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AN EXPLORATORY STUDY OF MID-CAREER CHANGE
FOR THE AIR FORCE RETIREE

DISSERTATION

Presented in Partial Fulfillment of the Requirements for
the Degree Doctor of Philosophy in the Graduate
School of The Ohio State University

By

Richard J. Schiffler, B.A., M.S.

* * * * *

The Ohio State University
1977

Reading Committee:
Dr. William Dowling
Dr. Samuel Osipow
Dr. Robert McCormick

Approved By
Dr. Robert W. McCormick
Faculty of Vocational and Technical Education
DEDICATION

To the two women in my life. To my mother who provided me the foundation for a productive life and her continued encouragement to strive for the best.

To my wife for her patience, love and understanding during my graduate studies and my dissertation research and writing. Perhaps this will be a small payment for the many lonely days and nights.
ACKNOWLEDGEMENTS

The writer wishes to acknowledge the guidance and support provided throughout the development of this study by the members of his reading committee.

Dr. Robert W. McCormick, his major advisor's, wit, warmth and wisdom provided the necessary support to climb the valleys to the plains and mountains. Without his continued support, and suggestions the proposal would have remained a dream.

Dr. Samuel H. Osipow acknowledged expertise in the field of career development offered incalculable support. His succinct incisive comments on the study were invaluable.

Dr. William H. Dowling who continually emphasized to the writer by his example and his suggestion the necessity for precision in thought and expression.
VITA

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CHAPTER I

THE PROBLEM

Introduction

Occupational choices are of concern not only to the individual but to society. For the individual, wisely made choices lead to satisfying and productive work life. Unwise or premature choices lead to unsatisfactory, non-productive work activities. For society at large the proper pairing of men and jobs results in greater productivity, higher morale and less work turnovers.

Recently educational institutions have started to emphasize the importance of planning in preparing individuals for lifetime careers. This movement labeled career education provides assistance to people in preparing, choosing and advancing in their careers and has generally been introduced at the secondary school level. The rationale for this approach is that it will prepare the person with improved skills and information necessary to make wise occupational choices. Increased research activities investigating the career behavior of the adolescent have paralleled these counseling activities.

Outside the immediate school environment there is a sizeable segment of the population in need of this type of counseling assistance. This sub-population, mid-career changers, or adults in their forties has been relatively ignored by the career researchers and theorists and has been outside the mainstream of institutions or services where useful career information might be provided. This phenomenon of
people changing occupations in mid-career or in their forties is only recently becoming an important factor in the American work life. Circumstances such as employment dislocations, women entering the job market after a hiatus or changing job values of some workers are but a few of the factors contributing to this growth. A Bureau of Labor survey cited by Kelleher\(^1\) indicates eight percent of Americans employed in January, 1966 were working in an occupation different from the ones in which they were employed during January, 1965. Forty percent of these occupational changers surveyed were over thirty five. The composition of this second career group is not limited to white collar professional people, as was formerly believed, but includes, according to Sheppard\(^2\), growing numbers, of blue collar workers. More recent statistics from the U.S. Department of Labor\(^3\) reveal increasing numbers of women beginning or returning to careers after ten or fifteen years of being wife and mother.


Finally, a sizeable group, the military retirees, are establishing careers in the civilian sector. In his survey of the military retiree, Ullman\textsuperscript{4} reveals that over one million servicemen return to the civilian sector each year. Of this number, approximately 65,000 are retired regulars having twenty or more years of service.

To date, there has been little systematic research on these mid-career changers. What are the motivating factors for voluntary career change? What are the career seeking behaviors of the second careerists? What are the problems of the displaced and over forty worker? What is the impact of new mobility on counseling and occupations? The concern of this study is with the second area, that of the career seeking behaviors of the second careerists, specifically the military retiree.

\textbf{Statement of the Problem}

The central purpose of this study is to identify and describe the career search behavior of a group of Air Force military retirees residing in the Dayton, Ohio metropolitan area.

\textbf{Need for this Study}

There are two major factors which support the need for the study of career behavior activity of the military retiree. The first of these factors is an increasing percentage of military personnel who

are retiring and need to be integrated into the work force. Figure 1, extracted from a paper by Dunning and Biderman\(^5\), provides the actual and projected level of military retired populations.

Figure 1

Growth of U.S. Retired Military Population
1930-1980 (Actual and Projected)

<table>
<thead>
<tr>
<th>Year</th>
<th>Military Retirees (In Thousands)</th>
<th>Proportion of U.S. Males Population 35 and over (%)</th>
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<tr>
<td>1930</td>
<td>32.8</td>
<td>0.14</td>
</tr>
<tr>
<td>1940</td>
<td>48.4</td>
<td>0.18</td>
</tr>
<tr>
<td>1950</td>
<td>132.8</td>
<td>0.42</td>
</tr>
<tr>
<td>1955</td>
<td>179.0</td>
<td>Not available</td>
</tr>
<tr>
<td>1960</td>
<td>253.7</td>
<td>0.68</td>
</tr>
<tr>
<td>1965</td>
<td>479.6</td>
<td>Not available</td>
</tr>
<tr>
<td>1970</td>
<td>764.9</td>
<td>1.92</td>
</tr>
<tr>
<td>1975</td>
<td>995.0</td>
<td>Not available</td>
</tr>
<tr>
<td>1980</td>
<td>1213.0</td>
<td>2.84 (Projected)</td>
</tr>
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Research by Dunning and Biderman has revealed that almost all military retirees will pursue second careers and that this activity will occur when they are in their mid and late forties. It would appear that military retirees, and adolescents reach a time where career decisions need to be made.

A second and perhaps more important reason for studying this population is the relative neglect of this age group by vocational theorists. While psychological theory has proposed some models of career behavior for the younger group, the utility of these models for the second careerist needs to be evaluated. Super's Self Concept theory of vocational behavior is one of the more complete theories. Tests of some of his constructs have proven useful in predicting the career behavior of adolescents. Some merit might accrue from testing the appropriateness of some of his constructs as they relate to adult career-seeking behavior. Demographic information such as type of skills, education and use of resources is also needed to develop a more complete profile of the retiree.

Specific Objectives of this Study

The objectives of this study were as follows:

1. To identify the importance of work and non-work factors for the retiree in selecting a second career.

---

6Ibid., P. 18.

2. To determine the onset of career planning behavior of the retiree.

3. To determine to what extent the retiree uses the resources in the community in identifying his skills and the availability of jobs.

4. To determine the similarity between former military occupations and the second career, civilian occupation.

5. To determine the relative importance of non-military part time jobs in selecting later second career choices.

Hypotheses

A number of research studies have suggested that the changing needs of the middle age career seeker and societal expectations may color and influence the priorities he establishes in selecting a second career. One such relationship which might change is the close identification of self with work factors. In recent years a number of Researchers (Centers and Bugental\(^8\), Friedlander\(^9\), \(^10\), Goodwin\(^11\), \(^12\)) have been studying the relative importance for the


person of work and non-work factors in determining satisfaction with his job. Centers and Bugental\textsuperscript{13} propose that job factors can be classified as intrinsic (those factors related to work activity, e.g., the work allowing a person to use his skill) or extrinsic (those job factors related to work activity such as workers working conditions). They found that there was a significant distinction between occupational levels; with the lower occupational levels placing more emphasis on extrinsic factors (pay security) than do the higher occupational levels. Intrinsic factors were more valued by the higher occupational levels.

Research by Friedlander\textsuperscript{14, 15}, essentially supported the findings of Centers and Bugental\textsuperscript{16}. In his 1965 paper Friedlander\textsuperscript{17} compared the importance of five environmental factors (church, education, recreation, work content (intrinsic), work context (extrinsic)) to

\begin{itemize}
\item \textsuperscript{13}Centers and Bugental, "Intrinsic and Extrinsic Job Motivations," p. 193.
\item \textsuperscript{14}Friedlander, "Sources of job satisfaction," p. 250.
\item \textsuperscript{15}Idem, "Importance of work versus nonwork," p. 441.
\item \textsuperscript{16}Centers and Bugental, "Intrinsic and Extrinsic Job Motivations," p. 197.
\item \textsuperscript{17}Frank Friedlander, "Comparative Work Value Systems," \textit{Personnel Psychology} 18 (1965): 1.
\end{itemize}
worker satisfaction. His study of white collar and blue collar workers indicated that "The work (intrinsic) and work environment (extrinsic) factors do provide greater opportunities for satisfying interactions than do non-work." He also found that work context factors (extrinsic) were of primary importance to the blue collar workers, while medium and high status white collar workers put primary emphasis on work content factors (intrinsic).

Goodwin\textsuperscript{18} criticized the Friedlander\textsuperscript{19} and Centers and Bugental\textsuperscript{20} studies as being limited to measuring the concrete experiences of workers. He held that a distinction be made between concrete experience and the goals a worker might possess. To test this distinction he sampled a national population of workers. Goodwin\textsuperscript{21} concluded that when the "issue is posed outside the context of immediate job experience the goal of finding self-development (intrinsic factors) in work is held as strongly by low level as by high level workers."

None of the studies directly addresses the issue of whether intrinsic or extrinsic factors associated with work will wax or wane with age. It could be hypothesized that if the worker places

\textsuperscript{18}Goodwin, "Occupational Goals," p. 313.

\textsuperscript{19}Friedlander, "Importance of work versus non-work," p. 437.

\textsuperscript{20}Centers and Bugental, "Intrinsic and Extrinsic Job Motivations," p. 189.

\textsuperscript{21}Goodwin, "Occupational Goals," p. 325.
primary emphasis on intrinsic factors (prestige, advancement, increase in skills) there would be a close identification of self with work. Primary identification with extrinsic factors, work context or non-work factors would tend to lessen the close identification of self with work. A preliminary observation by Sharp and Biderman\textsuperscript{22} that geographic location was one of the earliest factors to be considered in career planning might suggest the increasing importance on non-work factors in a person's life as a person becomes older.

1. Research Hypothesis ($H_1$)

For the military retiree (enlisted or officer) the age at which he initiated career activity will have a significant impact on factors which influence occupational choice. For the retirees extrinsic factors (job environment, geographic location, family) will increase in importance with age, while intrinsic factors (job opportunities, prestige, advancement) will decrease in importance.

Null Hypothesis ($H_0$)

For the military retiree there is no significant difference in the importance of the intrinsic or extrinsic factors at any of the age levels in the selection of a career.

A second factor which is an important area of study is the degree to which the career planning activity is systematic and purposeful.

Super would postulate a systematic approach while other researchers such as Gross would maintain that this behavior is haphazard and fortuitous. Sharp and Biderman have observed that officers begin planning earlier than enlisted men but present no evidence on the type of search behaviors.

2. Research Hypothesis (H)2

The officers sample career search behavior will be more purposeful and goal oriented than that of the enlisted group. The officers will initiate planning earlier, use more resources, possess more occupational information and be more aware of factors to consider in specifying an occupation than will the enlisted populations.

Null Hypothesis (H0)

There is no significant difference between the officer sample and enlisted retiree sample in when career planning is initiated or the frequency which resources and occupational information are used in planning for a second career.

A third issue of great importance to the retiree and to counselors is the relationship of second careers to first careers.


Sharp and Biderman indicate that 74 percent of all military personnel who retired in 1966 were employed full or part time. The authors found that for these men educational status was a more important factor in achieving a satisfactory civilian readjustment than were specific job matches. They did find that there was a tendency to seek and be employed in large bureaucratic organizations; officers tended to be employed in administrative jobs, while enlisted men selected craft jobs. There appeared to be a tendency to duplicate previously held military jobs. Ullman observed that for the enlisted group there was a greater variety of job experiences during a military career than for the officers. It is not unusual for enlisted men to supplement their income with part time employment. On the other hand, Ullman states, the officers job experience with the civilian sector is more remote. It could thus be assumed that there would be a greater tendency for the officer group to duplicate the military environment both in position and organization.

3. Research Hypothesis ($H_3$)

The officer retirees will select occupations and environments more closely related to their former military careers than will the enlisted groups.

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\[26\text{Ibid.}, p. 11.\]

\[27\text{Ullman, "Second Career," p. 96.}\]

\[28\text{Ibid.}, p. 98.\]
Null Hypothesis ($H_0$)

There will be no significant differences between the officer and enlisted retirees in the frequency with which civilian occupations and environments.

Limitations of the Study

Data from this study should be interpreted with the following limitations in mind:

1. The subjects of this investigation represent only a randomly selected sample of the retirees in the Dayton, Ohio area. These retirees sampled are drawn from the available pool of Air Force retirees. Any generalizations or conclusions can be applied to all Air Force retirees only as this sample represents the total population.

2. The retirees' success in finding an occupation is also a function of the job market climate. A major emphasis in this study is not the job a retiree selects, but the choices he makes in selecting resources and sources to aid him in finding a second career.

3. Limitations are also recognized which are inherent in the survey instrument—failure to obtain responses or retiree differing interpretations of terminology.

4. The recently passed "Privacy "Act" legislation may have influenced the receptiveness of the respondents to the survey instrument.
CHAPTER II

Review of Related Literature

Despite the increasing frequency of second and multi-career occupations there has been relatively little research on adult career seeking behavior and less attempts by theorists to explain or predict these search behaviors.

This review will have two purposes. The first aim is to examine the theory of Super\textsuperscript{29} to determine if one or more of his constructs has utility in explaining adult goals and behaviors in seeking a second career. The second purpose of this literature review is to report some of the current research directly or indirectly related to career seeking behaviors of retired military.

To fully appreciate the basis of Super's theory in vocational psychology, a brief discussion of the antecedents of his theory will be reviewed.

Vocational Theory

At the turn of the twentieth century Parsons'\textsuperscript{30} writings were influential in explaining how a person selects a career. His theory had three basic constructs. First, an individual has a

\textsuperscript{29}Donald E. Super, "A theory of vocational development," \textit{American Psychologist} 8 (1953): 185.

\textsuperscript{30}Frank Parsons, \textit{Choosing a vocation} (Boston, Mass: Houghton Mifflin, 1909).
repertoire of skills or traits. Second, an occupation has a list of specific attributes or factors. Third, there is an attempt by the person to match his traits with the factors of an occupation. In the ensuing years, with the development of the Strong Vocational Interest Blank (SVIB) and other test batteries, the predominant theme in vocational psychology was to match the man with the occupation.

The trait-factor approach was not a theory and did not provide information on a person's drives or motives in seeking or changing jobs. The trait-factor approach also implied that vocational decisions occurred at one instance in time. To address these limitations, a number of writers have presented psychological explanations of career behavior (Super\textsuperscript{31}, Ginzberg et. al.\textsuperscript{32}, Roe\textsuperscript{33}, Bordin, Nachman and Segal\textsuperscript{34}). A review and evaluation of these theories may be found in Osipow\textsuperscript{35}. Osipow states that the theories do not specifically address

\textsuperscript{31}Super, "Vocational adjustment," p. 1.
\textsuperscript{33}Anne Roe, The psychology of Occupations (New York: Wiley, 1956).
the problems faced by second or multiple careerists; however, some of the schools of thought, notably in the developmental tradition (Miller and Form36, Ginzberg et. al.37 and Super38, 39, do provide a framework in which occupational behavior of the mid-career changers can be examined.

**Developmental Theories**

A major theme of all the developmental theories is that an individual's occupational development is continuous, irreversible and differentiated into unique occupational periods. Each of these time frames in a person's life includes vocational tasks which are preeminent and differ from tasks of preceding or subsequent phases. For example, in Super's theory the initial stage in vocational development is "crystallization" (14-18 years). Tasks which occur during this period such as identifying important vocational and personal goals, collecting relevant occupational data and planning for preferred occupations help define and narrow future choices.

---


37 Ginzberg et. al., "Occupational Choice."


39 Idem., *Self concepts*.
Ginzberg, et al. was one of the first researchers to propose an overall theory of career development. He first proposed that vocational choice is a decision making process which occurs from pre-puberty to the early twenties. The choice or series of choices a person makes in his early twenties is irreversible. For example, certain professions and as law require a great deal of lengthy and specialized training; once a person selects a program and pursues this training, his freedom to select alternate occupations becomes restricted. In addition Ginzberg believes that the final career choice is a compromise between an individual's interests, capabilities, abilities, values and the realities of the work environment.

Miller and Form hypothesize that career selection is more complex than progress toward one goal. They believe that there is three different types of career patterns: stable (direct entry into one's life work), conventional (trail leading to stability), and unstable or multiple careers. In the development tradition Miller and Form state that career search activity can be characterized as involving three distinct stages: exploration, establishment and

---

40Ginzberg et. al., "Occupational Choice."

41Ginzberg et. al., "Occupational Choice."

42Miller & Form, Industrial Sociology.

43Ibid., p. 10.
decline. Like Ginzberg's optimization concept, this career search strategy implies a conscious, active evaluation of job requirements and movement toward a job. About this time a third major writer in the tradition of developmental psychology came upon the scene to present his theory of vocational behavior. This writer was Donald Super.

Super's Theory of Career Selection

Super's theoretical position was formally stated in a 1953 address to the American Psychological Association. He has since modified and expanded this theory in a series of books, writings, and monographs. Super stated that Ginzberg's theory failed to consider a large body of educational and vocational development information which had relevance to the theory; also, the general nature of Ginzberg's constructs lacked the ability to predict vocational behavior. Super advanced his theory to more completely resolve these criticisms.

The underpinnings of Super's theoretical position derive from three major psychological sources. His theory is an attempt to integrate and expand these three sources into one coherent theory which will have general utility in explaining and predicting vocational behavior.

From the trait-factor area, Super uses the major premise that people differ in their personalities, abilities and interests. These


45Super, Self-concepts.

abilities and interests qualify them for specific occupations, although wide individual differences can be accommodated within certain occupations. The second major influence in Super's writings has been self-concept theory espoused by Rogers\textsuperscript{47}, Carter\textsuperscript{48} and Bordin\textsuperscript{49}. As to the relationship of this theory to occupational choice, Bordin suggested that "A man selects or rejects an occupation because of his belief that the field is or is not consistent with his view of himself." Super subscribes to this view and further states that vocational development is a process in which a person's self-concept is developed and implemented in an occupation. The implementation of the self-concept is accomplished through the interaction of aptitudes, physiological characteristics, and opportunities for the person to act and be evaluated in different occupational roles. In his theory Super\textsuperscript{50} proposes that a person's aptitudes, vocational preferences and his social position change with time and experience. Thus, Super would maintain it is possible for vocational choice to be a continuous process. This would mean that the person's self-concept would be continually changing. While this is theoretically possible, Super states that self-concepts remain generally stable after late adolescence.

\textsuperscript{47}Carl R. Rogers, Counseling and psychotherapy, (Boston, Mass.: Houghton Mifflin, 1951).


\textsuperscript{49}Borden et. al., "Vocational development," p. 107.

\textsuperscript{50}Super, "Psychology of careers."
The third and final source of Super's theory is developmental psychology. Osipow\textsuperscript{51} indicates that Super was significantly influenced by the writings of Charlotts Buehler\textsuperscript{52}. She believed that life in a series of four distinct stages: (a) Growth, 0-14 years; (b) Exploration, 15-25 years; (c) Maintenance, 26-65 years; and (d) Decline, 65 years and above. As related to vocational theory, Super states that these stages may be further subdivided into (a) the fantasy, tentative and realistic phases of the exploratory stage and (b) the trial and stable phases of the establishment stage. Super acknowledges that all people do not follow the same pattern or progress through these stages at the same rate. He believes that the nature of vocational behavior is determined by socioeconomic level, abilities, personality and opportunities to explore different occupational roles.

**Self-Concept and Work**

In his later writings Super\textsuperscript{53, 54} discusses the importance of viewing vocational behavior within the context of life stages. The needs of an individual at middle age and the expectations of society differ greatly from those at the adolescent level; thus Super suggests that vocational behaviors and decisions will assume different forms for these two groups.

\textsuperscript{51}Osipow, *Career development*, p. 117.

\textsuperscript{52}Charlotte Buehler, *Der menschliche Lebenslauf als psychologisches Problem* (Leipzig: Hirzel, 1933).

\textsuperscript{53}Super, "Psychology of careers."

\textsuperscript{54}Super, *Self-concepts*. 
In order to understand and predict these diverse behaviors, it is important to put them into the context of the appropriate life cycle. For example, research by Sharp and Biderman\textsuperscript{55} on the military retiree indicates that "with the possible exception of choosing a geographic area for retirement, concrete planning and action (in selecting a job) did not take place until shortly before actual retirement." This research suggests two possible differences between the adult and adolescent job seeker. First, for the adult military retiree the occupational development phases may be more abbreviated in selecting an occupation than for his younger counterpart. Second, the earlier consideration of a geographic location in a retiree's occupational plans might indicate shifting priorities in job choice from a strictly occupational orientation to one where other factors may be preeminent.

**Career Search Behavior**

In a 1963 monograph, Super\textsuperscript{56} further develops his vocational career model and defines in more detail those developmental tasks associated with them. He states that there are five sequential stages:

1. Crystallization of vocational preference.
5. Consolidation of choice.


\textsuperscript{56}Super, *Self-concepts.*
These five stages reflect an increasing awareness of occupational options available to the individual. Associated with each stage are particular tasks which the individual addresses in order to complete that stage. For example, in the crystallization of a vocational preference the fourteen through eighteen year old is expected to begin to develop ideas of a field and level of work appropriate to him. In the early stages the occupational preference may be very general, but in the later development phases there will be movement toward further refinement and specification of this occupational goal. Observations of the individual's behavior at the crystallization stage will involve some of the following attitudes and attributes:

1. Awareness of the need to crystallize.
2. Formulation of generalized preference.
3. Possessing information about occupations.

The remaining four stages also contain appropriate behavioral tasks and attitudes associated with them. The major thrust of Super's five career stages is a developmental one in which there is a systematic process and movement toward an objective, i.e., an occupation.

Other writers in the field such as Slocum, Gross, and Goodwin question the generality of Super's postulates. They

58 Gross, Work and Society.
maintain that these stages may be ideal or limited to special populations. On the first premise of Super's theory, i.e., movement toward a vocational goal, Gross maintains that the job histories of most Americans are characterized by a person moving away from an undesirable job environment rather than toward a life plan. Slocum observes that the selection of a job is made in many cases on the basis of situational and life factors rather than through a narrowing of occupational choices based on job requirements and a person's skills. The appropriateness of Super's model for the second careerist has yet to be tested.

Another issue not addressed by Super but possibly of importance is that of self image. Goodwin, not working in the mainstream of education or psychology, addresses some of these problems. In his monograph, *Do the Poor Want to Work?* he concludes that poor mothers, fathers, and sons "identify strongly with work, tend to reject quasi-illegal activity and find welfare acceptable." Goodwin further states that "lack of confidence orientation, rather than acceptability of welfare is most strongly related to lesser work activity." It could be hypothesized that a view a person has of himself and his environment will have a direct bearing on work behaviors and activities.

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62 Goodwin, *Do the Poor Want to Work*, p. 45.
Super's career model is a developmental one encompassing people from fourteen years (crystallization) to thirty five years and over (consolidation). The occupational behaviors associated with each state are in many cases in accord with other behaviors (social, physical, and psychological) which occur at these stages. In addition to exploring and expanding his environment vocationally, the adolescent is also expanding his environment socially, physically and psychologically. It is a period of growth and testing one's identity and independence. All these behaviors appear to be harmonious with one another. Little research has been reported on the behaviors associated with a person who is at one stage in his life (over thirty five: maintenance and consolidation), but is engaging in occupational behaviors associated with an earlier period (exploration and specification). The dilemma of a middle age retiree engaging in the career specification process has been examined by Sharp and Biderman. Their data indicates that among all the 1964 retirees studied, forty percent of the officers and sixty percent of the enlisted populations waited until at least two months prior to retirement before they began active job search. In addition, the researchers found that for some of the retirees "the first job was viewed as a bridging occupation" which provided some income maintenance. These career search behaviors of the second careerist reported by Dunning & Biderman could not easily have been predicted by Super's model.

64 Dunning & Biderman, "Military Retirement."
Skill Transferability

Another issue raised by the military but not addressed in vocational literature is the problem of transferability of skills from one occupation to another. Sharp and Biderman state that there is a "predominant preference for employment by the large, bureaucratic organizations—big business and government." They further state that "Officers tended to be employed most often in administrative, managerial, sales and educational jobs, while enlisted men tended to concentrate in the skill crafts, clerical jobs and service occupations (including the protective services)." It would seem that the retirees working full time at a career not only attempt to duplicate past working careers, but also to duplicate the working environment. This strategy of the military retirees seems to be confirmed in the research of Roe and Hutchinson. They discovered that people typically move from a job in one occupational classification to another in the same category. The occupational changers seldom moved to occupations where the orientation of the occupation is different from the initial occupation. Gross also believes that the occupational changes a person makes are only slightly different from his existing one.

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67Gross, Work and Society.
As the review has suggested, vocational theory and research have primarily addressed the adolescent's career development activity. While the reason for this emphasis is logical and correct, some of the issues raised by Super (such as self-concept implementation and search behavior) should be tested on a more mature adult population. The increasing realities of our economic climate, the expanding life-long learning opportunities for the adult population, and the increasing work activity of middle age women strongly indicate the need for testing the appropriateness of Super's paradigm for these populations.
CHAPTER III

RESEARCH PROCEDURES

Introduction

In this chapter the reader will find a description of how this study evolved. This section will discuss the development of the instrument, the sampling procedure, the gathering and the treatment of the data.

Instrumentation

The questionnaire for this study contains three sections. Section one is designed to supply background information on the retirees. The eight items in this section cover fire areas which are the sex of the respondent, education, service occupation, rank and length of service.

Section two, labeled Job Values, contains twenty one items. This section is concerned with factors important in selecting a career. The theoretical basis in constructing this second section was founded on worker satisfaction research by Centers and Bugental, Friedlander, and Goodwin. In their research Centers and

67 Centers and Bugental, "Intrinsic and Extrinsic Job Motivations."

68 Friedlander, "Sources of job satisfaction."

69 Idem., "Importance of work versus nonwork."

70 Goodwin, "Occupational Goals."

71 Idem., Do the Poor Want to Work?

26
Bugental\textsuperscript{72} identified two work-related factors (intrinsic and extrinsic) as potential satisfiers. They found that there was a significant distinction between occupational levels, with the lower occupational levels placing more emphasis on extrinsic factors (pay, security) than do the higher occupational levels.

Friedlander\textsuperscript{73} in his 1963 study postulated five environmental factors (church, education, recreation, work content (intrinsic), and work context (extrinsic)) as potential sources of worker satisfaction. He found that "The work (intrinsic) and work environment (extrinsic) factors do provide greater opportunities for satisfying interactions than do non-work."

Results from these studies have indicated the differential effects of the environment and work related factors on worker satisfaction. This researcher postulated that the same factors could be significantly influence a retiree in choices he makes in selecting a second career. A pool of items was selected from the Friedlander and Goodwin studies. Items which measure intrinsic (work related) and extrinsic (work context) characteristics were extracted from Friedlander's research. Additional non-work items from Friedlander's \textsuperscript{74} 1963 study and Goodwin's \textsuperscript{75} 1973 study which appeared relevent to career seeking

\textsuperscript{72}Centers & Bugental, "Intrinsic and Extrinsic Job Motivations."

\textsuperscript{73}Friedlander, "Sources of job satisfaction."

\textsuperscript{74}Ibid.

\textsuperscript{75}Goodwin, \textit{Do the Poor Want to Work?}
behaviors were chosen. These pool of items was then analyzed for content validity and reliability using the Kuder-Richardson, Formula 8. **Content Validity**

The pool of job value items was presented to a panel of five judges who had not been involved in the original selection of the items. Each judge was asked to sort the items into three distinct categories. One category was defined as intrinsic which is work content and refers to statements covering use of abilities, performance, feelings of achievement. Another category was defined as extrinsic (Work context, relating to statements about quality of job environment, work group, working conditions, supervisor). The third category consisted of items labeled non-work and consisted of items such as education and recreational facilities.

The five judges who did the sorting were affiliated with Wright-Patterson Air Force Base were psychologists with differing experiences in human factors research and training. Prior to the sorting, it had been decided by the researcher that only those statements which four of the five judges agreed upon as belonging in the intrinsic or extrinsic category would be retained. For the third category, "Non-work," such a stringent requirement was not imposed as this is a miscellaneous category whose influence has not been determined. Of the twenty one items selected for this section six items were selected for the intrinsic scale, nine items were selected for the extrinsic scale and six items were placed in the "Non-work" category.
These twenty one items were then ordered and incorporated in a Likert-like five point scale. This five point scale varied on the dimension very important to unimportant.

**Reliability**

A small sample of the target population (n = 25) was sent a pre-test questionnaire. Item responses on the twenty one items were used to calculate reliability coefficients (Kuder-Richardson Formula 8). The results are presented in Figure 2.

**Figure 2**

Reliability Coefficients (K-R) for the Job Values Scales

<table>
<thead>
<tr>
<th>Factor</th>
<th>Intrinsic</th>
<th>Extrinsic</th>
<th>Non-Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>K-R value</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>.82</td>
<td>.87</td>
<td>.66</td>
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<tr>
<td>Item 9</td>
<td>.52</td>
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<td>10</td>
<td>.22</td>
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<td>11</td>
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<td>14</td>
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<td>16</td>
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<td>.72</td>
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<table>
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<th>Non-Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>K-R value</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>.86</td>
<td></td>
<td></td>
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<tr>
<td>Item 17</td>
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<td>28</td>
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<td>29</td>
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<td>.79</td>
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</tbody>
</table>
The overall reliability coefficients for these three scales compare favorably to coefficients obtained with other attitude scales (Super & Crites). Values for each of the individual items falling on the Intrinsic, Extrinsic, or New-Work Factors are also reported.

The third section of the questionnaire contains thirteen items designed to measure job planning activities and the relationship of past occupational pursuits to the planned career activities. These items were ones used by Parnes and additional ones developed exclusively for this study.

Pilot Study

This questionnaire was pre-tested in two phases. The survey instrument was first submitted to two groups: retiree counselors and a small sample of subjects selected from the target population. Each of the respondents to the instrument were asked to answer the entire questionnaire and to make any comments deemed necessary about item wording, clarity or items which should be deleted or added. Comments made by these reviewers were incorporated into the revised instrument. The second step in the pilot study was a mailing of the revised instrument to a different group of the same target population. The purpose of this second pre-test was to obtain information on return rate, test taking time, readability, useability and reliability coefficients for the job values section. Twenty five questionnaires


were sent out to this sample with fifteen questionnaires returned and useable. The reliability data cited in the previous section is based on the sample of fifteen.

The Retiree Sample

The sample used in this study consisted of retired Air Force officer and enlisted personnel residing in the Dayton, Ohio, metropolitan area. An initial problem in obtaining subjects from both the officer and enlisted samples was created by the recently passed "privacy act" because Air Force policy did not permit the release of the names of retirees separated through Air Force channels, this investigator, was unable to obtain information on the number or names of personnel separated recently from Wright-Patterson Air Force Base. The researcher therefore investigated other, informal, channels to obtained the desired sample.

Officer Sample

In the Dayton metropolitan area there is a local chapter of the Retired Officers Association (ROA). This chapter contains retired officers from all three services. The investigator was provided a list of retiree names by the past president of the association. Seventy five Air Force names were randomly selected and sent questionnaires.

\footnote{The Federal Privacy Act of 1974 (PL 93-579).}
Enlisted Sample

There is a local chapter of the non-commissioned officers association in Dayton consisting of active and retired enlisted personnel. Additional retirees in the area not directly associated with the association are informed of local chapter activities by means of a monthly newsletter. While the list of the retiree sample was not directly accessible to the researcher, the Air Force retiree counselor from the association agreed to assist in the mailing of the questionnaires. From the onset of this study the president of the NCO association and the Air Force retiree counselor were informed on the purpose of the study, the sampling technique, the mailing procedures and the contents of the questionnaire. Both persons reviewed the draft questionnaire and the dissertation proposal. Some of their suggestions were incorporated into the revised questionnaire.

Prior to the actual mailing of the questionnaires to this enlisted sample the investigator met with the retiree counselor and reviewed the selection procedures, coding of the questionnaires, mailings and proposed follow up. During the mailing period the investigator was in close contact with this intermediary. The enlisted questionnaires and as the officer sample were returned directly to the researcher's home address.
Data Collection Procedure

The survey instrument, a cover letter, and a prestamped return envelope were mailed to each retiree included in the sample. A code number was assigned to each questionnaire and placed on the survey instrument for follow-up purposes. Two weeks after the initial mailing, a follow-up letter was mailed to non-respondents, thanking them for returning the questionnaire and if they had not asking them to do so. Ten weeks after the first mailing a second follow-up letter was sent out. This package included the questionnaire, return stamped envelope and a cover letter, emphasizing the need for responses, from these non-respondents. The three cover letters and the questionnaire can be found in Appendix A.

The Statistical Analysis

All data obtained from the returned questionnaires were transcribed onto program cards according to a code developed by the researcher. This code identified the questionnaire item number and the retirees response. Computation and analyses of the codes data were then accomplished by the following procedures: (1) chi square, (2) one-way analysis of variance, (3) Scheffe's test, (4) cross-tabulation. The statistical procedures used in this study was based on programs contained in the Statistical Package for the Social Sciences (SPSS). These programs and the retirees responses to the
questionnaires were processed through a Honeywell 635 computer at Wright-Patterson AFB. Two additional analyses were performed: (1) a Kuder-Reliability statistic on section 2 in the pre-test questionnaire and (2) sorting of civilian and military occupations by judges into Anne Roe's Occupational classification paradigm. The data analyzed for the study included the following:

**Chi square tests** were computed to determine any significance of differences between the officer and enlisted retirees in the following factors: return rate of the questionnaires, onset of career planning, use of resources in career planning and behaviors and similarities of civilian and military occupations.

**One-way Analysis of Variance** was performed to determine the relationship of age to job values and tested for significance of differences between (1) age and intrinsic factor, (2) age and extrinsic factor and (3) age and non-work factor.

**Scheffe's test** was to be applied to all the significant F ration obtained in the three independent analysis of variances performed on the job values data.

**Crosstabulation** was used to record the distribution of enlisted and officer responses to the questions on how they identified their skills, the requirements of their prospective job and times in months when career planning was initiated.

**Reliability test** (Kuder-Richardson Formula 8) was performed to determine the internal consistency of the job value items in the questionnaire.
To evaluate for any differences between the enlisted and the officer retirees in their military and civilian occupations judges sorted occupations into one of eight occupational categories developed by Anne Roe. The Roe paradigm, its rationale and utility is discussed below.

Roe developed a classification of occupations into a framework which would make it easy for them to be studied psychologically. She developed a classification using two categories; Levels and Groups. The six Levels indicated degrees of responsibility and autonomy, skill and training. The eight Groups were divided according to the focus of activity in the occupation. Roe ordered these eight groups also into a continuum "believed to express the intensity and nature of interpersonal relationships involved in occupational activities, so that the contiguous groups are more alike in this respect than the non-contiguous ones." The eight Groups of occupational environments were defined by Hutchinson and Roe in a 1966 paper and are as follows:

1. **Service.** These occupations are primarily concerned with serving and attending to the personal taste, needs and welfare of other persons. Occupations included are social work, guidance, domestic and protective service.

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II. **Business Contact.** These occupations are primarily concerned with the face-to-face sale of commodities, investments, real estate and services.

III. **Organization.** These are managerial and white collar jobs in business, industry and government – the occupations concerned primarily with the organization and its operation.

IV. **Technology.** This group includes occupations concerned with the production, maintenance and transportation of commodities and utilities.

V. **Outdoor.** This group includes the occupations primarily concerned with the cultivation, preservation and gathering of crops, of marine and inland water resources, of mineral resources and other natural resources.

VI. **Science.** These are occupations primarily concerned with scientific theory and its application under specified circumstances.

VII. **General Culture.** These occupations are primarily concerned with the preservation and transmission of the general cultural heritage. This includes such occupations as education, journalism, ministry, linguistics and jurisprudence.

VIII. **Arts and Entertainment.** These occupations include those primarily concerned with special skills in the creative arts and entertainment.
Research by Roe\textsuperscript{80}, Hutchinson and Roe\textsuperscript{81}, and Roe, Hubbard and Hutchinson\textsuperscript{82} on job changers indicated that when job changers moved to new jobs they were more likely to choose jobs within the same occupational group. If they left their group they were more likely to move to a contiguous one. The studies indicated that moving to new occupations was not random but could be predicted with good results. The results of their research indicated that Roe's classification would be useful in studying the occupational switching of the retiree.

To test the job behavior of the retiree five judges were selected to sort the civilian and military occupations of the retiree into one of the eight occupational groups. Only when there was agreement between three of the five judges in the identification of a retiree's civilian and military occupation was this sample unit selected for final analysis. The final matrices for the officer and enlisted samples was then examined by the researcher for any pattern or trend. The judges selected for this sorting task were Air Force Engineering psychologists who had experiences in evaluating military occupational classifications.

\textsuperscript{80}Anne Roe, \textit{The Psychology of Occupations} (New York: Ronald Press Co., 1964)

\textsuperscript{81}Hutchinson & Roe, "Studies of Occupational History," p. 107.

CHAPTER IV

ANALYSIS OF THE DATA

The purpose of this chapter is to report the findings of this study; applicable tables showing results of the statistical analysis will be presented. Throughout the analyses, the .05 level of confidence is used to indicate statistical significance.

Response Rate of the Questionnaire:

To test the career search behavior of military retirees a total of 75 questionnaires were mailed to the retired Air Force officers and 55 questionnaires were mailed to the Air Force enlisted sample. Return rates for the officer and enlisted samples may be found in Tables 1 and 2.

The issue of what would be the expected return rate for a mailed questionnaire and what is an acceptable level is a well discussed but not agreed upon issue in the field of survey research. Kerlinger in his book, Foundations of Behavioral Research states:

"Responses to mail questionnaires are generally poor. Returns of less than 40 or 50 percent are common. Higher percentages are rare. At best, the researchers must content himself with returns as low as 50 or 60 percent." 83

83Kerlinger, p. 414
Kerlinger further advises that if mail questionnaires are used then:

"Every effort should be made to obtain returns of at least 80 to 90 percent or more, and lacking such returns, to learn something of the characteristics of the non-respondence." 84

Another writer, Babbie, author of Survey Research Methods writes:

"I feel that a response rate of at least 50 percent is adequate for analysis and reporting. A response rate of at least 60 percent is good. And a response rate of 70 percent or more is very good. The reader should bear in mind, however, that these are only rough guides, they have no statistical basis, and a demonstrated lack of response bias is far more important than a high response rate." 85

For the officer sample the total return rate of usable questionnaires was 61 percent, while the enlisted rate was 47 percent.

84 Kerlinger, p. 414.

Table 1
Questionnaire Return Rate For Officer Sample (N = 75)

<table>
<thead>
<tr>
<th>Response Period</th>
<th>Number Returned</th>
<th>Cumulative Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Mailing</td>
<td>37</td>
<td>.50</td>
</tr>
<tr>
<td>First Follow-up</td>
<td>5</td>
<td>.56</td>
</tr>
<tr>
<td>Second follow-up</td>
<td>4</td>
<td>.61</td>
</tr>
<tr>
<td>Total</td>
<td>46</td>
<td>.61</td>
</tr>
</tbody>
</table>

Table 2
Questionnaire Return Rate For Enlisted Sample (N = 55)

<table>
<thead>
<tr>
<th>Response Period</th>
<th>Number Returned</th>
<th>Cumulative Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Mailing</td>
<td>21</td>
<td>.38</td>
</tr>
<tr>
<td>First follow-up</td>
<td>3</td>
<td>.44</td>
</tr>
<tr>
<td>Second follow-up</td>
<td>2</td>
<td>.47</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>.47</td>
</tr>
</tbody>
</table>

According to the Babbie\textsuperscript{86} guidelines, the questionnaire return rate for the officers was in the "good" category and thus this investigator had some confidence in the representativeness of the

\textsuperscript{86}Babbie, Survey Methods.

returned data to the sample from which it had been drawn. A detailed
evaluation of responses of those questionnaires which required one or
two follow-up letters and several randomly selected first mailings
did not reveal any significant differences in the type of responses.
Therefore, all the questionnaires for the officer retirees were
combined.

The return rate for the enlisted group was a somewhat disappoining 47 percent, slightly below the desired 50 percent level. Following Kerlinger's recommendation several attempts were made to increase the return rate for the enlisted sample. The Air Force retiree counselor and the researcher attempted to contact several of the non-respondents by telephone. Thse attempts to increase the sample size met with failure.

There may be several reasons for the low return rate for the retirees and especially the enlisted sample. The Air Force retiree counselor reported to the researcher that the non-response for the enlisted sample might be due to non-interest or suspicion that their responses might be supplied to other, commercial sources. This latter attitude has some basis in fact, as a previous retiree list was inadvertantly provided to a commercial source without prior approval by the retirees.

Another factor which may have contributed to the low return rate for both samples is the recently passed Privacy Act. Not only does

this act impose strict requirements on release of private information to the public, but also may accurately reflect the attitudes of the public in release of personal information. This sentiment by the retiree may also be illustrated by a telephone call received by the researcher. A lawyer of one of the enlisted sample called and stated that his client was "concerned with invasion of privacy and the use of the questionnaire data." Lengthy conversation by the researcher on the purpose of the study and the confidentially of the results was answered by a "thanks" but no promise of cooperation.

A third possible explanation of non-responsiveness might be due to status change. While in the military officers and senior enlisted personnel enjoy a certain high status among their peers and subordinates. In the transition to a civilian position a possible lower status may result from the new civilian occupation might lead to a certain reluctance on the part of the retiree to report this position, even in a confidential setting.

A last factor which could have contributed to the lowered return rate is the phenomenon of "double dipping." Double dipping is when retired military people are rehired as civil servants, working in some cases in their former military occupations. In recent years this situation has received adverse publicity in the press. It is possible that the retired "double dipper" in this sample, is the one who did not or would not respond to the questionnaire.
While the 47 percent return rate for the enlisted sample is not as desirable as planned, it approaches the 50 percent level suggested by Babbie. Examination of enlisted sample questionnaires did not reveal any differences from the first or the follow-up letters and thus all the enlisted questionnaires were combined for further analysis.

The rate of return of questionnaires also presents the problem of generalization of results. Post-test results will be compared with prior tests of military populations to assess limits of generalization to larger groups.

The issue of availability of adult group sample for research studies has always been a difficult one. Unlike the adolescent or college groups the adult group is not a "captive" one associated with a large institution. The recently passed Privacy Act and the policies of agencies such as the Department of Defense further discourage such responsiveness. One of the important concerns for adult educators would be to devise approaches which will make these adult samples more readily available for study. If this is not possible, then researchers studying the adult and attempting to identify needs and trends will have to use smaller samples whose representativeness may be open to question.

A chi-square test was performed on the questionnaire data for the enlisted and officer samples. The purpose of this analysis was to test for any significant differences between the two groups in return rate, a finding which might suggest differences in responsiveness or motivation.

88 Ibid.
Table 3 presents the results of this chi-square test.

### Table 3

Response rate for Questionnaires by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Response Rate</th>
<th>Officer N = 46</th>
<th>Enlisted N = 26</th>
<th>Total = 72</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Mailing</td>
<td>(80.4) 37</td>
<td>(80.8) 21</td>
<td>(80.6) 58</td>
</tr>
<tr>
<td>First Follow-up</td>
<td>(10.9) 5</td>
<td>(11.5) 3</td>
<td>(11.1) 8</td>
</tr>
<tr>
<td>Second Follow-up</td>
<td>(8.7) 4</td>
<td>(7.7) 2</td>
<td>(8.3) 6</td>
</tr>
<tr>
<td>Total</td>
<td>(100.0) 46</td>
<td>(100.0) 26</td>
<td>(100.0) 72</td>
</tr>
</tbody>
</table>

\[ X^2 = 0.027 \quad d.f. = 2 \quad \text{Not significant} \]

The non-significant chi-square suggests that there are no differences between the two retiree groups in their responsiveness to returning questionnaires.

The next section addresses the testing of the hypotheses.

**Research Hypothesis (H1)**

For the military retiree (enlisted or officer) the age at which he initiates career activity will have a significant impact on factors which influence occupational choice. For the retirees extrinsic factors (job environment, geographic location, family) will increase in importance with age, while intrinsic factors (job opportunities, prestige, advancement) will decrease in importance with age.
**Null Hypothesis** ($H_0$)

For the military retiree there is no significant difference in the importance of the intrinsic or extrinsic factors in the selection of a second career and the age at which the retiree begins second career planning.

To test the first hypothesis of the relationship of retirees age and the importance of job values items in career selection three analysis of variances (ANOVA's) were calculated. The following procedures were followed: Returns from the officer and enlisted samples were sorted into one of the 4 following age categories: (a) 40-45, (b) 46-50, (c) 51-55, (d) 56-60 according to when they began career planning. Mean values for each of the three job value factors (Intrinsic, Extrinsic and Non-Work) were calculated across these four age dimensions.

A one-way analysis of variance was used to determine if there was a significant difference in the mean scores of retirees in the four age categories. The research hypothesis predicted that the intrinsic factor's mean ratings would decrease as the age of the retiree increased. The ANOVA (Table 4) resulted in an F value of 2.33, which was not significant.
Table 4

Differences Between the Four Age Levels for Retirees and the Intrinsic Job Values Subscale

<table>
<thead>
<tr>
<th>Variable</th>
<th>Source of Variance</th>
<th>Sum of Squares</th>
<th>df</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Between Gps.</td>
<td>3.2484</td>
<td>3</td>
<td>1.0828</td>
<td>2.33</td>
</tr>
<tr>
<td>Intrinsic</td>
<td>Within Gps.</td>
<td>31.8241</td>
<td>68</td>
<td>.4680</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>35.0726</td>
<td>71</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not significant at the .05 level

A second one-way ANOVA tested the mean score of retirees in the four age categories and the extrinsic factor. The research hypothesis predicted that the mean score of the extrinsic factor would be higher as the age of the retiree planning his second career increased (the extrinsic factor would become more important). The analysis of variance (Table 5) revealed no significant difference in ratings at the .05 level.
Table 5

Difference Between the Four Age Levels for Retirees and the Extrinsic Job Values Subscale

<table>
<thead>
<tr>
<th>Variable Source of Variance</th>
<th>Sum of Squares</th>
<th>df</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Gps.</td>
<td>2.6228</td>
<td>3</td>
<td>.8743</td>
<td>1.89</td>
</tr>
<tr>
<td>Extrinsic</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within Gps.</td>
<td>31.4963</td>
<td>68</td>
<td>.4623</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>34.1192</td>
<td>71</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not significant at the .05 level

The third ANOVA performed on the job values section was with the four age categories and the "Non-Work" factor. The ANOVA results are found in Table 6 and indicate an F value of .21, not significant at the .05 level.

Table 6

Differences Between the Four Age Levels for Retirees and the "Non-Work" Job Values Subscale

<table>
<thead>
<tr>
<th>Variable Source of Variance</th>
<th>Sum of Squares</th>
<th>df</th>
<th>MS</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Gps.</td>
<td>.4169</td>
<td>3</td>
<td>.1389</td>
<td>.21</td>
</tr>
<tr>
<td>&quot;Non-Work&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within Gps.</td>
<td>43.5920</td>
<td>68</td>
<td>.6410</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>44.0089</td>
<td>71</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Not significant at the .05 level
The ANOVA's did not reveal any significant differences across the age groups. Thus, the data failed to reject the hypothesis that there are no differences across the age groups in the rating of these job value factors.

The mean scores for these factors were further examined for any patterns or trends and are found in Table 7.

Table 7
Mean Factor Scores for the Three Factors Across the Age Categories

<table>
<thead>
<tr>
<th>Age</th>
<th>Intrinsic</th>
<th>Extrinsic</th>
<th>&quot;Non-Work&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>40-45</td>
<td>4.09</td>
<td>3.63</td>
<td>3.29</td>
</tr>
<tr>
<td>46-50</td>
<td>4.07</td>
<td>3.52</td>
<td>3.19</td>
</tr>
<tr>
<td>51-55</td>
<td>3.58</td>
<td>3.31</td>
<td>3.09</td>
</tr>
<tr>
<td>56-60</td>
<td>3.44</td>
<td>2.78</td>
<td>3.11</td>
</tr>
</tbody>
</table>

No statistical treatments were conducted on the three mean factor scores reported in Table 7. A cursory examination of the scores indicates that the intrinsic score is always greater than the other two factor scores. This may suggest the predominance of this factor for these groups. A much larger sample size would be needed to test this assumption. The second observation which can be drawn from these data is the tendency for lower scores as the age group becomes older.
This tendency toward the neutral point might suggest the lessening of strong feelings for a second career. This last assumption remains untestable at this point.

**Research Hypothesis (H₂)**

The officer's career search behavior will be more purposeful and goal oriented than that of the enlisted group. The officers will initiate planning earlier, use more resources, possess more occupational information and be more aware of factors to consider in specifying an occupation than will the enlisted population.

**Null Hypothesis (H₀)**

There is no significant difference in the number of officers compared with the number of enlisted retirees as to the onset of career planning or the frequency of use of resources or occupational information in planning for a second career.

There were several aspects of a retirees career search behavior which was investigated in this hypothesis. The measures of career search behavior were:

1. Onset of planning for second career.
2. Use of resources (agencies) by retirees in career planning.
3. Use of sources (media) by retirees in identifying availability of jobs.
4. Identification of retiree skills by retiree.
5. Identification of requirements of occupation by retiree.
Onset of planning for second career

In a previously cited study by Dunning and Biderman it was discovered that the military retirees postponed serious second career planning until six months prior to retirement. Data were collected for this study to evaluate any differences between the retiree groups and to determine how closely these data corresponds to the Dunning and Biderman results. These data are presented in Tables 8 and 9.

Table 8
A Comparison of Onset of Career Planning Activities for Officer and Enlisted Retirees

<table>
<thead>
<tr>
<th>Planning Period</th>
<th>Officers (N = 46)</th>
<th>Enlisted (N = 26)</th>
<th>Percent Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior to Retirement</td>
<td>(73.9) 34</td>
<td>(65.4) 17</td>
<td>(70.8) 51</td>
</tr>
<tr>
<td>Post Retirement</td>
<td>(26.1) 12</td>
<td>(34.6) 9</td>
<td>(29.2) 21</td>
</tr>
<tr>
<td>Total</td>
<td>(100.0) 46</td>
<td>(100.0) 26</td>
<td>(100.0) 72</td>
</tr>
</tbody>
</table>

\[ X^2 = 2.07 \quad \text{d.f.} = 1 \quad \text{Not significant} \]

\(^{89}\text{Dunning & Biderman, "Military Retirement," p. 28.}\)

\(^{90}\text{Ibide., p. 28.}\)
The chi-square test performed to test the differences in the onset of career planning between the officer and enlisted sample did not reach the .05 level of significance. This finding failed to reject the null hypothesis of the first part of hypothesis 2, since there are no significant differences between the officer and enlisted samples in when they begin civilian career planning. What is interesting is the differences in percentages in pre- and post retirement career planning. Over 70 percent of the military personnel begin planning for a civilian career prior to retirement. The second half of this question on career planning asked for a specific time when this planning was started. Table 9 presents these data in calendar months for the 70 percent of the retirees who began planning prior to retirement.

Table 9
Number of Months Prior to Retirement when Career Planning was Initiated

<table>
<thead>
<tr>
<th>Months prior to retirement</th>
<th>Officer (n = 36)</th>
<th>Enlisted (n = 17)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Frequency (%)</td>
<td>Frequency (%)</td>
</tr>
<tr>
<td></td>
<td>Percent Numbers</td>
<td>Percent Numbers</td>
</tr>
<tr>
<td>0-5</td>
<td>11.8</td>
<td>11.8</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>6-12</td>
<td>55.9</td>
<td>52.9</td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>9</td>
</tr>
<tr>
<td>13-19</td>
<td>xx</td>
<td>xx</td>
</tr>
<tr>
<td>20-26</td>
<td>14.7</td>
<td>5.9</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>27-above</td>
<td>17.6</td>
<td>29.4</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td></td>
<td>36</td>
<td>17</td>
</tr>
</tbody>
</table>
Over two-thirds of the enlisted and officer retiree groups delay serious planning until one year or less prior to separation from the service. This delayed activity corresponds to the results obtained in an earlier Dunning and Biderman study.

A number of items were included in the survey instrument to examine the process of planning and selecting a career. The second half of Hypothesis stated that the officer group's planning behavior would be more purposeful and would use more community resources and media than the enlisted sample. To test these assumptions a series of chi-squares were calculated.

**Use of resources (agencies) by retirees in career planning**

To test whether there were any significant differences between the two retiree samples in the frequency of using these agencies a number or chi-squares were calculated.

Only two of the five independent chi-squares calculated reached the .05 level of significance. Only in the use of public employment agencies and use of potential employer were there significant differences between the two groups in frequency of usage. A more important finding, however, is how frequently all of these resources identified are used. The Tables which follow present this rate.
Table 10

Frequency of Usage by Officer and Enlisted Retirees of Military Counseling Services

<table>
<thead>
<tr>
<th>Classification</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td>% = 53.8</td>
<td>30.8</td>
<td>3.8</td>
<td>3.8</td>
<td>7.7</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 14</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 54.3</td>
<td>34.8</td>
<td>2.2</td>
<td>6.5</td>
<td>2.2</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 25</td>
<td>16</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

\[ X^2 = 2.62 \quad d.f. = 4 \quad \text{Not significant} \]

Reports by retirees indicate that more than 50 percent (53.8 or 54.3) of the retirees never use the military counseling service available to them. This low rate of use may explain why the Department of Defense Project Transition Program (i.e., preparing servicemen for re-entry into the civilian job environment) was terminated after two years. In depth exploration of this issue is needed to determine why this resource is not being used.

Another large organization which serves as a conduit for employment information and opportunities is the Public Employment Agency (Bureau of Employment Services). Results from a chi-squares test indicated that there is a significant difference between the retiree samples in using this resource. Enlisted retirees use this agency significantly more frequently than do the officers. While over 30
percent of the enlisted personnel use this source more than one or two times, only 6 percent of the officers avail themselves of this service more than twice. From Table 11 it can be seen that over 50 percent of the officers never use this resource. A possible explanation for these levels would be that this agency has a catalogue of jobs which might be more suitable to the skills of the enlisted group.

Table 11

Frequency of Usage by Officer and Enlisted Retirees of Public Employment Agencies

<table>
<thead>
<tr>
<th>Frequency of Usage</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Classification</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enlisted</td>
<td>% = 42.5</td>
<td>23.1</td>
<td>15.4</td>
<td>15.4</td>
<td>3.8</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 11</td>
<td>6</td>
<td>4</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 54.3</td>
<td>39.1</td>
<td>4.3</td>
<td>2.2</td>
<td>0.0</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 25</td>
<td>18</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

\[ X^2 = 10.14 \quad d.f. = 4 \quad p \quad .04 \]

A third source which could be used in planning is private agencies. In recent years there have been a number of private organizations which charge a fee for aiding a person in job planning and search. Table 12 presents the findings of how this type of organization is used by retiree samples.
Table 12

Frequency of Usage by Officer and Enlisted Retirees of Private Agencies

<table>
<thead>
<tr>
<th>Classification</th>
<th>Frequency of Usage</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Never</td>
<td>Once or Twice</td>
<td>5-10 Times</td>
<td>10 or More</td>
<td>Not Available</td>
</tr>
<tr>
<td>Enlisted</td>
<td>% = 61.5</td>
<td>26.9</td>
<td>3.8</td>
<td>7.7</td>
<td>xx</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 16</td>
<td>7</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Officer</td>
<td>% = 63.0</td>
<td>32.6</td>
<td>4.3</td>
<td>0.0</td>
<td>xx</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 29</td>
<td>15</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

\[ x^2 = 3.73 \quad \text{d.f.} = 3 \quad \text{Not significant} \]

Chi-square value for this source does not reveal any significant differences between the two groups. In fact, the high rate (over 60 percent) of never using this resource suggests that these agencies are perceived by the second careerists as having little value in the job planning and search activities.

A more direct source of information on planning for a second career is information obtained from the potential employer. The chi-square calculated for these data indicated significant difference between the two samples.
Table 13

Frequency of Usage by Officer and Enlisted Retirees of the Potential Employer

<table>
<thead>
<tr>
<th>Classification</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td>% = 26.9</td>
<td>38.5</td>
<td>11.5</td>
<td>19.2</td>
<td>3.8</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 7</td>
<td>10</td>
<td>3</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 26.1</td>
<td>47.5</td>
<td>26.1</td>
<td>2.2</td>
<td>0.0</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 12</td>
<td>21</td>
<td>12</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

$X^2 = 9.46$  \hspace{1cm} d.f. = 4  \hspace{1cm} p = .05$

These significant differences between the two groups are not clear cut. There is a greater percentage of officers (26.1) versus enlisted (11.5) using this resource 5-10 times, while the percentages are reversed in the over 10 times category (enlisted 19.2; officer 2.2). For the officers, if the resource is used there is a decreasing percentage of use of the resource (47.5, 26.1, 2.2). These diminishing numbers might correspond to the increasing percentage of jobs being found by this retiree group. The enlisted group shows a different pattern; there may be a bi modal distribution within this sample. One enlisted groups might need only a small number of contacts in planning a job while the second enlisted sample need more contacts.
A final source, an informal one, friends or relatives are potential sources for planning aid to the second careerist. Chi-square calculation of this resource does not reveal any significant difference between the groups. Table 14 presents the frequency percentages for the retirees.

Table 14

<table>
<thead>
<tr>
<th>Frequency of usage by Officer and Enlisted Retirees of Friends/Relatives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Classification</strong></td>
</tr>
<tr>
<td><strong>Never</strong></td>
</tr>
<tr>
<td>Enlisted</td>
</tr>
<tr>
<td>N = 26</td>
</tr>
<tr>
<td>Officer</td>
</tr>
<tr>
<td>N = 46</td>
</tr>
</tbody>
</table>

\[ X^2 = 3.83 \quad \text{d.f.} = 3 \quad \text{Not significant} \]

For the retirees friends do not appear to be a very promising source for career planning information. Over 80 percent of retiree groups never used friends more than once or twice for planning a second career.

In summary, an interesting finding of this study is the high degree of non-use of available military counseling services by the retiree. Over 50 percent of the military who are to be separated
from the service fail to use available, free retirement resources. Analysis of the responses indicates that the enlisted retirees more frequently use civilian public agencies and potential employers in determining their career goals than do the officers sampled. The pattern of planning by the officers is one of little contact with established occupational information resources. Officers do not use intermediate agencies such as military counseling services (54.3 percent), public agencies (54.3 percent), private agencies (63.0 percent) or friends relatives (54.3 percent), but establish more direct contacts with the Potential Employer. Seventy-three percent of the officers sampled had made frequent contacts with the potential employer.

A significant percentage of this retiree sample, both enlisted and officer, is either unwilling to use or unaware of resources available to them in planning for their future occupational endeavors. It also is revealing that the military who spend a significant segment of their adult life in a highly structured organization with certain organized, assigned agencies providing a variety of services would fail to use free and accessible counseling facilities.

The third area addressed in Hypothesis 2 is the use of media in career planning activities. These media have the capability of providing a large amount of information about occupations. The use of
these sources by the military retiree is tempered by the fact that
these sources disseminate different amounts of occupational information.
This part of Hypothesis 2 stated that the officer sample would use
these sources to a greater extent than would the enlisted group.

Table 15

Frequency of TV use for Second Career
Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classification</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enlisted</td>
<td>% 80.8</td>
<td>11.5</td>
<td>xx</td>
<td>3.8</td>
<td>3.8</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 21</td>
<td>3</td>
<td>--</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Officer</td>
<td>% 95.7</td>
<td>2.2</td>
<td>xx</td>
<td>0.0</td>
<td>2.2</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 44</td>
<td>1</td>
<td>--</td>
<td>-</td>
<td>1</td>
</tr>
</tbody>
</table>

\[ x^2 = 4.96 \quad \text{d.f.} = 3 \quad \text{Not significant} \]

There are no significant differences between the officer and
enlisted retirees in use of television as a planning source. Over
80 percent of the enlisted and 95 percent of the officers never use
television for planning. This finding is not so surprising as this
media source is little used for disseminating information in the
occupational area.

Newspapers are another available source of information for
occupational planning. Table 16 presents the results of the chi-
square testing on this data source.
Like question 31 on resources, chi-square tests were performed on the sub items in question 32. The purpose of these chi-square tests was to test for significant differences between the two samples in the use and frequency of the various sources in identifying availability of jobs.

The first chi-square performed on the source data was on the use of television as an information source. The results of this analysis can be found in Table 15.

Table 16

Frequency of Newspaper use for Second Career Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Classification</th>
<th>Never %</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>'Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td>26.9</td>
<td>7.7</td>
<td>23.1</td>
<td>42.3</td>
<td>xx</td>
</tr>
<tr>
<td>N = 26</td>
<td>7</td>
<td>2</td>
<td>6</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Officer</td>
<td>43.5</td>
<td>15.2</td>
<td>4.3</td>
<td>37.0</td>
<td>xx</td>
</tr>
<tr>
<td>N = 46</td>
<td>20</td>
<td>7</td>
<td>2</td>
<td>17</td>
<td></td>
</tr>
</tbody>
</table>

\[ X^2 = 7.33 \quad \text{d.f.} = 3 \quad \text{Not significant} \]

There was no significant difference between the officer and enlisted samples in how frequently they used the newspapers.

Trade journals are usually very specialized sources, providing information for a limited number of occupations. The computed chi-square did not reveal any differences between the two populations. Table 17 depicts the frequency of use of this resource.
Table 17

Frequency of Trade Journal use for Second Career Planning by Officer and Enlisted Sample

<table>
<thead>
<tr>
<th>Classification</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td>% = 73.1</td>
<td>11.5</td>
<td>3.8</td>
<td>7.7</td>
<td>3.8</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 52.2</td>
<td>19.6</td>
<td>15.2</td>
<td>10.9</td>
<td>2.2</td>
</tr>
</tbody>
</table>

\[ x^2 = 4.13 \quad \text{d.f.} = 4 \quad \text{Not significant} \]

Radio is another readily available news source which has the potential of delivering occupational information to the general public. Table 18 presents the results between the two samples in their use of this medium.
Table 18

Frequency of Radio use for Second Career Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Classification</th>
<th>Frequency of Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Never</td>
</tr>
<tr>
<td>Enlisted</td>
<td>93.5%</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 43</td>
</tr>
<tr>
<td>Officer</td>
<td>93.5%</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 23</td>
</tr>
</tbody>
</table>

X^2 = 1.85  d.f. = 2  Not significant

As would be expected radio, which locally does not deliver much employment or occupational information, is almost never used by either group.

A fairly new innovation in the job market scene is the trade fair. These trade fairs provide information to the job seeker on the range of activities of the industries and employment opportunities. The data in Table 19 present information on patterns for the officers and enlisted groups.
Table 19

Frequency of Trade Fair use for Second Career Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Classification</th>
<th>Frequency of Use</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Never</td>
<td>Once or Twice</td>
</tr>
<tr>
<td>Enlisted</td>
<td>% = 73.1</td>
<td>23.1</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 19</td>
<td>6</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 76.1</td>
<td>23.9</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 35</td>
<td>11</td>
</tr>
</tbody>
</table>

X² = 1.79  d.f. = 2  Not significant

The relative low availability of the trade fairs is probably reflected in the low use rate by retirees. Only 20 percent of the samples have attended trade fairs. The chi-square was not significant at the .05 level.

The next source examined in this study was job interviews. Job interviews are more formal traditional methods of obtaining occupational information. How often this technique is used by the retirees may be found in Table 20.
Table 20

Frequency of Job Interviews use for Second Career Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Classification</th>
<th>Frequency of Use</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td>% = 23.1</td>
<td>38.5</td>
<td>26.9</td>
<td>11.5</td>
<td>xx</td>
<td>xx</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 6</td>
<td>10</td>
<td>7</td>
<td>3</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 19.6</td>
<td>56.5</td>
<td>21.7</td>
<td>2.2</td>
<td>xx</td>
<td>xx</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 9</td>
<td>26</td>
<td>10</td>
<td>1</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

\[ \chi^2 = 3.99 \quad \text{d.f.} = 3 \quad \text{Not significant} \]

Differences between the two retiree groups were not significant at the .05 level. It can be seen, however, that the retirees do use these sources more frequently than the other sources (radio, television, job fairs) for occupational information.

The next media source which can be used by the retirees is computer services. Computer services today are able to supply a large amount of information on an individual's skills, job opportunities, and labor trends on a local and national level. In the early seventies the Air Force initiated a volunteer program for the officers who were separating from the service. The separation office had access to a computer bank of information on job
opportunities available nation wide. They planned to use this data to match opportunities with the job skills of the retiring officer group. If we look at the results presented in Table 21, we see that these services are almost never used by the officer groups. The enlisted sample does not have access to computer services to the extent that the officers do, and it would be predicted that the use rate for the enlisted sample would be much lower than that for the officer sample, however usage rate for both groups are almost identical.

A chi-square test to determine the difference between the two groups was not significant. Frequency of using the source is found in Table 21.

Table 21

Frequency of Computer Service use for Second Career Planning by Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Classification</th>
<th>Frequency of Use</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Never</td>
<td>Once or Twice</td>
<td>5-10 Times</td>
<td>10 or More</td>
<td>Not Available</td>
</tr>
<tr>
<td>Enlisted</td>
<td>% = 88.5</td>
<td>3.8</td>
<td>3.8</td>
<td>xx</td>
<td>3.8</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 23</td>
<td>1</td>
<td>1</td>
<td>xx</td>
<td>1</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 87.0</td>
<td>8.7</td>
<td>0.0</td>
<td>xx</td>
<td>4.3</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 40</td>
<td>4</td>
<td>0</td>
<td>xx</td>
<td>2</td>
</tr>
</tbody>
</table>

$X^2 = 2.34$  
d.f. = 3  
Not significant
There are no significant differences between the two retiree groups. As reported in this survey, computer services are almost never used by the retirees for occupational information. The reason for this low rate would not appear to be non-availability as only 3.8 and 4.3 percent of the samples responded that this service was not available. A higher computer use rate for the officer group was anticipated because an Air Force supported project provides free computer services for the officer separatee.

Finally friends are potential sources of job information. Table 22 presents a comparison of the retiree samples.

Table 22

<table>
<thead>
<tr>
<th>Frequence of Use</th>
<th>Never</th>
<th>Once or Twice</th>
<th>5-10 Times</th>
<th>10 or More</th>
<th>Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classification</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enlisted</td>
<td>% = 50.0</td>
<td>30.8</td>
<td>11.5</td>
<td>7.7</td>
<td>xx</td>
</tr>
<tr>
<td>N = 26</td>
<td>N = 13</td>
<td>8</td>
<td>3</td>
<td>2</td>
<td>--</td>
</tr>
<tr>
<td>Officer</td>
<td>% = 50.0</td>
<td>39.1</td>
<td>10.9</td>
<td>0.0</td>
<td>xx</td>
</tr>
<tr>
<td>N = 46</td>
<td>N = 23</td>
<td>18</td>
<td>5</td>
<td>0</td>
<td>--</td>
</tr>
</tbody>
</table>

X² = 3.87  d.f. = 3  Not significant

There was no significant differences between the enlisted and officer samples in their use of friends relatives for information sources in planning a career. The friends/relatives item appeared in the "source" as well as the "resource" question. With this approach
the researcher hoped to obtain some information on the influence of "set" on the answers. The percentage frequencies for the two Friends items were very close on questions 31 and 32. The computed chi-squares for the two Friends items were 3.83 (Table 14) in the resource question and 3.87 (Table 22) in the source question.

For the section in Hypothesis 2 on the use of source material for planning by retirees the null hypothesis cannot be rejected. There were no significant differences between the retiree samples in the use of the sources.

The major finding in this section appears to be the low reliance by the retirees of most sources. Re-examination of the "other" sub-scale in question 32 provided little insight. Only a small number of the retirees reported using other means to plan for a career. These few reports indicated the use of self-initiated research in planning for a second career. The most frequently reported sources for job planning information are newspapers and job interviews. The other sources are neglected. This last finding may be more a function of these media sources providing little information to the unemployed or second careerist. A possible explanation for this situation would be the small financial return to the media for providing such data.

The data also indicate that there are two sources of job information available but are little used by the military. Free military computer services are available to the officer separatees,
and military counseling services are available to both groups, but they are not being used. The reasons for this neglect can not be determined from the data provided in this questionnaire.

The last two sections in Hypothesis 2 explored how the retiree identified his own skills and the requirements of the job. It was hypothesized that the officer sample would demonstrate a more systematic approach in achieving these two ends. It was predicted that they would use more means to identify their own skills and the requirements of a job.

Questions 33 and 34 identified several methods retirees might use in identifying their employable skills and the requirements of a job. Tables 23 and 24 record the numbers of retirees who used these methods. While there were no statistical tests performed on this data to test for differences between the groups, number of retirees using a techniques was calculated.
Table 23
A Comparison of Methods used by Officer and Enlisted Retirees in Identifying their Skills

<table>
<thead>
<tr>
<th>Item</th>
<th>Officer (N = 46)</th>
<th>Enlisted (N = 26)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Recalling past experiences</td>
<td>33</td>
<td>13</td>
</tr>
<tr>
<td>Preparing a resume</td>
<td>37</td>
<td>9</td>
</tr>
<tr>
<td>Identification of skills with assistance</td>
<td>8</td>
<td>38</td>
</tr>
<tr>
<td>Identification of skills by tests</td>
<td>10</td>
<td>36</td>
</tr>
</tbody>
</table>

Table 24
A Comparison of Methods used by Officer and Enlisted Retirees in Identifying Job Requirements

<table>
<thead>
<tr>
<th>Item</th>
<th>Officer (N = 46)</th>
<th>Enlisted (N = 26)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Personnel experience</td>
<td>26</td>
<td>20</td>
</tr>
<tr>
<td>People in field</td>
<td>17</td>
<td>29</td>
</tr>
<tr>
<td>Potential employer</td>
<td>20</td>
<td>26</td>
</tr>
<tr>
<td>Friends/Relatives</td>
<td>13</td>
<td>33</td>
</tr>
<tr>
<td>Advertisements</td>
<td>9</td>
<td>37</td>
</tr>
</tbody>
</table>
To prepare himself for a second career there are several methods a retiree can use to identify his skills or abilities. These methods range from very informal uses such as recalling past experiences to more formal ones such as identification of skills by means of tests. The purpose of the question on skills was to explore another facet of career behavior on how a retiree identifies their skills. The results presented in Table 23 suggests that for a majority of the retirees skills are identified more by informal personal techniques such as writing a resume or recalling past job experiences than by the use of outside assistance such as test taking. This observation would fail to reject the null hypothesis for hypothesis 2 that there are no differences between the two groups in the identification of marketable skills.

A strong pattern emerges from the data collected to test hypothesis 2. Not only do both retiree groups delay planning until just prior to retirement (less than a year), but they also exhibit almost total non-reliance on external side in their job search. Free available services such as military counseling and computer occupational banks are almost totally neglected. The specific identification of jobs or retiree skills is by introspection or resume preparation. A retiree's career search behavior does not appear to be systematic and orderly as might be predicted by Super's\textsuperscript{91} model. His behavior appears to more individualized.

\textsuperscript{91}Super, Self concepts.
Evidence from this study would support Gross observation that career decisions are always made on the basis of limited knowledge.\textsuperscript{92} The relative neglect of available resources and agencies by both groups would not support a career model in which there is systematic planning and movement toward occupational goals. The data and patterns of career activity exhibited more easily support Slocum's position that "occupational decisions are made more on the basis of expediencies and situational factors than life plans."\textsuperscript{93}

**Hypothesis III**

Dunning and Biderman\textsuperscript{94} suggest that there is a tendency for many servicemen to attempt to replicate military occupations and environments. These attempts are met with differing degrees of success and the studies by a number of researchers (Dyer\textsuperscript{95}, Wool\textsuperscript{96}, Ullman\textsuperscript{97}, Sheppard\textsuperscript{98}) identify the factors contributing to these

\begin{itemize}
  \item \textsuperscript{92}Gross, \textit{Work \& Society}, p. 15.
  \item \textsuperscript{93}Slocum, "Occupational Careers," p. 858.
  \item \textsuperscript{94}Dunning \& Biderman, "Military Retirement," p. 26.
  \item \textsuperscript{95}Leonard D. Dyer, "Implications of Job Displacement at Mid Career," \textit{Industrial Gerontology}, (Spring 1973): 38.
  \item \textsuperscript{96}Howard Wool, The \textit{Military Specialist}, (Baltimore: John Hopkins, 1968).
  \item \textsuperscript{97}Ullman, "Second Careers," p. 96.
  \item \textsuperscript{98}Sheppard, "Emerging Patterns," p. 89.
\end{itemize}
success or failure ratios. Education, job experience, low skill transferability and part time jobs are the factors identified in contributing to the marketability of military skills. On the basis of these studies hypothesis 3 was proposed.

Research Hypothesis (H₃)

The officer retirees will select occupation and environments more closely related to their former military careers than will the enlisted Groups.

Null Hypothesis (Hₒ)

There will be no significant differences between the officer and enlisted retiree samples in the frequency in which occupations and environments duplicate past military experience.

The comparison of military and civilian occupations will be accomplished in two ways; by means of retiree identification of similarity of military and civilian occupations and also the similarity of the military and civilian job environments as rated by judges.

The first aspect of the third hypothesis was the subjects evaluation of his military and civilian occupations. Question 39 required that the retiree identify the similarity between the military and civilian occupation. To test for differences between the officer and enlisted samples on how similar they indicated their two careers were, a chi-square test was run. Table 25 presents the results of that analysis.
### Table 25
A Comparison of Similarity of Military and Civilian Occupations for the Officer and Enlisted Samples

<table>
<thead>
<tr>
<th>Retiree Category</th>
<th>Officer (N = 45)</th>
<th>Enlisted (N = 21)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Similar</td>
<td>Dissimilar</td>
</tr>
<tr>
<td></td>
<td>22 (48 percent)</td>
<td>23 (52 percent)</td>
</tr>
<tr>
<td></td>
<td>8 (38 percent)</td>
<td>13 (62 percent)</td>
</tr>
</tbody>
</table>

\[ X^2 = .62 \quad \text{d.f.} = 1 \quad \text{Not significant} \]

As Table 25 indicates the calculated chi-square for the similarity data was not significant. For occupational choices made, there was no significant differences between the officer and enlisted samples in the frequency of similarity between military and civilian occupations. In Table 25 eight enlisted retirees indicated that their civilian occupations were similar to their military pursuits. Six of these eight retirees have civil service jobs at Wright-Patterson Air Force Base. The officer group indicated that 22 jobs were similar to the ones which they had in the military. However only 9 of these 22 jobs were in civil service. For these samples there is less "double dipping" (i.e., retired military holding civil service jobs) by the officer than the enlisted. These percentage differences
between the two samples are not totally unexpected as retired officers and not enlisted retirees must forfeit a percentage of their income if they are employed in civil service.

To test the second section of hypothesis III, occupational climates, Roe's psychological classification of occupations was used. The design section explained in detail the rationale for Roe's system and the framework she developed.

Basically, Roe developed a classification system using two categories: Levels and Groups. The six Levels represented degrees of responsibility and autonomy, while the eight Groups represented a continuum "believed to express the intensity and nature of interpersonal relations."

Hypothesis II stated that movement from military to civilian occupations would not be random. The pattern of transition would demonstrate that the civilian occupational environments an officer selects would be more similar to his past military environment than would the civilian and military match by the enlisted group.

To test this hypothesis five judges, evaluated the civilian and military occupations of the retirees and sorted them into one of the eight occupational groups. Only when there was agreement between three of the five judges in the individual retirees civilian and military occupation, was this retiree selected for further analysis. This final selection resulted in 24 officer and 12 enlisted matches.
Tables 26 and 27 depict the pattern of military and civilian occupations for officer and enlisted samples.

Roe's theory maintains that there is minimal movement across the eight occupational categories when people change occupations. Roe states most job changes occur within an occupational category or to a class, neighboring occupational category.

Table 26, the officer matrix, reports that 19 of the 24 military occupations were judged to be in Roe's Organization category. Thirteen of these nineteen officers selected civilian occupations in the Organization category or the neighboring Business category, a finding consistent with Roe's prediction.

For the enlisted sample nine of the twelve retirees sampled had military jobs which were classified as being in Group IV, Technology. When these nine enlisted retirees chose civilian occupations, four remained in the Technology grouping while the remaining five were scattered over three occupational groups. This pattern of transfer from military to civilian jobs is more scattered for the enlisted than the officer groupings.

An examination of Tables 26 and 27 also indicates that one-third of the officers (8/24) and enlisted (4/12) chose civilian occupations similar to their military ones. The sample sizes for these groups are very small and it would be rather tenuous to make generalizations to a larger population based on this data. From the data contained
in Table 25, on occupations and Tables 26 and 27 on occupational
groups it can be seen that the null hypothesis for hypothesis 3 was
not rejected. There is no evidence which suggests that the officer
sample has a greater frequency of duplication of their military
occupations and environments in a civilian setting than do the
enlisted group.

Table 26

A Comparison of the Military and Civilian Occupation Changes
by the Officer Sample using the Roe System

<table>
<thead>
<tr>
<th>Group to which changed (Civilian)</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
<th>VI</th>
<th>VII</th>
<th>VIII</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group from which changed (Military)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I. Service</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>0</td>
</tr>
<tr>
<td>II. Business Contact</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>III. Organization</td>
<td>1</td>
<td>8</td>
<td>5</td>
<td>1</td>
<td>*</td>
<td>1</td>
<td>3</td>
<td>*</td>
<td>19</td>
</tr>
<tr>
<td>IV. Technology</td>
<td>*</td>
<td>1</td>
<td>*</td>
<td>3</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>4</td>
</tr>
<tr>
<td>V. Outdoor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>VI. Science</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>VII. General Culture</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>VIII. Arts and Entertainment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td>9</td>
<td>5</td>
<td>4</td>
<td>*</td>
<td>1</td>
<td>4</td>
<td>*</td>
<td>24</td>
</tr>
</tbody>
</table>
Table 27

A Comparison of the Military and Civilian Occupation Changes by the Enlisted Sample using the Roe System

<table>
<thead>
<tr>
<th>Group from which changed (Military)</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
<th>VI</th>
<th>VII</th>
<th>VIII</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Service</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>0</td>
</tr>
<tr>
<td>II. Business Contact</td>
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<td>IV. Technology</td>
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<td>8</td>
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<td>V. Outdoor</td>
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<td>VI. Science</td>
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<td>VII. General Culture</td>
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<td>VIII. Arts and Entertainment</td>
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<td>1</td>
<td>*</td>
<td>12</td>
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</table>

There does seem to be a slight tendency for enlisted retirees to use more aids in identifying their skills than do the officers.

The third issue on transfer of military occupations and environments to civilian settings was the area examined in hypothesis 3. Chi-square of similarity of military and civilian occupation for
both samples failed to reach a significance level at the .05 point. To determine if military environments are matched in the civilian sector a small sample of retirees were classified into one of Roe's eight occupational classifications. While sample size was too small to offer conclusions or make generalizations in both officer and enlisted samples, one-third of the retirees duplicated their military environment in a civilian setting.

Part time work also led to second careers. Only two of the forty-six officers reported that they engaged in part time work while in the service. However, in the enlisted sample half (13) of the enlisted sample worked part time during their military service. Four of these thirteen part time workers were able to translate these jobs to a full time civilian occupation.

Summary of the Results

The first section of this chapter presented an analysis of the three null hypothesis. Each of these hypotheses was examined by a statistical procedure to test significance at the .05 level of confidence. Overall findings for hypothesis 1, 2, and 3 resulted in levels below the .05 level, thus failing to reject the null hypothesis.

Findings for hypothesis 1 indicates that age of the retiree does not appear to be a factor in influencing mean job value scores. An examination of data across all age groups, however, indicated that the intrinsic (task-related) mean score was always greater than the
extrinsic or non-work mean scores. For retiree groups intrinsic scores may be primary in career selection.

Hypothesis 2 examined career activity of retirees. Chi-square values used to test this hypothesis were generally below the .05 level of confidence, thus failing to reject the null that there would be no differences in the career activity of the two samples. The findings did reveal that a significance majority (65 percent) of the retirees delay second career planning until shortly before retirement a finding in agreement with research data of the early sixties. In planning for this new occupation the retirees make little use of existing, free counseling and occupational sources, resorting more to direct contact with the potential employer. There does seem to be a slight tendency for enlisted retirees to use more time in identifying their skills than do the officers.

The third issue on transfer of military occupations and environments to civilian settings was the area examined in hypothesis 3. Chi-square of similarity of military and civilian occupation for both samples failed to reach a significance level at the .05 point. To determine if military environments are matched in the civilian sector a small sample of retirees were classified into one of Roe's eight occupational classifications. While sample size was too small to offer conclusions or make generalizations in both officer and enlisted samples, one-third of the retirees duplicated their military environment in a civilian setting.
Part time work also led to second careers. Only two of the forty-six officers reported that they engaged in part time work while in the service. However, in the enlisted sample half (13) of the enlisted sample worked part time during their military service. Four of these thirteen part time workers were able to translate these jobs to a full time civilian occupations.
CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

The purpose of this chapter is to summarize the major findings and present the conclusions based upon the results of the analysis. This chapter will also present recommendations and areas which require further investigation.

Background and the Problem

Literature reviewed for this study indicated that there was an increasing trend in American society for second and multi-careers for the working population. These job changers were not limited to a small, blue collar segment of the population but included a wide spectrum from unskilled through professional workers.

Only in the last decade has there been increased attention by investigators to reporting this phenomens. Studies by Kelleher\(^9\), Dyer\(^1\), and Kinn\(^2\) have described mid-career activity to the individual and to society. Unfortunately, there has not been corresponding theoretical research to explain and predict these adult career behaviors. Research efforts in this area would have great utility for counselors of adults, agencies providing continuing education services, and those information sources which disseminate occupational or career information.


\(^1\) Dyer, "Job Displacement," p. 38.

Of particular concern in this study is the second career behavior of the military retiree. Research studies in the sixties by Dunning and Biderman indicated that there would be increasing numbers of military retirees searching for jobs in the civilian sector. A significant number of these retirees enter this market ill prepared which delays serious career planning and activity until shortly before retirement.

The studies by Dunning and Biderman in the early 60's were the most recent study major focusing on search behaviors of the military retiree. Since this study there has been an increase in the number of the helping services available to the retiree in his transition from military to the civilian life. The Department of Defense has established such programs as project transition and referral to assist the retiree in locating occupations which match his skills. Private organizations such as the National Alliance of Businessman have attempted to place Vietnam-era veterans into civilian jobs. Trade fairs, a relatively new techniques, has been initiated to establish contacts between the employer and the potential job seeker.

Problem Statement

The purpose of this study was to obtain information on the career search behaviors of a small sample of recently separated Air Force retirees. A second and more important issue was to compare the retirees search behaviors with certain concepts on career activity proposed in Donald Super's career model.\textsuperscript{103}

Specific Objectives:

Five specific objectives were developed which defined the limits of this study.

1. To identify and describe the importance of work and non-work job values for the retiree in selecting a second career.

2. To determine the onset of career planning behavior of the retiree groups.

3. To determine the extent to which the retiree uses the resources in the community in identifying their skills and the availability of jobs.

4. To determine the similarity between former military occupations and the second career, civilian occupations.

5. To determine the relative importance of non-military part time jobs in selecting a second career.

Statement of Hypothesis

The three research hypotheses developed for this study were based on review of general career development literature, specific research on the military retiree, specific objectives of this study...\textsuperscript{103}
and personal interviews with retirees and military retirement

counselors. The research and null hypotheses were stated in the
following terms:

1. **Research Hypothesis** ($H_1$)

   For the military retiree (enlisted or officer) the age at which
   he initiated career activity will have a significant impact on
   factors which influence occupational choice. For the retirees
   extrinsic factors (job environment, geographic location, family) will
   increase in importance with age, while intrinsic factors (job
   opportunities, prestige, advancement) will decrease in importance.

   **Null Hypothesis** ($H_0$)

   For the military retiree there is no significant difference in
   the importance of the intrinsic or extrinsic factors in the selection
   of a career at the varying ages.

2. **Research Hypothesis** ($H_2$)

   The officer's sample career search behavior will be more purposeful
   and goal oriented than that of the enlisted group. The officers
   will initiate planning earlier, use more resources, possess more
   occupational information and be more aware of factors to consider
   in specifying an occupation than will the enlisted population.

   **Null Hypothesis** ($H_0$)

   There is no significant difference between the officer sample and
   the number of enlisted retiree sample in when career planning is
   initiated or the frequency with which resources or occupational
   information are used in planning for a second career.
3. **Research Hypothesis** ($H_3$)

The officer retirees will select occupations and environments more closely related to their former military careers than will the enlisted groups.

**Null Hypothesis** ($H_0$)

There will be no significant differences between the officer and enlisted retirees in the frequency in which civilian occupational choices duplicate past military occupations.

**Research Methodology**

Research studies on adult populations present particular difficulties for the investigator due to the inability to easily and economically interview these populations or to convene this group in one setting. Since the researcher had access to a list of officer and enlisted retirees a mail survey technique was determined to be the most feasible technique to easily sample a retiree population.

The questionnaire was developed from a combination of interviews with retirees and retiree counselors, review of questionnaires on adult career activities and the results from a pre-test of this research instrument. The survey questionnaire consisted of three sections which covered demographic data on the retirees, job values used in the selection of a career and sources and resources used in career search activities.
The survey instrument was mailed to a sample of 75 officer and 55 enlisted Air Force retirees residing in the Dayton metropolitan area. Incomplete questionnaires, addressees who had moved and retirees who did not qualify (e.g., did not complete 20 years of active service) reduced the usable questionnaires returned to 46 officers and 26 enlisted men.

The responses to the questionnaires were processed through a Honeywell 635 computer at Wright-Patterson AFB. Computer programs for the statistics were once contained in the Statistical Package for the Social Sciences. This readily available library of statistical programs permitted a number of statistical treatments of the data. The statistical analyses used in this study were as follows:

- Analysis of Variance (ANOVA) was used to test the association of retiree's age and job value attitudes.
- Chi-square tests were computed to measure differences in onset of career search behaviors, sources and resources aids used by retirees.
- Gross tabulations were used to record distributions of responses of officers and enlisted samples to a number of different questionnaire items.

For all the statistical measurements used in the study the .05 level of confidence was used. This level would indicate that there is a five percent probability that at Type I error will be committed; i.e., five percent of the time the null hypothesis \( H_0 \) will be rejected when it is true.
Findings of the Study

The findings portion of this study is divided into two sections. The first part contains data on questionnaire return rate and similarities of the two samples in responding to the questionnaire. The second section reports the findings of the study as they relate to the three stated hypotheses and the specific objectives.

Questionnaire response rate

A total of 75 questionnaires were mailed to the retired Air Force officers and 55 questionnaires to the Air Force enlisted sample. For the officer sample the total return rate of usable questionnaires was 61 percent, while the enlisted rate was 47 percent. Babbie, author of Survey Research Methods (1973) writes: "a response rate of at least 50 percent is adequate for analysis and reporting. A response rate of 60 percent is good." There were several attempts to increase the sample size of enlisted sample, but these efforts did not meet with success.

In addition to this tabulation of response rate a chi-square test was performed on the questionnaire return rate for the enlisted and officer samples. The purpose for this analysis was to test for any significant differences between the two groups in responding to the survey instrument. A significant chi-square value might signify degrees of responsiveness to participating in this study.

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104Babbie, Survey Methods, p. 165.
The chi-square which was computed was not significant at the .05 level of significance. This finding fails to reject the null hypothesis of no difference between the officer and enlisted samples in responding to this survey instrument.

The second section reports findings related to the hypotheses and to the specific objectives of this study.

1. **Research Hypothesis** ($H_1$)

   For the military retiree (enlisted or officer) the age at which he initiated career activity will have a significant impact on factors which influence occupational choice. For the retiree extrinsic factors (job environment, geographic location, family) will increase in importance with age, while intrinsic factors (job opportunities, prestige, advancement) will decrease in importance.

**Null Hypothesis** ($H_0$)

   For the military retiree there was no significant difference in the importance of the intrinsic or extrinsic factors at any of the age levels in selection of a career.

   This hypothesis was designed to test the association of retiree's age at retirement and the importance of job value attitudes in career selection.

   Returns from the officer and enlisted samples were sorted into one of the four following age categories: (a) 40–45, (b) 46–50, (c) 51–55, (d) 56–60 according to when they began career planning. Mean values for each of the three job value factors (Intrinsic, Extrinsic, Non-work) were calculated across these four age dimensions.
The results of the ANOVA's follows:

a. **Intrinsic factor.** The research hypothesis predicted that the intrinsic factor's mean ratings would decrease as the age of the retiree beginning career planning increased. The data failed to reject the null hypothesis of no differences among the age groups since the F ratio of 2.33 did not reach the .05 level of significance.

b. **Extrinsic factor.** The second one-way ANOVA tested the mean scores of retirees in the four age categories and the extrinsic factor. The research hypothesis predicted that the mean score of the extrinsic factor would be higher as the age at which career planning increased. The analysis of variance revealed no significant differences in mean rating across the ages at the .05 level of significance.

c. **Non-work factor.** No specific predictions were made on the association of age factors to non-work job attitudes. An ANOVA performed on this data resulted in a F ratio of .21, not significant at the .05 level.

2. **Research Hypothesis (H₂)**

The officers career search behavior will be more purposeful and goal oriented than that of the enlisted group. The officers will initiate planning earlier, use more resources, possess more occupational information and be more aware of factors to consider in specifying an occupation than will the enlisted population.
Null Hypothesis \((H_0)\)

There is no significant difference between the officers and the enlisted samples as to when career planning is begun, or the frequency of use of sources or resources or occupational information in the planning for a second career.

There were several aspects of retiree career search behavior which were investigated in this hypothesis. The measures of career search behavior were as follows:

a. Onset of planning for a second career.

b. Use of resources (agencies) by retirees in career planning.

c. Use of sources (media) by retirees in career planning.

d. Identification of retirees own skills by the retiree.

e. Identification of requirements of occupation by retiree.

The results of chi-square test performed to test the hypotheses follows:

a. Onset of planning. The study failed to reject the null hypothesis since the chi-square value of 2.07 indicated there were not significant differences between groups as to when planning was started. Over 70 percent of each group began planning prior to retirement. For a significant number of these pre-retirement planners, this planning was delayed until shortly before separation (one year or less).

b. Use of resources (agencies) by retirees in planning. The frequency with which each of the five agencies is used by the two samples as aids to career planning were tabulated. Only two of the
five independent chi-squares calculated reached the .05 level of significance. Only in the use of public employment agencies and potential employer were there significant differences between the two groups in the frequency of use. Enlisted samples used these two sources more frequently than did the officer group. A more revealing finding, however, is the relative neglect of these agencies as job aids by retirees. Over 50 percent of the officers never use such agencies as military counseling services, public agencies, private agencies or friends or relatives, but establish more direct contacts with the potential employer in their pursuit of second careers. Similar ratios are found for the enlisted samples.

c. Uses of sources (media) by the retirees in career activity. Eight chi-squares were calculated to test for differences between the two samples in the frequency of using media aids in their job planning activity. None of the eight chi-squares reached the .05 level of significance. The null hypothesis that there would be no differences between the two groups in how frequently they used sources as aids to planning can not be rejected.

d. and e. Identification of skills and requirements of occupation by retiree. For these last two items only the frequency in which (yes or no) the retiree used these resources were tabulated. There were no statistical tests conducted. An examination of these data, however, does indicate that there is a slight tendency for the
enlisted group to seek outside assistance by using tests and
counseling in order to identify their skills more than the officer
group.

3. **Research Hypothesis (H₃)**

The officer retirees will select occupations and environments
more closely related to their former military careers than will the
enlisted groups.

**Null Hypothesis (H₀)**

There will be no significant differences between the officer and
enlisted retirees in the frequency in which civilian occupational
choices duplicate past military occupations and environments.

The third hypothesis was designed to test the degree in which
the military occupations and environments are replicated in the
civilian sector.

To test this third hypothesis a chi-square test was calculated
for both groups on the similarity of civilian and military occupations.
This chi-square value did not reach the .05 level of significance.
The data failed to reject the null hypothesis of no differences in
frequency of military and civilian job similarity for the enlisted
and officer samples.

The second half of the third hypothesis compared the retirees
military occupational environment with their new civilian
occupational setting. Roe had devised a classification of eight
occupational environments in which people work. The occupational
framework was used to describe the relationship of military and
civilian occupations for the two retiree groups. The first step in this analysis was to have independent judges sort the military and civilian occupations into one of the eight categories. Only when there was agreement between three of the five judges in both a retirees military and civilian occupation was this sample unit used. This procedure unfortunately resulted in a small sample for the officers and enlisted personnel. After judging there were 24 officers and 12 enlisted personnel. Due to the small samples remaining there were no statistical tests used. The data did indicate that one-third of both the officer and enlisted retirees remained in the same occupational category as the ones held in the military. The small sample also indicated that the changes which did occur more frequently were in similar, neighboring occupational categories. These findings were ones which could be predicted by Roe's model. These data however would not support the hypothesis of differences between the two groups.

The fifth specific objective attempted to identify the "effect of part time work on second career occupational choice. The survey item was not in a form readily suitable for statistical treatment. Content analysis did however reveal an interesting finding. Of the 46 officer retirees only 2 indicated that they held part time jobs while in the military. Of the two officer retirees who held jobs
one was able to transfer this part time work into a second career. Of the 26 enlisted retirees 13 had been employed part time while in the military. Of the thirteen who held part time jobs four were able to turn these jobs into a second career occupation. For the enlisted personnel part time work can not only be a source of income but also a training ground for future occupations.
Conclusions

The following are the conclusions drawn from the findings of this study.

1. Serious career planning by military retirees is often delayed until just prior to retirement. This conclusion is consistent with prior research results.

2. Developmental factors do not appear to be important in influencing job values. The higher mean scores on the intrinsic scale over the other two scales at all age levels suggest the continued primacy of the task related factors rather than work context factors for this population.

3. There is minimal use of available, free resources and other sources by military retirees in planning a career. Only traditional sources such as newspapers and job interviews are used to any great extent.

4. There is a passive movement into an occupation rather than a systematic movement toward a goal.

5. Enlisted personnel exhibit greater acceptance of the utility of testing and counseling in career search than do officer personnel.

6. There is an equal opportunity to transfer skills from military to civilian occupations for officers and enlisted personnel.

7. Part time jobs can be useful vehicles for military personnel in finding permanent second careers.
Recommendations

Based on the findings of this study the following recommendations are proposed.

1. The Department of Defense should examine why free, available resources such as computer services and counseling services are not used more extensively by officers and enlisted personnel when they are nearing retirement.

2. The services (Army, Navy, Air Force) should develop a system which can readily identify or cross reference military and civilian occupations. The technique would be useful in identifying the skills of people entering the military or those who are about to be separated.

3. Techniques should be developed to have a longitudinal study of the career activities of military retirees over an extended period of time. Initial jobs held by the retiree might be transition ones while the more permanent ones may be closer to those skills developed during the military service.
Further Study

Based on this research the following areas should be considered for further research.

1. One major aspect of research is the career behavior of the adult population is the need to continually refine existing knowledge. Through replication and expanding the efforts of this study, constructs associated with or peculiar to the adult retiree can be further clarified.

2. One methodological problem which needs to be resolved is the recency one. A questionnaire technique which may require some retirees to indicate "how he felt" or "behaved" several years prior to the collection of these data has difficulties. It is impossible for the researcher to determine whether the expressed attitude reported in the survey instrument is the one held today by the retiree or the one he had when he retired.

3. People seeking employment in the 1950's, 1960's or 1970's may have different frames of reference on job values, and career behaviors. Cross sectional studies such as this one can only identify the influence of developmental factors on career behavior within the context of a particular time period. To minimize the influence of the time era (50's, 60's or 70's) on developmental factors a combination of cross-sectional and longitudinal studies are needed.
4. Awareness, availability and use are important issues relating to the use of counseling resources by the retiree. More information is needed on the relative richness of occupational and planning information available in the community and how these resources are structured for appropriateness to the various populations such as the retiree.

5. Our school environment is geared to prepare children for full time occupations. The development and implementation of career education programs further channels their movements toward an occupational goal. Adults in retraining programs and in the prisons also have opportunities for such direction and guidance. Behaviors of these two groups may be easily predicted. There are other groups in the general population (women, retirees handicap) who lack such guidance opportunities. Continued research should be performed to study and compare the job values, attitudes and behaviors of these "haves' and have nots."
APPENDICES
APPENDIX A

LETTER TO RETIREES
INTRODUCTORY LETTER TO RESPONDENTS

Dear Retiree:

You were selected from a list provided by your retirement association to respond to the attached questionnaire. The questionnaire covers items dealing with career search behaviors of military retirees. The research which is part of my Ohio State doctoral dissertation is designed to provide information that can help in planning programs which will ease the military retirees in their transition to civilian careers.

Your responses will be kept in the strictest confidence and your signature is not required. The code in the upper right is known only to this investigator and will be used only to verify results. A general tabulation of the results will be made available to the presidents of your local association. If you desire a summary please enclose your name and address.

You will find that most answers can be completed by merely circling a letter, a number or by a brief fill-in on space provided. Preliminary tests indicate the completion time for the survey is about twenty minutes.

A stamped-self addressed envelope is provided. I would appreciate your reply by .... .
FIRST FOLLOW-UP LETTER TO RESPONDENTS

Dear Retiree:

Thank you for completing the questionnaire mailed to you a few days ago, concerning the career behavior of the military retiree. Your response will aid me greatly in my research for a doctoral degree at Ohio State University and potentially can be of some use to those who are yet to retire. No one else can provide the information only you have.

If your questionnaire is already in the mail, thank you. However, if you have not replied, please complete the questionnaire today and mail it. A few minutes of your time can make the difference between results of general interest versus only sketchy data. Thank you again.

Sincerely,

Richard J. Schiffler
3013 Village Green Dr.
Dayton, Ohio
426-8562
SECOND FOLLOW-UP LETTER TO RESPONDENTS

Dear Retiree:

Recently you should have received a survey questionnaire regarding the career search behaviors of military retirees. Your answers are needed to form part of a doctoral dissertation requirement and provide some data which might be useful to the potential retiree or those who are retiring.

In the event you have misplaced the questionnaire, I am enclosing another copy. Please complete and return it as soon as possible. Thank you for your cooperation. All information will be treated as confidential. Would you please return this questionnaire to me by .... . Only you can provide this data. A few minutes of your time is very important to me. Thank you again.

Sincerely,

Richard J. Schiffler
3013 Village Green Dr.
Dayton, Ohio 45432
426-8562
APPENDIX B

SURVEY INSTRUMENT
BACKGROUND INFORMATION

1. Your age ..... (nearest birthday)

2. Your sex: Male ..... Female ..... 

3. What is your highest educational level attained (check only one)
   a. Non-high school graduate ..... 
   b. High school graduate ..... 
   c. Some college ..... 
   d. Undergraduate degree ..... 
   e. Less than a masters ..... 
   f. Masters ..... 
   g. Less than a doctorate ..... 
   h. Doctorate ..... 
   i. Associate degree ..... 
   j. Other (specify) ..... 

4. When were you separated from the service 
   Month ..... Day ..... Year ..... 

5. How much active service time did you have ..... (Years)

6. What was your last rank held while in the active service ..... 

7. What was your last Air Force Speciality Code (AFSC) ..... 

8. Please list all the AFSC's in which you have had experience. 
   List first AFSC obtained to the last one held. 
   
<table>
<thead>
<tr>
<th>Years in service</th>
<th>AFSC</th>
<th>How long in this AFSC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Years in service | AFSC | How long in this AFSC
--- | --- | ---
11-15 | 16-20 | 20 and above

JOB VALUES

Listed below are some statements on work and factors to be considered in selecting a second career. CIRCLE one of the five responses located to the right of each statement to indicate the degree to which you believe the factor was IMPORTANT or UNIMPORTANT to you when you were planning for a second career. There are no right or wrong answers for any statement. The best answer is the one you feel is true for you.

A high score or a low score is neither good or bad.

EI (5) If you feel this statement is of extreme importance to you.
VI (4) If you feel this statement is very important to you.
MI (3) If you feel this statement is of moderate importance to you.
LI (2) If you feel this statement is of little importance to you.
NI (1) If you feel this statement is of no or little importance to you.

Be sure to rate each statement. REMEMBER: the most desirable response is your genuine response, your feelings and attitudes in rating factors which are of importance in selecting a second career.
<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.</td>
<td>A job that gives me a chance to use and develop my own special abilities.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>10.</td>
<td>A job that gives me an opportunity for new and challenging assignments.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>11.</td>
<td>A job that gives me a feeling of achievement for what I am doing.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>12.</td>
<td>A job where I am given responsibility for supervising people or managing a large project.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>13.</td>
<td>A job where I have minimum supervision and am given freedom to do the work.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>14.</td>
<td>A job where training and experience will help me advance in the job.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>15.</td>
<td>A job that has good employment security.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>16.</td>
<td>A job where I have good working relationship with my supervisor.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>17.</td>
<td>An organization where there is smooth and efficient work groups.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>18.</td>
<td>A job where the physical working conditions (noise, temperature, lighting) are adequate.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>19.</td>
<td>A job where I can meet new friends.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>20.</td>
<td>A job that I like to do.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>21.</td>
<td>A job that pays good money.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>22.</td>
<td>A job that will be near schools for my family or myself.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>23.</td>
<td>A job that is near existing military facilities.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>24.</td>
<td>A job that is near recreational facilities.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>25.</td>
<td>A job that will not interfere with family life.</td>
<td>1 2 3 4 5</td>
</tr>
</tbody>
</table>
26. A job that my family and friends respect.  
27. A job which will adequately support the needs of my family.  
28. A job that has flexible working hours.  
29. A job you can forget about after working hours.

<table>
<thead>
<tr>
<th></th>
<th>NI</th>
<th>LI</th>
<th>MI</th>
<th>VI</th>
<th>EI</th>
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</thead>
<tbody>
<tr>
<td>26.</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>27.</td>
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<td>28.</td>
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<td>29.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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</tr>
</tbody>
</table>

**JOB PLANNING**

The next series of questions covers your activities when you began your search for a second career. If you did not plan to work after retirement and are not working check here ....... Do not answer the remaining questions.

If you planned to pursue a second career answer the items below.

30. I began to seriously plan for my civilian career

Prior to retirement ..... How long before ..... (Number of months)

After retirement ..... How long after ..... (Number of months)

31. To what extent did you use the following agencies in planning for your civilian career?

- a. Counseling service provided by the military
- b. Public employment agencies

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once or twice</th>
<th>5-10 times</th>
<th>10 times or more</th>
<th>Not available</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
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<td>b.</td>
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</tbody>
</table>

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32. Listed below are sources which can be used to determine the availability of jobs. Rate the degree to which you have used these sources in your planning.

<table>
<thead>
<tr>
<th>Source</th>
<th>Never</th>
<th>Once or twice</th>
<th>5-10 times</th>
<th>10 times</th>
<th>Not available</th>
</tr>
</thead>
<tbody>
<tr>
<td>c. Private agency</td>
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<tr>
<td>d. Potential employer</td>
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</tr>
<tr>
<td>e. Friends/Relatives</td>
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<tr>
<td>f. Other (specify)</td>
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<tr>
<td>a. TV</td>
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<tr>
<td>b. Newspapers</td>
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<td></td>
<td></td>
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<tr>
<td>c. Trade journals</td>
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<tr>
<td>d. Radio</td>
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<tr>
<td>e. Trade fairs</td>
<td></td>
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<tr>
<td>f. Job interviews</td>
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<td>g. Computer services</td>
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<td>h. Friends/Relatives</td>
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<tr>
<td>i. Other (specify)</td>
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</tbody>
</table>
33. In your planning for a second career did you identify your skills/experience/interests? (Mark as many as appropriate).

Recalling past accomplishments. ..... 
Preparation of a resume. ..... 
Identify abilities with assistance of others (counselors, employers). ..... 
Identify skills by tests. ..... 
Other (specify). ..... 

34. How did you find out about the requirements of the planned job?

Personal experience ..... 
People in the field ..... 
Potential employer ..... 
Friends/Relatives ..... 
Advertisements ..... 
Other (specify) ..... 

35. While on active duty did you "moonlight" and have a second job? yes ..... no ..... 
If yes what was the part time work? ..................... 
When in your career did you hold these job(s)? Indicate dates.

............... 
............... 
............... 
............... 

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36. If you are working answer the questions below.

How soon after retirement did you begin work? 
............... (number of months).

Is this your first job since retirement?
yes ..... no ..... 

If the answer is yes list the job title and industry 
............... .

If your answer is no, then list the jobs you have had since retirement.

List the job titles and industry (from the first job to the present one).

............... 

............... 

............... 

............... 

37. If you are working and were to lose your job would you retire ...... or look for another job ........... .

38. How long do you plan to work ...... (number of years).
39. Is your second career related to your military career?
   yes ...... no ......

   Explain ..........................................................
   .......................... ...................................
   .......................... ...................................

40. If the second career is different than your military career; then could you explain how the second career was selected.
   .......................... ...................................
   .......................... ...................................
   .......................... ...................................
   .......................... ...................................

41. Did a part time job lead to your second career? If yes, explain.
   .......................... ...................................
   .......................... ...................................
   .......................... ...................................
   .......................... ...................................

Thank you for your cooperation...
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Parnes, H. S. Fleisher, E. M., Milrus, R. C., Spitz, R. S. Pre-Retirement Years: Longitudinal Study of Labor Marker Experience of the Cohost of Men 45-59 years Vol 1. Ohio State University, Center for Human Resources Research 1968.


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