter in the User's Manual provides an introduction to the 1984 Winter NRS Supplementary User's Manual within the context of the other reports documenting the 1984 NRS, and includes a brief project overview. The second chapter discusses survey administration procedures and results. Discussions of both survey coverage and sample representativeness are included in this chapter.

The third chapter of the User's Manual provides an overview of survey database construction. As such, this chapter presents a summary of initial machine entry techniques, file construction protocol, the development of internal data consistency checks, data quality indicators, variable creation procedures, and so on.

Considerably more detail is provided on the selection of variables from Army personnel files (i.e., the Operations Reporting Master File, ORMF¹), and variable creation in the NRS codebooks.

The User's Manual concludes with a series of eight appendixes that include the survey instruments (Appendixes A-D); survey administration instructions (Appendix E); listings of the Statistical Analysis System (SAS) survey file contents for Regular Army (Appendix F), and Reserve/National Guard components (Appendix G); and a crosswalk between ARI recruit surveys administered since Summer 1983 (Appendix H).

Project Overview

The ARI Surveys of Army Recruits, commonly known as the ARI New Recruit Surveys (NRS), are conducted on a regular basis to provide updated information on the characteristics, knowledge of enlistment options, and enlistment motivations of recruits at the point of their initial entry into service. Military personnel planners require such information on a regular basis to monitor current recruiting strategies and to forecast future enlistment trends.

The NRS were begun in the summer of 1982. Expanded versions of the 1982 surveys were administered in the Summer of 1983 and Winter of 1984. Further revisions and expansions were made to the 1984 instruments for administration in the Summer of 1984 and Fall/Winter of FY 85. In addition to the ability to track changes in recruits from year to year, this series of surveys offers the Army an opportunity to gather new information in each year of the survey.

The 1982 and 1983 surveys were directly commissioned by the Deputy Chief of Staff for Personnel. The 1984 and 1985 NRS were sponsored by the U.S. Army Recruiting Command and were undertaken with the continuing interest of the Deputy Chief of Staff for Personnel. While the sponsorship, specific questions, and interests may change from year to year, the charter for these surveys

The Operations Reporting Master File (ORMF) contains Army personnel records from two sources, MEPRS and REQUEST. The acronyms MEPRS and REQUEST stand for the Military Entrance processing Reporting System, and Recruit Quota System, respectively. The MEPRS data system contains information about DoD personnel being voluntarily processed into a branch of the Armed Forces; the system is documented in MEPCOM Regulation 18-5. REQUEST is the Army's data system used to record information about enlistees into one of the Army components (Regular Army, Army Reserve, and Army National Guard). The REQUEST system is documented in Army Regulation (AR) 601-210.

remains the same. The four main research requirements have been to determine: (1) the demographic composition of entering recruits; (2) how to target recruiting resources to attract high quality recruits; (3) new recruits' enlistment motivations and propensity for remaining in service; and (4) which recruiting and advertising practices are proving the most successful and why.

The 1984 Summer and Fall/Winter NRS are, respectively, the fourth and fifth in the series of recruit surveys conducted by ARI. Survey data were collected in group settings during initial recruit processing at all eight Army Reception Stations during June, July, and August of 1984, and again in October 1984 and February 1985. Reception Station personnel were responsible for scheduling and supervising survey administration, guided by instructions prepared by ARI. The NRS was self-administered and recruits were directed to indicate their responses on optical scanning forms.

Four forms of the NRS were administered to recruits.

Forms A, B, and C were administered to Regular Army recruits, and Form D was given to National Guard and Army Reserve recruits.

Regular Army recruits had an equal chance of receiving any one of the three forms.

A total of 15,309 Army recruits completed the 1984 NRS. 10,495 of these recruits were surveyed during the Summer administration, and 4,814 completed surveys during the Fall/Winter 1984 NRS. The surveys were distributed across components as follows:

i	Summer	<u>Fall</u>	<u>L/Winter</u>
<u>RA</u>	USAR/ARNG	RA	USAR/ARNG
6,184	4,311	3,524	1,290

The survey answer sheets were optically scanned and recorded exactly as marked. Survey data were then edited and coded. User's manuals, codebooks, tabulation volumes, and a report comparing the 1984 and 1985 survey methodologies, "lessons learned," and recommendations were produced.

The sampling plan employed imposes some restrictions on the generalizability of survey results to the population of FY 84 and FY 85 Army accessions. However, overall, the survey effort was successful in obtaining updated information regarding new recruits.

The 1984 ARI Survey of Army Recruits provides information to Army personnel planners about the quantity and quality of recruits entering the Army. In particular, information regarding the characteristics, knowledge of enlistment options, and enlistment motivations of new recruits enables Army personnel planners

to be cognizant of present enlistment trends. Awareness of these trends is vital, in turn, for preparing for future manpower requirements.

ADMINISTRATIVE IMPLEMENTATION

Survey Instrumentation

Identical versions of the 1984 instruments were administered during Summer 1984 and the 1984 Winter NRS. The 1984 instruments can be viewed as refinements and extensions of previous NRS instruments. The 1984 NRS User's Manual, which this report supplements, contains a complete chapter discussing the development and content of the 1984 survey instruments. Readers are referred to that volume for further details concerning the 1984 NRS instruments.

Administrative Procedures

The Winter 1984 NRS was administered in group settings during initial recruit processing at all eight Army Reception Stations during the months of October 1984 and February 1985. Reception Station personnel were responsible for scheduling and supervising survey administration. It was expected that all recruits being processed for initial entry training during the administration period would be surveyed by the Reception Stations. All stations were given two one-week periods for survey administration (the weeks of October 29, 1984 and February 18, 1985).

Depending on local operating procedures, either the Personnel Affairs or Testing Branch at each Reception Station supervised survey administration, guided by instructions prepared by the ARI (these instructions are provided in Appendix E). The NRS was self-administered and respondents were directed to mark their answers on separate optical scanning forms. Instructions on the use of optical scanning sheets were printed in the front section of each survey (see Appendixes A through D) and were read to the recruits before the survey began.

Four distinct forms of the NRS were distributed to recruits. Forms A, B, and C were administered to Regular Army recruits while Form D was given to National Guard and Army Reserve recruits. The three Regular Army forms were interleaved immediately before surveying recruits to insure that each Regular Army recruit had an equal chance of receiving any one of Forms A, B, and C.

Administrative Coverage

The Winter 1984 NRS population was composed of accessions into the Regular Army, Army Reserve, and Army National Guard during the first and second quarters of FY 85. A total of 4,814 recruits completed optical-scan answer sheets during the Winter survey effort. Table 1 presents counts of completed surveys for the eight Reception Stations.

Table 1

1984 Winter NRS Survey Participation
by Reception Station

Reception Station	Cases	% of Sample
Fort Benning	620	12.9
Fort Bliss	206	4.3
Fort Dix	246	5.1
Fort Jackson	1,194	24.8
Fort Knox	753	15.6
Fort Leonard Wood	513	10.7
Fort McClellan	685	14.2
Fort Sill	493	10.2
Unidentified	104	2.2
Totals	4,814	100.0

Survey completion rates varied greatly across Reception Stations. Nearly one-quarter (24.8%) of all surveys completed in the Winter administration of the NRS came from Fort Jackson. Fort Knox and Fort McClellan contributed the next largest proportions of completed surveys (15.6% and 14.2%, respectively). These three stations together contributed over half (54.6%) of all surveys administered. The Reception Stations at Fort Dix and Fort Bliss contributed the smallest proportions of completed surveys, i.e., less than 10% combined.

The relative percentages of surveys contributed by each Reception Station, as presented in Table 1, should not be considered indicative of the distribution of processing load across Reception Stations during the first and second quarters of FY 85. This caveat is given because the rate of survey participation was uneven among the eight Reception Stations. Therefore, the

processing burden of each Reception Station is not accurately reflected in Table 1.

Table 2 presents the actual NRS survey participation (in numbers of completed surveys) for each Reception Station by week during October 1984 and February 1985.

Table 2

1984 Winter NRS Survey Participation by Survey Week*

	Week Beginning				
Reception Station	October 29, 1984	February 18, 1985	Unknown	Totals	
Fort Benning	281	331	8	620	
Fort Bliss	93	113	0	206	
Fort Dix	j o	245	1 1	246	
Fort Jackson	696	491	7	1,194	
Fort Knox	347	j 398 j	7	752	
Fort Leonard Wood	304	į 204 i	5	513	
Fort McCiellan	j 300	383	2	685	
Fort Sill	170	į 321	2	493	
Unknown	54	45	6	105	
Totals	2,245	2,531	38	4,814	

^{*}Participation is measured as number of surveys completed.

Table 2 reveals that administration schedules differed only slightly across Reception Stations. All of the Reception Stations, except Fort Dix, administered surveys during two calendar weeks (Sunday through Saturday) in the Winter administration. Fort Dix participated only in the second administration week, beginning February 18, 1985.

Although the processing load of some Reception Stations is greater than others, it is difficult to determine from looking at Table 2, the influence of this variation on the survey completion rates during each administration week. For example, Fort Jackson appears to have processed a greater number of recruits during the first administration week than the second week (696 vs. 491 completed surveys). However, this finding may be an artifact of administrative operations (e.g., incomplete survey administration

²The actual number of days the survey was administered during a particular calendar week at a Reception Station, is not addressed in this User's Manual.

schedule) or a reflection of variation in the processing load. On the other hand, looking across Reception Stations, it should be safe to assume that Fort Jackson overall processes more recruits than Fort Bliss (1,194 vs. 206 total completed surveys).

Table 3 presents the distribution of completed surveys across Reception Stations for each of the Army components.

Table 3

1984 Winter NRS Survey Participation
by Army Component

	Regular (Forms A		National (Form		Army Rorn	
Reception Station	Count	*	Count	8	Count	*
Fort Benning	485	13.8	58	7.7	14	2.7
Fort Bliss	155	4.4	31	4.1	15	2.9
Fort Dix	169	4.8	31	4.1	34	6.5
Fort Jackson	854	24.2	120	15.9	163	31.3
Fort Knox	357	10.1	234	30.9	132	25.3
Fort Leonard Wood	316	9.0	108	14.3	67	12.9
Fort McClellan	540	15.3	78	10.3	50	9.6
Fort Sill	456	12.9	10	1.3	6	1.1
Unknown	45	1.3	30	4.0	9	1.7
No Match	147	4.2	56	7.4	31	6.0
Totals	3,524	100.0	756	100.0	521	100.0

The distribution of surveys across Army components varies with regard to Reception Station participation as well. Survey counts by self-reported Army component do not parallel the findings for total survey counts. If categorized by Regular Army, National Guard, and Army Reserve components, the relative contribution of various Reception Stations changes slightly. For Regular Army and Army Reserve components, Fort Jackson remains the primary source of surveyed recruits (contributing 24.2% and 31.3%, respectively). For National Guard recruits, the relative ranking of Reception Stations changes somewhat. The Reception Station at Fort Knox which surveyed over 30% of all National Guard recruits in the Winter 1984 NRS, is the primary source of National Guard surveys. Fort Jackson contributed 15.9% of the

National Guard respondents. At the lower end of the contribution scale, Fort Bliss and Fort Dix contributed the lowest percentages of Regular Army surveys at 4.4% and 4.8%, respectively, and both stations contributed the same percentage (4.1%) of National Guard surveys. The smallest percentage of Army Reserve surveys (1.1%) was contributed by Fort Sill.

Again, it was expected that the processing of recruits in each of the three Army components would not be evenly distributed across all eight Reception Stations. However, we cannot tell from survey information alone whether the rankings presented in Table 3 reflect the processing load of stations or whether the stations' survey administration schedules determined the rankings. The implications of unequal participation rates are discussed in the next section on survey representativeness.

Survey Representativeness

Using unweighted survey data, the number of surveys collected during the 1984 Winter NRS cannot alone justify the generalization of NRS findings to all FY 85 accessions, nor to accessions occurring during the first two quarters in FY 85. However, provided that appropriate sample weighting is employed, these data can prove useful for summarizing and analyzing attitudes and motives that influence enlistment decisionmaking. In addition, analysts need to be aware of possible sources of bias, such as seasonal variation and varying response rates.

Seasonal Variation. The seasonal variation that regularly occurs in the quality and quantity of recruits entering the Army components assure that these Winter data will not strictly reproduce a profile of FY 85 Army accessions. For example, Reception Stations process relatively greater numbers of recent high school graduates, and Army Reserve and National Guard recruits during the summer months than at any other time of the year. Thus, one would expect these components to be underrepresented in the Winter NRS.

Response Rates. Obtaining differential survey response rates across Reception Stations has implications for the representation of various military occupational specialty (MOS) groups, as well as gender, in the survey results. Variation in training schedules among MOS impacts upon the availability of recruits within particular MOS groups for survey participation.

Reception Stations differ with regard to the MOS training they offer. Thus, if a particular station has a low survey participation rate, the MOS offered at that station may be underrepresented in the survey results. The eight Reception Stations are equally divided between OSUT (one station unit training) and non-OSUT stations. OSUT stations process only male recruits in

the larger combat arms MOS, whereas the non-OSUT stations process both male and female recruits in a variety of smaller MOS's. The Reception Stations are distinguished below:

OSUT

Non-OSUT

Fort Benning	Fort Dix
Fort Knox	Fort Leonard Wood
Fort Sill	Fort Jackson
Fort Bliss	Fort McClellan

Fort Bliss and Fort Dix had relatively lower survey completion rates than the other stations. (Fort Dix conducted only one administration of the 1984 Winter NRS.) MOSs processed through these stations will be underrepresented in the 1984 Winter NRS. As a non-OSUT station, Fort Dix's low response rate may also affect the representation of female recruits in the NRS results.

Training schedules vary across the Reception Stations based upon the size of the MOS offered (i.e., large vs. small) and the type of station (i.e., OSUT vs. non-OSUT). Larger MOS (e.g., infantry) at OSUT stations begin training nearly every week. Thus, survey administration could be conducted at almost any time and achieve a representative sample across MOS of recruits processed at the Reception Station. However, the non-OSUT stations set aside very specific weeks for training the smaller MOS groups (e.g., military intelligence), making it somewhat more difficult to obtain a good mix of recruits in the survey.

The Winter 1984 NRS did not develop a sampling plan that ensured random selection of sample members. Thus, it is important to be cognizant of the various biases which may impact the generalizability of survey findings. Variations in survey completion rates across Reception Stations and in MOS training schedules are two possible biases to be considered.

Comparison of Survey Respondents to Population of Army Accessions. The fact that survey participation was not equal across the eight Reception Stations is the major reason why these data may not accurately generalize to the total Army accessions. In addition, surveys were administered only in October 1984 and February 1985. Survey administration would have had to have been conducted in additional months during the year in order for the population of FY 85 accessions to be <u>fully</u> represented in the survey results. Given these constraints, it is nevertheless instructive to view the degree to which the characteristics of

³These constraints on generalization are imposed as a result of sampling theory considerations. The detailing of theoretical constraints as they relate to the NRS are not discussed in this document.

the unweighted survey data reproduce the characteristics of the FY 85 accessions cohort. Tables 4, 5, and 6 provide three limited comparisons of the distributions of survey and population (defined as all accessions in FY 85) characteristics. These tables compare distributions on component, AFQT categories, and gender. The population data in these tables were obtained by ARI from official records maintained by the Department of Defense.

Component. Table 4 shows that a higher percentage of RA recruits were surveyed (73.9%) than acceded during FY 85 (63.5%). In contrast, smaller percentages of USAR (10.7%) and ARNG (15.4%) recruits were surveyed than acceded during FY 85 (15.5% and 21.0%, respectively). This discrepancy occurs as a result of the survey administration dates. Because the two Reserve components are processed largely during the summer months so that education and employment schedules are minimally disrupted, it is not surprising that survey distributions for the USAR and ARNG components would be underrepresented in the Winter NRS.

⁴The term "survey" as it is used here refers to individuals surveyed by the Summer 1984 NRS. The survey characteristics being compared with the population composition come from Army personnel records (taken from the Operations Reporting Master File, ORMF) which were merged with NRS data. Thus, "survey characteristics" should not be mistaken for self-reported data in this context.

⁵RA population data for FY 84 was obtained from the Enlisted Accession Branch, Director of Military Personnel Management, Office of Deputy Chief of Staff for Personnel, Department of Army; data for USAR/ARNG was obtained from the Defense Manpower Data Center, Defense Logistics Agency.

Table 4

Comparison of Army Component Distributions:
Total FY 85 Army Accessions (NPS Only),
Surveyed Individuals

Army Component	Surveyed Individuals Forms A-D	Total Army
Regular Army	73.9%	63.5%
Army Reserve	10.7%	15.5%
Wational Guard	15.4%	21.0%
V =	4,573*	187,716

^{*}A total of 147 RA and 94 USAR/ARNG surveys were obtained for which no match could be made on the ORMF and thus these individuals are not included in this table.

Tables 5 and 6 display a more similar correspondence between survey and population distributions than observed above.

AFQT. The comparison of AFQT category distributions across NRS respondent and Army accessions, depicted in Table 5, reveals only small differences across AFQT categories. The largest difference between the two groups occurred for category 4A (3.4%). Aside from this difference in the distributions, the overall distributions across AFQT categories of surveyed recruits and FY 85 Army accessions look very similar.

Table 5

Comparison of AFQT Distributions:

Total FY 85 Army Accessions (NPS Only),
Surveyed Individuals

AFQT Category	Surveyed Individuals Forms A-D	Total Army
1	2.9%	3.6%
2 3A & 3B	28.3% 55.8%	29.9% 56.9%
4A	13.0%	9.6%
N =	4,562*	186,898**

^{*} A total of 147 RA and 94 USAR/ARNG surveys were obtained for which no match could be made on the DRMF and thus no data on AFQT are available for these individuals. In addition, the DRMF variable for AFQT was missing for 1 USAR/ARNG respondent. AFQT's lower than level 4A (i.e., 4B, 4C, and 5) were reported on the DRMF for 10 USAR/ARNG recruits; since an AFQT of 4A or better is currently required for NPS applicants to enlist in the Army, these respondents were treated as missing in this table.

^{**}AFQT was unknown for 2 RA, 244 USAR, and 566 ARNG respondents. In addition, AFQT could not be obtained for 6 ARNG recruits who were not tested.

⁶A respondent's AFQT category is based on his/her Armed Forces Qualification Test (AFQT) score on the Armed Services Vocational Aptitude Battery (ASVAB). The AFQT score scale has traditionally been divided into categories for purposes of reporting recruit trainability.

Gender. The comparison of gender distributions between NRS respondents and FY 85 Army accessions reveals no differences. It appears that the gender distribution for the Winter NRS mirrors that of the FY 85 accessions. This similarity is a particularly positive finding, in light of the uneven survey completion rates across the Reception Stations.

Table 6

Comparison of Gender Distributions:
Total FY 85 Army Accessions (NPS Only),
Surveyed Individuals

Gender	Surveyed Individuals Forms A-D	Total Army
Male Female	87.4% 12.6%	87.4% 12.6%
N =	4,573*	187,715**

^{*} A total of 147 RA and 94 USAR/ARNG surveys were obtained for which no match could be made on the ORMF and thus these individuals are not included in this table.

While the NRS is rightly considered an excellent source of information regarding, for example, interrelationships between enlistment motivations and market segments, unweighted NRS data should not be used to estimate population accessions motivated by one factor or another. However, NRS can be used to provide relative findings for subsamples of Winter 84 Army recruits.

^{**}Gender was unknown for 1 ARNG recruit.

DATABASE CONSTRUCTION

This final chapter discusses the procedures used to construct the two (Regular Army and Army Reserve/National Guard) survey data files for the Winter 1984 NRS. The major types of data processing performed include: (1) conducting range and logic checks to identify range errors and data inconsistencies, (2) recoding erroneous data to special missing value codes, (3) creating logic variables to "flag" inconsistent data, (4) constructing data quality indicators to assess respondents' ability to follow the questionnaire, and (5) developing methods for treating survey items which did not follow conventional data formats (e.g., multiple response items). Each of these processing procedures are discussed, as well as the procedures employed to actually construct the NRS databases.

The two 1984 Winter NRS databases were produced using both the Statistical Analysis System (SAS) and Operating System (OS) formats. Both files contain survey responses merged with selected Army personnel data obtained from the ORMF. Additional data files were produced for each Army component containing the complete ORMF records for matching survey respondents. (Lists of the variables contained on the SAS and OS data files for the RA and USAR/ARNG are contained in Appendixes F and G).

Preliminary Data Processing

As noted in the previous chapter, survey responses were recorded by recruits on answer sheets. These sheets were optically scanned following administration of the Winter 1984 NRS. During the scanning operation, all responses were recorded exactly as marked, irrespective of the values encountered (e.g., answers outside the range of legitimate codes provided on the survey were recorded exactly as indicated on the answer sheet). Subsequent editing transformed missing values, multiple response errors, and out-of-range items to consistent and interpretable codes.

Data Quality Indicators

Missing and/or incorrect information can arise from either accidental transmission errors or intentional respondent choice. Transmission errors include circumstances in which recruits

⁷SAS is a statistical software package. Data files were designed to be read using this language. The OS data file was designed to make the survey data accessible on any IBM-compatible computer system.

inadvertently miscoded optical scanning forms (due to the misreading of items or directions, or even distractions occurring during survey administration), and machine processing errors (faulty recording of responses either during optical scanning or subsequent processing). Intentional misinformation arises whenever a respondent deliberately refuses to answer a question or knowingly provides an incorrect response.

Because it is impossible, ex post facto, to identify all missing and incorrect information contained in the survey files (much less their source), prudent measures were taken during each stage of the survey process to insure accurate data transmission and processing. During survey administration the confidentiality of responses was emphasized to recruits. In addition, instructions for survey completion were included in the survey booklet and read to respondents before survey administration began.

Subsequent processing of the survey responses was performed in accordance with ARI specifications to retain the data just as provided by the respondent. This processing enabled very explicit labeling of erroneous information to indicate when answers were: outside the range specified on the questionnaire, missing, or inappropriately supplied (i.e., providing multiple responses when only one was requested). In addition, respondents' logical consistency was checked in two ways. question consistency was assessed by examining responses to each item in "serial list questions." For example, Q15 on Form A asked respondents to mark all applicable response categories to the question, "Do you remember seeing, hearing, or receiving (before you enlisted) any advertising or promotional material from all the military services together?" Response categories included answers such as "on television," in magazines," and "on the radio." The final category read "None of the above." Consistency evaluations were performed to identify logical inconsistencies in which respondents checked the final category plus any other response category.

Logic checks were also conducted to assess the similarity of responses across related survey items. Inconsistent responses were recoded on separate "logic" variables.

<u>Data Editing</u>. Two levels of data editing were performed on the raw survey data to produce the SAS and OS analysis files. These are discussed below:

Level 1 Edits. The first level of edits consisted of variable-by-variable range and logic checks. Examples of range and logic errors include cases in which a respondent reported working more than 52 weeks during the previous year (range check), or in which a respondent contradicted himself by making an affirmative response to a question in addition to a "none of the above" response (within-question logic check). Special edits were conducted to search for multiple responses (or no response when one was called for) to questions for which a single response was appropriate.

Level 2 Edits. The second level of edits evaluated consistency across survey items. These checks were used to identify circumstances in which a respondent provided inconsistent answers to two or more related survey questions. For example, a respondent who said that educational benefits were the most important reason for enlisting but failed to note such benefits in a similarly worded "mark all that apply" formatted question would be identified as inconsistent.

Cases with variables failing Level 1 edit checks had reported values reassigned to ".", "A", or "B" (nonresponse, multiple response error, or out-of-range response, respectively) depending on the reason for edit failure.

When responses to a group of related survey items were found to be inconsistent (i.e., Level 2 edit failures), the value "1" was assigned to a corresponding logic variable. These logic variables provide the data analyst with a convenient index of data consistency (a value of "0" is assigned to consistent responses). Level 1 and 2 logic variable names are identified by the prefixes L1_ and L2_. Logic variable creation is documented in the NRS codebooks.

Edit checks should be used by analysts to judge overall data quality (see the next section) and to judge the quality of individual survey items. Analysts planning future surveys should also use the edit checks to judge the reliability of different question formats.

Level 1 Edits. Tables 7 through 9 present the results of Level 1 editing. These summaries are presented by survey form and component and reflect differences in the number and complexity of items in different forms of the survey. Differences between USAR and ARNG recruits (all of whom completed Form D) may reflect differences in how well Form D fit recruits from these two components.

Table 7 presents the frequency of total survey nonresponse by form (Form D results are expressed separately for Army Reserve

⁸A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distributions of response errors for these cases, however, are comparable overall to the distributions of response errors for USAR/ARNG respondents.

and National Guard recruits). The total number of missing values on a completed survey constitutes a rough index of item coverage. Generally, the fewer the number of missing items, the more fully a questionnaire was filled out.

Table 7
Missing Values by Form*

Number of Values	Form A		Form B		Form C		Reserve Form D Count %		Nat'l. Guard Form D Count %	
	.				<u> </u>					
None	214	19.4	265	20.0	234	21.4	187	38.2	241	34.1
1	356	32.2	361	27.2	371	33.9	97	19.8	137	19.4
2	152	13.7	131	9.9	138	12.6	35	7.1	55	7.8
3	43	3.9	56	4.2	59	5.4	16	3.3	23	3.3
4	25	2.3	29	2.2	28	2.6	7	1.4	19	2.7
5	18	1.6	17	1.3	25	2.3	8	1.6	10	1.4
6	13	1.2	20	1.5	19	1.7	3	.6	7	1.0
7	6	.5	10	.8	17	1.6	5	1.0	8	1.1
8	8	.7	9	.7	17	1.6	20	4.1	44	6.2
9	7	.6	5	.4	11	1.0	14	2.9	23	3.3
10 or More	264	23.9	422	31.8	174	15.9	98	20.0	139	19.7
Total	1,106	100.0	1,325	100.0	1,093	100.0	490	100.0	706	100.0

^{*} A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distribution of missing values for these cases overall resembles that of the USAR/ARNG components. However "no match" surveys were not as complete as USAR/ARNG surveys (28.7% vs. 35.8% contained no missing values).

Table 7 reveals that the four survey forms differ with regard to how thoroughly they were completed by respondents. The greatest differences exist between the RA survey forms (Forms A, B, and C) and the Army Reserve/National Guard instrument (Form D) at the lower end of the scale (i.e., smaller numbers of missing values, none, 1, etc.). It appears that both Army Reserve and National Guard recruits completed their surveys more completely than Regular Army respondents (38.2% and 34.1%, respectively, contained no missing values). At the higher end of the missing

value distribution ("10 or more" missing values), Form B surveys had the highest proportion of surveys (31.8%) with "10 or more" missing values.

In general, it appears that response coverage of survey items was adequate. No less than roughly 70% of surveys, across all form types, contained nine or fewer missing values.

Tables 8 and 9 present frequencies of out-of-range values and multiple response errors, respectively, for each form of the NRS. The out-of-range values provide a measure of respondent error and legibility in completing the NRS. The frequency of multiple response errors can be used to point out items in which respondents did not follow instructions to mark only one response. The lack of attention to directions may indicate that respondents did not find that the response alternatives provided were adequate. Overall, Tables 8 and 9 provide an assessment of respondents' difficulty in completing the NRS.

It becomes apparent in Table 8 that all forms of the NRS were fairly legible and contained relatively few out-of-range values. Over one-half of each of the NRS forms contained no out-of-range values. USAR respondents had an especially high percentage of surveys (60%) with no out-of-range values. Forms A and B contained the largest percentage of out-of-range values, with 11.7% and 19.8%, respectively, having 10 or more out-of-range values.

Table 8
Out-of-Range Values by Form*

Number of Values	For Count	rm A %	For Count	rm B X	For Count	rm C X	•	erve rm D %		. Guard ra D %
		_		· · · · · · · · · · · · · · · · · · ·	<u></u>					
None	635	57.4	676	51.0	582	53.3	292	59.6	391	55.4
1	161	14.6	185	14.0	234	21.4	76	15.5	111	15.7
2	56	5.0	54	4.1	79	7.2	34	6.9	49	7.0
3	56	5.0	30	2.2	43	3.9	12	2.5	17	2.4
4	14	1.3	37	2.8	30	2.7	25	5.1	39	5.5
5	12	1.1	16	1.2	39	3.6	13	2.7	17	2.4
6	8	.7	20	1.5	16	1.5	10	2.0	12	1.7
7	11	1.0	10	.8	13	1.2	5	1.0	12	1.7
8	11	1.0	12	.9	7	.6	5	1.0	7	1.0
9	13	1.2	22	1.7	2	.2	0	.0	7	1.0
10 or More	129	11.7	263	19.8	48	4.4	18	3.7	44	6.2
Total	1,106	100.0	1,325	100.0	1,093	100.0	490	100.0	706	100.0

^{*} A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distribution of out-of-range values for these cases overall, resembles that of the USAR/ARNG components. However, "no match" surveys contained more out-of-range values than other USAR/ARNG surveys (i.e., 47.9% vs. 57.1% contained no out-of-range values).

Table 9

Multiple Response Errors by Form*

Number of Values	Foi Count	rm A %	Foi Count	rn 8 %	Foi Count	rm C %	Reso Foo Count	erve rm D %		. Guard rm D %
None	609	55.1	790	59.6	598	54.7	243	49.6	375	53.1
1	278	25.1	247	18.6	272	24.9	134	27.4	151	21.4
2	103	9.3	90	6.8	116	10.6	51	10.4	81	11.5
3	46	4.2	43	3.2	63	5.8	31	6.3	45	6.4
4	29	2.6	21	1.6	20	1.8	16	3.3	24	3.5
5	15	1.3	12	.9	10	.9	7	1.4	13	1.8
6	5	.5	7	.5	10	.9	1	.2	1	.1
7	2	.2	7	.5	0	.0	2	.4	5	.7
8	1	.1	15	1.1	0	.0	1	.2	1	.1
9	3	.3	6	.5	0	.0	0	.0	3	.4
10 or More	15	1.3	87	6.7	4	.4	4	.8	7	1.0
Total	1,106	100.0	1,325	100.0	1,093	100.0	490	100.0	706	100.0

^{*} A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distribution of multiple response errors for these cases overall resembles that of the USAR/ARNG components. However, "no match" surveys contained slightly fewer multiple response errors than USAR/ARNG surveys (i.e., 53.2% vs. 51.7% contained no multiple response errors).

Table 9 shows that three-quarters or more of the surveys contained at most one multiple response error. These findings support the hypothesis that, overall, respondents found the response alternatives provided in NRS items to be adequate for categorizing their responses.

Forms A and B had the most respondent error and missing data (Tables 7-9). The biggest source of these problems were in rating job factors, questions 81-160 (T281-T360), which involved complex instructions for marking the answer sheet.

Level 2 Edits. Counts of Level 2 edit failures (i.e., failed consistency checks) are a useful measure of how well respondents completed their surveys, in general. These checks can assess the amount of (both intentional and accidental) misreporting by respondents, thus providing an indication of respondents' attentiveness to survey directions and skip

patterns. They can reveal something about the respondents' motivation and the effectiveness of the survey design, just to mention a few of their uses.

Table 10 provides an overview of the consistency (or lack thereof) among survey responses to related questions across each form of the NRS. At first glance, it is evident that the responses of Regular Army recruits were, overall, more consistent than those of Army Reserve and National Guard respondents (i.e., nearly one-fourth of each of Forms A, B, and C had no failed logics vs. 20.8% and 16.4%, respectively, of USAR and ARNG responses on Form D). RA respondents completing Form B had the highest proportion (37.0%) of surveys with no logic failures.

Table 10
Failed Logic Checks by Form*

Number of	Form A		Form B		Form C		Reserve Form D		Nat'l. Guard Form D	
Values	Count	*	Count	*	Count	x	Count	X	Count	×
None	273	24.7	491	37.0	260	23.8	102	20.8	116	16.4
1	268	24.2	418	31.5	252	23.0	157	32.1	276	39.1
2	225	20.3	263	19.9	227	20.8	140	28.6	183	25.9
3	142	12.8	118	8.9	163	14.9	57	11.6	78	11.1
4	99	9.0	33	2.5	111	10.1	22	4.5	33	4.7
5	61	5.5	2	.2	38	3.5	6	1.2	7	1.0
6	28	2.5	0	.0	33	3.0	5	1.0	10	1.4
7	6	.6	0	.0	6	.6	1	.2	0	.0
8	3	.3	0	.0	3	.3	0	.0	2	.3
9	0	.0	0	.0	0	.0	٥	.0	0	.0
10 or More	1	.1	0	.0	0	.0	0	.0	1	.1
Total	1,106	100.0	1,325	100.0	1,093	100.0	490	100.0	706	100.0

^{*} A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distribution of failed logic checks for these cases overall resembles that of the USAR/ARNG components. However, "no match" surveys failed a few more logic checks than other USAR/ARNG surveys (i.e., 11.7% vs. 18.2% contained no failed logic checks).

Over 80% of all survey forms contained 3 or fewer logic failures. Compared to the other data quality indicators reported in Tables 7-9, there were fewer occurrences of failed logics across survey forms than other types of errors (e.g., out-of-range values, multiple response errors, and missing values). This indicates that the NRS data are consistent and, in turn, may indicate that respondents were motivated to accurately fill out survey items.

Summary of Edit Checks. Table 11 contains distributions for each NRS form of the sum of all response errors. That is, this table presents a "summary" of the quality of the 1984 Winter NRS data. In the column "Number of Values," "None" indicates that there was no occurrence of any of the response errors presented in Tables 9-10 (i.e., out-of-range values, missing values, multiple response errors, and failed logics). A value of "10 or more" means that there were 10 or more occurrences of one or more response errors.

Table 11
Total Response Errors by Form*

Number of	Form A		Form B		Form C		Reserve Form D		Nat'l. Guard Form D	
Values	Count	*	Count	X	Count	X	Count	*	Count	x
None	36	3.2	58	4.4	38	3.5	20	4.1	17	2.4
1	82	7.4	128	9.7	67	6.1	45	9.2	55	7.8
2	91	8.2	150	11.3	110	10.1	44	9.0	78	11.1
3	107	9.7	124	9.3	102	9.3	56	11.4	62	8.8
4	99	9.0	91	6.9	108	9.9	43	8.8	62	8.8
5	75	6.8	57	4.3	88	8.0	37	7.6	44	6.2
6	62	5.6	41	3.1	82	7.5	31	6.3	47	6.6
7	46	4.2	27	2.0	65	6.0	17	3.5	31	4.4
8	28	2.5	16	1.2	48	4.4	12	2.4	15	2.1
9	22	2.0	20	1.5	41	3.7	7	1.4	23	3.3
10 or More	458	41.4	613	46.3	344	31.5	178	36.3	272	38.5
Total	1,106	100.0	1,325	100.0	1,093	100.0	490	100.0	706	100.0

^{*} A total of 94 Form D surveys were obtained from respondents for whom no matching ORMF record could be obtained to determine component. The distribution of total response errors for these cases overall resembles that of the USAR/ARNG components at the lower end of the scale (i.e., 9 or fewer errors). However, a larger proportion of "no match" surveys contained 10 or more response errors than other USAR/ARNG surveys (51.1% vs. 37.6%).

The distributions of this summary measure for each survey form are fairly comparable at the lower end of the distribution (i.e., 9 or fewer values). A look at surveys with "10 or more" response errors reveals more clearly the differences in quality of data across forms. RA respondents completing Form C and USAR respondents (Form D) had the lowest proportions of surveys with "10 or more" response errors (31.5% and 36.3%, respectively). Form B surveys had the highest proportion (46.3%) of "10 or more" errors.

Overall, no less than 50% of surveys completed by any component contained less than 10 response errors. Given the fact that response errors were calculated across nearly 400 variables, the overall incidence of error can be considered relatively low. The results in Tables 7-11 reveal that the data collected in the Winter 1984 NRS administration are of fairly good quality for use by analysts. The data quality indicators (i.e., missing values, out-of-range values, multiple response errors, and logic failures) show that these data do not contain a great extent of errors which would be prohibitive to conducting analyses.

Serial List Items

The 1984 NRS instrument contained several serial list question sets which required special treatment because of their unconventional format. This section discusses how these items were handled in preparing the Winter 1984 database.

In question sets which instructed respondents to "mark all (response categories) that apply", each response item was coded as a dichotomous variable. For example, Q23 (T118) in Forms A-C (Regular Army) was separated into eight dichotomous variables, T118A-T118H:

- (T118) 23. Which of these items did you use or appreciate having? (MARK ALL THAT APPLY)
- (T118A) A. I never received any of this material in response to a toll-free call or card.
- (T118B) B. Letter telling me location of Army recruiting station.
- (T118C) C. A gift like tube socks or wrist bands.
- (T118D) D. A poster.
- (T118E) E. Booklet about Army service.
- (T118F) F. Booklet about Army college fund.

- (T118G) G. A bumper sticker.
- (T118H) H. Army bookcovers.

The value "1" was assigned if the item was checked, a "0" if it was not. If the respondent circled only "B" and "E" in response to Q23, the value "1" would be assigned to variables T118B and T118E. The remaining six variables, T118A, T118C-T118D, and T118F-T118H, would be coded "0".

Some recruits marked inconsistent responses on this type of question. For example, it is inconsistent to mark both "A" and "E" in the question above. In this example, T118E would be assigned the value "1" and T118A would be assigned the value "A" for multiple response error.

Database Construction

Two databases were constructed for the Winter 1984 NRS. One file contains the survey responses of Regular Army recruits (Forms A, B, and C) and the other contains the survey responses of Army Reserve and National Guard recruits (Form D). Each data file has a separate record for each respondent containing: (1) survey responses; (2) Army personnel data (selected MEPRS and REQUEST variables extracted from the ORMF); and (3) created variables, e.g., the logic variables that identify inconsistencies in a recruit's responses. Both data files are available in SAS and OS format. See Appendixes F and G, respectively, for lists of variables in the RA and USAR/ARNG data files.

A separate database was constructed which contains a complete ORMF record for each respondent matched during the merge of survey data with selected ORMF data (described above). This database was constructed in OS format only and is available for merging additional data into the survey data files.

APPENDIX A

THE 1984/1985 ARI SURVEY OF ACTIVE ARMY RECRUITS

(FORM A)



1984/1985 ARI SURVEY

OF ACTIVE ARMY RECRUITS

The Army Research Institute (ARI) is conducting a survey of people entering the Army. You have been selected to participate in this important survey. Your answers will have no effect on you as an individual. Please read and follow all directions carefully.

NOTE:

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Survey of New Army Recruits under the authority of 10 United States Code 139.

Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel and recruiting policies. The information will be used for research and analysis purposes only.

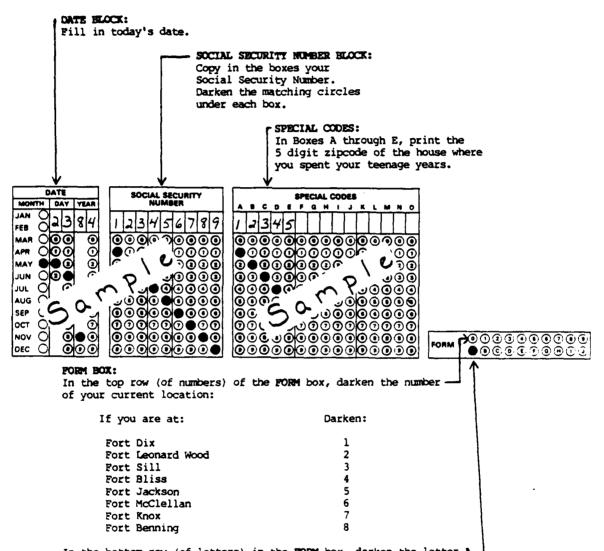
HOW TO FILL OUT THIS SURVEY

- A. Read each question carefully.
- B. Put all of your answers on the ARI GENERAL PURPOSE ANSWER SHEET. DO NOT PUT ANY MARKS IN THIS QUESTION BOOKLET.
- C. IMPORTANT DIRECTIONS FOR MARKING ANSWERS:
 - 1. Use only a number 2 pencil for completing this survey.
 - 2. DO NOT use ink or ballpoint pens.
 - 3. Make heavy black marks that fill the response circle completely.
 - 4. Erase completely any answer you wish to change.

 - Make no stray marks on the answer sheet.
 Please look at the Examples of right and wrong markings on side 1 (upper left) of the ANSWER SHEET.



START AT TOP OF SIDE 1 MARK ALL ANSWERS ON THE ANSWER SHEET

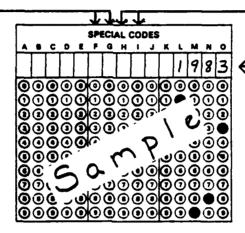


In the bottom row (of letters) in the FORM box, darken the letter A, this is the form of the survey you are answering.

STOP, LISTEN TO FINAL INSTRUCTIONS BEFORE CONTINUING

SPECIAL CODES ON SIDE 1

In Boxes F and G, enter the number of weeks you were working in the past year from O to 52. Darken the circles that match your entry. In Boxes H and I, enter the number of weeks you were not working and were looking for a job in the past year — from O to 52. Darken the circles that match your entry.



In Boxes L through O, enter the year you graduated from high school or last attended high school.

Example: If you graduated or last attended high school in 1983, enter 1983 in L, M, N, and O. See example above.

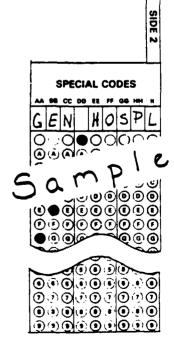
Darken the circles matching what you entered in the boxes.

TURN TO SIDE 2.

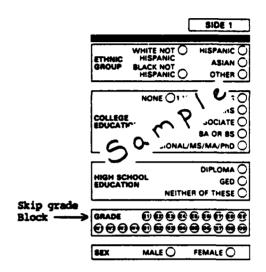
In the Special Codes Block on side 2 of the Answer Sheet, enter the name of your favorite evening (prime time) TV program. Shorten the name to 9 letters (for the 9 boxes). Darken the circles matching the name you entered in the boxes. FOR EXAMPLE:

The name of an <u>afternoon</u> program (General Hospital) has been correctly abbreviated and entered here <u>only</u> as an <u>example</u>. Please enter 9 letters on your answer sheet for your favorite <u>evening</u> program.

TURN BACK TO SIDE 1



Darken one circle in each of these Blocks on the top right of the Answer Sheet.



You are now going to start answering questions in the main part of the survey. Answers for these questions are marked in the numbered rows on the Answer Sheet. Be sure to mark the letter best fitting your opinion in the correctly numbered row.

The first question is:

1. Based on what you know now, how satisfied do you think you will be with Army life? Please use the scale below to answer this question. For example, people who expect to be Very Satisfied with Army life would mark "A". People who think they will be Very Dissatisfied with the Army would mark "G". Other people may have opinions somewhere between "A" and "G".

VERY VERY
SATISFIED DISSATISFIED
A B C D E F G

Mark the letter which shows how satisfied you expect you will be in $\mbox{Row 1}$ on the Answer Sheet.



Mark your answers to the questions on the following pages in the correctly numbered Row on the Answer Sheet.

I. YOUR ENLISTMENT

Start here.

This set of questions all use the same scale.

Please use the following scale to describe how important each of the following was in your decision to talk to an Army recruiter.

- A. NOT APPLICABLE: EVENT DID NOT OCCUR
- B. NOT AT ALL IMPORTANT
- SOMEWHAT IMPORTANT
- VERY IMPORTANT
- E. I WOULD NOT HAVE TALKED TO AN ARMY RECRUITER EXCEPT FOR THIS REASON

Mark one response (from the scale above) for each of the following items.

- 2. Recruiter contacted me and sold me on the idea
- 3. When I applied for a civilian job they said I needed more experience or training
- 4. I saw a Recruiter Aide an Army soldier who returns to his hometown to help the Army recruiter contact people
- 5. Information in an Army ad on the radio
- 6. Information in an Army ad on TV
- 7. Information in an Army ad in a magazine
- 8. Information posted at school
- 9. Information I received in the mail after I sent a card or called a toll free number in response to an Army ad
- 10. Information I received in the mail from the Army (which I had NOT requested)

If you were eligible to enlist in all four services (for the same training, term of enlistment, cash bonus, and educational assistance), which service would be your first choice? Your second choice? Third? Fourth?

Mark one service for each choice.

- 11. 1st Choice
 - C. Navy D. Marines A. Army B. Air Force
- 12. 2nd Choice
 - A. Army C. Navy B. Air Force D. Marines
- 13. 3rd Choice
 - A. Army C. Navy B. Air Force D. Marines
- 14. 4th Choice
 - A. Army C. Navy D. Marines B. Air Force
- 15. Do you remember seeing, hearing, or receiving (before you enlisted) any advertising or promotional material from all the military services together?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
 F. In the mail
- G. In an Army recruiting station
- H. At school
- I. From a friend
- J. None of the above

16. Do you remember seeing, hearing, or receiving any Air Force advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In an Air Force recruiting station
- H. At school
- I. From a friendJ. None of the above
- 17. Do you remember seeing, hearing, or receiving any Mavy advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In a Navy recruiting station
- H. At school
- I. From a friend
- None of the above
- 18. Do you remember seeing, hearing, or receiving any Marine Corps advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In a Marines recruiting station
- H. At school
- I. From a friend

19. Do you remember seeing, hearing, or receiving any Army advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazinesC. On the radio
- D. In the help wanted section of a
- E. In other parts of a newspaper
- F. In the mail
 G. In an Army recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 20. Did you ever respond to any of these Army advertisements?

(Mark all that apply)

- A. By sending in a card
- B. By calling a toll free number
- C. By contacting an Army recruiter
- D. None of the above
- 21. What did you receive when you sent a card in response to an Army ad?

(Mark all that apply)

- A. I never sent a card in response to an Army ad
- B. I never received a response in the mail from the card I sent in
- C. Letter telling me location of Army Recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund
 H. A bumper sticker
 I. Army bookcovers

22. What did you receive when you called a toll free number in response to an Army ad?

(Mark all that apply)

- A. I never called a toll free number in response to an Army ad
- B. I never received a response to the call I made
- C. Letter telling me location of Army recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund
- H. A bumper sticker
- I. Army bookcovers
- 23. Which of these items did you use or appreciate having?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Letter telling me location of Army recruiting station
- C. A gift like tube socks or wrist bands
- D. A poster
- E. Booklet about Army service
- F. Booklet about Army College Fund
- G. A bumper sticker
- H. Army bookcovers
- 24. Did either of these items help you to decide to enlist in the Army?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Booklet about Army service
- C. Booklet about Army College Fund
- D. Neither of these items

25. What do you think you will do after this enlistment?

(Mark only one)

- A. Leave the Army to find civilian employment
- B. Leave the Army to attend college
- C. Leave the Army for civilian vocational/technical education
- D. Reenlist but probably not make the Army a career
- E. Stay in the Army until I retire
- F. I do not know

The next 2 questions are very similar: they differ only in a few of the responses. Please be careful in answering; try to answer each question without comparing it to the other question.

26. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

(Mark only one)

- A. I was unemployed
 B. To be away from home on my own
 C. I want to travel
 D. To get away from a personal problem
- E. To serve my country
- F. Earn more money
- G. Family tradition to serve
- H. To prove that I can make it
 I. To get trained in a skill
 J. Money for a college education
- 27. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

- A. I was unemployed

 B. To be away from home on my own
- C. Chance to better myself
- D. To get away from a personal problem

- E. To serve my country
 F. Earn more money
 G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
- J. Money for a college education

In the VEAP program you can contribute to an education fund that the government will also contribute to. The next question concerns the basic VEAP program.

- How much do you intend to contribute to VEAP (Veteran's Educational Assistance Program) each month?
 - A. \$ 0-19
 - B. \$20-39
 - C. \$40-59
 - \$60-79 D.
 - \$80-99 Ε.
 - F. At least \$100
 - G. Not eligible to enroll
 - H. Not enrolled or do not plan to enroll
 - I. I don't know enough about VEAP to know if I will use it or not
- 29. Did you sign up for a job that pays an Army College Fund extra educational benefit at the end of your first enlistment?
 - A. No
 - B. I don't know
 - To indicate YES, mark the amount of your ACF benefit:
 - C. \$2,000 ACF benefit for VEAP total of \$9,200
 - \$4,000 ACF benefit for VEAP total of \$11,200
 - \$6,000 ACF benefit for VEAP total of \$13,200
 - \$8,000 ACF benefit for VEAP
 - total of \$15,200 G. \$10,000 ACF benefit for VEAP
 - total of \$18,100
 - H. \$12,000 ACF benefit for VEAP total of \$20.100
 - I. \$14,000 ACF benefit for VEAP
 - total of \$22,100
 - J. \$16,000 ACF benefit for VEAP total of \$24,100

30. Suppose the job you signed up for did not pay an Army College Fund extra education bonus. What would you have done?

(Mark only one)

- A. DOES NOT APPLY to me, I am not getting an Army College Fund extra education bonus.
- Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid this educational bonus
- D. Signed up for a different job in the Army only if it paid a cash
- E. Tried to join a different service
- F. Not enlisted at all
- 31. Suppose neither the Army nor any other military service paid an extra educational bonus on top of the basic VEAP. What would you have done?

- A. DOES NOT APPLY to me. I am not getting an Army College Fund extra educational bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- Tried to join a different service
- E. Not enlisted at all
- 32. How much military pay do you expect?
 - A. \$200-\$299 a month
 - B. \$300-\$399 a month
 - C. \$400-\$499 a month
 - D. \$500-\$599 a month
 - E. \$600-\$699 a month

 - F. \$700-\$799 a month G. \$800-\$899 a month H. \$900-\$999 a month

33. If you were not going into the military, how difficult would it be for you to get a full-time job in the area where you lived?

(Mark one)

- A. Not difficult at all
- B. Somewhat difficult
- C. Very difficult
- D. Almost impossible
- E. I don't know

The next two questions are for recruits with a two year term. If you signed up for a 3 or 4 year term of enlistment, answer "A" to the next 2 questions.

34. Suppose the job you signed up for did not offer a 2-year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 years
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it had a 2 year option
- D. Signed up for a different job in the Army only if it had a 2 year option
- E. Tried to join a different service
- F. Not enlisted at all
- 35. Suppose no military service had a 2 year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 year term
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

36. Did you sign up for a job which pays a CASH ENLISTMENT BONUS?

(Mark ONE 2-letter answer)

AB. No

AC. I don't know if I got a bonus

To indicate YES, mark the amount of your cash bonus:

BC. \$1,000

BD. \$1,500

BE. \$2,000

BF. \$2,500 BG. \$3,000

BH. \$3,500

BI. \$4,000

BJ. \$4,500

CD. \$5,000

CE. \$8.000

37. Suppose the job you signed up for <u>did not</u> pay a cash bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid a bonus
- D. Signed up for a different job in the Army only if it paid a cash bonus
- E. Tried to join a different service
- F. Not enlisted at all
- 38. Suppose no military service paid a cash enlistment bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

This set of questions are about the time you spent in the Delayed Entry Program (DEP), that is the time after you signed your enlistment contract but before you "shipped out" to this reception station. If you shipped out the day you signed your contract, just mark "J" for each of these questions and go to the next set of questions.

139. Mark the one answer from each column that best describes what you have been doing since you signed your contract.

mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and <u>not</u> looking for work

Or just mark J. Does not apply, I was not in the DEP

140. While in the DEP did you look for another job or some other way to pay for school instead of going in the Army?

- A. Yes
- B. No
- J. Does not apply, I was not in the DEP
- 141. How often did you have contact with your recruiter
 while you were in the DEP?
 - A. Every day
 - B. Every few days
 - C. Once a week
 - D. Twice a month
 - E. Once a month
 - F. Every couple of months
 - G. Only when I signed my contract and when I was getting ready to "ship out" to the Reception Station.
 - J. Does not apply, I was not in the DEP.
- 42. Were you satisfied with this contact?
 - A. I couldn't seem to get my recruiter to pay attention to me
 - B. A lot less contact than I liked
 - C. A little less contact than I liked
 - D. About right
 - E. A little more contact than I wanted
 - F. Much more contact than I wanted
 - J. Does not apply, I was not in the DEP

II. HOW DO YOU SPEND YOUR TIME?

43. When do you regularly listen to the radio during the week -- Mondays through Friday?

Mark all that apply

E. Overnight

- A. Mornings - 6am to 10am B. Daytime -- 10am to 3pm C. Late afternoon - 3pm to 7pm D. Evenings - 7pm to midnight -- midnight to 6am
- F. I don't regularly listen to the radio during the week
- 44. When do you regularly listen to the radio during the weekend - Saturdays and Sundays?

Mark all that apply

- A. Mornings B. Daytime - 6am to 10am -- 10am to 3pm C. Late afternoon - 3pm to 7pm D. Evenings - 7pm to midnight E. Overnight - midnight to 6am
- F. I don't regularly listen to the radio during the weekend

Do you listen to any of the following radio programs or programming types?

- Mark A if you regularly tune in the radio to hear it
- Mark B if you sometimes hear it -- you listen if it happens to be on when you turn on the radio
- Mark C if you have listened to it once or twice
- Mark D if you have never listened to it

Mark one letter for each of the following:

- 45. Sports programming
- 46. Continuous History of Rock and Roll
- 47. King Biscuit Flour Hour
- 48. American Top 40 with Casey Kasem
- 49. Metal Shop
- 50. Rockline
- 51. Power Cuts
- 52. Off the Record Specials
- 53. Concert Specials

54. When do you regularly watch TV during the week — Mondays through Friday?

Mark all that apply

F. Overnight

A. Mornings — 6am to 9am
B. Daytime — 9am to 4pm
C. Late afternoon — 4pm to 8pm
D. Prime time — 8pm to 11pm
E. Late night — 11pm to 1am

- 1am to 6am

- G. I don't regularly watch TV during the week
- 55. When do you regularly watch TV during the weekend Saturdays and Sundays?

Mark all that apply

- A. Mornings 6am to Noon
 B. Daytime Noon to 6pm
 C. Early evening 6pm to 7pm
 D. Evenings 7pm to 11pm
 E. Late night 11pm to 1am
 F. Overnight 1am to 6am
- G. I don't regularly watch TV during the weekend

Do you watch any of the following types of programs on TV?

- Mark A if you regularly turn on the TV to watch it
- Mark B if you sometimes watch it you watch if it happens to be on when you turn on the TV
- Mark C if you have watched it once or twice
- Mark D if you have never watched it

Mark one letter for each of the following:

- 56. Sports
- 57. General drama
- 58. Suspense/mystery drama
- 59. Situation comedies
- 60. Quiz and game shows
- 61. Variety or talk shows

Continue on the next page . . .

III. FACTS ABOUT YOU

- 62. Which of these best describes the place where you were living when you enlisted?
 - A. In a large city (over 250,000 people)
 - In a suburb of a large city
 - In a medium-sized city (50,000 to 250,000 people)
 - D. In a suburb of a medium-sized city
 - E. In a small city or town (under 50,000 people)
 - F. In a rural area, but not on a farm or ranch
 - G. On a farm or ranch
- 63. What time zone did you live in?
 - A. Eastern
 - B. Central
 - C. Mountain
 - D. Pacific
 - E. I don't know
 - F. Other time zone (e.g., Alaska)
- 64. Which of the following mathematics and technical courses, if any, did you take and pass in high school?

(Mark all that apply)

- A. Elementary Algebra
- Plane Geometry
- C. Business math
- D. Computer science
- E. Intermediate Algebra
- F. Trigonometry
- G. Calculus
- H. Physics
- Science course that covered electricity or electronics
- J. I took none of these

- 65. How would you describe the grades you were making when you were last in school?
 - A. Mostly A
 - B. About half A and half B
 - C. Mostly B
 - D. About half B and half C
 - E. Mostly C
 - F. About half C and half D
 - G. Mostly D
 - H. Mostly below D
- 66. What is the highest degree or diploma you think you will ever complete in the future?

(Mark one)

- A. Master's or doctorate
- B. B.A. or B.S. degree
- C. Associate degree (A.A.) from a junior or community college
- D. A high school diploma
- E. A GED certificate F. None of the above
- 67. In the past year, did you apply to and were you accepted to attend any colleges or universities?

(Mark one)

- A. I did not apply to any colleges or universities
- B. I applied but have not heard yet
- C. I applied but was not accepted
- D. I was accepted at one or more schools
- 68. What is the main reason you decided to enlist in the Army now instead of going to school?

(Mark one)

- A. Does not apply; I have no interest in further education
- B. I couldn't get into the school(s) I wanted
- C. I could get the same or better training in the military
- D. I couldn't afford tuitionE. I can't support myself (and my dependents) and go to school at the same time
- F. Other reason

This set of questions are about your parents household or the household you grew up in. Answer these questions about the household that you marked the zipcode for on side 1 of this answer sheet.

69. Who lives in this household?

(Mark all that apply)

A. My own mother G. My spouse
B. My own father H. My children

C. My stepmother I. Others
D. My stepfather J. Does not apply/I don't know

E. Grandparent(s)

F. Brothers and/or sisters (include stepbrothers or stepsisters)

70. Who is responsible for paying most of the bills in this household?

(Mark only one)

A. My own mother F. Other adult relative(s)
B. My own father G. My spouse
C. My stepmother H. My in-laws
D. My stepfather I. Persons(s) not related to me

E. Grandparent(s) J. Myself

71. What would you say is the total yearly income of your parents of guardians and all family members who live with them, before taxes and other deductions? DO NOT INCLUDE YOUR INCOME.

GIVE YOUR BEST ESTIMATE Mark only one answer.

- A. Less than \$2,599 a year (less than \$50 a week)
- B. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- C. \$5,200-\$10,399 a year (about \$100-\$199 a week)
- D. \$10,400-\$15,599 a year (about \$200-\$299 a week)
- E. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- F. \$20,800-\$25,999 a year (about \$400-\$499 a week)
 G. \$26,000-\$31,199 a year (about \$500-\$599 a week)
- H. \$31,200 or more a year (about \$600 a week or more)
- 72. When did you first establish your own household by moving out of this household and living on your own income? Students who depend on relatives for support and return home for vacations are NOT considered to have established a separate household.

- A. Joining the Army is the first time I have been away from home to live on my own income.
- B. In the last 6 months
- C. 7-12 months ago
- D. 13-18 months (1 to 1 1/2 years) ago
- E. 19-24 months (1 1/2 to 2 years) ago
- F. 25-36 months (2 to 3 years) ago
- G. More than 3 years ago

73. In 1983 how much did you earn (before taxes) from all the different kinds of work you did? (Include wages, salaries, tips, and commissions).

GIVE YOUR BEST ESTIMATE. Mark only one answer.

- A. I had no 1983 earnings
- B. Less than \$2,599 a year (less than \$50 a week)
- 3. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- D. \$5,200-\$7,799 a year (about \$100-\$149 a week)
- E. \$7,800-\$10,399 a year (about \$150-\$199 a week)
- F. \$10,400-\$12,999 a year (about \$200-\$249 a week)
- G. \$13,000-\$15,599 a year (about \$250-\$299 a week)
- H. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- I. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- J. \$26,000 or more a year (more than \$500 a week)
- 74. How much did you earn (before taxes) in the month before you signed your contract)?
 - A. \$0
 - B. \$1-\$99 per month
 - C. \$100-\$199 per month
 - D. \$200-\$299 per month
 - E. \$300-\$399 per month
 - F. \$400-\$499 per month
 - G. \$500-\$599 per month
 - H. \$600-\$799 per month
 - I. \$800-\$999 per month
 - J. Over \$1000 per month
- 75. Suppose you had been offered a steady full time civilian job that began at the time you shipped out. Would you have taken the civilian job?

- A. I would have taken the civilian job offer no matter what it paid.
- B. ONLY for \$300 a month or more
- C. ONLY for \$400 a month or more
- D. ONLY for \$500 a month or more
- E. ONLY for \$600 a month or more
- F. ONLY for \$700 a month or more
- G. ONLY for \$800 a month or more
 H. ONLY for \$900 a month or more
- I ONLY for \$1000 a month or more
- J. I would have joined the Army regardless of any civilian job offer.

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB <u>SALESWORKER</u> (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF TECHNICAL (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE I HAD NOT WORKED FOR PAY BEFORE JOINING THE ARMY
- DF I AM NOT SURE WHICH CATEGORY

- 76. What type of civilian job could you get if you were not entering the Army? MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE
- 77. What type of job were you last working?

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE

- 78. When did you leave your last job? MARK ONE ANSWER
 - A. I had not worked for pay before joining the Army
 - B. I quit after I signed my contract
 - C. I was laid off after I signed my contract
 - D. I was fired after I signed my contract
 - E. I quit before I signed my contract
 - F. I was laid off before I signed my contract
 - G. I was fired before I signed my contract
- 79. Mark the one answer from each column which best describes you at the time you enlisted (signed your contract):

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work
- 80. Mark the one answer from each column that best describes what you would be doing in the next twelve months if you did not enlist in the Army.

Mark one letter from this column

- A. In school full timeB. In school part time
- C. Not in school

Mark one letter from this column

- D. Working full time
- Working part time
- F. Not working but looking for work
- G. Not working and not looking for work

JOB FACTORS

The remaining questions concern factors that contribute to job satisfaction. Mark your answers on the back of the Answer Sheet. Make sure you mark your answer in the correctly numbered space. You will make four ratings for each factor as follows:

- Rating 1) In the first column on the back of your answer sheet, rate each factor according to its **importance to you**, personally, using the following rating scale:
 - A. Not important at all
 - B. Somewhat important
 - C. Fairly important
 - D. Very important
 - E. Most important; I would not take a job that did not have this
- Rating 2) Rate each of the 20 factors for its potential for satisfaction by enlisting in the Army. That is, how satisfied in the Army would you expect to be on each of these factors? Use the scale listed below and place these ratings in the second column on your answer sheet.
 - A. Very unsatisfied
 - B. Somewhat unsatisfied
 - C. Neutral
 - D. Somewhat satisfied
 - E. Very satisfied
- Rating 3) Next, rate each of the 20 factors according to its potential for satisfaction if you did NOT enlist in the Army. Refer back to your answer to question 80 (the last question on the previous page). Consider how each of the 20 factors would be satisfied if you were going to school and/or working whatever you said you would do if you did not enter the Army. Use the scale listed below and place these ratings in the third column of your answer sheet.
 - A. Very unsatisfied
 - B. Somewhat unsatisfied
 - C. Neutral
 - D. Somewhat satisfied
 - E. Very satisfied
- Rating 4) Did you consider this factor in your decision about enlisting in the Army?
 - A. Yes
 - B. No

J o b Factors	(1) Importance Rating	(2) Army Potential Satisfaction Rating	(3) Civilian Potential Satisfaction Rating	(4) Did It Affect Your Decision?			
	Most Important	Very Satisfied Very Unsatisfied	very Satisfied Very Unsatisfied	No Yes			
Chance for adventure and a variety of duties	81. ABCDE	101, ABCDE	121. A B C D E	141. Ā B			
Opportunities for promotion, advancement	82. A B C D E	102. A B C D E	122. A B C D E	142. A B			
Good supervisors	83. A B C D E	103. A B C D E	123. A B C D E	143. A B			
Provides money for education	84. A B C D E	104. A B C D E	124. A B C D E	144. A B			
Opportunity for a stable home life and involvement in the community	85. A B C D E	105. A B C D E	125. A B C D E	145. A B			
Amount of personal freedom in expression of opinions on and off the job	86. A B C D E	106. A B C D E	126. A B C D E	146. A B			
Opportunities for continued self improvement and development	87. A B C D E	107. A B C D E	127. A B C D E	147. A B			

Continued . . .

Job Factors	(1) Importance Rating			_	(2) Army Potential Satisfaction Rating						(3) Civilian Potential Satisfaction Rating						(4) Did It Affect Your Decision?				
	XOC .	Tmportant		EO SC	Work Important	Very Com	insatisfied			Very Salis	Cortagued	Very Con-	insatisfied			Very Sacro	catisfied		Yes	No	
Recreation opportunities	88.		вс	D D	E	108.	Ā	В	С	ס	Ē	128.	Ā	В	С	D	Ε	148.	Ā	B	
Travel opportunities	89.	A i	3 0	ם	E	109.	A	В	С	D	Ε	129.	A	В	С	D	Ε	149.	A	В	
Physical training and challenge	90.	A 1	3 0	: D	E	110.	A	В	С	D	E	130.	A	В	С	D	E	150.	A	В	
Chance to be away from home	91.	A 1	3 0	D	E	111.	A	В	С	D	Ε	131.	A	В	С	D	Ε	151.	A	В	
Having the respect of other people	92.	A I	3 0	: D	E	112.	A	В	С	D	E	132.	A	В	С	D	E	152.	A	В	
Doing something for your country	93.	A 1	3 0	D	E	113.	A	В	С	D	E	133.	A	В	С	D	E	153.	A	В	
Teaches you a valuable trade or skill	94.	A 1	3 0	D D	E	114.	A	В	С	D	Ε	134.	A	В	С	D	Ε	154.	A	В	
Job security, such as a steady job	95.	A 1	3 0	D	E	115.	A	В	С	D	Ε	135.						155.		В	

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Job	(1) Importanc Rating	e	(2) Army Potential Satisfaction Rating	(3) Civilian Potential Satisfaction Rating	(4) Did It Affect Your Decision?			
Factors	Not Important	Most Important	very Satisfied very Unsatisfied	Very Satisfied Very Unsatisfied	No Yes			
Good income	96. A B C	DΕ	116. A B C D E	136. A B C D E	156. Ā B			
Good people to work with	97. A B C	D E	117. A B C D E	137. A B C D E	157. A B			
Easy work/duties	98. A B C	DΕ	118. A B C D E	138. A B C D E	158. A B			
Challenging or interesting work	99. A B C	DE	119. A B C D E	139. A B C D E	159. A B			
Good retirement benefits	100. A B C	DE	120. A B C D E	140. A B C D E	160. A B			

THANK YOU FOR YOUR TIME AND EFFORT

APPENDIX B

THE 1984/1985 ARI SURVEY OF ACTIVE ARMY RECRUITS

(FORM B)



1984/1985 ARI SURVEY OF ACTIVE ARMY RECRUITS

The Army Research Institute (ARI) is conducting a survey of people entering the Army. You have been selected to participate in this important survey. Your answers will have no effect on you as an individual. Please read and follow all directions carefully.

NOTE:

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Survey of New Army Recruits under the authority of 10 United States Code 139.

Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel and recruiting policies. The information will be used for research and analysis purposes only.

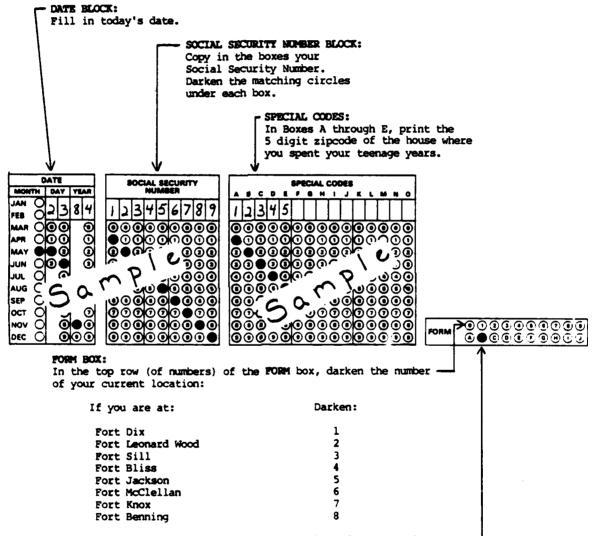
HOW TO FILL OUT THIS SURVEY

- A. Read each question carefully.
- B. Put all of your answers on the ARI GENERAL PURPOSE ANSWER SHEET. DO NOT PUT ANY MARKS IN THIS QUESTION BOOKLET.
- C. IMPORTANT DIRECTIONS FOR MARKING ANSWERS:
 - 1. Use only a number 2 pencil for completing this survey.
 - 2. DO NOT use ink or ballpoint pens.
 - 3. Make heavy black marks that fill the response circle completely.
 - 4. Erase completely any answer you wish to change.
 - 5. Make no stray marks on the answer sheet.
 - Please look at the Examples of right and wrong markings on side 1 (upper left) of the ANSWER SHEET.



START AT TOP OF SIDE 1

MARK ALL ANSWERS ON THE ANSWER SHEET

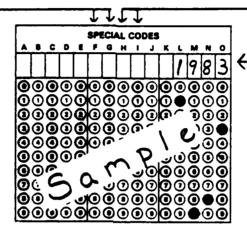


In the bottom row (of letters) in the FORM box, darken the letter B, this is the form of the survey you are answering.

STOP, LISTEN TO FINAL INSTRUCTIONS BEFORE CONTINUING

SPECIAL CODES ON SIDE 1

In Boxes F and G, enter the number of weeks you were working in the past year from O to 52. Darken the circles that match your entry. In Boxes H and I, enter the number of weeks you were not working and were looking for a job in the past year — from 0 to 52. Darken the circles that match your entry.



In Boxes L through O, enter the year you graduated from high school or last attended high school.

Example: If you graduated or last attended high school in 1983, enter 1983 in L, M, N, and O. See example above.

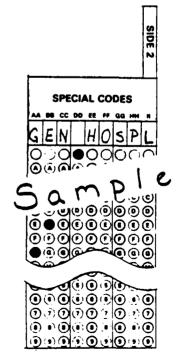
Darken the circles matching what you entered in the boxes.

TURN TO SIDE 2.

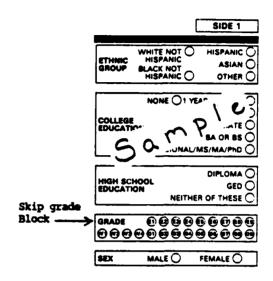
In the Special Codes Block on side 2 of the Answer Sheet, enter the name of your favorite evening (prime time) TV program. Shorten the name to 9 letters (for the 9 boxes). Darken the circles matching the name you entered in the boxes. FOR EXAMPLE:

The name of an <u>afternoon</u> program (General Hospital) has been correctly abbreviated and entered here <u>only</u> as an <u>example</u>. Please enter 9 letters on your answer sheet for your favorite <u>evening</u> program.

TURN BACK TO SIDE 1



Darken one circle in each of these Blocks on the top right of the Answer Sheet.



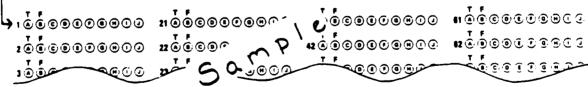
You are now going to start answering questions in the main part of the survey. Answers for these questions are marked in the numbered rows on the Answer Sheet. Be sure to mark the letter best fitting your opinion in the correctly numbered row.

The first question is:

1. Based on what you know now, how satisfied do you think you will be with Army life? Please use the scale below to answer this question. For example, people who expect to be Very Satisfied with Army life would mark "A". People who think they will be Very Dissatisfied with the Army would mark "G". Other people may have opinions somewhere between "A" and "G".

VERY VERY
SATISFIED DISSATISFIED
A B C D E F G

Mark the letter which shows how satisfied you expect you will be in Row 1 on the Answer Sheet.



Mark your answers to the questions on the following pages in the correctly numbered Row on the Answer Sheet.

I. YOUR ENLISTMENT

Start here.

2. Do you remember seeing, hearing, or receiving (before you enlisted) any advertising or promotional material from all the military services together?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
 D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In an Army recruiting station
- H. At school
- I. From a friendJ. None of the above
- 3. Do you remember seeing, hearing, or receiving any Army advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radioD. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In an Army recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 4. Did you ever respond to any of these Army advertisements?

(Mark all that apply)

- A. By sending in a card
- B. By calling a toll free number
- C. By contacting an Army recruiter
- D. None of the above

5. What do you think you will do after this enlistment?

(Mark only one)

- A. Leave the Army to find civilian employment
- B. Leave the Army to attend college
- C. Leave the Army for civilian vocational/technical education
- D. Reenlist but probably not make the Army a career
- E. Stay in the Army until I retire
- F. I do not know

The next 2 questions are very similar; they differ only in a few of the responses. Please be careful in answering; try to answer each question without comparing it to the other question.

6. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

(Mark only one)

- A. I was unemployed

 B. To be away from home on my own
- C. I want to travel
- D. To get away from a personal problem
- E. To serve my country
- F. Earn more money
 G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
- J. Money for a college education
- 7. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

- A. I was unemployed
- B. To be away from home on my own
- C. Chance to better myself
- D. To get away from a personal problem
- E. To serve my country
- F. Earn more money
- G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
- J. Money for a college education

Please use the following scale to rate HOW IMPORTANT each of the reasons listed below was in your decision to ENLIST:

- A. NOT AT ALL IMPORTANT
- B. SOMEWHAT IMPORTANT
- C. VERY IMPORTANT
- D. I WOULD NOT HAVE ENLISTED EXCEPT FOR THIS REASON
- I enlisted because I was unemployed and couldn't find a job.
- I enlisted to give myself a chance to be away from home on my own.
- I enlisted because the military will give me a chance to better myself in life.
- 11. I enlisted because I want to travel and live in different places.
- I enlisted to get away from a personal problem.
- 13. I enlisted because I want to serve my country.
- 14. I enlisted because I can earn more money than as a civilian.
- 15. I enlisted because it is a family tradition to serve.
- 16. I enlisted to get trained in a skill that will help me get a civilian job when I get out.
- 17. I enlisted because I can get money for a college education.
- I enlisted because I want to be a soldier.
- 19. I enlisted because I can get money for civilian vocational, technical, or business school education.
- I enlisted for the physical training and challenge.

21. I enlisted to take time out before deciding what I really want to do.

22. I enlisted to learn to be a responsible mature person.

Please indicate if the following are True or False for you:

To indicate TRUE mark

To indicate FALSE mark

To indicate FALSE mark

- 23. I <u>didn't qualify</u> for the kind of military work I wanted.
- 24. The counselor gave me a choice of jobs.
- 25. To get the job I wanted, I am entering active duty earlier or later than I had wanted.
- 26. The counselor told me which military job was best for me.
- 27. The kind of military work I got is different from the kind I had in mind.
- 28. The kind of military work I got didn't really matter to me.
- 29. To get the military job I wanted, I gave up getting a cash bonus.
- 30. To get the military job I wanted, I gave up getting extra educational assistance from the Army College Fund.
- 31. I gave up the military work I wanted to get a cash bonus.
- 32. I gave up the job I wanted to get extra educational assistance from the Army College Fund.

In the VEAP program you can contribute to an education fund that the government will also contribute to. The next question concerns the basic VEAP program.

- 33. How much do you intend to contribute to VEAP (Veteran's Educational Assistance Program) each month?
 - A. \$ 0-19
 - В. \$20-39
 - C. \$40-59
 - \$60-79 D.
 - E. \$80-99
 - F. At least \$100
 - Not eligible to enroll
 - H. Not enrolled or do not plan to enroll
 - I. I don't know enough about VEAP to know if I will use it or not
- Did you sign up for a job that pays an Army College Fund extra educational benefit at the end of your first enlistment?
 - A. No
 - B. I don't know

To indicate YES, mark the amount of your ACF benefit:

- C. \$2,000 ACF benefit for VEAP total of \$9,200
- D. \$4,000 ACF benefit for VEAP total of \$11,200
- E. \$6,000 ACF benefit for VEAP total of \$13,200
- F. \$8,000 ACF benefit for VEAP total of \$15,200 G. \$10,000 ACF benefit for VEAP
- total of \$18,100 H. \$12,000 ACF benefit for VEAP
- total of \$20,100
- I. \$14,000 ACF benefit for VEAP total of \$22,100
- J. \$16,000 ACF benefit for VEAP total of \$24,100

35. Suppose the job you signed up for did not pay an Army College Fund extra education bonus. What would you have done?

(Mark only one)

- A. DOES NOT APPLY to me. I am not getting an Army College Fund extra education bonus.
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid this educational bonus
- D. Signed up for a different job in the Army only if it paid a cash bonus
- E. Tried to join a different service
- F. Not enlisted at all
- 36. Suppose neither the Army nor any other military service paid an extra educational bonus on top of the basic VEAP. What would you have done?

- A. DOES NOT APPLY to me. I am not getting an Army College Fund extra educational bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service E. Not enlisted at all
- 37. How much military pay do you expect?
 - A. \$200-\$299 a month B. \$300-\$399 a month

 - C. \$400-\$499 a month
 - D. \$500-\$599 a month
 - E. \$600-\$699 a month

 - F. \$700-\$799 a month G. \$800-\$899 a month H. \$900-\$999 a month

38. If you were not going into the military, how difficult would it be for you to get a full-time job in the area where you lived?

(Mark one)

- A. Not difficult at all
- B. Somewhat difficult
- C. Very difficult
- D. Almost impossible
- E. I don't know

The next two questions are for recruits with a two year term. If you signed up for a 3 or 4 year term of enlistment, answer "A" to the next 2 questions.

39. Suppose the job you signed up for did not offer a 2-year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 years
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it had a 2 year option
- D. Signed up for a different job in the Army <u>only</u> if it had a 2 year option
- E. Tried to join a different service
- F. Not enlisted at all
- 40. Suppose no military service had a 2 year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 year term
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

41. Did you sign up for a job which pays a CASH ENLISTMENT BONUS?

(Mark ONE 2-letter answer)

AB. No

AC. I don't know if I got a bonus

To indicate YES, mark the amount of your cash bonus:

BC. \$1,000

BD. \$1,500

BE. \$2,000

BF. \$2,500

BG. \$3,000 BH. \$3,500

BI. \$4,000

BJ. \$4,500

CD. \$5,000

CE. \$8,000

42. Suppose the job you signed up for did not pay a cash bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid a bonus
- D. Signed up for a different job in the Army only if it paid a cash
- E. Tried to join a different service
- F. Not enlisted at all
- 43. Suppose no military service paid a cash enlistment bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

This set of questions are about the time you spent in the Delayed Entry |Program (DEP), that is the time after you signed your enlistment contract but before you "shipped out" to this reception station. If you shipped out the day you signed your contract, just mark "J" for each of these questions and go to the next set of questions.

144. Mark the one answer from each column that best describes what you have been doing since you signed your contract:

Mark one letter from this column

- A. In school full time B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking
- for work
- G. Not working and not looking for work

Or just mark J. Does not apply, I was not in the DEP

45. While in the DEP did you look for another job or some other way to pay for school instead of going in the Army?

- A. Yes
- B. No
- J. Does not apply, I was not in the DEP
- 146. How often did you have contact with your recruiter while you were in the DEP?
 - A. Every day
 - B. Every few days
 - C. Once a week
 - D. Twice a month
 - E. Once a month
 - F. Every couple of months
 - G. Only when I signed my contract and when I was getting ready to "ship out" to the Reception Station.
 - J. Does not apply, I was not in the DEP.
- 47. Were you satisfied with this contact?
 - A. I couldn't seem to get my recruiter to pay attention to me
 - B. A lot less contact than I liked
 - C. A little less contact than I liked
 - D. About right
 - E. A little more contact than I wanted
 - F. Much more contact than I wanted
 - J. Does not apply, I was not in the DEP

- 48. How satisfied are you with the military job you signed up for?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied
- 49. When you decided to enlist how sure were you about what part of the Army (Active, Reserve, National Guard) you wanted to join?
 - A. Not at all sure
 - B. Not too sure
 - Somewhat sure
 - D. Very sure
- 50. When you decided to enlist how sure were you about what training you wanted?
 - A. Not at all sure
 - B. Not too sure
 - C. Somewhat sureD. Very sure

- 51. How satisfied are you with the information the Army guidance counselor gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for

 - B. Very satisfiedC. Somewhat satisfied
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied
- 52. How satisfied are you with the information your recruiter gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied

How did the people listed below generally feel about your enlisting in the |Army?

Mark "A" if it DOES NOT APPLY (for example, you have no co-workers, etc.)

Mark "B" if you did not talk to the person(s) about enlisting in the Army (for example, you have co-workers but did not talk to them about enlisting

Mark "C" if the person(s) listed mostly thought it was a VERY GOOD IDEA Mark "D" if the person(s) listed mostly thought it was a GOOD IDEA Mark "E" if the person(s) listed mostly thought it was NOT A GOOD IDEA Mark "F" if the person(s) listed mostly thought it was a BAD IDEA Mark "G" if the person(s) listed mostly thought it was a VERY BAD IDEA

- 53. Father (or male guardian)
- 54. Mother (or female guardian)
- 55. Friend(s) with Army experience
- 56. Friend(s) with other military experience
- 57. Friend(s) with no military experience

II. FACTS ABOUT YOU

- Which of these best describes the place where you were living when you enlisted?
 - A. In a large city (over 250,000 people)
 - In a suburb of a large city
 - In a medium-sized city (50,000 to 250,000 people)
 - D. In a suburb of a medium-sized city
 - E. In a small city or town (under 50,000 people)
 - In a rural area, but not on a farm or ranch
 - G. On a farm or ranch
- 59. Which of the following mathematics and technical courses, if any, did you take and pass in high school?

(Mark all that apply)

- A. Elementary Algebra
- B. Plane Geometry
- C. Business math
- D. Computer science
- E. Intermediate Algebra
- F. Trigonometry
- G. Calculus
- H. Physics
- I. Science course that covered electricity or electronics
- J. I took none of these
- 60. In the past year, did you apply to and were you accepted to attend any colleges or universities?

(Mark one)

- A. I did not apply to any colleges or universities
- B. I applied but have not heard yet
- C. I applied but was not acceptedD. I was accepted at one or more schools

- 61. How would you describe the grades you were making when you were last in school?
 - A. Mostly A
 - B. About half A and half B C. Mostly B

 - D. About half B and half C
 - E. Mostly C
 - F. About half C and half D
 - G. Mostly D
 - H. Mostly below D
- 62. What is the highest degree or diploma you think you will ever complete in the future?

(Mark one)

- A. Master's or doctorate
- B. B.A. or B.S. degree
- C. Associate degree (A.A.) from a junior or community college
- D. A high school diploma
- A GED certificate
- F. None of the above
- 63. What is the main reason you decided to enlist in the Army now instead of going to school?

(Mark one)

- A. Does not apply: I have no interest in further education
- B. I couldn't get into the school(s) I wanted
- C. I could get the same or better training in the military
- D. I couldn't afford tuition
- E. I can't support myself (and my dependents) and go to school at the same time
- F. Other reason

- 64. What type of work does your FATHER (or male guardian) do? (If deceased indicate his last job). Mark one 2-letter code:
 - AB <u>SALESWORKER</u> (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
 - AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
 - AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
 - AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
 - AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
 - AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
 - AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
 - AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
 - AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
 - BC FARM LABORER
 - BD <u>PARAPROFESSIONAL</u> (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
 - BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
 - BF <u>TECHNICAL</u> (Examples: draftsman, medical or lab technician, computer programmer, pilot)
 - BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
 - BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
 - BI FARMER OR FARM MANAGER
 - CD MILITARY OFFICER
 - CE MILITARY ENLISTED
 - DE Does not work for pay or HOMEMAKER
 - DF Works for pay but I am not sure which category
 - DG Not applicable

- 65. What is the highest level of school your FATHER (or male guardian) completed?
 - A. 8th or below
 - 9th В.
 - 10th C.
 - D. 11th
 - E. 12th
 - F. 1 year of college
 - G. 2 years of college
 - H. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
- 66. What is the highest diploma or degree that your FATHER (or male guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificateF. I don't know
- 67. What is the highest level of school your MOTHER (or female guardian) completed?
 - A. 8th or below
 - B. 9th
 - C. 10th
 - D. 11th
 - E. 12th
 - F. 1 year of college
 - G. 2 years of college
 - H. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
- 68. What is the highest diploma or degree that your MOTHER (or female guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificate
 - F. I don't know

This set of questions are about your parents household or the household you grew up in. Answer these questions about the household that you marked the zipcode for on side 1 of this answer sheet.

69. Who lives in this household?

(Mark all that apply)

A. My own mother G. My spouse
B. My own father H. My children
C. My stepmother I. Others

C. My stepmother I. Others
D. My stepfather J. Does not apply/I don't know

E. Grandparent(s)

F. Brothers and/or sisters (include stepbrothers or stepsisters)

70. Who is responsible for paying most of the bills in this household?

(Mark only one)

A. My own mother

B. My own father

C. My stepmother

D. My stepfather

F. Other adult relative(s)

G. My spouse

H. My in-laws

I. Persons(s) not related to me

E. Grandparent(s)

1. Fersons(s) not
J. Myself

71. What would you say is the total yearly income of your parents of guardians and all family members who live with them, before taxes and other deductions? DO NOT INCLUDE YOUR INCOME.

GIVE YOUR BEST ESTIMATE Mark only one answer.

- A. Less than \$2,599 a year (less than \$50 a week)
- B. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- C. \$5,200-\$10,399 a year (about \$100-\$199 a week)
- D. \$10,400-\$15,599 a year (about \$200-\$299 a week)
- E. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- F. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- G. \$26,000-\$31,199 a year (about \$500-\$599 a week)
- H. \$31,200 or more a year (about \$600 a week or more)
- 72. When did you first establish your own household by moving out of this household and living on your own income? Students who depend on relatives for support and return home for vacations are NOT considered to have established a separate household.

(Mark only one)

- A. Joining the Army is the first time I have been away from home to live on my own income.
- 3. In the last 6 months
- C. 7-12 months ago
- D. 13-18 months (1 to 1 1/2 years) ago
- E. 19-24 months (1 1/2 to 2 years) ago
- F. 25-36 months (2 to 3 years) ago
- G. More than 3 years ago

73. In 1983 how much did you earn (before taxes) from all the different kinds of work you did? (Include wages, salaries, tips, and commissions).

GIVE YOUR BEST ESTIMATE. Mark only one answer.

- A. I had no 1983 earnings
- B. Less than \$2,599 a year (less than \$50 a week)
- C. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- D. \$5,200-\$7,799 a year (about \$100-\$149 a week)
- E. \$7,800-\$10,399 a year (about \$150-\$199 a week)
- F. \$10,400-\$12,999 a year (about \$200-\$249 a week)
- G. \$13,000-\$15,599 a year (about \$250-\$299 a week)
- H. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- I. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- J. \$26,000 or more a year (more than \$500 a week)
- 74. How much did you earn (before taxes) in the month before you signed your contract)?
 - A. \$0
 - B. \$1-\$99 per month
 - C. \$100-\$199 per month
 - D. \$200-\$299 per month
 - E. \$300-\$399 per month
 - F. \$400-\$499 per month
 - G. \$500-\$599 per month
 - H. \$600-\$799 per month
 - I. \$800-\$999 per month
 - J. Over \$1000 per month
- 75. Suppose you had been offered a steady full time civilian job that began at the time you shipped out. Would you have taken the civilian job?

(Mark only one)

- A. I would have taken the civilian job offer no matter what it paid.
- B. ONLY for \$300 a month or more
- C. ONLY for \$400 a month or more
- D. ONLY for \$500 a month or more
- E. ONLY for \$600 a month or more
- F. ONLY for \$700 a month or more
- G. ONLY for \$800 a month or more
- H. ONLY for \$900 a month or more
- I ONLY for \$1000 a month or more
- J. I would have joined the Army regardless of any civilian job offer.

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB <u>SALESWORKER</u> (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF <u>TECHNICAL</u> (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE I HAD NOT WORKED FOR PAY BEFORE JOINING THE ARMY
- DF I AM NOT SURE WHICH CATEGORY

- 76. What type of civilian job could you get if you were not entering the Army? MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE
- 77. What type of job were you last working?

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE

- 78. When did you leave your last job? MARK ONE ANSWER
 - A. I had not worked for pay before joining the Army
 - B. I quit after I signed my contract
 - C. I was laid off after I signed my contractD. I was fired after I signed my contract

 - E. I quit before I signed my contract
 - F. I was laid off before I signed my contract
 - G. I was fired before I signed my contract
- 79. Mark the one answer from each column which best describes you at the time you enlisted (signed your contract):

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work
- 80. Mark the one answer from each column that best describes what you would be doing in the next twelve months if you did not enlist in the Army.

Mark one letter from this column

- A. In school full time
- B. In school part timeC. Not in school

できないない。

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work

JOB FACTORS

The remaining questions concern factors that contribute to job satisfaction. Mark your answers on the back of the Answer Sheet. Make sure you mark your answer in the correctly numbered space. You will make four ratings for each factor as follows:

- Rating 1) In the first column on the back of your answer sheet, rate each factor according to its importance to you, personally, using the following rating scale:
 - A. Not important at all
 - B. Somewhat important
 - C. Fairly important
 - D. Very important
 - E. Most important; I would not take a job that did not have this
- Rating 2) Rate each of the 20 factors for its potential for satisfaction by enlisting in the Army. That is, how satisfied in the Army would you expect to be on each of these factors? Use the scale listed below and place these ratings in the second column on your answer sheet.
 - A. Very unsatisfied
 - B. Somewhat unsatisfied
 - C. Neutral
 - D. Somewhat satisfied
 - E. Very satisfied
- Rating 3) Next, rate each of the 20 factors according to its potential for satisfaction if you did NOT enlist in the Army. Refer back to your answer to question 80 (the last question on the previous page). Consider how each of the 20 factors would be satisfied if you were going to school and/or working whatever you said you would do if you did not enter the Army. Use the scale listed below and place these ratings in the third column of your answer sheet.
 - A. Very unsatisfied
 - B. Somewhat unsatisfied
 - C. Neutral
 - D. Somewhat satisfied
 - E. Very satisfied
- Rating 4) Did you consider this factor in your decision about enlisting in the Army?
 - A. Yes
 - B. No

Job	(1) Importanc	e	(2) Army Potentia	al	(3) Civilian Potential Satisfaction	(4) Did It Affect Your
Factors	Rating	. .	Ratin		Rating	Decision?
	Not Important	Most Important	very Unsatisfied	very Satisfied	very Satisfied very Unsatisfied	No Yes
Chance for adventure and a variety of duties	81. A B C	D E	101. A B	CDE	121. A B C D E	141. Ā B
Opportunities for promotion, advancement	82. A B C	DE	102. A B	CDE	122. A B C D E	142. A B
Good supervisors	83. A B C	D E	103. A B	C D E	123. A B C D E	: 143. A B
Provides money for education	84. A B C	DE	104. A B	CDE	124. A B C D E	144. A B
Opportunity for a stable home life and involvement in the community	85. A B C	DE	105. A B	CDE	125. A B C D E	145. A B
Amount of personal freedom in expression of opinions on and off the job	86. A B C	DE	106. A B	CDE	126. A B C D E	146. A B
Opportunities for continued self improvement and development	87. A B C	DE	107. A B	CDE	127. A B C D E	147. A B

Continued . .

	(1)	(2) Army	(3) Civilian	(4)
J o b F a c t o r s	Importance Rating	Potential Satisfaction Rating	Potential Satisfaction Rating	Did It Affect Your Decision?
	Most Important	very Satisfied Very Unsatisfied	very Satisfied Very Unsatisfied	No Yes
Recreation opportunities	88. A B C D E	108. A B C D E	128. A B C D E	148. Ā B
Travel opportunities	89. A B C D E	109. A B C D E	129. A B C D E	149. A B
Physical training and challenge	90. A B C D E	110. A B C D E	130. A B C D E	150. A B
Chance to be away from home	91. A B C D E	111. A B C D E	131. A B C D E	151. A B
Having the respect of other people	92. A B C D E	112. A B C D E	132. A B C D E	152. A B
Doing something for your country	93. A B C D E	113. A B C D E	133. A B C D E	153. A B
Teaches you a valuable trade or skill	94. A B C D E	114. A B C D E	134. A B C D E	154. A B
Job security, such as a steady job	95. A B C D E	115. A B C D E	135. A B C D E	

Job Factors	(1) Importance Rating	(2) Army Potential Satisfaction Rating	(3) Civilian Potential Satisfaction Rating	(4) Did It Affect Your Decision?
	Most Important	very Satisfied Very Unsatisfied	very Satisfied Very Unsatisfied	
Good income	96. A B C D E	116. A B C D E	136. A B C D E	156. A B
Good people to work with	97. A B C D E	117. A B C D E	137. A B C D E	157. A B
Easy work/duties	98. A B C D E	118. A B C D E	138. A B C D E	158. A B
Challenging or interesting work	99. A B C D E	119. A B C D E	139. A B C D E	159. A B
Good retirement benefits	100. A B C D E	120. A B C D E	140. A B C D E	160. A B

THANK YOU FOR YOUR TIME AND EFFORT

APPENDIX C

THE 1984/1985 ARI SURVEY OF ACTIVE ARMY RECRUITS

(FORM C)



APPENDIX C

1984/1985 ARI SURVEY OF ACTIVE ARMY RECRUITS

The Army Research Institute (ARI) is conducting a survey of people entering the Army. You have been selected to participate in this important survey. Your answers will have no effect on you as an individual. Please read and follow all directions carefully.

NOTE:

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Survey of New Army Recruits under the authority of 10 United States Code 139.

Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel and recruiting policies. The information will be used for research and analysis purposes only.

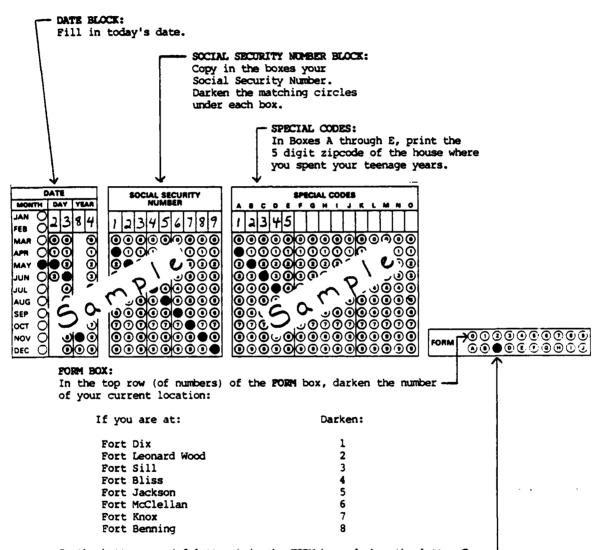
HOW TO FILL OUT THIS SURVEY

- A. Read each question carefully.
- B. Put all of your answers on the ARI GENERAL PURPOSE ANSWER SHEET. DO NOT PUT ANY MARKS IN THIS QUESTION BOOKLET.
- C. IMPORTANT DIRECTIONS FOR MARKING ANSWERS:
 - 1. Use only a number 2 pencil for completing this survey.
 - 2. DO NOT use ink or ballpoint pens.
 - Make heavy black marks that fill the response circle completely.
 - 4. Erase completely any answer you wish to change.
 - 5. Make no stray marks on the answer sheet.
 - Please look at the Examples of right and wrong markings on side 1 (upper left) of the ANSWER SHEET.



START AT TOP OF SIDE 1

MARK ALL ANSWERS ON THE ANSWER SHEET

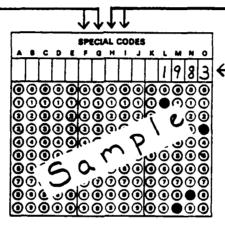


In the bottom row (of letters) in the FORM box, darken the letter C, — this is the form of the survey you are answering.

STOP, LISTEN TO FINAL INSTRUCTIONS BEFORE CONTINUING

SPECIAL CODES ON SIDE 1

In Boxes F and G, enter the number of weeks you were working in the past year from 0 to 52. Darken the circles that match your entry. In Boxes H and I, enter the number of weeks you were not working and were looking for a job in the past year — from 0 to 52. Darken the circles that match your entry.



In Boxes L through O, enter the year you graduated from high school or last attended high school.

Example: If you graduated or last attended high school in 1983, enter 1983 in L, M, N, and O. See example above.

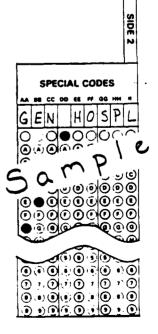
Darken the circles matching what you entered in the boxes.

TURN TO SIDE 2.

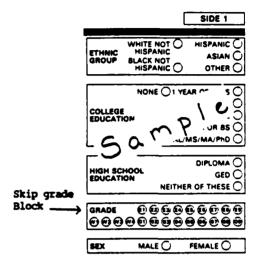
In the Special Codes Block on side 2 of the Answer Sheet, enter the name of your favorite evening (prime time) TV program. Shorten the name to 9 letters (for the 9 boxes). Darken the circles matching the name you entered in the boxes. FOR EXAMPLE:

The name of an <u>afternoon</u> program (General Hospital) has been correctly abbreviated and entered here <u>only</u> as an <u>example</u>. Please enter 9 letters on your answer sheet for your favorite evening program.

TURN BACK TO SIDE 1



Darken one circle in each of these Blocks on the top right of the Answer Sheet.



You are now going to start answering questions in the main part of the survey. Answers for these questions are marked in the numbered rows on the Answer Sheet. Be sure to mark the letter best fitting your opinion in the correctly numbered row.

The first question is:

1. Based on what you know now, how satisfied do you think you will be with Army life? Please use the scale below to answer this question. For example, people who expect to be Very Satisfied with Army life would mark "A". People who think they will be Very Dissatisfied with the Army would mark "G". Other people may have opinions somewhere between "A" and "G".

VERY VERY SATISFIED DISSATISFIED A B C D E F G

Mark the letter which shows how satisfied you expect you will be in ${\tt Row}\ 1$ on the Answer Sheet.



Mark your answers to the questions on the following pages in the correctly numbered Row on the Answer Sheet.

I. YOUR ENLISTMENT

Start here.

This set of questions all use the same scale.

Please use the following scale to describe how important each of the following was in your decision to talk to an Army recruiter.

- A. NOT APPLICABLE; EVENT DID NOT OCCUR
- B. NOT AT ALL IMPORTANT
- C. SOMEWHAT IMPORTANT
- D. VERY IMPORTANT
- E. I WOULD NOT HAVE TALKED TO AN ARMY RECRUITER EXCEPT FOR THIS REASON

Mark one response (from the scale above) for each of the following items.

- 2. Recruiter contacted me and sold me on the idea
- 3. When I applied for a civilian job they said I needed more experience or training
- 4. I saw a Recruiter Aide an Army soldier who returns to his hometown to help the Army recruiter contact people
- 5. Information in an Army ad on the radio
- 6. Information in an Army ad on TV
- 7. Information in an Army ad in a magazine
- 8. Information posted at school
- 9. Information I received in the mail after I sent a card or called a toll free number in response to an Army ad
- 10. Information I received in the mail from the Army (which I had NOT requested)

If you were eligible to enlist in all four services (for the same training, term of enlistment, cash bonus, and educational assistance), which service would be your first choice? Your second choice? Third? Fourth?

Mark one service for each choice.

- 11. 1st Choice
 - A. Army C. Navy B. Air Force D. Marines
- 12. 2nd Choice
 - C. Navy A. Army B. Air Force D. Marines
- 13. 3rd Choice
 - A. Army C. Navy D. Marines B. Air Force
- 14. 4th Choice
 - C. Navy A. Army B. Air Force D. Marines
- 15. Do you remember seeing, hearing, or receiving (before you enlisted) any advertising or promotional material from all the military services together?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
 D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In an Army recruiting station
- H. At school
- I. From a friend
- J. None of the above

16. Do you remember seeing, hearing, or receiving any Air Force advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
 G. In an Air Force recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 17. Do you remember seeing, hearing, or receiving any Navy advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazinesC. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In a Navy recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 18. Do you remember seeing, hearing, or receiving any Marine Corps advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
 D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In a Marines recruiting stationH. At schoolI. From a friend

19. Do you remember seeing, hearing, or receiving any Army advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
 F. In the mail
 G. In an Army recruiting station

- H. At school
- I. From a friend
- J. None of the above
- 20. Did you ever respond to any of these Army advertisements?

(Mark all that apply)

- A. By sending in a card
- B. By calling a toll free number
- C. By contacting an Army recruiter
- D. None of the above
- 21. What did you receive when you sent a card in response to an Army ad?

(Mark all that apply)

- A. I never sent a card in response to an Army ad
- B. I never received a response in the mail from the card I sent in
- C. Letter telling me location of Army Recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund
- H. A bumper stickerI. Army bookcovers

22. What did you receive when you called a toll free number in response to an Army ad?

(Mark all that apply)

- A. I never called a toll free number in response to an Army ad
- B. I never received a response to the call I made
- C. Letter telling me location of Army recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund
- H. A bumper sticker
- I. Army bookcovers
- 23. Which of these items did you use or appreciate having?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Letter telling me location of Army recruiting station
- C. A gift like tube socks or wrist bands
- A poster
- E. Booklet about Army service
- F. Booklet about Army College Fund
- G. A bumper sticker
- H. Army bookcovers
- 24. Did either of these items help you to decide to enlist in the Army?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Booklet about Army service
- C. Booklet about Army College Fund
- D. Neither of these items

25. What do you think you will do after this enlistment?

(Mark only one)

- A. Leave the Army to find civilian employment
- B. Leave the Army to attend college
- C. Leave the Army for civilian vocational/technical education
- D. Reenlist but probably not make the Army a career
- E. Stay in the Army until I retire
- F. I do not know

The next 2 questions are very similar: they differ only in a few of the responses. Please be careful in answering: try to answer each question without comparing it to the other question.

26. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

(Mark only one)

- A. I was unemployed

- B. To be away from home on my ownC. I want to travelD. To get away from a personal problem
- E. To serve my country
- F. Earn more money
- G. Family tradition to serve
- H. To prove that I can make it I. To get trained in a skill
- J. Money for a college education
- 27. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

(Mark only one)

- A. I was unemployed
- B. To be away from home on my own
- C. Chance to better myself
- D. To get away from a personal problem
- E. To serve my country
- F. Earn more money
- G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
- J. Money for a college education

Please use the following scale to rate HOW IMPORTANT each of the reasons listed below was in your decision to ENLIST:

- A. NOT AT ALL IMPORTANT
- B. SOMEWHAT IMPORTANT
- C. VERY IMPORTANT
- D. I WOULD NOT HAVE ENLISTED EXCEPT FOR THIS REASON
- 28. I enlisted because I was unemployed and couldn't find a job.
- 29. I enlisted to give myself a chance to be away from home on my own.
- 30. I enlisted because the military will give me a chance to better myself in life.
- 31. I enlisted because I want to travel and live in different places.
- 32. I enlisted to get away from a personal problem.
- I enlisted because I want to serve my country.
- 34. I enlisted because I can earn more money than as a civilian.
- 35. I enlisted because it is a family tradition to serve.
- 36. I enlisted to get trained in a skill that will help me get a civilian job when I get out.
- 37. I enlisted because I can get money for a college education.
- 38. I enlisted because I want to be a soldier.
- 39. I enlisted because I can get money for civilian vocational, technical, or business school education.
- 40. I enlisted for the physical training and challenge.

- 41. I enlisted to take time out before deciding what I really want to do.
- 42. I enlisted to learn to be a responsible mature person.

Please indicate if the following are True or False for you:

- 43. I <u>didn't qualify</u> for the kind of military work I wanted.
- 44. The counselor gave me a choice of jobs.
- 45. To get the job I wanted, I am entering active duty earlier or later than I had wanted.
- 46. The counselor told me which military job was best for me.
- 47. The kind of military work I got is different from the kind I had in mind.
- 48. The kind of military work I got didn't really matter to me.
- 49. To get the military job I wanted, I gave up getting a cash bonus.
- 50. To get the military job I wanted, I gave up getting extra educational assistance from the Army College Fund.
- 51. I gave up the military work I wanted to get a cash bonus.
- 52. I gave up the job I wanted to get extra educational assistance from the Army College Fund.

In the VEAP program you can contribute to an education fund that the government will also contribute to. The next question concerns the basic VEAP program.

- 53. How much do you intend to contribute to VEAP (Veteran's Educational Assistance Program) each month?
 - A. \$ 0-19
 - B. \$20-39
 - C. \$40-59
 - D. \$60-79
 - \$80-99
 - F. At least \$100
 - G. Not eligible to enroll
 - H. Not enrolled or do not plan to enroll
 - I. I don't know enough about VEAP to know if I will use it or not
- 54. Did you sign up for a job that pays an Army College Fund extra educational benefit at the end of your first enlistment?
 - A. No
 - B. I don't know

To indicate YES, mark the amount of your ACF benefit:

- \$2,000 ACF benefit for VEAP total of \$9,200
- \$4,000 ACF benefit for VEAP total of \$11,200
- \$6,000 ACF benefit for VEAP total of \$13,200
- \$8,000 ACF benefit for VEAP total of \$15,200
- \$10,000 ACF benefit for VEAP total of \$18,100
- \$12,000 ACF benefit for VEAP total of \$20,100
- \$14,000 ACF benefit for VEAP total of \$22,100
- \$16,000 ACF benefit for VEAP total of \$24,100

55. Suppose the job you signed up for did not pay an Army College Fund extra education bonus. What would you have done?

(Mark only one)

- A. DOES NOT APPLY to me. I am not getting an Army College Fund extra education bonus.
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid this educational bonus
- D. Signed up for a different job in the Army only if it paid a cash bonus
- E. Tried to join a different service
- F. Not enlisted at all
- 56. Suppose neither the Army nor any other military service paid an extra educational bonus on top of the basic VEAP. What would you have done?

(Mark only one)

- A. DOES NOT APPLY to me, I am not getting an Army College Fund extra educational bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service E. Not enlisted at all
- 57. How much military pay do you expect?
 - A. \$200-\$299 a month
 - B. \$300-\$399 a month
 - C. \$400-\$499 a month
 - D. \$500-\$599 a month
 - E. \$600-\$699 a month
 - F. \$700-\$799 a month
 - G. \$800-\$899 a month H. \$900-\$999 a month

58. If you were not going into the military, how difficult would it be for you to get a full-time job in the area where you lived?

(Mark one)

- A. Not difficult at all
- B. Somewhat difficult
 C. Very difficult
 D. Almost impossible
 E. I don't know

The next two questions are for recruits with a two year term. If you signed up for a 3 or 4 year term of enlistment, answer "A" to the next 2 questions.

59. Suppose the job you signed up for did not offer a 2-year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 years
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it had a 2 year option
- D. Signed up for a different job in the Army only if it had a 2 year option
- E. Tried to join a different service
- F. Not enlisted at all
- 60. Suppose no military service had a 2 year option. What would you have done?

(Mark only one response)

- A. DOES NOT APPLY to me, I enlisted for 3 or 4 year term
- B. Signed up for the same job anywayC. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

61. Did you sign up for a job which pays a CASH ENLISTMENT BONUS?

(Mark ONE 2-letter answer)

AB. No

AC. I don't know if I got a bonus

To indicate YES, mark the amount of your cash bonus:

BC. \$1,000

BD. \$1,500

BE. \$2,000

BF. \$2,500 BG. \$3,000

BH. \$3,500

BI. \$4.000

BJ. \$4,500

CD. \$5,000

CE. \$8,000

62. Suppose the job you signed up for did not pay a cash bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army whether or not it paid a bonus
- D. Signed up for a different job in the Army only if it paid a cash bonus
- E. Tried to join a different service
- F. Not enlisted at all
- 63. Suppose no military service paid a cash enlistment bonus. What would you have done?

(Mark one response)

- A. DOES NOT APPLY to me, I am not getting a cash enlistment bonus
- B. Signed up for the same job anyway
- C. Signed up for a different job in the Army
- D. Tried to join a different service
- E. Not enlisted at all

This set of questions are about the time you spent in the Delayed Entry Program (DEP), that is the time after you signed your enlistment contract but before you "shipped out" to this reception station. If you shipped out the day you signed your contract, just mark "J" for each of these questions and go to the next set of questions.

164. Mark the one answer from each column that best describes what you have been doing since you signed your contract:

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work

(Consider yourself "in school" during school vacations.)

Or just mark J. Does not apply, I was not in the DEP

165. While in the DEP did you look for another job or some other way to pay for school instead of going in the Army?

(Mark only one)

- A. Yes
- B. No
- J. Does not apply, I was not in the DEP
- |66. How often did you have contact with your recruiter while you were in the DEP?
 - A. Every day
 - B. Every few days
 - C. Once a week
 - D. Twice a month
 - E. Once a month
 - F. Every couple of months
 - G. Only when I signed my contract and when I was getting ready to "ship out" to the Reception Station.
 - J. Does not apply, I was not in the DEP.
- 67. Were you satisfied with this contact?
 - A. I couldn't seem to get my recruiter to pay attention to me
 - B. A lot less contact than I liked
 - C. A little less contact than I liked
 - D. About right
 - E. A little more contact than I wanted
 - F. Much more contact than I wanted
 - J. Does not apply, I was not in the DEP

- 68. How satisfied are you with the military job you signed up for?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied
- 69. When you decided to enlist how sure were you about what part of the Army (Active, Reserve, National Guard) you wanted to join?
 - A. Not at all sure
 - B. Not too sure
 - C. Somewhat sure
 - D. Very sure
- 70. When you decided to enlist how sure were you about what training you wanted?
 - A. Not at all sure
 - B. Not too sure
 - C. Somewhat sure
 - D. Very sure

- 71. How satisfied are you with the information the Army guidance counselor gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied
- 72. How satisfied are you with the information your recruiter gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied

How did the people listed below generally feel about your enlisting in the lArmy?

Mark "A" if it DOES NOT APPLY (for example, you have no co-workers, etc.)

Mark "B" if you did not talk to the person(s) about enlisting in the Army { (for example, you have co-workers but did not talk to them about enlisting)

Mark "C" if the person(s) listed mostly thought it was a VERY GOOD IDEA Mark "D" if the person(s) listed mostly thought it was a GOOD IDEA Mark "E" if the person(s) listed mostly thought it was NOT A GOOD IDEA

Mark "E" if the person(s) listed mostly thought it was NOT A GOOD IDEA Mark "F" if the person(s) listed mostly thought it was a BAD IDEA

Mark "G" if the person(s) listed mostly thought it was a VERY BAD IDEA

- 73. Father (or male guardian)
- 1 74. Mother (or female guardian)
 - 75. Friend(s) with Army experience
- 76. Friend(s) with other military experience
- 77. Friend(s) with no military experience
 - 78. Your fellow students

Do you watch any of the following programs or programming types on TV?

II. HOW DO YOU SPEND YOUR TIME?

Do you watch any of the following programs or programming types on cable TV?

- Mark A if you regularly turn on the TV to watch it on cable TV
- Mark B if you sometimes watch it on cable

 TV -- you watch if it happens to be
 on when you turn on the TV
- Mark C if you have watched it once or twice on your cable TV
- Mark D if you have never watched it on your cable TV
- Mark J <u>if you do not have cable TV in your home</u>

Mark one letter for each of the following:

- 79. Sports programming
- 80. Movies without commercials
- 81. Movies with commercials
- 82. Reruns of old programs
- 83. Music videos
- 84. News
- 85. Other cable programs

Mark A if you regularly turn on the TV to watch it

Mark B if you sometimes watch it — you watch if it happens to be on when you turn on the TV

Mark C if you have watched it once or twice

Mark D if you have never watched it

Mark one letter for each of the following:

- 86. Solid Gold
- 87. Soul Train
- 88. American Bandstand
- 89. Dance Fever
- 90. Movies on network TV
- 91. Late night programs like Saturday Night Live
- 92. Nightly network news
- 93. Local news
- 94. Soap operas
- 95. Professional bowling
- 96. NFL football regular season weekend games
- 97. NFL football regular season Monday Night Football
- 98. NFL playoffs
- 99. Superbowl
- 100. USFL football -- spring season
 weekend games

Do you watch any of the following programs or programming types on TV?

Mark A if you regularly turn on the TV to watch it

- Mark B if you sometimes watch it --- you watch if it happens to be on when you turn on the TV
- Mark C if you have watched it once or twice
- Mark D if you have never watched it

Mark one letter for each of the following:

- 101. USFL football -- spring season Monday Night Football
- 102. College football -- regular season
- 103. College football bowl games
- 104. Major league baseball regular season games
- 105. Major league baseball playoffs
- 106. World Series
- 107. NBA basketball
- 108. College basketball
- 109. NHL hockey
- 110. Professional wrestling
- 111. Car races
- 112. Golf tournaments
- 113. Tennis tournaments
- 114. Weekend sports shows like Wide World of Sports

III. FACTS ABOUT YOU

- 115. Which of these best describes the place where you were living when you enlisted?
 - A. In a large city (over 250,000 people)
 - In a suburb of a large city
 - C. In a medium-sized city (50,000 to 250,000 people)
 - D. In a suburb of a medium-sized city
 - E. In a small city or town (under 50,000 people)
 - F. In a rural area, but not on a farm or ranch
 - G. On a farm or ranch
- 116. Which of the following mathematics and technical courses, if any, did you take and pass in high school?

(Mark all that apply)

- A. Elementary Algebra
- B. Plane Geometry
- C. Business math
- D. Computer science
- E. Intermediate Algebra
- F. Trigonometry
- G. Calculus H. Physics
- I. Science course that covered electricity or electronics
- J. I took none of these

- 117. How would you describe the grades you were making when you were last in school?
 - A. Mostly A
 - B. About half A and half B
 - C. Mostly B
 - D. About half B and half C
 - E. Mostly C
 - F. About half C and half D

 - G. Mostly D H. Mostly below D
- 118. What is the highest degree or diploma you think you will ever complete in the future?

(Mark one)

- A. Master's or doctorate
- B. B.A. or B.S. degree
- C. Associate degree (A.A.) from a junior or community college
- D. A high school diploma
- E. A GED certificate
- F. None of the above
- 119. In the past year, did you apply to and were you accepted to attend any colleges or universities?

(Mark one)

- A. I did not apply to any colleges or universities
- B. I applied but have not heard yet
- C. I applied but was not accepted
- D. I was accepted at one or more schools
- 120. What is the main reason you decided to enlist in the Army now instead of going to school?

(Mark one)

- A. Does not apply; I have no interest in further education
- B. I couldn't get into the school(s) I wanted
- C. I could get the same or better training in the military
- D. I couldn't afford tuition
 E. I can't support myself (and my dependents) and go to school at the same time
- F. Other reason

- 121. What high school education program are you/were you in?
 - A. College preparatory
 - B. General
 - Commercial or business C.
 - Vocational D.
 - Other E.
- 122. Has your father (or male guardian) ever served or is he now serving in the military?
 - A. Not to my knowledge or doesn't
 - (If yes, mark all that apply)
 - B. ARMY (regular active duty)

 - C. ARMY Reserve
 D. ARMY National Guard
 - E. AIR FORCE (regular active duty)
 - F. AIR FORCE Reserve or AIR National Guard
 - G. NAVY (regular active duty)

 - H. NAVY ReserveI. MARINES (regular active duty)
 - J. MARINE Reserve
- 123. What is the highest level of school your FATHER (or male guardian) completed?
 - A. 8th or below
 - B. 9th
 - C. 10th
 - D. 11th
 - E. 12th

 - F. 1 year of collegeG. 2 years of college
 - H. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
- 124. What is the highest diploma or degree that your FATHER (or male guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificate
 - F. I don't know

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB <u>SALESWORKER</u> (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF TECHNICAL (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer).
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE Does not work for pay or HOMEMAKER
- DF Works for pay but I am not sure which category
- DG Not applicable

125. What type of work does your FATHER (or male guardian) do? (If deceased indicate his last job)

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE.

126. What type of work does your MOTHER (or female guardian) do? (If deceased indicate her last job)

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE.

- 127. What is the highest level of school your MOTHER (or female guardian) completed?
 - A. 8th or below
 - B. 9th
 - C. 10th
 - D. 11th

 - E: 12th
 F. 1 year of college
 G. 2 years of college
 - H. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
- 128. What is the highest diploma or degree that your MOTHER (or female guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificate
 - F. I don't know
- 129. How many of your brothers and sisters have served in the Army or another service? (Include any stepbrothers and stepsisters).
 - D. 3 E. 4 A. None
 - B. 1 C. 2
 - F. 5 G. Gamore

130. Besides yourself, on whom are you likely to rely for help in deciding about a job or career?

(Mark all that apply)

- A. My father (stepfather)
 B. My mother (stepmother)
- C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)
- G. School guidance/career counselors
- H. Military recruiters
- I. Others
- J. No one but myself
- 131. To whom would you most likely go to seek information about career or job selection?

(Mark all that apply)

- A. My father (stepfather)
- B. My mother (stepmother)
- C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)G. School guidance/career counselors
- H. Military recruiters
- I. Others
- J. No one but myself
- 132. Of the individuals listed below which would you most like to please in making a job or career choice?

(Mark all that apply)

- A. My father (stepfather)
- B. My mother (stepmother)
- C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)
- G. School guidance/career counselorsH. Military recruiters
- I. Others
- J. No one but myself

This set of questions are about your parents household or the household you grew up in. Answer these questions about the household that you marked the zipcode for on side 1 of this answer sheet.

- 133. Is there cable TV in this household?
 - A. NO
- B. YES
- C. Does not apply/I don't know
- 134. How many cars are owned by people in this household?
 - A. 0
- F. 5
- B. 1
- G. 6 H. 7
- C. 2 D. 3
- I. 8 or more
- D. 3 E. 4
- J. Does not apply / I don't know
- 135. Who lives in this household?

(Mark all that apply)

A. My own mother

G. My spouse

B. My own father

H. My children

C. My stepmother

I. Others

D. My stepfather

J. Does not apply/I don't know

- E. Grandparent(s)
- F. Brothers and/or sisters

(include stepbrothers or stepsisters)

136. Who is responsible for paying most of the bills in this household?

(Mark only one)

A. My own mother

F. Other adult relative(s)

- B. My own father
- G. My spouse H. My in-laws

C. My stepmother

I. Persons(s) not related to me

- D. My stepfatherE. Grandparent(s)
- J. Myself
- 137. What would you say is the total yearly income of your parents or guardians and all family members who live with them, before taxes and other deductions? DO NOT INCLUDE YOUR INCOME.

GIVE YOUR BEST ESTIMATE Mark only one answer.

- A. Less than \$2,599 a year (less than \$50 a week)
- B. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- C. \$5,200-\$10,399 a year (about \$100-\$199 a week)
- D. \$10,400-\$15,599 a year (about \$200-\$299 a week)
- E. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- F. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- G. \$26,000-\$31,199 a year (about \$500-\$599 a week)
- H. \$31,200 or more a year (about \$600 a week or more)

138. When did you first establish your own household by moving out of this household and living on your own income? Students who depend on relatives for support and return home for vacations are NOT considered to have established a separate household.

(Mark only one)

- A. Joining the Army is the first time I have been away from home to live on my own income.
- B. In the last 6 months
- C. 7-12 months ago
- D. 13-18 months (1 to 1 1/2 years) ago
- E. 19-24 months (1 1/2 to 2 years) ago
- F. 25-36 months (2 to 3 years) ago
- G. More than 3 years ago
- 139. In 1983 how much did you earn (before taxes) from all the different kinds of work you did? (Include wages, salaries, tips, and commissions).

GIVE YOUR BEST ESTIMATE. Mark only one answer.

- A. I had no 1983 earnings
- B. Less than \$2,599 a year (less than \$50 a week)
- C. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- D. \$5,200-\$7,799 a year (about \$100-\$149 a week)
- E. \$7,800-\$10,399 a year (about \$150-\$199 a week)
- F. \$10,400-\$12,999 a year (about \$200-\$249 a week)
- G. \$13,000-\$15,599 a year (about \$250-\$299 a week)
- H. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- 1. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- J. \$26,000 or more a year (more than \$500 a week)
- 140. How much did you earn (before taxes) in the month before you signed your contract)?
 - A. \$0
 - B. \$1-\$99 per month
 - C. \$100-\$199 per month
 - D. \$200-\$299 per month
 - E. \$300-\$399 per month
- F. \$400-\$499 per month
- G. \$500-\$599 per month
- H. \$600-\$799 per month
- I. \$800-\$999 per month
- J. Over \$1000 per month
- 141. Suppose you had been offered a steady full time civilian job that began at the time you shipped out. Would you have taken the civilian job?

(Mark only one)

- A. I would have taken the civilian job offer no matter what it paid.
- B. ONLY for \$300 a month or more
- C. ONLY for \$400 a month or more
- D. ONLY for \$500 a month or more
- E. ONLY for \$600 a month or more
- F. ONLY for \$700 a month or more
- G. ONLY for \$800 a month or more
- H. ONLY for \$900 a month or more
- I ONLY for \$1000 a month or more
- J. I would have joined the Army regardless of any civilian job offer.

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB SALESWORKER (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF TECHNICAL (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE I HAD NOT WORKED FOR PAY BEFORE JOINING THE ARMY
- DF I AM NOT SURE WHICH CATEGORY

142. What type of civilian job could you get if you were not entering the Army?

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE

143. What type of job were you last working?

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE

- 144. When did you leave your last job? MARK ONE ANSWER
 - A. I had not worked for pay before joining the Army
 - B. I quit after I signed my contract
 - C. I was laid off after I signed my contract
 - D. I was fired after I signed my contract
 - E. I quit before I signed my contract
 - F. I was laid off before I signed my contract
 - G. I was fired before I signed my contract
- 145. Mark the one answer from each column which best describes you at the time you enlisted (signed your contract):

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work
- 146. Mark the one answer from each column that best describes what you would be doing in the next twelve months if you did not enlist in the Army.

Mark one letter from this column

- A. In school full time
 B. In school part time
- C. Not in school

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work
- 147. Mark the one letter that tells what you have done in a school sports team in the last year.
 - A. I have been a leader or officer
 - B. I have been a member, but not a leader
 - C. I have not been in this kind of group
- 148. Mark the one letter that tells what you have done in a sports team outside of school in the last year.
 - A. I have been a leader or officer
 - B. I have been a member, but not a leader
 - C. I have not been in this kind of group

149. Which are most important for you to know about a job before you would be willing to take it?

(Mark all that apply)

- A. Difficulty of job
- B. People with whom you would be working
- C. What the bosses are like
- D. Salary
- E. Working conditions
- F. Opportunities for promotion
- G. What your friends think about the job
- H. What your parents think about the job
- I. Health and retirement benefits
- J. How much you like the type of work required
- 150. Which is the single most important thing that you would want to know about a job before you would be willing to take it?

(Mark only ONE)

- A. Difficulty of job
- B. People with whom you would be working
- C. What the bosses are like
- D. Salary
- E. Working conditions
- F. Opportunities for promotion
- G. What your friends think about the job
- H. What your parents think about the job
- I. Health and retirement benefits
- J. How much you like the type of work required

THANK YOU FOR YOUR TIME, AND EFFORT

APPENDIX D

THE 1984/1985 ARI SURVEY
OF THE ARMY RESERVE/NATIONAL GUARD RECRUITS

(FORM D)



1984/1985 ARI SURVEY

OF ARMY RESERVE/NATIONAL GUARD RECRUITS

The Army Research Institute (ARI) is conducting a survey of people entering the Army. You have been selected to participate in this important survey. Your answers will have no effect on you as an individual. Please read and follow all directions carefully.

NOTE:

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Survey of New Army Recruits under the authority of 10 United States Code 139.

Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel and recruiting policies. The information will be used for research and analysis purposes only.

HOW TO FILL OUT THIS SURVEY

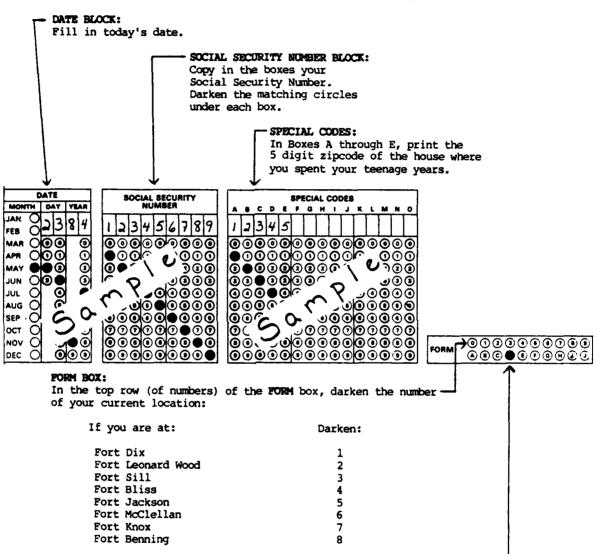
- A. Read each question carefully.
- B. Put all of your answers on the ARI GENERAL PURPOSE ANSWER SHEET. DO NOT PUT ANY MARKS IN THIS QUESTION BOOKLET.
- C. IMPORTANT DIRECTIONS FOR MARKING ANSWERS:
 - 1. Use only a number 2 pencil for completing this survey.
 - 2. DO NOT use ink or ballpoint pens.
 - Make heavy black marks that fill the response circle completely.
 - 4. Erase completely any answer you wish to change.
 - 5. Make no stray marks on the answer sheet.
 - Please look at the Examples of right and wrong markings on side 1 (upper left) of the ANSWER SHEET.



PT 5584d

START AT TOP OF SIDE 1

MARK ALL AMSWERS ON THE ANSWER SHEET



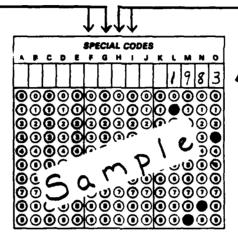
STOP, LISTEN TO FINAL INSTRUCTIONS BEFORE CONTINUING

In the bottom row (of letters) in the FORM box, darken the letter D,-

this is the form of the survey you are answering.

SPECIAL CODES ON SIDE 1

In Boxes F and G, enter the number of weeks you were working in the past year from O to 52. Darken the circles that match your entry. In Boxes H and I, enter the number of weeks you were not working and were looking for a job in the past year — from 0 to 52. Darken the circles that match your entry.



In Boxes L through O, enter the year you graduated from high school or last attended high school.

Example: If you graduated or last attended high school in 1983, enter 1983 in L, M, N, and O. See example above.

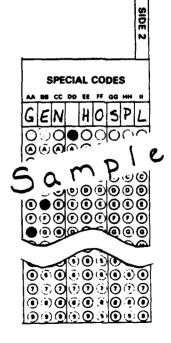
Darken the circles matching what you entered in the boxes.

TURN TO SIDE 2.

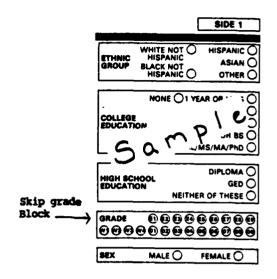
In the Special Codes Block on side 2 of the Answer Sheet, enter the name of your favorite evening (prime time) TV program. Shorten the name to 9 letters (for the 9 boxes). Darken the circles matching the name you entered in the boxes. FOR EXAMPLE:

The name of an <u>afternoon</u> program (General Hospital) has been correctly abbreviated and entered here <u>only</u> as an <u>example</u>. Please enter 9 letters on your answer sheet for your favorite <u>evening</u> program.

TURN BACK TO SIDE 1



Darken one circle in each of these Blocks on the top right of the Answer Sheet.



You are now going to start answering questions in the main part of the survey. Answers for these questions are marked in the numbered rows on the Answer Sheet. Be sure to mark the letter best fitting your opinion in the correctly numbered row.

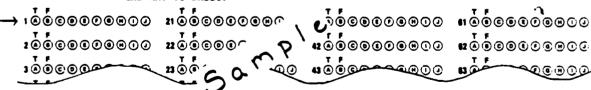
The first question is:

1. Based on what you know now, how satisfied do you think you will be with Army life? Please use the scale below to answer this question. For example, people who expect to be Very Satisfied with Army life would mark "A". People who think they will be Very Dissatisfied with the Army would mark "G". Other people may have opinions somewhere between "A" and "G".

VERY
SATISFIED

A B C D E F G

Mark the letter which shows how satisfied you expect you will be in -Row l on the Answer Sheet.



Mark your answers to the questions on the following pages in the correctly numbered Row on the Answer Sheet.

I. YOUR ENLISTMENT

Start here.

This set of questions all use the same scale.

Please use the following scale to describe how important each of the following was in your decision to talk to an Army recruiter.

- A. NOT APPLICABLE; EVENT DID NOT OCCUR
- B. NOT AT ALL IMPORTANT
- C. SOMEWHAT IMPORTANT
- VERY IMPORTANT
- E. I WOULD NOT HAVE TALKED TO AN ARMY RECRUITER EXCEPT FOR THIS REASON

Mark one response (from the scale above) for each of the following items.

- 2. Recruiter contacted me and sold me on the idea
- 3. When I applied for a civilian job they said I needed more experience or training
- 4. My employer suggested it
- 5. Information in an Army ad on the radio
- 6. Information in an Army ad on TV
- 7. Information in an Army ad in a magazine
- 8. Information posted at school
- 9. Information I received in the mail after I sent a card or called a toll free number in response to an Army ad
- 10. Information I received in the mail from the Army (which I had NOT requested)

- 11. What part of the Army are you entering?
 - A. Army Reserve
 - B. Army National Guard
 - C. I do not know
- 12. Do you plan to try and transfer from the Reserve/Guard to the Regular Army before the end of your current enlistment?
 - A. No
 - B. Yes
 - C. I don't know
- 13. Did you receive military recruiting literature in the mail without asking for it?
 - A. No (GO TO THE NEXT QUESTION)

If YES, mark all that apply

- B. Air Force
- C. Army
- D. Marine Corps
- E. Navy
- F. All services together
- G. National Guard
- H. Reserves
- I. I do not remember which
- 14. Do you remember seeing, hearing, or receiving (before you enlisted) any advertising or promotional material from all the military services together?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper F. In the mail G. In an Army recruiting station H. At school
- I. From a friend
- J. None of the above

15. Do you remember seeing, hearing, or receiving any Air Force advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazinesC. On the radio
- D. In the help wanted section of a newspaper

- E. In other parts of a newspaper
 F. In the mail
 G. In an Air Force recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 16. Do you remember seeing, hearing, or receiving any Navy advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper
- F. In the mail
- G. In a Navy recruiting station
- H. At school
- I. From a friend J. None of the at
- None of the above
- 17. Do you remember seeing, hearing, or receiving any Marine Corps advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
 D. In the help wanted section of a newspaper
- E. In other parts of a newspaper F. In the mail
- G. In a Marines recruiting station H. At school
- I. From a friend
- J. None of the above

18. Do you remember seeing, hearing, or receiving any Army advertising or promotional material before you enlisted?

(Mark all that apply)

- A. On television
- B. In magazines
- C. On the radio
- D. In the help wanted section of a newspaper
- E. In other parts of a newspaper F. In the mail
- G. In an Army recruiting station
- H. At school
- I. From a friend
- J. None of the above
- 19. Did you ever respond to any of these Army advertisements?

(Mark all that apply)

- A. By sending in a card
- B. By calling a toll free number
- C. By contacting an Army recruiter
- D. None of the above
- 20. What did you receive when you sent a card in response to an Army ad?

(Mark all that apply)

- A. I never sent a card in response to an Army ad
- B. I never received a response in the mail from the card I sent in
- C. Letter telling me location of Army Recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund H. A bumper sticker
- I. Army bookcovers

21. What did you receive when you called a toll free number in response to an Army ad?

(Mark all that apply)

- A. I never called a toll free number in response to an Army ad
- B. I never received a response to the call I made
- C. Letter telling me location of Army recruiting station
- D. A gift like tube socks or wrist bands
- E. A poster
- F. Booklet about Army service
- G. Booklet about Army College Fund
- H. A bumper sticker
- I. Army bookcovers
- 22. Which of these items did you use or appreciate having?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Letter telling me location of Army recruiting station
- C. A gift like tube socks or wrist bands
- D. A poster
- E. Booklet about Army service
- F. Booklet about Army College Fund
- G. A bumper sticker
- H. Army bookcovers
- 23. Did either of these items help you to decide to enlist in the Army?

(Mark all that apply)

- A. I never received any of this material in response to a toll free call or card
- B. Booklet about Army service
- C. Booklet about Army College Fund
- D. Neither of these items

24. What do you think you will do after this enlistment?

(Mark only one)

- A. Leave the Reserve/National Guard B. Reenlist, but probably not stay in the Reserve/National Guard long enough to retire
- C. Stay in the Reserve/National Guard until I qualify for retirement
- D. I do not know

The next 2 questions are very similar: they differ only in a few of the responses. Please be careful in answering: try to answer each question without comparing it to the other question.

25. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

(Mark only one)

- A. I was unemployed
- B. To be away from home on my own
- C. I want to travel
- D. To get away from a personal problem
- E. To serve my country
- F. Earn more money
- G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
 - J. Money for a college education
- 26. Which of these reasons is your MOST IMPORTANT REASON for enlisting?

- A. I was unemployed
- B. To be away from home on my own
- C. Chance to better myself
- D. To get away from a personal problem

- E. To serve my country
 F. Earn more money
 G. Family tradition to serve
- H. To prove that I can make it
- I. To get trained in a skill
- J. Money for a college education

Please use the following scale to rate HOW IMPORTANT each of the reasons listed below was in your decision to ENLIST:

- A. NOT AT ALL IMPORTANT
- B. SOMEWHAT IMPORTANT
- C. VERY IMPORTANT
- D. I WOULD NOT HAVE ENLISTED EXCEPT FOR THIS REASON
- 27. I enlisted because I was unemployed and couldn't find a job.
- 28. I enlisted because the military will give me a chance to better myself in life.
- 29. I enlisted because I want to serve my country.
- 30. I enlisted because I need the extra money of a part time job.
- 31. I enlisted because it is a family tradition to serve.
- 32. I enlisted to get trained in a skill that will help me get a better/new civilian job when I get out.
- 33. I enlisted because I can get money for a college education.
- 34. I enlisted because I want to be a soldier.
- 35. I enlisted because I can get money for civilian vocational, technical, or business school education.
- 36. I enlisted for the physical training and challenge.
- 37. I enlisted to learn to be a responsible mature person.
- 38. I enlisted to have a summer job.

39. Are you participating in the ROTC Simultaneous Membership Program?

(Mark only one)

A. No (GO TO THE NEXT QUESTION)

To indicate that you are in this program mark one of the following:

- B. I would not have joined the Reserve/Guard without the opportunity to participate in this program
- C. I would have joined the Reserve/ Guard even if this program had not been available
- D. I do not know if I would have joined the Reserve/Guard without this program
- 40. How far do you have to travel (from home or work) to your unit facilities for drills and meetings? (Give your best estimate)

(Mark only one)

- A. Less than 1 mile
- 1 to 5 miles В.
- C. 6 to 10 miles
- D. 11 to 15 miles E. 16 to 20 miles
- F. 21 to 30 miles
- G. 31 to 50 miles
- H. over 50 miles
- I. I don't know
- J. Does not apply; I'm in the Individual Ready Reserve
- 41. How long does it take you to get (from home or work) to your unit facilities to attend drills and meetings? (Give your best estimate)

- A. 15 minutes or less
 B. 16 to 25 minutes
- C. 26 to 35 minutes
- D. 36 to 45 minutes
- E. 46 minutes to an hour
- F. More than an hour
- G. I don't knowH. Does not apply; I'm in the Individual Ready Reserve

- 42. How do/will you travel to your unit for drills and meetings?
 - A. Own car
 - B. Family owned car
 - C. Carpool with other unit members
 - D. Public transportation
 - E. Walk or bicycle
 - F. Other
 - G. Does not apply; I'm in the Individual Ready Reserve
- 43. Are you participating in the Split Training Program (take Individual Entry Training this summer and Advance Training next summer) so as not to disrupt work.or school attendence?

(Mark only one)

A. No (Go to next question)

To indicate that you are in this program mark one on the following:

- B. I would not have joined the Reserve/Guard without the opportunity to participate in this program
- C. I would have joined the Reserve/ Guard even if this program had not been available
- D. I do not know if I would have joined the Reserve/Guard without this program
- 44. Did you sign up for a job or a unit for which you received a Cash Enlistment Bonus?

(Mark all that apply)

- A. No, I did not qualify
- B. No, none was available for the unit I joined
- C. No, none was available for the job I selected
- D. I did not know about any bonus
- E. Yes, a bonus for joining the unit.
- F. Yes, a bonus for the job I took
- G. I do not know if I get a bonus

45. Did you sign up for the Educational Assistance Program or the Loan Repayment Program in enlisting in the Army Reserve or National Guard?

(Mark all that apply)

- A. No, I did not qualify
 B. No, I already got a bonus
- C. No, I did not know about them
- D. Yes, I signed up for the Educational Assistance Program
- E. Yes. I signed up for the Loan Repayment Program
- F. I do not know
- 46. If a Cash Enlistment Bonus. Educational Assistance, or Loan Repayment had not been available, what would you have done?

(Mark only one)

- A. I did not receive any of these
- B. Joined the unit anywayC. Joined another Army Reserve or Guard unit that paid a bonus
- D. Joined another service's Reserve or Guard
- E. Enlisted in the Regular Army
- F. Enlisted in the Regular force of another service (Navy, Air Force, Marines, or Coast Guard)
- G. Not joined any service (reserve, active, or guard)
- H. I do not know
- 47. The total amount of my Cash Enlistment Bonus is
 - A. I did not receive one

 - B. \$1,000 C. \$1,500 D. \$2,000 E. \$2,500

 - F. \$3,000
- 48. Why did you choose the particular unit you enlisted in?

- A. Only unit where I lived
- B. Only unit with openings
- C. Only unit that provided the kind of training that I wanted?
- D. Recruiter recommended it
- · E. Other reasons

Please use the following scale to rate How Important each of the reasons listed below was in your decision to enlist in the Army Reserve or National Guard rather than the Active Army:

- A. NOT AT ALL IMPORTANT
- B. SOMEWHAT IMPORTANT
- C. VERY IMPORTANT
- D. I WOULD NOT HAVE ENLISTED IN THE RESERVE/GUARD EXCEPT FOR THIS REASON
- 49. I did not want to be away from home for an extended period of time.
- 50. I can get the training I need to qualify for a better job
- 51. I can get the training I need to get a promotion or an increase in salary
- 52. I can get the training I need to start a new career
- 53. There were no openings in the Active
- 54. I could not qualify for the Active Army
- 55. When you decided to enlist how sure were you about what part of the Army (Active, Reserve, National Guard) you wanted to join?
 - A. Not at all sure
 - B. Not too sure
 - C. Somewhat sureD. Very sure
- 56. How satisfied are you with the information your recruiter gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied

- 57. How satisfied are you with the information the Army guidance counselor gave you about the kind of work you will be doing in your military work?
 - A. I do not know what job I signed up for
 - B. Very satisfied
 - C. Somewhat satisifed
 - D. Neither satisfied nor dissatisfied
 - E. Somewhat dissatisfied
 - F. Very dissatisfied
- 58. Which are most important for you to know about a job before you would be willing to take it?

(Mark all that apply)

- A. Difficulty of job
- B. People with whom you would be working
- C. What the bosses are like
- D. Salary
- E. Working conditions
- Opportunities for promotion
- G. What your friends think about the dot
- H. What your parents think about the iob
- I. Health and retirement benefits
- J. How much you like the type of work required
- 59. Which is the single most important thing that you would want to know about a job before you would be willing to take it?

(Mark only ONE)

- A. Difficulty of job
- B. People with whom you would be working
- C. What the bosses are like
- D. Salary
- E. Working conditions
- F. Opportunities for promotion
- G. What your friends think about the job
- H. What your parents think about the iob
- I. Health and retirement benefits
- J. How much you like the type of work required

60. How many of your brothers and sisters have served in the Army or another service? (Include any stepbrothers and stepsisters).

> A. None D. 3 В. Ε.

C. 2

G. 6 OK mORE

II. HOW DO YOU SPEND YOUR TIME?

61. When do you regularly listen to the radio during the week -- Mondays through Friday?

Mark all that apply

- A. Mornings -- 6am to 10am -- 10am to 3pm B. Daytime
- Late afternoon -- 3pm to 7pm
- Evenings - 7pm to midnight E. Overnight - midnight to 6am
- F. I don't regularly listen to the radio during the week
- 62. When do you regularly listen to the radio during the weekend -- Saturdays and Sundays?

Mark all that apply

- A. Mornings -- 6am to 10am B. Daytime -- 10am to 3pm
- C. Late afternoon -- 3pm to 7pm
- D. Evenings -- 7pm to midnight
- E. Overnight - midnight to 6am
- F. I don't regularly listen to the radio during the weekend

Do you listen to any of the following radio programs or programming types?

- Mark A if you regularly tune in the radio to hear it
- Mark B if you sometimes hear it -- you listen if it happens to be on when you turn on the radio
- Mark C if you have listened to it once or twice
- Mark D if you have never listened to it

Mark one letter for each of the following:

- 63. Sports programming
- 64. Continuous History of Rock and Roll
- 65. King Biscuit Flour Hour
- 66. American Top 40 with Casey Kasem
- 67. Metal Shop
- 68. Rockline
- 69. Power Cuts
- 70. Off the Record Specials
- 71. Concert Specials
- 72. When do you regularly watch TV during the week -- Mondays through Friday?

Mark all that apply

- A. Mornings - 6am to 9am -- 9am to 4pm B. Daytime
- C. Late afternoon -- 4pm to 8pm
- D. Prime time -- 8pm to 11pm
- -- 11pm to 1am E. Late night
- F. Overnight -- 1am to 6am G. I don't regularly watch
- TV during the week
- 73. When do you regularly watch TV during the weekend -- Saturdays and Sundays?

Mark all that apply

- A. Mornings -- 6am to Noon
- B. Daytime -- Noon to 6pm
- C. Early evening -- 6pm to 7pm
- D. Evenings -- 7pm to 11pm
- -- 11pm to 1am E. Late night
- -- 1am to 6am F. Overnight
- G. I don't regularly watch TV during the weekend

Mark one letter for each of the following programs or programming types on TV:

- Mark A if you regularly turn on the TV to watch it
- Mark B if you sometimes watch it -- you watch if it happens to be on when you turn on the TV
- Mark C if you have watched it once or twice
- Mark D if you have never watched it
- 74. Solid Gold
- 75. Soul Train
- 76. American Bandstand
- 77. Dance Fever
- 78. Movies on network TV
- 79. Late night programs like Saturday Night Live
- 80. Nightly network news
- 81. Local news
- 82. Soap operas
- 83. Professional bowling
- 84. NFL football -- regular season weekend games
- 85. NFL football -- regular season Monday Night Football
- 86. NFL playoffs
- 87. Superbowl
- 88. USFL football -- spring season weekend games
- 89. USFL football -- spring season Monday Night Football
- 90. College football -- regular season
- 91. College football bowl games
- 92. Major league baseball -- regular season games
- 93. Major league baseball playoffs
- 94. World Series
- 95. NBA basketball
- 96. College basketball
- 97. NHL hockey
- 98. Professional wrestling
- 99. Car races
 100. Golf tournaments
- 101. Tennis tournaments
- 102. Weekend sports shows like Wide World of Sports

III. FACTS ABOUT YOU

- 103. Which of these best describes the place where you were living when you enlisted?
 - A. In a large city (over 250,000 people)
 - В. In a suburb of a large city
 - C. In a medium-sized city (50,000 to 250,000 people)
 - D. In a suburb of a medium-sized city
 - In a small city or town (under 50,000 people)
 - F. In a rural area, but not on a farm or ranch
 - G. On a farm or ranch
- 104. What time zone did you live in?
 - A. Eastern
 - B. Central
 - C. Mountain
 - Pacific
 - E. I don't know
 - F. Other time zone (e.g., Alaska)
- 105. Which of the following mathematics and technical courses, if any, did you take and pass in high school?

(Mark all that apply)

- A. Elementary Algebra
- B. Plane Geometry
- c. Business math
- D. Computer science
- E. Intermediate Algebra
- F. Trigonometry
- G. Calculus
- H. Physics
- I. Science course that covered electricity or electronics
- J. I took none of these

- ·106. How would you describe the grades you were making when you were last in school?
 - A. Mostly A
 - About half A and half B
 - C. Mostly B
 - D. About half B and half C
 - E. Mostly C
 - F. About half C and half D
 - G. Mostly D
 - H. Mostly below D
- 107. What is the highest degree or diploma you think you will ever complete in the future?

(Mark one)

- A. Master's or doctorate
- B. B.A. or B.S. degree
- C. Associate degree (A.A.) from a junior or community college
- D. A high school diploma
- E. A GED certificate
- F. None of the above
- 108. In the past year, did you apply to and were you accepted to attend any colleges or universities?

(Mark one)

- A. I did not apply to any colleges or universities
- B. I applied but have not heard yet
- C. I applied but was not accepted
- D. I was accepted at one or more schools
- 109. In the past year, did you apply to and were you accepted to attend any vocational, technical, or business schools?

(Mark one)

- A. I did not apply to any vocational, technical or business schools
- B. I applied but have not heard yet
- C. I applied but was not accepted
- D. I was accepted at one or more schools

- 110. What high school education program are you/were you in?
 - A. College preparatory
 - B. General
 - C. Commercial or business
 - D. Vocational
 - E. Other
- 111. Has your father (or male guardian) ever served or is he now serving in the military?
 - A. Not to my knowledge or doesn't apply
 - (If yes, mark all that apply) B. ARMY (regular active duty)
 - C. ARMY Reserve
 - D. ARMY National Guard
 - E. AIR FORCE (regular active duty)
 - F. AIR FORCE Reserve or AIR National Guard
 - G. NAVY (regular active duty)
 - H. NAVY Reserve
 - I. MARINES (regular active duty)
 - J. MARINE Reserve
 - 112. What is the highest level of school your FATHER (or male guardian) completed?
 - A. 8th or below
 - B. 9th
 - C. 10th
 - D. 11th
 - E. 12th
 - F. 1 year of collegeG. 2 years of college

 - н. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
 - 113. What is the highest diploma or degree that your FATHER (or male guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificate
 - F. I don't know

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB SALESWORKER (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD SERVICE OR RESTAURANT WORKER (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF TECHNICAL (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE Does not work for pay or HOMEMAKER
- DF Works for pay but I am not sure which category
- DG Not applicable

114. What type of work does your FATHER (or male guardian) do? (If deceased indicate his last job)

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE.

115. What type of work does your MOTHER (or female guardian) do? (If deceased indicate her last job)

MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE.

- 116. What is the highest level of school your MOTHER (or female guardian) completed?
 - A. 8th or below
 - B. 9th

 - C. 10th D. 11th
 - 12th E.
 - F. 1 year of college
 - G. 2 years of college
 - H. 3 years of college
 - I. 4 or more years of college
 - J. I don't know
- 117. What is the highest diploma or degree that your MOTHER (or female guardian) has?
 - A. Masters, doctorate, or professional
 - B. B.A. or B.S. degree
 - C. Associate degree (A.A.) from a junior or community college
 - D. A high school diploma
 - E. A GED certificate
 - F. I don't know
- 118. How many children do you have?
 - A. None В.
- D. 3 Ε. 4
- F. 5
- G. 605 MURG

119. Besides yourself, on whom are you likely to rely for help in deciding about a job or career?

(Mark all that apply)

- A. My father (stepfather)
- B. My mother (stepmother)
- C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)
- G. School guidance/career counselors
- H. Military recruiters
- I. OthersJ. No one but myself
- 120. To whom would you most likely go to seek information about career or job selection?

(Mark all that apply)

- A. My father (stepfather)
- B. My mother (stepmother)C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)
- G. School guidance/career counselors
- H. Military recruiters
- I. Others
- J. No one but myself
- 121. Of the individuals listed below which would you most like to please in making a job or career choice?

(Mark all that apply)

- A. My father (stepfather)
- B. My mother (stepmother)C. Brothers/sisters (stepbrothers/ stepsisters)
- D. Friends at school or in my neighborhood
- E. Girlfriend/boyfriend/spouse
- F. Teacher(s)
- G. School guidance/career counselorsH. Military recruitersI. Others

- J. No one but myself

IMPORTANT: We need some information on the household you were living in when you enlisted. We need this information to help recruiters know the neighborhoods that are likely to be good places to recruit in. The household you answer questions about might be your parents, in-laws, or your own house or apartment.

ANSWER ALL THE REMAINING QUESTIONS ABOUT THE HOUSEHOLD YOU WERE LIVING IN BEFORE YOUR ENLISTMENT-THE HOUSEHOLD WHERE THE RECRUITER WAS ABLE (OR WOULD HAVE BEEN ABLE) TO CONTACT YOU DURING THE YEAR BEFORE YOUR ENLISTMENT.

122. What is this household's zipcode?

(Mark each that applies)

- A. This household's zipcode is the one I marked on the front of this ANSWER SHEET as the zipcode of the household I grew up in
- B. This household's zipcode is on my enlistment contract with my current address
- C. I don't know this household's zipcode
- 123. Is there cable TV in this household?
 - A. NO
- B. YES
- C. Does not apply/I don't know
- 124. How many cars are owned by people in this household?
 - A.
- F. 5
- B. 1 C. 2
- G. 6 H. 7
- D. 3
- I. 8 or more
- E 17
- J. Does not apply / I don't know
- 125. Who lives in this household?

(Mark all that apply)

A. My own mother

G. My spouse

B. My own father

H. My children

- C. My stepmother
- I. Others

- D. My stepfather
- J. Does not apply/I don't know
- E. Grandparent(s)
- F. Brothers and/or sisters

(include stepbrothers or stepsisters)

126. Who is responsible for paying most of the bills in this household?

(Mark only one)

- A. My own mother
- F. Other adult relative(s)
- B. My own father
- G. My spouse
- C. My stepmother
- H. My in-laws

D. My stepfather

- I. Persons(s) not related to me
- E. Grandparent(s)
- J. Myself

127. When did you first establish your own household by moving out of your parents' (or guardians') household and living on your own income? Students who depend on relatives for support and return home for vacations are NOT considered to have established a separate household.

(Mark only one)

- A. Joining the Army is the first time I have been away from home to live on my own income.
- B. In the last 6 months
- C. 7-12 months ago
- D. 13-18 months (1 to 1 1/2 years) ago
- E. 19-24 months (1 1/2 to 2 years) ago
- F. 25-36 months (2 to 3 years) ago
- G. More than 3 years ago
- 128. In 1983 how much did you earn (before taxes) from all the different kinds of work you did? (Include wages, salaries, tips, and commissions).

GIVE YOUR BEST ESTIMATE. Mark only one answer.

- A. I had no 1983 earnings
- B. Less than \$2,599 a year (less than \$50 a week)
- C. \$2,600-\$5,199 a year (about \$50-\$99 a week)
- D. \$5,200-\$7,799 a year (about \$100-\$149 a week)
- E. \$7,800-\$10,399 a year (about \$150-\$199 a week)
- F. \$10,400-\$12,999 a year (about \$200-\$249 a week)
- G. \$13,000-\$15,599 a year (about \$250-\$299 a week)
- H. \$15,600-\$20,799 a year (about \$300-\$399 a week)
- I. \$20,800-\$25,999 a year (about \$400-\$499 a week)
- J. \$26,000 or more a year (more than \$500 a week)
- 129. How much did you earn (before taxes) in the month before you signed your contract)?
 - A. \$0 F. \$400-\$499 per month
 B. \$1-\$99 per month G. \$500-\$599 per month
 C. \$100-\$199 per month H. \$600-\$799 per month
 D. \$200-\$299 per month
 I. \$800-\$999 per month
 E. \$300-\$399 per month
 J. Over \$1000 per month
- 130. Suppose you had been offered a steady full time civilian job that began at the time you shipped out. Would you have taken the civilian job?

- A. I would have taken the civilian job offer no matter what it paid.
- B. ONLY for \$300 a month or more
- C. ONLY for \$400 a month or more
- D. ONLY for \$500 a month or more
- E. ONLY for \$600 a month or more
- F. ONLY for \$700 a month or more
- G. ONLY for \$800 a month or more
- H. ONLY for \$900 a month or more
- I ONLY for \$1000 a month or more
- J. I would have joined the Army regardless of any civilian job offer.

USE THIS LIST OF JOB CATEGORIES TO ANSWER THE NEXT 2 QUESTIONS.

- AB SALESWORKER (Examples: retail sales clerk, real estate agent, door-to-door salesperson, newspaper carrier)
- AC OFFICE AND CLERICAL WORKER (Examples: shipping clerk, mail carrier, secretary, typist, keypunch operator, cashier, bookkeeper)
- AD <u>SERVICE OR RESTAURANT WORKER</u> (Examples: cleaning person, dishwasher, cook, waitress)
- AE TRADES OR CRAFTS WORKER (Examples: mechanic or repairman, baker, plumber, carpenter, painter, electrician)
- AF TRANSPORTATION OPERATOR (Examples: cab, bus, or truck driver)
- AG MANUFACTURING OR PRODUCING (Examples: assembly line worker, mill worker, packager, meat-cutter, fork-lift operator)
- AH PROTECTION SERVICE (Examples: police, security guard, firefighter, park ranger)
- AI ART, ENTERTAINMENT, RECREATION (Examples: dancer, actor, athlete, musician, artist)
- AJ LABORER, EXCEPT ON FARM (Examples: construction, laborer, gardener, truck loader, warehouse person)
- BC FARM LABORER
- BD PARAPROFESSIONAL (Examples: dental assistant, nurse's or teacher's aide, paramedic, paralegal)
- BE PROFESSIONAL (Examples: doctor, lawyer, teacher, minister, accountant)
- BF <u>TECHNICAL</u> (Examples: draftsman, medical or lab technician, computer programmer, pilot)
- BG MANAGER OR ADMINISTRATOR, EXCEPT ON FARM (Examples: sales or office manager, school administrator, buyer)
- BH OWNER OR PROPRIETOR (Examples: contractor, restaurant owner, small business owner)
- BI FARMER OR FARM MANAGER
- CD MILITARY OFFICER
- CE MILITARY ENLISTED
- DE I HAD NOT WORKED FOR PAY BEFORE JOINING THE ARMY
- DF I AM NOT SURE WHICH CATEGORY

- 131. What type of part-time civilian job could you get if you were not entering the Army?

 MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE
- 132. What type of job were you last working?

 MARK ONE 2-LETTER CODE FROM THE LIST ON THE PREVIOUS PAGE
- 133. Mark the one answer from <u>each</u> column which best describes you at the time you enlisted (signed your contract):

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

(Consider yourself "in school" during school vacations.)

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and not looking for work
- 134. Mark the one answer from <u>each</u> column that best describes what you would be doing in the next twelve months if you did not enlist in the Army.

Mark one letter from this column

- A. In school full time
- B. In school part time
- C. Not in school

Mark one letter from this column

- D. Working full time
- E. Working part time
- F. Not working but looking for work
- G. Not working and <u>not</u> looking for work
- 135. Mark the one letter that tells what you have done in a school sports team in the last year.
 - A. I have been a leader or officer
 - B. I have been a member, but not a leader
 - C. I have not been in this kind of group
- 136. Mark the one letter that tells what you have done in a sports team outside of school in the last year.
 - A. I have been a leader or officer
 - B. I have been a member, but not a leader
 - C. I have not been in this kind of group
- 137. What would you say is the total yearly income of your parents or guardians and all family members who live with them, before taxes and other deductions? DO NOT INCLUDE YOUR INCOME. GIVE YOUR BEST ESTIMATE. Mark only one answer.
 - A. Less than \$2,599 a year (less than \$50 a week)
 - B. \$2,600-\$5,199 a year (about \$50-\$99 a week)
 - C. \$5,200-\$10,399 a year (about \$100-\$199 a week)
 - D. \$10,400-\$15,599 a year (about \$200-\$299 a week)
 - E. \$15,600-\$20,799 a year (about \$300-\$399 a week)
 - F. \$20,800-\$25,999 a year (about \$400-\$499 a week)
 - G. \$26,000-\$31,199 a year (about \$500-\$599 a week)
 H. \$31,200 or more a year (about \$600 a week or more)

| How did the people listed below generally feel about your enlisting in the Army? | Army? |

Mark "A" if it DOES NOT APPLY (for example, you have no co-workers, etc.)

Mark "B" if you did not talk to the person(s) about enlisting in the Army (for example, you have co-workers but did not talk to them about enlisting

Mark "C" if the person(s) listed mostly thought it was a VERY GOOD IDEA

Mark "D" if the person(s) listed mostly thought it was a GOOD IDEA

Mark "E" if the person(s) listed mostly thought it was NOT A GOOD IDEA

Mark "F" if the person(s) listed mostly thought it was a BAD IDEA

Mark "G" if the person(s) listed mostly thought it was a VERY BAD IDEA

- 138. Father (or male guardian)
- 139. Mother (or female guardian)
- 140. Friend(s) with Army experience
- 141. Friend(s) with other military experience
- 142. Friend(s) with no military experience
- 143. Your fellow students
- 144. Your employer
- 145. Your co-workers

THANK YOU FOR YOUR TIME AND EFFORT.

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APPENDIX E

INSTRUCTIONS FOR ADMINISTERING
THE 1984/1985 ARI SURVEY OF NEW RECRUITS

APPENDIX E

Instructions for Administering the 1984/1985 ARI Survey of New Recruits

I. Before Administration

- A. Please read the survey booklets carefully before beginning the first administration in order to make sure that you understand everything that is being asked of the new soldiers who will actually be taking the survey. By reading the surveys, you can prepare yourself for any questions or difficulties that the survey respondents may have. You can discuss any problems with Timothy Elig or Becky Pliske, AV284-5124/9045.
- B. The survey will be most efficiently administered in a classroom-like setting. Respondents should be seated and have adequate table space to comfortably respond to survey items.
- C. The current date (month, day, and year) and your Site Number (listed on Page 2 of each survey) should be written on a blackboard or chart paper in the survey administration area where it can be easily seen by all respondents (preferably in the front of the survey administration area).

For example, the blackboard or chart paper at Fort Bliss would look like this on the third of August:

August 3, 1984 Fort Bliss ID is 4

- D. Have ready a rarge supply of $\underline{\text{number 2}}$ pencils. All survey respondents $\underline{\text{must}}$ use a number 2 pencil in completing the survey.
- E. When surveyed, soldiers should have with them one of their processing forms listing their social security number. (Unlike last year they do not need to know their MOS.)
- F. Before soldiers are seated, distribute pencils, one answer sheet, and one survey booklet to each seat. Distribute surveys based on expected numbers:
 - All members of the Regular Army will answer a survey printed on white paper.
 - All members of Army Reserves and Army National Guard will answer a survey printed on green paper.

II. Administration

Direct recruits to appropriate seats — with white (Regular) or green (USAR/ARNG) booklets. Then announce to soldiers:

Please turn to the front of the booklet. Make sure you have the correct survey. The title of the survey indicates if it is for Active Army Recruits or for Army Reserves and Army National Guard Recruits. Active Army recruits should have a white booklet; USAR and National Guard Recruits should have a green booklet.

When everyone is ready, read aloud the first 6 paragraphs from the front page of the survey booklet. These paragraphs are reprinted below.

The Army Research Institute (ARI) is conducting a survey of people entering the Army. You have been selected to participate in this important survey. Your answers will have no effect on you as an individual. Please read and follow all directions carefully.

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Survey of Army Recruits under the authority of 10 United States Code 169.

Providing information in this questionnaire is voluntary. Failure to respond to any particular question will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel and recruiting policies.

The information will be used for research and analysis purposes only.

2. Read these instructions aloud. Be prepared to answer any questions.

Read each question carefully.

Put all of your answers on the ARI GENERAL PURPOSE ANSWER SHEET. DO NOT PUT ANY MARKS IN THIS QUESTION BOOKLET.

Use only a number 2 pencil for completing this survey.

DO NOT use ink or ballpoint pens.

Make heavy black marks that fill the response circle completely.

Erase completely any answer you wish to change.

Make no stray marks on the answer sheet.

Please look at the Examples of right and wrong markings on side 1 (upper left) of the ANSWER SHEET.

Then read the following instructions, which are not printed in the survey books.

Please turn your ANSWER SHEET to Side 1. Start marking your answers on this sheet only when I give you the directions to do so.

Locate the DATE Block in the upper left hand corner of the answer sheet. (Note the columns of circled numbers under the blank spaces for the Day and Year.) Complete the date by darkening the appropriate circle for the current month. Then, write in the day and year. Both of these should be two digit numbers. (If it is the first through the ninth of the month, put a zero before the date.) Use the last two digits of the current year, "84". Then, darken the matching circle in the columns below each year and date box. (Refer the recruits to the date on the board).

Locate the Social Security Number Block (just to the right of the date Block). Print your social security number in the boxes and mark the matching circles in the columns below the digits of your social security number.

Please have the recruits copy their social security number from one of their processing forms.

Locate the Special Codes Block (just to the right of the Social Security Number Block). In Spaces A through E write the 5 digit zip code of the house in which you spent your teenage years. This could be your parents' house, another relative's home, or a guardian's house. If you moved during your teenage years, spaces A through E should be the zipcode where you lived for the longest time while 16 to 18 years old. Make sure that you darken the appropriately numbered circles in the columns below your zipcode digits.

The Form Block has two rows of responses. The numbered row ! of circles (the top row) is for Reception Station identification! Darken the appropriate circle for this Reception Station which is:

Tell the recruits the appropriate number. (See page 2 of questionnaire).

Use the lettered row of circles to indicate which Form of the survey you are completing. The instruction below the list of Forts tells you which letter to darken in the lower row of lettered circles in the Form Block. For example if your survey is "Form C" then you would mark "C" in the Form block.

NOTE: DO EVERYTHING POSSIBLE TO MAKE SURE THE FORM IS CORRECTLY MARKED. IF THE FORM IDENTIFICATION IS MISSING OR MISMARKED, EVERYTHING MARKED ON THE ANSWER SHEET WILL BE USELESS OR MISINTERPRETED.

FINAL INSTRUCTIONS:

Do not skip an item that does not seem to apply. If an item does not seem to apply, there will always be a response like "does not apply" or "none of the above" for you to mark.

If you do skip an item, be very careful not to lose your place on the answer sheet. Be sure your answers are all marked in the correctly numbered row of circles.

You have ___ minutes to complete the survey. When you have completed the survey, please bring the survey booklet, the answer sheets, and the pencil to me. Please continue with the instructions on page 3.

Stay with respondents throughout the administration in order to answer any questions they may have. Please go to the recruit's seat to answer questions once you have finished the general instructions — the end of page 2 in the questionnaires. It saves everyone's time if all the recruits are not disturbed by every question.

Thank each soldier as they complete the survey and collect their survey materials.

III. Prepare for the next administration group.

Leaf through each of the survey booklets to ensure that there are no markings on them, and save the undamaged booklets. Undamaged booklets are reusable. Form D is to be kept separate from the other forms. Forms A, B, and C should be kept in one stack and interleaved (A, B, C, A, B, C, A, B, C, etc.).

Thank you for your help. If you have any questions about any aspect of the survey or the administration procedure, please call Timothy Elig or Becky Pliske, AV 284-5124/9045.

APPENDIX F

CONTENTS OF REGULAR ARMY SAS SURVEY FILE

CONTENTS OF REGULAR ARMY SAS SURVEY FILE

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### APPENDIX G

CONTENTS OF ARMY RESERVE/NATIONAL GUARD SAS SURVEY FILE

## CONTENTS OF ARMY RESERVE/NATIONAL GUARD SAS SURVEY FILE

## LIST OF VARIABLES BY POSITION

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## APPENDIX H

CROSSWALK OF 1983, 1984, AND 1985 ARI NEW RECRUITS SURVEYS (ALL FORMS), AND THE 1984 ARI ENLISTMENT DECISION SURVEYS (FORMS E, G, AND H)

CROSSWALK OF 1983, 1984, AND 1985 ARI NEW RECRUITS SURVEYS (ALL FORMS), AND THE 1984 ARI ENLISTMENT DECISION SURVEYS (FORMS E, G, AND H)

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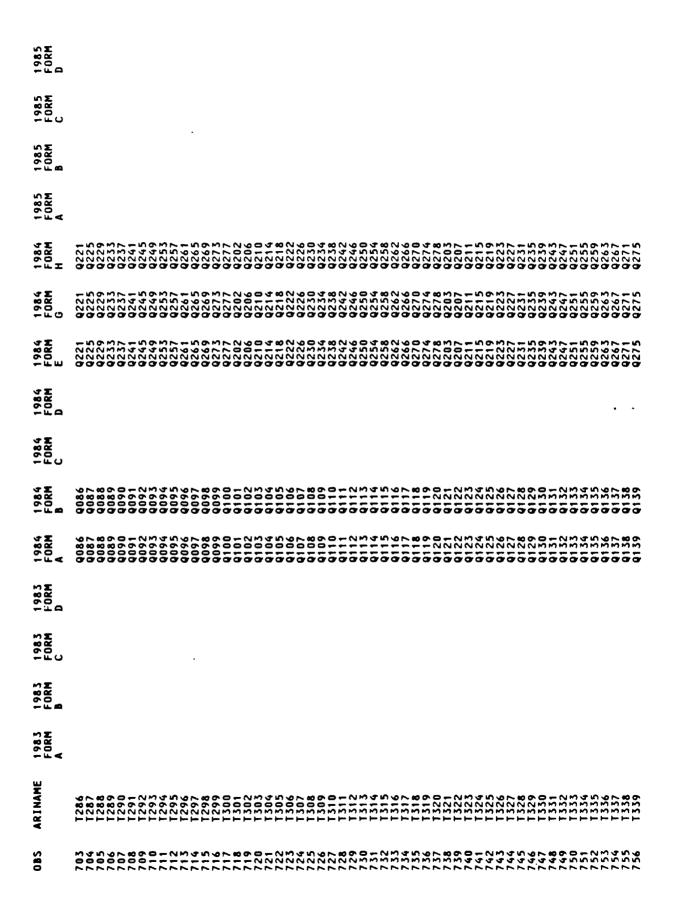
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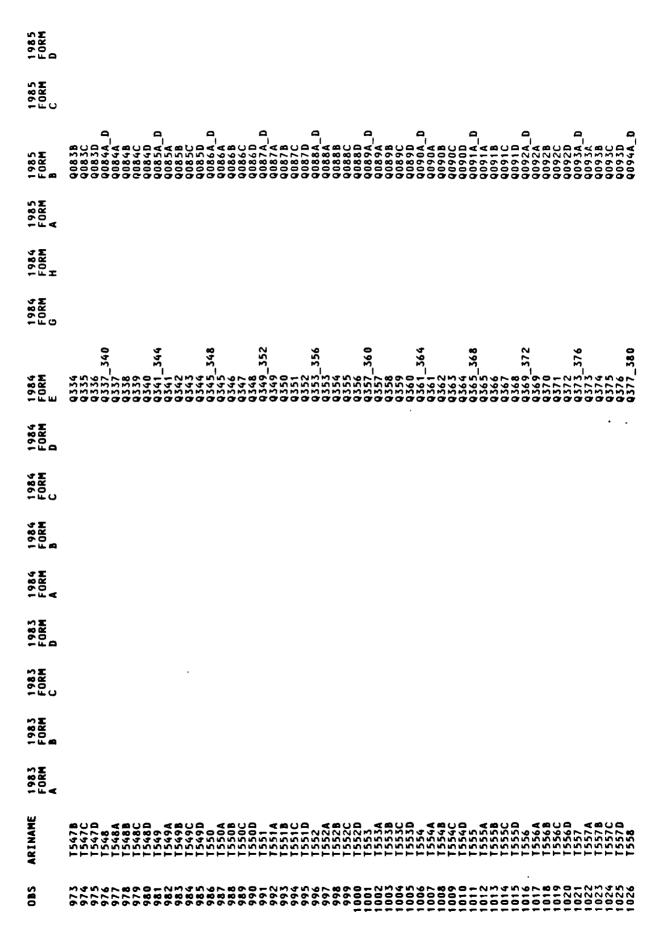


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