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Military Recreation Programs: Their Role in Quality of Life of United States' Service Men and Women and Their Families

Michael Gorham
Western Kentucky University

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MILITARY RECREATION PROGRAMS:
THEIR ROLE IN QUALITY OF LIFE OF UNITED STATES' SERVICE MEN AND WOMEN AND THEIR FAMILIES

A Thesis
Presented to
The Faculty of the Department of Physical Education and Recreation
Western Kentucky University
Bowling Green, Kentucky

In Partial Fulfillment
Of the Requirements for the Degree
Master of Science

by
Michael David Gorham
August 1995
MILITARY RECREATION PROGRAMS
THEIR ROLE IN QUALITY OF LIFE OF UNITED STATES'
SERVICE MEN AND WOMEN AND THEIR FAMILIES

Date Recommended 17 May 1995

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MILITARY RECREATION PROGRAMS:
THEIR ROLE IN QUALITY OF LIFE OF UNITED STATES
SERVICE MEN AND WOMEN AND THEIR FAMILIES

Michael David Gorham      May 11, 1995    71 Pages
Directed by: Dr. Alton Little, Dr. William Kummer, Dr.
Elmer Gray
Department of Recreation Administration
Western Kentucky University

This thesis was designed to determine the importance of military recreation programs in improving the quality of life of United States service men and women. The study utilized a survey conducted on Fort Campbell, Kentucky, in the Spring of 1995. The results were analyzed individually and as a group. The findings were that military recreation programs play an important role in the quality of life of United States service men and women and their families. These findings were supported by the review of related literature and results from the survey which showed that 70% of the respondent's "Agreed" or "Strongly Agreed" that military recreation programs play a significant role in quality of life in the military. The findings also indicated that those persons who "Strongly Agreed" that military recreation programs play a significant role in quality
of life in the military participate in an average of 6.2 programs while those who "Disagreed" participate in an average of 3.5 programs. The investigator also discovered that respondents "Definitely" planning to make a career of the military participated in an average of 6.28 programs each, while those respondents "Definitely Not" planning to make a career of the military participated in 5.1 programs each.
Chapter 1
Introduction

The reductions in the allocations of federal money for the operation of Morale, Welfare and Recreation activities under the Department of Defense over the past several years are making it increasingly necessary for the recreation professionals working in military recreation to emphasize the importance of leisure activities to United States' service men and women and their families. This study was undertaken to determine what, if any, effect the availability of recreational opportunities has on quality of life.

The military Morale, Welfare and Recreation program is designed to promote and improve the morale and quality of life of service men and women. This purpose is accomplished through provision of community type activities and facilities that are available to military personnel and their families. The program is also designed to have a positive effect on reenlistment and retention, thereby reducing overall training costs. Retaining personnel is much more efficient than training new recruits. Therefore, it would be more economically
favorable to retain as many active military personnel as possible. The Morale, Welfare and Recreation programs may be instrumental in aiding in this endeavor. This study was undertaken to determine if military recreation programs should continue to be funded for this purpose.

Statement of the Problem

The problem of the study was to determine if the quality of life of United States service men and women and their families is impacted by military recreation programs.

Hypotheses

The study was designed to test the following hypotheses:

1. Military recreation programs play a significant role in the quality of life of the military personnel and families.

2. Military recreation programs are important to the families of service men and women.

Limitations of the Study

The following limitations have been identified for this study:

1. A lack of cooperation on the part of the participants in returning the instrument.

2. The perceptions of quality of life are
difficult to analyze; one person could be happy with the quality of life and another be unhappy with the same quality of life. Quality of life is a user perception.

3. The participants in the study may not have taken time to fully consider the questions.

4. The study was conducted by the questionnaire method and was conducted on the installation. The location (conditions) could have altered some responses.

Delimitations of the Study

The following delimitations have been determined for the study:

1. The study was conducted on a United States Army installation, Fort Campbell, Kentucky, in the Southeastern United States, during the Spring, 1995.

2. The population in the study was delimited to 368 participants, male and female, due to time and funding constraints.

3. The participants were active duty military personnel and their spouses who were stationed on the installation at the time the study was initiated.
Definition of Terms

The following terms are defined for the reader, to ensure consistency of interpretation:

**Quality of Life.** The indicators of quality of life are satisfaction and happiness. Although quality of life is something that can be measured only by the user, the Federal Government has defined quality of life indicators as "statistics of direct normative interest which facilitate concise, comprehensive and balanced judgement about the condition of major aspects of society" (Marlin & Avery, 1983).

** Appropriated Funds.** Funds which are allocated in the federal budget and approved by Congress each year.

**Non-Appropriated Funds.** Funds obtained through locally generated income and profits from post exchange, vending machine, telephone and program profits. These funds are used to administer and operate some recreational facilities which do not receive, or are not fully funded by, appropriated funds.

**Morale, Welfare and Recreation.** Those activities designed to improve the overall quality of life of military personnel through providing exchange services, club systems, recreational programs and facilities. This term has been used in the study to encompass the Community Operations Division and Community Recreation
Division in the Army and the Morale, Welfare and Recreation Departments in the Air Force, Navy and Marine Corps.

Family. For the purpose of this study the family will be considered to be spouses, children and dependent parents residing with the active duty military member.
Chapter 2
Review of Related Literature

For clarity, this summary is presented in three sections, Scope and Effect of Military Recreation, Objectives of Military Recreation and Benefits of Military Recreation.

Scope and Effect of Military Recreation
The Department of Defense Morale, Welfare and Recreation program is the largest leisure services delivery system in the world (Bumgardner, 1983). Bumgardner went on to say that there are some Morale, Welfare and Recreation activities provided on virtually all of the 923 Department of Defense installations in the United States and the 363 installations in 29 foreign countries and U.S. territories.

Additionally, Bumgardner and Sharpless (1984) estimated the number of people served by military recreation at 2.1 million active duty, 2.7 million family members, 1.4 million National Guard and Ready Reserve members and more than 400,000 Department of Defense civilian employees overseas alone. The number of employees in Morale, Welfare and Recreation
activities include approximately 6,800 military personnel, 12,000 appropriated fund employees and 220,000 non-appropriated fund civilian employees according to Lukeman (1987).

Objectives of Military Recreation

There has been a vast amount of related literature which explains the objectives of military recreation. This literature ranges from military regulations to magazine articles. The Department of the Army (1984) identified the objectives of the Army Morale, Welfare and Recreation program as follows:

1. Maintain among its personnel a high level of esprit de corps, job proficiency, military effectiveness, and educational attainment
2. Promote and maintain the mental and physical fitness and well-being of Department of the Army (DA) personnel, primarily active duty military personnel
3. Encourage DA personnel to use their time constructively and creatively by taking part in programs that help to develop and maintain motivation, talent and skills which will help them to discharge their duties as responsible citizens
4. Aid in recruitment and retention by making service with the Army an attractive career
5. Assist military personnel in adjusting from civilian life to a military environment upon entry into the service

6. Assist in providing a community support environment to DA personnel and their families....

7. Create a vital, self-sustaining military community

8. Provide programs that appeal to soldiers as members of their units. Reinforce unit cohesion and support the soldier's positive sense of identification with their units

9. Increase combat readiness and effectiveness.

The Deputy Assistant Secretary of Defense, Lieutenant General Anthony Lukeman, USMC, (1987) stated very similar objectives for the Department of Defense Morale, Welfare and Recreation programs:

1. Promote and maintain the mental and physical well-being of Department of Defense (DOD) personnel

2. Provide exchange services at the lowest practical prices as an element of the military pay and benefits system

3. Foster a sense of community within the services and promote esprit de corps among individual units
4. Provide support services commonly furnished to other segments of the population by employers or by state and local governments
5. Provide positive alternatives to less wholesome behavior
6. Assist in the transition of new members into the military
7. Perpetuate military traditions and institutional values.

Both versions of the objectives emphasize quality of life, the physical and mental well-being of the military members, the sense of community and educational attainment, as well as other points and these objectives can be seen throughout the mission statements of the recreation programs in all of the Armed Services.

"Developing the whole person means that the Air Force is concerned with the multidimensional needs of Air Force people—those of mind, body and spirit" (Neff, 1983, p. 47).

Kraus (1971) reported that for the past several decades the official policy of the DOD has been to provide a well-rounded "morale, welfare and recreation program: for the physical, social and mental well-being of its personnel" (p. 41).
A new trend has emerged in employee recreation, one that is appropriate for dealing with the objectives of military recreation. The military personnel are employees of the federal government; thus the implementation of employee recreation applies to the military personnel in much the same way that it applies to businesses.

McGough (1987) quoted sociologist James William Gibson, who stated the importance of employee morale: "Morale is a real phenomenon, institutions that ignore it pay a price" (p. 105). According to Murphy (1983) well-conceived, effectively administered employee programs can enhance productivity, decrease absenteeism, improve safety on the job and heighten morale.

Nudel (1984) determined that recreation services cement employee loyalty to a company, reduce tensions, lower absenteeism, increase wellness, and promote employee fellowship and morale (p. 42).

Finney reported in 1984 that Employee Recreation Services and Fitness (ERSF) programs have experienced tremendous growth in the United States within the past 10 years. Some of the results linked to the employee recreation programs included reduced absenteeism and turnover, increased performance and productivity, reduced stress levels, increased job satisfaction, increased general health, and reduced cost of care.
The importance of recreation in a family setting was established by Neal in 1984. He stated:

Americans are between eras, in an uncertain, but yeasty time, filled with opportunity. The traditional elements are gone or are vanishing. Yet, the family, in its many and varied forms, is still a viable entity in American society which can be strengthened through play, recreation and leisure. (p. 37)

In 1980, Shivers stated that "the recreationist, who is a professional careerist in the practice of recreational service, is in a field dedicated to the idea that people's lives can be enhanced through provision of an opportunity for participation in recreational activities" (p. 34). The enhancement of people's lives is the major thrust of military recreation programs.

By imparting beneficial skills and knowledge, Yukic (1970, p. 151) stated that [recreation] leaders can also promote better appreciations of esthetic, cultural, and emotional experiences among people, which in turn engenders a better attitude toward community, life and society.

The trends in employee recreation in the United States are directed to improving wellness, productivity
and morale among employees, while increasing longevity and retention and reducing turnover. The retention of military personnel is vital because of the amount of time, money and training that is spent on making them capable of operating the equipment required for the performance of their job.

Benefits of Military Recreation

Recreation activities offset or prevent the causes of substance abuse - stress, boredom, peer pressure, and loneliness (Schaefer, 1984, p.26). This contribution is just one of many that have been reported.

The military has recognized the importance of recreation to active duty military personnel since World War I when the War Department [later the Department of Defense] asked the Playground Association of America to assist with setting up Community War Camps (Butler, 1967, p. 87). The increased need has been identified throughout the years.

Two reports have indicated the impact that military recreation has had in the past on recreation professionals throughout the country. Bucher and Bucher (1971) reported that

With World War II came the realization that recreation was indispensable. The physical examinations undergone by the draftees showed the
poor physical condition of our population. Programs geared toward improving both physical and mental health of servicemen were undertaken by the United Service Organization, American Red Cross, Army Special Services Division, the Welfare and Recreation Section of the Bureau of Naval Personnel, and the Recreation Services of the Marine Corps. The objectives of these organizations include relieving war-induced tension, bolstering morale, and decreasing the psychological impact of the serviceman being separated from home. The worth of this work was demonstrated by the increased efficiency of the fighting force, a program for the relaxation and diversion from work responsibilities for servicemen, and improvement of conditions for millions of Americans living in congested areas.

( pp. 71-72 )
Kraus described another significant event which increased the visibility of military recreation:
A strong boost to recreation in the armed forces came with the report of the President's Committee on Religion and Welfare in the Armed Forces. Issued in 1951, this report stressed the contribution of organized recreation services in
shaping character, increasing efficiency and promoting understanding of the armed forces, both within the United States and in foreign bases. (1966, pp. 368-369)

The military has changed over the past 40 years since that report. In 1984, Parks and Recreation reported that 52% of the military personnel were married, while only 37% were married in 1953. The changes have meant an increase in military family members and a need for additional recreational activities for them. Virtually all of the military family members and the active duty personnel will participate in some of the Morale, Welfare and Recreation activities offered on the installation. Some of the insight as to why they recreate was provided by Peterson in 1986:

Individuals are motivated to engage in recreation activities for a variety of reasons, and they hold diverse expectations related to the desired outcomes. While fun and enjoyment are primary reasons stated by most people, other benefits and outcomes are associated with participation. Among the common reasons for participation and identified outcomes are the following: relaxation, a sense of accomplishment or mastery, enjoyment of friends,
enjoyment of the environment, temporary escape from other life situations, reduction of stress, and an opportunity for development and maintenance of physical fitness, general health and well-being. (p. 47)

Robinson and Godbey (1980) reported that the importance of recreation and leisure activity in contributing to individual happiness is increasingly evident. The Navy, with its unique work environments, has seen the need for recreation and has made every effort to provide it for all Navy personnel. Jerry Anderson (1988), the Head of the Fleet Recreation Section of the United States Navy, said, "Setting up good recreation programs for our Navy personnel at sea takes a great deal of planning, teamwork, flexibility and willingness to listen." (p. 29)

The importance of reducing stress, increasing fitness and morale on the Navy's Trident submarines has been explained by Rekoski (1988):

Morale, Welfare and Recreation (MWR) programs aboard the Navy's Trident submarines are essential for retaining highly trained professional sailors....Whether in off-crew or on patrol, recreation programs aboard the Navy's Trident submarines have a positive impact on the crews'
morale and physical well-being. The Navy is now recognizing that the productive contributions of its MWR programs influence its organizational goals as well. Additionally, the programs lead to new levels of personal excellence and operational readiness, as witnessed by the strong command leadership aboard the USS Georgia, the USS Michigan, and other Trident submarines. (p. 25)

To the military, recreation must be considerably more than fun and games. The Deputy Chief of Staff for Personnel of the United States Army, Lieutenant General Allen K. Ono (1987), stated "The Morale, Welfare and Recreation program is a quality of life program directly related to readiness....Morale, Welfare and Recreation programs support recruiting and retention."

Colonel Walter E. Daniell (1987), United States Marine Corps, Commanding Officer, Marine Corps Air Station, Kanohe Bay, Hawaii, and Mr. Robert E. DeVary (1987), Recreation Director, Naval Base, Norfolk, Virginia, both echoed his comments by saying, "Such programs are essential to high morale, operational readiness and retention of dedicated, highly motivated Marines..." and "The program is justified on its contribution to combat readiness and retention. We believe in the correlation between recreation and combat
readiness," respectively.

The Department of the Air Force publication (1966) stated:

Recreation is a fundamental part of the American way of life; and Air Force military personnel and their families need and deserve self-rewarding creative recreation programs and opportunities equal in variety and quality to the best offered in the most progressive civilian communities. Proper recreation activities improve the individual's mental state, character and job performance. Moreover, military personnel and their families who participate in recreation activities are more likely to have favorable attitudes toward an Air Force career. (p. 1)

During the deployment of military forces to the Saudi Arabia and Kuwait in support of Desert Shield and Desert Storm, General Norman Schwarzkopf stated in a report from Saudi Arabia, "recreation is as important as food in a waiting situation" (Kinsman, 1991, p.43).

Through the review of literature the author has identified sources agreeing that recreation is an important quality of life issue. The investigator, through the study, attempted to determine if the military members and their families consider the
recreational programs to be essential factors in military life as the review of literature indicated.
Chapter 3

Methodology

The purpose of this study was to determine if the recreational activities have a relationship to the quality of life of United States' service men and women. Although other people are eligible to participate in the programs, such as retired military personnel and their families, the programs are primarily directed toward active duty personnel and their families. Thus, the study was directed at those individuals.

The following items are discussed in this chapter: (1) arrangements for conducting the study, (2) selection of the study subjects, (3) procedures for testing and gathering data and (4) methods of analyzing the data.

Arrangements for Conducting the Study

The researcher contacted the installation chain of command to obtain permission to conduct the study (see Appendix A). The installation commander, through the Directorate of Personnel and Community Activities (DPCA), gave permission for collecting the data and expressed an interest in the results of the study (see
Appendix B), which will be forwarded to him upon completion.

Selection of the Subjects

With the installation commander's permission, a table was set up outside the Post Exchange complex on a payday Friday. This location was deemed desirable, since the majority of the military units are released early in the afternoon on payday Fridays. With two assistants, the investigator gathered three hundred and sixty-eight responses from active duty military and family members.

Procedures for Testing and Gathering Data

The subjects were approached and asked to take a moment to respond to some questions about military recreation programs.

The subjects were asked to respond to the questions according to a Likert-type scale (see Appendix C). All of the questions included a scale of one to five with indicators on each end to ensure the scale was understood by the respondents.

Although the investigator was present during the completion of the instrument there was no communication between the investigator and respondent.

Methods of Analyzing Data

The completed questionnaires were analyzed as an
entire group and individually. The questions included five, related to the thesis; four for development of statistical information; and four designed to provide feedback to the installation Directorate of Personnel and Community Activities (DPCA) for use in marketing efforts.

The selection of the subjects, the collection of data, and the analysis of the data were performed by the investigator, utilizing a computer-assisted database to collate the data. The study was conducted on a limited basis because of funding and available time.
Chapter 4

Analysis of Data

The investigator collected three hundred and sixty-eight responses and evaluated them both individually and as a group. The respondents were active duty military and active duty military spouses. The survey instrument consisted of thirteen questions. The first five questions were designed to prove or disprove the hypotheses and questions seven through ten were used to further analyze the data. Question six and the last three questions were included to provide feedback to the installation chain of command.

The enlisted and officer ranks were grouped for ease in collection and evaluation as follows: Enlisted Grades E-1 through E-4; Enlisted Grades E-5 through E-9; Officer Ranks O-1 through O-4; Officer Ranks O-5 and above; and Warrant Officer Ranks WO-1 through CWO-4. Of the 368 responses, 204, or 55%, were from enlisted grades E-1 through E-4 or their spouses, 133, or 36%, were from enlisted grades E-5 through E-9 or their spouses, 20, or 5%, were from officer ranks O-1 through O-4 or their spouses, and 4, or 1% were from officer
ranks 0-5 and above or their spouses and 7, or 2%, were from warrant officer ranks WO-1 through CWO-4 or their spouses.

The first and most detailed analysis was conducted according to rank. It was felt that this analysis would provide the most accurate representation of the feelings of the entire population. Results of this analysis will be presented first, with findings of the other analysis and results presented separately -- except as they make substantive impact on the results of this analysis.

Question 1: My (or my spouse's) current plans are to make a career of the military.

The 368 respondents participating responded on a scale of 1 to 5, with 1 being "Definitely Not" and 5 being "Definitely." The investigator applied values to each of the other numerical scores after the survey was completed. Most responses (136/37%) came from the group indicating that current plans were to make a career of the military with (see Table 1). The fewest number of responses, 25, or 7%, were from the group "Probably not making a career of the military." There were 40 respondents, or 11%, "Probably making a career of the military," 74, or 20%, "Uncertain" and 93, or 25%, "Definitely Not" making a career of the military. Of these 93, 78, or 84% were ranks E-1 through E-4, 11, or
Table 1
Response To Question 1: My (or my spouse's) current plans are to make a career of the military.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Row Summary</th>
<th>Numerical Score*</th>
<th>Number/Percentage</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>1    2    3    4    5</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>N/%  N/%  N/%  N/%  N/%</td>
<td></td>
</tr>
<tr>
<td>E-1 - E-4</td>
<td>204</td>
<td>78/38</td>
<td>20/10</td>
</tr>
<tr>
<td>E-5 - E-9</td>
<td>133</td>
<td>11/8</td>
<td>5/4</td>
</tr>
<tr>
<td>O-1 - O-4</td>
<td>20</td>
<td>2/10</td>
<td>2/10</td>
</tr>
<tr>
<td>O-5 - above</td>
<td>4</td>
<td>1/25</td>
<td></td>
</tr>
<tr>
<td>WO-1 - CWO-4</td>
<td>7</td>
<td>2/29</td>
<td></td>
</tr>
<tr>
<td>Row Summary</td>
<td>368</td>
<td>93/25</td>
<td>25/7</td>
</tr>
</tbody>
</table>

*Note: 1 = Definitely Not; 2 = Probably not making a career of the military; 3 = Uncertain; 4 = Probably making a career of the military; 5 = Definitely
12%, were E-5 through E-9, 2, or 2% were O-1 through O-4 and 2, or 2%, were WO-1 through CWO-4. Of the 25 respondents "Probably not making a career of the military," 20, or 80%, were E-1 through E-4 and 5, or 20%, were E-5 through E-9. Of the 74 "Uncertain" respondents, 58, or 78%, were E-1 through E-4, 13, or 18%, were E-5 through E-9, 2, or 3%, were O-1 through O-4 and 1, or 1% was O-5 or above.

Further analysis identified a possible relationship between the number of recreational programs/activities the respondent participated in and the response to question 1. Those respondents indicating they were "Definitely Not" planning to make a career of the military indicated they utilized an average of 5.1 programs each. Those respondents indicating they were "Probably not making a career of the military" indicated they utilized an average of 4.4 programs each. Those respondents who were "Uncertain" about making a career of the military utilized an average of 5.1 programs each. Those respondents who were "Probably making a career of the military" indicated they utilized an average of 6.25 programs each. Those respondents "Definitely" planning to make a career of the military, indicating they utilize an average of 6.28 programs each.
Another analysis was conducted of the relationship between participation in certain programs with respondent's intentions to make a career of the military. There were no strong indicators that any one program made an apparent difference in the career decision. The largest differences were between participants in Swimming and Picnicking. Forty-three percent of the respondent's "Definitely" making a career of the military participate in Swimming, while only 27% of those "Definitely Not" making a career of the military participate in Swimming. Twenty-four percent of the respondent's "Definitely" making a career of the military participate in Picnicking, while only 10% of those "Definitely Not" making a career of the military participate in Picnicking.

The final analysis was conducted to determine if there was any relationship between the respondent's sex (see Table 2) and the respondent's living quarters (see Table 3) and the response to Question 1. There were no apparent trends identified in relationship to this data.

The survey did not encompass a large enough segment of the population to detect a relationship between the decision and the activity, but this area is one that should be considered should another similar study be conducted.
### Table 2

**Relationship between the respondent's sex and response to Question 1.**

<table>
<thead>
<tr>
<th>Numerical</th>
<th>Row</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score*</td>
<td>Summary</td>
<td>Number/Percentage</td>
<td>Number/Percentage</td>
</tr>
<tr>
<td>N/%</td>
<td>N/%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>93</td>
<td>16/17</td>
<td>77/83</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>25</td>
<td>2/8</td>
<td>23/92</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td>3</td>
<td>74</td>
<td>21/28</td>
<td>53/72</td>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>40</td>
<td>5/13</td>
<td>35/87</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>136</td>
<td>37/27</td>
<td>99/73</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>81/22</td>
<td>287/78</td>
</tr>
</tbody>
</table>

*Note: 1 = Definitely Not; 2 = Probably not making a career of the military; 3 = Uncertain; 4 = Probably making a career of the military; 5 = Definitely*
Table 3
Relationship between the respondent's living quarters and response to Question 1.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Summary</th>
<th>On-Base Number/Percentage</th>
<th>Off-Base Number/Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N/%</td>
<td>N/%</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>93</td>
<td>62/67</td>
<td>31/33</td>
</tr>
<tr>
<td>2</td>
<td>25</td>
<td>20/80</td>
<td>5/20</td>
</tr>
<tr>
<td>3</td>
<td>74</td>
<td>45/61</td>
<td>29/39</td>
</tr>
<tr>
<td>4</td>
<td>40</td>
<td>19/48</td>
<td>21/52</td>
</tr>
<tr>
<td>5</td>
<td>136</td>
<td>70/51</td>
<td>66/49</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>216/59</td>
<td>152/41</td>
</tr>
</tbody>
</table>

*Note: 1 = Definitely Not; 2 = Probably not making a career of the military; 3 = Uncertain; 4 = Probably making a career of the military; 5 = Definitely
Question 2: Military recreation programs play a significant role in quality of life in the military.

In this question and question 3, the respondents were asked to rank their response on a scale 1 to 5 with 1 indicating "Strongly Disagree" and 5 indicating "Strongly Agree." The numerical scores were once again assigned a value to assist in reporting the results.

Most responses (184, 50%) came from the group which "Strongly Agree" that military recreation programs play a significant role in quality of life in the military with (see Table 4). The fewest number of responses, 14, or 4%, were from the group which "Strongly Disagree." There were 17 respondents, or 5% which "Disagreed," 80, or 22%, which were "Uncertain" and 73, or 20%, which "Agreed." Of the 14 which "Strongly Disagreed," 12, or 86%, were ranks E-1 through E-4 and 2, or 14%, were ranks E-5 through E-9. Of the 184 which "Strongly Agreed," 90, or 49%, were ranks E-1 through E-4, 75, or 41%, were E-5 through E-9, 11, or 6%, were O-1 through O-4, 4, or 2%, were O-5 and above and 4, or 2%, were ranks WO-1 through CWO-4. Of the 17 which "Disagreed," 9, or 53%, were ranks E-1 through E-4, 4, or 24% were E-5 through E-9, 3, or 18%, were O-1 through O-4 and 1, 6%, was rank WO-1 through WO-4. Of the 80 which were "Uncertain," 49, or 61%, were ranks E-1 through E-4, 27,
Table 4

Response To Question 2: Military recreation programs play a significant role in quality of life in the military.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number/Percentage</th>
<th>Numerical Score*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N/%</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>N/% N/% N/% N/% N/%</td>
</tr>
<tr>
<td>E-1 - E-4</td>
<td>204</td>
<td>12/6 9/4 49/24 44/22 90/44</td>
</tr>
<tr>
<td>E-5 - E-9</td>
<td>133</td>
<td>2/2 4/3 27/20 25/19 75/56</td>
</tr>
<tr>
<td>O-5 and above</td>
<td>4</td>
<td>4/100</td>
</tr>
<tr>
<td>WO-1 to CWO-4</td>
<td>7</td>
<td>1/14 1/14 1/14 4/57</td>
</tr>
<tr>
<td>Row Summary</td>
<td>368</td>
<td>14/4 17/5 80/22 73/20 184/50</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
or 34%, were E-5 through E-9, 3, or 4% were O-1 through O-4 and 1 or 1% was rank WO-1 through CWO-4.

Further analysis of question 2 again identified some relationship between the number of recreational programs and activities the respondent participated in and the response to question 2. Those respondents indicating they "Strongly Disagreed" that military recreational play a significant role in quality of life in the military participated in an average of 3.5 programs. Those respondents indicating they "Disagreed" that military recreational programs play a significant role in quality of life in the military participated in an average of 3.4 programs. Those respondents indicating they were "Undecided" about the role military recreation programs play in the quality of life in the military participated in an average of 4.9 programs. Those respondents indicating they "Agreed" that military recreational programs play a significant role in quality of life in the military participated in an average of 4.7 programs. Those indicating they "Strongly Agreed" that military recreational programs play a significant role in quality of life in the military participated in an average of 6.2 programs.

Another analysis was conducted to determine if there is a relationship between the respondents' answer
on this question and the programs in which they participate. There were several programs/activities that indicated a marked difference in percentage of participants who "Strongly Agreed" and participants who "Strongly Disagreed" (see Table 5), but no single program could be identified as having a definite impact on the response to Question 2. The answers suggested that the more a respondent participated in programs/activities, the more they agreed that military recreation programs play a significant role in quality of life. Further analysis of this trend should be undertaken with a larger sample on more installations to see if the trends can be proven or disproven.

The final analysis was conducted to determine if the respondent's sex (see Table 6) or living quarters (see Table 7) had a relationship with the response to Question 2. No apparent trends were detected.
Table 5

Relationship of programs respondents participate in to their response to Question 2.

<table>
<thead>
<tr>
<th>Program</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rec Center</td>
<td>45</td>
<td>7</td>
</tr>
<tr>
<td>Swimming</td>
<td>41</td>
<td>14</td>
</tr>
<tr>
<td>Movie Theater</td>
<td>62</td>
<td>36</td>
</tr>
<tr>
<td>Weightlifting</td>
<td>44</td>
<td>21</td>
</tr>
<tr>
<td>Fishing</td>
<td>35</td>
<td>14</td>
</tr>
<tr>
<td>Auto Crafts</td>
<td>28</td>
<td>7</td>
</tr>
</tbody>
</table>
Table 6

Relationship between the respondent's sex and response to Question 2.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row</th>
<th>Female Number/Percentage</th>
<th>Male Number/Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N/%</td>
<td>N/%</td>
</tr>
<tr>
<td>1</td>
<td>14</td>
<td>2/14</td>
<td>12/86</td>
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<tr>
<td>2</td>
<td>17</td>
<td>4/24</td>
<td>13/76</td>
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<tr>
<td>3</td>
<td>80</td>
<td>13/16</td>
<td>67/84</td>
</tr>
<tr>
<td>4</td>
<td>73</td>
<td>15/21</td>
<td>58/79</td>
</tr>
<tr>
<td>5</td>
<td>184</td>
<td>47/26</td>
<td>137/74</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>81/22</td>
<td>287/78</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
Table 7

Relationship between the respondent's living quarters and response to Question 2.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row</th>
<th>On-Base Number/Percentage</th>
<th>Off-Base Number/Percentage</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N/%</td>
<td>N/%</td>
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<tr>
<td>1</td>
<td>14</td>
<td>10/71</td>
<td>4/29</td>
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<tr>
<td>2</td>
<td>17</td>
<td>9/53</td>
<td>8/47</td>
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<tr>
<td>3</td>
<td>80</td>
<td>55/69</td>
<td>25/31</td>
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<tr>
<td>4</td>
<td>73</td>
<td>41/56</td>
<td>32/44</td>
</tr>
<tr>
<td>5</td>
<td>184</td>
<td>101/55</td>
<td>83/45</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>216/59</td>
<td>152/41</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
Question 3: Military recreation programs and facilities will influence my career decisions.

In this question the respondents were asked to rank their response on a scale identical to the one used in Question 2. The same values were applied for reporting purposes.

Most responses (103, 28%) came from the group which was "Undecided" (see Table 8). The fewest number came from the groups which "Agreed" or "Strongly Agreed" with 63, or 17%, each. There were 73, or 20%, who "Strongly Disagreed" and 66, or 18%, who "Disagreed." The respondents are more equally divided on this question than on any other in the survey and more were "Undecided." Of the "Undecided," 62, or 60%, were ranks E-1 through E-4, 35, or 34% were ranks E-5 through E-9, 5, or 5%, were O-1 through O-4, and 1, or 1% was WO-1 through CWO-4.

A further analysis was conducted to determine if there was any relationship between the respondent's sex (see Table 9) and living quarters (see Table 10) and the response to Question 3. There were no apparent trends identified through this analysis.
Table 8
Response To Question 3: Military recreation programs and facilities will influence my career decisions.

<table>
<thead>
<tr>
<th>Row Summary</th>
<th>Numerical Score*</th>
</tr>
</thead>
<tbody>
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<td></td>
<td>1</td>
</tr>
<tr>
<td>N/%</td>
<td>N/%</td>
</tr>
<tr>
<td>E-1 - E-4</td>
<td>204</td>
</tr>
<tr>
<td>E-5 - E-9</td>
<td>133</td>
</tr>
<tr>
<td>O-5 - above</td>
<td>4</td>
</tr>
<tr>
<td>WO-1 - CWO-4</td>
<td>7</td>
</tr>
<tr>
<td>Row Summary</td>
<td>368</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
Table 9

Relationship between the respondent's sex and response to Question 3.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row Summary</th>
<th>Female Number/Percentage</th>
<th>Male Number/Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>N/%</td>
<td>N/%</td>
</tr>
<tr>
<td>1</td>
<td>73</td>
<td>14/19</td>
<td>59/81</td>
</tr>
<tr>
<td>2</td>
<td>66</td>
<td>19/29</td>
<td>47/71</td>
</tr>
<tr>
<td>3</td>
<td>103</td>
<td>22/21</td>
<td>81/79</td>
</tr>
<tr>
<td>4</td>
<td>63</td>
<td>14/22</td>
<td>49/78</td>
</tr>
<tr>
<td>5</td>
<td>63</td>
<td>12/19</td>
<td>51/81</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>81/22</td>
<td>287/78</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
Table 10

Relationship between the respondent's living quarters and response to Question 3.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row</th>
<th>On-Base Number/Percentage</th>
<th>Off-Base Number/Percentage</th>
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<tbody>
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<td></td>
<td>N/%</td>
<td>N/%</td>
</tr>
<tr>
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<td>73</td>
<td>46/63</td>
<td>27/37</td>
</tr>
<tr>
<td>2</td>
<td>66</td>
<td>33/50</td>
<td>33/50</td>
</tr>
<tr>
<td>3</td>
<td>103</td>
<td>61/59</td>
<td>42/41</td>
</tr>
<tr>
<td>4</td>
<td>63</td>
<td>37/59</td>
<td>26/41</td>
</tr>
<tr>
<td>5</td>
<td>63</td>
<td>39/62</td>
<td>24/38</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>216/59</td>
<td>152/41</td>
</tr>
</tbody>
</table>

*Note: 1 = Strongly Disagree; 2 = Disagree; 3 = Undecided; 4 = Agree; 5 = Strongly Agree
Question 4: If you are an active duty spouse, do you utilize on-post recreation programs during your spouse's absences for training and/or deployment?

This question was designed to identify the number of responding spouses opposed to the number of active duty personnel, but many couples completed one survey together and answered the questions from both viewpoints. Again values were assigned to the numerical scores for each of the responses after the survey was completed. There were 199 responses to this question received. Most responses (47, 24%) came from the group "Utilizing None" (see Table 11). The fewest responses came from the group "Utilizing Less" with 24, or 12%. There were an equal number, 46, or 23%, "Utilizing the Same Number" or "Utilizing More" programs. There were 36, or 18% "Utilizing Many More" programs when their spouses were absent for training or deployment.

If the responses are grouped with "Utilizing Less" and "Utilizing None" evaluated together and the responses "Utilizing the Same Number," "Utilizing More" and "Utilizing Many More" are evaluated together, 128, or 64% utilize at least as many programs when their spouse is away for training and/or deployment.
Table 11
Response To Question 4: If you are an active duty spouse, do you utilize on post recreation programs during your spouse's absences for training and/or deployment?

<table>
<thead>
<tr>
<th>Rank of Spouse</th>
<th>Row Summary</th>
<th>Numerical Score*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>N/%</td>
<td>N/%</td>
</tr>
<tr>
<td>E-1 to E-4</td>
<td>101</td>
<td>30/30</td>
</tr>
<tr>
<td>E-5 to E-9</td>
<td>80</td>
<td>12/15</td>
</tr>
<tr>
<td>O-1 to O-4</td>
<td>10</td>
<td>2/20</td>
</tr>
<tr>
<td>O-5 and above</td>
<td>3</td>
<td>1/33</td>
</tr>
<tr>
<td>WO-1 to CWO-4</td>
<td>5</td>
<td>2/40</td>
</tr>
<tr>
<td>Row Summary</td>
<td>199</td>
<td>47/24</td>
</tr>
</tbody>
</table>

*Note: 1 = Utilize None; 2 = Utilize Less; 3 = Utilize Same Number of Programs; 4 = Utilize More; 5 = Utilize Many More
Question 5: In general, how satisfied are you and your family (if applicable) with military life.

The participants responded on a scale of one to five with one indicating "Very Dissatisfied" and five indicating "Very Satisfied." Most responses (103, 28%) came from the group with "No Strong Opinion" (see Table 12). The fewest responses, 35, or 9%, came from the group "Very Dissatisfied" with military life. Of this 35, 28, or 80%, are E-1 through E-4. Of the 44, 33, or 75%, are E-1 through E-4. In evaluating the E-1 through E-4, there were 28, or 14%, "Very Dissatisfied"; 33, or 16%, "Dissatisfied"; 64, or 31%, with "No Strong Opinion"; 45, or 22%, "Satisfied"; and 34, or 17%, "Very Satisfied." In the E-5 through E-9 group, 87, or 65%, were "Satisfied" or "Very Satisfied" and only 12, or 9%, were "Very Dissatisfied" or "Dissatisfied." In the O-1 through O-4 group, 87, or 65%, were "Satisfied" or "Very Satisfied" and only four, or 20%, were "Very Dissatisfied" or "Dissatisfied." In the O-5 and above group, 2, or 50%, were "Satisfied" and 2, or 50% were "Very Satisfied."
Table 12

Response To Question 5: In general, how satisfied are you and your family (if applicable) with military life.

<table>
<thead>
<tr>
<th>Rank of Spouse</th>
<th>Row Summary</th>
<th>Numerical Score*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>N/%</td>
</tr>
<tr>
<td>E-1 - E-4</td>
<td>204</td>
<td>28/14</td>
</tr>
<tr>
<td>E-5 - E-9</td>
<td>133</td>
<td>3/2</td>
</tr>
<tr>
<td>O-1 - O-4</td>
<td>20</td>
<td>2/10</td>
</tr>
<tr>
<td>O-5 - above</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>WO-1 - CWO-4</td>
<td>7</td>
<td>2/28</td>
</tr>
<tr>
<td>Row Summary</td>
<td>368</td>
<td>35/9</td>
</tr>
</tbody>
</table>

*Note: 1 = Very Dissatisfied; 2 = Dissatisfied; 3 = No Strong Opinion; 4 = Satisfied; 5 = Very Satisfied
Further analysis of the data indicated another relationship between the number of programs the respondents participate in and their overall satisfaction with military life. Those respondents indicating they were "Very Dissatisfied" with military life participate in an average of 4.4 programs each. Those respondents indicating they were "Dissatisfied" with military life participate in an average of 5.2 programs each. Those respondents indicating they had "No Strong Opinion" about military life participate in an average of 6.1 programs each. Those respondents indicating they were "Satisfied" with military life participate in an average of 5.6 programs each and those respondents indicating they were "Very Satisfied" with military life participate in an average of 6.1 programs each.

An analysis of the programs participated in was conducted to determine if there were any strong indicators that participants in particular programs had a stronger tendency to be satisfied with military life. The largest discrepancy was in the program Photography, with only 6% of respondents "Very Dissatisfied" with military life participating, while 57% of the respondents "Very Satisfied" participated. The other large variations were in the program "Swimming" with 26% of the "Very Dissatisfied" respondents participating and 46% of the
"Very Satisfied" respondents participating and in the program "Picnicking" with 11% of the "Very Dissatisfied" respondents participating and 29% of the "Very Satisfied" respondents participating.

The investigator could not make a direct relationship between these activities and the respondents' overall satisfaction with military life in this size survey; a larger, much more detailed survey would be required to determine if there is any relationship.

The final analysis was to determine if there was any relationship between the respondent's sex (see Table 13) and living quarters (see Table 14) and the response to Question 5. There were no apparent trends identified through this analysis.
Table 13
Relationship between the respondent's sex and response to Question 5.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row Summary</th>
<th>Female Number/Percentage</th>
<th>Male Number/Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>35</td>
<td>6/17</td>
<td>29/83</td>
</tr>
<tr>
<td>2</td>
<td>44</td>
<td>9/20</td>
<td>35/80</td>
</tr>
<tr>
<td>3</td>
<td>103</td>
<td>17/17</td>
<td>86/83</td>
</tr>
<tr>
<td>4</td>
<td>99</td>
<td>25/25</td>
<td>74/75</td>
</tr>
<tr>
<td>5</td>
<td>87</td>
<td>24/28</td>
<td>63/72</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>368</td>
<td>81/22</td>
<td>287/78</td>
</tr>
</tbody>
</table>

*Note: 1 = Very Dissatisfied; 2 = Dissatisfied; 3 = No Strong Opinion; 4 = Satisfied; 5 = Very Satisfied
Table 14

Relationship between the respondent's living quarters and response to Question 5.

<table>
<thead>
<tr>
<th>Numerical Score*</th>
<th>Row</th>
<th>On-Base</th>
<th>Off-Base</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number/Percentage</td>
<td>Number/Percentage</td>
</tr>
<tr>
<td></td>
<td>N/%</td>
<td>N/%</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>35</td>
<td>21/60</td>
<td>14/40</td>
</tr>
<tr>
<td>2</td>
<td>44</td>
<td>29/66</td>
<td>15/34</td>
</tr>
<tr>
<td>3</td>
<td>103</td>
<td>67/65</td>
<td>36/35</td>
</tr>
<tr>
<td>4</td>
<td>99</td>
<td>54/55</td>
<td>45/45</td>
</tr>
<tr>
<td>5</td>
<td>87</td>
<td>45/52</td>
<td>42/48</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>216/59</td>
<td>152/41</td>
</tr>
</tbody>
</table>

*Note: 1 = Very Dissatisfied; 2 = Dissatisfied; 3 = No Strong Opinion; 4 = Satisfied; 5 = Very Satisfied
Results of Question 11

The activities listed were chosen at random from the activities the investigator knew were available at Fort Campbell. There were 27 respondents who indicated participation in none of the programs listed. Since the activities listed express a wide variety of activities, it can be deduced that those individuals didn't have, or didn't take, the time to review and mark activities.

The response is shown to each activity in number of responses and percentage (N/%) of total respondents. The most popular activity listed was Movie Theater with 198/54%, followed closely by VCR movies with 178/48%. The least popular activity listed was Photography with 26/7%, then Group Tours with 27/7%. The remaining activities and results are as follows: Weightlifting 145/39%, Dining Out 135/37%, Swimming 133/36%, Rec Center 120/33%, Team Sports 108/29%, Auto Crafts 96/26%, Fishing 90/24%, Individual Sports 89/24%, Horseback Riding 81/22%, Reading 73/20%, Picnicking 59/16%, Hiking 56/15%, Bicycling 56/15%, Hunting 53/14%, Aerobics 52/14%, Boating 51/14%, Camping 48/13%, Arts and Crafts 46/12%, Dancing 44/12%, Happy Hour 36/10%. 

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Comments on Question 12

Following are the comments received in response to Question 12, Do you have any activities which you would like to see offered on base? The investigator made no attempt to edit the comments in any way for grammar or content. A number at the end indicates the number of duplicate answers.

- Soccer (3)
- More trips and activities for children (4)
- Free time
- Increase quality
- Post basketball seasons (5)
- Football
- Ice rink and Post Hockey Team or In-line Skate Hockey (7), also need Rugby Team (2)
- Martial Arts (all kinds) (4)
- Skydiving and Flight Lessons
- Rock Climbing (2), Caving, Canoe Rental
- Paintballs (3)
- Better, more professional aerobics for Dependent wives, Estep is too expensive for the lame place it is
- Miniature Golf Course
- Tennis Tournaments
- Car shows, Concerts (2), Marathons and more
  Carnivals
- Have a larger video and video game rental store;
  chess club or role playing club
- Finer restaurants, more clubs, current movie
  theater
- Track and field (2)
- Family Dance for children to participate in or
  place kids can go while parents go dancing
- Volleyball (2)
- Talent competitions (2)
- Country dancing lessons
- Racquetball
- Bicycle lane and sidewalks all around on base
- Scuba diving (4)
- Radio control car race tracks
- More intramural sports, i.e. tournaments for
  basketball, softball, etc.
- Batting cages, miniature golf, Go Karts
- Little League Baseball
- More Company/Battalion bowling functions, aerobics
  with child care
- Mountain Bike Trails
- Fencing
- Archery
- Photography
- More open areas to Roller Blade.
Comments on Question 13

The following comments were received in response to Question 13, Do you have any suggestions on how to improve the current delivery of programs on base? this researcher made no attempt was made by to edit the comments in any way for grammar or content.

- Let people off post take advantage of what they offer to people who live on post
- Just make them more of a priority
- No, I think you're doing a good job providing recreation
- More support from all major units on this post
- By the Army's statement of teamwork we don't do this at this post. Please let the soldiers interact with each other more
- I am with the 3/187 and we hear almost nothing about Fort Campbell Rec Services. This is the first I've seen, it was a lot better in Germany
- DOD schools can help coordinate and advertise programs for teens
- Send more mailouts to tell how to find out more info
- Me and my friends lift weights at Gold's Gym because to use Estep for $15 a month you can lift off post for not much more
- More advertising. Send info to company/battalion headquarters
- Spend some money for us
- More
- Better ads
- More Advertising
- Having indoor swimming pool open year round
- Put out info on sports chain of command
- More exposure
- Improve by encouragement and time out during duty hours
- Advertisement of activities per age group
- More funding
- More fliers
- Infantry people are seldom able to get time to take part in recreation programs
- Fliers on activities
- Bulletin board as you enter post, as of which functions are happening or in the works
- The military community has some of the finest quality of life programs
- Gyms should have consistent hours of operation
- Realize that training is a priority, but too much training area is used during hunting season
- Encourage participation at company level
- Do away with post fishing permit, we already pay for State license, why do we have to pay twice.
- Keep the DYA (Dependent Youth Activity)
- More unit intervention (positively)
- Advertise more.
Chapter 5

Findings

The findings of this study were divided into two sections, one explaining the findings of the research of related literature and one explaining the findings of the survey. These sections are followed by Conclusions and Recommendations which were reached through analysis of the data.

Findings of Research of Related Literature

All of the related literature indicated the importance of recreational programs and opportunities across the board from all branches of military service. The consensus of all services is that the Morale, Welfare and Recreation programs are essential in every branch of the military. The programs develop esprit de corps, improve mental and physical well-being, develop a sense of community and self-pride, and make the military an attractive career choice.

Many other sources identify the need to improve and provide opportunities to enhance morale in military and civilian careers to reduce turnover, training costs, stress levels, absenteeism and health care costs and to
increase performance, productivity, job satisfaction and retention.

Since the President's Committee on Religion and Welfare in the Armed Forces was published in 1951, there have been numerous reports, research, evaluation and a hearing conducted by the Senate committee on Armed Services, subcommittee on manpower and personnel of the Morale, Welfare and Recreation programs, all of which indicated that they are an essential part of military life and have a direct impact on readiness, quality of life, motivation and retention.

Due to the large increase in the percentage of military personnel who are married, (Parks and Recreation, 1984), more and more family members are being served by the Morale, Welfare and Recreation programs. The availability of programs and activities for family members is essential to the readiness of military personnel.

Findings of the Survey

The survey, conducted as a part of this study, has indicated that military recreation programs are vital to improving the quality of life of United States' service men and women and their families. The results indicated a direct relationship between the number of programs the respondents participated in and their perception of the
impact on their quality of life. The results also indicated a direct relationship between the number of programs the respondents participated in and their intentions to make a career of the military. Additionally, the results indicated a direct relationship between the number of programs the respondents participated in and their overall satisfaction with military life.

The response to question 4, addressed specifically to military spouses, indicated that 128 of 199 respondent's "Utilize the Same Number," "Utilize More" or "Utilize Many More" recreational programs during their spouse's absences for training and/or deployment.

The findings of the review of related literature and the findings of the survey agree that military recreation programs are essential to the quality of life of United States' service men and women. This importance was evidenced by the statements of higher level military personnel and the response to the surveys; therefore, hypothesis 1 is accepted.

The findings of the review of related literature and the findings of the survey agree that military recreation programs are important to the families of service men and women; therefore, hypothesis 2 is accepted.
Conclusions

Based upon the findings of the review of related literature and the survey, the following conclusions can be drawn:

1) Forty-eight percent of the respondents are leaning toward or definitely planning to make a career of the military.

2) Seventy-four percent of those leaning against, or definitely not planning to make a career of the military, are E-1 through E-4.

3) Seventy percent of the respondents agreed or strongly agreed that military recreation programs play a significant role in quality of life of United States service men and women and their families.

4) Military recreation programs play a significant role in quality of life.

5) Military recreation programs are a very important part of the military families' lives while the active duty spouse is absent for training and/or deployment.

6) Fifty-one percent of personnel and their families are satisfied or very satisfied with military life.
Recommendations

Based on the combined findings of the research of related literature and the survey, certain recommendations can be suggested:

1) The study should be conducted on a much wider scale, utilizing a random number selection to ensure statistical accuracy and surveying military families from many installations.

2) The military recreation programs should provide information to the reenlistment counselors for military personnel considering reenlistment. This information should include the number of programs offered at each installation and the amount of appropriated and non-appropriated funds which are used to benefit the active duty personnel. These are often intangible benefits which may influence people if they are aware of them.

3) The Directorate of Personnel and Community Activities (DPCA) should vigorously program and market for the lower grade, E-1 through E-4, personnel.
4) The Directorate of Personnel and Community Activities (DPCA) should vigorously market programs to the families of personnel deployed or absent for extended training periods.

5) The command units with warrant officer ranks, WO-1 through CWO-4, should begin to work with these personnel to make the military a more attractive career opposed to the civilian sector. A significant amount of time and funding goes into training these personnel, and the potential high turnover is expensive in the budget process.

6) This study should be conducted on a regular basis, perhaps as part of a five year rotation plan, to continually evaluate the impact of the programs on quality of life and retention.
APPENDICES
APPENDIX A
MG John M. Keane  
Commanding General  
101st Airborne Division  
Fort Campbell, Kentucky 42223

Major General Keane,

My name is Michael Gorham and I am a graduate student at Western Kentucky University in Bowling Green, Kentucky, pursuing my Master's degree in Recreation Administration. I worked in military recreation for eleven years for the Department of the Army and the Department of the Navy at several installations including Fort Campbell. I am in the process of collecting data for my master's thesis study and I would like to survey the active duty personnel assigned at your installation.

I am conducting a study concerning the impact of military recreation programs on the quality of life of America's servicemen and women. I have done considerable research in this area and I feel the results will be beneficial to military commanders, such as yourself, when making funding decisions. I would like to obtain a duty roster or some listing of personnel that I may use to determine, by random number selection, the participants for the study. This would enable me to get a representative sample of the active duty community. If this is not possible, I would like permission to conduct the study at a central location, such as the post exchange.

I would be happy to provide you with a copy of the background information which I have collected in draft form and a copy of the final thesis after it's completion. I would appreciate any help that you or your staff can give me in conducting this study. If you have any questions, please feel free to call me at (615) 851-6393. Dr. Alton Little of Western Kentucky University is my Committee Chairman and his number is (502) 745-6077.

Thank you for your time and assistance.

Respectfully,

Michael D. Gorham, CLP
APPENDIX B
Dear Mr. Gorham:

First, I want to thank you for your interest in the quality of life of the American servicemen and women. It is gratifying to know that you have chosen to write your thesis on this subject.

Secondly, we are happy to help with the study. If you will contact Mr. Joe Harlan, Chief of our Outdoor Recreation Branch, whom I believe you worked with a few years ago, he will help you in any way he can. Mr. Harlan’s telephone number is area code 502-798-2629. His mailing address is: 5663 25th Street, Fort Campbell, Kentucky 42223-5406.

I would appreciate receiving a copy of the thesis upon its completion. If I may be of further assistance, please do not hesitate to contact me.

Sincerely,

[Signature]

Dennis L. Thompson
Lieutenant Colonel, U.S. Army
Director of Personnel and Community Activities

Copy Furnished:

Mr. Joe Harlan
APPENDIX C
ANSWER THE FOLLOWING WITH THE RESPONSE WHICH BEST MATCHES YOUR FEELINGS

1. My (or my spouse’s) current plans are to make a career of the military.
   Definitely 5 4 3 2 1 Definitely Not

2. Military recreation programs play a significant role in quality of life in the military.
   Strongly Agree 5 4 3 2 1 Strongly Disagree

3. Military recreation programs and facilities will influence my career decisions.
   Strongly Agree 5 4 3 2 1 Strongly Disagree

4. If you are an active duty spouse, do you utilize on post recreation programs during your spouse’s absences for training and/or deployment?
   Utilize Many More 5 4 3 2 1 Utilize None

5. In general, how satisfied are you and your family (If applicable) with military life?
   Very Satisfied 5 4 3 2 1 Very Dissatisfied

6. Did you realize that AAFES profits benefit the recreation program on base?
   Yes  No

7. Please indicate your rank. (For statistical info only)
   E-1 thru E-4 O E-5 thru E-9 O WO-1 thru CWO-4 O
   O-1 thru O-4 O O-5 or above O

8. Please indicate length of service. (For statistical info only)
   less than 4 yrs. O 4 to 9 yrs. O 10 - 14 yrs. O
   15 to 19 yrs. O over 19 yrs O

9. Please indicate your sex. (For statistical info only)
   Female O Male O

10. Please indicate your quarters. (For statistical info only)
    On-base O Off-base O

11. Indicate the recreational activities you currently participate in which are offered on Fort Campbell.
    Team Sports O Hiking O Horseback Riding O
    Weightlifting O Reading O Auto Crafts O
    Aerobics O Rec Center O Individual Sports O
    Hunting O Fishing O Camping O
    Dancing O Swimming O Movie Theater O
    Group Tours O Photography O Arts and Crafts O
    Happy Hour O Dining Out O Picnicking O
    VCR Movies O Bicycling O Boating O

12. Do you have any activities which you would like to see offered on base?
    (Use back if necessary)

13. Do you have any suggestions on how to improve the current delivery of programs on base?
REFERENCES


presented at the Senate hearing before the Committee on Armed Services, Subcommittee on manpower and personnel. Washington, D.C.


