2002 Active Duty Status of Forces Survey

Overview Briefing

January 31, 2003
Briefing Overview

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

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

Reading Reporting Categories Slides for SATISFACTION and AGREEMENT Findings

How satisfied are you with each of the following?

Green -- more satisfied → Very satisfied
Yellow -- less satisfied → Satisfied
→ Neither satisfied nor dissatisfied
Red -- more dissatisfied → Dissatisfied
→ Very dissatisfied

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

Green -- more agree → Strongly agree
Yellow -- less agree → Agree
→ Neither agree nor disagree
Red -- more disagree → Disagree
→ Strongly disagree
## Introduction

### Reading Reporting Categories Slides

<table>
<thead>
<tr>
<th>Service Category</th>
<th>Paygrade Category</th>
<th>Standard Content</th>
<th>As Required Content</th>
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<tbody>
<tr>
<td>Army Enlisted</td>
<td>E1-E4</td>
<td>SAT 59 61 54 68</td>
<td>DIS 22 19 27 15 29</td>
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<td>E5-E9</td>
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<td>O1-O3</td>
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<td>O4-O6</td>
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### Key:
- More Satisfied
- Less Satisfied
- More Dissatisfied

### Satisfaction with Military Way of Life

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<tr>
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<th>Paygrade Category</th>
<th>SAT 59 61 54 68</th>
<th>DIS 22 19 27 15</th>
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</table>

Margins of error within +/-4%

Positive response:
- Satisfied
- Agree
- Etc.

Negative response:
- Dissatisfied
- Disagree
- Etc.

More Positive
Less Positive
More Negative
Less Negative
Briefing Overview

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

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- Assignments & travel
- Overall military way of life
Aspects of Military Service
How satisfied are you with each of the following?

- Job security: 83% Satisfied, 12% Neither Satisfied nor Dissatisfied, 5% Dissatisfied
- Military values, lifestyle, & tradition: 68% Satisfied, 15% Neither Satisfied nor Dissatisfied, 18% Dissatisfied
- Off-duty education: 57% Satisfied, 20% Neither Satisfied nor Dissatisfied, 23% Dissatisfied
- Enjoyment from your work: 57% Satisfied, 18% Neither Satisfied nor Dissatisfied, 25% Dissatisfied
- Personal workload: 56% Satisfied, 22% Neither Satisfied nor Dissatisfied, 22% Dissatisfied
- Training, professional development: 54% Satisfied, 22% Neither Satisfied nor Dissatisfied, 24% Dissatisfied
- Pace of promotions: 44% Satisfied, 20% Neither Satisfied nor Dissatisfied, 36% Dissatisfied
- Your unit's morale: 40% Satisfied, 22% Neither Satisfied nor Dissatisfied, 38% Dissatisfied

Margins of error within +/-2%
## Aspects of Military Service

### Reporting Categories

**Percent of Service Members**

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<thead>
<tr>
<th>Aspects</th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>No College</th>
<th>Male Enlisted</th>
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<tr>
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</tbody>
</table>

**KEY:**
- More satisfied
- Less satisfied
- More dissatisfied

Margins of error within +/-4%
Aspects of Military Service
1999-2002 Comparisons

Margins of error within +/-2%

1999
2002

Morale
Promotions
Development
Workload
Education
Enjoyment
Tradition
Security

33% 33%
40% 44%
50% 54%
40% 56%
44% 57%
43% 57%
49% 68%
72% 83%

July 02
Q27

DMDC
January 2003

ADS99
(Member) Q39
Aspects of Military Service
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

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

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

How satisfied are you with each of the following?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your medical/dental care</td>
<td>62%</td>
<td>14%</td>
<td>25%</td>
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<tr>
<td>Family medical/dental care</td>
<td>46%</td>
<td>20%</td>
<td>35%</td>
</tr>
<tr>
<td>Basic pay</td>
<td>38%</td>
<td>14%</td>
<td>48%</td>
</tr>
<tr>
<td>Military retirement system</td>
<td>35%</td>
<td>39%</td>
<td>27%</td>
</tr>
<tr>
<td>Basic Allowance for Housing (BAH)</td>
<td>35%</td>
<td>18%</td>
<td>47%</td>
</tr>
<tr>
<td>Basic Allowance for Subsistence (BAS)</td>
<td>33%</td>
<td>17%</td>
<td>49%</td>
</tr>
<tr>
<td>Military housing</td>
<td>29%</td>
<td>25%</td>
<td>47%</td>
</tr>
<tr>
<td>Special pays (e.g., incentive, reenlistment)</td>
<td>28%</td>
<td>21%</td>
<td>51%</td>
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<tr>
<td>Cost of Living Allowance (COLA)</td>
<td>25%</td>
<td>31%</td>
<td>44%</td>
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<tr>
<td>Overseas Housing Allowance (OHA)</td>
<td>23%</td>
<td>52%</td>
<td>25%</td>
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Margins of error within +/-2%
# Pay & Benefits

## Reporting Categories

Percent of Applicable Service Members

<table>
<thead>
<tr>
<th>KEY: More satisfied</th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>Some College</th>
<th>Male Enlisted</th>
<th>Male Officers</th>
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<th>Marine Enlisted</th>
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Pay & Benefits
1999-2002 Comparisons

Percent Satisfied (Applicable Service Members)

1999  2002

Special Pays: 23%  28%
Military Housing: 27%  29%
BAH: 23%  35%
Basic Pay: 22%  38%

Margins of error within +/-2%
Pay & Benefits
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

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

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

How satisfied are you with each of the following?

- Exchanges and commissaries: 67% Satisfied, 15% Neither Satisfied nor Dissatisfied, 18% Dissatisfied
- MWR/Services programs: 61% Satisfied, 28% Neither Satisfied nor Dissatisfied, 12% Dissatisfied
- Military family support: 41% Satisfied, 43% Neither Satisfied nor Dissatisfied, 16% Dissatisfied
- Personal/family time: 39% Satisfied, 20% Neither Satisfied nor Dissatisfied, 41% Dissatisfied
- On-base schools: 33% Satisfied, 49% Neither Satisfied nor Dissatisfied, 18% Dissatisfied
- Spouse employment and career opportunities: 32% Satisfied, 34% Neither Satisfied nor Dissatisfied, 34% Dissatisfied
- On-base childcare: 23% Satisfied, 44% Neither Satisfied nor Dissatisfied, 33% Dissatisfied

Margins of error within +/-2%
Quality of Life & Family Programs
Reporting Categories

Percent of Applicable Service Members

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<tr>
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<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
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KEY:
More satisfied
Less satisfied
More dissatisfied

Margins of error within +/-4%
Quality of Life & Family Programs
1999-2002 Comparisons

Margins of error within +/-2%
Quality of Life & Family Programs
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

- More members dissatisfied than satisfied with:
  - Personal & family time (41% vs. 39%)
  - Spouse employment & career opportunities (34% vs. 32%)
  - On-base childcare (33% vs. 23%)

- Satisfaction relatively high with exchanges & commissaries and MWR/Services programs
Satisfaction

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- Assignments & travel
- Overall military way of life
Assignments & Travel
How satisfied are you with each of the following?

- Type of assignments received: 62% Satisfied, 19% Neither Satisfied nor Dissatisfied, 19% Dissatisfied
- Frequency of PCS moves: 51% Satisfied, 32% Neither Satisfied nor Dissatisfied, 17% Dissatisfied
- Deployments: 45% Satisfied, 35% Neither Satisfied nor Dissatisfied, 20% Dissatisfied
- Other military duties that take you away: 43% Satisfied, 41% Neither Satisfied nor Dissatisfied, 16% Dissatisfied

Margins of error within +/-2%
## Assignments & Travel

### Reporting Categories

Percent of Service Members

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Margins of error within +/-4%
Members who had TDY/TAD in past 12 months dropped from 72% in 1999 to 65% in 2002.
Assignments & Travel
Summary of Findings

1999 – 2002 Trends
- Significant improvements (12-18 percentage points) in all assignment & travel measures

2002 Findings
- Less than half satisfied with deployments and duties away from permanent duty station
- Dissatisfaction is 1 in 5 or smaller
- E1-E4 less satisfied in all areas
Satisfaction

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

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

Percent of Service Members

Overall satisfaction

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<th>20%</th>
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<th>40%</th>
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<td>61%</td>
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</tbody>
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Margins of error within +/-2%

- **Satisfied**
- **Neither Satisfied nor Dissatisfied**
- **Dissatisfied**

<table>
<thead>
<tr>
<th>KEY:</th>
<th>More satisfied</th>
<th>Less satisfied</th>
<th>More dissatisfied</th>
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Margins of error within +/-4%
Overall Military Way of Life
1999-2002 Comparisons by Paygrade

Margins of error within +/-3%
Overall Military Way of Life
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

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

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

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

- State-specific requirements for HS graduation: 88% not a problem, 9% serious problem, 3% slight/somewhat of a problem
- Change in PCS orders: 77% not a problem, 16% serious problem, 7% slight/somewhat of a problem
- Child enrollment in new school: 77% not a problem, 20% serious problem, 4% slight/somewhat of a problem
- Ship/store household goods: 65% not a problem, 27% serious problem, 8% slight/somewhat of a problem
- Available childcare: 64% not a problem, 24% serious problem, 12% slight/somewhat of a problem
- Temporary lodging expenses: 64% not a problem, 26% serious problem, 10% slight/somewhat of a problem
- Loss/decrease in spouse income: 51% not a problem, 27% serious problem, 21% slight/somewhat of a problem
- Spouse employment: 51% not a problem, 28% serious problem, 21% slight/somewhat of a problem
- Change in cost of living: 50% not a problem, 35% serious problem, 14% slight/somewhat of a problem

Margins of error within +/-2%
PCS Moves

Reporting Categories

Percent of Applicable Service Members Who Had A PCS Move

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<tr>
<td></td>
<td>Prob</td>
<td>25</td>
<td>20</td>
<td>21</td>
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<tr>
<td>Change in cost of living</td>
<td>No Prob</td>
<td>49</td>
<td>49</td>
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<td>52</td>
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<td>48</td>
<td>51</td>
<td>49</td>
<td>57</td>
</tr>
<tr>
<td></td>
<td>Prob</td>
<td>15</td>
<td>16</td>
<td>14</td>
<td>13</td>
<td>16</td>
<td>15</td>
<td>11</td>
<td>12</td>
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<td>12</td>
<td>16</td>
<td>13</td>
<td>16</td>
<td>13</td>
</tr>
</tbody>
</table>
PCS Moves
1999-2002 Comparisons

Percent of Applicable Service Members Who Had PCS Move and "No Problem"

- Spouse employment: 38% (1999) vs 51% (2002)
- Spouse income: 36% (1999) vs 51% (2002)
- Lodging expenses: 59% (1999) vs 64% (2002)
- Childcare: 50% (1999) vs 64% (2002)
- Change PCS: 75% (1999) vs 77% (2002)

Margins of error within +/-2%
PCS Moves
Summary of Findings

1999 – 2002 Trends
- Percent of members reporting no problem increased 5–15 percentage points in 6 of 7 measured areas

2002 Findings
- For each PCS-move measure, majority of members had no problem
- Of those with a problem, those with slight or somewhat of a problem outweigh those with a serious problem
- Income-related problems affected members most seriously
  - 1 in 5 members indicated serious problems with spouse employment or loss/decrease in spouse’s income
  - Half of members said change in cost of living resulted in slight to serious problem with most recent move
- 12% said availability of childcare was a serious problem

AD SOFS
July 02 Q37
DMDC
January 2003
Briefing Overview

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

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

- High workload: 85%
- Additional duties: 68%
- Unit was under-manned: 58%
- Inspections and inspect prep: 54%
- Poor/lack of planning: 48%
- Equipment failure and repair: 42%
- Unit prep for deployment: 37%
- Personal deployment status: 29%
- Personal stay-behind status: 21%
In the past 12 months, have you spent more or less time away from your PDS than you expected?

- 28% Less time than expected
- 53% About the time expected
- 19% More time than expected

Margins of error within +/-2%

KEY:
Higher response of "less time"
Lower response of "less time"
Higher response of "more time"

<table>
<thead>
<tr>
<th>Time away from duty station expectations</th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>Army Enlisted</th>
<th>Air Force Enlisted</th>
<th>Single w/o Children</th>
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</thead>
<tbody>
<tr>
<td>Less</td>
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<td>26</td>
<td>33</td>
<td>34</td>
<td>26</td>
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<td>36</td>
<td>17</td>
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<tr>
<td>More</td>
<td>22</td>
<td>19</td>
<td>19</td>
<td>14</td>
<td>20</td>
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<td>21</td>
<td>16</td>
<td>31</td>
<td>13</td>
<td>33</td>
</tr>
</tbody>
</table>

Margins of error within +/-4%
What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?

- Increased desire to stay: 11%
- Neither incr’d nor decr’d desire: 68%
- Decreased desire to stay: 20%

Margins of error within +/-2%

KEY:
- More likely to increase desire
- Less likely to increase desire
- More likely to decrease desire to stay

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

Margins of error within +/-4%
Tempo & Career Intentions

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

<table>
<thead>
<tr>
<th></th>
<th>Less time than expected</th>
<th>About the time expected</th>
<th>More time than expected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decreased desire to stay</td>
<td>17%</td>
<td>15%</td>
<td>44%</td>
</tr>
<tr>
<td>Neither increased nor decreased desire to stay</td>
<td>69%</td>
<td>75%</td>
<td>45%</td>
</tr>
<tr>
<td>Increased desire to stay</td>
<td>14%</td>
<td>10%</td>
<td>11%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Tempo
Summary of Findings

2002 Findings

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

- Introduction
- Satisfaction
- PCS moves
- Tempo
- Personal readiness ✓
- Unit readiness
- Retention
- Major findings
Taking into account your training and experience, overall how well prepared are you to perform your wartime job?

- 81% are well prepared
- 14% are neither well nor poorly prepared
- 5% are poorly prepared

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

- 84% are well prepared
- 12% are neither well nor poorly prepared
- 4% are poorly prepared

Margins of error within +/-2%
## Personal Readiness
### Reporting Categories

Percent of Service Members

<table>
<thead>
<tr>
<th>KEY:</th>
<th>More well prepared</th>
<th>Less well prepared</th>
<th>More poorly prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepared by training &amp; experience</td>
<td>Well</td>
<td>80</td>
<td>83</td>
</tr>
<tr>
<td></td>
<td>Poorly</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Prepared physically</td>
<td>Well</td>
<td>86</td>
<td>84</td>
</tr>
<tr>
<td></td>
<td>Poorly</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>

**Margins of error within +/-4%**
Personal Readiness
Summary of Findings

2002 Findings

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

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

- Training, manning, & equipment
- Zero defect & micromanagement
- Cohesion
Training, Manning, & Equipment
How prepared do you believe your unit is to perform its mission with regard to…?

- Training: 56% Well Prepared, 24% Neither Well nor Poorly Prepared, 20% Poorly Prepared
- Manning level: 45% Well Prepared, 24% Neither Well nor Poorly Prepared, 31% Poorly Prepared
- Parts and equipment: 41% Well Prepared, 28% Neither Well nor Poorly Prepared, 32% Poorly Prepared

Margins of error within +/-2%
### Training, Manning, & Equipment Reporting Categories

Percent of Service Members

<table>
<thead>
<tr>
<th></th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>Male Enlisted</th>
<th>Male Officers</th>
<th>Army Enlisted</th>
<th>Navy Enlisted</th>
<th>Some College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training-level preparedness</td>
<td><strong>Well</strong></td>
<td>51</td>
<td>60</td>
<td>61</td>
<td>56</td>
<td>56</td>
<td>53</td>
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<td>64</td>
<td>55</td>
<td>63</td>
<td>49</td>
<td>60</td>
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<tr>
<td>Manning-level preparedness</td>
<td><strong>Well</strong></td>
<td>41</td>
<td>51</td>
<td>51</td>
<td>42</td>
<td>49</td>
<td>42</td>
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<td>45</td>
<td>43</td>
<td><strong>40</strong></td>
<td>52</td>
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<tr>
<td>Parts and equipment preparedness</td>
<td><strong>Well</strong></td>
<td>36</td>
<td>41</td>
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<td>50</td>
<td>39</td>
<td>44</td>
<td>35</td>
<td>40</td>
</tr>
</tbody>
</table>

**KEY:**
- More well prepared
- Less well prepared
- More poorly prepared

Margins of error within +/-4%
Training, Manning, & Equipment
1999-2002 Comparisons

Margins of error within +/-2%
Training, Manning, & Equipment
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

➤ Almost 1 in 3 members indicate units are poorly prepared due to manning and equipment
Unit Readiness

- Training, manning, & equipment
- Zero defect & micromanagement
- Cohesion
Zero Defect & Micromanagement

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

- Unit has a "zero defect" mentality
  - Disagree (positive): 43%
  - Neither Agree nor Disagree: 29%
  - Agree (negative): 27%

- Service has a "zero defect" mentality
  - Disagree (positive): 39%
  - Neither Agree nor Disagree: 34%
  - Agree (negative): 27%

- Unit is micromanaged
  - Disagree (positive): 25%
  - Neither Agree nor Disagree: 26%
  - Agree (negative): 49%

- Service is micromanaged
  - Disagree (positive): 21%
  - Neither Agree nor Disagree: 35%
  - Agree (negative): 45%

Margins of error within +/-2%
# Zero Defect & Micromanagement

## Reporting Categories

Percent of Service Members

<table>
<thead>
<tr>
<th>Key:</th>
</tr>
</thead>
<tbody>
<tr>
<td>More likely to disagree</td>
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<tr>
<td>Less likely to disagree</td>
</tr>
<tr>
<td>More likely to agree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>No College</th>
<th>Male Officers</th>
<th>Navy Enlisted</th>
<th>Air Force Enlisted</th>
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</thead>
<tbody>
<tr>
<td>Unit has a &quot;zero defect&quot; mentality</td>
<td>Disagree</td>
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<td>43</td>
<td>43</td>
<td>45</td>
<td>40</td>
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<td>Agree</td>
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<tr>
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<td>32</td>
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<td>Disagree</td>
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<td>24</td>
<td>25</td>
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<td><strong>16</strong></td>
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<td>51</td>
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<td>37</td>
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<tr>
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<td>Disagree</td>
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<td>25</td>
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<td><strong>16</strong></td>
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<td>45</td>
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<td>47</td>
<td>48</td>
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</tbody>
</table>
Zero Defect & Micromanagement
Summary of Findings

2002 Findings

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

- Training, manning, & equipment
- Zero defect & micromanagement
- Cohesion
Items in the Unit Cohesion Scale

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

- Service members in your unit really care about each other
- Service members in your unit work well as a team
- Service members in your unit pull together to get the job done
- Service members in your unit trust each other
Unit Cohesion

Percent of Service Members

- **Army**: 80% Agree, 11% Neither Agree nor Disagree, 9% Disagree
- **Navy**: 80% Agree, 13% Neither Agree nor Disagree, 8% Disagree
- **Marine Corps**: 80% Agree, 11% Neither Agree nor Disagree, 10% Disagree
- **Air Force**: 84% Agree, 11% Neither Agree nor Disagree, 6% Disagree
- **O4 - O6**: 90% Agree, 5% Neither Agree nor Disagree, 4% Disagree
- **O1 - O3**: 88% Agree, 7% Neither Agree nor Disagree, 5% Disagree
- **E5 - E9**: 86% Agree, 8% Neither Agree nor Disagree, 6% Disagree
- **E1 - E4**: 74% Agree, 16% Neither Agree nor Disagree, 11% Disagree

Margins of error within +/-2%

AD SOFS
July 02
Q31

DMDC
January 2003
Unit Cohesion
Summary of Findings

2002 Findings

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

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

Key Questions
Percent of Service Members

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

58% Likely
15% Neither likely nor unlikely
26% Unlikely

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

59% Likely
13% Neither likely nor unlikely
28% Unlikely

Margins of error within +/-2%

KEY:
More likely
Less likely
More unlikely

<table>
<thead>
<tr>
<th>KEY: More likely</th>
<th>Likely</th>
<th>Unlikely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Likely of staying active duty</td>
<td>Army 58</td>
<td>Navy 60</td>
</tr>
<tr>
<td>Unlikely of staying active duty</td>
<td>Army 28</td>
<td>Navy 23</td>
</tr>
<tr>
<td>Likely of staying for 20 years</td>
<td>Army 59</td>
<td>Navy 59</td>
</tr>
<tr>
<td>Unlikely of staying for 20 years</td>
<td>Army 29</td>
<td>Navy 26</td>
</tr>
</tbody>
</table>
Retention
1999-2002 Comparisons by Service

Margins of error within +/-4%
Retention
1999-2002 Comparisons by Paygrade

Margins of error within +/-4%
Retention
Percent of Applicable Service Members

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

<table>
<thead>
<tr>
<th></th>
<th>Army</th>
<th>Navy</th>
<th>Marine Corps</th>
<th>Air Force</th>
<th>E1-E4</th>
<th>E5-E9</th>
<th>O1-O3</th>
<th>O4-O6</th>
<th>No College</th>
<th>Male Officers</th>
<th>Marine Enlisted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay</td>
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<td>52</td>
<td>45</td>
<td>56</td>
<td>37</td>
<td>63</td>
<td>56</td>
<td>67</td>
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<td>62</td>
<td>42</td>
</tr>
<tr>
<td>Leave</td>
<td>33</td>
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<td>39</td>
<td>28</td>
<td>41</td>
<td>26</td>
<td>31</td>
<td>26</td>
<td>36</td>
<td>27</td>
<td>41</td>
</tr>
</tbody>
</table>

Margins of error within +/-4%

KEY:
- More likely to favor staying
- Less likely to favor staying
- More likely to favor leaving

AD SOFS
July 02 Q26
Margins of error within +/-2%
Items in the Organizational Commitment Scale

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

• Being a member of your Service inspires you to do the best job you can
• You are willing to make sacrifices to help your Service
• You are glad that you are part of your Service
Organizational Commitment

<table>
<thead>
<tr>
<th>Service</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Army</td>
<td>80%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>Navy</td>
<td>80%</td>
<td>13%</td>
<td>8%</td>
</tr>
<tr>
<td>Marine Corps</td>
<td>80%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>Air Force</td>
<td>84%</td>
<td>11%</td>
<td>6%</td>
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<tr>
<td>O4 - O6</td>
<td>90%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>O1 - O3</td>
<td>88%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>E5 - E9</td>
<td>86%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>E1 - E4</td>
<td>74%</td>
<td>16%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Margins of error within +/-2%
Retention
Summary of Findings

1999 – 2002 Trends

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

2002 Findings

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

- Introduction
- Satisfaction
- PCS moves
- Tempo
- Personal readiness
- Unit readiness
- Retention

✓ Major findings
Major Findings

- Indicators from this survey are higher for all but one measure compared to 1999 active-duty survey
  - Spouse employment findings did not change

- Satisfaction of active-duty military mixed
  - 70 percent or higher satisfied with job security, military values, and exchange/commissary
  - Under 50 percent satisfied with pay, housing, and family programs

- PCS-move measures improved from 1999
  - Majority of members had no problem
  - Income-related problems (spouse employment, cost of living) affected members most seriously

- Increases in tempo due mainly to workload and additional duties
Major Findings

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