

**DMDC Report No. 2000-018**

**Youth, Work, and Military Service:  
Findings From Two Decades  
of Monitoring the Future  
National Samples of American  
Youth**

**Jerald G. Bachman, Peter  
Freedman-Doan, and Patrick M.  
O'Malley**



**Defense Manpower Data Center**

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**June 2000**

**Youth, Work, and Military Service:  
Findings From Two Decades of Monitoring  
the Future National Samples of American  
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**Jerald G. Bachman, Peter Freedman-Doan, & Patrick M. O'Malley**

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## **Executive Summary**

This report examines the work-related attitudes and experiences of high school seniors and young adults, using questionnaire data from the Monitoring the Future project covering nearly a quarter century. This summary provides brief highlights of the report.

This report considers four interrelated research questions, which may be of general interest to those concerned with youth and vocational development, and which should be of particular interest to those concerned with military personnel and recruitment:

1. How can we characterize the work-related attitudes and values of high school seniors in recent years—those who were students in the nineties?
2. Have these attitudes and values changed importantly during the past quarter-century (specifically, since 1976)?
3. Do high school seniors expecting to enter military service show marked differences from their classmates, on average, along any of these attitude and value dimensions? And have any such differences changed appreciably (since 1976)?
4. Do high school graduates who actually enter military service differ from their classmates who enter college, or from their classmates who enter civilian employment, along any of these attitude and value dimensions? If so, to what extent are such differences evident during the senior year of high school (indicating self-selection), and to what extent do they emerge after entry into the different post-high school environments (indicating socialization)?

### **Work Experiences, Expectations, and Orientations**

#### **Among High School Seniors:**

#### **Research Questions 1, 2, and 3**

##### **Present Work Experiences**

Most high school seniors (between 70 percent and 80 percent) work these days, and substantial proportions of them (between 35 percent and 40 percent of males and between 25 percent and 30 percent of females) work 21 hours a week or more. These patterns have changed only modestly over the past two decades. In recent years young people with high propensity to enter military service were more likely than most of their classmates to be working long hours in part-time jobs while still in high school. However, when analyses were

limited to those not expecting to complete college, the relationship between propensity and hours of work was reversed.

Part-time work exacts a toll among many high school seniors. Nearly 25 percent of seniors reported that their part-time jobs caused stress and tension and interfered with their social life. Somewhat smaller proportions reported that their jobs interfered with their education and their family life. Perceptions of each of these problems have increased somewhat over the past two decades. Despite the stress of working, slightly more than half of seniors, both male and female, year in and year out, reported being “somewhat” or “quite” or “completely” satisfied with their current (or most recent) job. Among young men and women in their senior year, those with high propensity to enter military service tended to be less satisfied with their jobs and more likely to report that their jobs caused them stress and tension and interfered with their social life.

### **Work Plans and Expectations**

High school seniors are fairly optimistic about their job prospects. The great majority reported that they “never” or “seldom” worry about “...whether I will have any job at all in a few months,” and the proportion who do worry (“always” or “often”) has declined fairly steadily over the past two decades. Those expecting that they “definitely will” and those expecting that they “definitely won’t” serve in the armed forces were most optimistic, whereas those saying they “probably will” serve were the least certain about job prospects.

Consistent with the rising proportions of seniors planning on completing college, there has been a rise since 1976 in the proportions expecting to obtain high status jobs. The proportions expecting to be a “professional with doctoral degree” by age 30 have risen modestly among males, but have more than doubled among females (from about 13 percent to about 27 percent). There is a clear inverse relationship between military propensity and status of the occupation seniors expect to attain by age 30.

### **Work Ethic and Orientation Towards Success**

Fully two-thirds of female seniors and nearly as many male seniors in the 1990s rated “Being successful in my line of work” as “extremely important,” whereas in 1976 just over half of seniors (both male and female) rated success in work as extremely important. This increased emphasis on success, however, seems not to be matched by increased dedication to

work. Although substantial majorities of seniors in the late 1990s still (a) viewed work as more than just way to make a living, (b) expected work to be a central part of their lives, and (c) felt they would opt to work even if they had enough money to live comfortably for life, the proportions holding each of these views have declined modestly over the past two decades. Moreover, in response to the question “If you were to get enough money to live as comfortably as you'd like for the rest of your life, would you want to work?” only about 20 percent of women thought they would choose not to work. Among men the proportion who thought they would not want to work rose from about 21 percent in the late 1970s to about 31 percent in the late 1990s.

Trends among the highest propensity seniors were similar to overall trends in attitudes about the work ethic. However, the highest propensity seniors were generally more likely than average to (a) rate being successful in their line of work as extremely important, (b) agree that work would be a very central part of life, and (c) agree that they would want to do their best in a job including working overtime as needed.

### **Preferences Regarding Job Characteristics**

About two-thirds of male high school seniors over more than two decades rated “being able to find steady work” as extremely important in their lives, and nearly all the rest rated it quite important. Among women the percentage who rated steady work as extremely important rose from about 60 percent in the late 1970s to nearly 80 percent in the 1990s.

A series of 23 items (presented together in a single form of the Monitoring the Future questionnaires) asked seniors to rate the importance of different characteristics that they might look for in a job. A few items showed interesting changes over time, but most showed less than a five-percent shift in percentages rating them as “very important.” The factor considered very important by the largest percentages of men and women was that a job be interesting to do. Second most important among men, and third among women, was finding steady work. Another factor rated very important by two-thirds of the men and three-quarters of the women was a job that uses their skills and abilities. Job security, and good chances for advancement and promotion, also were rated very important by 60 percent or more of both men and women.

Factors considered important by the smallest percentages of men and women included two seemingly opposite characteristics. Very few considered it important to have a job

“...where most problems are quite difficult and challenging.” But very few also considered it important to have a job “...with an easy pace that lets you work slowly”—although there was a modest increase over time in importance of an easy pace.

Many of these importance ratings showed no clear or consistent differences linked to military propensity. Along some dimensions the job preferences of high propensity seniors differed on average from those of their classmates; however, most of those differences were quite modest. High propensity seniors were also more likely than average to assign great importance to having a job that most people look up to and respect, and a job that has high status and prestige. High propensity males were just about the same as all other male seniors in the importance they attached to a job that provides a chance to earn a good deal of money. High propensity females were very similar to high propensity males along this dimension, whereas the rest of the females averaged lower than males. Those expecting to serve did not give quite as high importance ratings to “...having a job which allows you to establish roots in a community and not have to move from place to place.” High propensity men were somewhat less likely than other young men to desire “...a job which leaves you mostly free of supervision by others.”

### **Desirability of Different Working Arrangements and Settings**

From 1976 to 1998, majorities of both senior men and women rated small businesses, large corporations, and self-employment as “desirable” or “acceptable” work settings (regardless of the specific type of work involved). Over that time period the attractiveness of large corporations as a work setting rose substantially in these samples. Fewer seniors rated work in a government agency, social service organization, police agency, or a university as attractive as work in corporations, small businesses, or self-employment. The military was viewed as a “desirable” or “acceptable” work setting by the fewest numbers of seniors.

As expected, there was a strong and positive relationship between propensity and ratings of the acceptability of the military as a work environment. Police work and work in a government agency were also acceptable or desirable to larger proportions of high propensity youth than their lower propensity peers.

### **Importance Placed on Various Work-Related Life Goals**

Majorities of both male and female seniors rated “finding purpose and meaning in life” as an “extremely important” life goal. By the mid-1990s “having lots of money” was rated as an “extremely important” life goal by almost one-third of the male seniors and almost one-quarter of the female seniors. The pattern of responses to the item about the importance of “lots of money” as a life goal is very similar to the pattern of responses to the earlier item concerning preferences for a job that lets you earn “a great deal of money.” Males tended to place more importance than females on these items related to money, but the proportions of both males and females placing a high importance on money increased from the mid-1970s to the late 1990s. “Making a contribution to society” was an “extremely important” life goal to fewer than one in five seniors. Seniors, both male and female, with high propensity to enter the military did not consistently or strongly differ from their counterparts with lower propensity on any of these items concerning life goals.

Two other life goal items are especially relevant to the decision to enter military service: the importance placed on “getting away from this area of the country” and living “close to parents and relatives.” Overall, neither male nor female responses changed very much from the mid-1970s through the late 1990s in the low importance they placed on “getting away from this area of the country.” At the same time, there was an increase over time in the proportion of male and female respondents who rated as “extremely important” the goal of living “close to parents and relatives” (from 8 percent to 13 percent for males and from 10 percent to 16 percent among females). Consistent with the idea that military service almost inevitably involves relocation, seniors with high military propensity were more likely than their peers to give high importance to “getting away from this area of the country” and slightly less likely to give high importance to “living close to parents and relatives.”

### **Ratings of the Military as an Organization and Workplace**

With little change from 1976 through 1998, seniors tended to view the military as a workplace in consistently positive terms when it comes to chances for advancement (including education), responsibility, and personal fulfillment. Females were more likely than males to view the military as a workplace in a positive light on these dimensions. Those positive views of the military notwithstanding, an increasing proportion of both males and females viewed the military as an institution that discriminates toward women and African

Americans. There was a distinct rise in proportions of seniors believing that the armed services discriminate against women to a great or very great extent (from about 20 percent of women in the 1970s to more than 40 percent in 1997-98, with males' perceptions only slightly lower). Although perceptions of race discrimination were lower than perceptions of gender discrimination, the proportions perceiving great or very great discrimination against African Americans held steady at about 10 percent during the late 1970s and throughout the 1980s. From 1993 onward, these proportions rose to about 20 percent among females and about 15 percent among males.

High propensity seniors consistently saw the military work role in a much more favorable light than other seniors did. But it does not appear that high propensity seniors simply viewed military service through rose-colored glasses; even among the highest propensity individuals the perceptions of discrimination against women and against African Americans rose in recent years.

**Differences in Work Experiences, Expectations, and Orientations  
in the First Year or Two After High School  
Linked to Post-High School Environments:  
Military Service, College, or Civilian Employment  
Research Question 4**

**Present Work Experiences**

Young men in military service were roughly equal to those in full-time civilian jobs in rating their chances to use and develop their skills in their jobs; however, for those in military service this represented a larger improvement over their work experiences as high school seniors. The military men were more likely than the civilians to rate their jobs high on making good use of special skills "...learned in technical, vocational, business, or professional studies." Military men were more likely than civilian full-time employed men to rate their jobs as producing stress and tension, and as interfering with social and family life.

On the more positive side, in terms of long-standing national policy, servicemen were far more likely than civilians (72 percent versus 45 percent) to say that to a considerable or great extent their job lets them get to know people with very different social backgrounds than their own (whereas the "before" data in high school showed a slight difference in the opposite

direction). Also, military men were least likely to describe their jobs as “the kind of work people do just for the money.” Overall, young men in military service were just about as high in overall job satisfaction as those in full-time civilian jobs. Interestingly, young men who held part-time jobs while attending college full-time showed equal levels of satisfaction, even though their jobs were a much less central part of their lives.

### **Work Ethic and Orientation Towards Success**

Analyses of these samples did not reveal evidence of the systematic socialization of a positive work ethic by the armed forces. The differences in work ethic and success orientation that existed in high school between young people bound for the military and those who chose other career paths were, by and large, not significantly affected by post-high school experience. For most of the male respondents, the first year or two after high school reduced the importance of success at work but also reduced the proportions who said that work was merely a way to make a living. The first year or two after high school reduced, or left virtually unchanged, the proportions of senior males who said that work would be a central part of their lives, but increased the proportion committed to the idea that they would like to do their best on the job, “even if it means working overtime.”

### **Preferences Regarding Job Characteristics**

As seniors, young men bound for the military were more likely than average to value a job that most people look up to and respect, and a job with high status and prestige. One to two years after high school, emphases on status declined sharply among those in the military and to a lesser extent among other young men, such that there were no important differences at the time of follow-up. Young men who entered military service were not much different from average either before or after enlistment, consistent with the findings for seniors based on propensity to enter the military. However, it is of interest that the importance assigned to this aspect of a job declined somewhat among both males and females at both time periods.

When young men bound for the military were in high school they were less likely than their peers to care about establishing roots in the community. But among those from the classes of 1986-1995, the importance of roots increased a bit after entry into military service, whereas it declined a bit for other men, so the senior year differences essentially disappeared.

In ratings of the importance of having a job that provides at least two weeks of vacation, there were no large differences as high school seniors between those who soon thereafter actually entered military service and those who entered college or civilian jobs. After they moved into these different environments, however, some changes occurred. The importance of long vacations dropped somewhat among civilian men and women, but among men in military service the importance of this dimension changed rather little, and among the small numbers of women from the later classes (1986-1995) importance actually grew.

### **Desirability of Different Working Arrangements and Settings**

Among males from the high school classes of 1986-1995, three-quarters of those who entered the military (and were serving at the time of the first follow-up survey) had rated the military workplace as acceptable or desirable when they were seniors in high school, and the proportion was identical at the time of first follow-up. Only about one in four of the other young men felt that way either as seniors or at the follow-up, and there was rather little difference between civilians in college and those in full-time jobs. It is, of course, not surprising that those who would soon enter military service were, as high school seniors, more attracted to the military as a workplace. But it is perhaps noteworthy that the ratings after they had acquired some on-the-job experience in the armed forces showed no evidence of disillusionment; their enthusiasm for the military workplace remained equally strong, on average. After a short time in military service, the attractiveness of working in a small business increased somewhat for those young men, and the attractiveness of a school or university workplace increased markedly. It should be noted that among men and women in general, there was twice as much of an increase in enthusiasm for school or university workplaces as for any other of the workplaces listed; nevertheless, the increases for military personnel were the largest.

### **Importance Placed on Various Work-Related Life Goals**

Having lots of money declined in importance for both men and women within a year or two after graduating from high school. This seems not attributable to leaving the life of the student and entering the civilian work force, because it occurred to an essentially equal degree among all four groups of men and of women (except for women in the earlier time period). We noted in the preceding section that high propensity high school seniors were less likely

than average to rate living close to parents and relatives as highly important. Young men who actually entered the military had been lower on this dimension when they were seniors. However, once they were in the armed services the importance of this dimension increased significantly, such that those in military service were no longer below average for all young men.



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## Introduction

This report examines the work-related attitudes and experiences of high school seniors and young adults, using questionnaire data from the Monitoring the Future project covering nearly a quarter century. We consider four interrelated questions which may be of general interest to those concerned with youth and vocational development, and which should be of particular interest to those concerned with military personnel and recruitment:

1. How can we characterize the work-related attitudes and values of high school seniors in recent years—those who were students in the nineties?
2. Have these attitudes and values changed importantly during the past quarter-century (specifically, since 1976)?
3. Do high school seniors expecting to enter military service show marked differences from their classmates, on average, along any of these attitude and value dimensions? And have any such differences changed appreciably (since 1976)?
4. Do high school graduates who actually enter military service differ from their classmates who enter college, or from their classmates who enter civilian employment, along any of these attitude and value dimensions? If so, to what extent are such differences evident during the senior year of high school (indicating self-selection), and to what extent do they emerge after entry into the different post-high school environments (indicating socialization)?

We pose this set of four questions for each of a number of topic areas within the broad domain of work-related attitudes, values, and experiences. Our grouping of questionnaire items into topic areas is unavoidably a bit arbitrary at times, but we judged it a convenient way to organize our findings. The topic areas, and their order of presentation in this report, are as follows:

- A. Present or recent work experience (3-26)<sup>1</sup>
- B. Vocational plans, aspirations, and expectations (27-46)

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<sup>1</sup>The numbers in parentheses in this listing refer to item numbers in Appendix 1, discussed later.

- C. Work ethic and orientation toward success (47-51)
- D. Preferences regarding job characteristics (52-76)
- E. Desirability of different working arrangements and settings (77-85)
- F. Importance placed on various work-related life goals (86-90)
- G. Ratings of the military as an organization and work place (91-98)
- H. Self-esteem—work-related and global (99-100)

### **Organization of This Report**

After a brief review of study methods and analysis strategies, we present a discussion of our key findings organized according to Topics A-H above. The text of the report is relatively brief and concentrates on those questionnaire items and findings that we consider most important. The bulk of the report consists of four appendixes, each addressing one or more of Questions 1-4 listed above. The appendixes provide an extensive reporting of virtually all of the data we examined in developing this report. Accordingly, we are somewhat selective in what we cover in the text, knowing that the appendixes provide full back-up data for readers who wish to examine that material firsthand and form their own conclusions. The appendixes also are the primary tables and figures for the report and are referenced in the text as necessary.

Full details concerning the contents of the appendixes are found in the Analysis Strategy section. In brief, Appendix 1 contains a complete listing of the dependent variables analyzed in this report, statistical measures of the degree of change over time in the mean of the variable, and a key to the location of the variable in later appendixes. Appendix 2 presents a series of figures that display the trends over time, by gender, for selected variables. Appendix 3 contains analyses of selected dependent variables by senior year propensity to enter the armed forces. Appendix 3 is further subdivided into sections based on variable format, gender, and samples. Section A of Appendix 3 presents the analyses of the dependent variables as dichotomies. Section B of Appendix 3 presents analyses of the mean scores of the dependent variables. Section C of Appendix 3, like Section A, presents the analyses of the dependent variables as dichotomies but excludes seniors who plan to enter college. Appendix 4 contains analyses of selected dependent variables by post-high school occupational

role. Appendix 4 is also subdivided into sections based on variable format and gender. Section A of Appendix 4 presents the dependent variables on work and work orientations as dichotomies. Section B of Appendix 4 presents the means of the dependent variables on work and work orientations. Each of the sub-sections of Appendixes 3 and 4 are further subdivided by gender.

## Methods

### Study Design

The Monitoring the Future surveys of high school seniors and young adults, conducted by the Institute for Social Research at the University of Michigan, and sponsored through a series of grants from the National Institute on Drug Abuse, have been described in detail elsewhere (Bachman, Johnston, & O'Malley, 1996). The Monitoring the Future (MTF) project employs a cohort-sequential research design that involves annual surveys of nationally-representative samples of high school seniors, beginning in 1975,<sup>2</sup> and annual follow-up surveys mailed to subsamples of each class sample.<sup>3</sup>

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<sup>2</sup> A base year sample is drawn each year using a three-stage probability sampling design to select approximately 130 public and private high schools representative of those in the 48 contiguous states. Professional interviewers from the Institute for Social Research supervise survey activities at the school site, usually during regular classroom periods in March, April, or May. All respondents are asked to fill out one of six forms (randomly distributed) of a 45-minute, paper and pencil, self-administered questionnaire. Student response rates vary from school to school, averaging 83 percent and producing sample sizes of roughly 17,000 seniors each year. Because of changes in the questionnaire design after 1975, we report data from classes beginning in 1976.

<sup>3</sup> From each senior class, 2,400 seniors are selected for follow-up and randomly divided into two groups, each numbering about 1,200. Members of one group are mailed questionnaires one year after graduation and every two years thereafter; those in the other group are mailed questionnaires two years after graduation and every two years thereafter. Thus, individual participants are surveyed on a two-year cycle, beginning either one or two years after graduation, for a total of up to seven follow-ups. Respondents are paid \$5 (\$10 beginning with the class of 1991) for each follow-up participation.

## **Measures**

A full listing of measures used in this report is presented in Appendix 1, and the questionnaire item wordings are incorporated therein. A total of 100 measures are included: first, an item concerning expectations (propensity) to enlist in the armed forces and an item concerning expectations to complete a four-year college program; second, 97 single questionnaire items concerning work experiences and work orientations; third, an 8-item balanced index of global self-esteem.

## **Samples and Numbers of Cases**

Weighted numbers of cases are reported in Appendixes 3 and 4. In Appendixes 3A and 3C these numbers correspond fairly closely to the actual numbers of cases involved in the senior year surveys. Weighting of senior year samples is necessary (a) to take account of sampling characteristics in the base-year surveys, and (b) to correct for biases due to absenteeism.

The research design that produced the senior year samples used in these analyses incorporates stratification, clustering, and differential weighting of respondent scores. All of these features influence sampling error. To more appropriately estimate sampling error, all tests of statistical significance reported in Table 1 and Appendix 3 incorporate “effective N’s,” which adjust for the design effect. The “effective N” is equal to the weighted number of cases divided by the estimate of the design effect ( $= 1.3 + .00075 * N$ ), where N represents the numbers of weighted cases. Where data were pooled across more than one year, N is replaced by the average annual N (i.e., N divided by the number of pooled years). This formula was developed using methods developed by Kish (1965), applied to the annual reporting of Monitoring the Future results (Johnston, Bachman, & O’Malley, 1997, Appendix B), and adapted, after further empirical testing, for these data.

In Appendixes 4A and 4B, the weighted numbers of cases modestly underestimate the actual numbers of cases for follow-up surveys because of the oversampling of illicit drug users. The follow-up samples (used in Appendix 4) are drawn so as to be largely self-weighting; however, because the primary focus of the study is on drug use, users of illicit drugs are oversampled for follow-ups (by a factor

of three to one). Accordingly, all analyses adjust for these differential selection probabilities by using weights of 1.0 for most respondents and 0.333 for those who were oversampled. The result is an unbiased sample with weighted Ns that are somewhat smaller than the actual numbers of cases. In this report, we use senior year data from the classes of 1976 through 1995, with follow-ups through 1997.

Because some students are absent on the day of the survey, our estimates in this report have been adjusted (reweighted) to avoid the biases which otherwise would occur. Students who do complete questionnaires are asked how many days of school they missed (for various reasons) during the previous four weeks. Using a variable derived from their responses, individuals are assigned to different strata according to their degree of absenteeism. Then actual participants in each stratum are reweighted so as to appropriately represent all students in that stratum, including those absent on the date of survey administration. This procedure inflates the numbers of weighted cases relative to the actual number of cases. In Appendixes 3A and 3C, the inflated numbers of cases (adjusted for absenteeism) were then re-adjusted by the annual ratio of actual cases to absentee-adjusted cases (the ratio varies between 0.80 and 0.84 for any given year). Analyses reported in Appendix 3B were conducted before analyses reported in Appendixes 3A and 3C. In Appendix 3B the numbers of weighted cases were inflated above the number of actual cases to account for absenteeism (as described). Analyses reported in Appendix 3B, however, were not subsequently readjusted downward to reflect the actual numbers of cases. As a matter of convenience, the analyses in Appendix 3B are reported as initially conducted.

Numbers of cases are in most instances roughly equal from one year to another, subject to the following exceptions. First, most of the items analyzed in this report have been included in the MTF surveys of seniors since 1976 and thus are available for all analyses. A few items (as noted in Appendix 1) were added in later years. Second, the MTF surveys of high school seniors use six different questionnaire forms (five prior to 1989) so as to provide broader content coverage. Most of the items included here appear on just one of the questionnaire forms, but a few appear on more than one. Third, some items (e.g., those asking about current job experiences) are

asked of only a subsample (e.g., those employed). All of these factors contribute to variations in the numbers of cases underlying particular estimates.

### **Analysis Strategy**

In order to address Questions 1-4 listed above, we report our analyses in the four formats used in Appendixes 1-4 (although the two sets of four do not correspond one-to-one). It is useful to describe the four appendixes and underlying analyses separately, even though there is considerable overlap between them (especially between the first two appendixes, which use the same basic analyses but present results in very different formats).

Because young men and young women differ substantially both in their propensity to enter the military and in their actual enlistment behavior, we analyzed, and report here, all items separately for men and women. In Appendixes 3 and 4, each table (3A, 3B, 3C, 4A, and 4B) includes a final letter in the table reference code that refers to the gender group reported in that table. Thus, for example, Appendix 3Am presents results for males only, while Appendix 3Af refers to females only.

The samples were first examined for mean changes over time in seniors' responses to each of the items (Appendix 1, described below) and mean differences by propensity among seniors (Appendix 3B, described below) or post-high school occupation (Appendix 4B, described below) among respondents included in the follow-up samples. After review of those findings, certain variables of interest were dichotomized and reanalyzed. While reporting mean changes and mean differences tends to convey more information than reporting percentages of respondents at one extreme or another of an item scale, the results of the analyses of dichotomized variables are often more intuitively accessible. Results of analyses of dichotomized variables are reported in Appendix 2, 3A, and 4A.

### **Appendix 1**

Results reported in Appendix 1 directly address Research Question 2 concerning changes over the last quarter century in work-related attitudes and values and in actual work behavior during high school. Appendix 1 contains results of

analyses of variance (ANOVA) that examine mean change over time among high school seniors (class years 1976-98) for 100 measures of work, work orientations, and attitudes and values about work. It includes a listing of items, and their wordings, for all of the measures analyzed in this report. Subsequent appendixes utilize only selected items of this comprehensive listing, but the numbering scheme contained in Appendix 1 is used throughout this report. Thus, for example, a reference to item #8 will always refer to the question, "How satisfied are you with your job?" The columns on the far right of Appendix 1 provide an index that shows all the appendixes in which an item appears.

To assess the degree of change over time in responses to these items, each measure was analyzed using a one-way ANOVA procedure with the year of administration as the independent variable. The Pearson's correlation coefficients reported in Appendix 1 indicate the strength of linear change and the overall direction of change in the annual mean scores. However, changes in annual means are seldom strictly linear. Thus, the summary eta also reported in Appendix 1, is a better indicator of the changes, both linear and non-linear, in mean scores over the years 1976-98.

Upon examination of the results presented in Appendix 1, many of the characteristics of high school work and many of the seniors' attitudes and values associated with work have not, in fact, changed substantially over the years. Thus, the results reported in Appendix 1 are also useful in many cases to address Research Question 1: the characterization of high school seniors in recent years.

## **Appendix 2**

The figures in Appendix 2 display the results of one-way ANOVA analyses in which the dependent variables, selected measures of work and work orientations, were dichotomized and the year of administration served as the independent variable. These figures provide greater detail of changes over time than the summary statistics reported in Appendix 1. Items were selected for graphic representation if the eta for either the males or the females was equal to or greater than 0.08, or if substantial gender differences existed regardless of the degree of change over time for either gender.

### Appendix 3

Research Question 3 seeks to determine if high school seniors with the highest propensity to enter the military differ in their work orientations from high school seniors with lower propensity. To answer that question, selected measures from the MTF annual survey of seniors were analyzed using one-way analysis of variance procedures (ANOVA), with propensity to enter the military as the independent variable. A Pearson's correlation statistic and an eta statistic were generated to assess the degree of linear relationship and the overall strength of the relationship between propensity and the dependent variable. The results of these analyses are displayed in the tables in Appendix 3. To determine if either the magnitude or ordering of differences by propensity level changed among seniors since 1976, three pools of class years (classes of 1976-83, classes of 1984-91, and classes of 1992-98) were created and separately analyzed (as described below).

Appendix 3 is divided into three sets of tables: A, B, and C. Appendixes 3Am and 3Af display (for males and females respectively) the results of analyses in which the dependent variables, selected measures of work and work orientation, have been dichotomized. To test for the statistical significance of differences in the dependent variables by level of propensity, a *t*-test (two-tailed) with pooled variance estimate based on the percentages and adjusted for design effects was conducted. The subgroup of those who responded that they "definitely will" enter the military was compared with each of the other lower propensity subgroups in turn. Significant differences at the 0.05, the .01, and the .001 level are noted in the tables.

Appendixes 3Bm and 3Bf display (for males and females respectively) the results of ANOVA analyses that compare, at each level of propensity to enter the military, the mean scores of the dependent variable. Dunnett's *t*-test (two-tailed) was performed to test for statistical significance of any differences in means. The Dunnett's test determines if any level of a treatment is significantly different from a single control. In this case the subgroup "Definitely will" was selected as the control and compared to each of the other propensity subgroups. All differences significant at the  $p > .05$  are noted in the tables.

The Dunnett's *t*-test utilized in Appendixes 3Bm and 3Bf differs from the more usual simple *t*-test utilized in Appendixes 3Am and 3Af. Dunnett's holds the maximum experimentwise error rate to 0.05. This conservative approach is justified in most analytic situations. However, our initial analytic examination (Appendix 3B) of these samples revealed that high propensity youth were not all that different from their lower propensity peers on many of the measures. In that case, the very conservative Dunnett's *t*-test might mask differences. Thus, although the use of different versions of the dependent variables (dichotomized vs. means) between Appendixes 3A and 3B makes direct comparison difficult, it is useful to contrast items as presented and tested in 3A with their counterparts in 3B.

Appendixes 3Cm and 3Cf repeat the analyses of Appendixes 3Am and 3Af. In the case of 3C however, young people who responded that they "definitely" or "probably" would complete a four-year college program were excluded from the analyses. Many of the work orientations examined in this report are strongly related to academic achievements, family background, and plans for future academic training. Prior research with these samples indicates that military propensity and plans for college are strongly and inversely related (Bachman, Segal, Freedman-Doan, & O'Malley, 2000). In order to avoid confounding the effects of college plans and military propensity, respondents who indicated that they were college bound were excluded from this set of analyses. To test for the statistical significance of differences in the dependent variables by level of propensity, a *t*-test (two-tailed) with pooled variance estimate based on the percentages and adjusted for design effects was conducted. The subgroup of those who responded that they "definitely will" enter the military was compared with each of the other lower propensity subgroups in turn. Significant differences at the 0.05 level are noted in the Appendix 3B. Significant differences at the 0.05, 0.01, and 0.001 levels are noted in Appendixes 3A and 3C.

#### **Appendix 4**

To answer Research Question 4, the work orientations of young people in high school were compared to their work orientations one to two years after high school. The subjects' high school senior year response represents a "before treatment"

condition, and their follow-up response represents an “after treatment” condition. The “treatment” was the career/education path as reported in the first follow-up survey, one to two years after high school. The respondents were divided into four subgroups based on their responses to the series of occupational questions: those reporting current military service, those reporting current full-time enrollment at a four-year college and no full-time job, those reporting full-time work and no college attendance, and all others (some part-time in college or work or both, a few in full-time work plus full-time college, and all others).

In addition to the Before and After scores for each of the measures, we also examined a Change score calculated as After minus Before. A one-way analysis of variance was utilized to detect differences between subgroups. Mann-Whitney *U* tests were conducted separately contrasting the military enlistee subgroup with each of the other subgroups on all three scores (Before, After, and Change) for each of the measures. Wilcoxon rank-sum tests were conducted to assess the change within subgroups. All differences noted in Appendix 4 are significant at the .05 level. By examining all three scores (Before, After, and Change), we can determine whether or not differences (a) pre-existed the post-high school environment (indicated by significant differences in Before scores, i.e., self-selection), (b) emerged during the post-high school experience (indicated by significant differences in the Change score, i.e., socialization), or (c) were enlarged or diminished by the post-high school experience. As in Appendix 3, the dependent variables were analyzed in two different formats. Appendixes 4Am and 4Af present the dependent variables as dichotomies. Appendixes 4Bm and 4Bf present the means of the dependent variables.

We were also interested in examining changes within individuals over time; thus we pooled our samples into two ten-year groups: senior years 1976-85 and senior years 1986-95. These pools of senior classes were sent follow-up questionnaires in the years 1977-87 and 1987-97, respectively. Because the number of young men who enter the military in any given year is a small proportion of the total male youth cohort, respondents were pooled into groups of ten senior class years in order to produce samples that would include enough entrants to produce reliable estimates. The number of young women who enter the military is a very small proportion of the total

female youth cohort (in these samples less than 1.75% of the total female sample). For that reason, while we report the results in Appendix 4, even pooling the class years into 10-year groups barely yields enough cases to draw inferences with any degree of confidence.

## **Results**

We organize our presentation of results around Topics A-H, in each case addressing Questions 1-4. The range of coverage and numbers of questionnaire items available within each topic area vary widely. As noted above, we have attempted to keep our written commentary brief, relying heavily on the data in the appendixes to provide back-up as necessary. The full set of items we examined is listed in Appendix 1; in what follows we provide some commentary on most of them.

We mentioned that the correspondence between the four questions and the four appendixes is not quite one-to-one, and that is worth a word of explanation before we begin presenting results. Data relevant to Question 1, about how we characterize the work-related values and attitudes of high school seniors in recent years, is found in all four appendixes; accordingly, our observations concerning this question are general and not limited to any single set of findings. We have also made use of additional data relevant to Question 1, contained in Bachman, Johnston, and O'Malley (forthcoming) (see also earlier volumes, e.g., Johnston, Bachman, & O'Malley, 1997). Question 2, about change over the past quarter century, is addressed in Appendixes 1 and 2, albeit in different ways. Question 3 is addressed specifically by Appendix 3, and Question 4 by Appendix 4.

### **Plans for Military Service and for College**

MTF data concerning changes in military propensity have been reported and discussed in detail elsewhere (Segal, Bachman, Freedman-Doan, & O'Malley, 1999). The measure is included in this report because one of our foci is differences among individuals of high and lower military propensity. It is worth keeping in mind that the proportions of individuals in these propensity categories has shifted over time to some extent, as indicated by the Pearson correlation and eta statistics reported for item 1a

and 1b in Appendix 1 and by the associated trend figures, 2-1a and 2-1b, in Appendix 2. Specifically, propensity was relatively low in the late 1970s, was higher during the mid-1980s, and declined during the 1990s.

Plans for college showed much more substantial changes than did military propensity. Indeed, none of the measures examined in this report showed changes as large as those for college plans (as indicated by the Pearson correlation and eta statistics in Appendix 1, item 2). As can be seen in Appendix 2 (Figure 2-2a), the proportions of female high school seniors expecting “definitely” to complete a four-year college program rose from less than 30 percent in the late 1970s to about 60 percent in the late 1990s. Among young men the rise was only slightly less dramatic, from about 30 percent to about 50 percent. When we combine those “definitely” and “probably” expecting to complete college (Figure 2-2b), the shift is from about 50 percent in the late 1970s to about 80 percent for women in the late 1990s, and about 75 percent for men.

Because decisions about college are intimately involved with a broad range of job attitudes and expectations, including views about serving in the armed forces (see Bachman et al., 2000), and because the college decision may be prior and more fundamental than many other occupation-related decisions and choices, it is important to keep in mind the steady and substantial rise in college expectations that occurred during the past quarter century. Indeed, in order to check the extent to which other relationships are confounded with the shift in college plans, we have replicated some of our analyses limiting the samples to those individuals not expecting to complete college. When examining those results, which appear in Appendix 3C, it is important to keep in mind that although individuals with high military propensity were less likely than their classmates to expect to complete a four-year college program, it is still the case that by 1992-98 the majority of high school seniors who expected “definitely” to enter military service also expected “probably” or “definitely” to complete college. Thus, the most recent period shown in Appendix 3C omits the majority of high military propensity individuals, along with (larger) majorities of their classmates at the lower propensity levels.

## **Topic A: Present or Recent Work Experience**

**High school seniors.** Throughout the period of available data (1982-98 for this item), most high school seniors held part-time jobs at the time of the survey (spring) or had been employed sometime during the previous three months. As shown in Figure 2-3 (Appendix 2), the percentages so employed showed only minor gender differences and modest changes across time for males. During the 1980s, approximately 70-80 percent of seniors reported some recent employment experience, whereas during the 1990s the rates were slightly lower and fairly steady at about 70 percent. As shown in Figure 2-4, substantial minorities of seniors worked 21 or more hours per week in their jobs during the school year. Among males in the late 1970s, about 40 percent worked this much, with modest and somewhat irregular declines in subsequent years ending at about 35 percent in the late 1990s. Somewhat fewer female seniors worked 21 or more hours per week, ranging from about 25 percent to 30 percent with little overall change but with year-to-year trends roughly parallel to those for males. In short, most high school seniors work these days, substantial proportions of them work 21 hours a week or more, and these patterns have changed little over the past two decades.

A series of questions (including items 5-23) was asked of all seniors (in the classes of 1982-98) who had a paid job at the time of the survey or at any time during the prior three months. About three out of five had supervisors aged 31 or older, and about half reported that half or more of their coworkers were within two to three years of their own age. When asked whether their jobs made use of their skills and abilities, about half said their jobs did so to at least some extent; about the same proportion said that to at least some extent their jobs taught them new skills that would be useful in future work. Only about one in three felt that to at least some extent their job made good use of special skills they learned in technical, vocational, business, or professional studies. On a more positive note, majorities felt that to at least some extent their jobs let them get to know people over age 30 and with different social backgrounds from their own. None of these dimensions showed appreciable change during the 1980s or 1990s (see items 6-7, 9-13 in Appendix 1).

Four items dealing with negative aspects of jobs (items 14-17) suggest that part-time work exacts a toll among many high school seniors. About one-quarter of

seniors in 1982-98 reported that to a considerable or great extent their jobs caused them stress and tension, and another quarter considered this true to some extent (not shown). The findings are similar for perceptions about jobs interfering with social life. Smaller proportions reported that their jobs interfered with their education or interfered with their family life. Perceptions of each of these problems have increased somewhat over the past two decades, as indicated by the positive correlations in Appendix 1 and as shown in Appendix 2 for three items (Figures 2-14, 2-16, and 2-17). The figures also show little in the way of gender differences, although females were slightly more likely than males to report that their jobs caused stress and tension.

The next items (18-22) provided additional opportunities for seniors to rate the short-term and long-term value of their part-time jobs. Only about one-third of seniors thought that, to a considerable or great extent, their work was “an interesting job to do.” Fewer than half that many thought they *could* be happy doing such a job for most of their lives; fortunately, even fewer expected that they actually *would* be doing such a job for most of their lives. Relatively few saw their high school jobs as stepping-stones toward their preferred future jobs, and two out of three described their job while in high school as (to at least some extent) “the kind of work people do just for the money.” These ratings of the quality of student jobs have not changed appreciably over the past two decades, as can be seen in the very low coefficients in Appendix 1. On the other hand, we will see that the same questions about current jobs, when asked of graduates a year or two after high school, show some very interesting contrasts between those who entered full-time civilian jobs and those who entered the armed forces.

In response to a global measure of satisfaction with current job (item 8), seniors’ attitudes showed virtually no change from 1976 through 1998. Slightly more than half of seniors, both male and female, year in and year out, reported being “somewhat” or “quite” or “completely” satisfied with their current (or most recent) job.

**Differences linked to military propensity.** We focused above on current job experiences of high school seniors in recent years (thus addressing Question 1); and we also noted relatively little change over the years, except for some increased

perceptions of job-related stress and tension and interference with other aspects of life (thus addressing Question 2). We now turn to a consideration of whether those seniors expecting to enter the armed forces are distinctive with respect to any of these views about current jobs (Question 3). In the next section, we consider whether there are differences linked with actual entry into military service in contrast with entrance into college or civilian jobs (Question 4).

Item 4 in Appendix 3Am shows that among male seniors in the classes of 1992-98, the higher their propensity to enlist, the more likely they were to be working long hours (more than 21 hours per week) in part-time jobs. Specifically, 41 percent of those who expected definitely to serve in the armed forces worked long hours, compared with 30 percent of those who expected definitely *not* to serve. A similar (albeit slightly weaker) pattern was evident for the classes of 1984-91—39 percent versus 32 percent—but no such relationship was evident for the classes of 1976-83. These findings thus indicate that in recent years young men headed toward military service were more likely than most of their classmates to be working long hours in part-time jobs while still in high school; however, this is a finding that calls for careful interpretation. It is also the case that most young men who do not expect to enter the military do expect to enter college, and college-bound high school seniors in general are relatively unlikely to be working long hours.

We were led, therefore, to ask an additional question: among the subset of young men who did not expect to complete college, was military propensity still positively correlated with long hours of work while in high school? The answer is negative, as can be seen in Appendix 3Cm (Item 4): when analyses were limited to those not expecting to complete college, the relationship between propensity and hours of work is reversed. Among non-college-bound men in the classes of 1992-98, it remains true that 41 percent of those in the highest propensity category worked long hours, but among those in the lowest two propensity categories (and presumably headed for civilian employment after high school) fully 45-47 percent were working long hours. Very similar patterns are evident for both of the earlier time periods. This sort of shift in relationship with the college-bound removed from the analysis appears again from time to time in this report. The present example is a useful early reminder

that one of the most fundamental distinctions between high and low military propensity individuals is a difference in *college* propensity.

The findings for military propensity among female high school seniors are more difficult to interpret than those for males, in part because the numbers of high propensity females are so few (thus yielding less reliable estimates than for males), but also because the propensity measure may be somewhat less useful for the women (given that senior year propensity predicts enlistment much less well for women than for men—see Bachman et al., 1998). With these cautions in mind, we note that an overall positive relationship between military propensity and long work hours, found for men in the classes of 1992-98 and shown in Appendix 3Am, appeared also for women in those classes as shown in Appendix 3Af. Women who expected to enter military service were more likely than their lowest propensity classmates to be working long hours (39 percent versus 27 percent). However, unlike the findings for men, when the analysis is limited to the relatively small proportion of women who were non-college bound (Appendix 3Cf), the relationship remains in the same direction although the overall proportions working long hours were higher (45 percent versus 35 percent). These patterns of relationship for women in recent years were not evident in earlier years.

Among young men and women in their senior year, those with high propensity to enter military service tended to be less satisfied with their jobs and more likely to report that their jobs caused them stress and tension and interfered with their social life (Appendix 3A); these patterns remained much the same when we limited analyses to the non-college bound (Appendix 3C).

**Differences linked to military service, college, or civilian employment.**

Appendix 4 presents selected items using the MTF panel data to provide “before” (senior year of high school) and “after” (one or two years later) ratings of “current job.” It must be kept in mind that all respondents in the “Military” category were reporting on an “after” job that was different from the one held in high school, whereas some in each of the other two categories were reporting on essentially the same job as the one held during their senior year. It should also be kept in mind that this section of our report, focused on current or recent work experience, includes only

those individuals who were employed both in their senior year of high school and at the time of the follow-up survey one or two years later and thus could provide both “before” and “after” data.

We can deal briefly with the responses of those in the “Civilian full-time college” category who also held part-time jobs. (Recall that those rare individuals who reported being full-time students and also full-time employees were placed in the “Other” category.) The data in Appendix 4 indicate that the overwhelming majority of full-time college students neither expected to continue in their current part-time jobs (item 20), nor considered their jobs good stepping-stones toward long-term desired employment (item 21), nor felt that their jobs made use of existing skills (item 9) or developed new ones (item 10). Many considered their jobs “...the kind of work people do just for the money (item 22).” On the other hand, relatively few college students reported that their part-time jobs caused them stress and tension or interfered with social or family life (items 14, 16, and 17). In sum, most full-time college students who held part-time jobs gave those jobs much the same sort of rating that they gave their jobs in high school: not intrinsically interesting or useful for the future, but a way of earning money without a lot of stress.

Those headed for full-time civilian jobs differed from those headed for full-time college while they were still seniors in high school, and many of those differences grew larger over the next year or two. Examples in Appendix 4 of initial (“before”) differences which grew larger (at the “after” or follow-up survey) include the following: those who became full-time civilian employees were more likely than the college bound to say that their jobs used existing skills, developed new skills, might be a stepping-stone toward preferred long-range work, and were not the kind of jobs people “do just for the money.” Also, among males in recent years (high school classes of 1986-95) but not in earlier ones, and among females in both periods, those who entered full-time civilian employment were increasingly likely to report that their job caused them stress and tension. (Although those who became full-time students did not show similar increases in the ratings of *employment* stress, we suspect that had there been a comparable question about stress in the *student* role, their primary area of personal commitment and responsibility, we might have found similar increases.)

Turning now to those who entered military service, we must limit our attention to the men, because the numbers of women for whom we have follow-up data (on single form questionnaire items) are simply too small to provide reliable estimates. Moreover, we concentrate on the more recent period (classes of 1986-95); most items in this section were asked starting with the class of 1982, with the consequence that only very small numbers of males in the military were available for analysis in the earlier time period. Appendix 4 shows that young men in military service were roughly equal to those in full-time civilian jobs in rating their chances to use and develop their skills in their jobs; however, for those in military service this represented a larger improvement over their work experiences as high school seniors. The military men were more likely than the civilians to rate their jobs high on making good use of special skills "...learned in technical, vocational, business, or professional studies" (item 11); however, since virtually all military personnel undergo specific training before being assigned to a specialty, this is not altogether surprising—indeed, the surprise may be that only one-third of the military men said their jobs used such training to at least a "considerable extent" (Appendix 4Am).

A number of other contrasts between men in military service and those in civilian jobs are important, if not surprising. Military men were more likely than civilian full-time employed men to rate their jobs as producing stress and tension, and as interfering with social and family life. On the more positive side, in terms of long-standing national policy, servicemen were far more likely than civilians (72 percent versus 45 percent, item 12, Appendix 4Am) to say that to a considerable or great extent their job lets them get to know people with very different social backgrounds than their own (whereas the "before" data in high school showed a slight difference in the opposite direction). Also, military men were least likely to describe their jobs as "the kind of work people do just for the money."

Overall, young men in military service were just about as high in overall job satisfaction as those in full-time civilian jobs (item 8). Interestingly, young men who held part-time jobs while attending college full-time showed equal levels of satisfaction, even though their jobs were a much less central part of their lives.

## **Topic B: Vocational Plans, Aspirations, and Expectations**

**High school seniors.** High school seniors are fairly optimistic about their job prospects. The great majority reported that they “never” or “seldom” worry about “...whether I will have any job at all in a few months,” and the proportion who do worry (“always” or “often”) has declined fairly steadily over the past two decades as shown in Figure 2-27 in Appendix 2 (see also the correlation values for item 27 in Appendix 1). There has been a corresponding (albeit uneven) rise in proportions of seniors who felt sure they could “...go out and get a new job (with decent pay) whenever I want one,” as shown in Figure 2-28 in Appendix 2 (see also item 28 in Appendix 1). Most seniors also felt sure they could keep working with their present employers as long as they want to and seldom or never worried about getting fired or laid off, although there are no clear trends over time in these measures (items 29-30 in Appendix 1). College-bound seniors are slightly more optimistic than average, so the increased rates of college attendance contributed to the upward trend in optimism about future employability; however, that contribution was relatively minor, as can be discerned from data on items 27-28 in Appendix 4. The likely explanation for most of the rise in seniors’ optimism is overall economic improvement and high rates of employment.

Consistent with the rising proportions of seniors planning on completing college, there has been a rise since 1976 in the proportions expecting to obtain high status jobs (item 31 in Appendix 1). This is particularly clear when we examine the proportions expecting to be a “professional with doctoral degree,” shown in Figure 2-31 (Appendix 2); such aspirations have risen modestly among males but have more than doubled among females (from about 13 percent to about 27 percent). Seniors have consistently been fairly optimistic that they will actually get their preferred type of work and that it will be a good choice and satisfying (items 32-34 in Appendix 1). Although rapidly shifting technologies and job markets may make it increasingly difficult to do so, majorities of seniors expressed a preference to stay in the same job for most of their adult lives; such preferences have risen somewhat among women (Figure 2-35 in Appendix 2).

A series of questions (items 36-46 in Appendix 1) asked seniors to estimate the extent (not at all, somewhat, a lot) to which certain factors might prevent them from getting the kind of work they would like to have. Very few seniors saw their religion, family background, or political views as likely to prevent attainment of their preferred work. Very few males expected their gender to be a problem, whereas substantial minorities of females did; interestingly, perceptions of gender discrimination have risen very slightly over the years among *both* males and females.

Race was not considered to be a problem in job attainment by most whites, whereas majorities of African Americans expected it to be at least somewhat of a problem. (African Americans were also slightly more likely than whites to expect problems associated with their background or political views.<sup>4</sup>) Perceptions that race could be a problem have risen modestly over the years among African Americans, and also (to a lesser extent) among whites.

The remainder of items in the series (items 41-46) were somewhat more likely to be seen as possible problems by seniors in general. These include (in roughly rising order of rising importance as possible problems): lack of vocational training, not wanting to conform, not knowing the right people, lack of ability, not wanting to work too hard, and education (or lack thereof). Most of these changed little over time, although there were modest rises in concerns about the last three on the list.

**Differences linked to military propensity.** The data for male seniors show a modest but distinct curvilinear relationship between military propensity and optimism about having a job, a pattern that is evident for both items (27-28) and across all three time intervals shown in Appendix 3Am. Those expecting that they “definitely will” and those expecting that they “definitely won’t” serve in the armed forces were most optimistic, whereas those saying they “probably will” serve were the least certain about job prospects. In spite of the small numbers of women in the high propensity categories (and the resulting unreliability of estimates), a roughly similar pattern

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<sup>4</sup>The observations concerning African American-white differences, as well as some other observations in this section, are based on additional data available in Bachman, et al. (forthcoming) and prior volumes in the series going back to Bachman, Johnston, and O’Malley (1980).

appears for female seniors in Appendix 3Af. These findings are not especially surprising when we consider that many high propensity seniors have already firmed up their plans for entry into the armed services, whereas many of the lowest propensity seniors have already made their plans for college; these are thus the two groups least likely to be worried about holding a job in the next few months or finding a new one.

There is, not surprisingly, a clear inverse relationship between military propensity and status of the occupation seniors expect to attain by age 30 (item 31); product-moment correlations range from  $-.20$  to  $-.24$  for males (Appendix 3Bm), and from  $-.06$  to  $-.12$  for females (Appendix 3Bf). (It is worth noting that the spread in aspired job status between propensity levels was just as large for the females as for the males. The lower correlations for women are attributable to the much lower variance in propensity among women.) Men and women expecting to enter military service consistently showed the highest levels of optimism in believing that they actually will get the sort of work they want by age 30. Here again, as we saw for items 27-28 concerning “short-term” optimism, the next highest levels of optimism were expressed by those expecting definitely *not* to serve in the armed forces. Some, but by no means all, of the highest military propensity individuals expected to be in military service at age 30.<sup>5</sup> By the time of the survey, many of these individuals had already made some enlistment arrangements, which no doubt contributed to their optimism about attaining their age 30 occupational goal of military service. The highest propensity seniors in 1992-98 were above average in their ratings of their age 30 target occupations as being a good choice for them (item 33) and likely to be satisfying (item 34); however, that was less true in earlier years, especially among females (see Appendix 3B). Women expecting definitely to enter military service were less likely than average to prefer to stay in the same job for most of their adult life. Among men there was some tendency in the same direction in earlier years (1976-83) but little in recent years.

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<sup>5</sup> From 1976-1998, 5.59% of male high school seniors reported that they expected to be in the military at age 30. Of those males, 68.6% were also in the highest propensity category. For female seniors, 1.32% reported expectations of work in the military at age 30, and 66.9% were also in the highest propensity category.

High propensity women were a bit more likely than other women to expect that gender discrimination might keep them from getting their preferred kind of work (item 37 in Appendix 3Bf). This perception (not to mention any underlying reality) may have contributed to the distinctly lower correlation between propensity and actual enlistment among women as compared to men (Bachman, Segal, Freedman-Doan, & O'Malley, 1998). Among high propensity women, and to a lesser extent among high propensity men, race was viewed as possibly interfering with obtaining their preferred work (item 38 in Appendix 3B). High propensity seniors were less likely than average to view "...not knowing the right people..." as a barrier to their getting the kind of work they would like to have (item 44 in Appendix 3B); this holds for both men and women at all three time periods.

**Differences linked to military service, college, or civilian employment.** One thing is certainly clear about young men and women in military service: very few reported worrying about whether they "...will have any job at all in a few months" (item 27 in Appendix 4B), nor did they worry about "...getting fired or laid off" (item 30). They were also more likely than average to feel that they could "...keep working steadily with my present employer..." as long as they wished (item 29), although in recent years that difference among males has grown smaller. On the other hand, those in military service in recent years were less likely than average to feel sure they could "...go out and get a new job (with decent pay)..." whenever they wished (item 28), but this finding might be attributable entirely to the fact that service personnel enlist for specified periods during which they are not so unfettered as civilians in deciding to go get a new job.

We saw earlier that high school seniors with high enlistment propensity were above average in their expectations that they would attain their preferred occupation at age 30 and that such work would be a good choice and satisfying (items 32-34); Appendix 4 shows that men who actually entered military service in recent years continued to be above average in those expectations, although the small numbers of women enlistees were only about average. But those in military service were somewhat less likely than average to prefer to stay in the same job for most of their adult life.

### **Topic C: Work Ethic and Orientation Toward Success**

**High school seniors.** “Being successful in my line of work” was rated as “extremely important” by fully two-thirds of female seniors and nearly as many male seniors in the 1990s, whereas in 1976 just over half of seniors (both male and female) rated success in work as extremely important (see Figure 2-47 in Appendix 2). This increased emphasis on success, however, seems not to be matched by increased dedication to work. To the contrary, although substantial majorities of seniors in the late 1990s still (a) viewed work as more than just way to make a living, (b) expected work to be a central part of their lives, and (c) felt they would opt to work even if they had enough money to live comfortably for life, the proportions holding each of these views have declined modestly over the past two decades (see Appendixes 1 and 2, items 48-49, 51).

A number of gender differences are worth noting, all of which suggest slightly higher commitment to work among young women, on average, than among young men. We noted above that the emphasis on success in work rose slightly more among women than men (Figure 2-47). There were also differences in proportions agreeing with the statement “To me, work is nothing more than making a living.” Among women the proportions agreeing or mostly agreeing held steady at about 20 percent throughout the late 1970s and all of the 1980s and then rose to about 28 percent in the late 1990s. Among men, however, the proportions started higher and rose more—from about 28 percent to about 40 percent (Figure 2-48). In response to the question “If you were to get enough money to live as comfortably as you’d like for the rest of your life, would you want to work?”, only about 20 percent of women thought they would choose not to work. Among men the proportion who thought they would decline work rose from about 21 percent in the late 1970s to about 31 percent in the late 1990s (Figure 2-51).

The findings for one other item indicating commitment to work provides a contrast to some of the findings in this section. Item 50 asked respondents whether they agreed that “I want to do my best in my job, even if this sometimes means working overtime.” Young men and women were about equally overwhelming in their agreement with that statement; throughout the past two decades more than half said

“agree” and most of the rest said “agree mostly,” with fewer than 5 percent indicating disagreement. Thus, although several of our survey findings suggest some decline in work commitment in recent years, it should be kept in mind that most high school seniors still show a desire to do their best in their jobs, a willingness to work overtime if needed, and a desire to make work a central part of their lives even if they already had enough money to live comfortably.

**Differences linked to military propensity.** When we focus on high school seniors with the highest propensity for military service (see Appendix 3B), we still see most of the time trends described in the preceding section. In addition, we can observe that high propensity men and women showed levels of job commitment at least equal to, and sometimes slightly higher than, the levels for all high school seniors. A good example is provided by the data for item 51 in Appendix 3B, indicating the proportions of seniors who said they would choose not to work if they already had enough money to live comfortably. Among all male seniors, the “no work” proportion across the three time intervals rose from 22 percent to 26 percent to 30 percent (see Appendix 3A), whereas among the highest propensity males the proportion was consistently lower but showed a parallel increase—from 19 percent to 23 percent to 26 percent. Among females, the total sample figures remained essentially unchanged at 19 percent, 19 percent, and 20 percent, whereas among the highest propensity females the figures were 15 percent, 11 percent, and 11 percent.

The highest propensity seniors (except for males in the first time interval) were more likely than average to rate being successful in their line of work (item 47) as being extremely important. (See Appendix 3B.) They also tended to be above average in agreeing that work would be a very central part of life (item 49) and agreeing that they would want to do their best in a job including working overtime as needed (item 50). On the other hand, the highest propensity seniors in the early time periods were also slightly more likely than average to agree that work is nothing more than making a living (item 48)—although the dominant view among high propensity groups at all times was to disagree with that notion.

**Differences linked to military service, college, or civilian employment.** The five items examined in this section showed little in the way of consistent change

between the senior year of high school and the follow-up survey one or two years later (see Appendix 4B). But it is worth noting that, compared with men in full-time civilian employment, men in military service were less likely to agree that work is nothing more than making a living (item 48), and more likely to expect work to be a central part of life (item 49); these differences were evident for both time periods, although most were too small to be statistically significant. Also worth noting, and consistent with findings in the preceding section concerning propensity, men who entered military service were less likely than men in general to say they would choose not to work if they had enough money to live comfortably (item 51)—13 percent versus 18 percent for the early period, 15 percent versus 21 percent for the late period. The data for women, although based on many fewer cases who entered military service, show a similar pattern.

#### **Topic D: Preferences Regarding Job Characteristics**

**High school seniors.** About two-thirds of male high school seniors over more than two decades rate “being able to find steady work” as extremely important in their lives, and nearly all the rest rate it quite important. As can be seen in Figure 2-52 (Appendix 2), the ratings over the years have changed relatively little among men, whereas among women the ratings of “extremely important” rose from about 60 percent in the late 1970s to nearly 80 percent in the 1990s. It appears that the decline in unemployment rates for young adults has not at all weakened the desire for job security. But it is also true that majorities of young men and women agree or mostly agree that they “...like the kind of work you can forget about after the work day is over,” and responses to that item have changed rather little over the past two decades.

A series of 23 questions asked high school seniors (and also young adults in follow-up surveys) to rate the importance of different characteristics that they might look for in a job (items 54-76). A few of these items showed potentially interesting changes over time, but most showed less than a five percent shift in percentages rating them very important. (Indeed, the product-moment correlations between mean importance ratings for classes of 1976-80 and those for classes of 1994-98 were .97 for males and .96 for females, clearly indicating that importance ratings shifted very little

across the two decades.) Nevertheless, whether there was change over time or not, we can learn a good deal about seniors' job preferences simply by examining the average ratings for various job characteristics, noting their relative importance, considering whether rankings and ratings for some items have changed at all from the late 1970s to the late 1990s, and noting whether males and females differ in their importance ratings. The necessary information is provided in Table 1.

Table 1 summarizes, for each of the 23 items in the job characteristics series and also for item 52 (importance of steady work), the percentages of seniors who gave that item the top rating of "very important" (or "extremely important" for item 52). The findings are presented separately for males and females, and the items are listed according to rank order of importance at the later (1994-98) time period. Also shown are changes in percentages from the earlier (1976-80) to the later time period.

The factor considered very important by the largest percentages of men and women at both time intervals was that a job be interesting to do. Among women the next highest percentage went to a job "where you do not have to pretend to be a type of person that you are not"; more than three-quarters of women rated this very important, compared with fewer than two-thirds of the men. Second most important among men, and third among women, was finding steady work. Another factor rated very important by two-thirds of the men and three-quarters of the women was a job that uses their skills and abilities. Job security, and good chances for advancement and promotion, also were rated very important by 60 percent or more men and women.

Factors considered important by the smallest percentages of men and women included two seemingly opposite characteristics. Very few considered it important to have a job "...where most problems are quite difficult and challenging." But very few also considered it important to have a job "...with an easy pace that lets you work slowly"—although there was a modest increase over time in importance of an easy pace.

A number of changes and gender differences are evident in Table 1 and worth mentioning. First we note several factors that increased in importance. Proportions of males rating as very important having more than two weeks of vacation rose from 24 percent to 34 percent; among females it began at a much lower 13 percent and rose to

22 percent (see Figure 2-65 in Appendix 2). Proportions rating a chance to participate in decision making as very important in a job rose from 30 percent to 35 percent among males, and more sharply from 26 percent to 37 percent among females. Having high status and prestige was not rated as very important by many, but it did rise somewhat among both males (from 25 percent to 31 percent) and females (from 22 percent to 28 percent). Actually, Figure 2-55 shows that a somewhat larger increase in the importance of status and prestige occurred during the late 1970s and throughout the 1980s, followed by a modest decline during the 1990s. Having a chance to earn a good deal of money was rated as very important by many more, rising among both males (from 58 percent to 63 percent) and females (from 46 percent to 52 percent). Here again, as can be seen in Figure 2-59, the increase occurred throughout the first decade and a half, with a slight decline thereafter. Having a job that most people look up to and respect was rated as very important by increasing numbers of males (from 34 percent to 42 percent) and females (from 38 percent to 47 percent); once again, as shown in Figure 2-73, the increase took place prior to the 1990s.

Several factors declined in importance. Most strikingly, having a job that provides a chance to make friends was rated as very important by decreasing proportions of women (from 61 percent to 47 percent) and, to a lesser extent, men (from 48 percent to 40 percent). Having a job "...where you can see the results of what you do" was rated as very important by decreasing proportions of men (from 57 percent to 49 percent) and women (from 63 percent to 53 percent). Similar declines were evident in importance ratings for a job "...where you can learn new things, learn new skills" among men (from 44 percent to 41 percent) and women (from 52 percent to 45 percent).

Some other factors did not change much but showed important gender differences. Having a job "...that gives you an opportunity to be directly helpful to others" was rated very important by about one-third of men (from 37 percent to 34 percent) but by many more women (from 61 percent to 57 percent). Similarly, having a job "...that is worthwhile to society" was rated very important by about one-third of men (38 percent to 34 percent) but by about half of women (50 percent to 49 percent). Having a job that permits contact with a lot of people was also rated as very important

by more women (41 percent to 38 percent) than men (26 percent to 27 percent). Being mostly free of supervision by others was rated very important in a job by about one-third of men (31 percent to 34 percent), but about one-quarter of women (22 percent to 26 percent). One of the most interesting gender differences is that more men (46 percent to 49 percent) than women (36 percent to 39 percent) rated it very important to have a job that leaves a lot of time for other things in life.

**Differences linked to military propensity.** As can be seen in Appendix 3, many of the importance ratings showed no clear or consistent differences linked to military propensity. Along some dimensions the job preferences of high propensity seniors differed on average from those of their classmates; however, most of those differences were quite modest. We note below those differences which appeared with some consistency, at least among males, although not all reached statistical significance at all time periods.

Having steady work (item 52) and a reasonably predictable, secure future (item 70) were rated very important by most seniors, but among high propensity seniors the importance ratings were even a bit higher. High propensity seniors were clearly above average in the importance they assigned to a having job where the skills they learn will not go out of date (item 61), a job that will let them learn new skills (item 71), and a job that will give them good chances for advancement and promotion (item 57).

High propensity seniors were also more likely than average to assign great importance to having a job that most people look up to and respect (item 73) and a job that has high status and prestige (item 55). High propensity males were just about the same as all other male seniors in the importance they attached to a job that provides a chance to earn a good deal of money (item 59); high propensity females were very similar to high propensity males along this dimension, whereas females in general were lower than males. (When analyses were limited to those female seniors not expecting to complete a four-year college program, high propensity women showed greater than average interest in earnings in early years, but not for the classes of 1992-98, as shown in Appendix 3Cf, item 59).

Two dimensions of particular relevance to military service were less likely than average to be rated very important by high propensity seniors. Military service may

require fairly frequent transfers or even combat duty, so it seems plausible that those expecting to serve would not give quite as high importance ratings to “...having a job which allows you to establish roots in a community and not have to move from place to place” (see item 68 in Appendix 3B); that was indeed the case among men to some extent, and among women to a greater extent. Military service also requires obedience to orders; thus, it is not surprising that high propensity men were somewhat less likely than other young men to desire “...a job which leaves you mostly free of supervision by others” (see item 69 in Appendix 3B). Young women in general gave lower importance ratings to this dimension; thus, although there were no clear or consistent differences among women linked to propensity, the high propensity women were no more likely than the high propensity men to want to avoid supervision.

Very few seniors placed high importance on “...having a job with an easy pace that lets you work slowly,” but slightly more of the high propensity males and females at all three times did so (item 75). This is not very consistent with the image of military service as fast-paced and challenging. The data in the next section suggest that a disproportionate number of high propensity individuals who preferred a slow pace must have been weeded out somewhere along the way, because among those who actually *entered* military service such preferences were quite rare.

#### **Differences linked to military service, college, or civilian employment.**

Some of the differences linked to propensity, noted in the preceding section, reappeared in our examination of those who actually entered military service, whereas others did not. Among the latter, perhaps the most interesting involved preferences for a job with an easy pace that allows one to work slowly. As can be seen in Appendixes 4Am and 4Bm, young men who were serving in the armed forces at the time of the first follow-up were least likely to have preferred an easy job during their senior year of high. Moreover, their preferences for such a job declined somewhat in the year or two after graduation, as was equally true for other young men (see especially Appendix 4Bm). A similar decline occurred for women in general (see Appendix 4Bf); however, we cannot report with confidence about women in the follow-up samples who actually were serving because their numbers were too small. (Fewer than twenty

at either time period were included in the subsamples that responded to these questions).

Along another dimension, the importance of having a job free from supervision (item 69), we saw earlier that high propensity men were somewhat less likely than average to value such freedom. The same is true for those who actually entered the military in recent years (see Appendix 4Bm); they scored a bit lower than average as seniors and also at the follow-up. A more general observation about seniors from the classes of 1986-95, true for males and to a lesser extent also for females in general, is that the desire to avoid supervision declined somewhat during the first year or two after high school.

Among young men from the high school classes of 1986-95, those who entered military service placed slightly higher emphasis on a reasonably predictable, secure future than did those who entered college. These differences were evident in the senior year of high school (consistent with the propensity data reported in the previous section), and grew slightly stronger because importance of job security declined slightly among young men in college (although it did not decline for young women in college—see item 70 in Appendix 4B).

We noted earlier that high propensity male seniors were more likely than average to prefer “...a job where the skills you learn will not go out of date” (item 61). However, when we focus on actual male enlistees in recent years (see Appendix 4Bm), it is clear that their preferences while seniors in high school were equal to the overall average, and there was no change after entry into the military. This is perhaps more reasonable, given that the sets of skills required in military are increasingly subject to change, and many are not readily transferable to civilian employment. High propensity males also showed above average interest in learning new skills (item 71, Appendix 3Bm) and in chances for advancement and promotion (item 57, Appendix 3Bm). These differences in senior-year attitudes linked to propensity were also evident among young men who enlisted in recent years (see Appendix 4Bm), and they showed little change after entry (although some of the differences fell short of statistical significance).

Young men with high military propensity were more likely than average to value a job that most people look up to and respect (item 73, Appendix 3Bm) and a job with high status and prestige (item 55, Appendix 3Bm). Similar patterns in senior year views were evident among men who actually entered the armed forces in recent years. However, emphases on status declined sharply among those in the military and to a lesser extent among other young men, such that there were no important differences at the time of follow-up (see Appendixes 4Am and 4Bm). As for the importance of having a chance to earn a good deal of money (item 59), young men who entered military service were not much different from average either before or after enlistment, consistent with the findings for propensity. However, it is of interest that the importance assigned to this aspect of a job declined somewhat among both males and females at both time periods.

We noted in the preceding section that high propensity high school seniors were less likely than average to place high importance on establishing roots in a community and not having to move from place to place (item 68). The same was true among young men who actually entered military service; when they were in high school they were less likely to care about “roots.” But among those from the classes of 1986-95, the importance of roots increased a bit after entry into military service, whereas it declined a bit for other men, so that the senior year differences essentially disappeared (see Appendix 4Am and especially Appendix 4Bm). (No such shifts were evident for the women in any group—see Appendixes 4Af and 4Bf.)

Finally, we return to the question about the importance of having a job that provides more than two weeks of vacation (item 65). We reported in a previous section that this was somewhat more important to male than female seniors, but that importance had increased over the years for both. We did not note any differences linked to propensity, because none of any consequence were evident. Similarly, as can be seen in Appendix 4, there were no large differences *as high school seniors* between those who soon thereafter actually entered military service and those who entered college or civilian jobs. After they moved into these different environments, however, some changes occurred. The importance of long vacations dropped somewhat among civilian men and women, but among men in military service the importance of this

dimension changed rather little, and among the small numbers of women from the later classes (1986-95) importance actually grew. Thus discrepancies emerged (statistically significant among men at both time intervals) which may be attributable to some aspect of military service. Perhaps one of the effects of serving is that vacation becomes more valuable than was anticipated in high school. It could also be that because vacations longer than two weeks are one of the perquisites of military service, those serving come to value that as part of their benefits package.

### **Topic E: Desirability of Different Working Arrangements and Settings**

**High school seniors.** A questionnaire segment included in senior year and young adult surveys asked respondents: “Apart from the particular kind of work you want to do, how would you rate each of the following settings as a place to work?” The nine work settings (items 77-85) are shown in Table 2, along with male and female seniors’ ratings of their desirability. There has been a great deal of stability in the desirability ratings over time, reflected in product-moment correlations of .97 for males and .95 for females. Still, there have been several changes, and there are also some interesting differences between males and females in their preferences.

Being self-employed tops the list of desirable work settings for male high school seniors, although the percentages rating it as desirable or acceptable declined slightly from 81 percent (in 1976-80) to 78 percent (in 1994-98). Among young women this option ranked third overall but rose slightly in acceptability from 64 percent to 70 percent. Working in a large corporation rose appreciably during the late 1970s and early 1980s for both men and women, as can be seen in Figure 2-77. Working in a small business ranked third among men and first among women in recent years, although the percentages were very similar (72 percent and 75 percent, respectively). Working with a small group of partners rose to fourth place among women (from 59 percent to 68 percent), whereas among men it was also in fourth place with no significant change (from 63 percent to 65 percent).

Working for a school or university increased in attractiveness among both men and women, a change that occurred in the 1990s (Figure 2-81 in Appendix 2). Working for a government agency ranked higher than a school or university among

men, and it rose in attractiveness prior to the mid-1980s (Figure 2-79 in Appendix 2). Among women it ranked consistently lower, with about half rating it as acceptable or desirable. Among women a social service organization ranked above a government agency as a place to work, although it declined slightly in proportions rating it acceptable or desirable (from 65 percent to 60 percent). Among men a social service organization ranked consistently lower, with just over one-quarter rating it acceptable or desirable. A police department or agency ranked near the bottom for both genders; it was acceptable or desirable to 41 percent of men in 1994-98 and 40 percent of women.

Military service clearly ranked last among women; as shown in Figure 2-80, the proportions rating it acceptable or desirable dropped from about 30 percent in 1976 to under 20 percent in 1980, and remained at close to 20 percent thereafter. Among men the pattern was somewhat less regular across time, with proportions varying within a few points of 30 percent—although a fairly regular decline is discernable from 1991 through 1998.

**Differences linked to military propensity.** One of the largest relationships to appear in this report is also one of the most obvious: the higher a senior's military propensity, the more likely he or she was to rate military service as a desirable work setting. The relationships at all three time periods are linear (i.e., values for  $r$  and  $\eta$  are virtually identical, see item 80 in Appendix 3B), and the product-moment  $r$  values range from .71 to .75 for males and from .55 to .60 for females. Correlations with propensity are usually lower for women simply because there was less variation in propensity among women (i.e., very few women said they “definitely” would serve); however, the desirability ratings for males and females at each level of propensity were actually very similar, as can be seen in Appendixes 3A and 3B.

The attractiveness of several other work settings showed positive or negative relationships with military propensity, as indicated by the product-moment correlations in Appendix 3B. High propensity individuals were more likely to give “acceptable” or “desirable” ratings to police work (item 82,  $r = .27$  for males,  $.16$  for females) and to working in a government agency (item 79,  $r = .25$  for males,  $.14$  for females). On the other hand, high propensity individuals were a bit less likely than

their classmates to be attracted to being self-employed (item 85), working with a small group of partners (item 84), or working in a small business (item 78). These patterns are interesting, if not especially surprising. The armed forces *are* government agencies, after all, and military service bears many similarities to police service. But military service is just about as far removed as one can be from self-employment or work with a small group of partners or in a small business.

**Differences linked to military service, college, or civilian employment.**

Views about military service as a workplace were related very strongly not only to senior year propensity, as shown in the preceding section, but also to actual enlistment, as can be seen in Appendix 4. Appendix 4Am (item 80) shows that among males from the high school classes of 1986-95, three-quarters of those who entered the military (and were serving at the time of the first follow-up survey) had rated the military workplace as acceptable or desirable when they were seniors in high school, and the proportion was identical at the time of first follow-up. Only about one in four of the other young men felt that way either as seniors or at the follow-up, and there was rather little difference between civilians in college and those in full-time jobs. The findings for women also showed little in the way of change over time, and the very small numbers of women who entered military service showed significantly higher scores on this dimension than their classmates. It is, of course, not surprising that those who would soon enter military service were, as high school seniors, more attracted to the military as a workplace. But it is perhaps noteworthy that the ratings after they had acquired some on-the-job experience in the armed forces showed no evidence of disillusionment; their enthusiasm for the military workplace remained equally strong, on average.

That said, it is of interest to note that among young men in military service the attractiveness of working in a small business increased somewhat after enlistment (item 78), and the attractiveness of a school or university workplace increased markedly (item 81). It should be noted that among men and women in general, and at both time intervals shown in Appendix 4, there was twice as much of an increase in enthusiasm for school or university workplaces as for any other of the workplaces listed; nevertheless, the increases for military personnel were the largest.

Other differences between civilians and those in military service were consistent with those noted for propensity; those who actually entered military service showed above average enthusiasm for working in a government agency or in a police department. These differences, like those with respect to the military workplace, were all clearly evident in the senior year data and showed relatively little change at the time of follow-up. In other words, the differences appear to reflect selection rather than socialization.

### **Topic F: Importance Placed on Various Work-Related Life Goals**

**High school seniors.** High school seniors and young adults were asked, in one of the questionnaire forms, “How important is each of the following to you in your life?” A long list of things followed that question, a few of which have appeared earlier in this report under other headings. We focus here on five life goals (listed in Table 3) which were not covered earlier; three of them seem relevant to occupational plans in a very broad way, and two may be relevant to military service in particular.

By far the most important of the five items shown in Table 3, rated extremely important by about half of the young men and roughly two-thirds of the young women, is “finding purpose and meaning in my life” (item 90). As the table shows, this dimension declined slightly in importance among men during the past two decades, and slightly more among women. A distant second on the list for men, and third for women, is “having lots of money” (item 86). As can be seen in Figure 2-86, having lots of money increased in importance during the late 1970s and most of the 1980s, a pattern very similar to that shown earlier in Figure 2-59 (importance of a job that provides “...a chance to earn a good deal of money”). Also consistent with the earlier finding, having lots of money was consistently more important for men than for women, although the ratings by women during the late 1980s had risen to levels roughly equal to those for men during the late 1970s. “Making a contribution to society” (item 87) was extremely important to about one in five seniors throughout the study; it rose in importance to a moderate degree among women (from 18 percent rating it extremely important in 1976-80 to 24 percent in 1994-98) and to a slight degree among men (from 18 percent to 21 percent).

The remaining two items are potentially relevant to a decision to enter military service, given the requirements for recruits to move around the nation and potentially around the world. “Getting away from this area of the country” (item 89) increased slightly in importance for both men and women (from 12 percent to 14 percent), a change that might seem favorable from a military recruiting perspective. On the other hand, there were larger increases (presumably involving different respondents) in the proportions of seniors rating it extremely important to live “...close to parents and relatives” (item 88)—an increase from 8 percent to 13 percent among men and from 10 to 16 percent among women.

**Differences linked to military propensity.** Appendix 3 shows that the life goals of finding purpose and meaning in life, having lots of money, and making a contribution to society do not show correlations with military propensity that are very strong or consistent across time. Somewhat consistent with our expectations, the importance of living close to parents and relatives was slightly lower than average among high propensity women at all three time periods and among men at all but the most recent time period. More clearly consistent with expectations, high propensity men and women at all three time periods were more likely than average to give high importance to “getting away from this area of the country.” For example, among those in the classes of 1992-98, 14 percent of all men rated getting away as extremely important, but 23 percent of high propensity men did so; among women the discrepancy was larger, with 13 percent for the total, but 28 percent of high propensity women rating it extremely important to get away. Presumably this relates to recruiting slogans about joining the military and seeing the world, but it is worth keeping in mind that three-quarters of the high propensity individuals did *not* rate it extremely important to get away.

**Differences linked to military service, college, or civilian employment.** We noted several consistencies between the findings for the importance of having lots of money (item 86) and the findings for a job offering the chance to earn a good deal of money (item 59), and another consistency appeared in the follow-up data (Appendix 4). Having lots of money declined in importance for both men and women within a year or two after graduating from high school. This seems not attributable to leaving

the life of the student and entering the civilian work force, because it occurred to an essentially equal degree among all four groups of men and of women (except for women in the earlier time period). It is perhaps worth noting here that these two fairly similar questions appeared on different questionnaire forms; they are thus replications with essentially independent samples.

Another dimension which showed broad overall change was a decline in the importance of “getting away from this area of the country.” Of course, some respondents moved between the senior year survey and the follow-up survey, and that alone could be responsible for the change.

The one dimension in this section which showed change apparently linked to military service is the one (item 88) concerning the importance of living close to parents and relatives. We noted in the preceding section that this dimension was slightly lower than average among high propensity high school seniors, and the data in Appendix 4 shows that young men who actually entered the military had been lower on this dimension when they were seniors. However, once they were in the armed services the importance of this dimension increased significantly, such that those in military service were no longer below average for all young men. (This pattern did not, however, appear consistently among the small numbers of military women in these samples.)

### **Topic G: Ratings of the Military as an Organization and Workplace**

**High school seniors.** This section examines high school seniors’ perceptions of the military services as a place to work. The questions (items 91-98) were not included in the follow-up surveys, so it is not possible to see how views changed after high school. Respondents were asked to what extent a number of characteristics were true for those working in the military services, and they replied on a five-point scale: to a very little extent, to a little extent, to some extent, to a great extent, to a very great extent. In Appendixes 2, 3A, and 3C, we report percentages who responded that the characterization was true of military service to a great or very great extent (i.e., the top two categories combined).

The first four items (91-95) focus on positive aspects of the military work role. They have shown relatively little in the way of consistent change across the past two decades, but there are very consistent gender differences—female high school seniors have been somewhat more positive than males, on average, in their ratings of these aspects of military service. Figure 2-93 (in Appendix 2) shows that about 60 percent of female high school seniors over the years viewed military service as “providing a chance to advance to a more responsible position” to a great or very great extent, as did about 50 percent of the male seniors. Roughly similar proportions viewed military service as “providing a chance for more education”; however, Figure 2-92 shows that there was a slight decline over the years, more so among females than males. Just under half of the women, and about 40 percent of the men, perceived military service as providing a chance for personally fulfilling work to a great or very great extent (Figure 2-94). About 40 percent of women, with some variation over the years but little overall change, viewed military service as providing a chance to get ahead to a great or very great extent; among men the percentages rose slightly, from 30 percent or lower in the late 1970s to about 35 percent from the mid-1980s onward. Taking into account that these percentages reflect a choice of a “great” or “very great” extent, rather than “some” or less, we think these four items show that military service has been viewed in consistently positive terms when it comes to chances for advancement (including education), responsibility, and personal fulfillment.

Military service fared less well in the perceptions of high school seniors as “a place to get their ideas heard” (see Figure 2-95) or a place where a person “...can get things changed and set right if...being treated unjustly by a superior” (see Figure 2-96). Moreover, Figure 2-97 shows a distinct rise in proportions of seniors believing that the armed services discriminate against women to a great or very great extent (from about 20 percent of women in the 1970s to more than 40 percent in 1997-98, with males’ perceptions only slightly lower). Although perceptions of race discrimination were lower than perceptions of gender discrimination, Figure 2-98 shows that the proportions perceiving great or very great discrimination against African Americans held steady at about 10 percent during the late 1970s and throughout the 1980s but

then rose to about 20 percent among females and about 15 percent among males from 1993 onward.

**Differences linked to military propensity.** It comes as no surprise that high propensity seniors saw the military work role in a more favorable light than other seniors, as we explore in some detail below. But it does not appear that high propensity seniors simply view military service through rose-colored glasses; even among the highest propensity individuals the perceptions of discrimination against women and against African Americans rose in recent years (see Appendix 3B).

Perceived chances for advancement, education, responsibility, and personal fulfillment (items 91-94) were all positively correlated with propensity, and the relationships were consistently strong and linear (as can be seen most clearly in Appendix 3B). It can also be seen that for all four items at all three time periods, the ratings for women at each level of propensity were generally more positive than those for males. Consider, for example, the percentages of seniors in the classes of 1992-98 who perceived that to a great or very great extent working in the military services gives people a chance to get ahead (using the percentagized data in Appendix 3A for item 91). Among the lowest propensity seniors only 25 percent of men and 36 percent of women took this strongly positive view, but among the highest propensity seniors the figures were 83 percent of men and 92 percent of women.

Women were also a bit more positive than men in rating the chances for people working in the military to get their ideas heard. Among lowest propensity seniors in 1992-98, only 18 percent of the men and 26 percent of the women felt this was true to a great or very great extent, whereas among the highest propensity seniors, 56 percent of the men and 65 percent of the women did so (item 95 in Appendix 3A). The gender difference disappeared or slightly reversed, however, when seniors assessed the extent to which someone in the military can get things changed and set right if treated unjustly by a superior. In the classes of 1992-98, only 14 percent of low propensity men and women indicated a great or very great extent, and among highest propensity seniors, 41 percent of men and 36 percent of women did so (item 96 in Appendix 3A).

As noted above, perceptions of discrimination in the armed services against women and against African Americans rose in recent years, even among those highest

in propensity to enter the military (items 97-98). Still, in the classes of 1992-98 there was a slight tendency for highest propensity seniors to perceive less discrimination than other seniors did.

#### **Topic H. Self-Esteem—Work-Related and Global**

**High school seniors.** Throughout the period studied high school seniors reported a high degree of confidence in their ability “...as a worker on a job.” Most marked “very good” (Appendix 2-99), nearly all the rest chose “good,” a handful (3-5 percent) indicated “fairly good,” and only about 1 percent marked “not so good” or “poor.” The coefficients in Appendix 1 (item 99) indicate no trend up or down among males over time but a slight increase among females during the first decade of the study (as can be discerned from Appendix 3Bf).

We thought that in addition to examining work-related self-esteem, it might be useful to examine a global index of self-esteem included in the Monitoring the Future data. This is an eight-item balanced scale, using an agree-disagree response scale, with four items worded so that agreement indicates high self-esteem and four items worded so that disagreement indicates high self-esteem (with all then coded so that high scores indicate high self-esteem). Earlier research (Bachman & O’Malley, 1984a, 1984b) showed that different response styles can produce potentially spurious differences in self-esteem scores, because some individuals are more likely to qualify their agreement and disagreement (e.g., choose “*mostly* agree”), whereas others are more willing to use the extreme ends of response scales. One way of dealing with this problem is to use a restricted scoring, collapsing the distinctions between “agree” and “agree mostly,” and between “disagree” and “disagree mostly.” We report findings in both forms here.

Global self-esteem scores were consistently high among high school seniors and showed little change over time (see Appendix 1). Mean scores on the full five-point (1-5) scaling were just over 4, indicating that on average high school seniors agreed “mostly” with the four positively worded items and disagreed “mostly” with the four negatively worded ones. Mean scores on the collapsed scoring (1-3 scale)

were 2.68 for males and 2.65 for females—only one-sixth of the scale range below the highest possible score.

**Differences linked to military propensity.** As can be seen in Appendix 3B, the highest propensity men and women were very slightly (and non-significantly) above the overall average at each time period in their expectations that they would be very good as workers on a job. Appendix 3B also shows that on either scaling of the global self-esteem measure, the highest propensity men were not at all different from their classmates as a whole. On the other hand, the highest propensity women were slightly (and non-significantly) below the overall average for women.

When the global self-esteem analyses were restricted to those not expecting to complete a four-year college program (see Appendix 3C), then the highest propensity men were slightly above average (consistently, but not significantly). Men who indicated they “probably” would enter military service were significantly lower in global self-esteem than those who were “definite” about planning to serve. Among the non-college-bound women, self-esteem differences were neither consistent nor statistically significant.

**Differences linked to military service, college, or civilian employment.** Do young people leaving high school and entering military service experience a rise in global self-esteem? The good news, according to the data in Appendix 4B, is that they do. The rest of the news is that others leaving high school and entering college or civilian employment show roughly equal increases, such that in general the different subgroups differed from the overall averages neither at follow-up nor in their scores while high school seniors. Self-concepts about being a good worker on a job, already very high among high school seniors, showed small average increases by the time of follow-up one or two years later; however, those who entered military service did not differ consistently or significantly from the average.

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**Table 1**  
**Preferences regarding job characteristics: Comparison of rank orders**

Item #	Rank	% Very Important	Males 1976-1980	Males 1994-1998	Males Change
		How important is having a job. . .			
56	1	which is interesting to do? . . . . .	86.1%	82.1%	-3.95% *
52	2	How important is being able to find steady work? <sup>a</sup> . . . . .	67.0%	70.5%	3.47% *
63	3	which uses your skills and abilities--lets you do the things you can do best? . . . . .	68.0%	66.3%	-1.67%
57	4	where the chances for advancement and promotion are good? . . . . .	64.4%	64.9%	0.44%
72	5	where you do not have to pretend to be a type of person that you are not? . . . . .	64.0%	64.2%	0.15%
59	6	which provides you with a chance to earn a good deal of money? . . . . .	58.1%	62.7%	4.60% *
70	7	that offers a reasonably predictable, secure future?. . . . .	63.9%	61.2%	-2.65% *
61	8	having a job where the skills you learn will not go out of date? . . . . .	55.5%	50.7%	-4.82% *
67	9	which leaves a lot of time for other things in your life? . . . . .	45.8%	48.8%	3.00% *
54	10	where you can see the results of what you do? . . . . .	56.6%	48.6%	-8.00% *
73	11	that most people look up to and respect? . . . . .	34.3%	41.5%	7.19% *
71	12	where you can learn new things, learn new skills? . . . . .	44.1%	41.3%	-2.76% *
60	13	where you have the chance to be creative?. . . . .	34.6%	40.1%	5.57% *
62	14	that gives you a chance to make friends? . . . . .	48.2%	39.8%	-8.47% *
68	15	which allows you to establish roots in a community and not have to move from place to place? . .	40.9%	38.7%	-2.24%
66	16	where you get a chance to participate in decision making? . . . . .	30.3%	35.4%	5.15% *
65	17	where you have more than two weeks' vacation? . . . . .	23.7%	34.4%	10.71% *
64	18	that is worthwhile to society?. . . . .	37.8%	34.1%	-3.70% *
69	19	which leaves you mostly free of supervision by others? . . . . .	31.3%	33.8%	2.55% *
58	20	that gives you an opportunity to be directly helpful to others?. . . . .	37.0%	33.7%	-3.27% *
55	21	that has high status and prestige? . . . . .	24.7%	30.5%	5.85% *
74	22	that permits contact with a lot of people? . . . . .	26.3%	26.9%	0.61%
75	23	with an easy pace that lets you work slowly? . . . . .	11.5%	16.5%	4.96% *
76	24	where most problems are quite difficult and challenging? . . . . .	14.8%	13.8%	-0.95%

\* Rankings were assigned based on respondent ratings from the class years 1994 to 1998. Significance tests were calculated using *t* tests with pooled variance estimates based on percentages and adjusted for design effects, *p* < .05.

<sup>a</sup> % extremely important

**Table 1, cont.**  
**Preferences regarding job characteristics: Comparison of rank orders**

<b>Item #</b>	<b>Rank</b>	<b>% Very Important</b>	<b>Females 1976-1980</b>	<b>Females 1994-1998</b>	<b>Females Change</b>
		How important is having a job. . .			
56	1	which is interesting to do? . . . . .	91.2%	86.9%	-4.25% *
72	2	where you do not have to pretend to be a type of person that you are not? . . . . .	81.9%	77.4%	-4.48% *
52	3	How important is being able to find steady work? <sup>a</sup> . . . . .	61.3%	76.4%	15.12% *
63	4	which uses your skills and abilities--lets you do the things you can do best? . . . . .	75.4%	74.1%	-1.37%
70	5	that offers a reasonably predictable, secure future? . . . . .	62.7%	66.6%	3.88% *
57	6	where the chances for advancement and promotion are good? . . . . .	60.3%	61.6%	1.27%
58	7	that gives you an opportunity to be directly helpful to others? . . . . .	60.9%	56.9%	-4.05% *
61	8	where the skills you learn will not go out of date? . . . . .	52.6%	53.5%	0.95%
54	9	where you can see the results of what you do? . . . . .	62.7%	53.2%	-9.52% *
59	10	which provides you with a chance to earn a good deal of money? . . . . .	45.9%	51.8%	5.81% *
64	11	that is worthwhile to society? . . . . .	50.2%	48.6%	-1.60%
62	12	that gives you a chance to make friends? . . . . .	60.9%	46.8%	-14.05% *
73	13	that most people look up to and respect? . . . . .	38.0%	46.6%	8.56% *
71	14	where you can learn new things, learn new skills? . . . . .	51.9%	44.9%	-6.98% *
68	15	which allows you to establish roots in a community and not have to move from place to place? . .	39.2%	41.2%	2.06%
60	16	where you have the chance to be creative? . . . . .	39.9%	40.1%	0.19%
67	17	which leaves a lot of time for other things in your life? . . . . .	35.6%	39.2%	3.55% *
74	18	that permits contact with a lot of people? . . . . .	41.3%	38.3%	-3.06% *
66	19	where you get a chance to participate in decision making? . . . . .	26.4%	37.2%	10.77% *
55	20	that has high status and prestige? . . . . .	22.4%	28.0%	5.56% *
69	21	which leaves you mostly free of supervision by others? . . . . .	22.3%	26.3%	4.01% *
65	22	where you have more than two weeks' vacation? . . . . .	12.6%	21.8%	9.18% *
75	23	with an easy pace that lets you work slowly? . . . . .	8.5%	12.6%	4.08% *
76	24	where most problems are quite difficult and challenging? . . . . .	11.4%	11.4%	0.01%

\* Rankings were assigned based on respondent ratings from the class years 1994 to 1998. Significance tests were calculated using *t* tests with pooled variance estimates based on percentages and adjusted for design effects, *p* < .05.

<sup>a</sup> % extremely important

**Table 2**  
**Desirability of different working arrangements and settings: Comparison of rank orders**

<b>Item #</b>	<b>Rank</b>	<b>% Desirable and Acceptable combined</b>	<b>Males 1976-1980</b>	<b>Males 1994-1998</b>	<b>Males Change</b>
		Apart from the particular kind of work you want to do . . .			
85	1	how would you rate working on your own (self-employed) as a setting to work	80.8%	77.7%	-3.17% *
77	2	how would you rate a large corporation as a place to work? . . . . .	64.6%	74.2%	9.54% *
78	3	how would you rate a small business as a place to work? . . . . .	69.8%	72.3%	2.56% *
84	4	how would you rate a small group of partners as a setting to work in? . . . . .	63.2%	64.8%	1.66%
79	5	how would you rate a government agency as a place to work? . . . . .	46.1%	52.9%	6.85% *
81	6	how would you rate a school or university as a place to work? . . . . .	34.7%	45.5%	10.78% *
82	7	how would you rate a police department or police agency as a place to work?	35.8%	41.0%	5.22% *
83	8	how would you rate a social service agency as a place to work? . . . . .	28.4%	28.6%	0.13%
80	9	how would you rate the military service as a place to work? . . . . .	27.8%	28.1%	0.23%

<b>Item #</b>	<b>Rank</b>	<b>% Desirable and Acceptable combined</b>	<b>Females 1976-1980</b>	<b>Females 1994-1998</b>	<b>Females Change</b>
		Apart from the particular kind of work you want to do . . .			
78	1	how would you rate a small business as a place to work? . . . . .	73.7%	74.6%	0.88%
77	2	how would you rate a large corporation as a place to work? . . . . .	62.0%	74.3%	12.31% *
85	3	how would you rate working on your own (self-employed) as a setting to wor	64.4%	69.8%	5.40% *
84	4	how would you rate a small group of partners as a setting to work in? . . . . .	58.7%	67.5%	8.75% *
81	5	how would you rate a school or university as a place to work? . . . . .	51.7%	60.9%	9.21% *
83	6	how would you rate a social service agency as a place to work? . . . . .	64.7%	59.9%	-4.72% *
79	7	how would you rate a government agency as a place to work? . . . . .	49.7%	49.4%	-0.36%
82	8	how would you rate a police department or police agency as a place to work?	41.3%	39.6%	-1.66%
80	9	how would you rate the military service as a place to work? . . . . .	23.2%	21.9%	-1.27%

\* Rankings were assigned based on respondent ratings from the class years 1994 to 1998. Significance tests were calculated using *t* tests with pooled variance estimates based on percentages and adjusted for design effects,  $p < .05$ .



**Table 3**  
**Importance placed on various life goals: Comparison of rank orders**

<b>Item #</b>	<b>Rank</b>	<b>How important is each of the following to you in your life? % Extremely Important</b>	<b>Males 1976-1980</b>	<b>Males 1994-1998</b>	<b>Males Change</b>
90	1	Finding purpose and meaning in my life	54.9%	51.9%	-3.00% *
86	2	Having lots of money	23.3%	33.4%	10.04% *
87	3	Making a contribution to society	18.0%	21.3%	3.24% *
89	4	Getting away from this area of the country	11.7%	14.4%	2.65% *
88	5	Living close to parents and relatives	8.2%	13.0%	4.84% *

<b>Item #</b>	<b>Rank</b>	<b>How important is each of the following to you in your life? % Extremely Important</b>	<b>Females 1976-1980</b>	<b>Females 1994-1998</b>	<b>Females Change</b>
90	1	Finding purpose and meaning in my life	72.2%	64.8%	-7.40% *
87	2	Making a contribution to society	17.6%	23.7%	6.09% *
86	3	Having lots of money	12.7%	20.2%	7.46% *
88	4	Living close to parents and relatives	9.5%	16.1%	6.62% *
89	5	Getting away from this area of the country	11.9%	14.0%	2.15% *

\* Rankings were assigned based on respondent ratings from the class years 1994 to 1998. Significance tests were calculated using *t* tests with pooled variance estimates based on percentages and adjusted for design effects,  $p < .05$ .



**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
<b>Propensity</b>														
1	How likely is it that you will do each of the following things after high school? Serve in the armed forces. <sup>a</sup> Definitely won't=1--Definitely will=4	-0.086	0.121	1.81	-0.054	0.066	1.30	*						
2	How likely is it that you will do each of the following things after high school? Graduate from college (4-yr program). <sup>a</sup> Definitely won't=1--Definitely will=4	0.176	0.180	2.83	0.260	0.263	2.90	*	*					
<b>Present or recent work experience</b>														
3	Which best describes your recent employment experience? <sup>b</sup> (I have a paid job right now= 1--Never had a paid job= 4)	0.066	0.096	1.72	0.013	0.063	1.76	*		*				
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? <sup>a</sup> (None = 1, 6–10 hrs = 3, 11–15 hrs = 4, 21–25 hrs = 6, More than 30 hrs = 8)	-0.055	0.078	4.27	0.022	0.057	3.93	*	*	*	*			
5	On the average, how many hours per week do (did) you work on this particular job? <sup>b</sup> (5 or less hours= 1--36 or more hours= 8)	0.004	0.058	4.52	-0.004	0.053	4.05			*				
6	About how old is (was) your supervisor? <sup>b</sup> (Age 20 or younger= 1--31 or older= 4)	0.019	0.037	3.40	0.035	0.048	3.40			*				
7	How many of the other workers are within 2 or 3 years of your own age? <sup>b</sup> (None= 1--All= 6)	-0.016	0.034	2.95	-0.017	0.060	2.92			*				
8	How satisfied are you with your job? <sup>c</sup> (Completely Dissatisfied=1--Completely Satisfied=7)	-0.009	0.040	4.80	-0.005	0.028	4.74		*	*	*	*	*	*
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.021	0.052	2.61	0.003	0.032	2.69		*	*	*	*	*	*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
10	To what extent does (did) this job teach you new skills that will be useful in your future work? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.028	0.051	2.64	0.002	0.043	2.74		*	*	*	*	*	*
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.048	0.060	2.04	-0.006	0.036	2.02		*	*	*	*	*	*
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.022	0.047	2.89	0.005	0.043	3.04		*	*	*	*	*	*
13	To what extent does (did) this job let you get to know people over age 30? <sup>b</sup> (Not at all= 1--A great extent= 5)	0.036	0.054	3.29	-0.007	0.040	3.48			*				
14	To what extent does (did) this job cause you stress and tension? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.092	0.098	2.54	0.094	0.100	2.70	*	*	*	*	*	*	*
15	To what extent does (did) this job interfere with your education? <sup>b</sup> (Not at all= 1--A great extent= 5)	0.047	0.078	2.04	0.034	0.074	1.93			*				*
16	To what extent does (did) this job interfere with your social life? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.070	0.076	2.64	0.059	0.082	2.57	*	*	*	*	*	*	*
17	To what extent does (did) this job interfere with your family life? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.082	0.092	2.11	0.082	0.095	2.03	*	*	*	*	*	*	*
18	To what extent is (was) this job an interesting job to do? <sup>b</sup> (Not at all= 1--A great extent= 5)	0.005	0.046	2.78	-0.025	0.045	2.89			*				*
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.004	0.049	1.83	-0.036	0.060	1.70		*	*	*	*	*	*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.003	0.048	1.66	-0.040	0.050	1.51		*	*	*	*	*	*
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.009	0.050	2.04	-0.046	0.063	1.95		*	*	*	*	*	*
22	To what extent is (was) this job the kind of work people do just for the money? <sup>d</sup> (Not at all= 1--A great extent= 5)	0.032	0.051	3.24	0.036	0.052	3.10		*	*	*	*	*	*
23	To what extent did any high school teacher or counselor help you get this job? <sup>b</sup> (Not at all= 1--A great extent= 5)	-0.004	0.033	1.49	-0.075	0.082	1.51			*				
24	Think about the kinds of paid jobs that people your age usually have. If you could work just the number of hours that you wanted, how many hours per week would you PREFER to work during the school year? <sup>e</sup> (None= 1--31 or more hours= 8)	-0.026	0.030	5.09	-0.024	0.040	4.86			*				
25	How many hours per week do you think your PARENTS would prefer that you work in a paid job during the school year? <sup>e</sup> (None= 1--31 or more hours= 8)	-0.029	0.042	4.61	-0.003	0.031	4.15			*				
26	How well do you think your experiences and training (at home, school, work, etc.) have prepared you to be a good worker on a job? <sup>h</sup> (Poorly= 1--Very well= 5)	-0.001	0.043	4.18	0.061	0.076	4.24			*				*
<b>Vocational plans, aspirations, expectations</b>														
27	I worry whether I will have any job at all in a few months. <sup>†</sup> (Never=1--Always=5)	-0.078	0.114	2.22	-0.091	0.120	2.27	*	*	*	*	*	*	*
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. <sup>†</sup> (Never=1--Always=5)	0.040	0.131	3.24	0.093	0.135	2.95	*	*	*	*	*	*	*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
29	I feel sure that I can keep working steadily with my present employer as long as I want to. <sup>g</sup> (Never=1--Always=5)	-0.032	0.076	4.04	0.011	0.042	4.10			*			*
30	I worry about getting fired or laid off from my job. <sup>g</sup> (Never=1--Always=5)	-0.017	0.080	1.77	-0.016	0.061	1.63			*			*
31	What kind of work do you think you will be doing when you are 30 years old? <sup>c</sup> (Job Status Scale: Laborer=1--Professional, with PhD=4)	0.078	0.086	2.08	0.176	0.187	2.43	*	*	*	*	*	*
32	How likely do you think it is that you will actually get to do this kind of work? <sup>a</sup> (Not very likely=1--I already do this kind of work=6)	0.001	0.044	3.91	0.009	0.029	3.97			*			*
33	How certain are you that this kind of work is a good choice for you? <sup>a</sup> (Not at all certain=1--Completely certain=5)	0.043	0.055	3.64	0.053	0.063	3.69			*			*
34	How satisfying do you think this kind of work will be for you? <sup>a</sup> (Not very satisfying=1--Extremely satisfying=5)	0.026	0.037	3.86	0.047	0.062	3.97			*			*
35	I would like to stay in the same job for most of my adult life. <sup>a</sup> (Disagree=1--Agree=5)	0.037	0.054	3.54	0.090	0.100	3.48	*		*			*
36	To what extent do you think your religion will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.039	0.054	1.09	0.007	0.033	1.07			*			*
37	To what extent do you think your sex will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.030	0.066	1.15	0.038	0.068	1.38			*			*
38	To what extent do you think your race will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.092	0.120	1.23	0.063	0.095	1.20			*			*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
39	To what extent do you think your family background will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.025	0.053	1.15	0.012	0.045	1.13			*			*
40	To what extent do you think your political views will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.043	0.070	1.17	0.031	0.059	1.14			*			*
41	To what extent do you think your education will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.066	0.079	1.82	0.056	0.070	1.78			*			*
42	To what extent do you think your lack of vocational training will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.006	0.046	1.58	-0.005	0.035	1.58			*			*
43	To what extent do you think your lack of ability will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.047	0.067	1.64	0.036	0.058	1.66			*			*
44	To what extent do you think your not knowing the right people will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.010	0.049	1.69	0.030	0.061	1.60			*			*
45	To what extent do you think your not wanting to work hard will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.069	0.076	1.69	0.067	0.079	1.68			*			*
46	To what extent do you think your not wanting to conform will prevent you from getting the kind of work you would like to have? <sup>a</sup> (Not at all=1--A lot=3)	0.042	0.058	1.64	0.053	0.064	1.60			*			*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
<b>Work ethic/success orientation</b>														
47	How important is each of the following to you in your life? Being successful in my line of work <sup>a</sup> (Not important=1--Extremely Important=4)	0.036	0.052	3.47	0.091	0.098	3.50	*		*				*
48	To me, work is nothing more than making a living. <sup>a</sup> (Disagree=1--Agree=5)	0.112	0.121	2.54	0.083	0.093	2.19	*		*				*
49	I expect my work to be a very central part of my life. <sup>a</sup> (Disagree=1--Agree=5)	-0.097	0.106	3.87	-0.062	0.075	3.83	*		*				*
50	I want to do my best in my job, even if this sometimes means working overtime. <sup>a</sup> (Disagree=1--Agree=5)	-0.048	0.067	4.38	-0.040	0.063	4.45			*				*
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? <sup>c</sup> (I would want to work=1--I would not want to work=2)	0.083	0.089	1.26	0.014	0.028	1.19	*	*	*	*	*	*	*
<b>Preferences regarding job characteristics</b>														
52	How important is each of the following to you in your life? Being able to find steady work <sup>c</sup> (Not important=1--Extremely Important=4)	0.027	0.060	3.63	0.116	0.133	3.64	*	*	*	*	*	*	*
53	I like the kind of work you can forget about after the work day is over. <sup>a</sup> (Disagree=1--Agree=5)	0.044	0.060	3.52	0.001	0.044	3.51			*				*
54	Different people may look for different things in their work. How important is having a job where you can see the results of what you do? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.054	0.067	3.42	-0.061	0.075	3.52			*				*
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? <sup>c</sup> (Not important=1--Extremely Important=4)	0.044	0.090	2.89	0.054	0.118	2.84	*	*	*	*	*	*	*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
56	Different people may look for different things in their work. How important is having a job which is interesting to do? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.042	0.062	3.81	-0.040	0.051	3.88			*			*
57	Different people may look for different things in their work. How important is having a job where the chances for advancement and promotion are good? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.004	0.058	3.56	0.001	0.076	3.53			*			*
58	Different people may look for different things in their work. How important is having a job that gives you an opportunity to be directly helpful to others? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.037	0.055	3.06	-0.024	0.059	3.48			*			*
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? <sup>c</sup> (Not important=1--Extremely Important=4)	0.011	0.054	3.51	0.015	0.085	3.37	*	*	*	*	*	*
60	Different people may look for different things in their work. How important is having a job where you have the chance to be creative? <sup>a</sup> (Not important=1--Extremely Important=4)	0.065	0.082	3.03	0.010	0.037	3.09			*			*
61	Different people may look for different things in their work. How important is having a job where the skills you learn will not go out of date? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.033	0.053	3.35	0.002	0.038	3.35			*			*
62	Different people may look for different things in their work. How important is having a job that gives you a chance to make friends? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.077	0.090	3.24	-0.112	0.126	3.41			*			*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
63	Different people may look for different things in their work. How important is having a job which uses your skills and abilities--lets you do the things you can do best? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.014	0.040	3.62	-0.009	0.036	3.72			*			*
64	Different people may look for different things in their work. How important is having a job that is worthwhile to society? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.042	0.063	3.07	-0.007	0.046	3.33	*		*			*
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? <sup>c</sup> (Not important=1--Extremely Important=4)	0.090	0.102	2.68	0.107	0.118	2.37	*	*	*	*	*	*
66	Different people may look for different things in their work. How important is having a job where you get a chance to participate in decision making? <sup>a</sup> (Not important=1--Extremely Important=4)	0.063	0.090	3.06	0.121	0.137	3.06			*			*
67	Different people may look for different things in their work. How important is having a job which leaves a lot of time for other things in your life? <sup>a</sup> (Not important=1--Extremely Important=4)	0.020	0.056	3.28	0.034	0.062	3.11			*			*
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? <sup>c</sup> (Not important=1--Extremely Important=4)	0.000	0.042	3.02	0.044	0.069	3.02		*	*	*	*	*
69	Different people may look for different things in their work. How important is having a job which leaves you mostly free of supervision by others? <sup>a</sup> (Not important=1--Extremely Important=4)	0.031	0.055	2.95	0.049	0.067	2.79			*			*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
70	Different people may look for different things in their work. How important is having a job that offers a reasonably predictable, secure future? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.022	0.045	3.54	0.025	0.049	3.58			*				*
71	Different people may look for different things in their work. How important is having a job where you can learn new things, learn new skills? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.024	0.042	3.25	-0.060	0.071	3.37			*				*
72	Different people may look for different things in their work. How important is having a job where you do not have to pretend to be a type of person that you are not? <sup>a</sup> (Not important=1--Extremely Important=4)	0.008	0.037	3.44	-0.022	0.041	3.69			*				*
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? <sup>c</sup> (Not important=1--Extremely Important=4)	0.049	0.075	3.08	0.070	0.088	3.19	*	*	*	*	*	*	*
74	Different people may look for different things in their work. How important is having a job that permits contact with a lot of people? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.006	0.030	2.78	-0.035	0.053	3.10			*				*
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? <sup>c</sup> (Not important=1--Extremely Important=4)	0.085	0.092	2.26	0.061	0.075	2.20	*	*	*	*	*	*	*
76	Different people may look for different things in their work. How important is having a job where most problems are quite difficult and challenging? <sup>a</sup> (Not important=1--Extremely Important=4)	-0.016	0.046	2.48	-0.018	0.058	2.38			*				*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
<b>Desirability of different working arrangements and settings</b>													
77	Apart from the particular kind of work you want to do, how would you rate a large corporation as a place to work? <sup>a</sup> (Not at all acceptable=1--Desirable=4)	0.082	0.129	2.91	0.105	0.150	2.90	*		*			*
78	Apart from the particular kind of work you want to do, how would you rate a small business as a place to work? <sup>a</sup> (Not at all acceptable=1--Desirable=4)	-0.006	0.038	2.86	-0.013	0.038	2.89			*			*
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	0.070	0.102	2.50	0.017	0.063	2.49	*	*	*	*	*	*
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	-0.004	0.074	2.01	-0.026	0.067	1.76	*	*	*	*	*	*
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	0.096	0.116	2.18	0.078	0.116	2.53	*	*	*	*	*	*
82	Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	0.054	0.086	2.23	-0.016	0.066	2.21		*	*	*	*	*
83	Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	-0.002	0.068	1.99	-0.039	0.084	2.73		*	*	*	*	*
84	Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	0.014	0.041	2.73	0.066	0.075	2.73		*	*	*	*	*

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
85	Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? <sup>c</sup> (Not at all acceptable=1--Desirable=4)	-0.045	0.069	3.24	0.031	0.085	2.98		*	*	*	*	*	*
<b>Importance placed on various life goals</b>														
86	How important is each of the following to you in your life? Having lots of money <sup>c</sup> (Not important=1--Extremely important=4)	0.107	0.141	2.92	0.136	0.171	2.64	*	*	*	*	*	*	*
87	How important is each of the following to you in your life? Making a contribution to society <sup>a</sup> (Not important=1--Extremely important=4)	0.043	0.064	2.65	0.101	0.124	2.70			*				*
88	How important is each of the following to you in your life? Living close to parents and relatives <sup>c</sup> (Not important=1--Extremely important=4)	0.108	0.117	2.17	0.131	0.139	2.26		*	*	*	*	*	*
89	How important is each of the following to you in your life? Getting away from this area of the country <sup>c</sup> (Not important=1--Extremely important=4)	0.055	0.062	1.89	0.037	0.055	1.89		*	*	*	*	*	*
90	How important is each of the following to you in your life? Finding purpose and meaning in my life <sup>a</sup> (Not important=1--Extremely important=4)	-0.040	0.059	3.29	-0.077	0.090	3.57			*				*
<b>Military as an occupation and workplace</b>														
91	To what extent do you think a chance to get ahead is available to people who work in the military services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.024	0.064	3.09	0.001	0.062	3.33	*	*	*	*			
92	To what extent do you think a chance to get more education is available to people who work in the military services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	-0.037	0.058	3.43	-0.046	0.061	3.70	*	*	*	*			

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes					
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.018	0.063	3.44	-0.002	0.056	3.70	*	*	*	*		
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.017	0.063	3.19	-0.020	0.062	3.43	*	*	*	*		
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.023	0.050	2.64	-0.003	0.054	2.92	*	*	*	*		
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.029	0.057	2.43	0.014	0.061	2.51	*	*	*	*		
97	To what extent do you think there is any discrimination against women who are in the armed services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.108	0.153	2.66	0.192	0.218	2.89	*	*	*	*		
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? <sup>a</sup> (To a very little extent=1--To a very great extent=5)	0.069	0.098	2.22	0.143	0.162	2.38	*	*	*	*		

**Appendix 1**

**Results of analysis of variance by year of administration: 1976–1998**

Item #	Variable Name	Males			Females			Appendixes						
		Pearson Correlation	Eta	Mean	Pearson Correlation	Eta	Mean	A2	A3A	A3B	A3C	A4A	A4B	
	<b>Self-esteem</b>													
99	How good do you think you would be as a worker on a job? <sup>a</sup> (Poor=1--Very good=5)	0.004	0.048	4.56	0.070	0.092	4.55	*		*				*
100a	Self-esteem, 5-pt mean index Do you agree or disagree with each of the following? <sup>c</sup> (Disagree=1--Neither=3--Agree=5) 1. I take a positive attitude toward myself. 2. I feel I am a person of worth, on an equal plane with others. 3. I am able to do things as well as most other people. 4. On the whole, I'm satisfied with myself. 5. I feel I do not have much to be proud of. (Reverse coded in index.) 6. Sometimes I think that I am no good at all. (Reverse coded in index.) 7. I feel that I can't do anything right. (Reverse coded in index.) 8. I feel that my life is not very useful. (Reverse coded in index.)	-0.012	0.043	4.09	-0.008	0.044	4.01			*				*
100b	Self-esteem, 3-pt mean index <sup>c</sup> (Collapsed version of 100a) Disagree=1--Neither=2--Agree=3	-0.026	0.047	2.68	-0.023	0.048	2.65			*				*

<sup>a</sup> This item appears in all forms of the questionnaires for seniors from 1976 to1998.

<sup>b</sup> This item appears in only one form of the questionnaires for seniors from 1982 to1998.

<sup>c</sup> This item appears in only one form of the questionnaires for seniors from 1976 to1998. This item appears in only one form of the first follow-up questionnaires from 1977 to 1998.

<sup>d</sup> This item appears in only one form of the questionnaires for seniors from 1982 to1998. This item appears in only one form of the first follow-up questionnaires from 1983 to 1998.

<sup>e</sup> This item appears in only one form of the questionnaires for seniors from 1992 to1998.

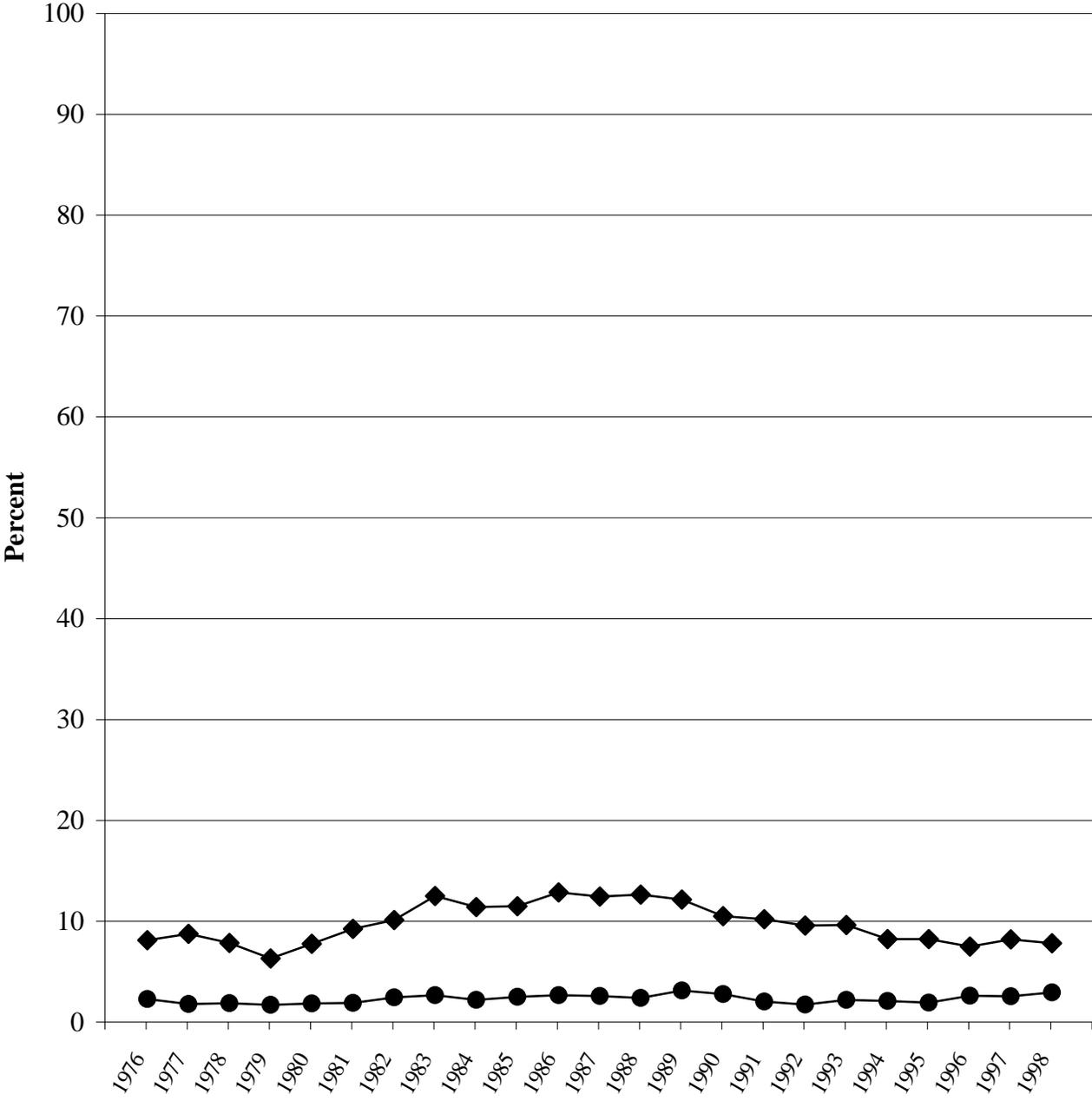
<sup>f</sup> This item appears in only one form of the questionnaires for seniors from 1977 to1998. This item appears in only one form of the first follow-up questionnaires from 1978 to 1998.

<sup>g</sup> This item appears in only one form of the questionnaires for seniors from 1977 to1998.

<sup>h</sup> This item appears in only one form of the questionnaires for seniors from 1976 to1998.



**Figure 2-1a**  
**Trends in Propensity to Enter the U. S. Armed Forces**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Definitely Will")**

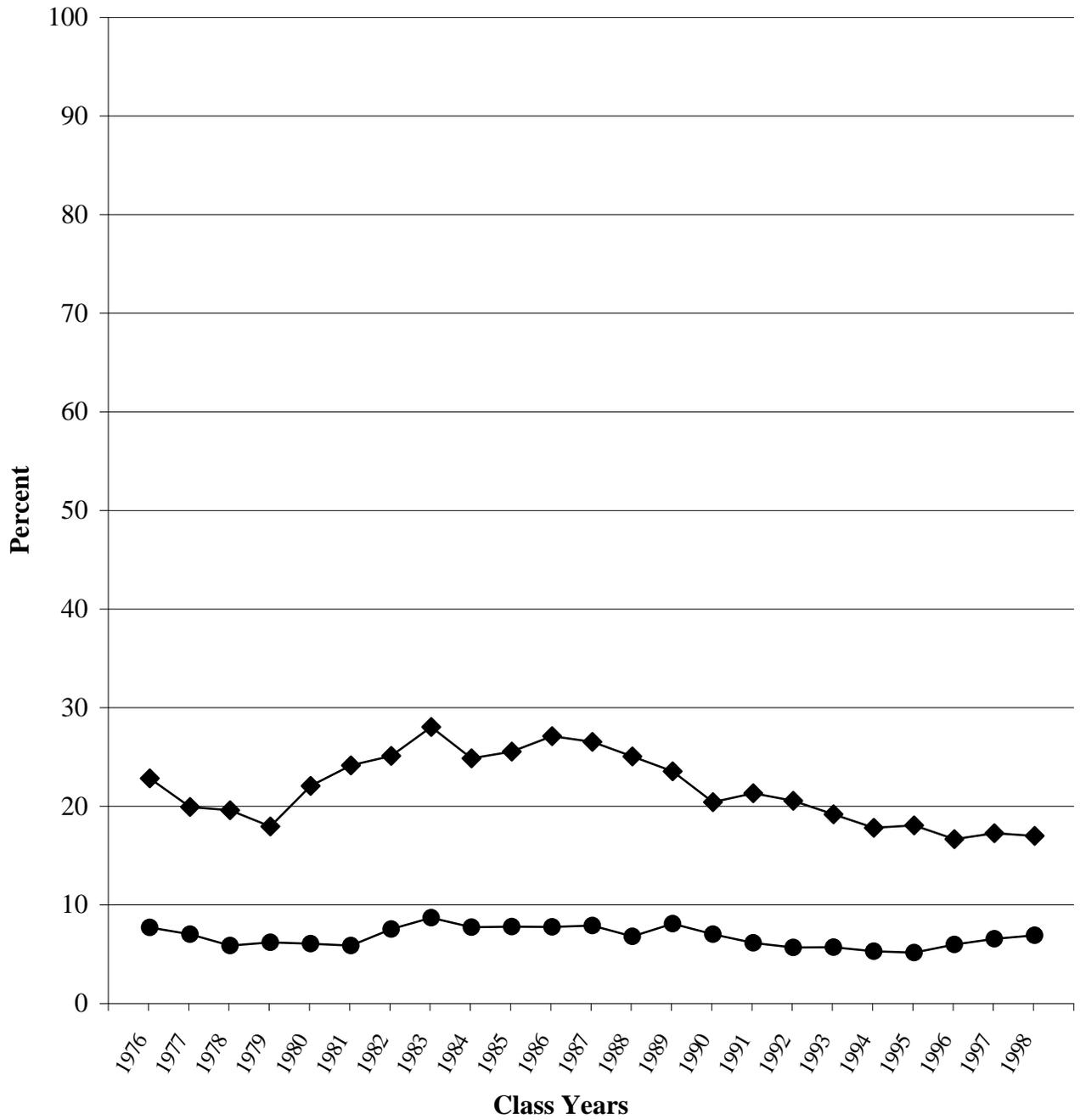


eta (males) = 0.066  
 Pearson's correlation (males) = -0.005

◆ Males    ● Females

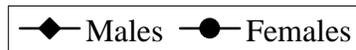
eta (females) = 0.027  
 Pearson's correlation (females) = 0.010

**Figure 2-1b**  
**Trends in Propensity to Enter the U. S. Armed Forces**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Definitely Will" and "Probably Will," Combined)**



eta (males) = 0.087

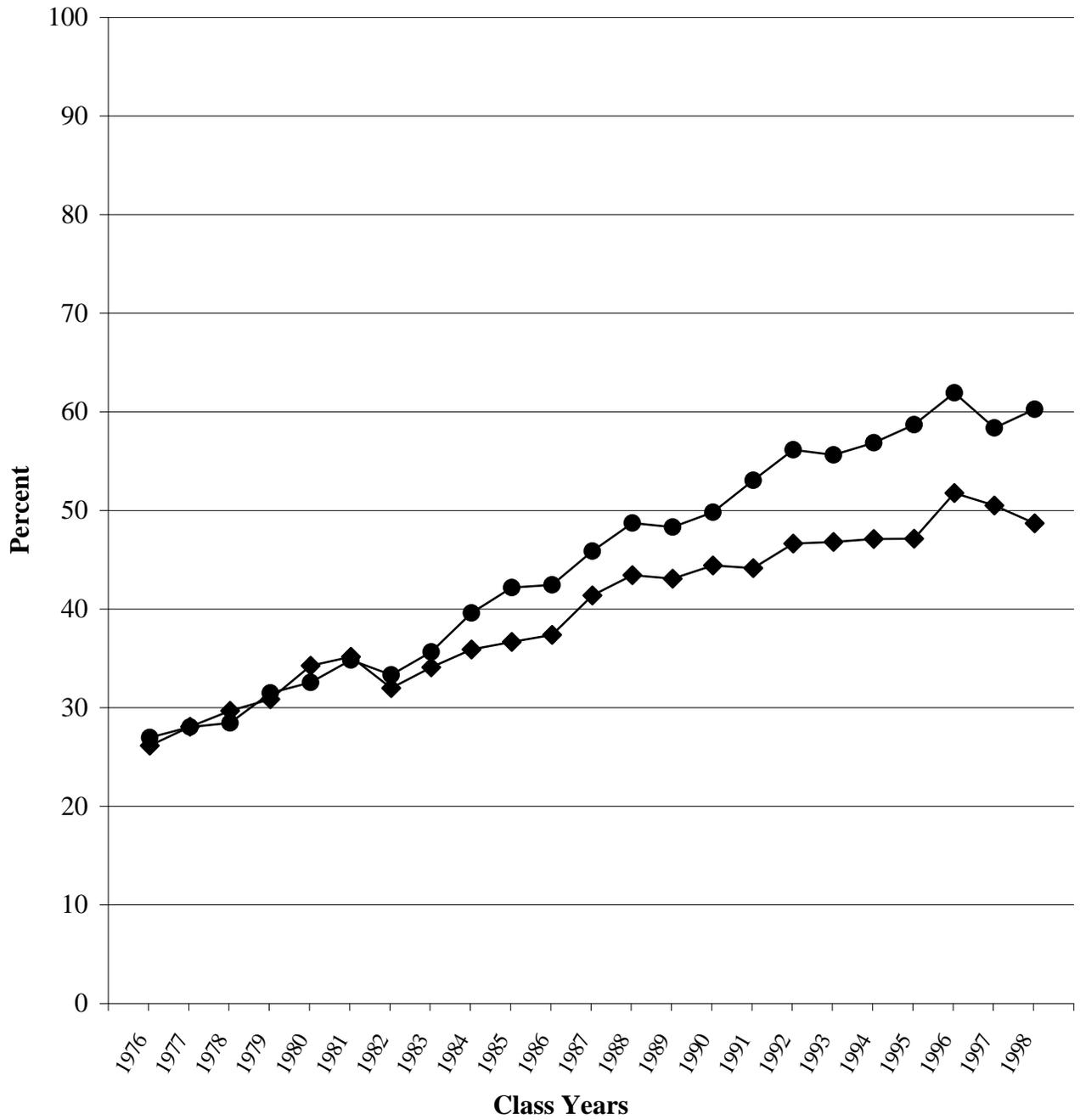
Pearson's correlation (males) = -0.044



eta (females) = 0.040

Pearson's correlation (females) = -0.014

**Figure 2-2a**  
**Trends in Plans to Graduate from a Four-Year College**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Definitely Will")**

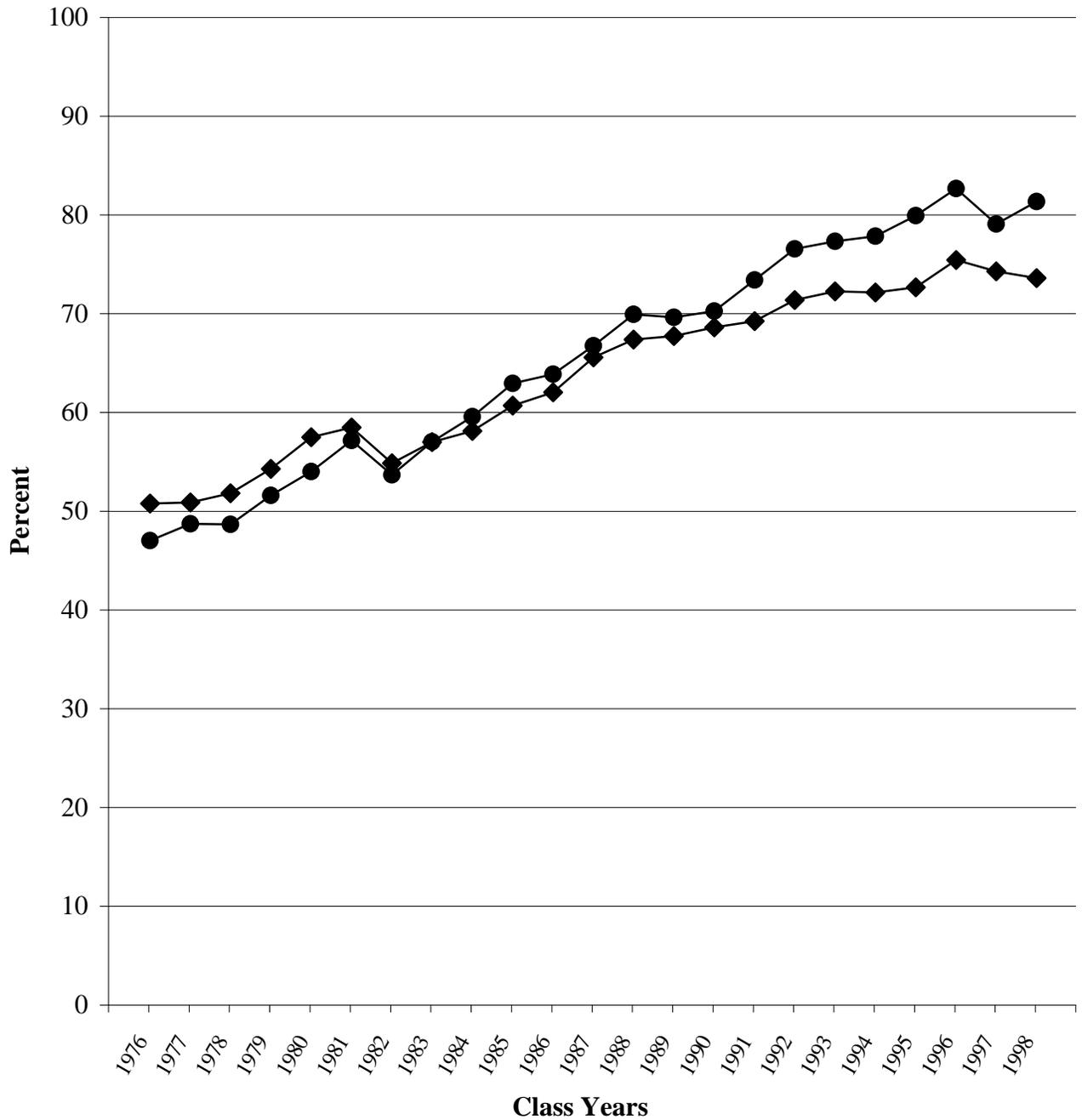


eta (males) = 0.153  
 Pearson's correlation (males) = 0.149

◆ Males    ● Females

eta (females) = 0.230  
 Pearson's correlation (females) = 0.226

**Figure 2-2b**  
**Trends in Plans to Graduate from a Four-Year College**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Definitely Will" and "Probably Will," Combined)**



eta (males) = 0.170

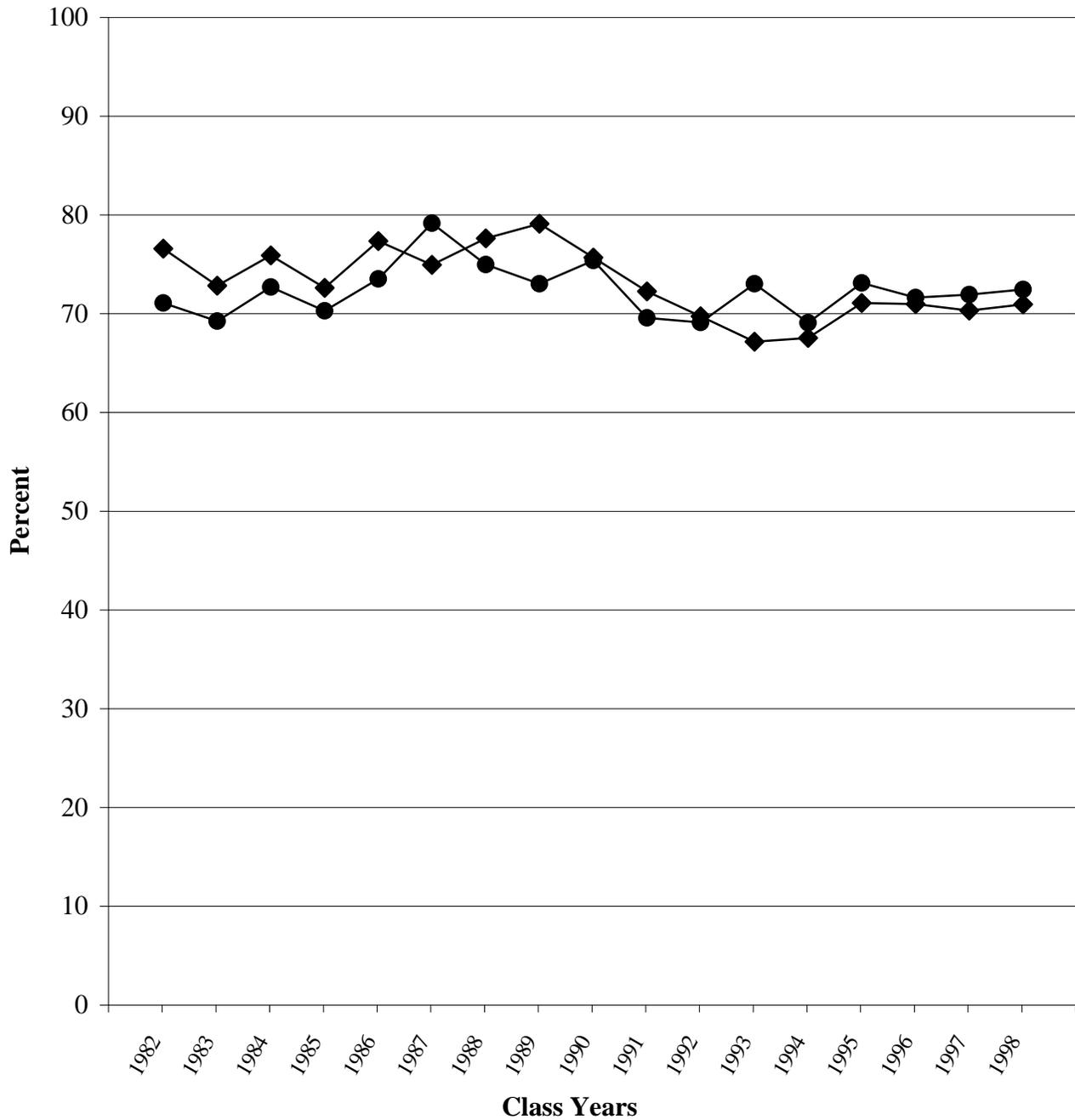
Pearson's correlation (males) = 0.166

◆ Males    ● Females

eta (females) = 0.244

Pearson's correlation (females) = 0.241

**Figure 2-3**  
**Trends in Present or Recent Work Experience**  
**Among High School Seniors, by Gender, 1982-1998**  
**(Percentage Employed "Now" and "During Past 3 Months," Combined)**



eta (males) = 0.076

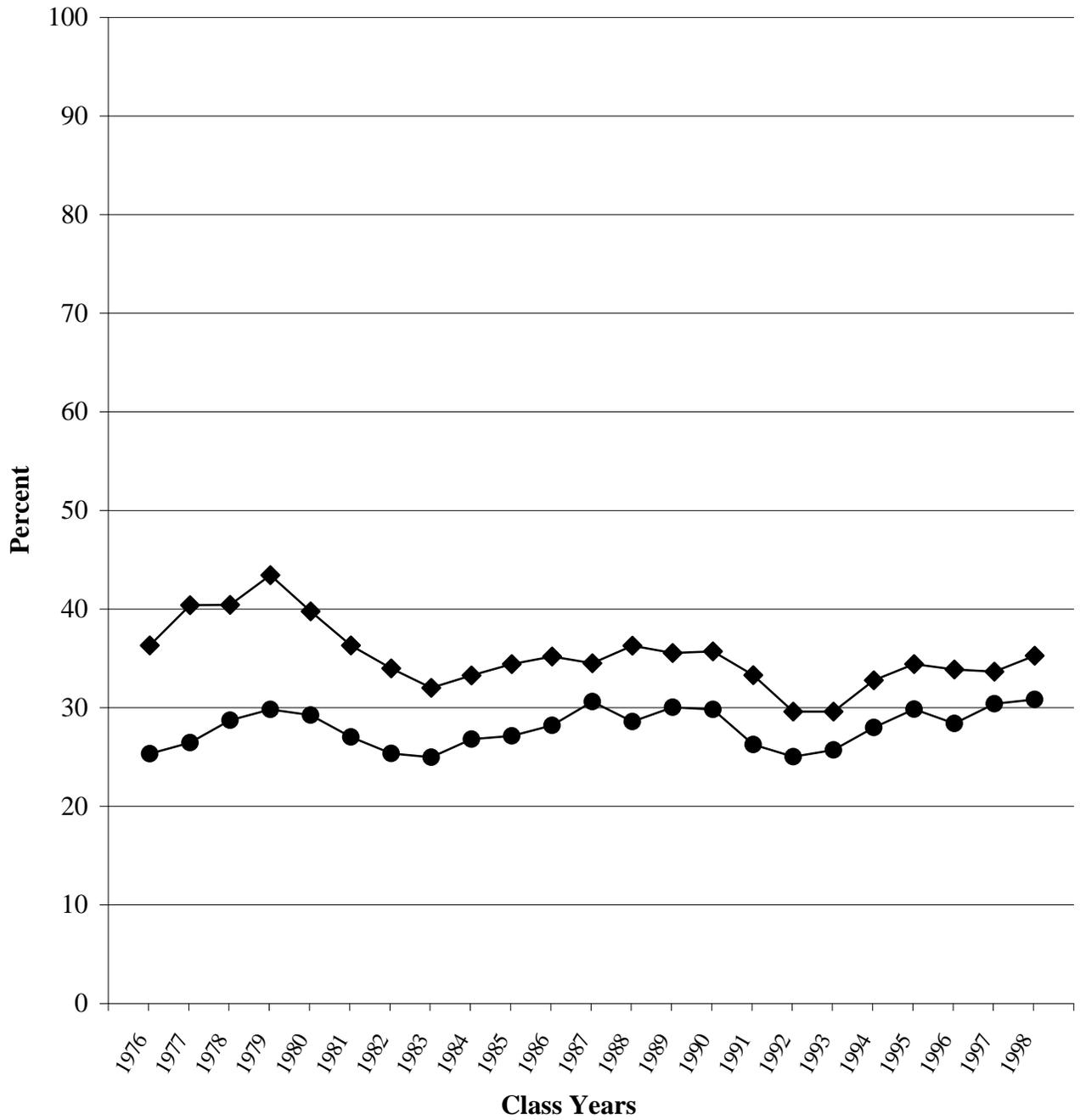
Pearson's correlation (males) = -0.048

◆ Males    ● Females

eta (females) = 0.059

Pearson's correlation (females) = -0.009

**Figure 2-4**  
**Trends in Paid Work During the School Year**  
**Measured in Hours Per Week**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage 21 or More Hours, Combined)**



eta (males) = 0.067

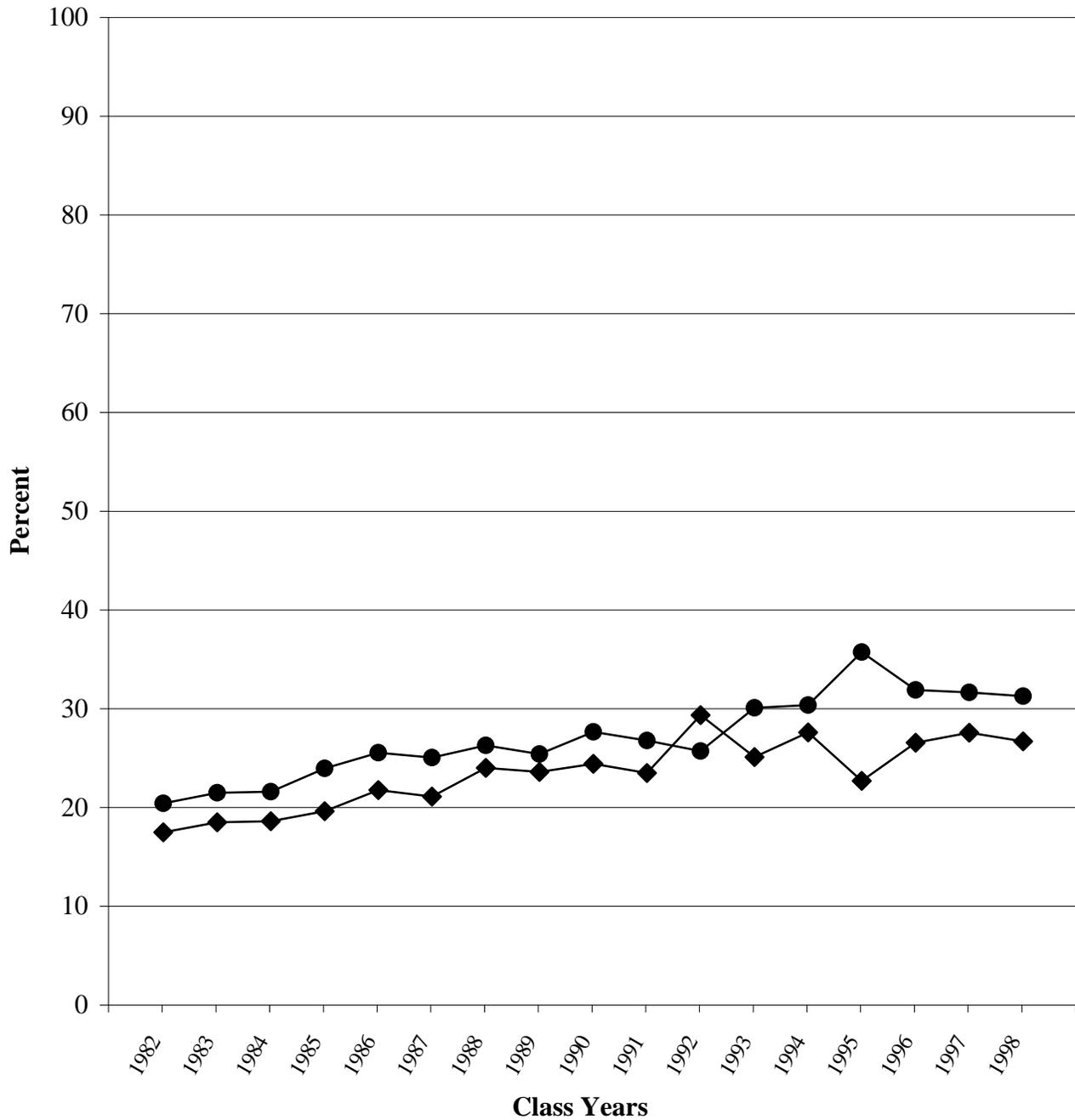
Pearson's correlation (males) = -0.040



eta (females) = 0.044

Pearson's correlation (females) = 0.018

**Figure 2-14**  
**Trends in Present or Most Recent Job as a Cause of Stress and Tension**  
**Among High School Seniors, by Gender, 1982-1998**  
**(Percentage "Considerable" and "Great Extent," Combined)**



eta (males) = 0.082

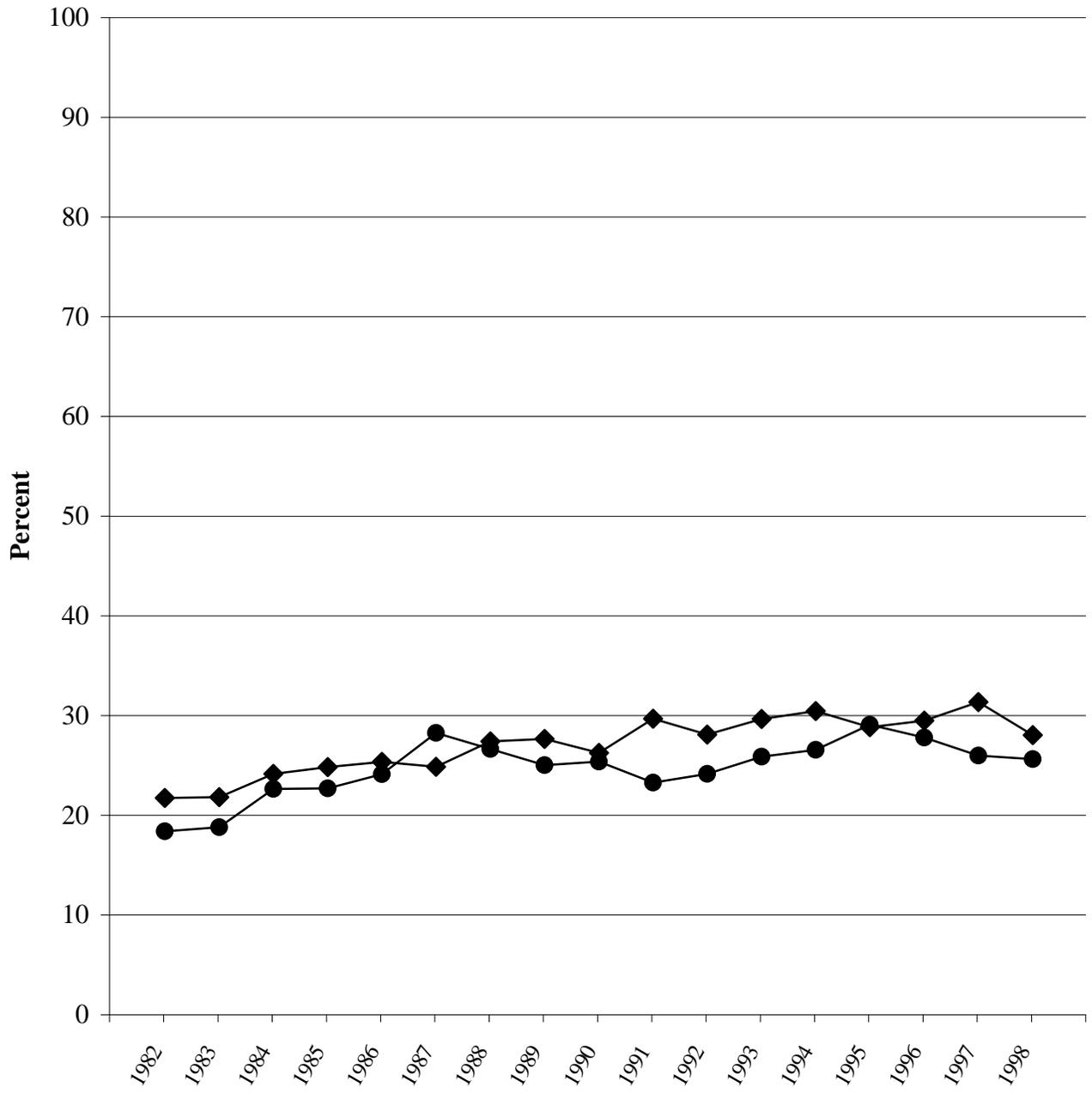
Pearson's correlation (males) = 0.071

◆ Males    ● Females

eta (females) = 0.094

Pearson's correlation (females) = 0.087

**Figure 2-16**  
**Trends in Present or Most Recent Job Interfering With Social Life**  
**Among High School Seniors, by Gender, 1982-1998**  
**(Percentage "Considerable" and "Great Extent," Combined)**



eta (males) = 0.063

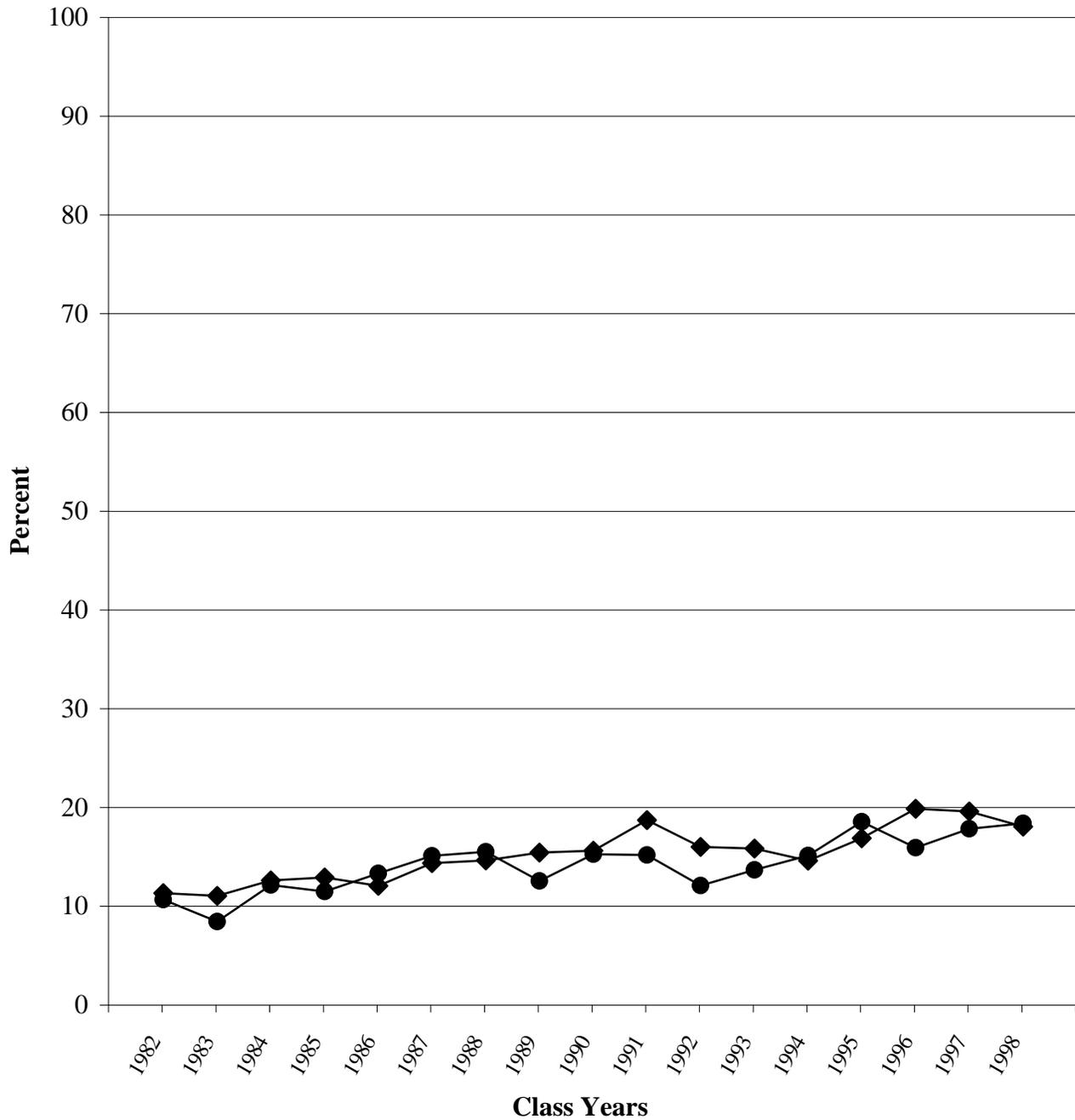
Pearson's correlation (males) = 0.054

◆ Males    ● Females

eta (females) = 0.070

Pearson's correlation (females) = 0.050

**Figure 2-17**  
**Trends in Present or Most Recent Job Interfering With Family**  
**Among High School Seniors, by Gender, 1982-1998**  
**(Percentage "Considerable" and "Great Extent," Combined)**



eta (males) = 0.074

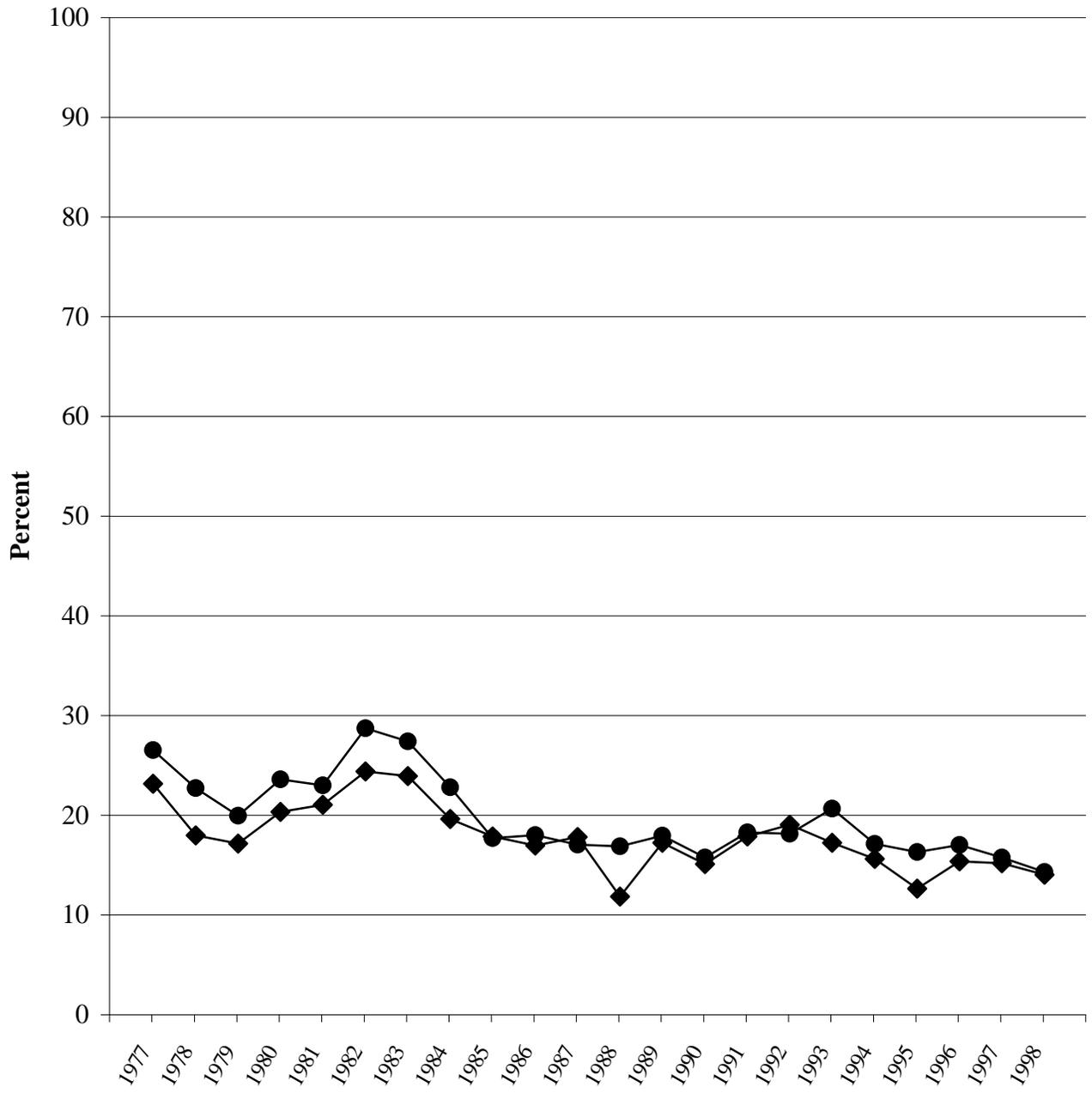
Pearson's correlation (males) = 0.063

◆ Males ● Females

eta (females) = 0.082

Pearson's correlation (females) = 0.069

**Figure 2-27**  
**Trends in Worry About Having a Job in the Next Few Months**  
**Among High School Seniors, by Gender, 1977-1998**  
**(Percentage "Always" and "Often," Combined)**



eta (males) = 0.089

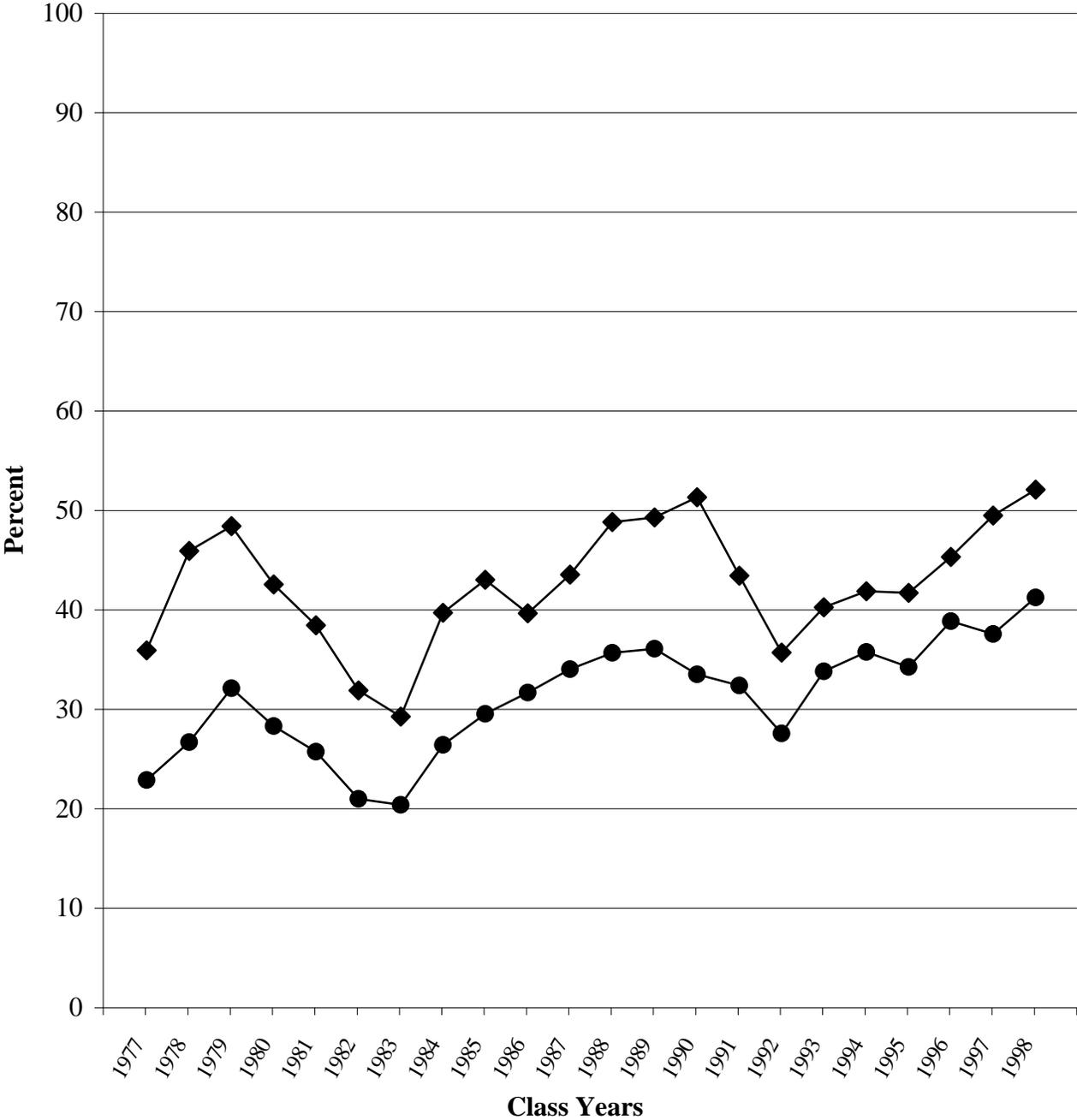
Pearson's correlation (males) = -0.061



eta (females) = 0.106

Pearson's correlation (females) = -0.082

**Figure 2-28**  
**Trends in Confidence about Getting a New Job**  
**Among High School Seniors, by Gender, 1977-1998**  
**(Percentage "Always" and "Often," Combined)**



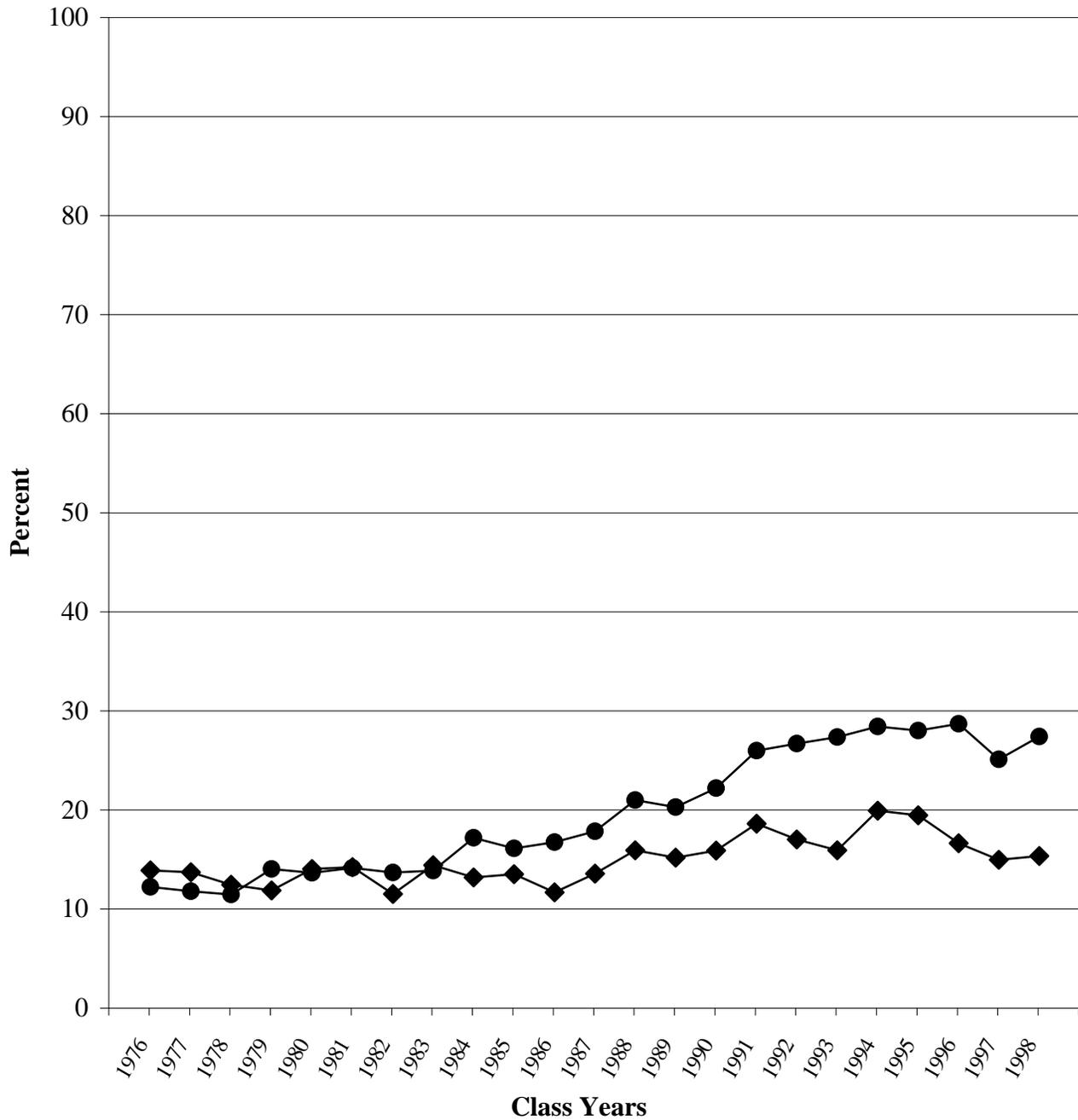
eta (males) = 0.127  
 Pearson's correlation (males) = 0.056

◆ Males    ● Females

eta (females) = 0.127  
 Pearson's correlation (females) = 0.101



**Figure 2-31**  
**Trends in Expectations for the Kind of Work at Age 30**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Professional With Doctoral Degree")**



eta (males) = 0.061

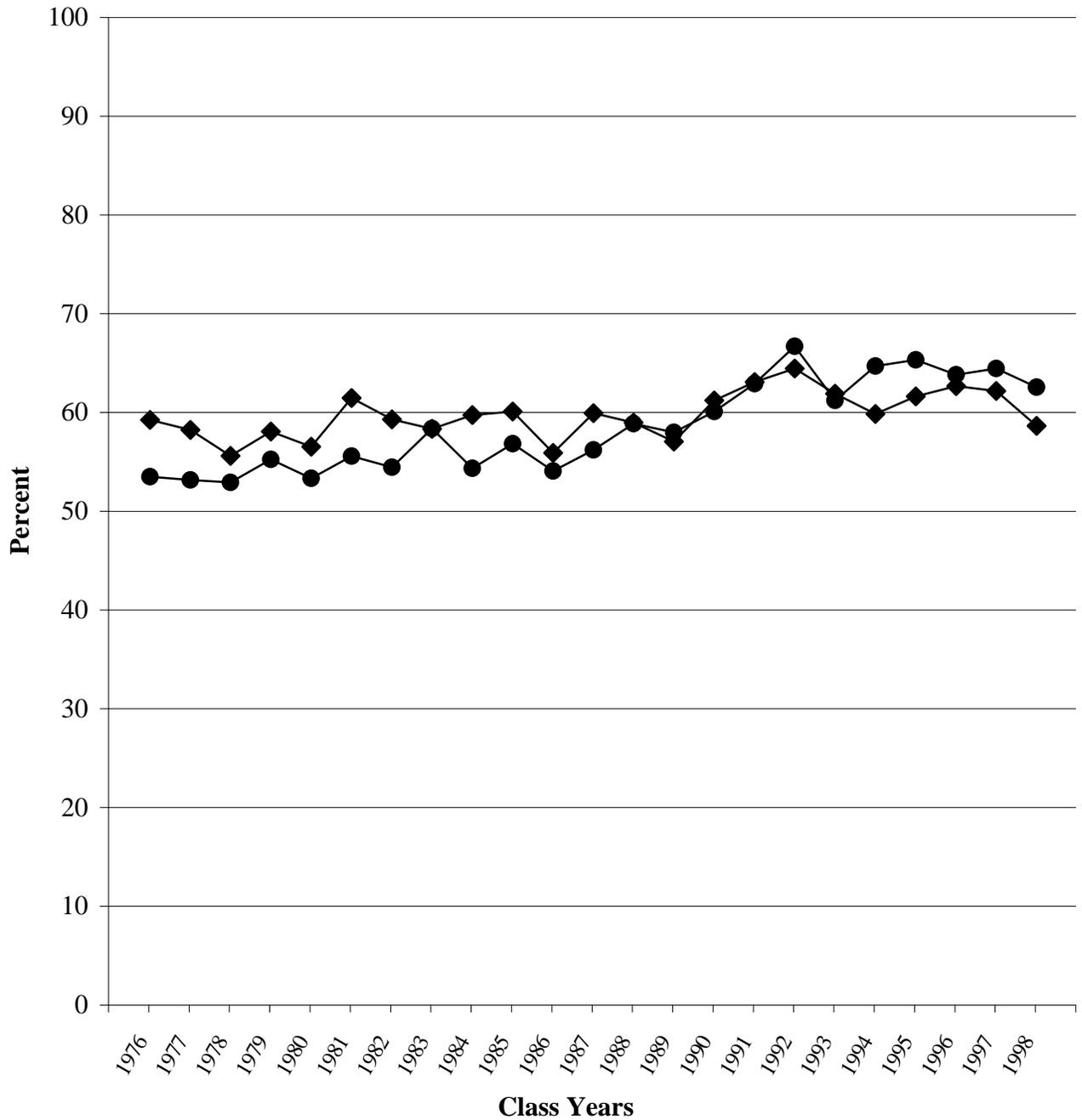
Pearson's correlation (males) = 0.039

◆ Males    ● Females

eta (females) = 0.153

Pearson's correlation (females) = 0.145

**Figure 2-35**  
**Trends in Desire to Stay in the Same Job for Most of Adult Life**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Agree" and "Mostly Agree," Combined)**



eta (males) = 0.045

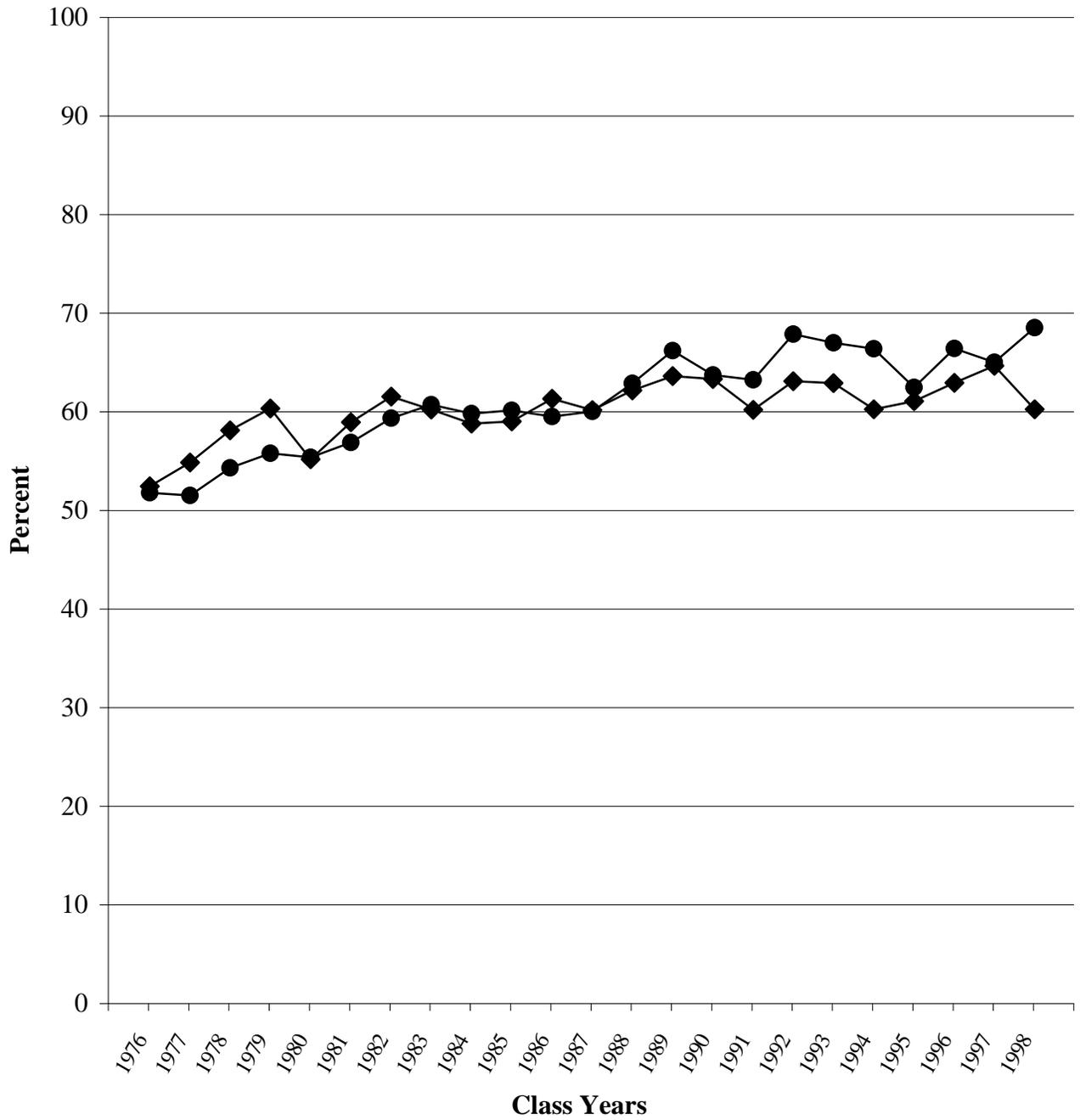
Pearson's correlation (males) = 0.024



eta (females) = 0.087

Pearson's correlation (females) = 0.075

**Figure 2-47**  
**Trends in Assessments of the Importance of Success**  
**in Future Line of Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Extremely Important")**



eta (males) = 0.060

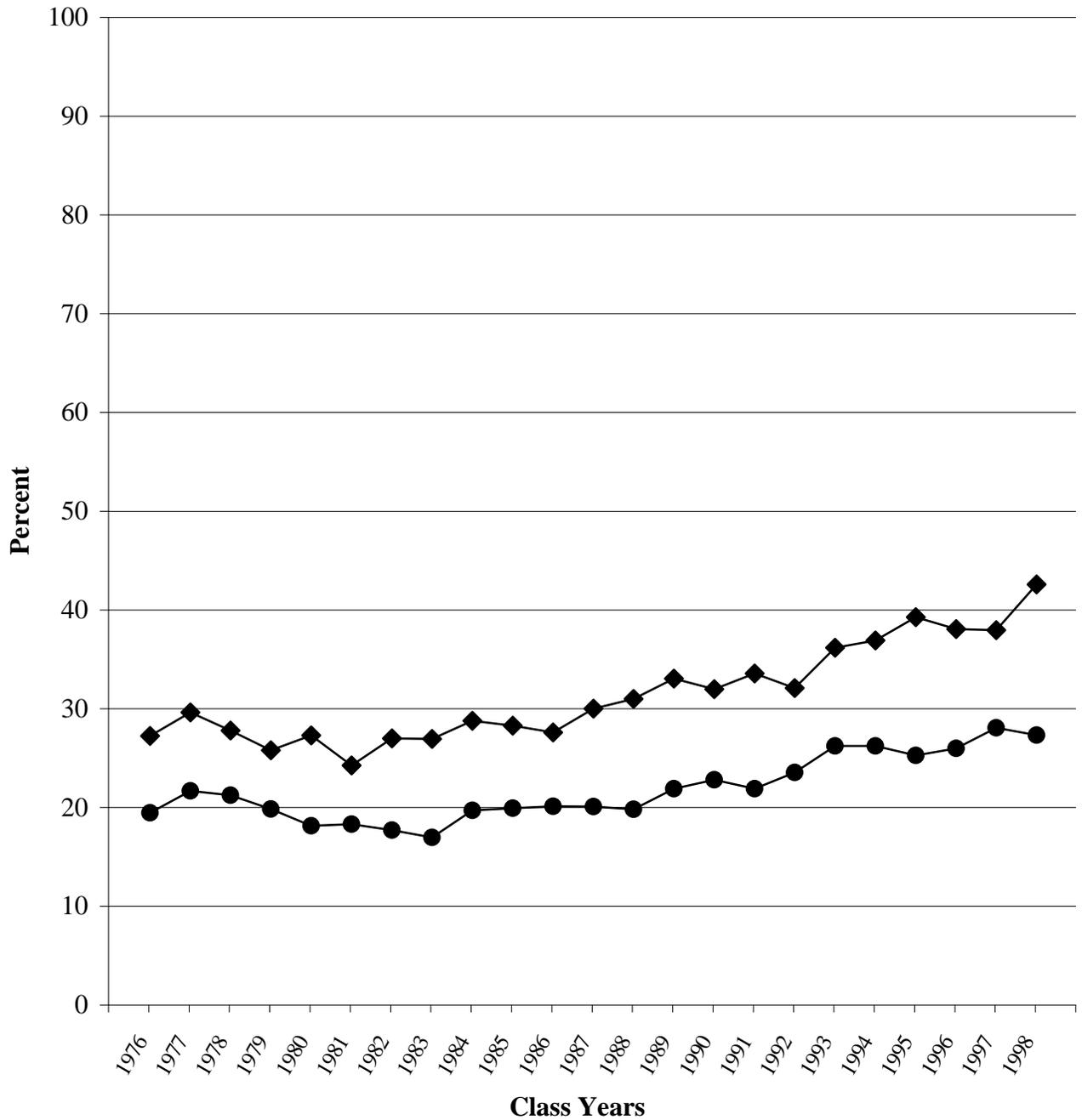
Pearson's correlation (males) = 0.044

◆ Males    ● Females

eta (females) = 0.099

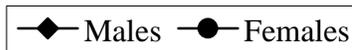
Pearson's correlation (females) = 0.090

**Figure 2-48**  
**Trends in Assessments of Work as "Only Making a Living"**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Agree" and "Mostly Agree," Combined)**



eta (males) = 0.106

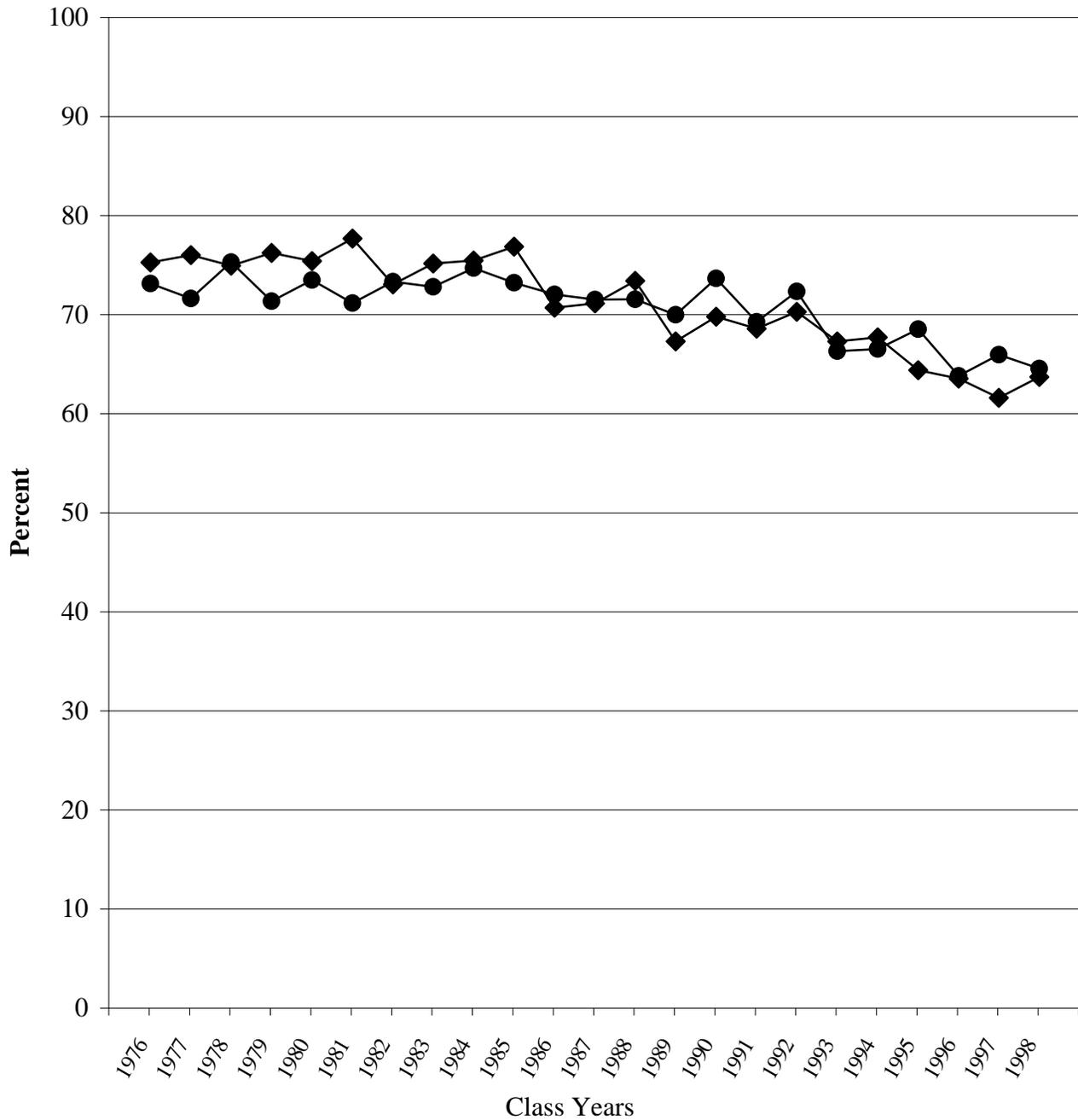
Pearson's correlation (males) = 0.096



eta (females) = 0.082

Pearson's correlation (females) = 0.068

**Figure 2-49**  
**Trends in Expectations that Work will be a Central Part of Life**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Agree" and "Mostly Agree," Combined)**



eta (males) = 0.111

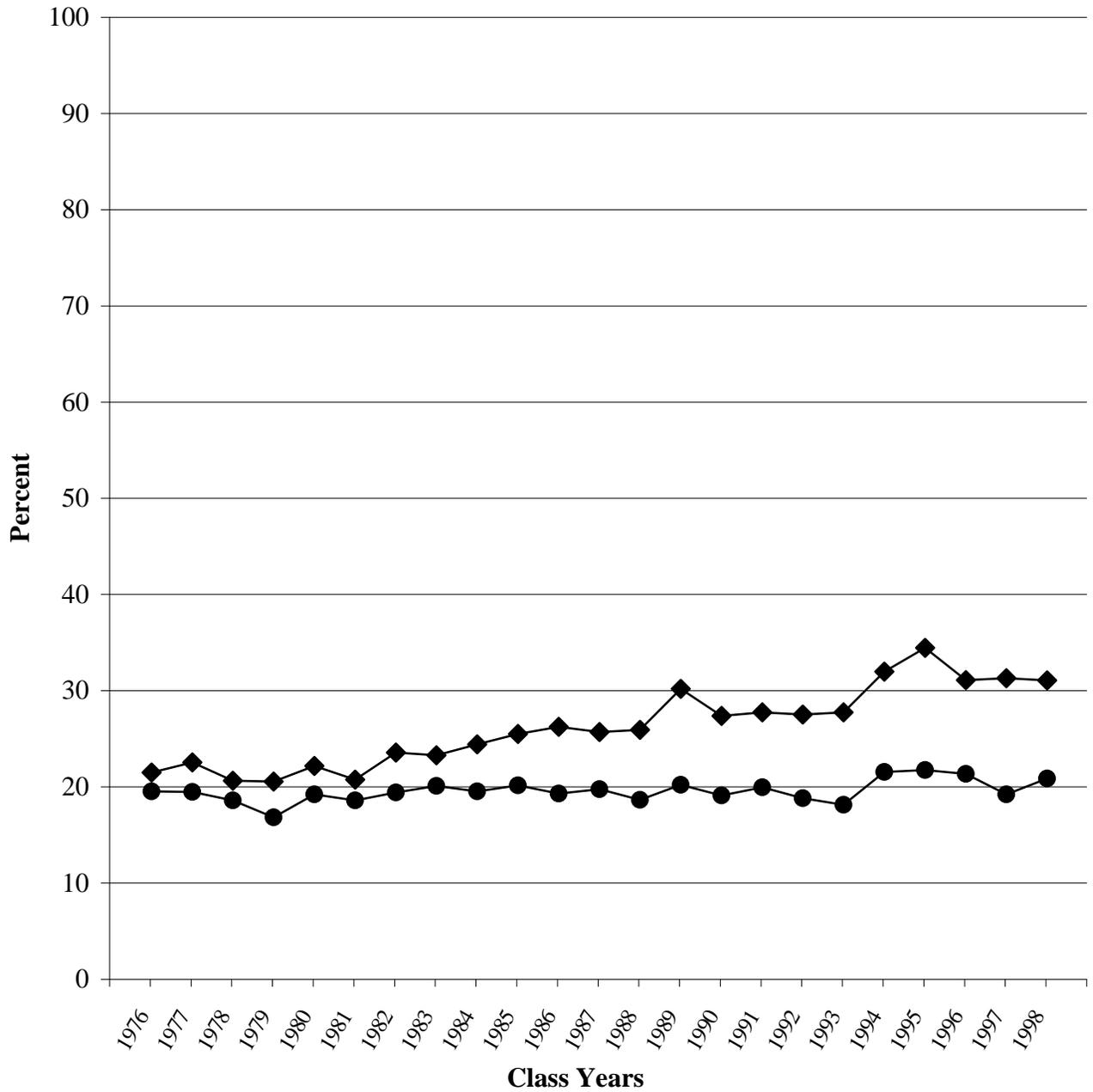
Pearson's correlation (males) = -0.101

◆ Males ● Females

eta (females) = 0.077

Pearson's correlation (females) = -0.062

**Figure 2-51**  
**Trends in Desire to Work Even if Respondent**  
**Had Enough Money to Live Comfortably**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Not Work")**



eta (males) = 0.091

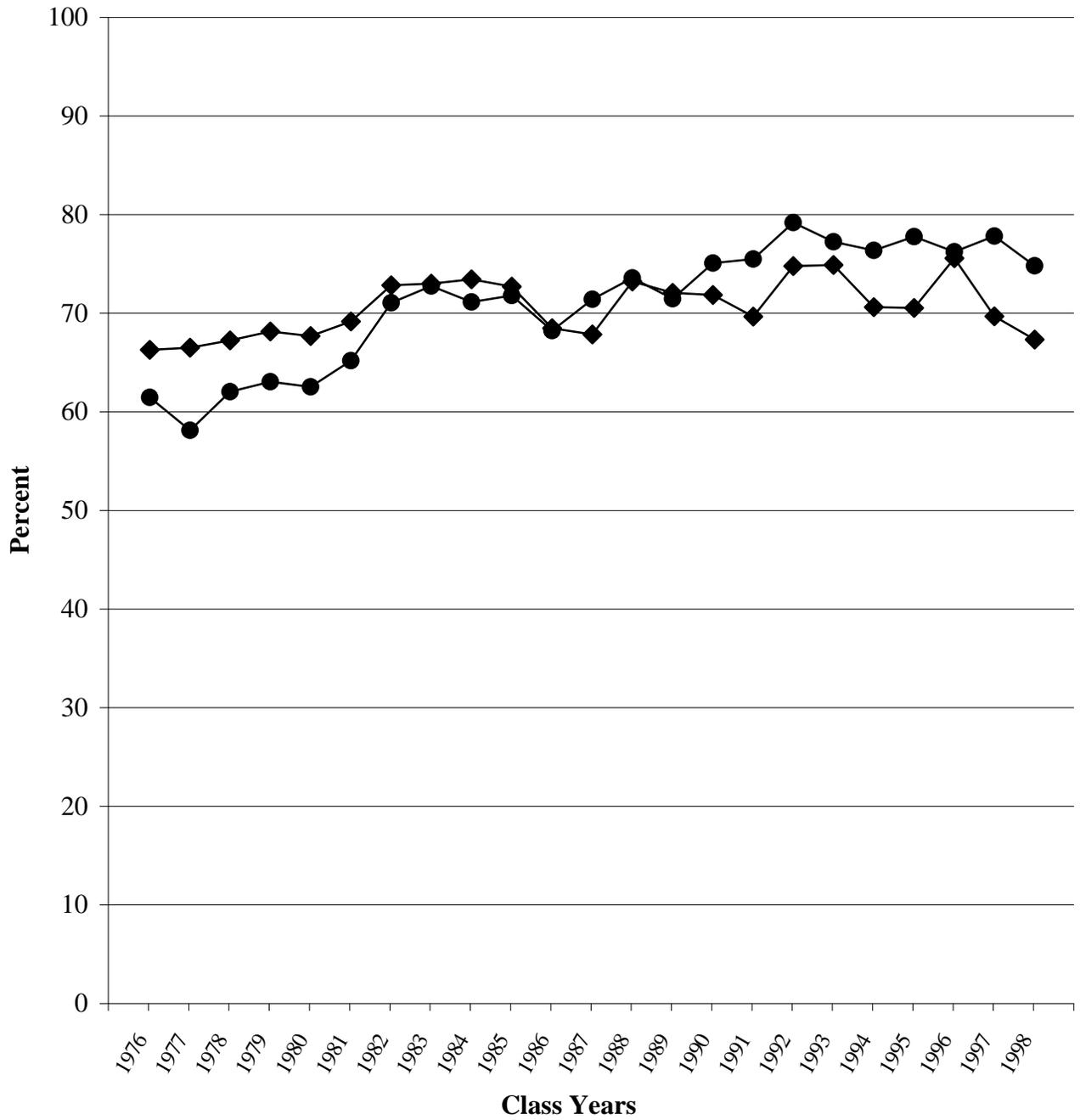
Pearson's correlation (males) = 0.085



eta (females) = 0.029

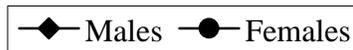
Pearson's correlation (females) = 0.016

**Figure 2-52**  
**Trends in Assessments of the Importance of Finding Steady Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Extremely Important")**



eta (males) = 0.060

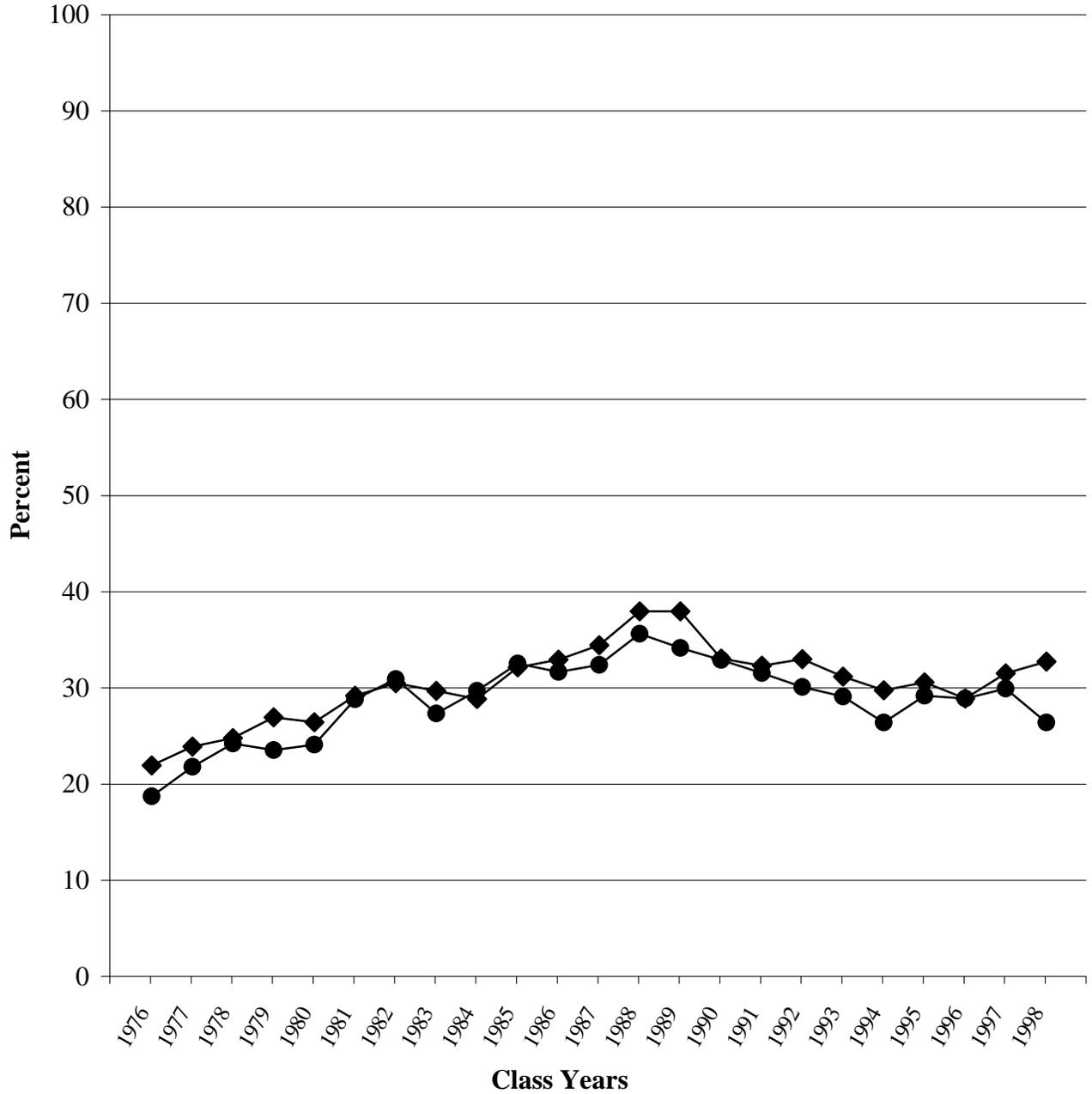
Pearson's correlation (males) = 0.025



eta (females) = 0.131

Pearson's correlation (females) = 0.116

**Figure 2-55**  
**Trends in Assessments of the Importance**  
**of a High Status and Prestige Job**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**



eta (males) = 0.084

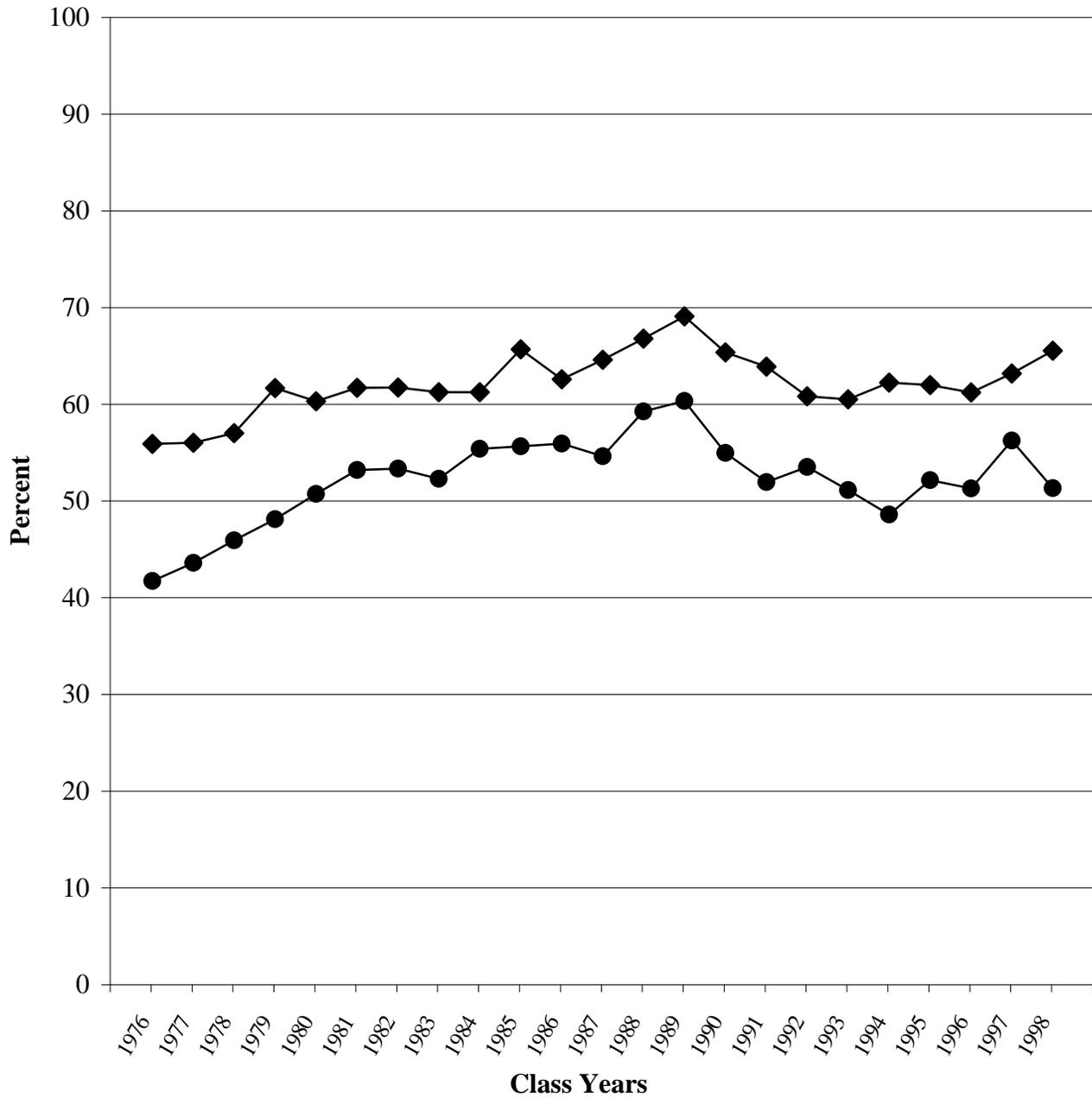
Pearson's correlation (males) = 0.049



eta (females) = 0.093

Pearson's correlation (females) = 0.036

**Figure 2-59**  
**Trends in Assessments of the Importance**  
**of Making a Great Deal of Money**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**

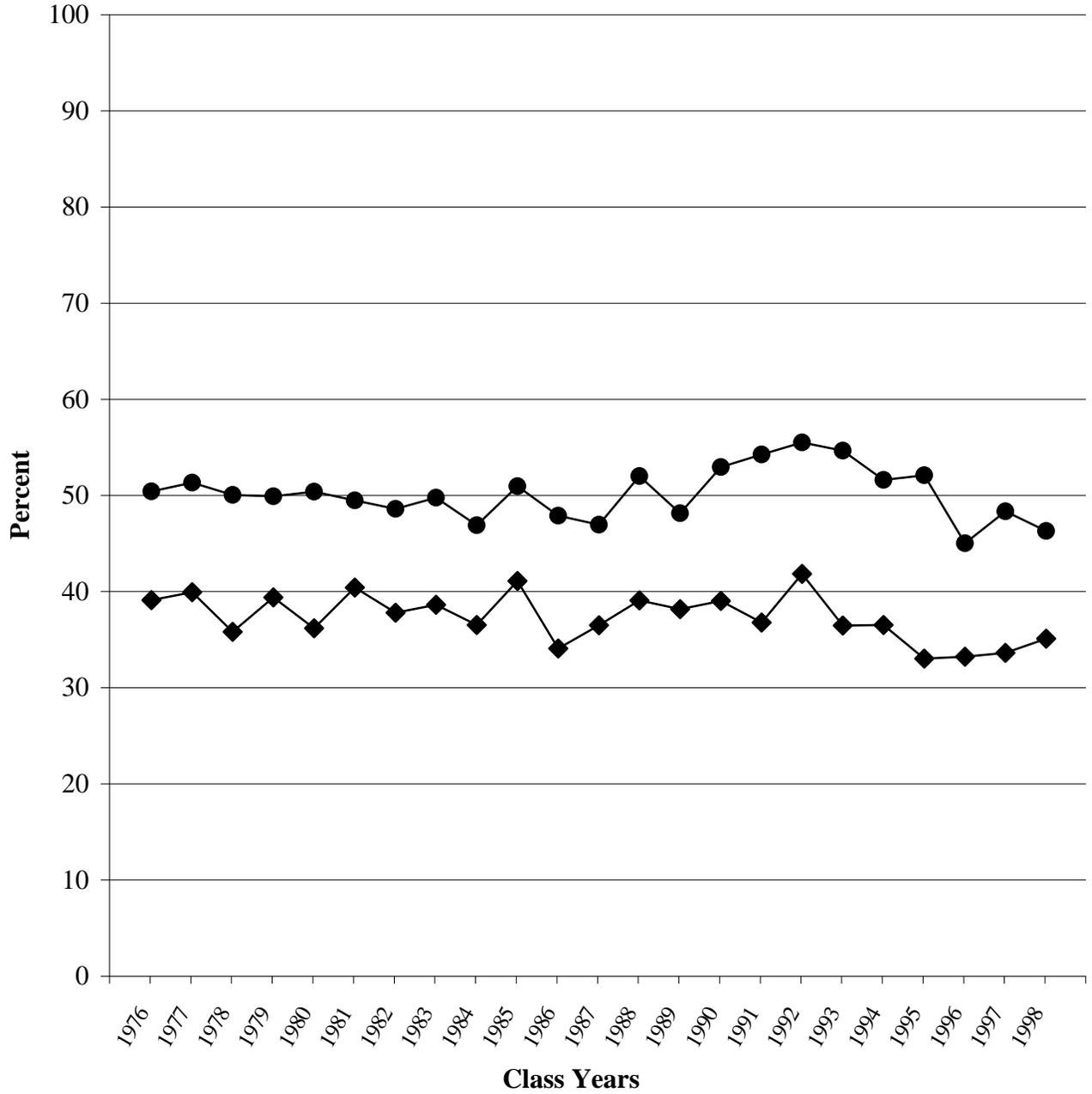


eta (males) = 0.064  
 Pearson's correlation (males) = 0.034

◆ Males    ● Females

eta (females) = 0.088  
 Pearson's correlation (females) = 0.039

**Figure 2-64**  
**Trends in Assessments of the Importance**  
**of Holding a Job that is Worthwhile to Society**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**



eta (males) = 0.049

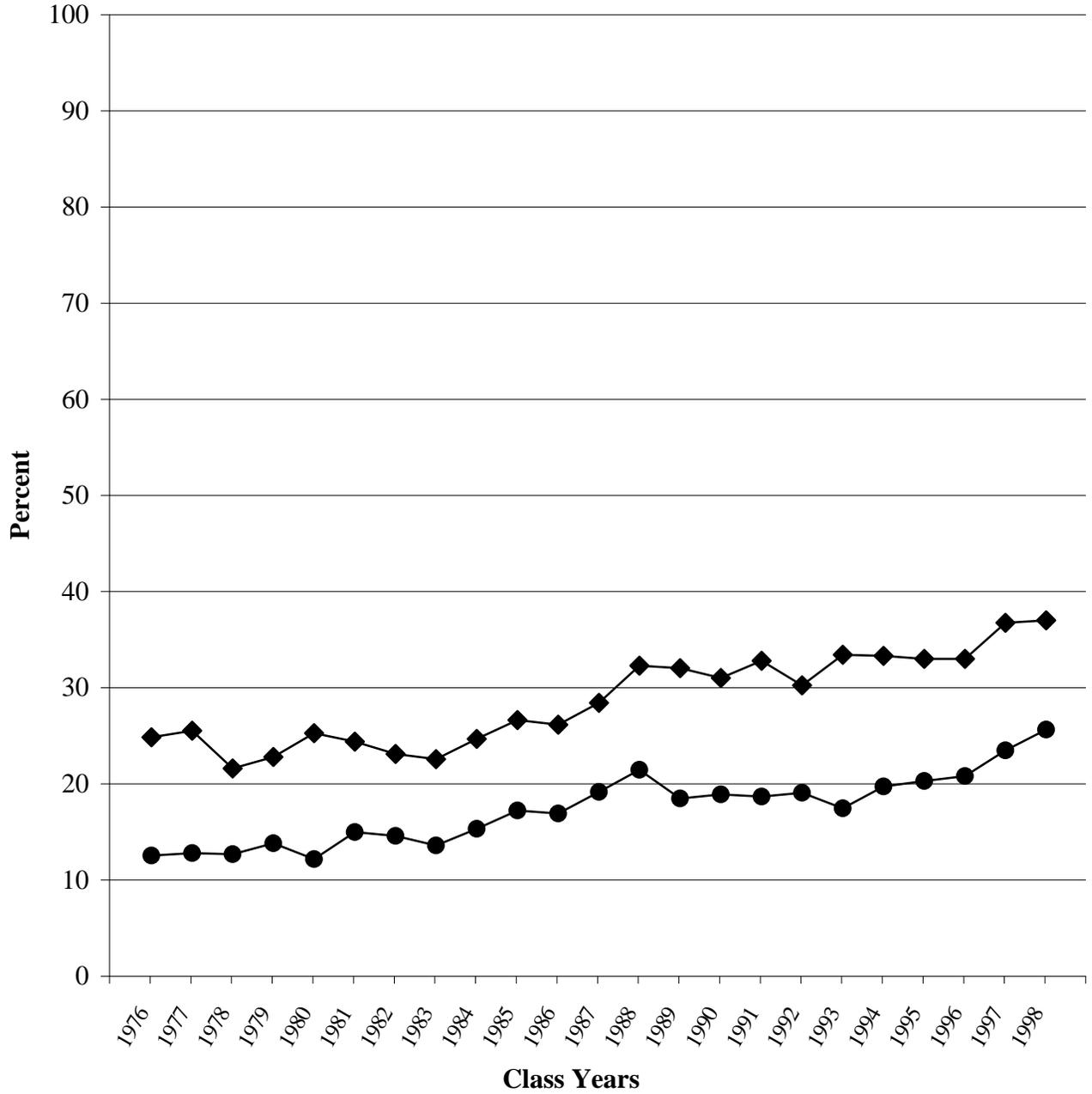
Pearson's correlation (males) = -0.023



eta (females) = 0.056

Pearson's correlation (females) = -0.006

**Figure 2-65**  
**Trends in Assessments of the Importance**  
**of a Job with More than Two Weeks of Vacation**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**



eta (males) = 0.103

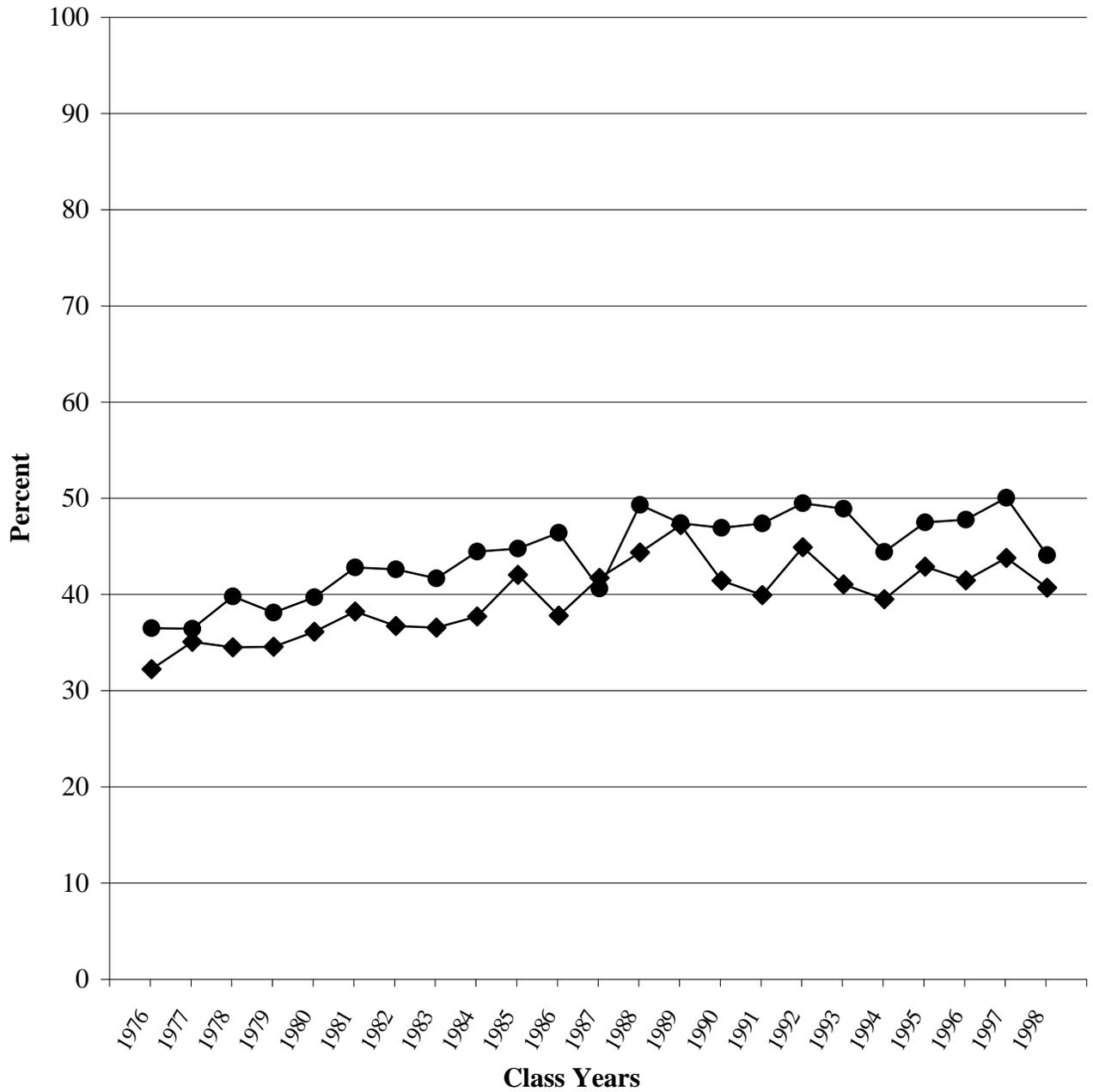
Pearson's correlation (males) = 0.094



eta (females) = 0.095

Pearson's correlation (females) = 0.086

**Figure 2-73**  
**Trends in Assessments of the Importance**  
**of Having a Job That Most People Respect**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**



eta (males) = 0.077

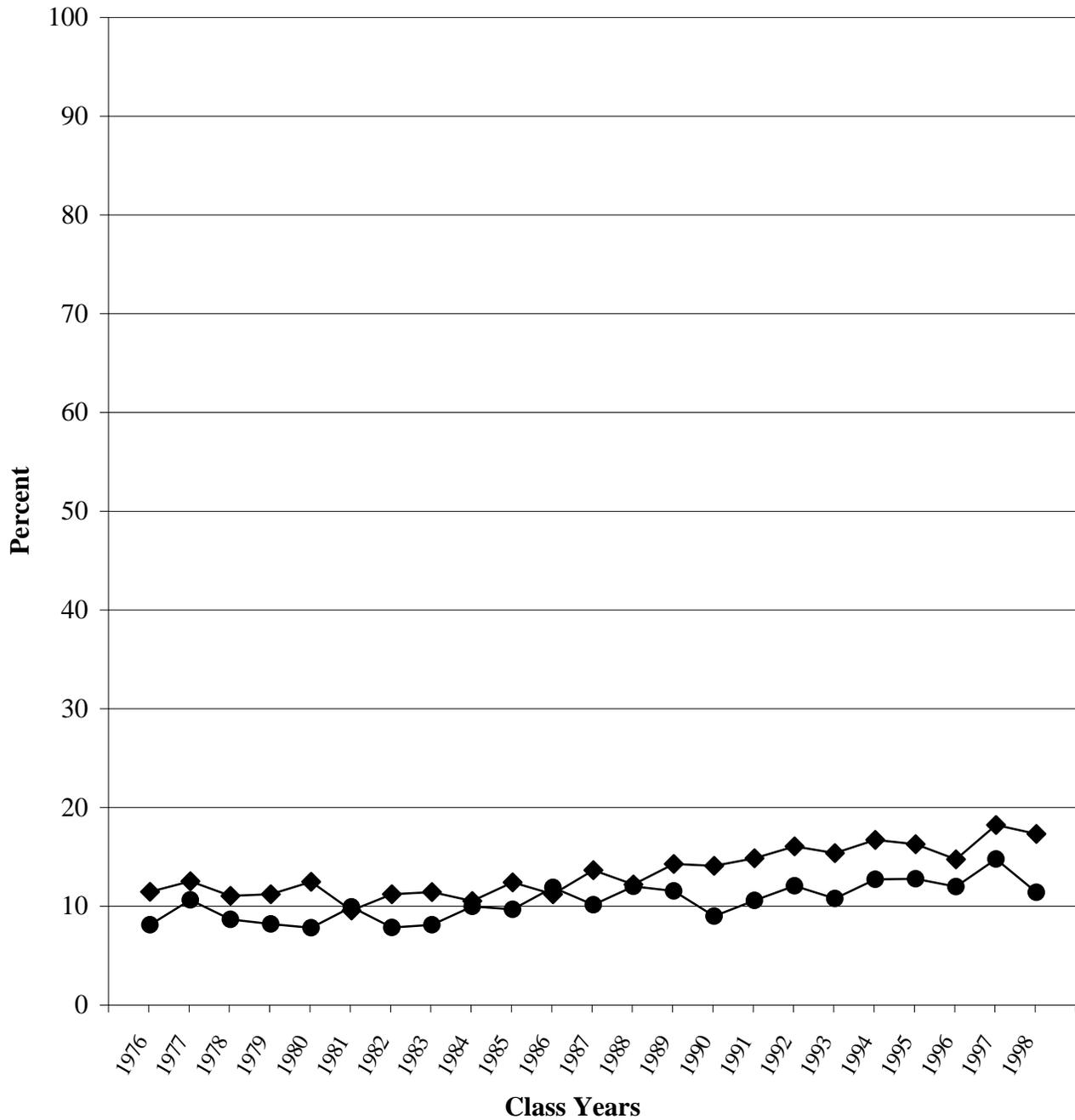
Pearson's correlation (males) = 0.059

◆ Males    ● Females

eta (females) = 0.082

Pearson's correlation (females) = 0.062

**Figure 2-75**  
**Trends in Assessments of the Importance of an Easy Pace on the Job**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Important")**



eta (males) = 0.070

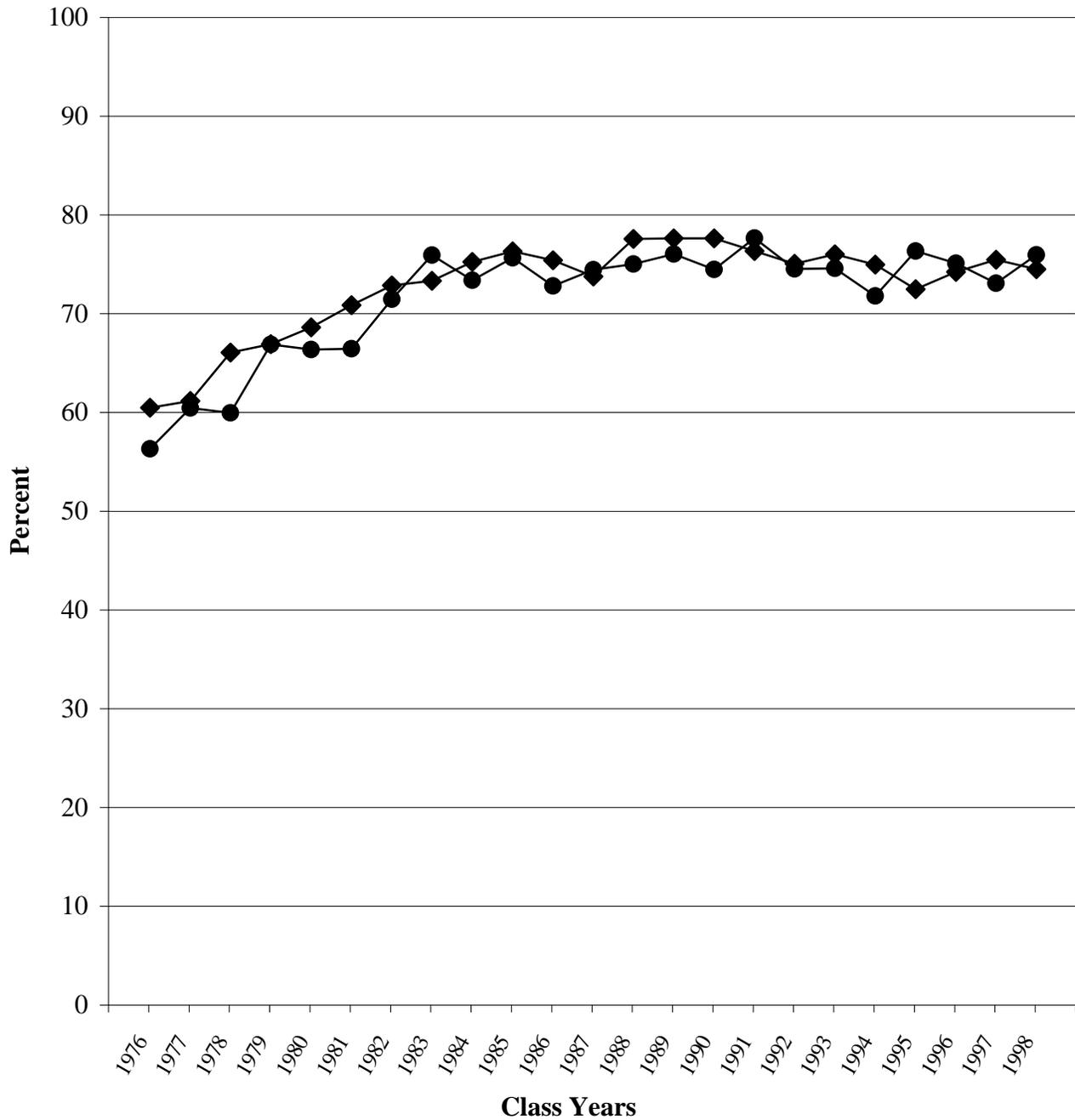
Pearson's correlation (males) = 0.061



eta (females) = 0.062

Pearson's correlation (females) = 0.049

**Figure 2-77**  
**Trends in Ratings of a Large Corporation as a Place to Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Desirable" and "Acceptable," Combined)**



eta (males) = 0.107

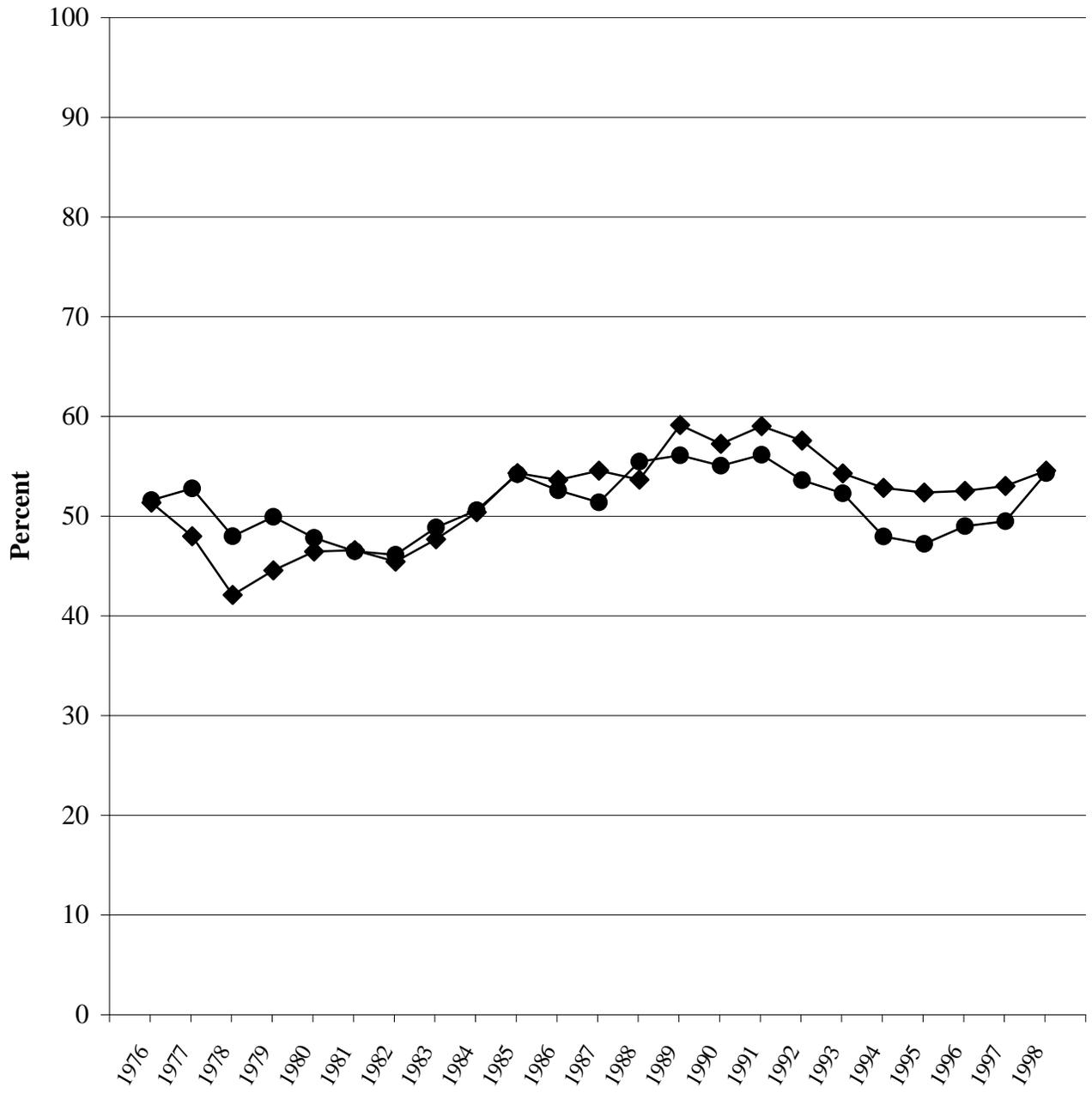
Pearson's correlation (males) = 0.077



eta (females) = 0.129

Pearson's correlation (females) = 0.099

**Figure 2-79**  
**Trends in Ratings of a Government Agency as a Place to Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Desirable" and "Acceptable," Combined)**

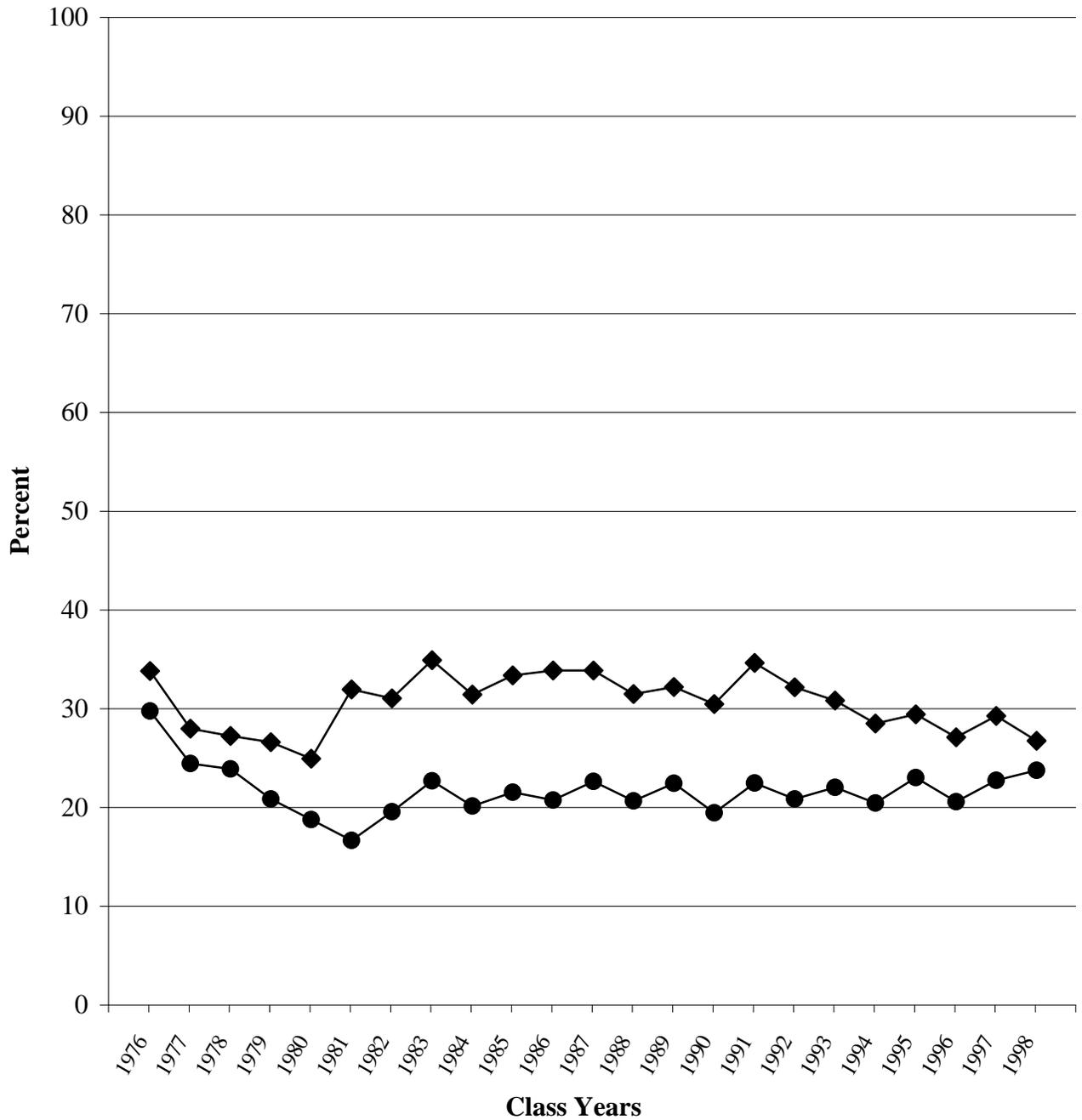


eta (males) = 0.096  
 Pearson's correlation (males) = 0.069

◆ Males    ● Females

eta (females) = 0.061  
 Pearson's correlation (females) = 0.015

**Figure 2-80**  
**Trends in Ratings of the Military as a Place to Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Desirable" and "Acceptable," Combined)**



eta (males) = 0.062

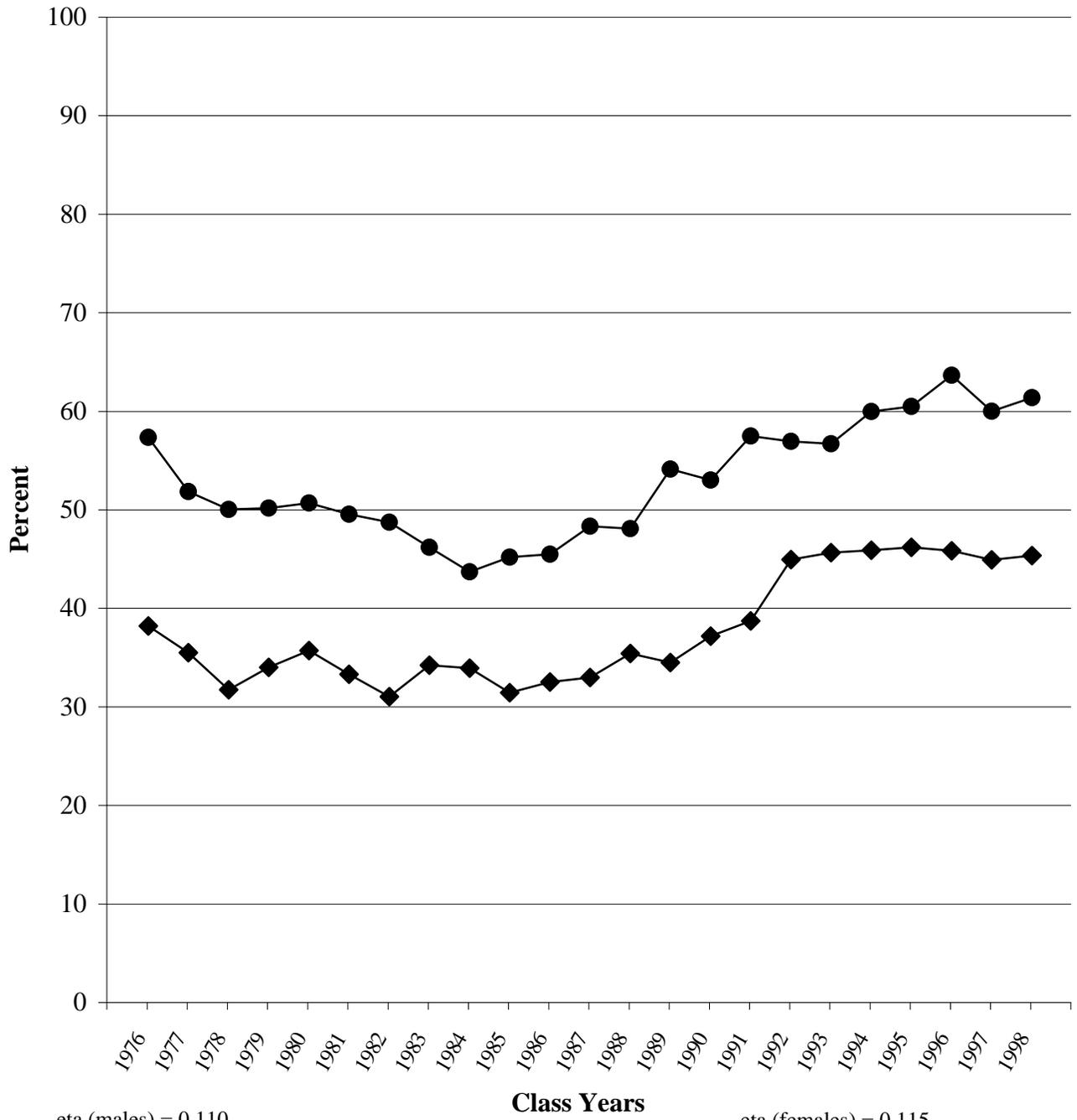
Pearson's correlation (males) = -0.004



eta (females) = 0.060

Pearson's correlation (females) = -0.006

**Figure 2-81**  
**Trends in Ratings of a University as a Place to Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Desirable" and "Acceptable," Combined)**



eta (males) = 0.110

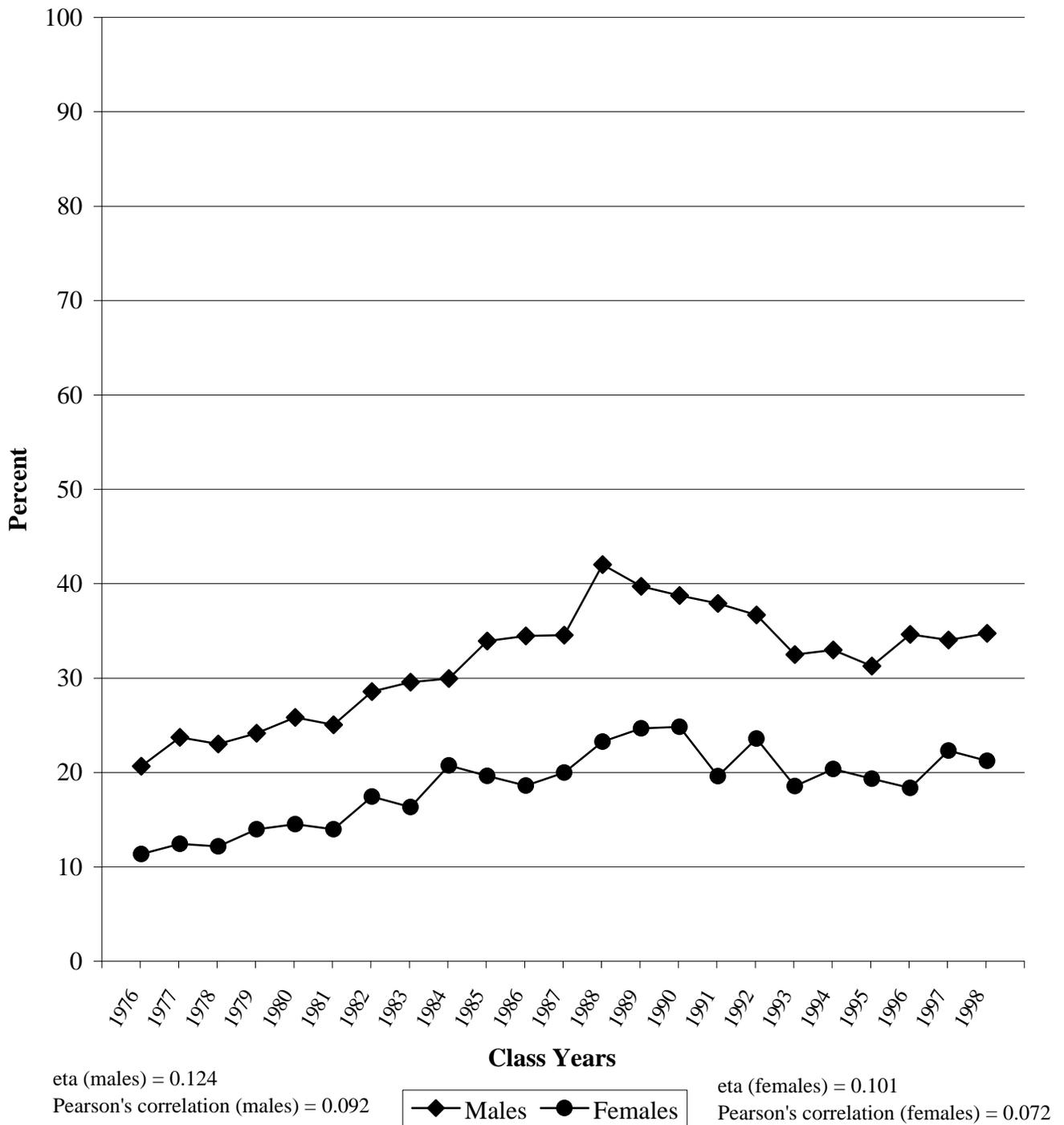
Pearson's correlation (males) = 0.085

◆ Males    ● Females

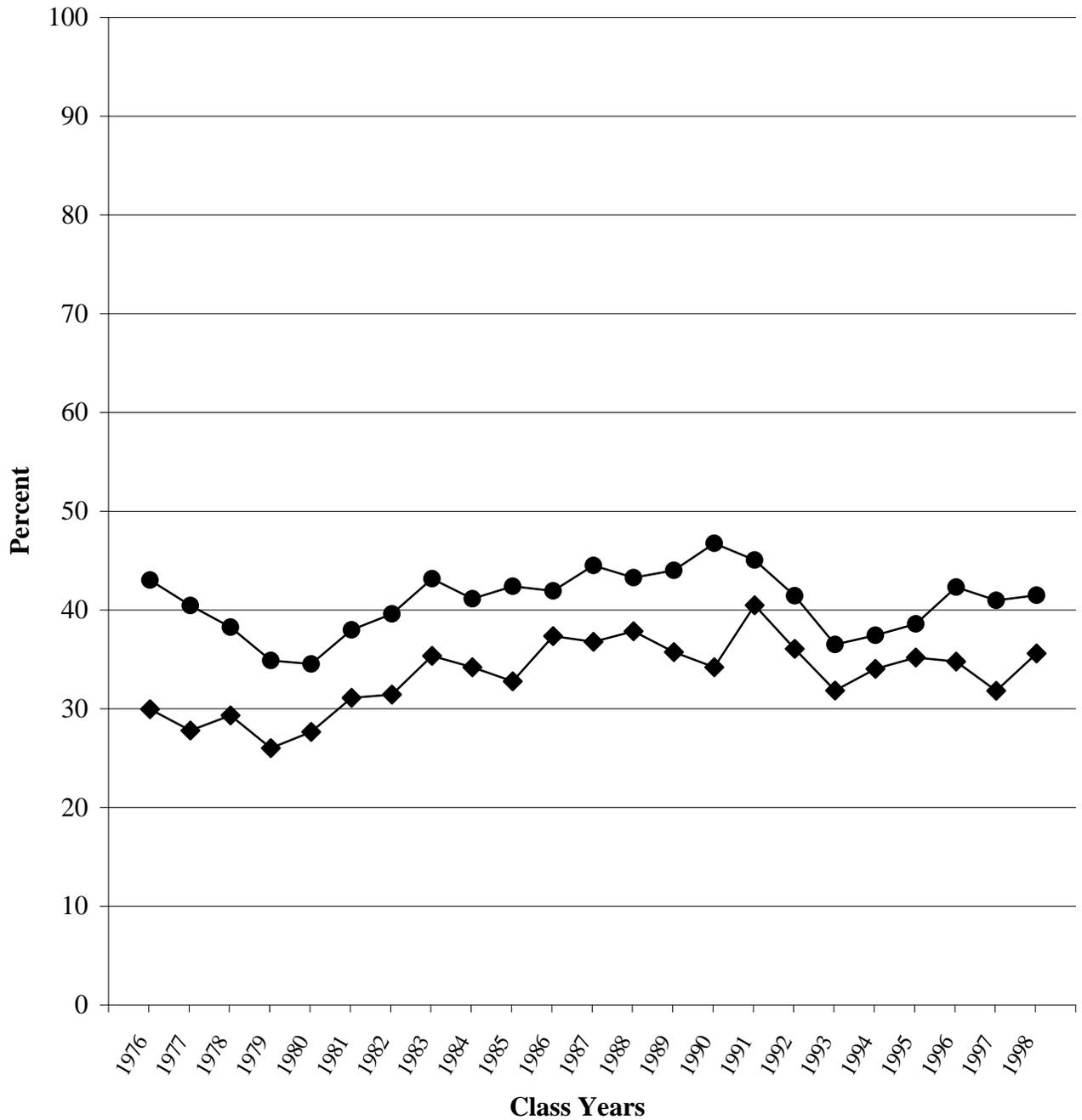
eta (females) = 0.115

Pearson's correlation (females) = 0.076

**Figure 2-86**  
**Trends in Assessments of the Importance of Having Lots of Money**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Extremely Important")**



**Figure 2-91**  
**Trends in Views of the Military as Providing a Chance to Get Ahead**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.075

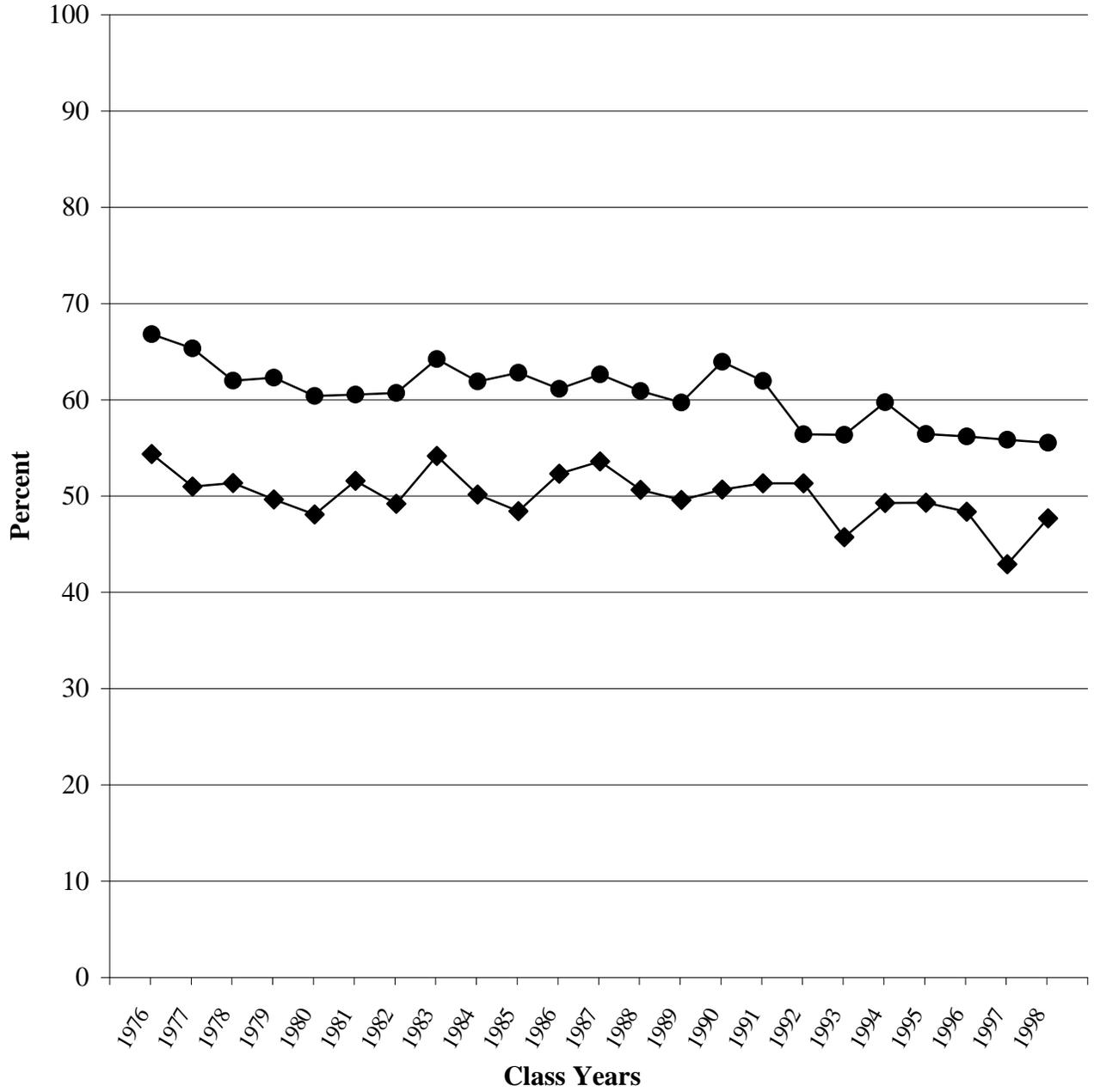
Pearson's correlation (males) = 0.049

◆ Males    ● Females

eta (females) = 0.064

Pearson's correlation (females) = 0.019

**Figure 2-92**  
**Trends in Views of the Military as Providing**  
**a Chance for More Education**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.049

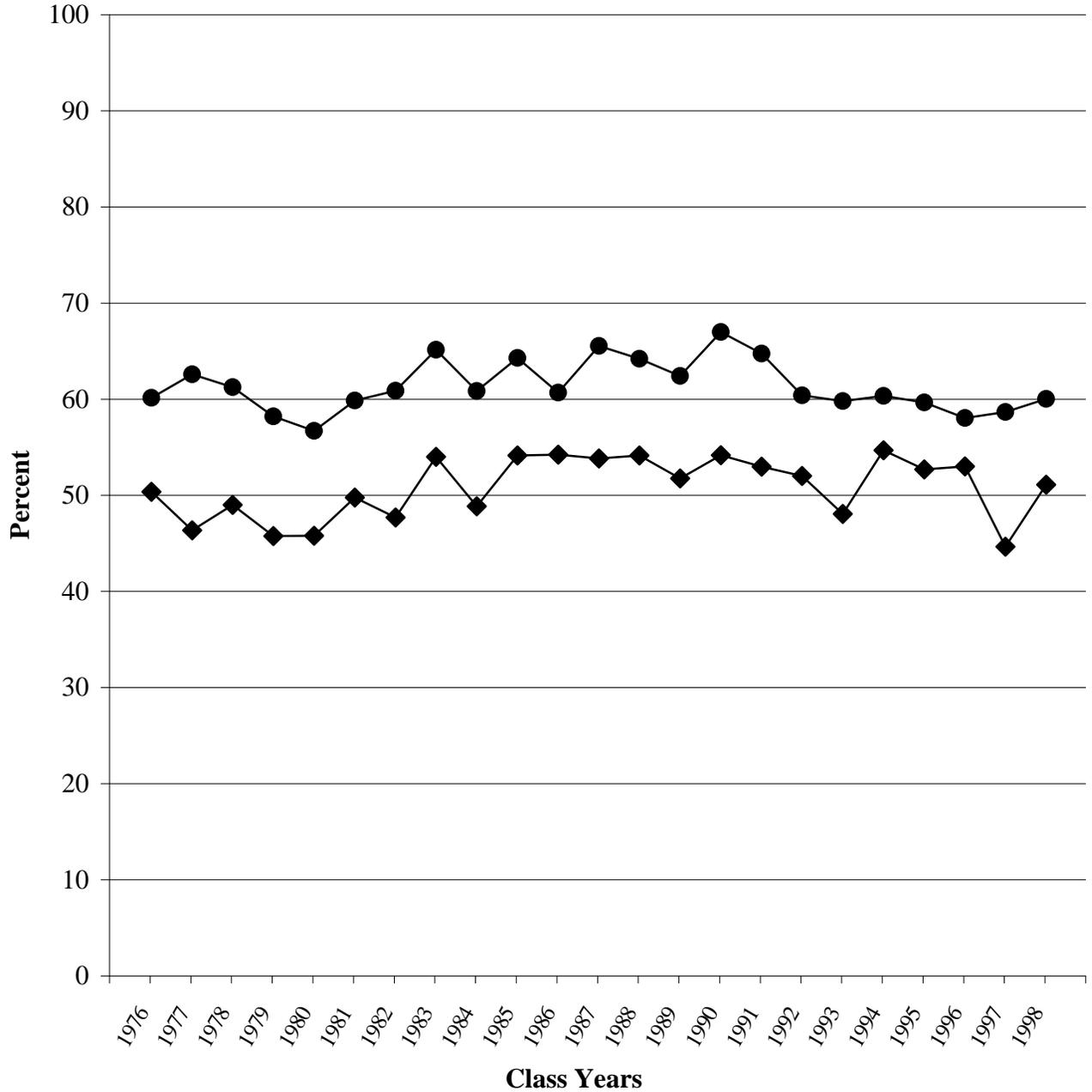
Pearson's correlation (males) = -0.025

◆ Males    ● Females

eta (females) = 0.064

Pearson's correlation (females) = -0.051

**Figure 2-93**  
**Trends in Views of the Military as Providing a Chance to Advance to a**  
**More Responsible Position**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.062

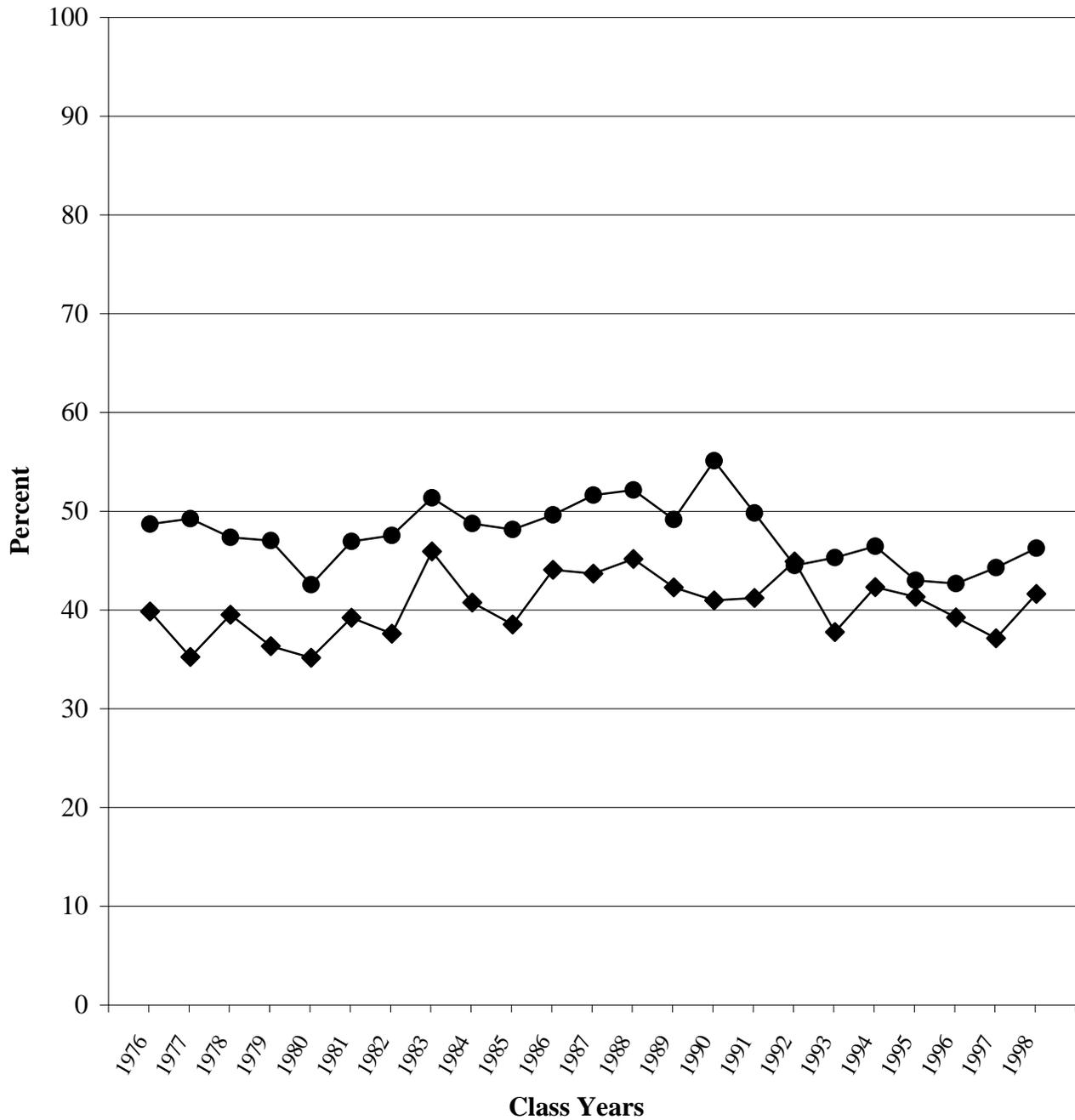
Pearson's correlation (males) = 0.021



eta (females) = 0.052

Pearson's correlation (females) = 0.000

**Figure 2-94**  
**Trends in Views of the Military as Providing a Chance for Fulfilling Work**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.062

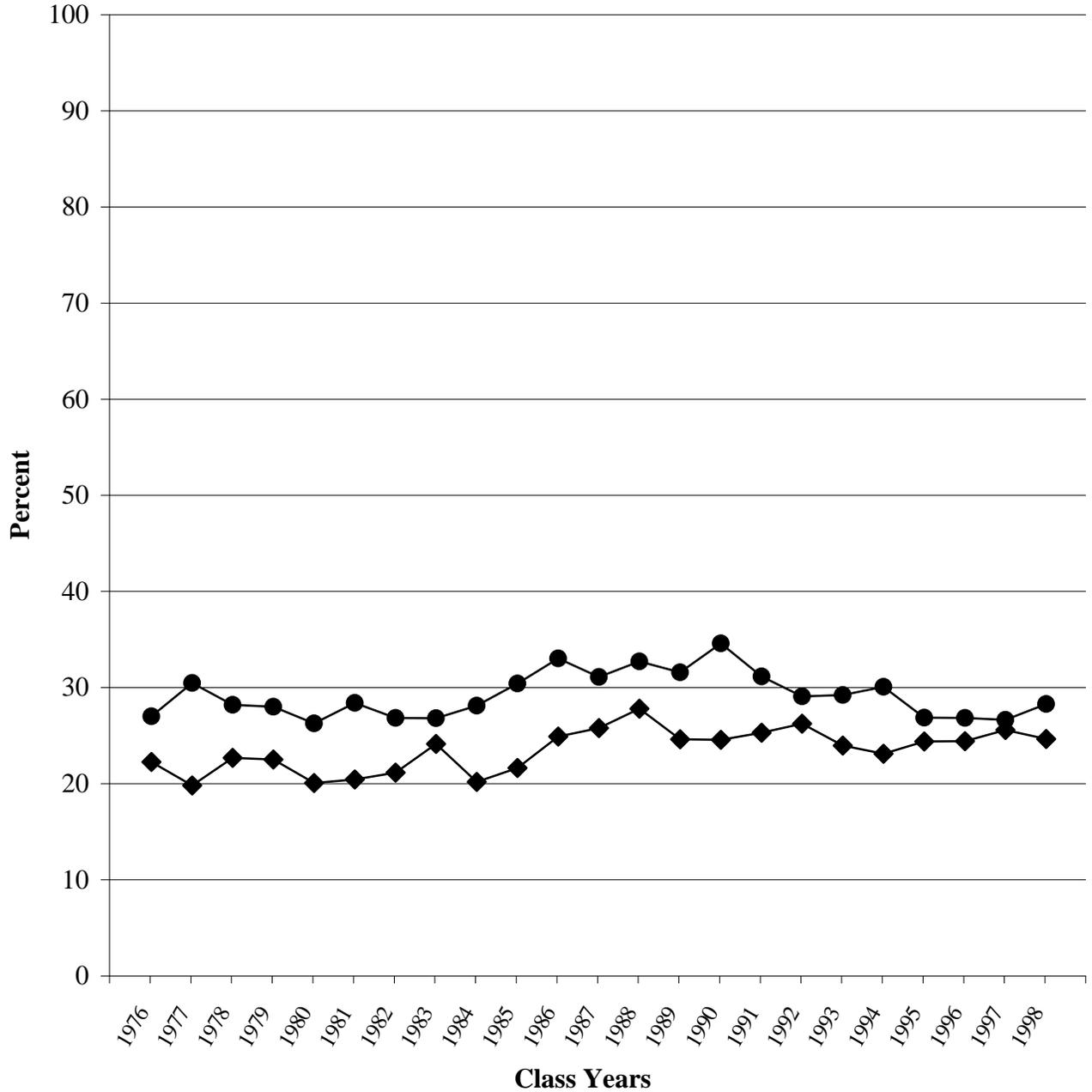
Pearson's correlation (males) = 0.018



eta (females) = 0.060

Pearson's correlation (females) = -0.011

**Figure 2-95**  
**Trends in Views of the Military as a Workplace**  
**That Listens to Ideas of Members of Armed Forces**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.051

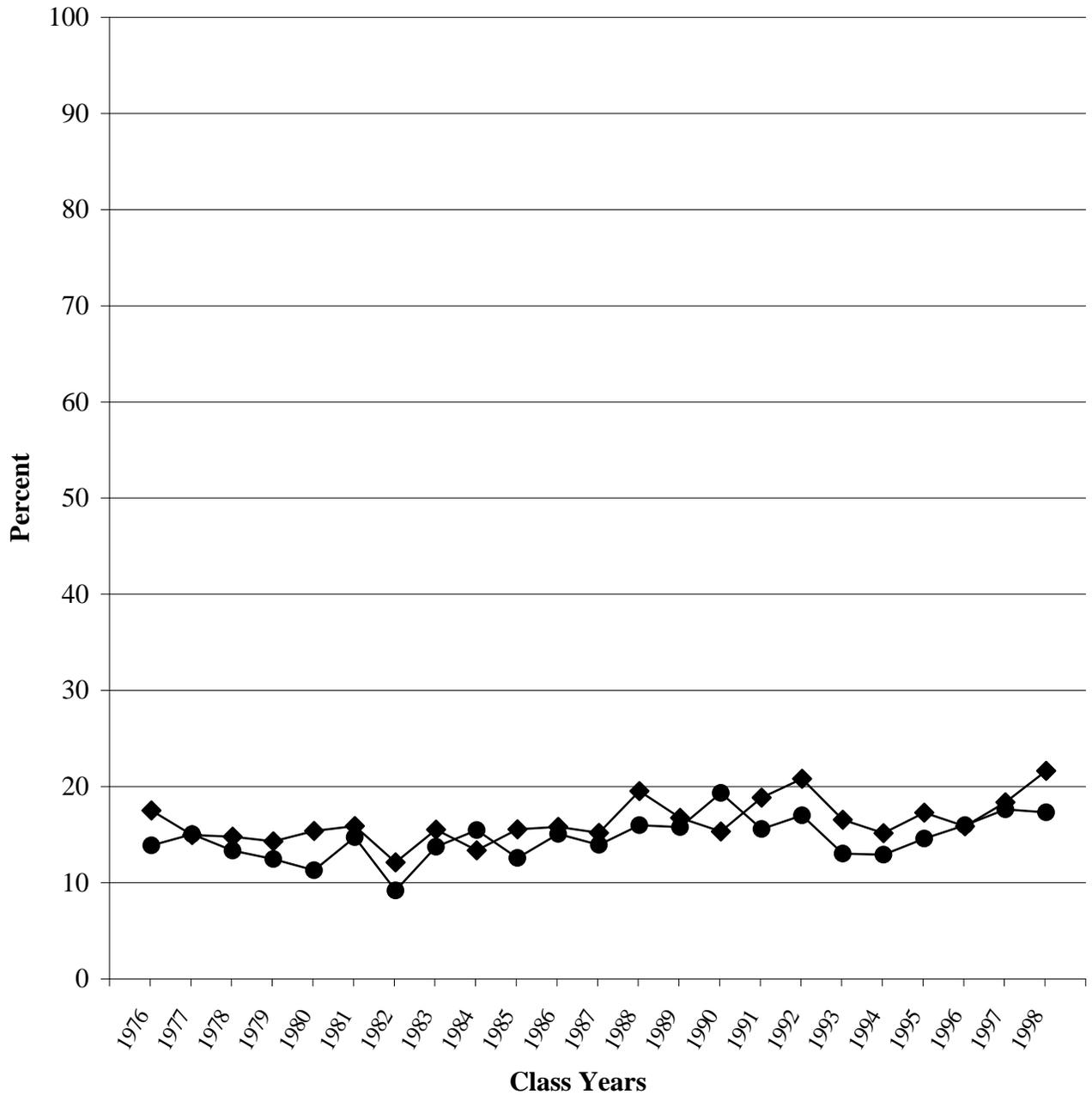
Pearson's correlation (males) = 0.032

◆ Males    ● Females

eta (females) = 0.049

Pearson's correlation (females) = 0.009

**Figure 2-96**  
**Trends in Views of the Military Providing Justice**  
**in the Workplace in Unjust Situations**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.060

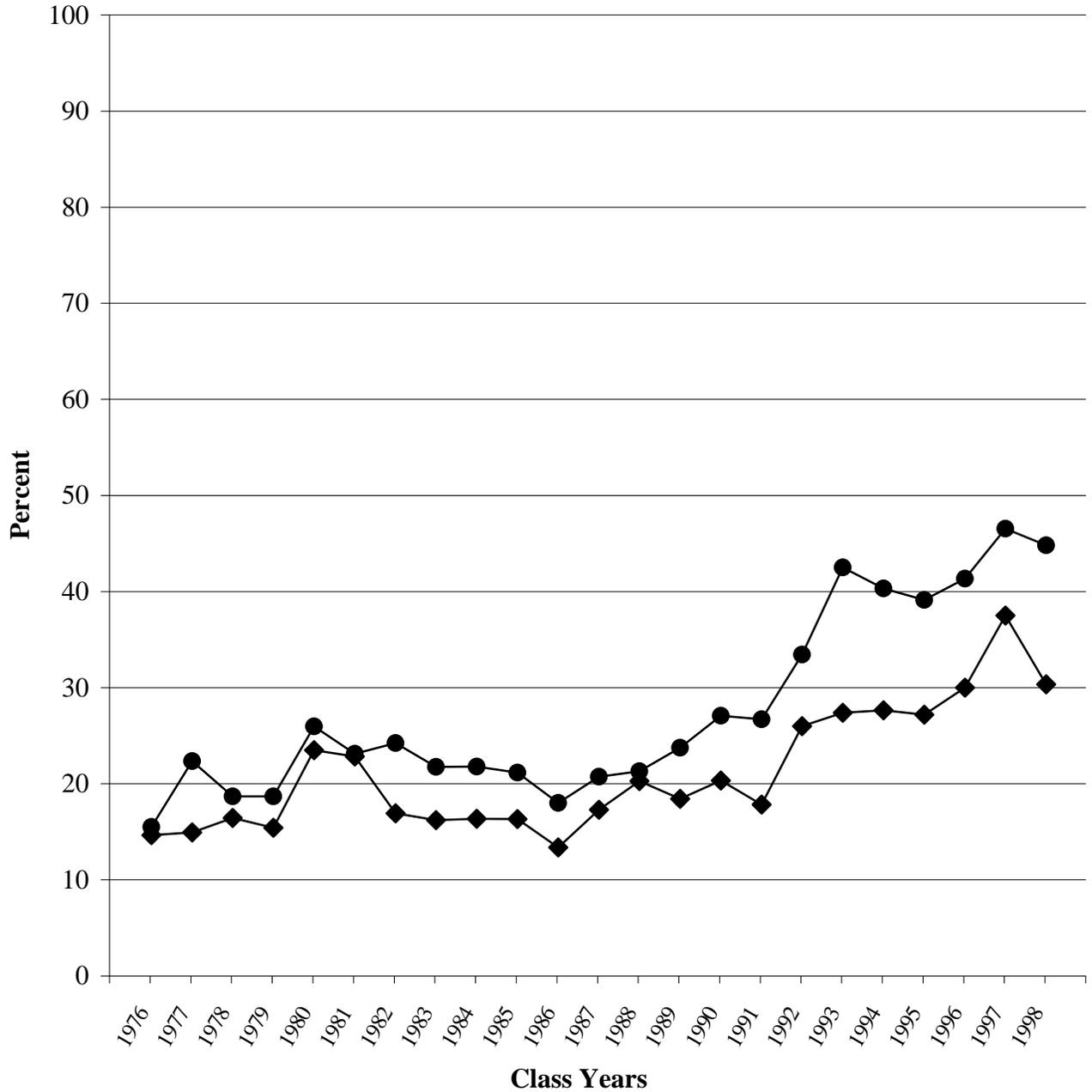
Pearson's correlation (males) = 0.034

◆ Males ● Females

eta (females) = 0.065

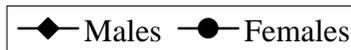
Pearson's correlation (females) = 0.037

**Figure 2-97**  
**Trends in Perceptions that the Military Discriminates**  
**Against Women in Armed Forces**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.148

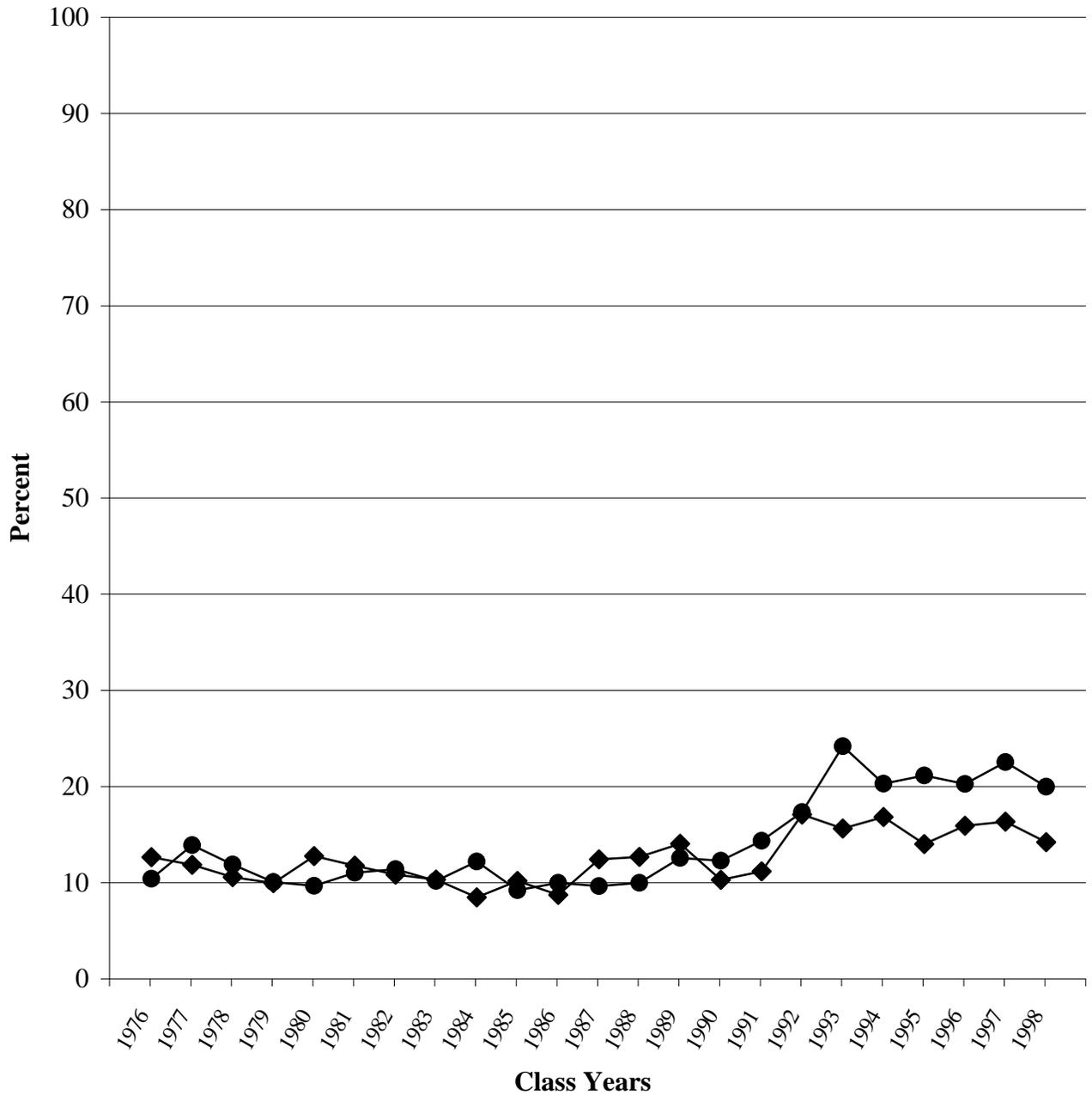
Pearson's correlation (males) = 0.114



eta (females) = 0.208

Pearson's correlation (females) = 0.178

**Figure 2-98**  
**Trends in Perceptions that Military Discriminates**  
**Against African Americans in Armed Forces**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "To a Very Great Extent" and "To a Great Extent,"**  
**Combined)**



eta (males) = 0.074

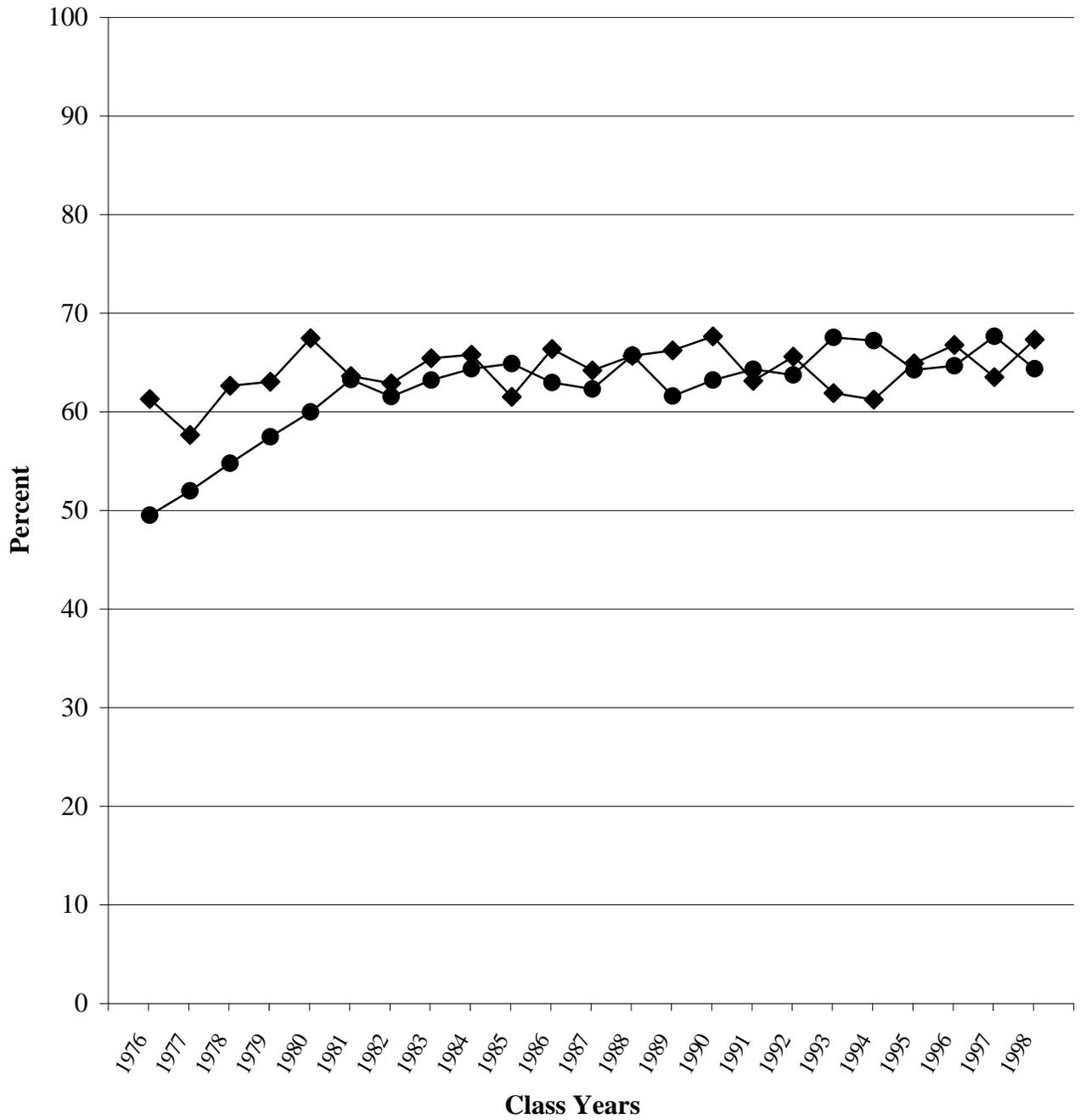
Pearson's correlation (males) = 0.047



eta (females) = 0.136

Pearson's correlation (females) = 0.105

**Figure 2-99**  
**Trends in Work-Related Self-Esteem**  
**Among High School Seniors, by Gender, 1976-1998**  
**(Percentage "Very Good")**



eta (males) = 0.050

Pearson's correlation (males) = 0.020



eta (females) = 0.096

Pearson's correlation (females) = 0.076



**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>High school work experiences</b>										
2a	How likely is it that you will do each of the following things after high school? Graduate from college (4-yr program). (1=Def Won't 4=Def Will) % "Definitely Will"									
	Definitely won't	39.16 ***	43.4	-0.159	49.82 ***	49.1	-0.190	54.40 ***	60.5	-0.160
	Probably won't	27.09 ***	34.9	0.171	35.14 ***	27.4	0.203	41.13 ***	21.9	0.176
	Probably will	19.25	13.5		25.21	12.5		30.18 ***	9.6	
	Definitely will	20.44	8.2		27.05	11.0		36.05	8.0	
	Total	<u>30.73</u>	<u>55,855</u>		<u>40.21</u>	<u>54,411</u>		<u>47.70</u>	<u>45,887</u>	
2b	How likely is it that you will do each of the following things after high school? Graduate from college (4-yr program). (1=Def Won't 4=Def Will) % "Definitely Will" and "Probably Will" (combined)									
	Definitely won't	60.93 ***	43.4	-0.165	71.23 ***	49.1	-0.172	75.97 ***	60.5	-0.117
	Probably won't	54.04 ***	34.9	0.167	64.21 ***	27.4	0.174	71.95 ***	21.9	0.121
	Probably will	40.88 ***	13.5		51.77 *	12.5		61.59	9.6	
	Definitely will	36.39	8.2		48.78	11.0		61.17	8.0	
	Total	<u>53.80</u>	<u>55,855</u>		<u>64.40</u>	<u>54,411</u>		<u>72.53</u>	<u>45,887</u>	
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8) % more than 21 hrs per week									
	Definitely won't	36.25	43.1	0.015	32.32 ***	48.8	0.052	30.42 ***	60.4	0.073
	Probably won't	38.85	34.7	0.029	35.39 **	27.2	0.054	33.58 ***	21.8	0.074
	Probably will	39.59 *	13.6		38.66	12.5		38.56	9.6	
	Definitely will	36.64	8.7		38.55	11.5		40.76	8.3	
	Total	<u>37.64</u>	<u>56,044</u>		<u>34.67</u>	<u>54,428</u>		<u>32.74</u>	<u>45,775</u>	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p < .05, \*\*p < .01, \*\*\*p < .001.

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied									
	Definitely won't	57.85 ***	44.6	-0.058	57.72 **	49.2	-0.046	59.95 *	60.1	-0.075
	Probably won't	57.98 ***	34.3	0.067	58.12 **	26.6	0.052	56.61	21.5	0.086
	Probably will	50.42	13.4		52.79	12.3		46.55	9.9	
	Definitely will	48.68	7.8		50.99	11.8		52.01	8.5	
	Total	56.19	7,645		56.42	6,577		57.23	4,799	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	27.18	43.3	-0.036	23.80 *	50.0	-0.021	25.31	60.8	-0.003
	Probably won't	22.50	32.7	0.056	21.11	27.1	0.042	23.38	21.0	0.019
	Probably will	21.38	13.9		25.36 *	11.8		24.56	9.1	
	Definitely will	24.82	10.2		19.68	11.2		25.80	9.2	
	Total	24.61	2,040		22.80	7,147		24.89	5,277	
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	30.08	43.2	-0.031	27.47	49.9	-0.006	29.67	60.8	-0.016
	Probably won't	29.02	32.7	0.047	26.13	27.1	0.017	29.28	20.9	0.022
	Probably will	23.57	13.8		28.14	11.8		26.14	9.0	
	Definitely will	28.38	10.3		26.16	11.2		28.54	9.3	
	Total	28.66	2,035		27.04	7,135		29.17	5,269	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	15.08	43.4	0.018	15.00	50.0	0.034	18.60	60.8	0.002
	Probably won't	14.61	32.8	0.024	15.25	27.1	0.046	14.30 **	20.9	0.051
	Probably will	16.00	13.7		20.14	11.7		17.72	9.1	
	Definitely will	17.47	10.2		17.27	11.3		20.77	9.3	
	Total	<u>15.30</u>	<u>2,018</u>		<u>15.92</u>	<u>7,100</u>		<u>17.82</u>	<u>5,247</u>	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	33.58	43.3	0.021	34.84	50.0	0.009	34.96	60.8	0.017
	Probably won't	30.92 *	32.8	0.071	31.88 *	27.1	0.036	32.51 *	20.9	0.039
	Probably will	29.12 *	13.8		34.41	11.7		34.11	9.1	
	Definitely will	41.62	10.2		37.49	11.2		39.81	9.3	
	Total	<u>32.91</u>	<u>2,022</u>		<u>34.29</u>	<u>7,098</u>		<u>34.82</u>	<u>5,235</u>	
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	16.43	43.3	0.021	21.93 *	50.1	0.021	26.00 *	60.9	0.035
	Probably won't	17.03	32.8	0.026	18.74 ***	27.1	0.051	23.67 **	20.9	0.052
	Probably will	19.45	13.8		22.36	11.6		29.88	9.0	
	Definitely will	17.80	10.2		25.88	11.2		31.63	9.2	
	Total	<u>17.18</u>	<u>2,014</u>		<u>21.56</u>	<u>7,090</u>		<u>26.38</u>	<u>5,221</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	18.91	43.2	0.063	26.05 *	50.1	0.021	28.40 **	60.9	0.047
	Probably won't	21.00	32.8	0.073	23.40 **	27.1	0.047	27.95 **	20.9	0.054
	Probably will	27.67	13.7		25.62	11.6		31.76	9.0	
	Definitely will	24.35	10.3		30.69	11.2		36.37	9.3	
	Total	<u>21.36</u>	<u>2,003</u>		<u>25.80</u>	<u>7,077</u>		<u>29.34</u>	<u>5,211</u>	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	9.04	43.1	0.066	12.57 ***	50.1	0.069	16.43	60.9	0.043
	Probably won't	9.00	32.9	0.106	13.51 ***	27.1	0.077	14.87 *	20.9	0.065
	Probably will	18.54	13.9		14.61 **	11.6		23.44	9.0	
	Definitely will	11.69	10.2		21.37	11.3		20.42	9.2	
	Total	<u>10.62</u>	<u>2,011</u>		<u>14.05</u>	<u>7,067</u>		<u>17.10</u>	<u>5,202</u>	
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	15.02	43.1	0.002	13.16	50.2	0.016	13.16	60.9	0.029
	Probably won't	14.41	32.7	0.010	14.13	27.0	0.031	13.77	20.9	0.032
	Probably will	15.32	13.9		16.63	11.6		14.12	8.9	
	Definitely will	15.21	10.3		13.42	11.2		17.01	9.3	
	Total	<u>14.88</u>	<u>1,995</u>		<u>13.86</u>	<u>7,028</u>		<u>13.73</u>	<u>5,176</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	12.68	43.1	-0.013	11.27	50.3	-0.005	10.63 *	61.1	0.046
	Probably won't	11.16	32.7	0.023	10.72	27.0	0.015	9.28 **	20.8	0.061
	Probably will	12.47	14.0		12.00	11.5		14.98	8.8	
	Definitely will	11.05	10.3		10.29	11.2		15.21	9.3	
	Total	11.98	1,997		11.10	7,031		11.16	5,168	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	21.40	43.0	-0.057	17.13	50.2	0.000	18.12	61.1	0.010
	Probably won't	18.61	32.7	0.060	17.95	27.0	0.032	16.07	20.8	0.030
	Probably will	15.41	13.9		20.18 *	11.6		19.36	8.8	
	Definitely will	15.65	10.4		15.31	11.2		19.91	9.3	
	Total	19.06	1,995		17.50	7,008		17.97	5,156	
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	42.72	43.0	0.021	48.27	50.1	0.000	46.83	61.0	0.021
	Probably won't	43.19	32.7	0.027	44.51 **	27.1	0.056	46.73	20.9	0.028
	Probably will	42.96	14.0		42.57 **	11.6		46.95	8.8	
	Definitely will	47.28	10.3		52.14	11.2		51.60	9.3	
	Total	43.37	1,991		47.02	7,004		47.26	5,140	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Vocational plans, aspirations, and expectations</b>										
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	18.78	45.9	0.030	14.31	48.8	0.044	14.99	59.7	0.002
	Probably won't	21.52 **	32.4	0.087	16.27	27.4	0.067	13.75	22.1	0.044
	Probably will	29.00 ***	12.7		22.19 **	11.9		19.25 *	9.9	
	Definitely will	16.30	8.9		16.42	11.9		12.90	8.3	
	Total	<u>20.75</u>	<u>9,275</u>		<u>16.04</u>	<u>9,443</u>		<u>14.97</u>	<u>6,842</u>	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	40.62	46.0	-0.034	46.78	48.8	-0.030	45.99	59.7	-0.038
	Probably won't	37.95	32.3	0.043	42.37	27.4	0.062	41.68	22.2	0.053
	Probably will	34.38	12.8		37.71 ***	11.9		38.15	9.9	
	Definitely will	37.96	8.9		46.19	11.9		43.65	8.3	
	Total	<u>38.72</u>	<u>9,294</u>		<u>44.43</u>	<u>9,443</u>		<u>44.07</u>	<u>6,860</u>	
31	What kind of work do you think you will be doing when you are 30 years old? % Professional with PhD									
	Definitely won't	16.44 ***	45.7	-0.114	17.71 ***	50.3	-0.112	19.38 ***	61.7	-0.103
	Probably won't	13.28 ***	33.7	0.116	14.29 ***	26.8	0.113	17.19 ***	20.4	0.106
	Probably will	7.01	12.3		8.99	11.4		11.99 **	9.4	
	Definitely will	4.78	8.4		6.58	11.4		6.16	8.6	
	Total	<u>13.24</u>	<u>9,783</u>		<u>14.52</u>	<u>9,027</u>		<u>17.12</u>	<u>6,547</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Work ethic/success orientation</b>										
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work									
	Definitely won't	23.79 ***	44.0	-0.045	29.00 ***	48.5	-0.050	31.99 ***	60.2	-0.045
	Probably won't	20.07	34.2	0.050	23.14	27.5	0.064	28.35	21.9	0.048
	Probably will	19.63	13.2		24.69	12.3		27.62	9.5	
	Definitely will	18.65	8.6		23.08	11.7		25.99	8.3	
	Total	21.52	33,649		26.17	30,535		30.28	22,790	
<b>Preferences regarding job characteristics</b>										
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Extremely Important									
	Definitely won't	67.78	43.8	0.022	69.93	49.5	0.033	71.20 **	60.4	0.031
	Probably won't	68.60	34.1	0.023	68.79 *	26.2	0.047	71.54 **	21.6	0.047
	Probably will	70.30	13.7		75.05	12.5		69.92 **	9.6	
	Definitely will	70.89	8.5		73.43	11.8		78.63	8.5	
	Total	68.67	10,875		70.68	9,681		71.78	7,179	
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	27.40	45.0	0.012	33.11 ***	50.3	0.034	30.04 ***	61.6	0.053
	Probably won't	21.84 ***	33.6	0.070	29.30 ***	26.7	0.063	25.08 ***	20.4	0.089
	Probably will	28.92	13.0		34.58 *	11.8		37.26	9.6	
	Definitely will	30.49	8.4		39.59	11.3		39.05	8.5	
	Total	25.99	11,050		33.00	10,137		30.49	7,605	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	60.18	44.9	0.002	65.46	50.2	-0.021	61.18	61.6	0.018
	Probably won't	53.98 *	33.7	0.070	62.12	26.7	0.031	58.36	20.4	0.049
	Probably will	63.94	13.0		63.22	11.8		67.72	9.6	
	Definitely will	59.41	8.4		62.96	11.3		62.06	8.5	
	Total	58.52	11,087		64.02	10,145		61.30	7,605	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	24.25	45.0	0.000	29.99	50.2	-0.012	32.02 **	61.6	0.043
	Probably won't	19.65 **	33.7	0.055	23.53 **	26.7	0.063	32.54 *	20.4	0.046
	Probably will	24.84	13.0		30.57	11.8		35.52	9.6	
	Definitely will	25.01	8.4		28.58	11.3		39.36	8.5	
	Total	22.84	11,081		28.17	10,133		33.08	7,600	
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	41.15 **	45.0	-0.031	39.37	50.3	-0.024	40.42	61.6	-0.024
	Probably won't	39.53 *	33.7	0.036	37.66	26.7	0.025	34.90	20.4	0.045
	Probably will	40.13 *	13.0		36.85	11.8		39.37	9.6	
	Definitely will	34.60	8.4		36.14	11.3		37.39	8.5	
	Total	39.92	11,090		38.26	10,153		38.94	7,606	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	36.01 **	45.0	0.018	40.81 ***	50.3	0.048	40.31 ***	61.6	0.057
	Probably won't	30.94 ***	33.6	0.070	35.20 ***	26.6	0.088	38.14 ***	20.4	0.073
	Probably will	34.94 **	13.0		44.29 *	11.8		47.74	9.5	
	Definitely will	42.90	8.4		49.68	11.3		49.88	8.5	
	Total	<u>34.74</u>	<u>11,053</u>		<u>40.73</u>	<u>10,098</u>		<u>41.39</u>	<u>7,577</u>	
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	11.30	45.0	0.013	12.57	50.3	0.012	15.80 *	61.5	0.025
	Probably won't	8.05 ***	33.6	0.060	10.79 *	26.7	0.032	12.77 ***	20.4	0.053
	Probably will	12.21	13.0		13.32	11.8		17.46	9.6	
	Definitely will	13.48	8.4		14.06	11.3		20.13	8.5	
	Total	<u>10.51</u>	<u>11,055</u>		<u>12.35</u>	<u>10,111</u>		<u>15.71</u>	<u>7,576</u>	
	<b>Desirability of different work settings</b>									
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	38.97 ***	44.54	0.164	45.16 ***	48.3	0.219	45.23 ***	59.46	0.217
	Probably won't	46.49 ***	33.1	0.166	57.79 ***	27.3	0.220	60.00 ***	21.8	0.220
	Probably will	53.30 ***	13.4		66.76 ***	12.5		70.42	10.4	
	Definitely will	66.97	9.0		76.20	11.9		75.63	8.4	
	Total	<u>45.89</u>	<u>11,545</u>		<u>55.00</u>	<u>10,406</u>		<u>53.61</u>	<u>7,582</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	6.42 ***	44.5	0.621	7.22 ***	48.3	0.666	8.14 ***	59.4	0.652
	Probably won't	28.32 ***	33.1	0.630	32.84 ***	27.3	0.673	39.44 ***	21.9	0.655
	Probably will	72.92 ***	13.5		77.82 ***	12.5		77.17 ***	10.4	
	Definitely will	91.83	8.9		93.38	11.9		95.33	8.4	
	Total	30.25	11,555		33.27	10,415		29.43	7,588	
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	34.51	44.5	-0.019	34.77 *	48.3	-0.026	44.31	59.4	0.010
	Probably won't	33.70	33.1	0.019	35.74 *	27.3	0.034	48.56	21.8	0.037
	Probably will	32.49	13.5		32.37	12.5		46.95	10.4	
	Definitely will	31.89	8.9		30.84	11.9		43.47	8.4	
	Total	33.74	11,550		34.27	10,411		45.44	7,577	
82	Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	27.40 ***	44.5	0.166	30.84 ***	48.3	0.198	33.33 ***	59.5	0.230
	Probably won't	40.34 ***	33.1	0.174	45.02 ***	27.3	0.206	53.61 ***	21.8	0.243
	Probably will	46.68	13.5		54.66	12.5		59.76	10.3	
	Definitely will	49.13	8.9		55.60	11.9		63.69	8.4	
	Total	36.22	11,561		40.63	10,416		43.03	7,584	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	27.02	44.6	0.013	23.77	48.3	0.008	27.31	59.4	0.026
	Probably won't	25.74	33.1	0.026	25.56	27.4	0.023	32.59 *	21.8	0.056
	Probably will	29.14	13.5		26.19	12.5		33.11 *	10.4	
	Definitely will	28.46	8.9		23.66	11.9		27.14	8.4	
	Total	<u>27.01</u>	<u>11,527</u>		<u>24.55</u>	<u>10,383</u>		<u>29.05</u>	<u>7,575</u>	
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	65.97 ***	44.5	-0.075	66.05 ***	48.3	-0.080	68.36 ***	59.4	-0.106
	Probably won't	65.43 ***	33.1	0.082	64.41 ***	27.3	0.083	66.23 ***	21.9	0.110
	Probably will	58.97 *	13.5		57.88	12.5		57.47	10.4	
	Definitely will	53.53	8.9		54.95	11.9		51.75	8.3	
	Total	<u>63.74</u>	<u>11,558</u>		<u>63.26</u>	<u>10,405</u>		<u>65.38</u>	<u>7,582</u>	
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	82.56 ***	44.6	-0.062	83.37 ***	48.3	-0.064	79.94 ***	59.4	-0.090
	Probably won't	81.49 ***	33.0	0.066	82.14 ***	27.4	0.065	78.12 ***	21.9	0.092
	Probably will	78.94 **	13.5		77.96	12.5		72.10	10.4	
	Definitely will	73.51	8.9		76.41	11.9		67.63	8.4	
	Total	<u>80.91</u>	<u>11,582</u>		<u>81.53</u>	<u>10,419</u>		<u>77.70</u>	<u>7,589</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Importance placed on various life goals</b>										
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	25.55	43.8	-0.008	36.90	49.5	-0.008	32.65 **	60.4	0.048
	Probably won't	20.84 *	34.1	0.052	29.45 **	26.2	0.072	25.65 ***	21.6	0.102
	Probably will	25.58	13.6		38.79	12.5		41.02	9.6	
	Definitely will	24.99	8.5		35.32	11.8		40.69	8.5	
	Total	23.90	10,858		35.00	9,681		32.62	7,150	
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	8.55	43.8	0.000	9.64	49.4	-0.010	12.12	60.3	0.007
	Probably won't	7.78	34.1	0.015	8.74	26.3	0.019	11.54	21.6	0.018
	Probably will	8.86	13.7		10.05	12.5		11.60	9.6	
	Definitely will	8.45	8.5		8.35	11.8		13.77	8.5	
	Total	8.32	10,861		9.30	9,661		12.08	7,168	
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	12.67 ***	43.8	0.026	13.84 ***	49.5	0.072	13.98 ***	60.4	0.047
	Probably won't	7.33 ***	34.1	0.106	9.64 ***	26.3	0.125	8.42 ***	21.6	0.106
	Probably will	12.07 ***	13.7		13.74 ***	12.5		15.56 **	9.6	
	Definitely will	18.93	8.4		24.79	11.8		22.79	8.5	
	Total	11.29	10,879		14.01	9,697		13.68	7,177	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>The military as an occupation and a workplace</b>										
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	20.36 ***	45.0	0.313	24.55 ***	50.7	0.360	25.21 ***	61.8	0.329
	Probably won't	27.79 ***	33.9	0.335	33.08 ***	26.3	0.372	33.72 ***	20.5	0.338
	Probably will	41.96 ***	12.7		51.60 ***	11.5		53.44 ***	9.1	
	Definitely will	75.34	8.5		80.14	11.4		78.87	8.7	
	Total	<u>30.29</u>	<u>9,801</u>		<u>36.28</u>	<u>8,882</u>		<u>34.17</u>	<u>6,578</u>	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	41.38 ***	44.9	0.243	39.06 ***	50.7	0.303	38.86 ***	61.7	0.286
	Probably won't	52.48 ***	33.9	0.246	52.94 ***	26.3	0.305	50.00 ***	20.5	0.287
	Probably will	62.53 ***	12.7		64.67 ***	11.5		67.53 ***	9.1	
	Definitely will	83.98	8.5		85.59	11.5		84.94	8.7	
	Total	<u>51.44</u>	<u>9,780</u>		<u>51.01</u>	<u>8,872</u>		<u>47.76</u>	<u>6,558</u>	
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	38.42 ***	44.9	0.251	42.04 ***	50.6	0.283	42.75 ***	61.8	0.254
	Probably won't	50.64 ***	33.9	0.252	55.54 ***	26.4	0.285	52.46 ***	20.4	0.255
	Probably will	62.35 ***	12.7		65.08 ***	11.6		69.20 ***	9.1	
	Definitely will	80.67	8.5		85.70	11.5		83.23	8.7	
	Total	<u>49.20</u>	<u>9,744</u>		<u>53.28</u>	<u>8,860</u>		<u>50.67</u>	<u>6,554</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	27.90 ***	44.9	0.280	29.71 ***	50.6	0.345	32.04 ***	61.7	0.289
	Probably won't	37.86 ***	33.9	0.284	40.21 ***	26.4	0.350	41.07 ***	20.4	0.293
	Probably will	54.07 ***	12.7		61.45 ***	11.6		60.05 ***	9.1	
	Definitely will	74.48	8.5		81.20	11.5		78.75	8.8	
	Total	<u>38.56</u>	<u>9,721</u>		<u>42.08</u>	<u>8,841</u>		<u>40.53</u>	<u>6,532</u>	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	14.85 ***	45.00	0.220	15.91 ***	50.67	0.274	18.40 ***	61.75	0.246
	Probably won't	19.28 ***	33.9	0.229	21.16 ***	26.2	0.282	22.20 ***	20.5	0.258
	Probably will	32.85 ***	12.6		36.32 ***	11.5		36.84 ***	9.0	
	Definitely will	45.67	8.5		52.22	11.6		55.53	8.7	
	Total	<u>21.24</u>	<u>9,662</u>		<u>23.83</u>	<u>8,800</u>		<u>24.09</u>	<u>6,490</u>	
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	10.24 ***	44.96	0.190	11.42 ***	50.77	0.222	13.46 ***	61.67	0.202
	Probably won't	11.97 ***	33.8	0.206	12.39 ***	26.2	0.245	17.94 ***	20.5	0.208
	Probably will	22.27 ***	12.7		21.92 ***	11.6		26.43 ***	9.1	
	Definitely will	34.56	8.5		39.40	11.5		40.55	8.7	
	Total	<u>14.42</u>	<u>9,630</u>		<u>16.09</u>	<u>8,743</u>		<u>17.92</u>	<u>6,468</u>	

**Appendix 3Am**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	18.20	44.8	-0.004	17.60	50.7	-0.007	31.97 ***	61.8	-0.066
	Probably won't	14.92 *	33.9	0.041	14.86	26.3	0.032	23.36	20.5	0.087
	Probably will	17.95	12.8		16.48	11.5		29.33 *	9.0	
	Definitely will	18.55	8.5		17.61	11.5		22.44	8.8	
	Total	17.09	9,574		16.75	8,719		29.14	6,450	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	9.83 ***	44.9	0.052	9.74 *	50.8	0.031	16.31	61.7	-0.004
	Probably won't	9.18 ***	33.9	0.065	9.43 *	26.3	0.036	10.94 **	20.5	0.063
	Probably will	12.25 *	12.8		11.87	11.5		16.41	9.0	
	Definitely will	16.21	8.5		12.56	11.5		17.52	8.8	
	Total	10.47	9,557		10.22	8,675		15.33	6,450	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\**p* < .05, \*\**p* < .01, \*\*\**p* < .001.



**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>High school work experiences</b>										
2a	How likely is it that you will do each of the following things after high school? Graduate from college (4-yr program). (1=Def Won't 4=Def Will) % "Definitely Will"									
	Definitely won't	32.53 ***	74.4	-0.062	49.82 ***	79.0	-0.093	60.09 ***	82.7	-0.104
	Probably won't	28.98 ***	19.1	0.064	41.52 ***	13.9	0.098	49.22 **	11.7	0.109
	Probably will	21.17	4.7		28.84 **	4.8		39.47	3.6	
	Definitely will	21.00	1.8		34.08	2.3		43.39	2.1	
	Total	31.11	60,769		45.95	58,758		57.74	51,717	
2b	How likely is it that you will do each of the following things after high school? Graduate from college (4-yr program). (1=Def Won't 4=Def Will) % "Definitely Will" and "Probably Will" (combined)									
	Definitely won't	52.07 ***	74.4	-0.034	67.51 ***	79.0	-0.047	79.50 ***	82.7	-0.048
	Probably won't	54.59 ***	19.1	0.060	67.32 ***	13.9	0.057	77.57 ***	11.7	0.051
	Probably will	42.47 *	4.7		56.71	4.8		70.83	3.6	
	Definitely will	37.87	1.8		57.98	2.3		70.39	2.1	
	Total	51.85	60,769		66.74	58,758		78.78	51,717	
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8) % more than 21 hrs per week									
	Definitely won't	27.21 *	74.3	-0.010	27.30 ***	78.9	0.035	26.98 ***	82.7	0.060
	Probably won't	26.07	19.1	0.015	31.01	13.9	0.037	30.71 ***	11.7	0.061
	Probably will	27.81 *	4.8		31.53	4.8		37.50	3.6	
	Definitely will	23.37	1.9		33.03	2.4		38.97	2.1	
	Total	26.95	60,700		28.16	58,632		28.04	51,558	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\**p* < .05, \*\**p* < .01, \*\*\**p* < .001.

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied									
	Definitely won't	54.19 ***	75.4	-0.053	54.27 **	80.1	-0.051	57.70	83.6	-0.033
	Probably won't	50.01 *	18.2	0.057	53.33 **	13.8	0.057	53.41	11.1	0.035
	Probably will	48.98 *	4.8		43.60	3.7		53.62	3.4	
	Definitely will	36.08	1.6		40.60	2.4		50.28	1.9	
	Total	52.90	7,225		53.41	6,849		56.94	5,314	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	25.66	77.0	-0.019	23.65	80.6	0.021	25.16	84.0	-0.016
	Probably won't	20.65	16.3	0.043	23.87	13.0	0.023	21.71	10.6	0.025
	Probably will	26.04	4.8		27.31	3.6		24.18	3.3	
	Definitely will	25.27	1.9		28.10	2.9		23.85	2.0	
	Total	24.86	2,051		23.94	7,536		24.74	5,959	
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	29.63	76.9	0.047	29.21	80.6	0.005	29.67	84.1	-0.009
	Probably won't	27.59	16.3	0.070	26.55	13.0	0.042	28.46	10.6	0.012
	Probably will	40.87	4.9		37.78 *	3.6		27.32	3.3	
	Definitely will	43.51	1.9		27.75	2.9		29.23	2.0	
	Total	30.11	2,048		29.13	7,528		29.46	5,941	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	17.32	77.0	0.027	16.84	80.6	0.018	16.38	84.1	-0.001
	Probably won't	15.12	16.3	0.052	14.65	13.0	0.044	12.44	10.5	0.039
	Probably will	23.59	4.8		23.99	3.6		20.08	3.3	
	Definitely will	25.43	1.9		19.80	2.9		17.79	2.1	
	Total	17.42	2,038		16.90	7,473		16.12	5,897	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	38.47	76.9	-0.003	38.85	80.7	0.013	40.72	84.1	-0.003
	Probably won't	32.41	16.4	0.054	40.59	12.9	0.015	37.26	10.5	0.027
	Probably will	40.57	4.8		40.95	3.5		44.88	3.3	
	Definitely will	46.51	1.9		40.71	2.9		39.64	2.1	
	Total	37.73	2,037		39.20	7,482		40.47	5,914	
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	19.25 *	77.0	0.079	24.43	80.8	0.024	30.06 **	84.1	0.042
	Probably won't	23.24	16.2	0.080	23.51 *	12.8	0.033	33.25	10.6	0.046
	Probably will	28.67	4.8		28.72	3.5		32.72	3.3	
	Definitely will	36.01	2.0		31.17	2.9		43.43	2.1	
	Total	20.68	2,030		24.66	7,467		30.76	5,908	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	17.42	77.0	0.007	23.59 **	80.8	0.061	25.21 ***	84.1	0.065
	Probably won't	21.51	16.4	0.044	26.45	12.8	0.065	26.58 **	10.6	0.070
	Probably will	16.79	4.7		35.92	3.5		36.85	3.3	
	Definitely will	12.82	2.0		33.32	2.9		41.80	2.1	
	Total	17.97	2,033		24.67	7,463		26.08	5,893	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	8.74	77.1	0.034	13.43	80.9	0.008	15.05	84.1	0.037
	Probably won't	11.10	16.3	0.041	13.03	12.7	0.024	17.15	10.6	0.046
	Probably will	9.39	4.8		17.76	3.5		23.88	3.3	
	Definitely will	15.17	1.9		12.77	2.9		17.26	2.1	
	Total	9.27	2,030		13.51	7,466		15.61	5,902	
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	13.92	76.9	0.046	10.24	80.7	0.017	10.32	84.1	0.007
	Probably won't	13.69	16.3	0.061	10.99	12.9	0.036	9.87	10.6	0.014
	Probably will	23.11	4.8		16.06	3.5		12.36	3.3	
	Definitely will	20.32	2.0		9.40	2.9		11.27	2.1	
	Total	14.44	2,023		10.52	7,446		10.36	5,881	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	10.66	76.9	0.017	8.26	80.6	0.005	7.92	84.1	0.010
	Probably won't	9.79	16.3	0.030	8.16	12.9	0.021	7.64	10.5	0.061
	Probably will	13.24	4.8		11.25	3.6		16.04 **	3.3	
	Definitely will	15.24	2.0		7.19	2.9		2.80	2.1	
	Total	<u>10.73</u>	<u>2,023</u>		<u>8.32</u>	<u>7,444</u>		<u>8.06</u>	<u>5,882</u>	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	20.01	76.9	0.015	16.33	80.7	-0.012	15.31	84.1	-0.025
	Probably won't	21.30	16.4	0.017	14.97	12.8	0.025	10.79	10.5	0.040
	Probably will	22.61	4.8		18.69	3.5		15.07	3.3	
	Definitely will	21.01	2.0		12.39	2.9		12.45	2.1	
	Total	<u>20.37</u>	<u>2,016</u>		<u>16.12</u>	<u>7,434</u>		<u>14.77</u>	<u>5,873</u>	
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	41.06	77.0	-0.010	42.29 *	80.7	0.022	44.06	84.1	0.021
	Probably won't	40.47	16.4	0.014	40.56 *	12.8	0.035	43.21	10.5	0.031
	Probably will	37.76	4.7		45.23	3.6		51.74	3.3	
	Definitely will	41.17	2.0		51.40	2.9		48.59	2.1	
	Total	<u>40.81</u>	<u>2,007</u>		<u>42.44</u>	<u>7,400</u>		<u>44.33</u>	<u>5,867</u>	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Vocational plans, aspirations, and expectations</b>										
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	22.48	74.3	0.064	16.66 *	77.7	0.060	16.01	81.0	0.027
	Probably won't	25.72	19.1	0.085	19.58	15.3	0.067	20.03	12.9	0.042
	Probably will	39.39 **	4.6		27.55	4.7		20.75	3.8	
	Definitely will	24.58	2.0		22.59	2.4		15.56	2.3	
	Total	23.92	10,217		17.76	10,400		16.70	8,097	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	25.32	74.3	-0.021	32.46	77.7	-0.021	35.90	81.0	-0.014
	Probably won't	24.74	19.1	0.037	31.63	15.3	0.021	33.19	12.9	0.027
	Probably will	17.71 *	4.6		29.12	4.7		31.19	3.8	
	Definitely will	26.42	2.0		27.74	2.4		38.09	2.3	
	Total	24.88	10,192		32.07	10,402		35.42	8,097	
31	What kind of work do you think you will be doing when you are 30 years old? % Professional with PhD									
	Definitely won't	12.95	76.7	-0.005	19.32 *	80.3	-0.012	27.64 **	84.0	-0.029
	Probably won't	14.63	17.0	0.027	20.33 *	12.5	0.030	26.40 *	10.4	0.040
	Probably will	11.52	4.3		20.63 *	4.2		28.17 *	3.2	
	Definitely will	8.95	2.0		13.08	3.0		16.17	2.4	
	Total	13.10	9,824		19.31	9,411		27.25	7,406	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Work ethic/success orientation</b>										
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work									
	Definitely won't	20.31 **	74.8	-0.059	20.72 ***	78.7	-0.070	20.93 ***	82.4	-0.055
	Probably won't	14.36	18.6	0.067	13.65	14.1	0.076	15.56 *	11.7	0.058
	Probably will	13.92	4.6		13.84	4.8		15.64 *	3.8	
	Definitely will	14.65	2.0		11.43	2.4		11.15	2.2	
	Total	18.80	36,635		19.17	33,083		19.89	25,755	
<b>Preferences regarding job characteristics</b>										
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Extremely Important									
	Definitely won't	65.24	74.4	-0.011	72.01	79.2	0.006	77.27	83.4	-0.022
	Probably won't	59.87	18.7	0.048	67.12 **	13.4	0.046	72.04	11.1	0.040
	Probably will	68.64	5.1		75.99	4.8		77.96	3.4	
	Definitely will	65.68	1.8		76.57	2.5		74.32	2.1	
	Total	64.41	11,949		71.66	10,903		76.65	8,309	
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	23.81 **	76.3	0.032	31.29 ***	80.2	0.061	28.05	83.6	0.025
	Probably won't	21.50 ***	17.4	0.058	27.32 ***	12.6	0.092	25.40	10.8	0.050
	Probably will	32.20	4.5		45.98	4.4		38.62	3.5	
	Definitely will	34.19	1.9		47.21	2.8		32.61	2.2	
	Total	23.99	12,069		31.88	10,826		28.23	8,494	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	47.63 **	76.3	0.014	54.98 ***	80.1	0.035	51.03	83.6	0.026
	Probably won't	42.31 ***	17.3	0.060	49.22 ***	12.7	0.073	49.21	10.7	0.040
	Probably will	54.76	4.5		65.07	4.4		59.59	3.5	
	Definitely will	57.92	1.9		67.67	2.8		58.29	2.2	
	Total	47.23	12,128		55.05	10,836		51.29	8,506	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	12.46 **	76.4	0.023	17.74 ***	80.1	0.017	20.09 **	83.6	0.040
	Probably won't	10.97 ***	17.3	0.044	13.99 ***	12.7	0.053	17.70 ***	10.7	0.059
	Probably will	17.38	4.5		18.83	4.4		28.54	3.5	
	Definitely will	18.29	1.9		26.77	2.8		31.31	2.2	
	Total	12.54	12,105		17.57	10,833		20.37	8,507	
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	39.83 *	76.3	-0.065	41.08 *	80.1	-0.063	43.59 ***	83.7	-0.075
	Probably won't	31.34	17.3	0.074	32.74	12.7	0.070	31.82	10.7	0.087
	Probably will	31.32	4.5		31.67	4.4		37.55 *	3.5	
	Definitely will	31.89	1.9		32.54	2.8		27.39	2.1	
	Total	37.83	12,120		39.37	10,840		41.78	8,505	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	38.63 ***	76.3	0.027	44.65 **	80.1	0.034	46.82 **	83.7	0.024
	Probably won't	36.50 ***	17.3	0.051	41.67 ***	12.7	0.055	43.95 **	10.7	0.043
	Probably will	42.84 *	4.5		54.07	4.4		51.15	3.4	
	Definitely will	54.00	1.9		54.14	2.8		58.62	2.2	
	Total	38.74	12,102		44.95	10,817		46.92	8,482	
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Very Important=4) % Very Important									
	Definitely won't	8.33 *	76.3	0.007	9.98	80.1	0.010	12.17	83.7	0.011
	Probably won't	6.07 ***	17.3	0.044	9.17	12.7	0.022	7.67 **	10.7	0.058
	Probably will	9.81	4.5		10.26	4.4		17.34	3.4	
	Definitely will	13.61	1.9		13.43	2.8		16.69	2.2	
	Total	8.11	12,111		9.99	10,833		11.96	8,488	
	<b>Desirability of different work settings</b>									
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	45.68 ***	74.06	0.105	50.96 ***	77.29	0.112	47.16 ***	80.77	0.133
	Probably won't	54.82 ***	19.13	0.107	58.47 ***	15.32	0.112	61.18 ***	12.98	0.137
	Probably will	57.56 ***	4.8		68.78	5.0		64.34 *	3.9	
	Definitely will	72.02	2.1		74.69	2.4		76.19	2.3	
	Total	48.54	12307.2		53.57	11150.6		50.33	8697.8	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
80	<p>Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	11.06 ***	74.1	0.490	10.62 ***	77.3	0.519	12.85 ***	80.8	0.488
	Probably won't	41.38 ***	19.2	0.491	42.75 ***	15.3	0.521	45.57 ***	13.0	0.490
	Probably will	77.00 ***	4.8		77.60 ***	5.0		81.70 ***	3.9	
	Definitely will	94.04	2.0		95.37	2.4		96.61	2.3	
	Total	21.69	12,297		20.93	11,141		21.74	8,712	
81	<p>Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	49.81 **	74.1	0.001	48.78	77.3	-0.005	59.83	80.8	-0.023
	Probably won't	53.45 ***	19.1	0.046	50.93	15.3	0.023	62.57 *	13.0	0.044
	Probably will	52.45 ***	4.7		48.05	4.9		51.55	3.9	
	Definitely will	37.93	2.0		43.69	2.4		53.23	2.3	
	Total	50.39	12,311		48.95	11,128		59.71	8,702	
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	35.17 ***	74.1	0.114	33.64 ***	77.3	0.155	36.22 ***	80.7	0.131
	Probably won't	48.50	19.1	0.125	50.32 *	15.3	0.163	52.08	13.0	0.140
	Probably will	50.59	4.7		54.30	5.0		56.07	3.9	
	Definitely will	50.53	2.1		59.64	2.4		56.96	2.3	
	Total	38.77	12,319		37.84	11,157		39.54	8,717	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	61.43	74.1	0.029	57.78	77.3	0.001	60.32	80.8	0.017
	Probably won't	66.78	19.2	0.044	60.75 *	15.3	0.027	65.08	13.0	0.034
	Probably will	62.63	4.7		57.99	5.0		59.08	3.9	
	Definitely will	64.55	2.1		53.05	2.4		62.97	2.3	
	Total	62.58	12,298		58.13	11,120		60.95	8,677	
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	61.05 ***	74.1	-0.044	65.21 ***	77.3	-0.083	69.10 ***	80.8	-0.066
	Probably won't	59.91 **	19.1	0.049	64.57 ***	15.3	0.099	69.24 ***	13.0	0.078
	Probably will	53.81	4.8		46.31	4.9		55.30	3.9	
	Definitely will	47.77	2.1		48.33	2.4		52.24	2.3	
	Total	60.22	12,317		63.77	11,149		68.18	8,716	
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	67.06	74.1	-0.021	72.76	77.3	-0.002	70.32	80.8	-0.018
	Probably won't	65.91	19.1	0.025	73.48	15.3	0.008	70.99	13.0	0.025
	Probably will	61.87	4.8		72.22	5.0		67.69	3.9	
	Definitely will	64.90	2.1		71.32	2.4		63.77	2.3	
	Total	66.55	12,329		72.81	11,162		70.15	8,716	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Importance placed on various life goals</b>										
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	12.72 ***	74.4	0.043	20.38 *	79.2	0.019	18.80 *	83.4	0.036
	Probably won't	11.98 ***	18.7	0.060	16.80 **	13.4	0.050	18.07 *	11.1	0.047
	Probably will	19.08	5.1		25.86	4.8		27.09	3.4	
	Definitely will	23.47	1.8		26.45	2.5		26.50	2.1	
	Total	13.09	11,930		20.32	10,906		19.16	8,298	
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	10.75	74.3	-0.018	11.90	79.2	-0.019	15.58	83.5	-0.017
	Probably won't	8.73	18.8	0.028	10.41	13.5	0.021	12.68	11.1	0.031
	Probably will	8.91	5.1		10.53	4.9		17.30	3.4	
	Definitely will	11.76	1.8		9.42	2.5		11.71	2.1	
	Total	10.29	11,941		11.57	10,897		15.24	8,288	
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	10.53 ***	74.4	0.070	12.55 ***	79.2	0.093	12.68 ***	83.4	0.061
	Probably won't	11.48 ***	18.7	0.083	13.29 ***	13.5	0.104	10.14 ***	11.1	0.088
	Probably will	16.73 **	5.1		24.30	4.8		22.44	3.4	
	Definitely will	27.87	1.8		29.32	2.5		28.10	2.1	
	Total	11.34	11,959		13.64	10,903		13.05	8,295	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>The military as an occupation and a workplace</b>										
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	35.57 ***	76.1	0.148	40.40 ***	80.4	0.167	36.10 ***	83.6	0.196
	Probably won't	43.69 ***	17.6	0.152	49.43 ***	12.6	0.168	46.80 ***	10.8	0.201
	Probably will	63.55	4.4		64.20 ***	4.2		64.86 ***	3.5	
	Definitely will	67.59	1.9		80.75	2.9		91.72	2.1	
	Total	38.85	11,007		43.68	9,722		39.45	7,614	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	59.38 ***	76.1	0.142	58.59 ***	80.4	0.142	53.99 ***	83.6	0.156
	Probably won't	69.68 ***	17.6	0.143	71.40 ***	12.6	0.144	62.31 ***	10.8	0.159
	Probably will	83.60	4.4		80.08	4.2		81.94 ***	3.5	
	Definitely will	87.45	1.9		84.99	2.9		94.38	2.1	
	Total	62.80	10,999		61.85	9,707		56.74	7,614	
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	58.07 ***	76.2	0.125	61.06 ***	80.4	0.120	57.41 ***	83.5	0.124
	Probably won't	65.44 ***	17.5	0.127	70.73 ***	12.5	0.121	63.43 ***	10.8	0.128
	Probably will	80.48	4.4		78.48	4.2		77.28 ***	3.5	
	Definitely will	85.52	1.9		84.70	2.9		92.14	2.1	
	Total	60.88	10,959		63.68	9,696		59.50	7,594	

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	43.70 ***	76.1	0.169	47.05 ***	80.4	0.159	41.73 ***	83.6	0.172
	Probably won't	52.28 ***	17.6	0.174	55.99 ***	12.6	0.160	50.42 ***	10.8	0.177
	Probably will	76.05	4.4		72.33 **	4.2		75.10 *	3.5	
	Definitely will	83.27	1.9		83.44	2.9		84.57	2.2	
	Total	47.41	10,927		50.27	9,682		44.76	7,578	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combi	24.58 ***	76.13	0.144	28.51 ***	80.45	0.137	25.54 ***	83.58	0.166
	Definitely won't	29.54 ***	17.56	0.153	35.66 ***	12.51	0.140	31.44 ***	10.79	0.174
	Probably won't	49.61	4.4		51.64	4.2		54.96	3.5	
	Probably will	57.84	1.9		54.96	2.9		64.86	2.2	
	Definitely will	27.19	10865.9		31.13	9630.8		28.05	7508.3	
	Total									
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combi	11.25 ***	76.06	0.101	13.49 ***	80.52	0.114	13.95 ***	83.49	0.113
	Definitely won't	11.84 ***	17.57	0.120	15.96 ***	12.45	0.121	13.63 ***	10.8	0.134
	Probably won't	23.01 **	4.4		29.39	4.2		33.69	3.5	
	Probably will	34.53	2.0		31.69	2.9		35.93	2.2	
	Definitely will	12.33	10728.4		14.98	9545.5		15.09	7516.4	
	Total									

**Appendix 3Af**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	21.36	76.0	-0.004	22.18	80.6	-0.012	41.92 ***	83.6	-0.065
	Probably won't	20.46	17.6	0.013	19.38	12.5	0.027	37.72 **	10.7	0.066
	Probably will	19.76	4.4		19.02	4.2		32.41	3.5	
	Definitely will	23.38	2.0		23.82	2.8		24.28	2.2	
	Total	21.17	10,769		21.75	9,570		40.76	7,502	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	10.48 ***	76.0	0.032	10.90	80.5	0.008	21.25 ***	83.6	-0.047
	Probably won't	10.28 ***	17.6	0.044	7.84	12.5	0.048	17.55 ***	10.8	0.065
	Probably will	12.96	4.5		15.81	4.2		22.82 ***	3.5	
	Definitely will	19.53	2.0		12.17	2.9		5.02	2.2	
	Total	10.73	10,676		10.76	9,517		20.55	7,478	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p < .05, \*\*p < .01, \*\*\*p < .001.



### Appendix 3Bm

#### Work orientations: Male high school seniors by propensity to enter the armed forces, variable means

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
<b>Present or recent work experiences</b>										
3	Which best describes your recent employment experience? (I have a paid job right now= 1--Never had a paid job= 4)									
	Definitely won't	1.64	43.8	0.031	1.66	50.4	0.005	1.85 *	61.7	-0.035
	Probably won't	1.65	32.1	0.035	1.63	26.9	0.019	1.78	20.5	0.045
	Probably will	1.67	13.8		1.69	11.5		1.86 *	9.1	
	Definitely will	1.75	10.4		1.66	11.2		1.70	8.6	
	Total	1.66	3,138		1.65	10,905		1.82	8,926	
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8)									
	Definitely won't	4.36	43.1	0.011	4.13 *	48.8	0.047	3.97 *	60.4	0.078
	Probably won't	4.56 *	34.7	0.040	4.35	27.2	0.052	4.22 *	21.8	0.079
	Probably will	4.52 *	13.6		4.39	12.5		4.39 *	9.6	
	Definitely will	4.33	8.7		4.42	11.5		4.53	8.3	
	Total	4.45	68,068		4.25	65,918		4.11	56,048	
5	On the average, how many hours per week do (did) you work on this particular job? (5 or less hours= 1--36 or more hours= 8)									
	Definitely won't	4.45	43.4	0.019	4.52 *	49.8	0.040	4.43 *	60.8	0.057
	Probably won't	4.50	32.0	0.020	4.53 *	27.2	0.043	4.48 *	20.8	0.059
	Probably will	4.51	14.2		4.65	11.8		4.63	9.2	
	Definitely will	4.59	10.5		4.78	11.2		4.81	9.2	
	Total	4.49	2,511		4.57	8,783		4.49	6,575	

\* Dunnett's *t* tests were performed to test for significant mean differences between the "Definitely will" sub-group and each of the other sub-groups (pairwise). The \* indicates significant mean differences at the .05 level, two-tailed.

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
6	About how old is (was) your supervisor? (Age 20 or younger= 1--31 or older= 4)									
	Definitely won't	3.39	43.3	-0.025	3.40	49.8	-0.010	3.44	60.6	-0.020
	Probably won't	3.41	32.3	0.051	3.41	27.2	0.016	3.41	20.9	0.039
	Probably will	3.27	14.0		3.39	11.8		3.32	9.2	
	Definitely will	3.37	10.3		3.37	11.3		3.43	9.3	
	Total	3.38	2,495		3.40	8,680		3.42	6,463	
7	How many of the other workers are within 2 or 3 years of your own age? (None= 1--All= 6)									
	Definitely won't	2.94	42.9	-0.001	2.98 *	49.8	0.020	2.93	60.6	-0.001
	Probably won't	2.99	32.5	0.019	2.89 *	27.2	0.044	2.83	20.9	0.031
	Probably will	2.98	14.1		2.99	11.8		2.92	9.2	
	Definitely will	2.90	10.5		3.13	11.2		2.97	9.3	
	Total	2.96	2,479		2.98	8,676		2.91	6,474	
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7)									
	Definitely won't	4.91 *	44.6	-0.057	4.83 *	49.3	-0.035	4.83	60.1	-0.058
	Probably won't	4.84 *	34.3	0.059	4.86 *	26.6	0.043	4.71	21.5	0.074
	Probably will	4.65	13.4		4.70	12.3		4.42	9.9	
	Definitely will	4.61	7.8		4.65	11.8		4.67	8.5	
	Total	4.83	9,285		4.80	7,964		4.75	5,877	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.71	43.3	-0.044	2.57	50.0	-0.001	2.65	60.8	0.008
	Probably won't	2.56	32.7	0.060	2.55	27.1	0.039	2.61	21.0	0.022
	Probably will	2.54	13.8		2.69 *	11.8		2.62	9.1	
	Definitely will	2.60	10.2		2.50	11.2		2.72	9.2	
	Total	2.63	2,462		2.57	8,653		2.65	6,463	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.70	43.3	-0.052	2.61 *	49.9	-0.020	2.70	60.8	-0.020
	Probably won't	2.61	32.7	0.058	2.61 *	27.1	0.032	2.71	20.9	0.027
	Probably will	2.48	13.8		2.63 *	11.8		2.58	9.0	
	Definitely will	2.55	10.3		2.48	11.2		2.64	9.3	
	Total	2.63	2,456		2.60	8,640		2.69	6,454	
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.94	43.4	0.016	1.93	50.0	0.039	2.13	60.8	0.013
	Probably won't	1.93	32.8	0.032	1.99	27.1	0.063	2.01 *	20.9	0.052
	Probably will	1.91	13.7		2.19 *	11.7		2.08	9.0	
	Definitely will	2.06	10.2		1.98	11.3		2.27	9.3	
	Total	1.95	2,435		1.98	8,597		2.11	6,427	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.84	43.3	0.023	2.89	50.0	0.010	2.89	60.8	0.020
	Probably won't	2.78 *	32.8	0.065	2.81 *	27.1	0.033	2.87	20.9	0.033
	Probably will	2.74 *	13.8		2.88	11.7		2.86	9.1	
	Definitely will	3.07	10.2		2.96	11.2		3.03	9.3	
	Total	2.83	2,440		2.87	8,595		2.90	6,412	
13	To what extent does (did) this job let you get to know people over age 30? (Not at all= 1--A great extent= 5)									
	Definitely won't	3.30	43.2	-0.023	3.31	50.1	-0.011	3.32 *	60.9	0.031
	Probably won't	3.19	32.8	0.065	3.24	27.1	0.034	3.31 *	20.9	0.051
	Probably will	3.07	13.8		3.19	11.6		3.26 *	9.0	
	Definitely will	3.34	10.2		3.33	11.3		3.54	9.2	
	Total	3.24	2,429		3.28	8,573		3.33	6,396	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.31	43.3	0.040	2.50	50.1	0.018	2.65 *	60.9	0.045
	Probably won't	2.36	32.8	0.043	2.42 *	27.1	0.040	2.61 *	20.9	0.056
	Probably will	2.46	13.8		2.51	11.6		2.82	9.0	
	Definitely will	2.42	10.2		2.60	11.2		2.83	9.2	
	Total	2.36	2,431		2.49	8,585		2.67	6,395	
15	To what extent does (did) this job interfere with your education? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.83	43.2	0.055	1.99 *	50.1	0.038	2.03 *	60.9	0.071
	Probably won't	1.85	32.7	0.088	2.04	27.1	0.041	2.02 *	20.9	0.082
	Probably will	2.11	13.9		2.11	11.7		2.28	9.0	
	Definitely will	1.90	10.2		2.09	11.2		2.28	9.3	
	Total	1.88	2,428		2.03	8,578		2.07	6,379	
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.42	43.2	0.030	2.65	50.2	0.004	2.70 *	60.9	0.052
	Probably won't	2.46	32.8	0.049	2.57 *	27.0	0.037	2.72 *	20.9	0.055
	Probably will	2.61	13.7		2.59	11.6		2.82	9.0	
	Definitely will	2.46	10.3		2.72	11.2		2.94	9.3	
	Total	2.46	2,417		2.62	8,568		2.74	6,382	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.85	43.1	0.059	2.03 *	50.1	0.063	2.16 *	60.9	0.055
	Probably won't	1.90	32.9	0.095	2.10 *	27.1	0.067	2.15 *	20.9	0.067
	Probably will	2.18 *	13.9		2.11 *	11.6		2.41	8.9	
	Definitely will	1.91	10.2		2.29	11.3		2.35	9.2	
	Total	1.92	2,427		2.08	8,557		2.20	6,372	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
18	To what extent is (was) this job an interesting job to do? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.88	43.2	-0.038	2.76 *	50.2	-0.020	2.81	61.0	-0.012
	Probably won't	2.74	32.6	0.054	2.76 *	27.0	0.037	2.72	20.9	0.035
	Probably will	2.73	13.9		2.82 *	11.6		2.70	8.9	
	Definitely will	2.79	10.3		2.63	11.2		2.83	9.3	
	Total	2.81	2,418		2.75	8,540		2.78	6,354	
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.85	43.1	0.020	1.76	50.2	0.014	1.82 *	61.0	0.038
	Probably won't	1.83	32.7	0.025	1.79	27.0	0.051	1.79 *	20.9	0.046
	Probably will	1.91	13.9		1.95 *	11.6		1.89	8.9	
	Definitely will	1.92	10.3		1.71	11.2		2.00	9.3	
	Total	1.86	2,408		1.78	8,510		1.84	6,340	
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.65	43.1	0.028	1.61	50.3	0.002	1.63 *	61.1	0.049
	Probably won't	1.69	32.7	0.029	1.61	27.0	0.039	1.59 *	20.8	0.064
	Probably will	1.74	14.0		1.73 *	11.5		1.81	8.8	
	Definitely will	1.74	10.3		1.55	11.2		1.82	9.3	
	Total	1.68	2,411		1.62	8,514		1.66	6,330	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.07	43.1	-0.020	1.96	50.2	0.001	2.05	61.1	0.013
	Probably won't	2.07	32.7	0.032	2.03 *	27.0	0.053	2.00	20.8	0.025
	Probably will	1.94	13.9		2.12 *	11.6		2.11	8.8	
	Definitely will	2.04	10.4		1.85	11.2		2.11	9.3	
	Total	2.05	2,408		1.98	8,485		2.05	6,315	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5)									
	Definitely won't	3.12	43.0	0.034	3.27 *	50.1	0.011	3.24 *	61.1	0.047
	Probably won't	3.13	32.7	0.044	3.18 *	27.1	0.049	3.24 *	20.9	0.051
	Probably will	3.13	14.0		3.17 *	11.6		3.38	8.8	
	Definitely will	3.33	10.3		3.41	11.2		3.47	9.3	
	Total	3.14	2,403		3.25	8,480		3.28	6,295	
23	To what extent did any high school teacher or counselor help you get this job? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.43 *	42.8	0.127	1.39 *	50.1	0.086	1.43 *	61.0	0.080
	Probably won't	1.39 *	32.6	0.149	1.42 *	27.0	0.104	1.42 *	20.8	0.090
	Probably will	1.75	14.0		1.72	11.6		1.62	8.8	
	Definitely will	1.88	10.6		1.60	11.3		1.74	9.3	
	Total	1.51	2,369		1.46	8,391		1.48	6,255	
24	Think about the kinds of paid jobs that people your age usually have. If you could work just the number of hours that you wanted, how many hours per week would you PREFER to work during the school year? (None= 1--31 or more hours= 8)									
	Definitely won't							4.97 *	62.0	0.105
	Probably won't							5.14 *	20.8	0.111
	Probably will							5.64	9.0	
	Definitely will							5.54	8.2	
	Total							5.11	8,292	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
25	How many hours per week do you think your PARENTS would prefer that you work in a paid job during the school year? (None= 1--31 or more hours= 8)									
	Definitely won't						4.46 *	61.7	0.098	
	Probably won't						4.78	20.6	0.101	
	Probably will						5.03	9.0		
	Definitely will						5.02	8.7		
	Total						4.63	7,409		
26	How well do you think your experiences and training (at home, school, work, etc.) have prepared you to be a good worker on a job? (Poorly= 1--Very well= 5)									
	Definitely won't	4.18	44.6	0.014	4.15 *	48.3	0.063	4.18	59.4	0.017
	Probably won't	4.20	33.1	0.020	4.22 *	27.3	0.065	4.10 *	21.9	0.048
	Probably will	4.18	13.4		4.23 *	12.5		4.23	10.3	
	Definitely will	4.23	9.0		4.33	11.9		4.25	8.4	
	Total	4.19	14,015		4.20	12,554		4.17	9,263	
<b>Vocational plans, aspirations, and expectations</b>										
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5)									
	Definitely won't	2.25 *	45.9	0.024	2.06	48.8	0.040	2.07 *	59.7	0.015
	Probably won't	2.42 *	32.4	0.124	2.26 *	27.4	0.109	2.15 *	22.1	0.081
	Probably will	2.65 *	12.7		2.43 *	11.9		2.35 *	9.9	
	Definitely will	2.06	8.9		2.04	11.9		1.93	8.3	
	Total	2.34	11,254		2.16	11,433		2.10	8,378	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5)									
	Definitely won't	3.22 *	46.0	-0.048	3.36	48.8	-0.037	3.32	59.7	-0.033
	Probably won't	3.15	32.3	0.051	3.28	27.4	0.059	3.23	22.2	0.050
	Probably will	3.06	12.8		3.14 *	11.9		3.13	9.8	
	Definitely will	3.08	8.9		3.31	11.9		3.28	8.3	
	Total	3.16	11,277		3.30	11,433		3.28	8,400	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
29	I feel sure that I can keep working steadily with my present employer as long as I want to. (Never=1--Always=5)									
	Definitely won't	4.16 *	44.9	-0.077	4.17 *	47.4	-0.068	4.08 *	58.4	-0.090
	Probably won't	4.05 *	33.1	0.078	4.05	28.3	0.095	4.04 *	22.3	0.099
	Probably will	3.94	12.9		3.83 *	12.3		3.75	10.7	
	Definitely will	3.91	9.1		4.05	12.0		3.81	8.6	
	Total	4.07	8,087		4.08	8,156		4.01	5,865	
30	I worry about getting fired or laid off from my job. (Never=1--Always=5)									
	Definitely won't	1.69 *	44.9	0.082	1.61 *	47.6	0.107	1.62 *	58.4	0.115
	Probably won't	1.77	33.0	0.099	1.78	28.2	0.140	1.79	22.3	0.150
	Probably will	2.00 *	12.9		2.05 *	12.3		2.11 *	10.8	
	Definitely will	1.86	9.1		1.80	11.9		1.79	8.5	
	Total	1.78	8,059		1.73	8,105		1.72	5,841	
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Otherr=1--Professional, with PhD=4)									
	Definitely won't	2.19 *	45.7	-0.204	2.29 *	50.3	-0.242	2.38 *	61.8	-0.235
	Probably won't	2.01 *	33.7	0.207	2.12 *	26.8	0.246	2.20 *	20.3	0.238
	Probably will	1.63 *	12.3		1.69 *	11.4		1.83 *	9.4	
	Definitely will	1.47	8.4		1.49	11.4		1.46	8.5	
	Total	2.00	11,880		2.09	10,929		2.21	8,015	
32	How likely do you think it is that you will actually get to do this kind of work? (Not very likely=1--I already do this kind of work=6)									
	Definitely won't	3.98 *	45.1	-0.004	3.96 *	50.0	0.047	3.90 *	61.5	0.067
	Probably won't	3.83 *	33.4	0.098	3.80 *	26.5	0.150	3.77 *	20.5	0.145
	Probably will	3.79 *	12.8		3.76 *	11.8		3.77 *	9.3	
	Definitely will	4.15	8.7		4.30	11.8		4.37	8.7	
	Total	3.92	12,271		3.94	11,279		3.90	8,326	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
33	How certain are you that this kind of work is a good choice for you? (Not at all certain=1--Completely certain=5)									
	Definitely won't	3.66 *	45.1	-0.010	3.68 *	50.0	0.031	3.69 *	61.4	0.046
	Probably won't	3.51 *	33.5	0.095	3.53 *	26.5	0.120	3.54 *	20.4	0.128
	Probably will	3.50 *	12.8		3.54 *	11.7		3.57 *	9.5	
	Definitely will	3.78	8.7		3.90	11.8		4.04	8.7	
	Total	3.60	12,378		3.65	11,363		3.68	8,375	
34	How satisfying do you think this kind of work will be for you? (Not very satisfying=1--Extremely satisfying=5)									
	Definitely won't	3.91	45.0	-0.052	3.93 *	50.0	-0.012	3.90 *	61.4	0.021
	Probably won't	3.78 *	33.5	0.093	3.78 *	26.5	0.095	3.77 *	20.4	0.099
	Probably will	3.69 *	12.8		3.75 *	11.7		3.79 *	9.5	
	Definitely will	3.89	8.7		4.00	11.7		4.12	8.7	
	Total	3.84	12,369		3.87	11,360		3.88	8,376	
35	I would like to stay in the same job for most of my adult life (Disagree=1--Agree=5)									
	Definitely won't	3.56 *	42.1	-0.047	3.59	46.6	-0.041	3.66	59.3	-0.030
	Probably won't	3.48	35.8	0.047	3.59	28.3	0.066	3.63	23.4	0.045
	Probably will	3.41	13.5		3.32 *	13.0		3.45	9.2	
	Definitely will	3.37	8.6		3.51	12.1		3.60	8.1	
	Total	3.50	13,896		3.55	12,601		3.63	9,673	
36	To what extent do you think your religion will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.06	45.6	0.050	1.08	50.3	0.003	1.10 *	62.1	0.061
	Probably won't	1.07	33.7	0.072	1.07	26.9	0.019	1.11	20.3	0.077
	Probably will	1.13 *	12.6		1.09	11.5		1.19	9.5	
	Definitely will	1.09	8.2		1.08	11.3		1.15	8.1	
	Total	1.08	12,490		1.08	11,496		1.11	8,622	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
37	To what extent do you think your sex will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.12 *	45.4	0.056	1.11	50.4	0.017	1.18	61.9	0.020
	Probably won't	1.14	33.6	0.068	1.12	26.8	0.024	1.19	20.4	0.046
	Probably will	1.21 *	12.8		1.14	11.6		1.25 *	9.4	
	Definitely will	1.16	8.3		1.12	11.3		1.17	8.3	
	Total	1.14	12,790		1.12	11,789		1.18	8,867	
38	To what extent do you think your race will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.17 *	45.4	0.068	1.17	50.4	0.038	1.31	61.9	0.025
	Probably won't	1.17 *	33.7	0.085	1.18	26.7	0.052	1.33	20.4	0.054
	Probably will	1.28	12.7		1.25 *	11.6		1.42 *	9.4	
	Definitely will	1.24	8.2		1.20	11.2		1.31	8.4	
	Total	1.19	12,660		1.19	11,624		1.32	8,781	
39	To what extent do you think your family background will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.11	45.6	0.050	1.12	50.4	0.021	1.16	62.2	0.036
	Probably won't	1.14	33.7	0.070	1.12	26.8	0.046	1.17	20.5	0.041
	Probably will	1.21 *	12.5		1.18 *	11.6		1.22	9.0	
	Definitely will	1.14	8.2		1.12	11.3		1.20	8.3	
	Total	1.14	12,620		1.13	11,632		1.17	8,682	
40	To what extent do you think your political views will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.14 *	45.8	0.062	1.14 *	50.4	0.037	1.20 *	61.9	0.033
	Probably won't	1.13 *	33.5	0.077	1.15 *	26.8	0.041	1.20	20.6	0.038
	Probably will	1.22	12.5		1.16	11.4		1.24	9.4	
	Definitely will	1.20	8.2		1.20	11.4		1.25	8.2	
	Total	1.15	12,219		1.15	11,345		1.21	8,530	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
41	To what extent do you think your education will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.72	45.4	0.032	1.78	50.4	0.023	1.89	61.7	0.026
	Probably won't	1.80	33.6	0.057	1.80	26.5	0.028	1.91	20.4	0.041
	Probably will	1.84 *	12.8		1.85	11.7		2.02	9.6	
	Definitely will	1.73	8.2		1.81	11.3		1.91	8.4	
	Total	1.76	12,560		1.80	11,618		1.91	8,818	
42	To what extent do you think your lack of vocational training will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.55 *	45.1	0.023	1.54 *	50.3	-0.004	1.60	62.1	0.018
	Probably won't	1.61 *	33.6	0.087	1.59 *	26.5	0.052	1.61	20.3	0.046
	Probably will	1.72 *	12.9		1.61 *	11.7		1.71 *	9.2	
	Definitely will	1.47	8.4		1.48	11.5		1.58	8.4	
	Total	1.58	11,991		1.55	11,077		1.61	8,292	
43	To what extent do you think your lack of ability will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.62	45.3	-0.015	1.62	50.5	-0.010	1.72	61.7	0.007
	Probably won't	1.61	33.6	0.021	1.61	26.7	0.012	1.69	20.4	0.019
	Probably will	1.62	12.8		1.62	11.5		1.75	9.5	
	Definitely will	1.55	8.2		1.59	11.3		1.74	8.3	
	Total	1.61	12,513		1.61	11,590		1.72	8,720	
44	To what extent do you think your not knowing the right people will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.71 *	45.5	-0.053	1.71 *	50.4	-0.092	1.73 *	62.0	-0.061
	Probably won't	1.73 *	33.6	0.097	1.70 *	26.8	0.111	1.75 *	20.4	0.079
	Probably will	1.74 *	12.7		1.67 *	11.5		1.67 *	9.3	
	Definitely will	1.48	8.2		1.46	11.3		1.54	8.3	
	Total	1.70	12,219		1.67	11,237		1.71	8,526	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
45	To what extent do you think your not wanting to work hard will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.63	45.4	0.014	1.71	50.4	-0.002	1.79 *	61.9	0.029
	Probably won't	1.63	33.6	0.020	1.67	26.9	0.025	1.74 *	20.4	0.048
	Probably will	1.64	12.7		1.66	11.6		1.84	9.4	
	Definitely will	1.69	8.3		1.73	11.2		1.90	8.3	
	Total	1.64	12,649		1.70	11,654		1.79	8,823	
46	To what extent do you think your not wanting to conform will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.61	45.3	0.005	1.64	50.6	-0.011	1.69 *	61.6	0.044
	Probably won't	1.61	33.7	0.010	1.64	26.6	0.029	1.65 *	20.5	0.063
	Probably will	1.63	12.6		1.57	11.5		1.81	9.4	
	Definitely will	1.62	8.4		1.64	11.3		1.80	8.5	
	Total	1.61	11,592		1.63	10,740		1.70	8,095	
	<b>Work ethic/success orientation</b>									
47	How important is each of the following to you in your life? Being successful in my line of work (Not important=1--Extremely Important=4)									
	Definitely won't	3.47 *	43.8	-0.044	3.50 *	49.5	0.009	3.50 *	60.4	0.007
	Probably won't	3.43	34.1	0.049	3.43 *	26.3	0.059	3.46 *	21.5	0.048
	Probably will	3.37	13.7		3.44 *	12.5		3.43 *	9.6	
	Definitely will	3.41	8.4		3.56	11.8		3.58	8.4	
	Total	3.44	13,186		3.48	11,720		3.49	8,790	
48	To me, work is nothing more than making a living. (Disagree=1--Agree=5)									
	Definitely won't	2.31 *	42.1	0.055	2.43 *	46.7	0.074	2.76	59.3	0.020
	Probably won't	2.31 *	35.8	0.072	2.51 *	28.3	0.081	2.71	23.4	0.040
	Probably will	2.59	13.6		2.74	12.9		2.93	9.2	
	Definitely will	2.48	8.6		2.67	12.1		2.82	8.1	
	Total	2.36	13,916		2.52	12,603		2.77	9,689	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
49	I expect my work to be a very central part of my life. (Disagree=1--Agree=5)									
	Definitely won't	3.98	42.0	0.007	3.86	46.6	0.005	3.71	59.3	0.014
	Probably won't	3.96	35.8	0.015	3.84	28.3	0.016	3.65	23.4	0.037
	Probably will	3.98	13.6		3.90	13.0		3.80	9.2	
	Definitely will	4.03	8.6		3.86	12.1		3.75	8.1	
	Total	3.98	13,909		3.86	12,578		3.71	9,675	
50	I want to do my best in my job, even if this sometimes means working overtime. (Disagree=1--Agree=5)									
	Definitely won't	4.42 *	42.1	0.027	4.36 *	46.7	0.028	4.29 *	59.3	0.046
	Probably won't	4.42 *	35.7	0.030	4.39	28.3	0.032	4.34	23.4	0.051
	Probably will	4.47	13.6		4.38	13.0		4.44	9.2	
	Definitely will	4.50	8.6		4.45	12.1		4.39	8.1	
	Total	4.43	13,916		4.38	12,602		4.33	9,676	
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2)									
	Definitely won't	1.24 *	44.0	-0.045	1.29 *	48.6	-0.050	1.32 *	60.3	-0.045
	Probably won't	1.20	34.2	0.050	1.23	27.5	0.064	1.28	21.9	0.047
	Probably will	1.20	13.2		1.25	12.2		1.28	9.5	
	Definitely will	1.19	8.6		1.23	11.7		1.26	8.3	
	Total	1.22	40,869		1.26	36,969		1.30	27,906	
	<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4)									
	Definitely won't	3.59	43.8	0.014	3.62	49.5	0.025	3.64 *	60.5	0.023
	Probably won't	3.62	34.1	0.030	3.63	26.2	0.032	3.66	21.5	0.037
	Probably will	3.64	13.7		3.68	12.5		3.62 *	9.6	
	Definitely will	3.59	8.5		3.65	11.8		3.72	8.4	
	Total	3.61	13,208		3.63	11,722		3.65	8,790	

## Appendix 3Bm

### Work orientations: Male high school seniors by propensity to enter the armed forces, variable means

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
53	I like the kind of work you can forget about after the work day is over. (Disagree=1--Agree=5)									
	Definitely won't	3.41	42.1	0.003	3.53	46.6	0.003	3.59	59.3	0.010
	Probably won't	3.48 *	35.8	0.036	3.56	28.3	0.008	3.57	23.4	0.026
	Probably will	3.51 *	13.6		3.55	12.9		3.54	9.2	
	Definitely will	3.32	8.6		3.54	12.1		3.71	8.1	
	Total	3.44	13,923		3.54	12,610		3.59	9,687	
54	Different people may look for different things in their work. How important is having a job where you can see the results of what you do? (Not important=1--Extremely Important=4)									
	Definitely won't	3.47	45.0	0.003	3.41	50.2	0.023	3.36	61.6	-0.003
	Probably won't	3.43 *	33.7	0.029	3.39 *	26.7	0.029	3.31	20.4	0.028
	Probably will	3.46	13.0		3.44	11.8		3.34	9.6	
	Definitely will	3.50	8.4		3.46	11.3		3.38	8.5	
	Total	3.46	13,484		3.41	12,297		3.35	9,322	
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4)									
	Definitely won't	2.82	45.0	0.026	2.96 *	50.3	0.034	2.85 *	61.6	0.064
	Probably won't	2.74 *	33.7	0.063	2.92 *	26.7	0.052	2.83 *	20.4	0.077
	Probably will	2.91	12.9		3.01	11.8		3.04	9.6	
	Definitely will	2.88	8.4		3.08	11.3		3.03	8.5	
	Total	2.81	13,419		2.97	12,272		2.88	9,313	
56	Different people may look for different things in their work. How important is having a job which is interesting to do? (Not important=1--Extremely Important=4)									
	Definitely won't	3.86 *	45.0	-0.056	3.82 *	50.3	-0.038	3.79	61.6	-0.005
	Probably won't	3.83 *	33.7	0.057	3.83 *	26.7	0.055	3.77	20.4	0.014
	Probably will	3.80	12.9		3.75	11.8		3.77	9.5	
	Definitely will	3.79	8.3		3.78	11.3		3.79	8.4	
	Total	3.84	13,362		3.81	12,238		3.78	9,283	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
57	Different people may look for different things in their work. How important is having a job where the chances for advancement and promotion are good? (Not important=1--Extremely Important=4)									
	Definitely won't	3.59	45.0	-0.012	3.57 *	50.2	0.038	3.51 *	61.6	0.058
	Probably won't	3.53	33.7	0.037	3.58 *	26.7	0.044	3.57 *	20.4	0.060
	Probably will	3.56	13.0		3.59 *	11.8		3.56	9.6	
	Definitely will	3.58	8.4		3.67	11.3		3.65	8.5	
	Total	3.56	13,471		3.59	12,287		3.54	9,317	
58	Different people may look for different things in their work. How important is having a job that gives you an opportunity to be directly helpful to others? (Not important=1--Extremely Important=4)									
	Definitely won't	3.07 *	45.0	0.029	3.02 *	50.2	0.041	3.00	61.6	0.022
	Probably won't	3.07 *	33.7	0.034	3.04 *	26.7	0.045	3.00	20.4	0.026
	Probably will	3.11	12.9		3.07 *	11.8		3.07	9.6	
	Definitely will	3.16	8.4		3.15	11.3		3.04	8.5	
	Total	3.08	13,440		3.05	12,286		3.01	9,309	
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4)									
	Definitely won't	3.50	44.9	0.007	3.54	50.2	-0.010	3.47	61.6	0.015
	Probably won't	3.43	33.7	0.064	3.52	26.7	0.020	3.46	20.4	0.043
	Probably will	3.57 *	13.0		3.55	11.8		3.58 *	9.6	
	Definitely will	3.48	8.4		3.51	11.3		3.46	8.5	
	Total	3.48	13,464		3.53	12,283		3.48	9,312	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
60	Different people may look for different things in their work. How important is having a job where you have the chance to be creative? (Not important=1--Extremely Important=4)									
	Definitely won't	2.99	45.0	-0.015	3.07	50.3	-0.029	3.10	61.6	0.007
	Probably won't	2.93	33.7	0.029	3.05	26.7	0.033	3.07	20.4	0.021
	Probably will	2.95	13.0		2.98	11.8		3.13	9.6	
	Definitely will	2.98	8.4		3.01	11.3		3.12	8.5	
	Total	2.96	13,457		3.05	12,276		3.10	9,303	
61	Different people may look for different things in their work. How important is having a job where the skills you learn will not go out of date? (Not important=1--Extremely Important=4)									
	Definitely won't	3.36 *	45.0	0.032	3.35 *	50.2	0.037	3.28 *	61.6	0.044
	Probably won't	3.34 *	33.7	0.054	3.34 *	26.7	0.046	3.26 *	20.4	0.057
	Probably will	3.35 *	13.0		3.38 *	11.8		3.31 *	9.6	
	Definitely will	3.51	8.4		3.47	11.3		3.45	8.4	
	Total	3.36	13,446		3.37	12,273		3.29	9,302	
62	Different people may look for different things in their work. How important is having a job that gives you a chance to make friends? (Not important=1--Extremely Important=4)									
	Definitely won't	3.29	45.0	0.002	3.29	50.3	-0.023	3.12	61.6	0.016
	Probably won't	3.30	33.7	0.020	3.27	26.7	0.025	3.14	20.3	0.016
	Probably will	3.26	13.0		3.23	11.8		3.15	9.6	
	Definitely will	3.32	8.4		3.24	11.3		3.17	8.5	
	Total	3.29	13,468		3.27	12,279		3.13	9,295	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
63	Different people may look for different things in their work. How important is having a job which uses your skills and abilities--lets you do the things you can do best? (Not important=1--Extremely Important=4)									
	Definitely won't	3.65	45.0	-0.020	3.62	50.2	-0.009	3.60	61.6	0.003
	Probably won't	3.62	33.7	0.033	3.62	26.7	0.018	3.58	20.4	0.016
	Probably will	3.59	13.0		3.59	11.8		3.61	9.6	
	Definitely will	3.64	8.4		3.62	11.3		3.61	8.5	
	Total	3.63	13,469		3.61	12,280		3.60	9,304	
64	Different people may look for different things in their work. How important is having a job that is worthwhile to society? (Not important=1--Extremely Important=4)									
	Definitely won't	3.09	45.0	0.010	3.07 *	50.2	0.032	2.99	61.6	0.029
	Probably won't	3.14	33.7	0.031	3.09 *	26.7	0.037	3.02	20.4	0.030
	Probably will	3.07	12.9		3.08 *	11.8		3.06	9.5	
	Definitely will	3.14	8.4		3.17	11.3		3.07	8.5	
	Total	3.11	13,376		3.09	12,216		3.01	9,251	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Extremely Important=4)									
	Definitely won't	2.58	45.0	-0.007	2.73	50.3	-0.010	2.77 *	61.6	0.025
	Probably won't	2.51	33.7	0.034	2.62 *	26.7	0.046	2.77	20.4	0.029
	Probably will	2.59	12.9		2.71	11.8		2.79	9.6	
	Definitely will	2.55	8.4		2.72	11.3		2.87	8.5	
	Total	2.55	13,457		2.70	12,268		2.78	9,307	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
66	Different people may look for different things in their work. How important is having a job where you get a chance to participate in decision making? (Not important=1--Extremely Important=4)									
	Definitely won't	3.00	44.9	-0.009	3.13	50.2	-0.018	3.09	61.6	0.019
	Probably won't	2.96	33.7	0.022	3.06 *	26.6	0.046	3.10	20.4	0.020
	Probably will	2.96	13.0		3.04 *	11.8		3.14	9.6	
	Definitely will	3.00	8.4		3.13	11.3		3.12	8.5	
	Total	2.98	13,449		3.10	12,269		3.10	9,299	
67	Different people may look for different things in their work. How important is having a job which leaves a lot of time for other things in your life? (Not important=1--Extremely Important=4)									
	Definitely won't	3.28 *	44.9	-0.038	3.31	50.3	-0.032	3.31	61.6	-0.025
	Probably won't	3.25 *	33.7	0.039	3.23	26.7	0.050	3.26	20.4	0.029
	Probably will	3.24	13.0		3.23	11.8		3.26	9.6	
	Definitely will	3.18	8.4		3.27	11.3		3.26	8.5	
	Total	3.26	13,429		3.27	12,263		3.29	9,287	
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4)									
	Definitely won't	3.03 *	45.0	-0.043	3.03 *	50.3	-0.051	3.06 *	61.6	-0.059
	Probably won't	3.06 *	33.7	0.064	3.02 *	26.7	0.054	3.02 *	20.4	0.068
	Probably will	3.01 *	13.0		2.95	11.8		3.02 *	9.6	
	Definitely will	2.82	8.4		2.87	11.3		2.82	8.5	
	Total	3.02	13,469		3.00	12,293		3.02	9,314	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
69	Different people may look for different things in their work. How important is having a job which leaves you mostly free of supervision by others? (Not important=1--Extremely Important=4)									
	Definitely won't	2.98 *	45.0	-0.068	3.02 *	50.3	-0.073	3.00 *	61.6	-0.046
	Probably won't	2.88 *	33.7	0.074	2.91 *	26.7	0.079	2.95	20.4	0.046
	Probably will	2.89 *	13.0		2.93 *	11.8		2.91	9.6	
	Definitely will	2.75	8.4		2.82	11.3		2.87	8.5	
	Total	2.91	13,458		2.96	12,288		2.97	9,315	
70	Different people may look for different things in their work. How important is having a job that offers a reasonably predictable, secure future? (Not important=1--Extremely Important=4)									
	Definitely won't	3.57	45.0	-0.022	3.53 *	50.3	0.032	3.51 *	61.6	0.040
	Probably won't	3.56	33.6	0.026	3.52 *	26.7	0.038	3.50 *	20.3	0.045
	Probably will	3.52	13.0		3.58	11.8		3.58	9.6	
	Definitely will	3.54	8.4		3.60	11.3		3.59	8.5	
	Total	3.56	13,441		3.54	12,255		3.52	9,289	
71	Different people may look for different things in their work. How important is having a job where you can learn new things, learn new skills? (Not important=1--Extremely Important=4)									
	Definitely won't	3.22 *	45.0	0.079	3.18 *	50.3	0.111	3.18 *	61.6	0.072
	Probably won't	3.24 *	33.6	0.084	3.22 *	26.6	0.114	3.17 *	20.4	0.083
	Probably will	3.34 *	13.0		3.35 *	11.8		3.32	9.6	
	Definitely will	3.43	8.4		3.43	11.3		3.38	8.5	
	Total	3.26	13,437		3.24	12,257		3.21	9,289	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
72	Different people may look for different things in their work. How important is having a job where you do not have to pretend to be a type of person that you are not? (Not important=1--Extremely Important=4)									
	Definitely won't	3.45	45.0	-0.014	3.44	50.3	-0.011	3.47	61.6	0.013
	Probably won't	3.44	33.7	0.025	3.41	26.6	0.027	3.43 *	20.4	0.031
	Probably will	3.39	12.9		3.38	11.8		3.47	9.6	
	Definitely will	3.45	8.4		3.45	11.3		3.53	8.5	
	Total	3.44	13,417		3.43	12,234		3.46	9,278	
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4)									
	Definitely won't	3.01 *	45.0	0.021	3.11 *	50.3	0.052	3.08	61.6	0.038
	Probably won't	2.97 *	33.7	0.043	3.08 *	26.6	0.065	3.06 *	20.4	0.050
	Probably will	3.01 *	13.0		3.18	11.8		3.21	9.5	
	Definitely will	3.12	8.4		3.26	11.3		3.17	8.5	
	Total	3.01	13,423		3.12	12,226		3.10	9,278	
74	Different people may look for different things in their work. How important is having a job that permits contact with a lot of people? (Not important=1--Extremely Important=4)									
	Definitely won't	2.79	45.0	-0.003	2.84 *	50.3	-0.039	2.74 *	61.6	0.033
	Probably won't	2.75	33.6	0.022	2.76	26.6	0.044	2.73 *	20.4	0.040
	Probably will	2.75	12.9		2.75	11.8		2.77	9.6	
	Definitely will	2.81	8.4		2.74	11.3		2.88	8.5	
	Total	2.77	13,416		2.80	12,234		2.75	9,278	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4)									
	Definitely won't	2.16	45.0	0.017	2.27 *	50.3	-0.022	2.38	61.6	0.002
	Probably won't	2.13 *	33.6	0.032	2.23	26.7	0.031	2.32	20.4	0.032
	Probably will	2.21	13.0		2.28	11.8		2.43	9.6	
	Definitely will	2.22	8.4		2.19	11.3		2.38	8.5	
	Total	2.16	13,425		2.25	12,241		2.37	9,276	
76	Different people may look for different things in their work. How important is having a job where most problems are quite difficult and challenging? (Not important=1--Extremely Important=4)									
	Definitely won't	2.47 *	45.0	0.035	2.46 *	50.3	0.057	2.41 *	61.6	0.053
	Probably won't	2.47 *	33.6	0.042	2.49 *	26.7	0.062	2.42 *	20.4	0.058
	Probably will	2.52 *	13.0		2.52 *	11.8		2.49	9.6	
	Definitely will	2.61	8.4		2.65	11.3		2.59	8.5	
	Total	2.49	13,428		2.50	12,247		2.43	9,272	
	<b>Desirability of different work settings</b>									
77	Apart from the particular kind of work you want to do, how would you rate a large corporation as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.79	44.5	0.019	3.01	48.3	-0.008	2.93	59.4	0.002
	Probably won't	2.82	33.0	0.031	3.04 *	27.4	0.024	2.95	21.9	0.044
	Probably will	2.86	13.5		3.01	12.5		3.03 *	10.4	
	Definitely will	2.80	9.0		2.98	11.9		2.87	8.4	
	Total	2.81	14,058		3.01	12,614		2.94	9,300	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
78	Apart from the particular kind of work you want to do, how would you rate a small business as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.88 *	44.5	-0.055	2.90 *	48.3	-0.069	2.88 *	59.4	-0.081
	Probably won't	2.92 *	33.0	0.075	2.90 *	27.3	0.074	2.89 *	21.8	0.090
	Probably will	2.77	13.5		2.80	12.5		2.74	10.4	
	Definitely will	2.75	8.9		2.75	11.9		2.68	8.4	
	Total	2.87	14,042		2.87	12,616		2.85	9,294	
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.23 *	44.5	0.179	2.38 *	48.3	0.245	2.36 *	59.5	0.245
	Probably won't	2.41 *	33.1	0.180	2.64 *	27.3	0.245	2.66 *	21.8	0.254
	Probably will	2.58 *	13.4		2.83 *	12.5		2.94 *	10.4	
	Definitely will	2.81	8.9		3.07	11.9		3.08	8.3	
	Total	2.39	14,021		2.59	12,598		2.55	9,283	
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	1.34 *	44.5	0.708	1.38 *	48.3	0.751	1.42 *	59.4	0.720
	Probably won't	2.10 *	33.1	0.709	2.20 *	27.3	0.753	2.33 *	21.9	0.722
	Probably will	2.92 *	13.5		3.06 *	12.5		3.02 *	10.3	
	Definitely will	3.55	8.9		3.63	11.9		3.69	8.4	
	Total	2.00	14,034		2.08	12,609		1.98	9,290	
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.10	44.5	-0.006	2.14	48.3	-0.011	2.33	59.5	0.014
	Probably won't	2.11	33.1	0.010	2.19 *	27.3	0.029	2.43 *	21.8	0.045
	Probably will	2.08	13.5		2.14	12.5		2.40	10.4	
	Definitely will	2.08	8.9		2.09	11.9		2.31	8.4	
	Total	2.10	14,027		2.15	12,605		2.36	9,277	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>1.94 *</p> <p>2.27 *</p> <p>2.39</p> <p>2.44</p> <hr/> <p>2.16</p>	<p>44.5</p> <p>33.1</p> <p>13.5</p> <p>8.9</p> <hr/> <p>14,042</p>	<p>0.187</p> <p>0.201</p>	<p>2.05 *</p> <p>2.39 *</p> <p>2.61</p> <p>2.60</p> <hr/> <p>2.28</p>	<p>48.3</p> <p>27.3</p> <p>12.5</p> <p>11.9</p> <hr/> <p>12,610</p>	<p>0.220</p> <p>0.233</p>	<p>2.06 *</p> <p>2.52 *</p> <p>2.73</p> <p>2.82</p> <hr/> <p>2.29</p>	<p>59.5</p> <p>21.8</p> <p>10.3</p> <p>8.4</p> <hr/> <p>9,285</p>	<p>0.271</p> <p>0.282</p>
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>1.98</p> <p>2.01</p> <p>2.04</p> <p>2.03</p> <hr/> <p>2.00</p>	<p>44.6</p> <p>33.1</p> <p>13.5</p> <p>8.9</p> <hr/> <p>14,000</p>	<p>0.022</p> <p>0.024</p>	<p>1.91</p> <p>2.01 *</p> <p>1.98</p> <p>1.92</p> <hr/> <p>1.95</p>	<p>48.3</p> <p>27.4</p> <p>12.5</p> <p>11.9</p> <hr/> <p>12,570</p>	<p>0.017</p> <p>0.049</p>	<p>1.98</p> <p>2.10 *</p> <p>2.16 *</p> <p>1.99</p> <hr/> <p>2.03</p>	<p>59.5</p> <p>21.8</p> <p>10.4</p> <p>8.4</p> <hr/> <p>9,275</p>	<p>0.041</p> <p>0.075</p>
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>2.77 *</p> <p>2.78 *</p> <p>2.64 *</p> <p>2.51</p> <hr/> <p>2.73</p>	<p>44.5</p> <p>33.1</p> <p>13.5</p> <p>8.9</p> <hr/> <p>14,038</p>	<p>-0.079</p> <p>0.092</p>	<p>2.80 *</p> <p>2.77 *</p> <p>2.64</p> <p>2.57</p> <hr/> <p>2.74</p>	<p>48.3</p> <p>27.3</p> <p>12.5</p> <p>11.9</p> <hr/> <p>12,597</p>	<p>-0.087</p> <p>0.089</p>	<p>2.82 *</p> <p>2.79 *</p> <p>2.63 *</p> <p>2.49</p> <hr/> <p>2.76</p>	<p>59.5</p> <p>21.9</p> <p>10.4</p> <p>8.3</p> <hr/> <p>9,283</p>	<p>-0.107</p> <p>0.113</p>

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4)</p>									
	Definitely won't	3.31 *	44.6	-0.074	3.32 *	48.3	-0.063	3.22 *	59.4	-0.099
	Probably won't	3.28 *	33.0	0.082	3.27 *	27.3	0.063	3.15 *	21.9	0.100
	Probably will	3.24 *	13.5		3.21	12.5		3.04 *	10.4	
	Definitely will	3.05	8.9		3.16	11.9		2.91	8.4	
	Total	3.27	14,066		3.27	12,614		3.16	9,292	
	<b>Importance placed on various life goals</b>									
86	<p>How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4)</p>									
	Definitely won't	2.79 *	43.8	-0.020	3.03	49.5	-0.008	2.95 *	60.4	0.054
	Probably won't	2.72	34.1	0.047	2.94 *	26.2	0.047	2.84 *	21.6	0.098
	Probably will	2.81 *	13.6		3.03	12.5		3.14	9.6	
	Definitely will	2.70	8.5		3.02	11.8		3.10	8.4	
	Total	2.76	13,187		3.01	11,721		2.96	8,754	
87	<p>How important is each of the following to you in your life? Making a contribution to society (Not important=1--Extremely important=4)</p>									
	Definitely won't	2.62	43.8	-0.005	2.63	49.5	-0.006	2.71	60.4	0.003
	Probably won't	2.61	34.1	0.015	2.64	26.3	0.015	2.73	21.5	0.016
	Probably will	2.64	13.7		2.59	12.4		2.68	9.6	
	Definitely will	2.58	8.4		2.63	11.8		2.74	8.5	
	Total	2.62	13,198		2.63	11,719		2.72	8,778	
88	<p>How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4)</p>									
	Definitely won't	2.06 *	43.8	-0.013	2.15 *	49.4	-0.027	2.29	60.4	-0.002
	Probably won't	2.10 *	34.1	0.046	2.18 *	26.3	0.053	2.30	21.6	0.013
	Probably will	2.10 *	13.7		2.19 *	12.5		2.31	9.6	
	Definitely will	1.95	8.5		2.02	11.8		2.26	8.5	
	Total	2.07	13,191		2.14	11,697		2.29	8,777	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4)									
	Definitely won't	1.80 *	43.8	0.056	1.88 *	49.5	0.107	1.92 *	60.4	0.069
	Probably won't	1.67 *	34.1	0.107	1.78 *	26.3	0.147	1.77 *	21.6	0.115
	Probably will	1.88 *	13.7		1.99 *	12.5		2.12	9.6	
	Definitely will	2.06	8.4		2.32	11.8		2.21	8.5	
	Total	1.79	13,214		1.92	11,741		1.93	8,787	
90	How important is each of the following to you in your life? Finding purpose and meaning in my life (Not important=1--Extremely important=4)									
	Definitely won't	3.31	43.8	0.025	3.21 *	49.4	0.041	3.25	60.4	0.033
	Probably won't	3.34	34.0	0.031	3.20 *	26.3	0.048	3.26	21.6	0.036
	Probably will	3.39	13.7		3.31	12.5		3.34	9.6	
	Definitely will	3.35	8.5		3.30	11.8		3.33	8.5	
	Total	3.34	13,204		3.23	11,729		3.27	8,778	
	<b>The military as an occupation and a workplace</b>									
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.77 *	45.0	0.330	2.84 *	50.7	0.381	2.84 *	61.8	0.341
	Probably won't	3.07 *	33.9	0.338	3.17 *	26.3	0.385	3.17 *	20.4	0.345
	Probably will	3.36 *	12.7		3.57 *	11.5		3.56 *	9.1	
	Definitely will	4.05	8.5		4.20	11.4		4.20	8.7	
	Total	3.06	11,904		3.17	10,753		3.09	8,055	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.25 *	44.9	0.273	3.17 *	50.7	0.343	3.13 *	61.8	0.323
	Probably won't	3.51 *	33.9	0.278	3.49 *	26.3	0.345	3.47 *	20.4	0.324
	Probably will	3.72 *	12.7		3.82 *	11.5		3.83 *	9.1	
	Definitely will	4.26	8.5		4.34	11.5		4.34	8.7	
	Total	3.48	11,879		3.46	10,742		3.37	8,031	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.16 *	44.9	0.283	3.23 *	50.6	0.326	3.22 *	61.8	0.297
	Probably won't	3.46 *	34.0	0.285	3.55 *	26.4	0.328	3.51 *	20.4	0.299
	Probably will	3.71 *	12.7		3.82 *	11.5		3.85 *	9.1	
	Definitely will	4.16	8.5		4.34	11.5		4.35	8.7	
	Total	3.42	11,835		3.51	10,727		3.43	8,025	
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.86 *	44.9	0.317	2.92 *	50.6	0.378	2.93 *	61.7	0.338
	Probably won't	3.21 *	33.9	0.318	3.26 *	26.4	0.380	3.30 *	20.4	0.339
	Probably will	3.53 *	12.7		3.70 *	11.6		3.72 *	9.1	
	Definitely will	4.03	8.5		4.24	11.5		4.23	8.8	
	Total	3.16	11,807		3.25	10,704		3.19	7,999	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.33 *	45.0	0.275	2.38 *	50.7	0.315	2.43 *	61.8	0.278
	Probably won't	2.61 *	33.9	0.277	2.63 *	26.2	0.319	2.72 *	20.5	0.280
	Probably will	2.99 *	12.6		3.09 *	11.5		3.10 *	9.0	
	Definitely will	3.40	8.5		3.56	11.5		3.60	8.7	
	Total	2.60	11,734		2.67	10,654		2.65	7,948	

**Appendix 3Bm**

**Work orientations: Male high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.18 *	45.0	0.239	2.23 *	50.8	0.269	2.29 *	61.7	0.249
	Probably won't	2.39 *	33.8	0.241	2.44 *	26.2	0.272	2.54 *	20.5	0.251
	Probably will	2.69 *	12.7		2.74 *	11.6		2.84 *	9.1	
	Definitely will	3.05	8.5		3.17	11.5		3.27	8.7	
	Total	2.39	11,697		2.45	10,585		2.48	7,921	
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.61	44.8	-0.024	2.56 *	50.8	-0.038	2.98 *	61.8	-0.062
	Probably won't	2.57	33.9	0.024	2.58 *	26.3	0.048	2.84	20.4	0.068
	Probably will	2.56	12.8		2.49	11.5		2.89 *	9.0	
	Definitely will	2.53	8.5		2.41	11.5		2.73	8.8	
	Total	2.59	11,628		2.54	10,556		2.92	7,899	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.13	44.9	0.019	2.16 *	50.8	-0.052	2.43 *	61.7	-0.053
	Probably won't	2.13	33.9	0.024	2.16 *	26.3	0.060	2.30	20.5	0.064
	Probably will	2.20	12.8		2.11 *	11.5		2.40 *	9.0	
	Definitely will	2.18	8.5		1.95	11.5		2.21	8.8	
	Total	2.15	11,608		2.13	10,503		2.38	7,899	
	<b>Self-esteem</b>									
99	How good do you think you would be as a worker on a job? (Poor=1--Very good=5)									
	Definitely won't	4.57	40.2	0.011	4.59	47.1	0.006	4.56	61.1	0.006
	Probably won't	4.54 *	36.6	0.037	4.57	28.8	0.022	4.49 *	21.1	0.047
	Probably will	4.58	14.3		4.57	13.3		4.56	9.5	
	Definitely will	4.61	8.9		4.62	10.8		4.61	8.3	
	Total	4.56	13,245		4.58	12,104		4.55	9,012	

### Appendix 3Bm

#### Work orientations: Male high school seniors by propensity to enter the armed forces, variable means

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
100a	Self-esteem 5-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=5)									
	Definitely won't	4.15	45.9	-0.049	4.15	48.9	-0.056	4.13	59.6	-0.069
	Probably won't	4.09	32.5	0.077	4.07	27.4	0.085	4.03	22.0	0.095
	Probably will	4.00 *	12.7		3.97 *	11.9		3.91 *	10.0	
	Definitely will	4.13	9.0		4.10	11.8		4.07	8.4	
	Total	4.11	11,350		4.10	11,566		4.08	8,540	
100b	Self-esteem 3-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=3)									
	Definitely won't	2.71	45.9	-0.041	2.71 *	48.9	-0.069	2.69 *	59.6	-0.068
	Probably won't	2.70	32.5	0.065	2.69	27.4	0.092	2.66	22.0	0.089
	Probably will	2.64 *	12.7		2.60 *	11.9		2.57 *	10.0	
	Definitely will	2.70	9.0		2.67	11.8		2.65	8.4	
	Total	2.70	11,350		2.69	11,566		2.67	8,540	

\* Dunnett's *t* tests were performed to test for significant mean differences between the "Definitely will" sub-group and each of the other sub-groups (pairwise). The \* indicates significant mean differences at the .05 level, two-tailed.

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
<b>Present or recent work experiences</b>										
3	Which best describes your recent employment experience? (I have a paid job right now= 1--Never had a paid job= 4)									
	Definitely won't	1.77 *	76.4	0.054	1.70	80.6	0.035	1.79	83.8	0.032
	Probably won't	1.84	16.4	0.056	1.74	12.8	0.052	1.83	10.7	0.039
	Probably will	1.91	5.1		1.98 *	3.9		2.00	3.4	
	Definitely will	2.10	2.2		1.73	2.7		1.87	2.1	
	Total	1.80	3,288		1.72	11,873		1.80	10,140	
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8)									
	Definitely won't	3.90 *	74.3	-0.027	3.94	78.9	0.013	3.90 *	82.7	0.046
	Probably won't	3.87 *	19.1	0.031	4.14	13.9	0.030	4.11	11.7	0.048
	Probably will	3.70 *	4.8		3.89	4.8		4.32	3.6	
	Definitely will	3.47	1.9		4.03	2.4		4.27	2.1	
	Total	3.88	73,728		3.97	71,002		3.95	63,129	
5	On the average, how many hours per week do (did) you work on this particular job? (5 or less hours= 1--36 or more hours= 8)									
	Definitely won't	4.00	76.5	-0.058	4.08 *	80.7	0.050	3.96 *	84.1	0.054
	Probably won't	3.74	16.9	0.064	4.21 *	12.8	0.052	4.10	10.6	0.054
	Probably will	3.78	4.7		4.23	3.6		4.29	3.3	
	Definitely will	3.66	2.0		4.56	2.9		4.43	2.0	
	Total	3.94	2,479		4.11	9,198		3.99	7,409	

\* Dunnett's *t* tests were performed to test for significant mean differences between the "Definitely will" sub-group and each of the other sub-groups (pairwise). The \* indicates significant mean differences at the .05 level, two-tailed.

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
6	About how old is (was) your supervisor? (Age 20 or younger= 1--31 or older= 4)									
	Definitely won't	3.40	76.4	-0.022	3.38	80.7	-0.015	3.45	84.1	-0.027
	Probably won't	3.44	16.7	0.043	3.36	12.8	0.015	3.43	10.6	0.029
	Probably will	3.31	4.8		3.34	3.6		3.35	3.3	
	Definitely will	3.22	2.1		3.34	2.8		3.37	2.0	
	Total	3.39	2,485		3.38	9,109		3.44	7,344	
7	How many of the other workers are within 2 or 3 years of your own age? (None= 1--All= 6)									
	Definitely won't	2.92	76.5	-0.009	2.97 *	80.7	0.020	2.85	84.0	0.007
	Probably won't	2.90	16.8	0.041	2.92 *	12.9	0.048	2.90	10.6	0.013
	Probably will	3.07	4.8		2.87 *	3.6		2.82	3.3	
	Definitely will	2.53	2.0		3.38	2.8		2.94	2.0	
	Total	2.91	2,469		2.97	9,118		2.86	7,340	
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7)									
	Definitely won't	4.82 *	75.4	-0.039	4.75 *	80.1	-0.041	4.80	83.6	-0.050
	Probably won't	4.67 *	18.3	0.048	4.71 *	13.8	0.045	4.63	11.1	0.051
	Probably will	4.77 *	4.8		4.56	3.7		4.47	3.4	
	Definitely will	4.29	1.6		4.28	2.4		4.48	1.9	
	Total	4.78	8,775		4.72	8,293		4.77	6,508	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.69	77.0	-0.023	2.68	80.6	0.012	2.71	84.0	0.003
	Probably won't	2.59	16.3	0.032	2.65	13.0	0.025	2.70	10.6	0.021
	Probably will	2.63	4.8		2.83	3.6		2.61	3.3	
	Definitely will	2.65	1.9		2.71	2.9		2.85	2.0	
	Total	2.67	2,475		2.68	9,124		2.71	7,295	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.73	76.9	0.040	2.74	80.6	0.002	2.76	84.1	-0.008
	Probably won't	2.71	16.3	0.053	2.70	13.0	0.038	2.74	10.6	0.009
	Probably will	2.93	4.9		2.97 *	3.6		2.70	3.3	
	Definitely will	3.13	1.9		2.63	2.9		2.73	2.0	
	Total	2.74	2,472		2.74	9,115		2.75	7,274	
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.01	77.0	0.026	2.01	80.6	0.019	2.03	84.1	-0.011
	Probably won't	1.93	16.3	0.056	1.97	13.0	0.040	1.93	10.6	0.030
	Probably will	2.30	4.8		2.27	3.6		2.12	3.3	
	Definitely will	2.18	1.9		2.06	2.9		1.94	2.1	
	Total	2.02	2,460		2.01	9,048		2.02	7,220	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5)									
	Definitely won't	3.01	76.9	0.007	3.03	80.7	0.017	3.05	84.1	0.006
	Probably won't	2.88	16.4	0.048	3.10	12.9	0.020	2.95	10.5	0.030
	Probably will	3.10	4.8		3.10	3.5		3.15	3.3	
	Definitely will	3.27	1.9		3.08	2.9		3.18	2.1	
	Total	3.00	2,459		3.04	9,059		3.05	7,240	
13	To what extent does (did) this job let you get to know people over age 30? (Not at all= 1--A great extent= 5)									
	Definitely won't	3.49	77.0	-0.008	3.50 *	80.7	-0.025	3.48	84.1	0.000
	Probably won't	3.39	16.3	0.030	3.54 *	12.9	0.045	3.43	10.5	0.015
	Probably will	3.48	4.7		3.51 *	3.5		3.56	3.3	
	Definitely will	3.59	2.0		3.14	2.9		3.45	2.1	
	Total	3.48	2,455		3.49	9,029		3.47	7,229	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.47	77.0	0.051	2.63	80.8	0.026	2.82	84.1	0.031
	Probably won't	2.60	16.2	0.054	2.62	12.8	0.032	2.89	10.6	0.032
	Probably will	2.69	4.8		2.78	3.5		2.91	3.3	
	Definitely will	2.64	2.0		2.82	2.9		3.07	2.1	
	Total	2.51	2,451		2.64	9,041		2.83	7,233	
15	To what extent does (did) this job interfere with your education? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.71	77.1	0.106	1.90 *	80.8	0.085	1.92 *	84.1	0.065
	Probably won't	1.94	16.3	0.111	1.99 *	12.8	0.087	1.98 *	10.6	0.068
	Probably will	2.06	4.6		2.27	3.6		2.23	3.3	
	Definitely will	2.06	2.0		2.35	2.9		2.31	2.1	
	Total	1.77	2,450		1.94	9,044		1.95	7,232	
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.32	77.0	0.018	2.55	80.8	0.040	2.62 *	84.1	0.054
	Probably won't	2.51	16.4	0.061	2.62	12.8	0.043	2.63 *	10.6	0.061
	Probably will	2.30	4.7		2.79	3.5		2.93	3.3	
	Definitely will	2.20	2.0		2.74	2.9		3.03	2.1	
	Total	2.34	2,454		2.57	9,037		2.64	7,215	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.78	77.0	0.048	1.99	80.9	0.023	2.11	84.1	0.045
	Probably won't	2.00	16.3	0.077	2.05	12.7	0.029	2.14	10.6	0.052
	Probably will	1.78	4.8		2.16	3.5		2.42	3.3	
	Definitely will	1.98	1.9		2.04	2.9		2.34	2.1	
	Total	1.82	2,450		2.01	9,040		2.13	7,226	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
18	To what extent is (was) this job an interesting job to do? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.95	77.1	0.013	2.89	80.7	-0.006	2.87	84.1	-0.007
	Probably won't	3.02	16.4	0.021	2.88	12.9	0.025	2.90	10.6	0.013
	Probably will	2.94	4.6		2.99	3.5		2.80	3.3	
	Definitely will	3.00	2.0		2.75	2.9		2.83	2.1	
	Total	2.96	2,444		2.88	9,037		2.87	7,218	
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.79	76.9	0.026	1.66	80.7	0.017	1.67	84.1	0.006
	Probably won't	1.73	16.3	0.047	1.71	12.9	0.039	1.66	10.6	0.029
	Probably will	2.00	4.8		1.89 *	3.5		1.84	3.3	
	Definitely will	1.99	2.0		1.60	2.9		1.59	2.1	
	Total	1.79	2,442		1.67	9,015		1.67	7,201	
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.58	76.9	0.014	1.49	80.7	0.026	1.47	84.1	0.010
	Probably won't	1.49	16.3	0.047	1.53	12.9	0.034	1.45	10.5	0.054
	Probably will	1.74	4.8		1.67	3.6		1.76 *	3.3	
	Definitely will	1.73	2.0		1.54	2.9		1.32	2.1	
	Total	1.58	2,442		1.50	9,013		1.48	7,201	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5)									
	Definitely won't	2.10	76.9	-0.016	1.95 *	80.7	-0.012	1.92	84.1	-0.027
	Probably won't	2.03	16.4	0.027	1.96 *	12.8	0.033	1.78	10.5	0.039
	Probably will	2.14	4.8		2.05 *	3.5		1.95	3.3	
	Definitely will	1.92	2.0		1.71	2.9		1.69	2.1	
	Total	2.09	2,433		1.94	9,001		1.90	7,191	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5)									
	Definitely won't	3.02	77.0	-0.015	3.07	80.7	0.028	3.15	84.1	0.011
	Probably won't	3.02	16.4	0.020	3.08	12.8	0.030	3.11	10.5	0.022
	Probably will	2.89	4.7		3.20	3.6		3.30	3.3	
	Definitely will	2.95	2.0		3.30	2.9		3.24	2.1	
	Total	3.01	2,422		3.08	8,960		3.15	7,183	
23	To what extent did any high school teacher or counselor help you get this job? (Not at all= 1--A great extent= 5)									
	Definitely won't	1.65 *	76.9	0.071	1.51	80.8	0.026	1.43	84.2	-0.007
	Probably won't	1.66 *	16.3	0.084	1.54	12.9	0.036	1.35	10.5	0.044
	Probably will	1.98	4.7		1.74	3.5		1.62 *	3.3	
	Definitely will	2.31	2.0		1.56	2.8		1.28	2.1	
	Total	1.68	2,388		1.53	8,888		1.43	7,124	
24	Think about the kinds of paid jobs that people your age usually have. If you could work just the number of hours that you wanted, how many hours per week would you PREFER to work during the school year? (None= 1--31 or more hours= 8)									
	Definitely won't							4.78 *	83.9	0.085
	Probably won't							5.02 *	10.7	0.086
	Probably will							5.24 *	3.4	
	Definitely will							5.67	2.0	
	Total							4.84	9,492	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
25	How many hours per week do you think your PARENTS would prefer that you work in a paid job during the school year? (None= 1--31 or more hours= 8)									
	Definitely won't						4.11	84.0	0.024	
	Probably won't						4.28	10.5	0.030	
	Probably will						4.28	3.4		
	Definitely will						4.21	2.1		
	Total						4.14	8,501		
26	How well do you think your experiences and training (at home, school, work, etc.) have prepared you to be a good worker on a job? (Poorly= 1--Very well= 5)									
	Definitely won't	4.18	74.1	0.005	4.26 *	77.3	0.019	4.29	80.8	0.022
	Probably won't	4.18	19.2	0.009	4.25 *	15.3	0.026	4.31	13.0	0.024
	Probably will	4.19	4.8		4.28	5.0		4.37	3.9	
	Definitely will	4.23	2.0		4.39	2.4		4.36	2.3	
	Total	4.18	14,927		4.26	13,458		4.30	10,630	
<b>Vocational plans, aspirations, and expectations</b>										
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5)									
	Definitely won't	2.34	74.3	0.096	2.13 *	77.7	0.087	2.09	81.0	0.051
	Probably won't	2.56	19.1	0.110	2.33	15.3	0.101	2.30	12.9	0.070
	Probably will	2.96 *	4.6		2.67 *	4.7		2.41 *	3.8	
	Definitely will	2.54	2.0		2.32	2.4		2.10	2.3	
	Total	2.42	12,399		2.19	12,592		2.13	9,915	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5)									
	Definitely won't	2.81	74.3	-0.020	3.02	77.7	-0.019	3.07	81.0	-0.026
	Probably won't	2.84	19.1	0.047	3.04	15.2	0.028	3.05	12.9	0.036
	Probably will	2.58 *	4.6		2.90	4.7		2.85	3.8	
	Definitely will	2.79	2.0		2.91	2.4		3.00	2.3	
	Total	2.81	12,369		3.01	12,593		3.05	9,914	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
29	I feel sure that I can keep working steadily with my present employer as long as I want to. (Never=1--Always=5)									
	Definitely won't	4.15 *	75.2	-0.081	4.14 *	77.1	-0.060	4.17 *	80.8	-0.069
	Probably won't	4.02 *	19.0	0.082	4.08 *	15.9	0.062	4.08	13.2	0.072
	Probably will	3.86	4.2		3.88	4.4		3.84	3.7	
	Definitely will	3.64	1.6		3.84	2.6		3.86	2.3	
	Total	4.10	7,637		4.11	8,315		4.14	6,670	
30	I worry about getting fired or laid off from my job. (Never=1--Always=5)									
	Definitely won't	1.60 *	75.2	0.065	1.59 *	77.1	0.094	1.55	80.8	0.059
	Probably won't	1.69	19.0	0.068	1.67 *	15.9	0.100	1.69	13.2	0.066
	Probably will	1.87	4.2		1.98	4.4		1.76	3.7	
	Definitely will	1.82	1.6		1.92	2.6		1.69	2.3	
	Total	1.64	7,615		1.63	8,290		1.58	6,651	
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Other=1--Professional, with PhD=4)									
	Definitely won't	2.26 *	76.7	-0.057	2.41 *	80.3	-0.075	2.78 *	84.0	-0.124
	Probably won't	2.31 *	17.0	0.085	2.46 *	12.5	0.102	2.71 *	10.4	0.137
	Probably will	2.00 *	4.3		2.27 *	4.2		2.46 *	3.2	
	Definitely will	1.70	2.0		1.76	3.0		1.85	2.4	
	Total	2.24	11,930		2.39	11,394		2.74	9,066	
32	How likely do you think it is that you will actually get to do this kind of work? (Not very likely=1--I already do this kind of work=6)									
	Definitely won't	4.00	76.8	-0.049	3.99 *	80.2	-0.016	3.98 *	83.6	0.012
	Probably won't	3.85 *	16.9	0.072	3.91 *	12.6	0.074	3.91 *	10.6	0.079
	Probably will	3.74 *	4.4		3.72 *	4.3		3.76 *	3.5	
	Definitely will	4.06	2.0		4.20	3.0		4.37	2.3	
	Total	3.96	13,458		3.98	12,067		3.97	9,527	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
33	How certain are you that this kind of work is a good choice for you? (Not at all certain=1--Completely certain=5)									
	Definitely won't	3.67	76.8	-0.030	3.69 *	80.2	0.009	3.76 *	83.6	0.020
	Probably won't	3.52 *	16.9	0.061	3.59 *	12.5	0.053	3.64 *	10.5	0.072
	Probably will	3.58 *	4.4		3.66 *	4.3		3.75 *	3.5	
	Definitely will	3.76	2.0		3.90	3.0		4.11	2.3	
	Total	3.64	13,536		3.69	12,109		3.76	9,557	
34	How satisfying do you think this kind of work will be for you? (Not very satisfying=1--Extremely satisfying=5)									
	Definitely won't	3.96 *	76.8	-0.047	3.98	80.2	-0.027	4.05 *	83.6	0.001
	Probably won't	3.85	16.9	0.052	3.91	12.5	0.033	3.99 *	10.6	0.049
	Probably will	3.87	4.4		3.89	4.3		3.93 *	3.5	
	Definitely will	3.81	2.0		3.94	3.0		4.25	2.3	
	Total	3.94	13,525		3.96	12,106		4.05	9,554	
35	I would like to stay in the same job for most of my adult life. (Disagree=1--Agree=5)									
	Definitely won't	3.39	74.1	-0.027	3.50 *	78.6	-0.061	3.71 *	82.5	-0.055
	Probably won't	3.37	19.4	0.031	3.35	14.4	0.062	3.56	11.4	0.056
	Probably will	3.20	4.6		3.22	5.2		3.48	4.0	
	Definitely will	3.27	2.0		3.20	1.9		3.41	2.0	
	Total	3.38	15,047		3.46	13,628		3.68	10,619	
36	To what extent do you think your religion will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.06	76.5	0.053	1.06 *	80.4	0.062	1.07	83.9	0.051
	Probably won't	1.09	17.3	0.062	1.09	12.6	0.064	1.08	10.5	0.067
	Probably will	1.14 *	4.4		1.12	4.3		1.19 *	3.4	
	Definitely will	1.08	1.9		1.12	2.7		1.11	2.2	
	Total	1.07	13,758		1.07	12,445		1.08	9,860	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
37	To what extent do you think your sex will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.34 *	76.6	0.075	1.35	80.5	0.033	1.43 *	83.9	0.048
	Probably won't	1.45	17.1	0.080	1.40	12.4	0.036	1.46	10.6	0.048
	Probably will	1.45	4.5		1.41	4.3		1.54	3.3	
	Definitely will	1.49	1.8		1.41	2.8		1.57	2.2	
	Total	1.37	13,849		1.36	12,497		1.44	9,925	
38	To what extent do you think your race will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.15 *	76.5	0.121	1.14 *	80.6	0.094	1.26 *	83.9	0.058
	Probably won't	1.22 *	17.4	0.130	1.18	12.4	0.119	1.31	10.5	0.064
	Probably will	1.40	4.4		1.39 *	4.3		1.43	3.3	
	Definitely will	1.32	1.8		1.22	2.8		1.36	2.2	
	Total	1.17	13,882		1.16	12,523		1.27	9,946	
39	To what extent do you think your family background will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.10 *	76.6	0.081	1.10 *	80.4	0.075	1.13 *	84.1	0.066
	Probably won't	1.16	17.2	0.084	1.15	12.6	0.089	1.16 *	10.5	0.066
	Probably will	1.23	4.3		1.24 *	4.3		1.22	3.2	
	Definitely will	1.20	1.8		1.15	2.7		1.26	2.2	
	Total	1.12	13,832		1.11	12,502		1.14	9,914	
40	To what extent do you think your political views will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.11 *	77.0	0.087	1.12 *	80.7	0.071	1.16	84.1	0.030
	Probably won't	1.16 *	17.1	0.089	1.18	12.4	0.078	1.21	10.3	0.042
	Probably will	1.25	4.2		1.23	4.1		1.21	3.3	
	Definitely will	1.26	1.7		1.19	2.7		1.17	2.3	
	Total	1.13	13,121		1.13	11,870		1.17	9,496	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
41	To what extent do you think your education will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.71	76.3	0.046	1.74	80.4	0.027	1.85	83.8	0.016
	Probably won't	1.81	17.4	0.059	1.81	12.5	0.041	1.90	10.6	0.025
	Probably will	1.88 *	4.4		1.88 *	4.4		1.95	3.4	
	Definitely will	1.71	1.9		1.73	2.8		1.85	2.2	
	Total	1.73	13,803		1.76	12,450		1.86	9,984	
42	To what extent do you think your lack of vocational training will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.57	76.6	0.046	1.54	80.5	0.025	1.58	84.0	0.017
	Probably won't	1.67	17.2	0.055	1.62 *	12.5	0.047	1.60	10.4	0.047
	Probably will	1.67	4.4		1.66 *	4.4		1.77 *	3.5	
	Definitely will	1.63	1.9		1.50	2.7		1.51	2.2	
	Total	1.59	12,963		1.56	11,666		1.59	9,166	
43	To what extent do you think your lack of ability will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.62	76.4	0.018	1.63 *	80.5	-0.006	1.72	84.0	-0.024
	Probably won't	1.68	17.3	0.026	1.70 *	12.5	0.036	1.66	10.6	0.027
	Probably will	1.64	4.4		1.63	4.2		1.69	3.3	
	Definitely will	1.65	1.9		1.52	2.8		1.62	2.1	
	Total	1.63	13,570		1.64	12,351		1.71	9,830	
44	To what extent do you think your not knowing the right people will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.57	76.6	0.017	1.59 *	80.6	-0.026	1.64 *	84.0	-0.022
	Probably won't	1.64 *	17.3	0.051	1.64 *	12.4	0.071	1.64 *	10.5	0.028
	Probably will	1.60 *	4.5		1.64 *	4.4		1.61	3.4	
	Definitely will	1.46	1.7		1.33	2.7		1.51	2.1	
	Total	1.58	13,192		1.59	12,011		1.63	9,544	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
45	To what extent do you think your not wanting to work hard will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.62	76.6	0.015	1.68	80.5	0.006	1.77	83.7	-0.011
	Probably won't	1.66	17.2	0.026	1.67	12.5	0.011	1.73	10.7	0.013
	Probably will	1.59	4.5		1.72	4.3		1.73	3.5	
	Definitely will	1.72	1.8		1.71	2.7		1.75	2.1	
	Total	1.62	13,858		1.68	12,598		1.76	9,989	
46	To what extent do you think your not wanting to conform will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)									
	Definitely won't	1.56	77.0	0.006	1.58	80.5	0.022	1.67	83.9	-0.013
	Probably won't	1.60	16.9	0.031	1.60	12.5	0.023	1.68	10.7	0.022
	Probably will	1.49	4.4		1.63	4.2		1.66	3.4	
	Definitely will	1.63	1.8		1.67	2.8		1.54	2.0	
	Total	1.56	12,433		1.59	11,377		1.66	8,939	
	<b>Work ethic/success orientation</b>									
47	How important is each of the following to you in your life? Being successful in my line of work (Not important=1--Extremely Important=4)									
	Definitely won't	3.45	74.3	-0.019	3.53	79.2	-0.007	3.58	83.4	-0.006
	Probably won't	3.39	18.8	0.038	3.48 *	13.5	0.039	3.52	11.1	0.032
	Probably will	3.43	5.1		3.48 *	4.8		3.61	3.4	
	Definitely will	3.48	1.8		3.62	2.5		3.61	2.1	
	Total	3.44	14,451		3.52	13,178		3.58	10,153	
48	To me, work is nothing more than making a living. (Disagree=1--Agree=5)									
	Definitely won't	2.04 *	74.0	0.040	2.14	78.5	0.028	2.34	82.5	0.040
	Probably won't	1.99 *	19.4	0.071	2.12	14.4	0.052	2.33	11.5	0.072
	Probably will	2.43	4.6		2.44 *	5.1		2.84 *	4.0	
	Definitely will	2.28	2.0		2.13	1.9		2.35	2.0	
	Total	2.05	15,098		2.15	13,657		2.36	10,639	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
49	I expect my work to be a very central part of my life. (Disagree=1--Agree=5)									
	Definitely won't	3.85 *	74.1	0.056	3.83 *	78.6	0.070	3.69	82.5	0.051
	Probably won't	3.94 *	19.4	0.057	3.91 *	14.4	0.073	3.81	11.5	0.054
	Probably will	4.06	4.6		4.13	5.2		3.91	4.0	
	Definitely will	4.15	2.0		4.14	1.9		3.85	2.0	
	Total	3.88	15,071		3.86	13,628		3.71	10,614	
50	I want to do my best in my job, even if this sometimes means working overtime. (Disagree=1--Agree=5)									
	Definitely won't	4.47	74.0	0.036	4.44 *	78.5	0.048	4.40	82.5	0.026
	Probably won't	4.54	19.4	0.041	4.46 *	14.4	0.054	4.45	11.5	0.027
	Probably will	4.51	4.5		4.60	5.2		4.46	4.0	
	Definitely will	4.58	2.0		4.63	1.9		4.48	2.0	
	Total	4.48	15,096		4.46	13,652		4.41	10,629	
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2)									
	Definitely won't	1.20 *	74.8	-0.059	1.21 *	78.7	-0.070	1.21 *	82.4	-0.055
	Probably won't	1.14	18.6	0.067	1.14	14.1	0.076	1.16 *	11.7	0.058
	Probably will	1.14	4.6		1.14	4.8		1.16	3.8	
	Definitely will	1.15	2.0		1.11	2.4		1.11	2.2	
	Total	1.19	44,497		1.19	40,053		1.20	31,534	
	<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4)									
	Definitely won't	3.57	74.4	-0.009	3.67	79.2	0.000	3.73	83.4	-0.030
	Probably won't	3.51	18.7	0.044	3.61 *	13.4	0.044	3.66	11.1	0.045
	Probably will	3.63	5.1		3.72	4.8		3.73	3.4	
	Definitely will	3.56	1.8		3.70	2.5		3.66	2.1	
	Total	3.56	14,514		3.67	13,200		3.72	10,173	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
53	I like the kind of work you can forget about after the work day is over. (Disagree=1--Agree=5)									
	Definitely won't	3.54 *	74.1	-0.059	3.55 *	78.6	-0.042	3.51	82.5	-0.011
	Probably won't	3.39	19.4	0.059	3.43	14.4	0.044	3.47	11.5	0.016
	Probably will	3.29	4.6		3.41	5.1		3.52	4.0	
	Definitely will	3.21	2.0		3.29	1.9		3.38	2.0	
	Total	3.49	15,091		3.52	13,642		3.50	10,632	
54	Different people may look for different things in their work. How important is having a job where you can see the results of what you do? (Not important=1--Extremely Important=4)									
	Definitely won't	3.56 *	76.3	0.018	3.52	80.2	0.024	3.46	83.7	-0.008
	Probably won't	3.52 *	17.3	0.047	3.53	12.7	0.028	3.38 *	10.7	0.037
	Probably will	3.62	4.5		3.60	4.4		3.46	3.4	
	Definitely will	3.70	1.9		3.59	2.8		3.51	2.2	
	Total	3.56	14,741		3.53	13,125		3.45	10,415	
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4)									
	Definitely won't	2.72 *	76.3	0.039	2.94 *	80.2	0.043	2.81	83.6	0.041
	Probably won't	2.67 *	17.4	0.067	2.81 *	12.6	0.087	2.82	10.8	0.055
	Probably will	2.93	4.5		3.15	4.4		3.08	3.4	
	Definitely will	3.01	1.9		3.22	2.8		2.91	2.2	
	Total	2.73	14,659		2.94	13,107		2.82	10,399	
56	Different people may look for different things in their work. How important is having a job which is interesting to do? (Not important=1--Extremely Important=4)									
	Definitely won't	3.91 *	76.4	-0.056	3.89	80.2	-0.049	3.87	83.6	-0.052
	Probably won't	3.87 *	17.2	0.061	3.86	12.7	0.058	3.84	10.8	0.064
	Probably will	3.88 *	4.4		3.80	4.3		3.73 *	3.4	
	Definitely will	3.77	1.9		3.86	2.8		3.82	2.2	
	Total	3.90	14,641		3.88	13,052		3.86	10,378	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
57	Different people may look for different things in their work. How important is having a job where the chances for advancement and promotion are good? (Not important=1--Extremely Important=4)									
	Definitely won't	3.52	76.3	0.010	3.57 *	80.1	0.018	3.48 *	83.6	0.052
	Probably won't	3.46 *	17.3	0.049	3.51 *	12.7	0.049	3.48 *	10.8	0.063
	Probably will	3.61	4.5		3.64	4.4		3.60 *	3.5	
	Definitely will	3.61	1.9		3.69	2.8		3.76	2.2	
	Total	3.51	14,721		3.57	13,110		3.49	10,419	
58	Different people may look for different things in their work. How important is having a job that gives you an opportunity to be directly helpful to others? (Not important=1--Extremely Important=4)									
	Definitely won't	3.48	76.3	0.024	3.45 *	80.1	0.035	3.47	83.7	0.002
	Probably won't	3.52	17.3	0.036	3.48	12.7	0.035	3.40 *	10.7	0.039
	Probably will	3.57	4.5		3.52	4.4		3.48	3.5	
	Definitely will	3.45	1.9		3.56	2.8		3.58	2.2	
	Total	3.49	14,733		3.46	13,119		3.47	10,417	
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4)									
	Definitely won't	3.33 *	76.3	0.011	3.42 *	80.1	0.020	3.33 *	83.6	0.035
	Probably won't	3.26 *	17.3	0.056	3.33 *	12.7	0.062	3.30 *	10.8	0.055
	Probably will	3.45	4.5		3.52	4.4		3.53	3.5	
	Definitely will	3.44	1.9		3.56	2.8		3.47	2.2	
	Total	3.33	14,731		3.42	13,120		3.34	10,414	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
60	Different people may look for different things in their work. How important is having a job where you have the chance to be creative? (Not important=1--Extremely Important=4)									
	Definitely won't	3.06	76.3	0.025	3.10	80.1	0.011	3.08	83.7	0.044
	Probably won't	3.09	17.3	0.033	3.13	12.7	0.016	3.13	10.7	0.048
	Probably will	3.19	4.5		3.09	4.4		3.28	3.5	
	Definitely will	3.06	1.9		3.15	2.8		3.20	2.2	
	Total	3.07	14,722		3.10	13,116		3.09	10,404	
61	Different people may look for different things in their work. How important is having a job where the skills you learn will not go out of date? (Not important=1--Extremely Important=4)									
	Definitely won't	3.34 *	76.3	0.021	3.37 *	80.1	0.001	3.33 *	83.7	0.027
	Probably won't	3.32 *	17.3	0.031	3.32 *	12.7	0.044	3.35 *	10.7	0.032
	Probably will	3.41	4.5		3.27 *	4.4		3.37	3.5	
	Definitely will	3.48	1.9		3.52	2.8		3.51	2.1	
	Total	3.34	14,713		3.36	13,113		3.34	10,410	
62	Different people may look for different things in their work. How important is having a job that gives you a chance to make friends? (Not important=1--Extremely Important=4)									
	Definitely won't	3.49	76.3	-0.038	3.45 *	80.1	-0.053	3.28	83.7	-0.023
	Probably won't	3.45	17.3	0.041	3.44 *	12.7	0.057	3.25	10.7	0.023
	Probably will	3.38	4.5		3.32	4.4		3.21	3.5	
	Definitely will	3.42	1.9		3.26	2.8		3.19	2.2	
	Total	3.48	14,725		3.44	13,121		3.27	10,401	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
63	Different people may look for different things in their work. How important is having a job which uses your skills and abilities--lets you do the things you can do best? (Not important=1--Extremely Important=4)									
	Definitely won't	3.73	76.3	-0.009	3.73	80.1	-0.019	3.72	83.7	-0.027
	Probably won't	3.69	17.3	0.027	3.70	12.7	0.038	3.67	10.7	0.038
	Probably will	3.74	4.5		3.65 *	4.4		3.64	3.5	
	Definitely will	3.72	1.9		3.76	2.8		3.72	2.2	
	Total	3.72	14,734		3.73	13,127		3.71	10,421	
64	Different people may look for different things in their work. How important is having a job that is worthwhile to society? (Not important=1--Extremely Important=4)									
	Definitely won't	3.33	76.3	0.013	3.33	80.2	-0.002	3.34	83.8	-0.014
	Probably won't	3.34	17.3	0.014	3.33	12.7	0.013	3.30	10.7	0.018
	Probably will	3.35	4.5		3.29	4.4		3.32	3.4	
	Definitely will	3.40	1.9		3.36	2.8		3.29	2.1	
	Total	3.34	14,645		3.33	13,049		3.33	10,311	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks vacation? (Not important=1--Extremely Important=4)									
	Definitely won't	2.21 *	76.4	0.031	2.42	80.1	-0.008	2.47 *	83.6	0.031
	Probably won't	2.21 *	17.3	0.039	2.32 *	12.7	0.035	2.45 *	10.8	0.040
	Probably will	2.37	4.5		2.39	4.4		2.58	3.5	
	Definitely will	2.36	1.9		2.49	2.8		2.70	2.2	
	Total	2.22	14,703		2.41	13,116		2.47	10,414	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
66	Different people may look for different things in their work. How important is having a job where you get a chance to participate in decision making? (Not important=1--Extremely Important=4)									
	Definitely won't	2.92 *	76.3	0.024	3.11	80.1	0.019	3.15 *	83.7	0.053
	Probably won't	2.93 *	17.3	0.027	3.08	12.7	0.037	3.17 *	10.7	0.057
	Probably will	2.99	4.5		3.24	4.4		3.33	3.4	
	Definitely will	3.06	1.9		3.17	2.8		3.36	2.2	
	Total	2.93	14,717		3.12	13,096		3.16	10,416	
67	Different people may look for different things in their work. How important is having a job which leaves a lot of time for other things in your life? (Not important=1--Extremely Important=4)									
	Definitely won't	3.08	76.3	-0.008	3.15 *	80.1	-0.056	3.14	83.6	-0.022
	Probably won't	3.01	17.3	0.037	3.01	12.7	0.067	3.04	10.8	0.042
	Probably will	3.11	4.5		3.05	4.4		3.07	3.5	
	Definitely will	3.13	1.9		3.03	2.8		3.17	2.2	
	Total	3.07	14,709		3.13	13,094		3.13	10,398	
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4)									
	Definitely won't	3.01 *	76.3	-0.083	3.06 *	80.1	-0.081	3.12 *	83.7	-0.094
	Probably won't	2.85 *	17.3	0.085	2.87	12.7	0.087	2.92 *	10.7	0.097
	Probably will	2.81	4.5		2.81	4.4		2.91 *	3.5	
	Definitely will	2.64	1.9		2.83	2.8		2.69	2.1	
	Total	2.97	14,722		3.02	13,124		3.08	10,412	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
69	Different people may look for different things in their work. How important is having a job which leaves you mostly free of supervision by others? (Not important=1--Extremely Important=4)									
	Definitely won't	2.73	76.3	-0.006	2.84	80.1	-0.017	2.84	83.7	-0.029
	Probably won't	2.67	17.3	0.029	2.72	12.7	0.046	2.75	10.7	0.034
	Probably will	2.76	4.5		2.85	4.4		2.80	3.4	
	Definitely will	2.77	1.9		2.84	2.8		2.71	2.1	
	Total	2.72	14,728		2.83	13,129		2.82	10,414	
70	Different people may look for different things in their work. How important is having a job that offers a reasonably predictable, secure future? (Not important=1--Extremely Important=4)									
	Definitely won't	3.58	76.3	-0.034	3.60	80.1	-0.024	3.61	83.7	-0.013
	Probably won't	3.49	17.3	0.058	3.49 *	12.7	0.058	3.53 *	10.7	0.050
	Probably will	3.58	4.5		3.57	4.4		3.54 *	3.4	
	Definitely will	3.53	1.9		3.62	2.8		3.71	2.2	
	Total	3.57	14,725		3.59	13,125		3.60	10,389	
71	Different people may look for different things in their work. How important is having a job where you can learn new things, learn new skills? (Not important=1--Extremely Important=4)									
	Definitely won't	3.38 *	76.3	0.057	3.35 *	80.1	0.073	3.29 *	83.7	0.072
	Probably won't	3.40 *	17.3	0.064	3.38 *	12.7	0.079	3.31 *	10.7	0.078
	Probably will	3.54	4.5		3.47 *	4.4		3.52	3.4	
	Definitely will	3.62	1.9		3.66	2.8		3.57	2.2	
	Total	3.40	14,730		3.37	13,118		3.30	10,399	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
72	Different people may look for different things in their work. How important is having a job where you do not have to pretend to be a type of person that you are not? (Not important=1--Extremely Important=4)									
	Definitely won't	3.73	76.3	-0.024	3.70	80.1	-0.035	3.69	83.7	-0.007
	Probably won't	3.70	17.3	0.024	3.66	12.7	0.041	3.67	10.7	0.036
	Probably will	3.69	4.5		3.57	4.3		3.58 *	3.4	
	Definitely will	3.64	1.9		3.65	2.8		3.77	2.2	
	Total	3.72	14,711		3.69	13,109		3.68	10,395	
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4)									
	Definitely won't	3.09 *	76.3	0.028	3.22 *	80.1	0.033	3.23 *	83.7	0.029
	Probably won't	3.07 *	17.3	0.043	3.16 *	12.7	0.057	3.20 *	10.7	0.041
	Probably will	3.21	4.5		3.36	4.4		3.32	3.4	
	Definitely will	3.28	1.9		3.40	2.8		3.43	2.2	
	Total	3.10	14,700		3.22	13,096		3.24	10,384	
74	Different people may look for different things in their work. How important is having a job that permits contact with a lot of people? (Not important=1--Extremely Important=4)									
	Definitely won't	3.12	76.3	-0.005	3.12	80.1	-0.009	3.05	83.8	-0.014
	Probably won't	3.12	17.3	0.012	3.12	12.7	0.011	3.03	10.7	0.014
	Probably will	3.07	4.5		3.07	4.3		3.01	3.3	
	Definitely will	3.14	1.9		3.09	2.8		3.00	2.2	
	Total	3.12	14,708		3.12	13,115		3.05	10,380	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4)									
	Definitely won't	2.12 *	76.3	0.013	2.21	80.1	-0.008	2.27	83.7	0.005
	Probably won't	2.07 *	17.3	0.039	2.16	12.7	0.021	2.18	10.7	0.042
	Probably will	2.19	4.5		2.19	4.4		2.41	3.4	
	Definitely will	2.30	1.9		2.24	2.8		2.31	2.2	
	Total	2.12	14,711		2.21	13,116		2.27	10,392	
76	Different people may look for different things in their work. How important is having a job where most problems are quite difficult and challenging? (Not important=1--Extremely Important=4)									
	Definitely won't	2.34 *	76.3	0.054	2.37 *	80.1	0.073	2.31 *	83.7	0.076
	Probably won't	2.44 *	17.3	0.056	2.47 *	12.7	0.073	2.36 *	10.7	0.091
	Probably will	2.45	4.5		2.57	4.3		2.74 *	3.4	
	Definitely will	2.58	1.9		2.65	2.8		2.54	2.2	
	Total	2.37	14,718		2.40	13,105		2.34	10,376	
	<b>Desirability of different work settings</b>									
77	Apart from the particular kind of work you want to do, how would you rate a large corporation as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.77	74.0	0.011	2.99	77.3	0.006	2.94	80.8	0.029
	Probably won't	2.82	19.2	0.022	2.98	15.3	0.013	3.00	13.0	0.032
	Probably will	2.79	4.7		3.03	5.0		3.02	3.9	
	Definitely will	2.76	2.1		3.01	2.4		3.00	2.3	
	Total	2.78	14,980		2.99	13,526		2.95	10,677	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
78	<p>Apart from the particular kind of work you want to do, how would you rate a small business as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>2.93 *</p> <p>2.91 *</p> <p>2.76 *</p> <p>2.58</p> <p>2.91</p>	<p>74.1</p> <p>19.2</p> <p>4.7</p> <p>2.1</p> <p>14,972</p>	<p>-0.068</p> <p>0.078</p>	<p>2.93 *</p> <p>2.89 *</p> <p>2.69</p> <p>2.68</p> <p>2.91</p>	<p>77.3</p> <p>15.3</p> <p>4.9</p> <p>2.4</p> <p>13,517</p>	<p>-0.082</p> <p>0.087</p>	<p>2.91 *</p> <p>2.87 *</p> <p>2.73</p> <p>2.71</p> <p>2.89</p>	<p>80.8</p> <p>13.0</p> <p>3.9</p> <p>2.3</p> <p>10,674</p>	<p>-0.060</p> <p>0.063</p>
79	<p>Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>2.38 *</p> <p>2.60 *</p> <p>2.62 *</p> <p>2.99</p> <p>2.45</p>	<p>74.1</p> <p>19.1</p> <p>4.8</p> <p>2.0</p> <p>14,949</p>	<p>0.120</p> <p>0.124</p>	<p>2.50 *</p> <p>2.66 *</p> <p>2.92 *</p> <p>3.11</p> <p>2.56</p>	<p>77.3</p> <p>15.3</p> <p>5.0</p> <p>2.4</p> <p>13,499</p>	<p>0.136</p> <p>0.137</p>	<p>2.41 *</p> <p>2.71 *</p> <p>2.80 *</p> <p>3.05</p> <p>2.48</p>	<p>80.8</p> <p>13.0</p> <p>3.9</p> <p>2.3</p> <p>10,650</p>	<p>0.154</p> <p>0.157</p>
80	<p>Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>1.50 *</p> <p>2.35 *</p> <p>3.11 *</p> <p>3.69</p> <p>1.78</p>	<p>74.1</p> <p>19.2</p> <p>4.8</p> <p>2.0</p> <p>14,937</p>	<p>0.571</p> <p>0.572</p>	<p>1.47 *</p> <p>2.42 *</p> <p>3.11 *</p> <p>3.71</p> <p>1.75</p>	<p>77.3</p> <p>15.3</p> <p>5.0</p> <p>2.4</p> <p>13,487</p>	<p>0.602</p> <p>0.605</p>	<p>1.51 *</p> <p>2.44 *</p> <p>3.13 *</p> <p>3.62</p> <p>1.74</p>	<p>80.8</p> <p>13.0</p> <p>3.9</p> <p>2.3</p> <p>10,667</p>	<p>0.554</p> <p>0.558</p>
81	<p>Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Definitely won't</p> <p>Probably won't</p> <p>Probably will</p> <p>Definitely will</p> <p>Total</p>	<p>2.47 *</p> <p>2.56 *</p> <p>2.50 *</p> <p>2.25</p> <p>2.49</p>	<p>74.1</p> <p>19.2</p> <p>4.7</p> <p>2.0</p> <p>14,954</p>	<p>0.002</p> <p>0.049</p>	<p>2.47</p> <p>2.53 *</p> <p>2.49</p> <p>2.36</p> <p>2.47</p>	<p>77.3</p> <p>15.3</p> <p>4.9</p> <p>2.4</p> <p>13,472</p>	<p>0.002</p> <p>0.030</p>	<p>2.69</p> <p>2.75 *</p> <p>2.52</p> <p>2.56</p> <p>2.69</p>	<p>80.8</p> <p>13.0</p> <p>3.9</p> <p>2.3</p> <p>10,655</p>	<p>-0.022</p> <p>0.047</p>

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
82	Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.13 *	74.1	0.138	2.09 *	77.3	0.185	2.12 *	80.7	0.161
	Probably won't	2.46	19.1	0.153	2.47 *	15.3	0.192	2.52	13.0	0.174
	Probably will	2.52	4.7		2.58 *	5.0		2.61	3.9	
	Definitely will	2.47	2.1		2.74	2.4		2.63	2.3	
	Total	2.22	14,964		2.19	13,507		2.20	10,674	
83	Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.76	74.1	0.042	2.67	77.4	0.010	2.71	80.8	0.007
	Probably won't	2.90	19.2	0.059	2.76	15.3	0.035	2.81	13.0	0.041
	Probably will	2.81	4.7		2.67	5.0		2.64	3.9	
	Definitely will	2.84	2.1		2.65	2.4		2.71	2.3	
	Total	2.79	14,938		2.69	13,462		2.72	10,624	
84	Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.70 *	74.1	-0.034	2.76 *	77.4	-0.078	2.84 *	80.8	-0.080
	Probably won't	2.71 *	19.1	0.047	2.78 *	15.3	0.100	2.82 *	13.0	0.089
	Probably will	2.57	4.8		2.41	4.9		2.56	3.9	
	Definitely will	2.47	2.1		2.48	2.4		2.49	2.3	
	Total	2.69	14,962		2.74	13,497		2.82	10,673	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
85	Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4)									
	Definitely won't	2.92	74.1	-0.005	3.05	77.3	0.003	2.97	80.8	-0.015
	Probably won't	2.93	19.1	0.013	3.07	15.3	0.016	2.98	13.0	0.022
	Probably will	2.86	4.8		3.10	5.0		2.94	3.9	
	Definitely will	2.92	2.1		2.99	2.4		2.83	2.3	
	Total	2.92	14,976		3.06	13,513		2.97	10,673	
	<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4)									
	Definitely won't	2.45 *	74.4	0.023	2.74	79.2	0.005	2.69	83.4	0.023
	Probably won't	2.39 *	18.7	0.057	2.64 *	13.4	0.054	2.64	11.1	0.048
	Probably will	2.58	5.1		2.86	4.8		2.87	3.4	
	Definitely will	2.66	1.8		2.77	2.5		2.79	2.1	
	Total	2.45	14,491		2.73	13,203		2.70	10,159	
87	How important is each of the following to you in your life? Making a contribution to society (Not important=1--Extremely important=4)									
	Definitely won't	2.61	74.3	0.028	2.66 *	79.2	0.030	2.85	83.5	0.004
	Probably won't	2.70	18.8	0.043	2.67 *	13.5	0.033	2.85	11.1	0.030
	Probably will	2.67	5.1		2.74	4.8		2.96 *	3.4	
	Definitely will	2.60	1.8		2.80	2.5		2.76	2.1	
	Total	2.63	14,496		2.67	13,194		2.85	10,150	
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4)									
	Definitely won't	2.16	74.3	-0.033	2.26 *	79.2	-0.050	2.45 *	83.5	-0.052
	Probably won't	2.13	18.8	0.034	2.21 *	13.5	0.051	2.35	11.1	0.053
	Probably will	2.04	5.1		2.14	4.9		2.30	3.4	
	Definitely will	2.06	1.8		2.02	2.5		2.22	2.1	
	Total	2.15	14,504		2.24	13,192		2.43	10,146	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4)									
	Definitely won't	1.77 *	74.4	0.098	1.86 *	79.2	0.110	1.88 *	83.4	0.068
	Probably won't	1.84 *	18.7	0.105	2.00 *	13.5	0.112	1.85 *	11.1	0.088
	Probably will	2.10 *	5.1		2.27	4.8		2.30	3.4	
	Definitely will	2.39	1.8		2.37	2.5		2.27	2.1	
	Total	1.81	14,526		1.92	13,199		1.90	10,155	
90	How important is each of the following to you in your life? Finding purpose and meaning in my life (Not important=1--Extremely important=4)									
	Definitely won't	3.64	74.3	0.020	3.51 *	79.2	0.048	3.52	83.4	0.000
	Probably won't	3.65	18.8	0.023	3.55 *	13.4	0.048	3.49	11.1	0.034
	Probably will	3.70	5.1		3.62	4.8		3.63 *	3.4	
	Definitely will	3.67	1.8		3.68	2.5		3.46	2.1	
	Total	3.64	14,530		3.53	13,205		3.52	10,150	
	<b>The military as an occupation and a workplace</b>									
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.25 *	76.1	0.158	3.33 *	80.4	0.180	3.22 *	83.5	0.197
	Probably won't	3.43 *	17.6	0.160	3.57 *	12.6	0.181	3.48 *	10.8	0.200
	Probably will	3.78 *	4.4		3.84 *	4.2		3.83 *	3.5	
	Definitely will	3.97	1.9		4.19	2.9		4.39	2.1	
	Total	3.32	13,370		3.40	11,771		3.29	9,322	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.67 *	76.1	0.157	3.65 *	80.4	0.167	3.55 *	83.6	0.174
	Probably won't	3.86 *	17.6	0.160	3.92 *	12.6	0.168	3.76 *	10.8	0.176
	Probably will	4.22	4.4		4.13 *	4.2		4.16 *	3.5	
	Definitely will	4.33	1.9		4.36	2.9		4.51	2.1	
	Total	3.74	13,361		3.72	11,753		3.62	9,322	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.63 *	76.1	0.146	3.70 *	80.4	0.143	3.60 *	83.5	0.157
	Probably won't	3.77 *	17.5	0.151	3.90 *	12.5	0.144	3.79 *	10.8	0.159
	Probably will	4.16	4.4		4.09 *	4.2		4.12 *	3.5	
	Definitely will	4.29	1.9		4.36	2.9		4.51	2.1	
	Total	3.69	13,312		3.76	11,739		3.66	9,297	
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	3.34 *	76.1	0.188	3.41 *	80.4	0.184	3.28 *	83.6	0.189
	Probably won't	3.54 *	17.6	0.193	3.64 *	12.6	0.185	3.52 *	10.8	0.192
	Probably will	4.06	4.4		3.99 *	4.2		4.05 *	3.5	
	Definitely will	4.24	1.9		4.34	2.9		4.30	2.2	
	Total	3.42	13,274		3.49	11,722		3.35	9,278	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.82 *	76.1	0.157	2.91 *	80.5	0.151	2.80 *	83.6	0.176
	Probably won't	2.99 *	17.6	0.163	3.12 *	12.5	0.152	3.03 *	10.8	0.182
	Probably will	3.48	4.4		3.47 *	4.2		3.67	3.5	
	Definitely will	3.68	1.9		3.71	2.9		3.77	2.2	
	Total	2.89	13,199		2.99	11,660		2.88	9,193	

**Appendix 3Bf**

**Work orientations: Female high school seniors by propensity to enter the armed forces, variable means**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.40 *	76.1	0.131	2.50 *	80.5	0.128	2.43 *	83.5	0.143
	Probably won't	2.51 *	17.6	0.138	2.68 *	12.4	0.130	2.54 *	10.8	0.151
	Probably will	2.90 *	4.4		2.99	4.2		3.07	3.5	
	Definitely will	3.10	2.0		3.00	2.9		3.23	2.2	
	Total	2.46	13,032		2.56	11,557		2.49	9,203	
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.73 *	76.0	-0.027	2.80 *	80.6	-0.042	3.30 *	83.6	-0.073
	Probably won't	2.71	17.6	0.029	2.72	12.5	0.042	3.20 *	10.7	0.077
	Probably will	2.63	4.4		2.69	4.2		3.12 *	3.5	
	Definitely will	2.56	2.0		2.61	2.8		2.76	2.2	
	Total	2.72	13,081		2.78	11,587		3.27	9,186	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5)									
	Definitely won't	2.23	76.0	0.003	2.34 *	80.5	-0.037	2.68 *	83.5	-0.063
	Probably won't	2.23	17.6	0.007	2.23	12.5	0.043	2.57 *	10.8	0.095
	Probably will	2.23	4.5		2.30	4.2		2.79 *	3.5	
	Definitely will	2.29	2.0		2.14	2.9		1.99	2.2	
	Total	2.23	12,968		2.32	11,523		2.66	9,156	
	<b>Self-esteem</b>									
99	How good do you think you would be as a worker on a job? (Poor=1--Very good=5)									
	Definitely won't	4.50	72.8	0.004	4.58 *	77.8	0.014	4.60	83.1	0.009
	Probably won't	4.50	20.8	0.007	4.57 *	14.5	0.027	4.57	12.0	0.024
	Probably will	4.51	4.8		4.60	5.4		4.65	3.0	
	Definitely will	4.54	1.7		4.68	2.3		4.65	1.9	
	Total	4.50	14,343		4.59	13,071		4.60	10,157	

### Appendix 3Bf

#### Work orientations: Female high school seniors by propensity to enter the armed forces, variable means

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta	Mean	Percent wtd. Cases	r eta
100a	Self-esteem 5-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=5)									
	Definitely won't	4.06	74.3	-0.068	4.03	77.7	-0.060	4.05	81.1	-0.071
	Probably won't	4.00	19.1	0.084	3.94	15.2	0.067	3.88	12.9	0.087
	Probably will	3.79 *	4.6		3.82	4.7		3.81	3.7	
	Definitely will	4.01	2.0		3.93	2.4		3.97	2.3	
	Total	4.04	12,577		4.00	12,725		4.02	10,034	
100b	Self-esteem 3-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=3)									
	Definitely won't	2.68	74.3	-0.079	2.66 *	77.7	-0.074	2.66	81.1	-0.071
	Probably won't	2.64	19.1	0.095	2.61	15.2	0.079	2.57	12.9	0.081
	Probably will	2.50 *	4.6		2.52	4.7		2.52	3.7	
	Definitely will	2.63	2.0		2.56	2.4		2.59	2.3	
	Total	2.67	12,577		2.64	12,725		2.64	10,034	

\* Dunnett's *t* tests were performed to test for significant mean differences between the "Definitely will" sub-group and each of the other sub-groups (pairwise). The \* indicates significant mean differences at the .05 level, two-tailed.

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>High school work experiences</b>										
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8) % more than 21 hrs per week									
	Definitely won't	47.94 ***	36.8	-0.055	47.46 ***	39.7	-0.047	45.32 *	53.0	-0.032
	Probably won't	48.39 ***	34.7	0.063	46.60 ***	27.6	0.049	46.86 **	22.4	0.042
	Probably will	43.74 **	17.3		42.85	16.8		41.67	13.3	
	Definitely will	38.82	11.3		41.29	15.9		40.64	11.2	
	Total	46.34	25,370		45.46	19,053		44.66	12,392	
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied									
	Definitely won't	58.37 **	40.9	-0.081	57.35	42.5	-0.068	58.06 **	51.3	-0.138
	Probably won't	55.25 *	33.4	0.085	55.63	27.4	0.087	52.30	24.6	0.149
	Probably will	47.92	16.5		45.28	15.5		37.97	13.5	
	Definitely will	47.70	9.2		51.00	14.5		42.25	10.7	
	Total	54.62	3,465		54.08	2,294		52.25	1,269	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	31.35	36.0	-0.047	31.07 *	41.3	-0.065	30.08	56.1	-0.033
	Probably won't	28.69	34.7	0.081	26.63	27.9	0.067	31.39	20.4	0.046
	Probably will	20.70	16.9		24.81	16.1		28.98	13.1	
	Definitely will	29.31	12.4		23.40	14.7		23.78	10.3	
	Total	28.38	915		27.70	2,590		29.55	1,569	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p<.05. \*\*p<.01. \*\*\*p<.001.

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	36.07	35.9	-0.071	35.37	41.3	-0.051	35.38 *	56.2	-0.056
	Probably won't	36.52	34.7	0.125	31.94	27.9	0.054	36.01 *	20.4	0.070
	Probably will	20.39	16.9		29.17	16.1		33.56	13.0	
	Definitely will	32.42	12.5		29.67	14.7		24.67	10.3	
	Total	33.12	910		32.58	2,589		34.17	1,562	
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	19.95	36.0	-0.004	21.54	41.4	-0.010	25.43	56.3	-0.057
	Probably won't	20.63	34.9	0.029	22.43	27.9	0.022	22.42	20.3	0.059
	Probably will	17.47	16.7		19.59	16.0		22.03	13.1	
	Definitely will	20.96	12.4		21.08	14.8		17.56	10.3	
	Total	19.90	903		21.41	2,571		23.56	1,556	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	30.88 **	35.9	0.074	32.22 *	41.5	0.037	34.37	56.4	-0.020
	Probably won't	29.56 **	34.9	0.117	30.69 *	27.9	0.056	28.33	20.1	0.073
	Probably will	29.10 *	16.9		31.98	15.9		26.68	13.1	
	Definitely will	46.43	12.4		38.84	14.8		36.69	10.3	
	Total	32.05	905		32.74	2,565		32.38	1,553	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	15.32	35.9	0.033	25.50	41.5	0.022	25.86	56.5	0.062
	Probably won't	14.49	34.8	0.043	20.06 **	27.9	0.080	28.10	20.1	0.063
	Probably will	16.90	16.9		22.34 *	15.9		31.10	13.0	
	Definitely will	19.31	12.4		30.46	14.8		34.26	10.4	
	Total	15.80	902		24.22	2,566		27.87	1,545	
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	15.86	35.9	0.050	27.30	41.7	0.025	27.64 *	56.4	0.058
	Probably won't	23.42	34.7	0.084	20.76 ***	27.9	0.085	31.79	20.3	0.079
	Probably will	19.33	17.0		25.48	15.9		27.05 *	13.0	
	Definitely will	22.60	12.4		32.13	14.5		38.97	10.4	
	Total	19.91	889		25.89	2,555		29.58	1,540	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	8.57	35.8	0.067	14.11 ***	41.6	0.094	19.42	56.5	-0.013
	Probably won't	7.96	34.9	0.098	14.65 ***	27.8	0.116	19.98	20.2	0.055
	Probably will	15.89	17.0		15.19 ***	15.8		23.35	12.8	
	Definitely will	12.18	12.4		26.46	14.7		14.28	10.4	
	Total	10.05	899		16.25	2,551		19.50	1,537	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	25.51	35.7	-0.089	23.92 *	41.7	-0.065	18.07	56.4	-0.023
	Probably won't	22.44	34.9	0.089	22.06	27.7	0.067	23.03 *	20.2	0.073
	Probably will	17.62	16.9		17.60	15.9		19.07	12.9	
	Definitely will	15.12	12.5		17.19	14.7		12.40	10.5	
	Total	21.81	890		21.41	2,531		18.61	1,531	
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	22.11 *	35.7	-0.108	21.87 **	41.8	-0.087	18.14	56.7	-0.034
	Probably won't	17.86	34.6	0.108	17.57	27.7	0.089	14.92	20.2	0.056
	Probably will	13.91	17.2		14.66	15.9		19.21	12.6	
	Definitely will	9.88	12.5		12.94	14.6		12.41	10.6	
	Total	17.70	888		18.23	2,533		17.02	1,519	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	30.77 *	35.6	-0.136	27.37 **	41.8	-0.078	26.17 *	56.6	-0.071
	Probably won't	26.64	34.9	0.152	25.05 *	27.7	0.079	25.32 *	20.2	0.078
	Probably will	13.49	17.1		20.21	15.9		22.81	12.6	
	Definitely will	17.31	12.4		18.56	14.6		15.19	10.6	
	Total	24.70	885		24.31	2,523		24.42	1,511	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	35.65	35.6	0.059	41.26 **	41.8	0.051	37.44	56.7	0.033
	Probably won't	35.84	34.9	0.076	36.78 ***	27.7	0.108	38.35	20.2	0.033
	Probably will	36.55	17.2		36.93 ***	15.9		41.09	12.7	
	Definitely will	47.07	12.4		52.82	14.6		41.84	10.4	
	Total	37.29	889		41.02	2,525		38.54	1,507	
	<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	23.09 *	38.3	0.010	18.41	39.5	0.013	17.80	50.1	-0.016
	Probably won't	25.21 **	32.6	0.104	20.11	27.7	0.066	15.71	22.8	0.053
	Probably will	33.49 ***	17.1		25.42 **	15.8		20.89	13.9	
	Definitely will	17.64	12.0		17.27	17.0		13.97	13.2	
	Total	24.91	4,113		19.80	3,345		17.25	1,802	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	36.40	38.7	-0.030	41.33	39.7	-0.011	36.43	50.0	-0.007
	Probably won't	34.76	32.4	0.055	37.13	27.8	0.047	36.76	22.9	0.044
	Probably will	28.90 *	17.2		36.14	15.7		30.87	13.9	
	Definitely will	35.61	11.8		41.49	16.8		38.23	13.2	
	Total	34.49	4,113		39.37	3,343		35.97	1,806	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
31	What kind of work do you think you will be doing when you are 30 years old? % Professional with PhD									
	Definitely won't	1.99	39.0	-0.045	2.64	40.9	-0.032	1.86	56.4	-0.012
	Probably won't	1.01	34.3	0.057	1.43	27.4	0.044	1.91	20.0	0.018
	Probably will	0.22	15.8		2.32	16.1		1.93	13.3	
	Definitely will	1.04	10.9		1.13	15.6		1.09	10.3	
	Total	1.27	4,441		2.02	3,156		1.80	1,806	
<b>Work ethic/success orientation</b>										
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work									
	Definitely won't	24.44 **	37.3	-0.043	30.21 *	39.2	-0.032	32.93 *	53.1	-0.029
	Probably won't	20.39	34.4	0.051	25.71	28.2	0.045	31.17	22.3	0.033
	Probably will	19.55	16.9		26.89	16.4		31.85	13.2	
	Definitely will	20.10	11.4		26.33	16.3		28.07	11.3	
	Total	21.73	15,352		27.77	10,940		31.84	6,316	
<b>Preferences regarding job characteristics</b>										
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	69.39	38.3	0.026	72.42	40.9	0.043	70.68 **	50.5	0.060
	Probably won't	70.79	33.6	0.026	69.15 *	27.3	0.067	72.83 *	23.9	0.094
	Probably will	71.67	17.6		76.89	16.5		67.89 **	13.3	
	Definitely will	73.12	10.6		76.88	15.3		82.91	12.2	
	Total	70.66	4,817		72.94	3,165		72.32	1,765	

Appendix 3Cm

Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	25.08	38.4	0.023	30.56 **	41.1	0.061	27.53	56.8	0.046
	Probably won't	22.54 *	34.2	0.046	28.52 ***	27.0	0.075	26.11	20.4	0.061
	Probably will	27.38	16.5		34.26	16.7		34.32	13.4	
	Definitely will	27.92	10.8		38.89	15.2		32.41	9.4	
	Total	24.90	5,069		31.89	3,559		28.61	2,154	
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	66.03	38.3	-0.016	70.73 *	41.0	-0.045	67.07	56.8	0.005
	Probably won't	61.60	34.3	0.050	68.50	27.1	0.046	66.70	20.4	0.039
	Probably will	67.20	16.6		67.60	16.8		71.66	13.4	
	Definitely will	61.65	10.8		64.56	15.2		64.57	9.5	
	Total	64.23	5,097		68.67	3,567		67.37	2,160	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	24.54	38.4	-0.021	28.96	41.1	0.018	31.16 **	56.8	0.070
	Probably won't	19.76	34.3	0.049	22.88 *	27.0	0.078	37.96	20.3	0.083
	Probably will	22.69	16.5		33.27	16.7		34.24	13.4	
	Definitely will	21.99	10.8		29.34	15.2		43.00	9.5	
	Total	22.32	5,099		28.10	3,560		34.08	2,156	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	47.91 **	38.4	-0.053	46.16 *	41.1	-0.052	43.87	56.8	-0.045
	Probably won't	45.32	34.3	0.053	41.79	27.1	0.055	37.33	20.4	0.059
	Probably will	42.52	16.6		41.24	16.7		38.75	13.4	
	Definitely will	40.03	10.8		38.98	15.2		39.00	9.5	
	Total	45.28	5,097		43.07	3,567		41.39	2,160	
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	33.19 **	38.4	0.041	38.08 ***	41.0	0.076	37.00	56.8	0.040
	Probably won't	30.76 ***	34.3	0.062	33.43 ***	27.1	0.104	38.48	20.4	0.040
	Probably will	35.02	16.6		44.37	16.6		41.27	13.4	
	Definitely will	40.78	10.8		48.09	15.3		42.45	9.5	
	Total	33.48	5,075		39.39	3,552		38.39	2,147	
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	12.48	38.4	0.007	15.09	41.0	0.003	19.02	56.8	0.004
	Probably won't	9.33 *	34.3	0.050	13.55	27.1	0.021	15.93	20.4	0.044
	Probably will	12.24	16.6		15.08	16.7		16.98	13.4	
	Definitely will	13.68	10.8		15.43	15.2		21.99	9.5	
	Total	11.49	5,079		14.72	3,552		18.40	2,147	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Desirability of different work settings</b>										
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4)									
	% Acceptable and Desirable combined	31.57 ***	37.2	0.195	40.53 ***	39.0	0.238	39.40 ***	50.5	0.223
	Definitely won't	39.49 ***	33.3	0.197	53.13 ***	27.8	0.239	52.22 ***	22.6	0.224
	Probably won't	48.77 ***	17.7		60.80 ***	16.8		61.90	14.2	
	Probably will	61.32	11.8		73.96	16.4		69.42	12.7	
	Definitely will	40.78	5,314		52.92	3,769		49.32	2,034	
	Total									
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4)									
	% Acceptable and Desirable combined									
	Definitely won't	7.85 ***	37.2	0.622	7.87 ***	39.0	0.681	8.37 ***	50.4	0.684
	Probably won't	28.40 ***	33.2	0.630	33.32 ***	27.9	0.688	39.03 ***	22.7	0.691
	Probably will	70.95 ***	17.8		77.51 ***	16.7		81.30 ***	14.1	
	Definitely will	92.96	11.8		94.83	16.5		94.17	12.8	
	Total	35.92	5,316		40.91	3,770		36.58	2,037	
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4)									
	% Acceptable and Desirable combined									
	Definitely won't	21.27	37.2	0.025	19.27 *	39.0	0.038	26.02 *	50.4	0.090
	Probably won't	22.22	33.3	0.026	23.15	27.8	0.046	37.78	22.6	0.123
	Probably will	23.84	17.8		21.91	16.8		38.79	14.2	
	Definitely will	24.01	11.8		23.87	16.4		34.09	12.8	
	Total	22.37	5,311		21.55	3,770		31.52	2,037	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	30.55 ***	37.2	0.144	35.89 ***	39.0	0.174	36.34 ***	50.5	0.219
	Probably won't	42.15 **	33.2	0.151	47.35 ***	27.8	0.180	59.84	22.7	0.246
	Probably will	46.89	17.9		56.09	16.8		58.86	14.1	
	Definitely will	49.90	11.7		57.87	16.5		64.52	12.8	
	Total	39.59	5,318		46.08	3,775		48.44	2,040	
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	21.99	37.3	0.045	18.93 *	39.0	0.043	19.37	50.3	0.073
	Probably won't	20.92 *	33.2	0.058	22.09	27.8	0.046	30.96	22.6	0.121
	Probably will	26.90	17.8		22.92	16.8		29.93	14.2	
	Definitely will	26.56	11.6		23.51	16.4		24.58	12.8	
	Total	23.04	5,298		21.23	3,753		24.16	2,035	
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	60.39 ***	37.2	-0.056	59.06 *	38.9	-0.048	59.05 **	50.5	-0.068
	Probably won't	60.69 ***	33.3	0.064	58.72 *	27.9	0.052	61.85 **	22.7	0.086
	Probably will	56.38	17.8		56.40	16.8		53.76	14.2	
	Definitely will	51.26	11.7		51.92	16.4		48.46	12.7	
	Total	58.70	5,315		57.35	3,765		57.59	2,039	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
85	Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	82.77 ***	37.4	-0.070	85.41 **	39.0	-0.069	80.58 *	50.4	-0.074
	Probably won't	82.14 ***	33.1	0.078	84.58 *	27.8	0.073	80.89 *	22.7	0.085
	Probably will	79.54 *	17.8		79.39	16.8		72.52	14.2	
	Definitely will	73.10	11.8		79.17	16.4		73.24	12.8	
	Total	80.85	5,333		83.15	3,771		78.57	2,040	
	<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	27.99	38.3	-0.002	40.25 *	40.9	-0.044	38.43	50.4	0.037
	Probably won't	24.30	33.7	0.040	31.63	27.4	0.076	27.32 ***	24.0	0.125
	Probably will	28.57	17.5		36.58	16.4		44.92	13.5	
	Definitely will	26.99	10.6		33.98	15.3		43.21	12.1	
	Total	26.75	4,809		36.33	3,158		37.23	1,752	
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	8.87	38.2	-0.005	12.10 *	40.8	-0.047	16.53	50.5	-0.039
	Probably won't	8.22	33.7	0.022	9.50	27.4	0.050	9.73	23.9	0.084
	Probably will	7.41	17.5		9.42	16.4		11.51	13.4	
	Definitely will	9.42	10.6		8.14	15.4		14.77	12.2	
	Total	8.45	4,809		10.34	3,155		14.02	1,759	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	14.57 *	38.2	0.019	13.88 ***	40.9	0.085	14.86	50.4	0.030
	Probably won't	7.50 ***	33.7	0.118	10.03 ***	27.4	0.133	7.25 ***	23.9	0.114
	Probably will	12.34 **	17.6		13.55 ***	16.4		15.67	13.5	
	Definitely will	19.32	10.5		24.77	15.3		19.49	12.3	
	Total	12.30	4,821		14.44	3,173		13.72	1,762	
	<b>The military as an occupation and a workplace</b>									
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	23.08 ***	38.3	0.313	25.13 ***	41.4	0.396	27.03 ***	56.7	0.347
	Probably won't	28.46 ***	34.4	0.339	32.83 ***	26.2	0.413	32.09 ***	20.2	0.362
	Probably will	42.43 ***	16.1		50.38 ***	16.4		55.35 ***	12.8	
	Definitely will	75.26	11.2		82.45	16.0		81.17	10.4	
	Total	33.87	4,395		40.44	2,986		37.30	1,812	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	46.16 ***	38.3	0.231	41.48 ***	41.4	0.300	38.00 ***	56.6	0.348
	Probably won't	53.20 ***	34.5	0.241	53.91 ***	26.1	0.302	50.48 ***	20.1	0.350
	Probably will	63.15 ***	16.1		64.85 ***	16.4		73.72 **	12.8	
	Definitely will	85.20	11.1		83.87	16.1		88.27	10.5	
	Total	55.67	4,391		55.38	2,984		50.35	1,806	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	39.35 ***	38.2	0.258	41.75 ***	41.3	0.307	41.95 ***	56.6	0.313
	Probably won't	50.87 ***	34.5	0.260	52.20 ***	26.2	0.312	48.13 ***	20.2	0.323
	Probably will	61.88 ***	16.1		63.90 ***	16.4		75.44 **	12.8	
	Definitely will	80.70	11.2		85.84	16.1		87.15	10.5	
	Total	51.59	4,373		55.23	2,980		52.21	1,803	
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	32.53 ***	38.2	0.281	32.21 ***	41.1	0.367	34.45 ***	56.5	0.336
	Probably won't	41.28 ***	34.5	0.287	43.72 ***	26.3	0.373	43.48 ***	20.1	0.341
	Probably will	57.06 ***	16.1		58.54 ***	16.4		65.87 ***	12.8	
	Definitely will	77.20	11.2		85.06	16.2		85.21	10.5	
	Total	44.50	4,360		48.11	2,962		45.63	1,799	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	19.04 ***	38.3	0.220	21.02 ***	41.2	0.271	25.31 ***	56.8	0.243
	Probably won't	24.42 ***	34.5	0.227	28.32 ***	26.1	0.275	27.64 ***	20.2	0.258
	Probably will	35.91 ***	16.0		41.02 ***	16.5		42.93 ***	12.6	
	Definitely will	50.56	11.2		56.56	16.2		62.93	10.5	
	Total	27.12	4,331		31.99	2,951		31.94	1,785	

**Appendix 3Cm**

**Work orientations: Males with no college plans by propensity to enter the armed forces, variables dichotomized**

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	14.28 ***	38.3	0.166	15.28 ***	41.6	0.217	17.24 ***	56.7	0.209
	Probably won't	14.94 ***	34.4	0.182	14.55 ***	26.0	0.248	23.37 ***	20.0	0.211
	Probably will	24.48 ***	16.2		22.85 ***	16.4		35.12	12.8	
	Definitely will	35.68	11.2		42.78	16.1		42.99	10.6	
	Total	18.54	4,320		20.74	2,938		23.47	1,781	
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	16.90	38.1	0.016	13.91	41.4	0.043	25.93	56.9	0.011
	Probably won't	13.76 *	34.5	0.050	14.33	26.1	0.045	21.58	19.9	0.079
	Probably will	17.34	16.3		17.06	16.3		33.77	12.6	
	Definitely will	19.11	11.2		17.89	16.2		23.64	10.6	
	Total	16.14	4,289		15.18	2,932		25.81	1,773	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	10.22 **	38.2	0.050	11.09	41.6	0.039	15.74	56.6	0.023
	Probably won't	10.77 *	34.4	0.053	11.62	26.1	0.042	13.83	20.0	0.083
	Probably will	12.73	16.3		12.24	16.1		24.05 *	12.7	
	Definitely will	15.56	11.2		15.06	16.2		14.37	10.6	
	Total	11.41	4,292		12.06	2,909		16.27	1,773	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p < .05, \*\* p < .01, \*\*\* p < .001.

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>High school work experiences</b>										
4	On the average over the school year, how many hours per week do you work in a paid or unpaid job? (None = 1, 6-10 hrs = 3, 11-15 hrs = 4, 21-25 hrs = 6, More than 30 hrs = 8) % more than 21 hrs per week									
	Definitely won't	31.67 ***	74.1	-0.031	34.01	77.2	0.003	35.27 **	80.0	0.032
	Probably won't	30.90 ***	18.1	0.034	35.15	13.7	0.013	37.38 *	12.3	0.035
	Probably will	27.97 *	5.6		32.77	6.2		37.56	4.9	
	Definitely will	22.42	2.3		35.87	2.9		44.50	2.9	
	Total	31.11	28,903		34.14	19,309		35.91	10,858	
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied									
	Definitely won't	50.51 *	75.4	-0.034	48.81	80.8	-0.023	51.51	81.5	0.028
	Probably won't	45.51	17.2	0.063	48.08	11.8	0.045	50.24	12.8	0.060
	Probably will	53.85 *	5.6		38.34	4.8		67.29	3.6	
	Definitely will	32.42	1.8		50.72	2.6		51.69	2.1	
	Total	49.52	3,365		48.27	2,213		51.92	1,131	
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	28.61	77.2	-0.055	26.83	79.2	0.032	25.80	81.5	-0.016
	Probably won't	19.41	14.5	0.081	27.21	13.6	0.042	24.63	9.4	0.023
	Probably will	20.12	5.6		27.87	4.2		21.73	5.8	
	Definitely will	27.69	2.8		37.60	3.1		25.67	3.2	
	Total	26.78	925		27.26	2,412		25.45	1,291	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p<.05. \*\*p<.01. \*\*\*p<.001.

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	31.66	77.2	0.025	31.43	79.3	0.022	28.97	81.6	0.000
	Probably won't	26.51	14.5	0.074	27.88	13.6	0.062	34.00	9.3	0.044
	Probably will	32.44	5.6		44.02	4.0		23.86	5.9	
	Definitely will	48.68	2.8		33.74	3.1		31.29	3.2	
	Total	31.43	921		31.53	2,408		29.21	1,282	
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	21.10	77.2	-0.021	21.73	79.4	-0.005	18.32	81.7	0.021
	Probably won't	16.80	14.6	0.062	19.76	13.4	0.017	20.18	9.1	0.042
	Probably will	13.88	5.6		21.42	4.1		15.94	5.9	
	Definitely will	28.06	2.7		22.35	3.1		26.34	3.3	
	Total	20.26	919		21.47	2,394		18.61	1,270	
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	36.36	77.1	-0.019	38.67	79.3	0.013	37.68	81.7	-0.002
	Probably won't	31.10	14.6	0.076	39.11	13.6	0.016	41.34	9.1	0.029
	Probably will	25.55	5.6		38.92	4.0		34.16	5.9	
	Definitely will	48.14	2.8		43.09	3.1		38.14	3.3	
	Total	35.32	919		38.87	2,395		37.82	1,269	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	20.53	77.6	0.062	26.48	79.4	0.036	35.39 *	81.7	0.036
	Probably won't	29.83	14.2	0.084	25.51	13.4	0.048	38.34	9.2	0.093
	Probably will	23.17	5.5		34.89	4.1		27.16 **	5.9	
	Definitely will	29.89	2.8		34.10	3.1		56.94	3.3	
	Total	22.26	915		26.93	2,388		35.88	1,274	
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	18.05	77.3	-0.071	23.24	79.4	0.081	25.19 *	81.6	0.090
	Probably won't	21.81	14.4	0.111	29.25	13.4	0.110	26.86	9.2	0.094
	Probably will	3.56	5.5		45.81 *	4.1		37.58	5.9	
	Definitely will	5.33	2.8		27.15	3.1		42.84	3.3	
	Total	17.44	915		25.09	2,388		26.66	1,267	
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	8.16	77.6	0.022	13.58	79.5	0.003	16.31	81.6	0.037
	Probably won't	10.64	14.2	0.076	15.11	13.3	0.055	15.43	9.2	0.126
	Probably will	3.16	5.5		20.66 *	4.0		34.88 **	5.9	
	Definitely will	17.50	2.7		6.90	3.1		7.40	3.3	
	Total	8.49	909		13.86	2,387		17.04	1,271	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	18.45	77.3	0.072	14.19	79.2	0.027	15.52	81.7	-0.003
	Probably won't	22.70	14.4	0.073	19.11	13.5	0.051	17.03	9.1	0.015
	Probably will	27.71	5.5		18.37	4.1		14.29	6.0	
	Definitely will	28.89	2.8		13.27	3.2		14.93	3.3	
	Total	19.86	907		15.00	2,375		15.56	1,263	
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	15.86	77.4	-0.007	14.06	79.3	-0.009	12.28	81.7	-0.024
	Probably won't	14.33	14.3	0.041	13.19	13.5	0.033	12.71	9.0	0.052
	Probably will	11.17	5.5		17.75	4.1		14.29	6.0	
	Definitely will	21.01	2.8		9.37	3.2		3.31	3.3	
	Total	15.53	911		13.94	2,375		12.15	1,263	
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	24.25	77.2	0.011	22.11	79.2	-0.029	17.35	81.7	-0.014
	Probably won't	24.65	14.4	0.018	20.96	13.5	0.030	18.21	9.1	0.026
	Probably will	23.63	5.5		19.59	4.1		13.41	6.0	
	Definitely will	28.80	2.8		15.67	3.2		16.79	3.3	
	Total	24.40	905		21.65	2,371		17.17	1,261	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined									
	Definitely won't	38.65	77.3	-0.022	41.16	79.1	0.004	43.82	81.7	0.038
	Probably won't	33.81	14.3	0.036	35.84	13.6	0.045	42.95	9.0	0.120
	Probably will	35.71	5.5		42.81	4.1		67.21 **	6.0	
	Definitely will	38.10	2.8		47.26	3.1		33.22	3.3	
	Total	37.78	904		40.70	2,352		44.80	1,254	
	<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	25.54	73.8	0.064	22.56	75.8	0.033	21.61	78.4	-0.022
	Probably won't	31.21	18.1	0.093	23.34	15.2	0.097	25.66	13.1	0.054
	Probably will	41.95 **	5.5		38.72 ***	6.0		17.90	5.7	
	Definitely will	24.17	2.6		15.00	3.1		13.36	2.9	
	Total	27.44	4,724		23.41	3,384		21.69	1,625	
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined									
	Definitely won't	22.35	73.8	-0.033	26.81	75.9	-0.017	31.62	78.5	-0.042
	Probably won't	19.34	18.1	0.052	27.34	15.1	0.023	31.38	13.0	0.048
	Probably will	14.13 *	5.5		23.42	6.0		23.19	5.7	
	Definitely will	24.41	2.6		23.30	3.1		24.46	2.9	
	Total	21.41	4,709		26.58	3,389		30.91	1,629	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
31	What kind of work do you think you will be doing when you are 30 years old? % Professional with PhD									
	Definitely won't	2.74	76.3	0.004	3.49 **	78.5	0.059	6.53	82.5	0.017
	Probably won't	2.49	16.0	0.010	4.31	12.8	0.063	3.65 *	9.2	0.059
	Probably will	2.96	5.1		5.58	4.9		5.43	4.8	
	Definitely will	3.45	2.6		9.48	3.8		12.70	3.4	
	Total	2.73	4,354		3.92	2,918		6.43	1,479	
	<b>Work ethic/success orientation</b>									
51	If you were to get enough money to live as comfortably as you'd like for the rest of your life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work									
	Definitely won't	24.75 ***	74.5	-0.075	25.57 ***	76.8	-0.073	27.93 ***	79.5	-0.102
	Probably won't	17.42	17.7	0.081	18.33	14.0	0.078	18.59 **	11.8	0.107
	Probably will	16.05	5.5		17.96	6.2		19.90 **	5.5	
	Definitely will	15.86	2.4		14.80	2.9		7.57	3.1	
	Total	22.76	17,529		23.76	11,006		25.74	5,409	
	<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	65.57	74.1	-0.012	72.17	78.2	-0.013	76.45	81.1	-0.073
	Probably won't	63.17	17.9	0.025	69.43	13.0	0.040	67.29	12.6	0.084
	Probably will	67.11	5.8		66.75	6.1		72.00	3.8	
	Definitely will	60.97	2.2		77.54	2.6		62.31	2.5	
	Total	65.13	5,607		71.62	3,650		74.78	1,714	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	24.60 **	76.1	0.055	30.94 ***	78.2	0.088	27.96 *	82.0	0.081
	Probably won't	25.47 **	16.5	0.062	26.89 ***	12.9	0.117	23.53 **	9.5	0.108
	Probably will	32.93	5.1		46.15	5.4		44.29	5.4	
	Definitely will	38.51	2.3		52.61	3.5		44.51	3.1	
	Total	25.49	5,809		31.99	3,560		28.94	1,830	
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	52.77 **	76.2	0.034	63.41 *	78.2	0.042	60.49	82.0	0.011
	Probably won't	51.57 ***	16.4	0.053	60.03 **	13.0	0.063	60.98	9.5	0.018
	Probably will	56.12 *	5.2		71.32	5.4		64.31	5.4	
	Definitely will	69.45	2.3		74.92	3.5		60.64	3.1	
	Total	53.13	5,859		63.79	3,560		60.75	1,827	
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	11.82 *	76.2	0.039	17.67 **	78.2	0.030	22.12 **	82.0	0.075
	Probably won't	12.26	16.4	0.043	14.16 **	13.0	0.063	20.05 **	9.5	0.093
	Probably will	16.36	5.1		19.24	5.4		29.44	5.4	
	Definitely will	18.86	2.3		28.46	3.5		42.30	3.1	
	Total	12.29	5,851		17.67	3,562		22.95	1,827	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	45.66	76.2	-0.074	47.54 *	78.1	-0.084	50.09 **	82.0	-0.078
	Probably won't	38.52	16.4	0.081	35.94	13.0	0.096	42.29	9.5	0.093
	Probably will	31.50	5.2		35.28	5.4		47.68 *	5.4	
	Definitely will	37.22	2.3		36.94	3.5		26.09	3.1	
	Total	43.57	5,854		45.00	3,566		48.47	1,833	
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	37.68 ***	76.2	0.049	42.34 **	78.1	0.068	46.71 *	82.0	0.033
	Probably won't	39.13 **	16.4	0.059	43.63 *	13.0	0.073	44.99 *	9.5	0.062
	Probably will	41.51 *	5.2		52.47	5.4		45.00 *	5.4	
	Definitely will	56.52	2.3		58.40	3.5		63.79	3.1	
	Total	38.54	5,848		43.61	3,562		46.99	1,824	
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4) % Very Important									
	Definitely won't	10.29 *	76.2	-0.004	13.88	78.2	-0.005	17.31 *	82.0	0.042
	Probably won't	7.01 ***	16.4	0.054	11.12	13.0	0.039	11.25 **	9.5	0.084
	Probably will	8.94 *	5.2		11.20	5.3		22.05	5.4	
	Definitely will	16.81	2.3		17.67	3.5		30.44	3.1	
	Total	9.83	5,859		13.51	3,565		17.40	1,827	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
<b>Desirability of different work settings</b>										
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	40.96 ***	73.3	0.106	46.84 ***	75.2	0.111	44.08 **	77.9	0.141
	Probably won't	47.79 ***	18.4	0.116	49.11 ***	15.1	0.119	53.13 *	13.4	0.142
	Probably will	48.79 ***	5.7		62.16 *	6.5		66.77	5.9	
	Definitely will	72.97	2.7		74.30	3.2		70.71	2.9	
	Total	43.52	5,791		49.05	3,698		47.39	1,772	
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	12.12 ***	73.2	0.508	10.84 ***	75.2	0.551	12.11 ***	77.9	0.560
	Probably won't	42.85 ***	18.4	0.508	40.15 ***	15.1	0.553	49.24 ***	13.3	0.565
	Probably will	76.20 ***	5.7		77.59 ***	6.5		86.43	5.9	
	Definitely will	97.34	2.7		98.61	3.2		97.77	2.9	
	Total	23.69	5,781		22.40	3,690		23.90	1,774	
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined									
	Definitely won't	39.70 *	73.3	0.005	35.73	75.3	0.010	44.76	77.9	0.004
	Probably won't	42.93 **	18.4	0.054	35.45	15.1	0.015	47.43	13.4	0.022
	Probably will	45.88 **	5.7		36.10	6.5		42.75	5.9	
	Definitely will	28.49	2.6		39.69	3.1		45.93	2.9	
	Total	40.36	5,789		35.84	3,699		45.03	1,769	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	35.74 **	73.3	0.103	35.29 ***	75.3	0.164	40.01 **	77.8	0.126
	Probably won't	49.73	18.4	0.121	54.34	15.1	0.178	49.27	13.4	0.127
	Probably will	45.79	5.7		54.77	6.5		59.55	5.9	
	Definitely will	50.70	2.7		60.99	3.2		62.97	2.9	
	Total	39.28	5,791		40.23	3,708		43.06	1,776	
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	58.15	73.2	0.039	54.73	75.3	-0.020	57.79	78.1	-0.038
	Probably won't	63.28	18.4	0.048	58.12 *	15.0	0.044	57.42	13.3	0.042
	Probably will	59.74	5.7		51.32	6.5		52.94	5.8	
	Definitely will	67.21	2.7		46.25	3.2		46.70	2.8	
	Total	59.43	5,781		54.74	3,678		57.15	1,764	
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	56.81	73.3	-0.039	59.69 *	75.3	-0.071	63.61 *	77.9	-0.044
	Probably won't	55.32	18.4	0.040	60.95 *	15.1	0.091	69.39 **	13.4	0.084
	Probably will	50.24	5.7		43.99	6.5		56.83	5.9	
	Definitely will	48.40	2.7		46.86	3.2		45.48	2.9	
	Total	55.94	5,792		58.45	3,699		63.47	1,775	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>									
	Definitely won't	63.70	73.2	-0.004	69.71	75.3	0.022	67.73	77.9	0.007
	Probably won't	64.73	18.4	0.013	71.42	15.0	0.023	69.81	13.4	0.016
	Probably will	62.56	5.7		71.76	6.5		68.67	5.9	
	Definitely will	61.61	2.7		74.23	3.2		66.99	2.9	
	Total	63.77	5,796		70.25	3,705		68.04	1,777	
	<b>Importance placed on various life goals</b>									
86	<p>How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important</p>									
	Definitely won't	12.99 **	74.3	0.049	21.42	78.2	0.011	21.34	81.1	0.014
	Probably won't	15.27	17.8	0.051	17.81	12.9	0.042	22.65	12.6	0.051
	Probably will	16.68	5.8		25.78	6.1		14.80	3.8	
	Definitely will	22.76	2.1		24.05	2.7		31.71	2.5	
	Total	13.81	5,591		21.30	3,644		21.51	1,707	
88	<p>How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important</p>									
	Definitely won't	11.77	74.1	-0.040	13.26	78.1	-0.022	18.61	81.1	-0.005
	Probably won't	8.46	17.9	0.047	11.24	13.0	0.025	19.51	12.6	0.056
	Probably will	8.23	5.8		11.73	6.2		25.97 *	3.8	
	Definitely will	9.23	2.1		10.65	2.7		8.45	2.5	
	Total	10.91	5,602		12.84	3,644		18.75	1,706	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important									
	Definitely won't	10.99 ***	74.2	0.072	13.23 ***	78.2	0.096	12.55 ***	81.2	0.035
	Probably won't	12.04 ***	17.9	0.085	16.06 **	13.0	0.101	8.31 ***	12.6	0.120
	Probably will	16.22 *	5.8		21.39	6.1		7.15 **	3.8	
	Definitely will	28.28	2.2		31.78	2.7		35.04	2.4	
	Total	11.86	5,609		14.61	3,648		12.36	1,705	
	<b>The military as an occupation and a workplace</b>									
91	To what extent do you think a chance to get ahead is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	37.33 ***	75.9	0.154	43.12 ***	78.2	0.152	39.80 ***	81.2	0.199
	Probably won't	46.75 **	16.7	0.160	53.89 ***	13.1	0.155	45.20 ***	9.3	0.216
	Probably will	67.18	5.1		58.54 **	5.3		57.47 ***	5.9	
	Definitely will	62.82	2.3		78.66	3.5		94.54	3.5	
	Total	41.02	5,272		46.58	3,112		43.27	1,577	
92	To what extent do you think a chance to get more education is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	62.38 ***	75.9	0.144	60.96 ***	78.1	0.132	55.89 ***	81.3	0.214
	Probably won't	71.20 **	16.7	0.148	72.08 *	13.1	0.134	64.57 ***	9.3	0.217
	Probably will	88.12	5.1		76.97	5.3		86.79 *	5.9	
	Definitely will	86.54	2.3		85.78	3.5		99.29	3.5	
	Total	65.73	5,258		64.13	3,103		60.05	1,576	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
93	To what extent do you think a chance to advance to a more responsible position is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	59.26 ***	76.0	0.135	61.19 ***	78.2	0.121	56.05 ***	81.2	0.177
	Probably won't	66.61 ***	16.6	0.137	72.20	13.1	0.124	65.16 **	9.3	0.177
	Probably will	81.42	5.1		77.84	5.2		80.83	6.0	
	Definitely will	87.80	2.3		81.22	3.5		91.48	3.5	
	Total	62.28	5,229		64.20	3,097		59.62	1,571	
94	To what extent do you think a chance to have a personally more fulfilling job is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	48.82 ***	75.8	0.165	51.65 ***	78.1	0.164	46.04 ***	81.2	0.213
	Probably won't	58.82 ***	16.8	0.167	61.27 ***	13.1	0.164	54.52 ***	9.3	0.219
	Probably will	76.37	5.1		75.90	5.2		82.31	6.0	
	Definitely will	84.08	2.3		84.28	3.5		85.01	3.5	
	Total	52.73	5,225		55.33	3,099		50.37	1,563	
95	To what extent do you think a chance to get their ideas heard is available to people who work in the military services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	30.06 ***	75.8	0.133	35.57 ***	78.2	0.151	33.73 ***	81.4	0.222
	Probably won't	39.07 **	16.8	0.133	45.65 **	13.1	0.151	42.36 ***	9.4	0.230
	Probably will	49.97	5.1		55.57	5.2		71.70	5.6	
	Definitely will	55.79	2.3		65.43	3.6		73.14	3.6	
	Total	33.20	5,202		38.99	3,076		38.09	1,547	

Appendix 3Cf

Work orientations: Females with no college plans by propensity to enter the armed forces, variables dichotomized

Item #	Variable	1976-1983			1984-1991			1992-1998		
		Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta	Percent	Percent wtd. Cases	r eta
96	To what extent is it likely that a person in the military can get things changed and set right if treated unjustly by a superior? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	13.11 ***	75.8	0.112	18.86 *	78.4	0.066	20.49 ***	81.1	0.145
	Probably won't	15.31 ***	16.7	0.123	18.78	12.9	0.080	23.04 *	9.4	0.154
	Probably will	29.37	5.1		31.45	5.2		42.43	6.0	
	Definitely will	30.60	2.3		27.87	3.5		43.06	3.6	
	Total	14.72	5,128		19.82	3,056		22.84	1,559	
97	To what extent do you think there is any discrimination against women who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	18.79	75.7	0.007	17.98	78.5	-0.003	35.62	81.5	-0.056
	Probably won't	18.66	16.8	0.017	15.35	12.8	0.026	40.03	9.2	0.094
	Probably will	21.65	5.2		17.18	5.2		34.70	5.7	
	Definitely will	18.20	2.4		20.11	3.5		12.93	3.6	
	Total	18.90	5,142		17.68	3,052		35.17	1,554	
98	To what extent do you think there is any discrimination against African-American people who are in the armed services? (To a very little extent=1--To a very great extent=5) % To a great extent and To a very great extent combined									
	Definitely won't	9.82	75.7	0.039	9.92	78.5	0.017	19.08 *	81.4	-0.015
	Probably won't	11.68	16.7	0.039	6.35	12.8	0.084	22.72 **	9.4	0.088
	Probably will	12.87	5.2		19.33 *	5.2		26.67 **	5.7	
	Definitely will	15.45	2.4		8.52	3.5		4.59	3.6	
	Total	10.43	5,092		9.90	3,044		19.34	1,550	

Note: The sub-group "Definitely Will" was compared with each other sub-group using *t* tests with pooled variance estimates based on percentages and adjusted for design effects.

\*p < .05, \*\* p < .01, \*\*\* p < .001.

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Present or recent work experiences</b>									
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied								
	A. Military	8.9	52.82	50.26	-2.56	8.5	58.18	58.79	0.61
	B. Civil. F-T Job	38.7	54.79	62.84	8.05 †	30.9	55.83	62.00	6.17
	C. Civil F-T College	33.2	62.90	62.21	-0.69	40.7	62.78	60.13	-2.66
	D. Other	19.1	45.80	53.48	7.67	19.9	52.33	56.74	4.40
	Total	727	55.59	59.72	4.1	647	58.17	59.92	1.8
	Root M. S. E.		43.1	42.7	54.5		45.9	45.8	59.5
	Difference (Military vs Job)		-1.97	-12.58	-10.61		2.35	-3.21	-5.56
	Difference (Military vs College)		-10.08	-11.95 *	-1.87		-4.60	-1.34	3.26
	Difference (Military vs Other)		7.02	-3.22	-10.24		5.85	2.05	-3.80
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	19.44	29.17	9.72	6.7	16.88	38.96	22.08 †
	B. Civil. F-T Job	32.4	26.18	40.06	13.88 †	29.8	33.38	36.31	2.93
	C. Civil F-T College	42.7	19.14	18.18	-0.96	46.5	13.88	18.01	4.13
	D. Other	17.7	16.18	20.23	4.05	17.0	29.05	29.82	0.77
	Total	327	20.92	26.43	5.5	764	22.47	26.88	47.8
	Root M. S. E.		35.5	37.6	46.2		37.0	39.5	36.0
	Difference (Military vs Job)		-6.74	-10.90	-4.16		-16.50 *	2.65	19.15 *
	Difference (Military vs College)		0.31	10.98	10.68		3.00	20.95 *	17.95 *
	Difference (Military vs Other)		3.26	8.94	5.68		-12.17	9.14	21.31

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	16.67	41.67	25.00	6.7	25.97	48.70	22.73 †
	B. Civil. F-T Job	32.4	38.17	43.53	5.36	29.9	31.92	42.86	10.93 †
	C. Civil F-T College	42.7	22.49	22.25	-0.24	46.5	19.32	20.83	1.50
	D. Other	17.6	20.93	34.30	13.37	16.9	30.93	35.31	4.38
	Total	326	26.86	32.69	5.8	765	25.50	31.73	6.2
	Root M. S. E.		38.2	40.2	52.1		39.2	41.1	51.3
	Difference (Military vs Job)		-21.50 *	-1.87	19.64		-5.95	5.84	11.79
	Difference (Military vs College)		-5.82	19.42	25.24 *		6.65	27.88 *	21.23 *
	Difference (Military vs Other)		-4.26	7.36	11.63		-4.95	13.39	18.35
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.5	12.50	29.17	16.67	6.5	4.05	37.16	33.11 †
	B. Civil. F-T Job	32.4	19.49	24.60	5.11	30.0	19.47	25.22	5.75
	C. Civil F-T College	42.9	13.25	10.36	-2.89	46.5	8.84	10.36	1.52
	D. Other	17.3	10.78	10.78	0.00	17.0	17.66	18.18	0.52
	Total	322	14.79	16.44	1.7	754	13.21	17.90	4.7
	Root M. S. E.		31.0	31.9	41.3		30.3	34.0	40.0
	Difference (Military vs Job)		-6.99	4.57	11.55		-15.41 *	11.94	27.36 *
	Difference (Military vs College)		-0.75	18.81 *	19.56		-4.79	26.80 *	31.59 *
	Difference (Military vs Other)		1.72	18.39 *	16.67		-13.61 *	18.98 *	32.59 *

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	5.6	79.2	73.6 †	6.8	31.2	72.1	40.9 †
	B. Civil. F-T Job	32.4	23.4	36.7	13.3 †	29.8	39.4	44.8	5.5
	C. Civil F-T College	42.7	28.6	33.7	5.0	46.6	34.3	37.9	3.7
	D. Other	17.5	37.4	32.7	-4.7	16.9	37.9	34.5	-3.4
	Total	325	26.8	37.8	11.1	760	36.2	41.7	5.5
	Root M. S. E.		38.1	41.1	53.6		43.5	44.0	55.3
	Difference (Military vs Job)		-17.9 *	42.5 *	60.3 *		-8.2	27.2 *	35.5 *
	Difference (Military vs College)		-23.1 *	45.5 *	68.6 *		-3.1	34.1 *	37.2 *
	Difference (Military vs Other)		-31.9 *	46.4 *	78.3 *		-6.8	37.5 *	44.3 *
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	9.7	36.1	26.4	6.8	21.4	50.6	29.2 †
	B. Civil. F-T Job	32.4	21.2	22.8	1.6	30.0	22.6	34.2	11.5 †
	C. Civil F-T College	42.9	22.7	19.9	-2.9	46.5	18.2	19.4	1.2
	D. Other	17.3	18.5	23.8	5.4	16.7	21.7	26.2	4.5
	Total	325	20.5	22.7	2.2	761	20.3	27.1	6.7
	Root M. S. E.		35.2	36.5	45.7		36.5	39.5	46.5
	Difference (Military vs Job)		-11.5	13.3	24.8		-1.2	16.5 *	17.7 *
	Difference (Military vs College)		-13.0	16.3	29.3 *		3.3	31.3 *	28.0 *
	Difference (Military vs Other)		-8.7	12.3	21.0 *		-0.3	24.5 *	24.8 *

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	15.5	49.3	33.8	6.7	35.7	47.4	11.7
	B. Civil, F-T Job	32.1	19.1	14.9	-4.2	30.2	28.3	25.1	-3.2
	C. Civil F-T College	43.1	19.5	16.4	-3.1	46.5	26.4	14.7	-11.7 †
	D. Other	17.5	24.3	17.2	-7.1	16.6	24.8	21.1	-3.7
	Total	321	19.9	18.5	-1.5	761	27.3	21.1	-6.2
	Root M. S. E.		35.0	33.2	44.8		40.4	36.2	49.6
	Difference (Military vs Job)		-3.6	34.4 *	38.0 *		7.5	22.3 *	14.9
	Difference (Military vs College)		-4.0	32.9 *	36.9 *		9.3	32.7 *	23.4 *
	Difference (Military vs Other)		-8.8	32.1 *	40.9 *		10.9	26.3 *	15.4
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.4	4.2	55.6	51.4 †	6.8	16.9	48.1	31.2 †
	B. Civil, F-T Job	31.9	10.7	12.3	1.6	29.8	14.9	13.1	-1.8
	C. Civil F-T College	43.1	8.9	6.2	-2.6	46.8	10.9	6.3	-4.6 †
	D. Other	17.6	12.4	7.1	-5.3	16.7	13.2	14.5	1.3
	Total	323	9.7	12.0	2.3	759	12.9	12.5	-0.4
	Root M. S. E.		25.9	26.2	35.2		30.4	28.6	38.5
	Difference (Military vs Job)		-6.5	43.3 *	49.8 *		2.0	34.9 *	32.9 *
	Difference (Military vs College)		-4.7	49.3 *	54.0 *		6.0	41.8 *	35.8 *
	Difference (Military vs Other)		-8.2	48.5 *	56.7 *		3.7	33.5 *	29.8 *

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.6	6.9	19.4	12.5	6.8	7.8	14.3	6.5
	B. Civil. F-T Job	31.3	18.6	31.8	13.2	29.7	18.0	26.1	8.0 †
	C. Civil F-T College	43.2	8.1	6.4	-1.7	46.6	4.8	8.1	3.2
	D. Other	17.9	16.0	13.0	-3.0	16.9	15.4	18.3	2.9
	Total	315	12.7	16.5	3.8	754	10.7	15.6	4.8
	Root M. S. E.		28.8	31.0	37.5		27.6	32.1	40.2
	Difference (Military vs Job)		-11.6	-12.3	-0.7		-10.2	-11.8	-1.6
	Difference (Military vs College)		-1.1	13.1	14.2		3.0	6.2	3.3
	Difference (Military vs Other)		-9.0	6.4	15.5		-7.7	-4.0	3.6
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.6	6.9	26.4	19.4 †	6.8	2.6	14.3	11.7 †
	B. Civil. F-T Job	31.5	15.7	27.4	11.7 †	29.9	16.3	22.9	6.7 †
	C. Civil F-T College	43.0	6.4	5.4	-1.0	46.6	3.9	5.9	2.0
	D. Other	17.9	5.3	11.8	6.5	16.8	13.2	14.5	1.3
	Total	316	9.2	15.1	5.9	755	9.1	13.0	3.9
	Root M. S. E.		25.0	30.1	32.7		25.5	29.8	36.2
	Difference (Military vs Job)		-8.8	-1.0	7.7		-13.7 *	-8.6	5.0
	Difference (Military vs College)		0.6	21.0 *	20.4 *		-1.3	8.4 *	9.7 *
	Difference (Military vs Other)		1.7	14.6	13.0		-10.6 *	-0.2	10.4

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.7	13.9	48.6	34.7	6.8	7.1	38.3	31.2 †
	B. Civil. F-T Job	31.2	21.8	41.2	19.4 †	29.9	26.4	33.8	7.4 †
	C. Civil F-T College	43.4	16.4	15.0	-1.5	46.6	11.2	14.7	3.6
	D. Other	17.8	9.6	13.2	3.6	16.7	24.3	22.2	-2.1
	Total	314	16.7	25.4	8.7	756	17.6	23.3	5.6
	Root M. S. E.		32.4	36.0	40.7		33.9	37.5	46.0
	Difference (Military vs Job)		-7.9	7.5	15.3		-19.3 *	4.5	23.8 *
	Difference (Military vs College)		-2.5	33.7 *	36.2 *		-4.0	23.6 *	27.6 *
	Difference (Military vs Other)		4.3	35.4 *	31.1 *		-17.1 *	16.1 *	33.3 *
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	7.7	56.9	23.6	-33.3 †	6.8	47.4	18.8	-28.6 †
	B. Civil. F-T Job	31.5	39.2	25.0	-14.2 †	30.1	45.5	29.8	-15.7 †
	C. Civil F-T College	42.8	42.5	50.0	7.5	46.5	57.8	48.5	-9.2 †
	D. Other	18.1	49.4	33.5	-15.9	16.6	42.3	41.5	-0.8
	Total	313	43.8	37.1	-6.7	754	50.8	39.7	-11.1
	Root M. S. E.		43.1	41.0	54.7		45.0	43.5	58.3
	Difference (Military vs Job)		17.8	-1.4	-19.1		1.9	-11.0	-12.9
	Difference (Military vs College)		14.4	-26.4 *	-40.8 *		-10.4	-29.7 *	-19.3 *
	Difference (Military vs Other)		7.5	-9.9	-17.5		5.1	-22.7 *	-27.8 *

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined								
	A. Military	6.5	21.2	2.8	-18.4 †	6.6	15.3	6.4	-8.9
	B. Civil. F-T Job	31.3	21.2	9.4	-11.8 †	23.3	16.4	11.6	-4.8
	C. Civil F-T College	46.0	16.0	14.1	-1.9	50.3	11.0	12.2	1.3
	D. Other	16.2	19.0	24.7	5.7	19.9	16.7	21.6	4.9
	Total	1,084	18.4	13.6	-4.8	1,023	13.6	13.6	-0.1
	Root M. S. E.		33.3	29.1	39.5		31.4	31.2	39.8
	Difference (Military vs Job)		0.0	-6.6	-6.6		-1.0	-5.2	-4.1
	Difference (Military vs College)		5.3	-11.3 *	-16.5 *		4.4	-5.8	-10.2 *
	Difference (Military vs Other)		2.3	-21.8 *	-24.1 *		-1.3	-15.2 *	-13.8
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined								
	A. Military	6.1	42.0	47.0	5.0	6.4	45.7	41.6	-4.1
	B. Civil. F-T Job	31.1	37.6	43.0	5.4	23.3	42.8	49.5	6.7
	C. Civil F-T College	46.6	40.6	44.4	3.8	50.2	46.6	48.1	1.6
	D. Other	16.2	39.6	33.0	-6.6	20.1	40.4	45.4	5.0
	Total	1,087	39.6	42.3	2.7	1,020	44.4	47.5	3.1
	Root M. S. E.		42.1	42.3	51.7		45.6	45.9	57.0
	Difference (Military vs Job)		4.4	4.0	-0.4		2.9	-7.9	-10.8
	Difference (Military vs College)		1.4	2.6	1.2		-0.9	-6.5	-5.6
	Difference (Military vs Other)		2.4	14.0 *	11.6		5.3	-3.8	-9.1

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Other=1--Professional, with PhD=4) % Professional with PhD								
	A. Military	5.4	7.6	4.1	-3.5	8.6	5.6	7.2	1.6
	B. Civil. F-T Job	28.3	5.6	4.5	-1.1	22.9	3.3	3.3	0.0
	C. Civil F-T College	50.0	25.1	22.2	-2.9	54.5	26.7	25.9	-0.9
	D. Other	16.3	8.7	6.8	-1.9	14.1	9.8	7.8	-2.0
	Total	1,055	16.0	13.7	-2.3	485	17.2	16.6	-0.6
	Root M. S. E.		30.9	29.0	28.8		32.8	32.4	34.3
	Difference (Military vs Job)		2.1	-0.3	-2.4		2.3	3.9	1.6
	Difference (Military vs College)		-17.4 *	-18.0 *	-0.6		-21.1 *	-18.7 *	2.5
	Difference (Military vs Other)		-1.1	-2.7	-1.6		-4.2	-0.6	3.6
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work								
	A. Military	6.5	17.3	13.4	-4.0	6.0	16.2	14.6	-1.6
	B. Civil. F-T Job	30.7	23.1	17.7	-5.3 †	24.3	25.8	21.2	-4.6 †
	C. Civil F-T College	45.9	19.8	17.1	-2.8 †	50.6	24.4	20.9	-3.5 †
	D. Other	16.8	24.1	20.1	-4.0	19.1	26.1	22.0	-4.1 †
	Total	3,851	21.4	17.5	-3.8	3,414	24.6	20.8	-3.8
	Root M. S. E.		35.4	32.9	38.5		39.5	37.2	43.1
	Difference (Military vs Job)		-5.7 *	-4.4	1.4		-9.6 *	-6.6 *	3.0
	Difference (Military vs College)		-2.5	-3.7	-1.2		-8.2 *	-6.3 *	1.9
	Difference (Military vs Other)		-6.7 *	-6.7 *	0.0		-9.9 *	-7.4 *	2.5

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Extremely Important								
	A. Military	8.1	60.0	54.7	-5.3	6.8	72.6	70.5	-2.1
	B. Civil. F-T Job	28.2	72.8	70.1	-2.8	22.7	75.5	76.0	0.5
	C. Civil F-T College	45.1	67.3	61.7	-5.5 †	52.0	69.6	65.9	-3.8
	D. Other	18.6	65.6	72.4	6.8	18.6	68.1	65.5	-2.6
	Total	1,319	67.9	65.5	-2.5	1,160	70.9	68.4	-2.5
	Root M. S. E.		40.8	41.4	49.1		42.4	43.3	51.1
	Difference (Military vs Job)		-12.8 *	-15.4 *	-2.5		-3.0	-5.6	-2.6
	Difference (Military vs College)		-7.3	-7.0	0.2		2.9	4.6	1.7
	Difference (Military vs Other)		-5.6	-17.7 *	-12.1		4.5	5.0	0.5
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.8	25.0	18.8	-6.2	6.2	39.2	19.8	-19.4 †
	B. Civil. F-T Job	29.2	25.1	16.2	-9.0 †	25.7	30.6	24.7	-5.9 †
	C. Civil F-T College	47.4	25.3	18.6	-6.7 †	52.2	30.1	23.4	-6.8 †
	D. Other	17.6	27.6	23.0	-4.6	15.9	34.2	20.1	-14.1 †
	Total	1,286	25.6	18.7	-7.0	1,161	31.5	23.0	-8.5
	Root M. S. E.		37.8	33.7	41.3		42.4	38.5	45.3
	Difference (Military vs Job)		-0.1	2.6	2.7		8.6	-4.8	-13.4 *
	Difference (Military vs College)		-0.3	0.2	0.5		9.0	-3.6	-12.6
	Difference (Military vs Other)		-2.6	-4.3	-1.7		5.0	-0.3	-5.2

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.8	48.4	35.1	-13.3	6.2	53.9	43.3	-10.6
	B. Civil. F-T Job	29.2	63.7	47.6	-16.0 †	25.7	64.8	56.2	-8.6 †
	C. Civil F-T College	47.3	48.7	38.6	-10.1 †	52.2	58.1	41.3	-16.7 †
	D. Other	17.7	63.7	51.1	-12.6 †	15.9	55.2	47.1	-8.1
	Total	1,294	55.7	43.3	-12.5	1,164	59.1	46.2	-12.9
	Root M. S. E.		42.5	42.6	46.8		44.9	45.3	51.8
	Difference (Military vs Job)		-15.2 *	-12.5	2.7		-10.9 *	-12.9	-2.0
	Difference (Military vs College)		-0.3	-3.5	-3.3		-4.1	2.0	6.1
	Difference (Military vs Other)		-15.3 *	-16.0 *	-0.7		-1.3	-3.8	-2.5
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.8	21.0	32.1	11.2 †	6.1	30.4	29.0	-1.4
	B. Civil. F-T Job	29.2	20.0	16.4	-3.6	25.8	31.0	17.1	-13.8 †
	C. Civil F-T College	47.2	22.1	16.7	-5.4 †	52.2	26.6	17.9	-8.7 †
	D. Other	17.8	21.6	14.2	-7.4 †	15.9	29.0	19.0	-10.0 †
	Total	1,292	21.3	17.1	-4.3	1,161	28.3	18.5	-9.8
	Root M. S. E.		35.5	32.4	40.5		41.2	35.5	46.3
	Difference (Military vs Job)		0.9	15.7 *	14.8 *		-0.6	11.8 *	12.4
	Difference (Military vs College)		-1.1	15.4 *	16.5 *		3.8	11.1 *	7.3
	Difference (Military vs Other)		-0.6	18.0 *	18.5 *		1.4	10.0	8.6

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.9	25.0	25.9	0.9	6.2	31.8	41.5	9.7
	B. Civil. F-T Job	29.2	47.4	42.3	-5.1 †	25.6	44.6	40.8	-3.8
	C. Civil F-T College	47.2	36.9	30.5	-6.4 †	52.4	35.9	31.9	-4.0
	D. Other	17.7	43.1	40.9	-2.2	15.8	36.5	33.3	-3.3
	Total	1,291	40.3	35.5	-4.9	1,164	38.0	35.0	-3.0
	Root M. S. E.		42.2	41.1	49.1		44.3	43.5	53.1
	Difference (Military vs Job)		-22.4 *	-16.4 *	6.0		-12.8 *	0.6	13.5
	Difference (Military vs College)		-11.9	-4.6	7.3		-4.1	9.6	13.7
	Difference (Military vs Other)		-18.1 *	-15.0 *	3.1		-4.7	8.2	12.9
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.9	28.1	24.1	-3.9	6.3	44.7	37.3	-7.4
	B. Civil. F-T Job	29.2	30.7	23.9	-6.8 †	25.8	41.5	34.0	-7.5 †
	C. Civil F-T College	47.3	32.3	27.6	-4.8 †	52.2	39.0	32.9	-6.1 †
	D. Other	17.6	36.3	30.6	-5.8	15.8	41.1	30.7	-10.4 †
	Total	1,284	32.3	26.8	-5.5	1,156	40.3	33.1	-7.2
	Root M. S. E.		40.5	38.3	47.1		44.8	43.0	50.0
	Difference (Military vs Job)		-2.7	0.2	2.9		3.2	3.4	0.1
	Difference (Military vs College)		-4.3	-3.4	0.8		5.8	4.5	-1.3
	Difference (Military vs Other)		-8.3	-6.5	1.8		3.6	6.6	3.0

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Very Important=4) % Very Important								
	A. Military	5.9	7.5	4.4	-3.1	6.2	6.9	6.9	0.0
	B. Civil. F-T Job	29.1	9.9	4.7	-5.2 †	25.8	14.7	8.4	-6.3 †
	C. Civil F-T College	47.2	8.1	5.0	-3.1 †	52.2	11.8	6.4	-5.4 †
	D. Other	17.9	11.4	9.7	-1.7	15.7	15.2	12.4	-2.7
	Total	1,286	9.2	5.7	-3.4	1,158	12.8	7.9	-4.9
	Root M. S. E.		25.0	20.1	27.6		30.5	24.6	35.4
	Difference (Military vs Job)		-2.4	-0.3	2.1		-7.8	-1.4	6.3
	Difference (Military vs College)		-0.6	-0.6	0.0		-4.9	0.5	5.4
	Difference (Military vs Other)		-3.9	-5.3	-1.3		-8.3	-5.5	2.7
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	6.8	64.9	72.4	7.5	6.1	75.1	82.8	7.7
	B. Civil. F-T Job	30.9	49.1	51.8	2.6	23.6	49.4	53.1	3.7
	C. Civil F-T College	46.0	52.6	56.1	3.5	49.3	50.7	55.0	4.2
	D. Other	16.3	37.5	48.6	11.1 †	20.9	58.3	63.4	5.0
	Total	1,320	49.9	54.7	4.7	1,136	53.5	58.0	4.5
	Root M. S. E.		42.6	42.6	50.3		45.4	44.8	52.2
	Difference (Military vs Job)		15.8 *	20.6 *	4.8		25.7 *	29.7 *	3.9
	Difference (Military vs College)		12.3 *	16.2 *	4.0		24.4 *	27.8 *	3.4
	Difference (Military vs Other)		27.5 *	23.8 *	-3.7		16.8 *	19.4 *	2.6

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	6.9	70.2	72.0	1.8	6.1	74.8	75.2	0.5
	B. Civil. F-T Job	30.9	31.1	24.6	-6.5 †	23.9	30.3	25.2	-5.1
	C. Civil F-T College	46.0	24.0	22.2	-1.8	49.0	18.5	22.1	3.7
	D. Other	16.2	28.3	23.5	-4.8	20.9	27.7	21.6	-6.1
	Total	1,321	30.1	26.6	-3.5	1,145	26.7	26.0	-0.7
	Root M. S. E.		38.2	36.5	40.5		38.7	38.6	43.0
	Difference (Military vs Job)		39.1 *	47.4 *	8.3		44.4 *	50.0 *	5.6
	Difference (Military vs College)		46.2 *	49.8 *	3.6		56.3 *	53.1 *	-3.2
	Difference (Military vs Other)		41.8 *	48.5 *	6.6		47.1 *	53.7 *	6.6
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	6.9	30.7	52.6	21.9 †	6.1	41.4	53.8	12.4
	B. Civil. F-T Job	30.8	24.9	35.3	10.4 †	23.8	33.0	40.0	7.0
	C. Civil F-T College	46.1	43.0	49.1	6.1 †	49.1	50.4	58.4	8.0 †
	D. Other	16.2	36.8	41.0	4.2	21.0	41.3	51.6	10.3 †
	Total	1,324	35.6	43.8	8.2	1,142	43.8	52.3	8.5
	Root M. S. E.		40.6	42.3	48.1		45.0	45.3	49.3
	Difference (Military vs Job)		5.8	17.3 *	11.5 *		8.5	13.9 *	5.4
	Difference (Military vs College)		-12.3	3.4	15.8 *		-8.9	-4.6	4.4
	Difference (Military vs Other)		-6.1	11.6	17.7 *		0.1	2.2	2.1

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>								
	A. Military	6.8	48.0	55.7	7.7	6.1	55.2	63.3	8.1
	B. Civil. F-T Job	31.0	45.1	44.0	-1.1	23.9	48.1	46.6	-1.5
	C. Civil F-T College	45.9	33.0	33.1	0.1	49.1	32.8	33.1	0.3
	D. Other	16.3	36.0	38.3	2.3	20.9	45.2	45.6	0.4
	Total	1,325	38.3	38.9	0.6	1,146	40.4	40.8	0.4
	Root M. S. E.		41.5	41.6	46.4		44.5	44.4	48.0
	Difference (Military vs Job)		2.8	11.7	8.9		7.2	16.7 *	9.6
	Difference (Military vs College)		14.9 *	22.6 *	7.6		22.4 *	30.2 *	7.8
	Difference (Military vs Other)		12.0	17.4 *	5.4		10.0	17.7 *	7.7
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>								
	A. Military	6.9	25.9	37.6	11.7	6.0	31.9	40.2	8.3
	B. Civil. F-T Job	30.8	21.7	29.1	7.4 †	24.0	21.6	28.9	7.3 †
	C. Civil F-T College	46.1	28.1	32.8	4.7 †	49.1	26.1	34.7	8.5 †
	D. Other	16.2	22.1	29.4	7.4 †	21.0	23.5	37.5	13.9 †
	Total	1,316	25.0	31.5	6.5	1,140	24.9	34.2	9.4
	Root M. S. E.		37.2	39.9	44.6		39.6	43.4	47.9
	Difference (Military vs Job)		4.2	8.5	4.3		10.3	11.3	1.0
	Difference (Military vs College)		-2.2	4.8	7.0		5.7	5.5	-0.2
	Difference (Military vs Other)		3.8	8.2 *	4.3		8.3	2.7	-5.6

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>								
	A. Military	6.9	53.8	57.8	4.0	6.0	50.5	65.7	15.2 †
	B. Civil. F-T Job	30.9	64.7	69.4	4.6	23.9	65.1	69.0	3.9
	C. Civil F-T College	46.0	68.7	73.5	4.8 †	49.1	71.1	78.5	7.4 †
	D. Other	16.2	61.2	69.4	8.2	21.1	63.0	72.6	9.6 †
	Total	1,325	65.2	70.5	5.3	1,142	66.7	74.2	7.5
	Root M. S. E.		40.8	39.1	48.0		42.9	39.9	50.7
	Difference (Military vs Job)		-10.9	-11.5 *	-0.6		-14.6 *	-3.3	11.3
	Difference (Military vs College)		-14.9 *	-15.7 *	-0.8		-20.6 *	-12.8 *	7.8
	Difference (Military vs Other)		-7.4	-11.6 *	-4.2		-12.5 *	-6.9	5.6
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined</p>								
	A. Military	6.9	77.7	81.8	4.0	6.1	77.1	81.4	4.3
	B. Civil. F-T Job	31.2	86.3	87.8	1.5	24.0	83.0	87.0	4.0
	C. Civil F-T College	45.8	81.7	82.6	1.0	49.1	79.6	81.2	1.6
	D. Other	16.2	79.5	88.5	9.0 †	20.8	79.4	82.2	2.8
	Total	1,327	82.5	85.2	2.7	1,143	80.2	82.8	2.6
	Root M. S. E.		32.6	30.5	38.2		36.5	34.6	42.2
	Difference (Military vs Job)		-8.6 *	-6.1	2.5		-5.8	-5.6	0.3
	Difference (Military vs College)		-3.9	-0.9	3.0		-2.4	0.2	2.7
	Difference (Military vs Other)		-1.8	-6.8	-5.0		-2.2	-0.8	1.5

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	8.1	60.0	54.7	-5.3	6.8	72.6	70.5	-2.1
	B. Civil. F-T Job	28.2	72.8	70.1	-2.8	22.7	75.5	76.0	0.5
	C. Civil F-T College	45.1	67.3	61.7	-5.5 †	52.0	69.6	65.9	-3.8
	D. Other	18.6	65.6	72.4	6.8	18.6	68.1	65.5	-2.6
	Total	1,319	67.9	65.5	-2.5	1,160	70.9	68.4	-2.5
	Root M. S. E.		40.8	41.4	49.1		42.4	43.3	51.1
	Difference (Military vs Job)		-12.8 *	-15.4 *	-2.5		-3.0	-5.6	-2.6
	Difference (Military vs College)		-7.3	-7.0	0.2		2.9	4.6	1.7
	Difference (Military vs Other)		-5.6	-17.7 *	-12.1 *		4.5	5.0	0.5
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	8.0	3.8	13.2	9.5 †	6.8	5.1	14.1	9.0
	B. Civil. F-T Job	28.4	9.8	8.5	-1.3	22.6	13.3	13.6	0.3
	C. Civil F-T College	44.8	7.8	6.6	-1.2	51.7	8.8	8.1	-0.7
	D. Other	18.8	13.3	12.7	-0.7	18.9	10.3	8.9	-1.4
	Total	1,319	9.1	8.8	-0.3	1,152	9.9	9.9	0.0
	Root M. S. E.		25.1	24.8	29.9		27.8	27.8	35.5
	Difference (Military vs Job)		-6.0 *	4.8	10.8 *		-8.2 *	0.5	8.7
	Difference (Military vs College)		-4.1	6.6 *	10.7 *		-3.7	6.0	9.7 *
	Difference (Military vs Other)		-9.5 *	0.6	10.1 *		-5.1	5.2	10.4 *

**Appendix 4Am**

**Work orientations: Males by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	7.9	21.0	10.5	-10.5 †	6.6	14.3	20.8	6.5
	B. Civil, F-T Job	28.3	9.8	5.6	-4.2	22.5	12.4	8.6	-3.8
	C. Civil F-T College	44.9	9.7	5.7	-4.0 †	51.9	11.8	8.2	-3.6 †
	D. Other	18.8	13.8	7.5	-6.3 †	18.9	10.2	7.9	-2.3
	Total	1,325	11.4	6.4	-5.0	1,160	11.8	9.1	-2.7
	Root M. S. E.		27.7	21.4	31.3		30.2	26.7	34.0
	Difference (Military vs Job)		11.2 *	4.9 *	-6.3		1.9	12.2 *	10.3 *
	Difference (Military vs College)		11.2 *	4.8 *	-6.4 *		2.4	12.5 *	10.1 *
	Difference (Military vs Other)		7.2	3.0	-4.2		4.1	12.9 *	8.8

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.



Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Present or recent work experiences</b>									
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) % Somewhat to Completely Satisfied								
	A. Military	1.1	39.13	52.17	13.04	1.6	68.42	36.84	-31.58
	B. Civil. F-T Job	40.7	54.67	59.75	5.07	27.2	49.92	58.11	8.19 †
	C. Civil F-T College	36.8	54.85	58.42	3.57	47.9	64.20	62.86	-1.34
	D. Other	21.3	59.47	52.42	-7.05	23.3	53.03	54.50	1.47
	Total	709	55.59	57.61	2.0	779	57.78	59.20	1.4
	Root M. S. E.		42.8	42.6	53.7		45.4	45.4	56.5
	Difference (Military vs Job)		-15.54	-7.57	7.97		18.50	-21.27	-39.77 *
	Difference (Military vs College)		-15.72	-6.24	9.47		4.22	-26.02	-30.24
	Difference (Military vs Other)		-20.34	-0.25	20.09		15.39	-17.65	-33.05
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	61.11	11.11	-50.00	1.3	19.51	29.27	9.76
	B. Civil. F-T Job	27.3	28.75	36.88	8.13	22.9	28.53	41.08	12.55 †
	C. Civil F-T College	45.8	19.93	15.27	-4.66	52.5	22.25	18.83	-3.42
	D. Other	25.4	26.17	29.87	3.69	23.3	24.51	27.03	2.52
	Total	391	24.55	24.81	0.3	1,022	24.18	25.97	49.9
	Root M. S. E.		37.5	37.1	46.9		39.9	40.1	35.8
	Difference (Military vs Job)		32.36	-25.76	-58.13 *		-9.02	-11.82	-2.80
	Difference (Military vs College)		41.19 *	-4.16	-45.34 *		-2.74	10.44	13.17
	Difference (Military vs Other)		34.94	-18.75	-53.69 *		-5.00	2.24	7.24

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	22.22	83.33	61.11	1.3	43.90	29.27	-14.63
	B. Civil. F-T Job	27.5	35.29	44.58	9.29	22.8	33.95	44.13	10.17 †
	C. Civil F-T College	45.8	28.68	26.07	-2.61	52.6	26.30	22.39	-3.91
	D. Other	25.2	37.63	32.20	-5.42	23.3	27.87	29.69	1.82
	Total	391	32.65	33.59	0.9	1,022	28.65	29.14	0.5
	Root M. S. E.		41.1	40.6	54.6		42.1	41.6	52.6
	Difference (Military vs Job)		-13.07	38.75	51.82 *		9.95	-14.86	-24.81
	Difference (Military vs College)		-6.46	57.26 *	63.72 *		17.60	6.87	-10.73
	Difference (Military vs Other)		-15.40	51.13 *	66.53 *		16.03	-0.42	-16.45
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	0.00	17.65	17.65	1.3	7.89	15.79	7.89
	B. Civil. F-T Job	27.1	19.43	27.71	8.28	22.8	21.24	32.66	11.42 †
	C. Civil F-T College	46.3	15.83	12.48	-3.35	52.6	12.04	13.42	1.38
	D. Other	25.2	16.10	16.44	0.34	23.3	17.16	18.16	0.99
	Total	387	16.64	17.67	1.0	1,010	15.28	18.94	3.7
	Root M. S. E.		32.7	33.1	40.7		33.4	35.9	43.1
	Difference (Military vs Job)		-19.43	-10.06	9.37		-13.35	-16.87	-3.52
	Difference (Military vs College)		-15.83	5.17	21.00		-4.14	2.37	6.52
	Difference (Military vs Other)		-16.10	1.21	17.30		-9.27	-2.37	6.90

**Appendix 4Af**

**Work orientations: Females by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	88.89	94.44	5.56	1.3	56.10	70.73	14.63
	B. Civil. F-T Job	27.5	37.15	43.65	6.50	23.0	41.94	43.22	1.28
	C. Civil F-T College	45.7	38.92	32.96	-5.96	52.5	39.05	38.37	-0.69
	D. Other	25.3	46.46	37.04	-9.43	23.2	37.77	39.75	1.98
	Total	392	41.11	37.87	-3.2	1,017	39.65	40.24	0.6
	Root M. S. E.		42.9	42.1	52.8		45.6	45.6	56.8
	Difference (Military vs Job)		51.74 *	50.79 *	-0.95		14.16	27.51 *	13.35
	Difference (Military vs College)		49.97 *	61.48 *	11.51		17.05	32.37 *	15.32
	Difference (Military vs Other)		42.42 *	57.41 *	14.98		18.33	30.99 *	12.65
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	16.67	38.89	22.22	1.3	29.27	68.29	39.02 †
	B. Civil. F-T Job	27.2	25.87	36.91	11.04	22.9	25.36	39.54	14.18 †
	C. Civil F-T College	46.0	22.16	19.55	-2.61	52.5	21.90	20.84	-1.06
	D. Other	25.3	27.46	22.71	-4.75	23.3	30.42	35.49	5.07
	Total	389	24.42	25.36	0.9	1,017	24.77	29.16	4.4
	Root M. S. E.		37.7	37.7	44.5		40.2	41.5	51.2
	Difference (Military vs Job)		-9.20	1.98	11.18		3.91	28.75 *	24.84
	Difference (Military vs College)		-5.49	19.34	24.83		7.37	47.46 *	40.08 *
	Difference (Military vs Other)		-10.79	16.18	26.97		-1.15	32.80 *	33.95 *

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	22.22	22.22	0.00	1.4	51.22	43.90	-7.32
	B. Civil. F-T Job	27.4	19.50	12.69	-6.81	22.9	29.21	12.52	-16.69 †
	C. Civil F-T College	45.4	20.34	13.81	-6.53	52.6	19.77	10.17	-9.60 †
	D. Other	25.7	28.62	16.45	-12.17 †	23.2	30.06	18.80	-11.25 †
	Total	394	22.27	14.31	-8.0	1,010	24.74	13.16	-11.6
	Root M. S. E.		36.5	30.8	43.0		39.9	31.2	46.6
	Difference (Military vs Job)		2.72	9.53	6.81		22.01	31.38 *	9.37
	Difference (Military vs College)		1.89	8.42	6.53		31.45 *	33.73 *	2.29
	Difference (Military vs Other)		-6.40	5.77	12.17		21.16	25.10 *	3.94
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	16.67	38.89	22.22	1.4	29.27	39.02	9.76
	B. Civil. F-T Job	27.2	13.17	9.40	-3.76	22.9	19.31	10.44	-8.87 †
	C. Civil F-T College	45.7	11.73	7.82	-3.91	52.5	9.06	5.06	-4.00 †
	D. Other	25.6	14.33	6.33	-8.00 †	23.2	12.99	11.58	-1.41
	Total	391	12.86	8.35	-4.5	1,016	12.60	8.27	-4.3
	Root M. S. E.		29.5	24.1	34.0		30.7	25.3	38.4
	Difference (Military vs Job)		3.50	29.48 *	25.98		9.95	28.58 *	18.63
	Difference (Military vs College)		4.93	31.07 *	26.13		20.21 *	33.96 *	13.76
	Difference (Military vs Other)		2.33	32.56 *	30.22		16.27	27.44 *	11.17

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	22.22	44.44	22.22	1.4	0.00	0.00	0.00
	B. Civil. F-T Job	27.6	21.67	25.08	3.41	22.6	13.97	25.91	11.94 †
	C. Civil F-T College	45.2	5.67	7.56	1.89	52.7	6.49	7.55	1.06
	D. Other	25.7	14.95	18.60	3.65	23.4	12.39	14.93	2.54
	Total	390	12.72	15.80	3.1	1,014	9.47	13.32	3.8
	Root M. S. E.		28.7	31.3	40.1		27.1	30.9	36.4
	Difference (Military vs Job)		0.55	19.37	18.82		-13.97	-25.91 *	-11.94
	Difference (Military vs College)		16.55	36.88 *	20.33 *		-6.49	-7.55	-1.06
	Difference (Military vs Other)		7.27	25.84 *	18.57		-12.39	-14.93	-2.54
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	5.56	61.11	55.56	1.4	0.00	7.32	7.32
	B. Civil. F-T Job	27.6	16.41	21.98	5.57	22.5	12.54	20.12	7.58 †
	C. Civil F-T College	45.2	5.10	4.16	-0.95	52.7	5.93	6.18	0.25
	D. Other	25.7	12.96	16.94	3.99	23.4	9.82	10.66	0.84
	Total	390	10.25	13.24	3.0	1,014	8.25	10.38	2.1
	Root M. S. E.		26.4	28.6	34.7		25.5	28.0	32.7
	Difference (Military vs Job)		-10.85	39.13 *	49.98 *		-12.54	-12.80	-0.26
	Difference (Military vs College)		0.45	56.95 *	56.50 *		-5.93	1.14	7.07
	Difference (Military vs Other)		-7.40	44.17 *	51.57 *		-9.82	-3.34	6.48

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.5	38.89	27.78	-11.11	1.4	14.63	0.00	-14.63
	B. Civil. F-T Job	27.4	26.01	43.03	17.03 †	23.0	20.98	32.04	11.06 †
	C. Civil F-T College	45.5	16.07	18.32	2.24	52.4	12.34	14.74	2.39
	D. Other	25.6	20.60	26.58	5.98	23.3	15.56	23.06	7.50 †
	Total	392	20.31	27.36	7.1	1,011	15.11	20.45	5.3
	Root M. S. E.		35.2	38.2	44.8		33.3	37.0	44.1
	Difference (Military vs Job)		12.88	-15.26	-28.14		-6.34	-32.04 *	-25.70
	Difference (Military vs College)		22.81	9.46	-13.35		2.29	-14.74	-17.03
	Difference (Military vs Other)		18.29	1.20	-17.09		-0.92	-23.06	-22.13
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) % Considerable extent and A great extent combined								
	A. Military	1.6	22.22	5.56	-16.67	1.4	53.66	51.22	-2.44
	B. Civil. F-T Job	27.8	32.51	20.12	-12.38 †	22.8	39.91	28.16	-11.76 †
	C. Civil F-T College	45.2	38.78	37.07	-1.71	52.5	43.12	40.35	-2.77
	D. Other	25.5	45.61	39.53	-6.08	23.4	44.63	35.45	-9.18 †
	Total	388	38.52	32.50	-6.0	1,010	42.89	36.58	-6.3
	Root M. S. E.		42.6	40.6	50.6		46.2	44.7	57.3
	Difference (Military vs Job)		-10.29	-14.57	-4.28		13.75	23.06 *	9.32
	Difference (Military vs College)		-16.56	-31.52	-14.96		10.54	10.87	0.33
	Difference (Military vs Other)		-23.39	-33.97 *	-10.59		9.03	15.77	6.74

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) % Often and Always combined								
	A. Military	1.6	22.03	0.00	-22.03 †	1.1	8.89	8.89	0.00
	B. Civil. F-T Job	27.2	24.76	11.40	-13.35 †	22.1	21.55	9.68	-11.86 †
	C. Civil F-T College	48.5	19.20	20.57	1.37	51.8	15.32	13.79	-1.53
	D. Other	22.7	31.54	26.52	-5.02	25.0	19.23	17.88	-1.35
	Total	1,256	23.56	19.10	-4.5	1,386	17.60	13.85	-3.8
	Root M. S. E.		36.4	33.6	44.8		35.3	32.0	43.9
	Difference (Military vs Job)		-2.72	-11.40	-8.68		-12.66	-0.80	11.86
	Difference (Military vs College)		2.83	-20.57 *	-23.40 *		-6.43	-4.90	1.53
	Difference (Military vs Other)		-9.51	-26.52 *	-17.01		-10.34	-9.00	1.35
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) % Often and Always combined								
	A. Military	1.6	20.97	29.03	8.06	1.1	15.56	28.89	13.33
	B. Civil. F-T Job	27.0	22.93	31.61	8.68 †	22.0	31.44	37.66	6.22
	C. Civil F-T College	48.4	25.91	28.52	2.61	51.9	32.76	36.42	3.66
	D. Other	23.0	21.80	24.32	2.51	25.0	31.96	34.74	2.78
	Total	1,268	24.08	28.39	4.3	1,388	32.08	36.19	4.1
	Root M. S. E.		36.9	38.9	46.2		43.3	44.6	54.7
	Difference (Military vs Job)		-1.96	-2.58	-0.62		-15.89	-8.77	7.11
	Difference (Military vs College)		-4.94	0.52	5.46		-17.21	-7.53	9.68
	Difference (Military vs Other)		-0.84	4.72	5.55		-16.40	-5.85	10.55

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Other=1--Professional, with PhD=4) % Professional with PhD								
	A. Military	1.0	0.00	0.00	0.00	1.5	48.00	16.00	-32.00
	B. Civil. F-T Job	26.1	4.70	2.68	-2.01	21.6	3.61	6.67	3.06
	C. Civil F-T College	53.8	20.63	16.23	-4.40 †	56.4	27.39	22.82	-4.56 †
	D. Other	19.2	13.22	5.62	-7.60 †	20.5	12.83	10.50	-2.33
	Total	1,142	14.85	10.50	-4.3	557	19.58	16.71	-2.9
	Root M. S. E.		30.9	26.6	31.8		35.6	34.1	35.2
	Difference (Military vs Job)		-4.70	-2.68	2.01		44.39 *	9.33	-35.06 *
	Difference (Military vs College)		-20.63	-16.23	4.40		20.61	-6.82	-27.44 *
	Difference (Military vs Other)		-13.22	-5.62	7.60		35.17 *	5.50	-29.67
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) % I would not want to work								
	A. Military	1.0	13.67	11.51	-2.16	1.0	12.98	13.74	0.76
	B. Civil. F-T Job	28.1	21.99	21.94	-0.05	21.2	20.86	20.58	-0.28
	C. Civil F-T College	46.9	15.98	15.43	-0.55	53.3	18.04	15.59	-2.45 †
	D. Other	24.0	19.35	22.20	2.85	24.5	19.73	20.59	0.86
	Total	4,617	18.45	18.84	0.4	4,418	19.00	17.85	-1.1
	Root M. S. E.		33.8	34.0	39.2		36.6	35.7	40.5
	Difference (Military vs Job)		-8.32	-10.43 *	-2.11		-7.88	-6.84	1.05
	Difference (Military vs College)		-2.31	-3.92	-1.60		-5.06	-1.85	3.21
	Difference (Military vs Other)		-5.68	-10.69	-5.01		-6.75	-6.85	-0.10

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) % Extremely Important								
	A. Military	1.1	69.23	73.08	3.85	1.6	73.61	73.61	0.00
	B. Civil. F-T Job	27.5	66.95	68.64	1.69	19.8	75.79	79.39	3.60
	C. Civil F-T College	46.7	63.56	64.55	1.00	53.9	73.86	73.86	0.00
	D. Other	24.8	67.43	57.80	-9.63 †	24.7	70.32	67.45	-2.88
	Total	1,578	65.51	64.10	-1.4	1,498	73.36	73.36	0.0
	Root M. S. E.		42.2	42.5	49.5		41.3	41.2	48.2
	Difference (Military vs Job)		2.28	4.44	2.16		-2.18	-5.78	-3.60
	Difference (Military vs College)		5.67	8.52	2.85		-0.25	-0.25	0.00
	Difference (Military vs Other)		1.80	15.28	13.48		3.29	6.17	2.88
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	30.43	39.13	8.70	1.2	45.28	30.19	-15.09
	B. Civil. F-T Job	27.6	27.54	20.05	-7.49 †	20.9	29.13	24.89	-4.24 †
	C. Civil F-T College	48.1	19.71	15.82	-3.90 †	54.2	25.46	18.33	-7.13 †
	D. Other	23.2	27.64	23.10	-4.55	23.7	33.81	20.59	-13.22 †
	Total	1,546	23.82	18.91	-4.9	1,467	28.45	20.38	-8.1
	Root M. S. E.		37.3	34.3	41.3		42.1	37.7	46.4
	Difference (Military vs Job)		2.90	19.08 *	16.18		16.15	5.30	-10.86
	Difference (Military vs College)		10.72	23.32	12.59		19.82	11.86	-7.96
	Difference (Military vs Other)		2.79	16.03	13.24		11.47	9.59	-1.88

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	42.55	27.66	-14.89	1.2	52.83	41.51	-11.32
	B. Civil. F-T Job	27.9	54.75	44.95	-9.80 †	21.0	61.08	53.51	-7.57 †
	C. Civil F-T College	47.8	40.96	31.40	-9.56 †	54.0	45.09	33.71	-11.38 †
	D. Other	23.4	53.06	44.38	-8.68 †	23.8	56.86	44.29	-12.57 †
	Total	1,562	47.64	38.17	-9.5	1,470	51.34	40.48	-10.9
	Root M. S. E.		43.6	42.3	46.6		46.4	45.4	49.6
	Difference (Military vs Job)		-12.19	-17.29	-5.09		-8.25	-12.00	-3.75
	Difference (Military vs College)		1.60	-3.74	-5.34		7.74	7.80	0.06
	Difference (Military vs Other)		-10.51	-16.72	-6.22		-4.03	-2.78	1.25
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	13.04	2.17	-10.87	1.2	18.87	35.85	16.98
	B. Civil. F-T Job	27.7	12.63	8.01	-4.62 †	20.8	15.07	10.37	-4.69 †
	C. Civil F-T College	47.8	13.85	10.99	-2.86 †	54.1	16.89	13.28	-3.61 †
	D. Other	23.5	14.79	9.44	-5.35 †	23.9	14.34	13.01	-1.33
	Total	1,562	13.72	9.71	-4.0	1,467	15.92	12.88	-3.0
	Root M. S. E.		30.3	26.0	33.4		34.3	31.3	40.6
	Difference (Military vs Job)		0.41	-5.84	-6.25		3.80	25.48 *	21.68 *
	Difference (Military vs College)		-0.80	-8.81	-8.01		1.98	22.57 *	20.59 *
	Difference (Military vs Other)		-1.75	-7.26	-5.52		4.53	22.84 *	18.31

**Appendix 4Af**

**Work orientations: Females by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	38.30	38.30	0.00	1.2	22.64	22.64	0.00
	B. Civil. F-T Job	27.7	40.38	40.77	0.38	21.0	39.80	38.72	-1.08
	C. Civil F-T College	47.7	34.24	32.23	-2.01	54.0	37.60	40.04	2.44
	D. Other	23.5	41.38	42.11	0.73	23.9	42.21	41.25	-0.95
	Total	1,562	37.67	36.98	-0.7	1,467	38.98	39.85	0.9
	Root M. S. E.		42.6	42.3	51.1		45.6	45.8	51.8
	Difference (Military vs Job)		-2.09	-2.47	-0.38		-17.16	-16.08	1.08
	Difference (Military vs College)		4.06	6.07	2.01		-14.96	-17.40	-2.44
	Difference (Military vs Other)		-3.08	-3.81	-0.73		-19.56	-18.61	0.95
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	44.68	36.17	-8.51	1.2	50.94	35.85	-15.09
	B. Civil. F-T Job	27.8	41.11	32.72	-8.39 †	21.0	43.53	33.84	-9.68 †
	C. Civil F-T College	47.8	38.43	29.46	-8.97 †	54.2	43.51	35.97	-7.54 †
	D. Other	23.4	42.03	31.78	-10.26 †	23.7	45.95	35.26	-10.69 †
	Total	1,556	40.08	30.98	-9.1	1,461	44.18	35.36	-8.8
	Root M. S. E.		43.1	40.7	47.7		46.5	44.8	51.6
	Difference (Military vs Job)		3.57	3.45	-0.12		7.42	2.01	-5.41
	Difference (Military vs College)		6.25	6.71	0.46		7.43	-0.12	-7.55
	Difference (Military vs Other)		2.65	4.39	1.75		4.99	0.59	-4.40

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Very Important=4) % Very Important								
	A. Military	1.0	12.77	2.13	-10.64	1.2	5.66	11.32	5.66
	B. Civil. F-T Job	27.8	7.59	5.90	-1.69	20.8	12.10	5.13	-6.98 †
	C. Civil F-T College	47.6	7.02	6.71	-0.31	54.1	7.39	5.92	-1.47
	D. Other	23.5	11.87	7.52	-4.35 †	23.9	10.76	8.38	-2.38
	Total	1,564	8.38	6.63	-1.7	1,467	9.16	6.41	-2.8
	Root M. S. E.		24.3	21.9	28.0		27.0	22.9	30.5
	Difference (Military vs Job)		5.18	-3.77	-8.95		-6.44	6.20	12.64
	Difference (Military vs College)		5.74	-4.58	-10.33		-1.73	5.40	7.13
	Difference (Military vs Other)		0.90	-5.39	-6.29		-5.10	2.94	8.04
79	Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	1.3	55.00	73.33	18.33	1.0	82.22	77.78	-4.44
	B. Civil. F-T Job	27.5	45.73	51.58	5.85 †	22.1	49.70	56.46	6.77
	C. Civil F-T College	47.2	53.35	57.31	3.95	51.7	49.78	55.35	5.57 †
	D. Other	24.0	45.20	54.17	8.97 †	25.3	52.03	60.58	8.55 †
	Total	1,535	49.33	55.19	5.9	1,496	50.66	57.14	6.5
	Root M. S. E.		43.3	43.1	50.5		46.3	45.8	53.2
	Difference (Military vs Job)		9.27	21.75	12.49		32.53 *	21.31	-11.21
	Difference (Military vs College)		1.65	16.03	14.38		32.44 *	22.43	-10.01
	Difference (Military vs Other)		9.80	19.17	9.37		30.19 *	17.20	-13.00

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
80	Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	1.4	66.67	76.19	9.52	1.0	62.22	55.56	-6.67
	B. Civil. F-T Job	27.4	21.64	21.48	-0.16	22.1	24.62	19.07	-5.55
	C. Civil F-T College	47.2	19.52	18.24	-1.29	51.7	15.35	17.51	2.16
	D. Other	24.1	23.31	25.11	1.80	25.3	22.75	27.69	4.94
	Total	1,539	21.66	21.57	-0.1	1,496	19.74	20.81	1.1
	Root M. S. E.		35.5	35.2	40.3		36.5	37.3	42.4
	Difference (Military vs Job)		45.02 *	54.71 *	9.68 *		37.60 *	36.48 *	-1.12
	Difference (Military vs College)		47.14 *	57.95 *	10.81 *		46.87 *	38.05 *	-8.82
	Difference (Military vs Other)		43.35 *	51.08 *	7.72		39.47 *	27.87 *	-11.60
81	Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	1.3	33.33	41.67	8.33	1.0	35.56	53.33	17.78
	B. Civil. F-T Job	27.4	40.36	53.48	13.11 †	22.1	47.93	52.68	4.75
	C. Civil F-T College	47.2	56.78	62.70	5.93 †	51.6	62.25	68.83	6.59 †
	D. Other	24.1	44.64	59.77	15.12 †	25.3	53.23	63.13	9.90 †
	Total	1,538	49.05	59.19	10.1	1,491	56.53	63.66	7.1
	Root M. S. E.		42.9	42.5	48.7		45.6	44.2	52.4
	Difference (Military vs Job)		-7.03	-11.81	-4.78		-12.37	0.65	13.03
	Difference (Military vs College)		-23.44 *	-21.03 *	2.41		-26.69 *	-15.50	11.19
	Difference (Military vs Other)		-11.31	-18.10	-6.79		-17.67	-9.80	7.88

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work?                      (Not at all acceptable=1--Desirable=4)                      % Acceptable and Desirable combined</p>								
	A. Military	1.4	42.86	41.27	-1.59	1.0	42.22	42.22	0.00
	B. Civil. F-T Job	27.3	38.24	48.77	10.53 †	22.2	44.12	43.32	-0.80
	C. Civil F-T College	47.2	37.11	35.78	-1.33	51.6	34.50	31.87	-2.63
	D. Other	24.2	42.52	47.00	4.48	25.3	41.78	49.78	8.00 †
	Total	1,541	38.81	42.12	3.3	1,498	38.55	39.04	0.5
	Root M. S. E.		42.3	42.6	46.7		44.9	44.6	50.8
	Difference (Military vs Job)		4.61	-7.50	-12.12		-1.90	-1.09	0.80
	Difference (Military vs College)		5.75	5.49	-0.26		7.72	10.36	2.63
	Difference (Military vs Other)		0.33	-5.73	-6.06		0.45	-7.56	-8.00
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work?                      (Not at all acceptable=1--Desirable=4)                      % Acceptable and Desirable combined</p>								
	A. Military	1.4	38.10	55.56	17.46 †	1.0	44.44	51.11	6.67
	B. Civil. F-T Job	27.3	58.66	62.00	3.34	22.1	59.92	61.44	1.52
	C. Civil F-T College	47.3	62.92	64.53	1.60	51.8	64.17	68.18	4.01 †
	D. Other	24.0	63.50	64.86	1.36	25.2	58.30	64.24	5.94
	Total	1,537	61.56	63.80	2.2	1,493	61.55	65.53	4.0
	Root M. S. E.		42.2	41.7	47.5		45.0	44.0	54.4
	Difference (Military vs Job)		-20.57	-6.45	14.12		-15.47	-10.33	5.15
	Difference (Military vs College)		-24.83 *	-8.97	15.86		-19.72	-17.06	2.66
	Difference (Military vs Other)		-25.41 *	-9.30	16.11 *		-13.85	-13.13	0.72

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
84	Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	1.4	49.21	55.56	6.35	1.0	53.33	60.00	6.67
	B. Civil. F-T Job	27.3	56.30	59.00	2.70	22.1	62.56	64.38	1.82
	C. Civil F-T College	47.2	62.43	68.72	6.29 †	51.6	72.93	77.85	4.92 †
	D. Other	24.1	57.16	62.74	5.58	25.3	61.74	66.84	5.10
	Total	1,537	59.30	64.44	5.1	1,496	67.61	71.91	4.3
	Root M. S. E.		42.6	41.4	50.7		43.1	41.3	51.4
	Difference (Military vs Job)		-7.10	-3.45	3.65		-9.23	-4.38	4.85
	Difference (Military vs College)		-13.22	-13.16	0.06		-19.59	-17.85	1.74
	Difference (Military vs Other)		-7.95	-7.18	0.77		-8.41	-6.84	1.57
85	Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4) % Acceptable and Desirable combined								
	A. Military	1.4	69.84	61.90	-7.94	1.0	55.56	57.78	2.22
	B. Civil. F-T Job	27.4	61.93	66.75	4.82 †	22.0	70.07	70.48	0.40
	C. Civil F-T College	47.2	68.20	69.53	1.33	51.7	75.85	75.94	0.09
	D. Other	24.1	68.46	72.69	4.22	25.3	72.56	72.82	0.26
	Total	1,540	66.57	69.42	2.9	1,497	73.54	73.76	0.2
	Root M. S. E.		40.9	40.0	46.6		40.8	40.7	47.2
	Difference (Military vs Job)		7.91	-4.84	-12.75		-14.52	-12.70	1.82
	Difference (Military vs College)		1.64	-7.62	-9.27		-20.30	-18.16	2.14
	Difference (Military vs Other)		1.38	-10.78	-12.16		-17.00	-15.05	1.96

Appendix 4Af

Work orientations: Females by post-high school occupational group, variables dichotomized

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	1.1	69.23	73.08	3.85	1.6	73.61	73.61	0.00
	B. Civil. F-T Job	27.5	66.95	68.64	1.69	19.8	75.79	79.39	3.60
	C. Civil F-T College	46.7	63.56	64.55	1.00	53.9	73.86	73.86	0.00
	D. Other	24.8	67.43	57.80	-9.63 †	24.7	70.32	67.45	-2.88
	Total	1,578	65.51	64.10	-1.4	1,498	73.36	73.36	0.0
	Root M. S. E.		42.2	42.5	49.5		41.3	41.2	48.2
	Difference (Military vs Job)		2.28	4.44	2.16		-2.18	-5.78	-3.60
	Difference (Military vs College)		5.67	8.52	2.85		-0.25	-0.25	0.00
	Difference (Military vs Other)		1.80	15.28	13.48		3.29	6.17	2.88
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	1.1	0.00	19.23	19.23 †	1.6	16.67	4.17	-12.50
	B. Civil. F-T Job	27.5	11.68	12.07	0.38	19.7	12.83	18.62	5.79
	C. Civil F-T College	46.6	10.10	6.84	-3.26 †	53.9	12.05	16.50	4.45 †
	D. Other	24.9	11.21	17.16	5.95 †	24.8	14.34	15.42	1.08
	Total	1,579	10.70	10.98	0.3	1,489	12.85	16.45	3.6
	Root M. S. E.		27.4	27.5	32.7		31.3	34.7	38.9
	Difference (Military vs Job)		-11.68	7.16	18.85		3.84	-14.45	-18.29 *
	Difference (Military vs College)		-10.10	12.39 *	22.49 *		4.61	-12.33	-16.95 *
	Difference (Military vs Other)		-11.21	2.07	13.28		2.33	-11.25	-13.58

**Appendix 4Af**

**Work orientations: Females by post-high school occupational group, variables dichotomized**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) % Extremely Important								
	A. Military	1.1	17.31	11.54	-5.77	1.6	18.06	20.83	2.78
	B. Civil. F-T Job	27.6	11.96	5.86	-6.09 †	19.9	11.76	6.27	-5.49 †
	C. Civil F-T College	46.5	8.82	5.56	-3.25 †	53.8	9.34	6.32	-3.02 †
	D. Other	24.9	12.26	7.86	-4.40 †	24.7	15.74	9.17	-6.56 †
	Total	1,587	10.63	6.28	-4.3	1,499	11.54	7.25	-4.3
	Root M. S. E.		27.3	21.5	31.3		29.8	24.2	32.8
	Difference (Military vs Job)		5.35	5.67	0.32		6.30	14.56 *	8.26
	Difference (Military vs College)		8.49	5.98	-2.51		8.71	14.51 *	5.80
	Difference (Military vs Other)		5.05	3.68 *	-1.37		2.32	11.66	9.34

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.



**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Present or recent work experiences</b>									
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) Mean Scores								
	A. Military	8.9	4.67	4.57	-0.10	8.5	4.87	4.79	-0.08
	B. Civil. F-T Job	38.7	4.86	4.96	0.09	30.9	4.81	4.93	0.13
	C. Civil F-T College	33.2	5.04	4.85	-0.19	40.7	4.90	4.76	-0.14
	D. Other	19.1	4.51	4.66	0.14	19.9	4.63	4.56	-0.07
	Total	727	4.84	4.83	-0.01	647	4.82	4.78	-0.04
	Root M. S. E.		1.53	1.42	1.86		1.58	1.53	1.94
	Difference (Military vs Job)		-0.20	-0.39	-0.19		0.06	-0.14	-0.21
	Difference (Military vs College)		-0.37	-0.28	0.10		-0.03	0.03	0.06
	Difference (Military vs Other)		0.15	-0.09	-0.24		0.24	0.24	-0.01
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.4	2.35	2.76	0.42	6.7	2.49	3.02	0.53 †
	B. Civil. F-T Job	32.4	2.68	3.13	0.45 †	29.8	2.82	3.08	0.26 †
	C. Civil F-T College	42.7	2.44	2.48	0.04	46.5	2.35	2.45	0.10
	D. Other	17.7	2.35	2.48	0.13	17.0	2.78	2.85	0.06
	Total	327	2.49	2.71	0.22	764	2.57	2.74	0.17
	Root M. S. E.		1.10	1.04	1.32		1.11	1.10	1.35
	Difference (Military vs Job)		-0.33	-0.37	-0.03		-0.33	-0.06	0.27
	Difference (Military vs College)		-0.09	0.29	0.38		0.14	0.57 *	0.43 *
	Difference (Military vs Other)		0.00	0.28	0.28		-0.29	0.17	0.47

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.4	2.19	3.24	1.04 †	6.7	2.60	3.42	0.82 †
	B. Civil. F-T Job	32.4	2.99	3.26	0.27	29.9	2.73	3.28	0.54 †
	C. Civil F-T College	42.7	2.39	2.54	0.15	46.5	2.39	2.49	0.10
	D. Other	17.6	2.37	2.80	0.44	16.9	2.86	2.88	0.02
	Total	326	2.56	2.87	0.31	765	2.58	2.85	0.27
	Root M. S. E.		1.16	1.13	1.48		1.18	1.17	1.43
	Difference (Military vs Job)		-0.79 *	-0.03	0.77		-0.14	0.14	0.28
	Difference (Military vs College)		-0.19	0.70	0.89 *		0.21	0.93 *	0.72 *
	Difference (Military vs Other)		-0.17	0.43	0.61		-0.26	0.54 *	0.80 *
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5)								
	A. Military	7.5	1.71	2.71	1.00 †	6.5	1.74	2.92	1.18 †
	B. Civil. F-T Job	32.4	2.24	2.39	0.15	30.0	2.12	2.38	0.26 †
	C. Civil F-T College	42.9	1.83	1.80	-0.04	46.5	1.70	1.74	0.04
	D. Other	17.3	1.72	1.81	0.09	17.0	2.11	2.03	-0.09
	Total	322	1.90	2.06	0.12	754	1.90	2.06	0.16
	Root M. S. E.		1.11	1.08	1.39		1.10	1.14	1.35
	Difference (Military vs Job)		-0.53 *	0.32	0.85 *		-0.38	0.54 *	0.92 *
	Difference (Military vs College)		-0.13	0.91 *	1.04 *		0.04	1.18 *	1.14 *
	Difference (Military vs Other)		-0.02	0.89 *	0.91 *		-0.38	0.89 *	1.27 *

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	7.4	2.29	4.25	1.96 †	6.8	2.86	3.88	1.01 †
	B. Civil. F-T Job	32.4	2.49	2.84	0.35	29.8	2.94	3.28	0.34 †
	C. Civil F-T College	42.7	2.74	2.94	0.20	46.6	2.87	2.99	0.12
	D. Other	17.5	2.99	2.96	-0.03	16.9	2.99	3.01	0.02
	Total	325	2.67	3.01	0.34	760	2.91	3.14	0.23
	Root M. S. E.		1.14	1.14	1.47		1.26	1.18	1.51
	Difference (Military vs Job)		-0.20	1.41 *	1.61 *		-0.08	0.60 *	0.68 *
	Difference (Military vs College)		-0.45	1.31 *	1.76 *		-0.01	0.89 *	0.90 *
	Difference (Military vs Other)		-0.70 *	1.29 *	1.99 *		-0.12	0.87 *	0.99 *
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	7.4	2.33	3.00	0.67	6.8	2.49	3.31	0.82 †
	B. Civil. F-T Job	32.4	2.29	2.57	0.28	30.0	2.53	3.05	0.52 †
	C. Civil F-T College	42.9	2.44	2.37	-0.07	46.5	2.41	2.44	0.02
	D. Other	17.3	2.23	2.47	0.24	16.7	2.44	2.71	0.27 †
	Total	325	2.35	2.50	0.15	761	2.46	2.72	0.27
	Root M. S. E.		1.08	1.09	1.27		1.12	1.12	1.32
	Difference (Military vs Job)		0.04	0.43	0.39		-0.04	0.26	0.30
	Difference (Military vs College)		-0.11	0.63 *	0.74 *		0.07	0.87 *	0.80 *
	Difference (Military vs Other)		0.11	0.53	0.42		0.05	0.59 *	0.54

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
15	To what extent does (did) this job interfere with your education? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.4	1.89	2.07	0.18	6.8	2.12	2.38	0.27
	B. Civil. F-T Job	32.3	1.89	1.62	-0.27 †	30.1	1.94	1.92	-0.02
	C. Civil F-T College	42.8	1.87	1.89	0.02	46.5	1.95	1.78	-0.17 †
	D. Other	17.5	2.02	1.78	-0.24	16.6	2.08	2.14	0.06
	Total	326	1.90	1.80	-0.10	759	1.98	1.92	-0.06
	Root M. S. E.		0.98	0.97	1.25		1.02	1.06	1.28
	Difference (Military vs Job)		0.00	0.45	0.45		0.17	0.46 *	0.29
	Difference (Military vs College)		0.02	0.18	0.16		0.16	0.60 *	0.44 *
	Difference (Military vs Other)		-0.13	0.29	0.42		0.04	0.25	0.21
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.4	2.28	3.38	1.10 †	6.7	2.97	3.18	0.21
	B. Civil. F-T Job	32.1	2.44	2.17	-0.28	30.2	2.56	2.52	-0.04
	C. Civil F-T College	43.1	2.47	2.31	-0.16	46.5	2.72	2.28	-0.44 †
	D. Other	17.5	2.59	2.39	-0.20	16.6	2.56	2.49	-0.07
	Total	321	2.47	2.36	-0.11	761	2.66	2.45	-0.21
	Root M. S. E.		1.07	1.07	1.35		1.16	1.13	1.41
	Difference (Military vs Job)		-0.16	1.22 *	1.38 *		0.41	0.66 *	0.25
	Difference (Military vs College)		-0.19	1.07 *	1.26 *		0.25	0.91 *	0.66 *
	Difference (Military vs Other)		-0.30	0.99 *	1.29 *		0.41 *	0.70 *	0.29

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.4	1.86	3.14	1.28 †	6.8	2.27	3.16	0.88 †
	B. Civil. F-T Job	31.9	1.85	1.93	0.08	29.8	2.07	2.04	-0.04
	C. Civil F-T College	43.1	1.92	1.69	-0.23 †	46.8	2.02	1.72	-0.30 †
	D. Other	17.6	2.04	1.82	-0.22	16.7	2.05	2.08	0.03
	Total	323	1.91	1.90	-0.02	759	2.06	1.97	-0.09
	Root M. S. E.		0.96	0.96	1.17		1.05	1.05	1.30
	Difference (Military vs Job)		0.01	1.21 *	1.20 *		0.20	1.12 *	0.92 *
	Difference (Military vs College)		-0.05	1.45 *	1.51 *		0.26	1.44 *	1.18 *
	Difference (Military vs Other)		-0.17	1.32 *	1.50 *		0.22	1.07 *	0.85 *
18	To what extent is (was) this job an interesting job to do? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.6	2.26	3.29	1.03 †	6.8	2.62	3.37	0.75 †
	B. Civil. F-T Job	32.0	3.02	3.24	0.22	29.9	2.97	3.31	0.34 †
	C. Civil F-T College	42.6	2.67	2.69	0.01	46.5	2.60	2.68	0.08
	D. Other	17.9	2.61	2.86	0.26	16.8	2.92	2.98	0.06
	Total	317	2.74	2.94	0.20	757	2.77	2.97	0.20
	Root M. S. E.		1.13	1.01	1.35		1.17	1.13	1.39
	Difference (Military vs Job)		-0.75 *	0.05	0.81		-0.36	0.06	0.42
	Difference (Military vs College)		-0.41	0.61 *	1.01 *		0.01	0.69 *	0.68 *
	Difference (Military vs Other)		-0.34	0.43	0.77		-0.30	0.39	0.69 *

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.6	1.40	2.21	0.81	6.8	1.49	2.29	0.80 †
	B. Civil. F-T Job	31.3	2.12	2.58	0.46 †	29.7	1.96	2.41	0.45 †
	C. Civil F-T College	43.2	1.55	1.46	-0.09	46.6	1.43	1.58	0.15 †
	D. Other	17.9	1.78	1.86	0.08	16.9	1.93	1.92	-0.02
	Total	315	1.76	1.94	0.18	754	1.68	1.93	0.26
	Root M. S. E.		1.06	1.06	1.30		1.05	1.14	1.37
	Difference (Military vs Job)		-0.72 *	-0.38	0.34		-0.47 *	-0.12	0.34
	Difference (Military vs College)		-0.15	0.74 *	0.89 *		0.05	0.70 *	0.65 *
	Difference (Military vs Other)		-0.38	0.35	0.73 *		-0.45 *	0.37 *	0.82 *
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.6	1.36	2.14	0.78 †	6.8	1.26	1.95	0.69 †
	B. Civil. F-T Job	31.5	1.98	2.53	0.55 †	29.9	1.82	2.21	0.39 †
	C. Civil F-T College	43.0	1.35	1.31	-0.04	46.6	1.30	1.40	0.10
	D. Other	17.9	1.45	1.76	0.31	16.8	1.71	1.79	0.07
	Total	316	1.56	1.84	0.27	755	1.52	1.75	0.22
	Root M. S. E.		0.96	1.04	1.16		0.97	1.06	1.27
	Difference (Military vs Job)		-0.62 *	-0.39	0.23		-0.56 *	-0.26	0.29
	Difference (Military vs College)		0.02	0.83 *	0.82 *		-0.04	0.55 *	0.59 *
	Difference (Military vs Other)		-0.09	0.38	0.47 *		-0.45 *	0.16	0.61 *

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.7	2.03	3.40	1.38 †	6.8	1.60	2.90	1.30 †
	B. Civil. F-T Job	31.2	2.24	2.89	0.65 †	29.9	2.33	2.76	0.42 †
	C. Civil F-T College	43.4	1.92	1.90	-0.02	46.6	1.75	1.90	0.15 †
	D. Other	17.8	1.84	2.12	0.28	16.7	2.28	2.22	-0.07
	Total	314	2.02	2.36	0.35	756	2.00	2.28	0.27
	Root M. S. E.		1.15	1.17	1.36		1.22	1.26	1.52
	Difference (Military vs Job)		-0.22	0.51	0.73		-0.74 *	0.14	0.87 *
	Difference (Military vs College)		0.11	1.51 *	1.40 *		-0.16	0.99 *	1.15 *
	Difference (Military vs Other)		0.19	1.28 *	1.09 *		-0.69 *	0.68 *	1.36 *
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	7.7	3.58	2.43	-1.15 †	6.8	3.29	2.28	-1.01 †
	B. Civil. F-T Job	31.5	3.05	2.56	-0.49 †	30.1	3.12	2.74	-0.38 †
	C. Civil F-T College	42.8	3.07	3.22	0.15	46.5	3.54	3.20	-0.34 †
	D. Other	18.1	3.32	2.87	-0.45 †	16.6	3.09	3.05	-0.03
	Total	313	3.15	2.89	-0.26	754	3.32	2.97	-0.35
	Root M. S. E.		1.27	1.25	1.61		1.30	1.30	1.69
	Difference (Military vs Job)		0.53	-0.13	-0.66		0.17	-0.46 *	-0.63
	Difference (Military vs College)		0.51	-0.79 *	-1.30 *		-0.25	-0.92 *	-0.67 *
	Difference (Military vs Other)		0.26	-0.44	-0.70 *		0.21	-0.77 *	-0.98 *

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
26	How well do you think your experiences and training (at home, school, work, etc.) have prepared you to be a good worker on a job? (Poorly= 1--Very well= 5) Mean Scores								
	A. Military	6.8	4.24	4.27	0.04	6.2	4.29	4.47	0.18
	B. Civil. F-T Job	31.3	4.21	4.29	0.08	24.0	4.16	4.24	0.09
	C. Civil F-T College	45.8	4.16	4.29	0.13 †	48.9	4.20	4.25	0.06
	D. Other	16.1	4.19	4.27	0.08	21.0	4.18	4.17	-0.01
	Total	1,319	4.18	4.28	0.10	1,139	4.19	4.25	0.06
	Root M. S. E.		0.75	0.71	0.83		0.80	0.75	0.90
	Difference (Military vs Job)		0.03	-0.01	-0.04		0.13	0.22 *	0.10
	Difference (Military vs College)		0.08	-0.01	-0.09		0.09	0.21 *	0.13
	Difference (Military vs Other)		0.05	0.00	-0.04		0.10	0.29 *	0.19
<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) Mean Scores								
	A. Military	6.5	2.29	1.36	-0.93 †	6.6	2.09	1.48	-0.61 †
	B. Civil. F-T Job	31.3	2.38	1.92	-0.46 †	23.3	2.20	2.00	-0.21 †
	C. Civil F-T College	46.0	2.17	2.12	-0.04	50.3	1.96	1.97	0.02
	D. Other	16.2	2.34	2.43	0.10	19.9	2.22	2.28	0.06
	Total	1,084	2.27	2.06	-0.21	1,023	2.08	2.01	-0.07
	Root M. S. E.		1.06	0.98	1.25		1.08	1.08	1.31
	Difference (Military vs Job)		-0.09	-0.56 *	-0.47 *		-0.12	-0.52 *	-0.41
	Difference (Military vs College)		0.12	-0.77 *	-0.89 *		0.13	-0.50 *	-0.63 *
	Difference (Military vs Other)		-0.05	-1.08 *	-1.03 *		-0.13	-0.80 *	-0.67 *

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5) Mean Scores								
	A. Military	6.1	3.13	3.25	0.12	6.4	3.40	3.21	-0.19
	B. Civil. F-T Job	31.1	3.17	3.25	0.09	23.3	3.28	3.44	0.16 †
	C. Civil F-T College	46.6	3.19	3.29	0.10	50.2	3.40	3.36	-0.04
	D. Other	16.2	3.20	3.01	-0.19	20.1	3.18	3.27	0.09
	Total	1,087	3.18	3.23	0.05	1,020	3.33	3.35	0.02
	Root M. S. E.		1.00	1.00	1.20		1.03	1.05	1.27
	Difference (Military vs Job)		-0.04	-0.01	0.03		0.12	-0.24	-0.35
	Difference (Military vs College)		-0.07	-0.05	0.02		0.00	-0.15	-0.15
	Difference (Military vs Other)		-0.07	0.24	0.31		0.22	-0.06	-0.28
29	I feel sure that I can keep working steadily with my present employer as long as I want to. (Never=1--Always=5) Mean Scores								
	A. Military	7.7	4.17	4.57	0.40 †	8.3	4.24	4.39	0.14
	B. Civil. F-T Job	42.1	4.08	4.37	0.29 †	30.5	4.04	4.32	0.28 †
	C. Civil F-T College	34.1	4.23	4.24	0.01	40.8	4.23	4.30	0.07
	D. Other	16.2	4.18	4.03	-0.16	20.4	4.01	4.30	0.30 †
	Total	625	4.15	4.28	0.13	589	4.13	4.31	0.19
	Root M. S. E.		0.95	0.85	1.17		1.02	0.92	1.24
	Difference (Military vs Job)		0.09	0.20 *	0.11		0.21	0.07	-0.14
	Difference (Military vs College)		-0.06	0.33 *	0.39 *		0.01	0.08	0.07
	Difference (Military vs Other)		-0.02	0.54 *	0.56 *		0.24	0.08	-0.16

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
30	I worry about getting fired or laid off from my job. (Never=1--Always=5) Mean Scores								
	A. Military	7.7	1.79	1.33	-0.47 †	8.4	1.94	1.44	-0.50 †
	B. Civil. F-T Job	42.3	1.87	1.69	-0.18 †	30.1	1.78	1.73	-0.05
	C. Civil F-T College	33.6	1.72	1.55	-0.16 †	41.0	1.47	1.53	0.05
	D. Other	16.4	1.73	1.80	0.06	20.5	1.73	1.73	0.00
	Total	620	1.79	1.63	-0.16	585	1.66	1.62	-0.03
	Root M. S. E.		0.89	0.76	1.03		0.88	0.85	1.03
	Difference (Military vs Job)		-0.08	-0.36 *	-0.28 *		0.16	-0.29	-0.45 *
	Difference (Military vs College)		0.08	-0.23	-0.30		0.47 *	-0.08	-0.55 *
	Difference (Military vs Other)		0.06	-0.47 *	-0.53 *		0.21	-0.29	-0.50 *
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Other=1--Professional, with PhD=4) Mean Scores								
	A. Military	5.4	1.74	1.59	-0.15	8.6	1.74	1.74	0.01
	B. Civil. F-T Job	28.3	1.50	1.48	-0.02	22.9	1.63	1.57	0.06
	C. Civil F-T College	50.0	2.68	2.68	0.00	54.5	2.60	2.65	0.05
	D. Other	16.3	1.98	1.87	-0.12	14.1	2.03	1.98	0.05
	Total	1,055	2.18	2.15	-0.03	485	2.23	2.23	0.00
	Root M. S. E.		0.92	0.87	0.89		0.99	0.96	0.94
	Difference (Military vs Job)		0.24	0.11	-0.13		0.11	0.18	-0.05
	Difference (Military vs College)		-0.94 *	-1.08 *	-0.15		-0.87 *	-0.91 *	-0.04
	Difference (Military vs Other)		-0.24	-0.27	-0.03		-0.29	-0.23	-0.05

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
32	How likely do you think it is that you will actually get to do this kind of work? (Not very likely=1--I already do this kind of work=6) Mean Scores								
	A. Military	5.7	3.94	4.44	0.50 †	6.6	4.21	4.33	0.12
	B. Civil. F-T Job	28.6	4.10	4.37	0.27 †	25.3	4.03	4.23	0.19
	C. Civil F-T College	49.0	3.85	3.85	0.00	52.2	3.79	3.85	0.06
	D. Other	16.7	3.85	3.97	0.12	16.0	4.04	4.05	0.00
	Total	1,108	3.92	4.05	0.13	999	3.92	4.01	0.09
	Root M. S. E.		0.91	0.95	1.08		0.93	1.01	1.16
	Difference (Military vs Job)		-0.16	0.07	0.23		0.18	0.10	-0.08
	Difference (Military vs College)		0.09	0.59 *	0.50 *		0.42 *	0.48 *	0.05
	Difference (Military vs Other)		0.09	0.47 *	0.38		0.17	0.28	0.11
33	How certain are you that this kind of work is a good choice for you? (Not at all certain=1--Completely certain=5) Mean Scores								
	A. Military	5.6	3.66	3.66	-0.01	6.7	3.89	3.83	-0.06 †
	B. Civil. F-T Job	28.9	3.53	3.58	0.06	25.3	3.70	3.71	0.01
	C. Civil F-T College	48.6	3.56	3.62	0.06	52.0	3.55	3.60	0.05
	D. Other	16.8	3.71	3.66	-0.04	16.0	3.83	3.80	-0.04
	Total	1,125	3.58	3.62	0.04	1,011	3.66	3.67	0.02
	Root M. S. E.		0.81	0.85	0.97		0.87	0.88	1.06
	Difference (Military vs Job)		0.14	0.07	-0.06		0.19	0.12	-0.08
	Difference (Military vs College)		0.10	0.04	-0.06		0.34 *	0.23 *	-0.11
	Difference (Military vs Other)		-0.04	-0.01	0.04		0.06	0.03	-0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
34	How satisfying do you think this kind of work will be for you? (Not very satisfying=1--Extremely satisfying=5) Mean Scores								
	A. Military	5.6	3.85	3.86	0.01	6.7	4.12	4.00	-0.12
	B. Civil. F-T Job	28.9	3.72	3.72	0.00	25.4	3.84	3.86	0.01
	C. Civil F-T College	48.8	3.91	3.90	-0.01	51.9	3.89	3.91	0.02
	D. Other	16.7	3.82	3.78	-0.04	16.0	4.04	3.93	-0.11
	Total	1,126	3.84	3.83	-0.01	1,008	3.92	3.91	-0.01
	Root M. S. E.		0.78	0.76	0.86		0.81	0.82	0.99
	Difference (Military vs Job)		0.13	0.14	0.00		0.28 *	0.15	-0.13
	Difference (Military vs College)		-0.06	-0.05	0.02		0.24 *	0.10	-0.14
	Difference (Military vs Other)		0.03	0.08	0.04		0.08	0.07	-0.01
35	I would like to stay in the same job for most of my adult life. (Disagree=1--Agree=5) Mean Scores								
	A. Military	6.8	3.30	3.13	-0.17	5.9	3.29	3.28	-0.02
	B. Civil. F-T Job	31.8	3.49	3.31	-0.18	23.2	3.60	3.39	-0.21
	C. Civil F-T College	44.6	3.64	3.52	-0.12 †	50.1	3.65	3.55	-0.10
	D. Other	16.8	3.28	3.18	-0.11	20.7	3.66	3.52	-0.14
	Total	1,310	3.51	3.37	-0.14	1,163	3.62	3.49	-0.13
	Root M. S. E.		1.20	1.22	1.41		1.23	1.23	1.44
	Difference (Military vs Job)		-0.19	-0.18	0.01		-0.30	-0.11	0.19
	Difference (Military vs College)		-0.34	-0.39	-0.05		-0.36	-0.28	0.08
	Difference (Military vs Other)		0.02	-0.05	-0.07		-0.36	-0.24	0.12

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
36	To what extent do you think your religion will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.6	1.05	1.08	0.03	6.2	1.06	1.10	0.04
	B. Civil. F-T Job	28.8	1.05	1.04	-0.01	24.7	1.11	1.05	-0.07 †
	C. Civil F-T College	48.4	1.06	1.05	-0.01	53.7	1.09	1.06	-0.03 †
	D. Other	17.2	1.10	1.04	-0.06	15.4	1.06	1.09	0.03
	Total	1,154	1.06	1.05	-0.01	1,045	1.09	1.06	-0.03
	Root M. S. E.		0.24	0.21	0.28		0.30	0.26	0.35
	Difference (Military vs Job)		0.00	0.03 *	0.04		-0.06	0.05	0.11
	Difference (Military vs College)		-0.01	0.03	0.04		-0.03	0.04	0.07
	Difference (Military vs Other)		-0.06	0.04	0.09		0.00	0.01	0.01
37	To what extent do you think your sex will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.5	1.04	1.10	0.06	6.1	1.13	1.11	-0.02
	B. Civil. F-T Job	28.7	1.12	1.08	-0.04 †	25.1	1.17	1.09	-0.08 †
	C. Civil F-T College	48.4	1.09	1.10	0.01	53.1	1.10	1.08	-0.02
	D. Other	17.5	1.14	1.12	-0.01	15.7	1.16	1.16	0.01
	Total	1,185	1.10	1.10	0.00	1,097	1.13	1.10	-0.03
	Root M. S. E.		0.33	0.31	0.40		0.37	0.33	0.44
	Difference (Military vs Job)		-0.09 *	0.02	0.10		-0.04	0.02	0.06
	Difference (Military vs College)		-0.05	0.00	0.05		0.03	0.03	0.00
	Difference (Military vs Other)		-0.10	-0.03	0.07		-0.03	-0.06	-0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
38	To what extent do you think your race will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.5	1.07	1.19	0.12	5.9	1.13	1.19	0.06
	B. Civil. F-T Job	28.8	1.15	1.10	-0.05	25.4	1.19	1.18	-0.02
	C. Civil F-T College	48.5	1.20	1.20	0.00	52.9	1.20	1.23	0.03
	D. Other	17.2	1.15	1.20	0.05	15.8	1.21	1.26	0.06
	Total	1,160	1.17	1.17	0.00	1,066	1.19	1.22	0.02
	Root M. S. E.		0.40	0.41	0.43		0.45	0.47	0.49
	Difference (Military vs Job)		-0.08	0.09 *	0.17 *		-0.06	0.01	0.08
	Difference (Military vs College)		-0.13	0.00	0.12		-0.07	-0.04	0.03
	Difference (Military vs Other)		-0.08	-0.01	0.07		-0.07	-0.07	0.00
39	To what extent do you think your family background will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.7	1.04	1.11	0.07	6.2	1.14	1.08	-0.06
	B. Civil. F-T Job	28.9	1.11	1.06	-0.05	25.6	1.17	1.07	-0.10 †
	C. Civil F-T College	48.4	1.12	1.09	-0.03	52.7	1.14	1.10	-0.04 †
	D. Other	17.0	1.13	1.16	0.04	15.5	1.16	1.14	-0.01
	Total	1,162	1.11	1.09	-0.02	1,074	1.15	1.10	-0.05
	Root M. S. E.		0.33	0.29	0.38		0.39	0.32	0.42
	Difference (Military vs Job)		-0.07	0.05	0.11		-0.04	0.01	0.05
	Difference (Military vs College)		-0.08	0.02	0.10		-0.01	-0.02	-0.02
	Difference (Military vs Other)		-0.09	-0.06	0.03		-0.02	-0.06	-0.04

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
40	To what extent do you think your political views will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.7	1.08	1.09	0.01	6.2	1.24	1.12	-0.11
	B. Civil. F-T Job	28.6	1.13	1.07	-0.05	25.6	1.17	1.12	-0.05
	C. Civil F-T College	48.7	1.11	1.11	0.00	52.7	1.17	1.16	-0.01
	D. Other	17.0	1.15	1.13	-0.01	15.5	1.16	1.21	0.05
	Total	1,103	1.12	1.10	-0.02	1,038	1.17	1.15	-0.02
	Root M. S. E.		0.31	0.30	0.36		0.40	0.38	0.49
	Difference (Military vs Job)		-0.04	0.02	0.06		0.07	0.00	-0.07
	Difference (Military vs College)		-0.03	-0.02	0.00		0.07	-0.03	-0.10
	Difference (Military vs Other)		-0.06	-0.04	0.02		0.08	-0.08	-0.16 *
41	To what extent do you think your education will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.4	1.64	1.50	-0.14	6.0	1.71	1.72	0.01
	B. Civil. F-T Job	28.7	1.78	1.65	-0.13 †	25.4	1.94	1.68	-0.26 †
	C. Civil F-T College	48.7	1.70	1.54	-0.16 †	53.4	1.79	1.67	-0.12 †
	D. Other	17.1	1.86	1.74	-0.11 †	15.2	1.91	1.76	-0.15
	Total	1,132	1.75	1.61	-0.14	1,082	1.84	1.69	-0.15
	Root M. S. E.		0.72	0.66	0.81		0.78	0.74	0.89
	Difference (Military vs Job)		-0.15	-0.15	0.00		-0.23 *	0.04	0.27 *
	Difference (Military vs College)		-0.06	-0.04	0.02		-0.08	0.05	0.13
	Difference (Military vs Other)		-0.22	-0.24 *	-0.02		-0.20	-0.03	0.16

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
42	To what extent do you think your lack of vocational training will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	6.1	1.54	1.47	-0.07	6.3	1.44	1.44	-0.01
	B. Civil. F-T Job	29.4	1.61	1.55	-0.06	25.9	1.66	1.52	-0.14 †
	C. Civil F-T College	46.8	1.55	1.39	-0.16 †	52.3	1.51	1.38	-0.13 †
	D. Other	17.8	1.66	1.63	-0.03	15.5	1.56	1.53	-0.03
	Total	1,044	1.59	1.48	-0.10	985	1.56	1.44	-0.11
	Root M. S. E.		0.63	0.58	0.72		0.65	0.61	0.77
	Difference (Military vs Job)		-0.07	-0.08	-0.01		-0.22	-0.08	0.14
	Difference (Military vs College)		-0.01	0.09	0.09		-0.07	0.06	0.13
	Difference (Military vs Other)		-0.12	-0.16	-0.04		-0.12	-0.09	0.03
43	To what extent do you think your lack of ability will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.6	1.56	1.37	-0.19	6.2	1.59	1.51	-0.08
	B. Civil. F-T Job	28.9	1.57	1.47	-0.10	25.7	1.62	1.45	-0.17 †
	C. Civil F-T College	48.0	1.60	1.50	-0.09 †	52.6	1.64	1.52	-0.13 †
	D. Other	17.5	1.62	1.45	-0.17 †	15.5	1.76	1.57	-0.19 †
	Total	1,112	1.59	1.48	-0.11	1,054	1.65	1.51	-0.15
	Root M. S. E.		0.71	0.66	0.78		0.77	0.71	0.86
	Difference (Military vs Job)		-0.01	-0.10	-0.09		-0.03	0.06	0.09
	Difference (Military vs College)		-0.04	-0.13	-0.09		-0.06	-0.01	0.05
	Difference (Military vs Other)		-0.06	-0.07	-0.02		-0.18	-0.07	0.11

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
44	To what extent do you think your not knowing the right people will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.9	1.66	1.59	-0.06	6.4	1.47	1.62	0.16
	B. Civil. F-T Job	29.2	1.66	1.65	-0.02	25.3	1.61	1.66	0.04
	C. Civil F-T College	47.8	1.71	1.81	0.11 †	53.0	1.77	1.82	0.06
	D. Other	17.1	1.67	1.79	0.12	15.3	1.82	1.85	0.03
	Total	1,071	1.69	1.75	0.06	1,007	1.72	1.77	0.06
	Root M. S. E.		0.60	0.61	0.70		0.63	0.65	0.74
	Difference (Military vs Job)		-0.01	-0.05	-0.05		-0.15	-0.04	0.11
	Difference (Military vs College)		-0.05	-0.22 *	-0.17		-0.30 *	-0.20 *	0.10
	Difference (Military vs Other)		-0.01	-0.19	-0.18 *		-0.36 *	-0.23 *	0.13
45	To what extent do you think your not wanting to work hard will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.6	1.66	1.49	-0.17	6.1	1.81	1.63	-0.18
	B. Civil. F-T Job	28.4	1.59	1.47	-0.12	25.1	1.69	1.47	-0.21 †
	C. Civil F-T College	48.9	1.64	1.54	-0.10	53.3	1.71	1.53	-0.18 †
	D. Other	17.1	1.57	1.44	-0.13 †	15.4	1.80	1.54	-0.26 †
	Total	1,173	1.61	1.50	-0.12	1,080	1.72	1.52	-0.20
	Root M. S. E.		0.74	0.69	0.83		0.82	0.76	0.93
	Difference (Military vs Job)		0.07	0.02	-0.04		0.12	0.16	0.04
	Difference (Military vs College)		0.02	-0.05	-0.06		0.10	0.11	0.00
	Difference (Military vs Other)		0.08	0.05	-0.04		0.01	0.09	0.09

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
46	To what extent do you think your not wanting to conform will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	5.7	1.61	1.51	-0.09	6.0	1.69	1.52	-0.17
	B. Civil. F-T Job	27.8	1.52	1.43	-0.09 †	25.1	1.62	1.43	-0.19 †
	C. Civil F-T College	50.1	1.63	1.57	-0.06	53.5	1.69	1.57	-0.12 †
	D. Other	16.5	1.49	1.43	-0.06	15.4	1.80	1.66	-0.14
	Total	998	1.58	1.51	-0.07	942	1.69	1.55	-0.14
	Root M. S. E.		0.64	0.61	0.75		0.74	0.67	0.86
	Difference (Military vs Job)		0.09	0.08	0.00		0.07	0.09	0.02
	Difference (Military vs College)		-0.02	-0.05	-0.03		0.00	-0.05	-0.05
	Difference (Military vs Other)		0.12	0.08	-0.03		-0.11	-0.14	-0.03
<b>Work ethic/success orientation</b>									
47	How important is each of the following to you in your life? Being successful in my line of work (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	7.9	3.40	3.30	-0.11	6.9	3.57	3.47	-0.10
	B. Civil. F-T Job	28.3	3.39	3.36	-0.04	22.6	3.48	3.37	-0.11
	C. Civil F-T College	45.1	3.55	3.50	-0.04	51.7	3.48	3.47	-0.01
	D. Other	18.7	3.37	3.47	0.10	18.8	3.44	3.36	-0.08
	Total	1,320	3.46	3.44	-0.02	1,162	3.48	3.43	-0.05
	Root M. S. E.		0.62	0.63	0.76		0.68	0.70	0.84
	Difference (Military vs Job)		0.01	-0.06	-0.07		0.09	0.10	0.01
	Difference (Military vs College)		-0.14	-0.21 *	-0.06		0.09	0.00	-0.09
	Difference (Military vs Other)		0.03	-0.18 *	-0.21		0.12	0.11	-0.01

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
48	To me, work is nothing more than making a living. (Disagree=1--Agree=5)								
	Mean Scores								
	A. Military	7.0	2.16	2.10	-0.06	5.9	2.41	2.20	-0.22
	B. Civil. F-T Job	31.8	2.59	2.44	-0.15	23.3	2.66	2.60	-0.06
	C. Civil F-T College	44.4	2.15	1.99	-0.16 †	50.1	2.31	2.16	-0.16 †
	D. Other	16.9	2.40	2.39	0.00	20.7	2.72	2.61	-0.11
	Total	1,315	2.33	2.21	-0.12	1,167	2.48	2.36	-0.13
	Root M. S. E.		1.20	1.13	1.36		1.26	1.19	1.42
	Difference (Military vs Job)		-0.43 *	-0.34 *	0.09		-0.24	-0.40	-0.16
	Difference (Military vs College)		0.01	0.11	0.11		0.10	0.04	-0.06
	Difference (Military vs Other)		-0.24	-0.29	-0.05		-0.31	-0.41 *	-0.10
49	I expect my work to be a very central part of my life. (Disagree=1--Agree=5)								
	Mean Scores								
	A. Military	6.9	3.94	3.84	-0.10	5.9	3.84	3.84	0.00
	B. Civil. F-T Job	31.7	4.01	3.69	-0.32 †	23.1	3.82	3.64	-0.18 †
	C. Civil F-T College	44.6	3.94	4.05	0.10 †	50.0	3.87	3.87	0.01
	D. Other	16.8	3.92	3.70	-0.22 †	20.9	3.72	3.74	0.03
	Total	1,317	3.96	3.86	-0.10	1,168	3.82	3.79	-0.03
	Root M. S. E.		0.96	0.98	1.13		1.02	1.02	1.23
	Difference (Military vs Job)		-0.07	0.15	0.22		0.02	0.20	0.18
	Difference (Military vs College)		0.00	-0.20	-0.20		-0.03	-0.03	-0.01
	Difference (Military vs Other)		0.02	0.14	0.13		0.13	0.10	-0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
50	I want to do my best in my job, even if this sometimes means working overtime. (Disagree=1--Agree=5) Mean Scores								
	A. Military	6.9	4.64	4.47	-0.18 †	6.0	4.20	4.45	0.25
	B. Civil. F-T Job	31.7	4.45	4.48	0.03	23.2	4.44	4.52	0.08
	C. Civil F-T College	44.5	4.45	4.51	0.06	50.1	4.33	4.43	0.10 †
	D. Other	16.8	4.35	4.38	0.03	20.7	4.34	4.40	0.06
	Total	1,317	4.45	4.47	0.03	1,164	4.35	4.45	0.10
	Root M. S. E.		0.71	0.68	0.82		0.81	0.71	0.95
	Difference (Military vs Job)		0.19	-0.01	-0.20		-0.24 *	-0.08	0.17
	Difference (Military vs College)		0.20 *	-0.04	-0.24 *		-0.14	0.02	0.15
	Difference (Military vs Other)		0.29	0.09	-0.20 *		-0.15	0.04	0.19
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) Mean Scores								
	A. Military	6.5	1.17	1.13	-0.04	6.0	1.16	1.15	-0.02
	B. Civil. F-T Job	30.7	1.23	1.18	-0.05 †	24.3	1.26	1.21	-0.05 †
	C. Civil F-T College	45.9	1.20	1.17	-0.03 †	50.6	1.24	1.21	-0.04 †
	D. Other	16.8	1.24	1.20	-0.04	19.1	1.26	1.22	-0.04 †
	Total	3,851	1.21	1.18	-0.04	3,414	1.25	1.21	-0.04
	Root M. S. E.		0.35	0.33	0.39		0.39	0.37	0.43
	Difference (Military vs Job)		-0.06 *	-0.04	0.01		-0.10 *	-0.07 *	0.03
	Difference (Military vs College)		-0.02	-0.04	-0.01		-0.08 *	-0.06 *	0.02
	Difference (Military vs Other)		-0.07	-0.07 *	0.00		-0.10 *	-0.07 *	0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	8.1	3.55	3.34	-0.20 †	6.8	3.62	3.54	-0.07
	B. Civil. F-T Job	28.2	3.68	3.62	-0.06	22.7	3.72	3.71	-0.01
	C. Civil F-T College	45.1	3.61	3.53	-0.08 †	52.0	3.62	3.55	-0.07
	D. Other	18.6	3.58	3.66	0.07	18.6	3.58	3.60	0.02
	Total	1,319	3.62	3.56	-0.06	1,160	3.64	3.60	-0.04
	Root M. S. E.		0.54	0.59	0.68		0.59	0.62	0.71
	Difference (Military vs Job)		-0.13 *	-0.27 *	-0.14		-0.11	-0.17	-0.06
	Difference (Military vs College)		-0.06	-0.18	-0.12		0.00	-0.01	-0.01
	Difference (Military vs Other)		-0.03	-0.31 *	-0.28 *		0.04	-0.06	-0.09
53	I like the kind of work you can forget about after the work day is over. (Disagree=1--Agree=5) Mean Scores								
	A. Military	6.9	3.36	3.61	0.25	6.0	3.58	3.69	0.12
	B. Civil. F-T Job	31.7	3.70	3.63	-0.07	23.2	3.58	3.70	0.12
	C. Civil F-T College	44.4	3.37	3.24	-0.13 †	50.2	3.31	3.31	0.00
	D. Other	16.9	3.56	3.68	0.12	20.6	3.61	3.50	-0.10
	Total	1,317	3.51	3.47	-0.04	1,165	3.45	3.46	0.01
	Root M. S. E.		1.25	1.20	1.32		1.30	1.27	1.44
	Difference (Military vs Job)		-0.34	-0.02	0.32		0.00	0.00	0.00
	Difference (Military vs College)		-0.01	0.37 *	0.38		0.26	0.38 *	0.12
	Difference (Military vs Other)		-0.20	-0.08	0.13		-0.03	0.19	0.22

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
54	Different people may look for different things in their work. How important is having a job where you can see the results of what you do? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.38	3.55	0.18	6.2	3.48	3.50	0.02
	B. Civil. F-T Job	29.3	3.38	3.56	0.18 †	25.7	3.41	3.53	0.13 †
	C. Civil F-T College	47.1	3.47	3.52	0.05	52.2	3.41	3.39	-0.02
	D. Other	17.8	3.43	3.51	0.08	15.9	3.44	3.42	-0.02
	Total	1,296	3.43	3.53	0.10	1,166	3.42	3.44	0.02
	Root M. S. E.		0.61	0.55	0.68		0.64	0.63	0.73
	Difference (Military vs Job)		-0.01	-0.01	0.00		0.07	-0.03	-0.11
	Difference (Military vs College)		-0.09	0.03	0.12		0.07	0.11	0.03
	Difference (Military vs Other)		-0.05	0.04	0.10		0.04	0.08	0.04
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	2.81	2.57	-0.24	6.2	3.13	2.71	-0.42 †
	B. Civil. F-T Job	29.2	2.74	2.51	-0.23 †	25.7	2.91	2.65	-0.26 †
	C. Civil F-T College	47.4	2.82	2.71	-0.10 †	52.2	2.91	2.75	-0.16 †
	D. Other	17.6	2.88	2.79	-0.09	15.9	2.91	2.62	-0.29 †
	Total	1,286	2.81	2.66	-0.15	1,161	2.92	2.70	-0.22
	Root M. S. E.		0.80	0.78	0.86		0.85	0.87	0.87
	Difference (Military vs Job)		0.07	0.05	-0.01		0.23 *	0.06	-0.16
	Difference (Military vs College)		-0.01	-0.15	-0.14		0.22 *	-0.04	-0.26 *
	Difference (Military vs Other)		-0.08	-0.23 *	-0.15		0.22	0.09	-0.13

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
56	Different people may look for different things in their work. How important is having a job which is interesting to do? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.84	3.81	-0.02	6.2	3.86	3.84	-0.03
	B. Civil. F-T Job	29.1	3.80	3.79	-0.01	25.7	3.80	3.77	-0.03
	C. Civil F-T College	47.4	3.90	3.86	-0.03 †	52.2	3.86	3.77	-0.09 †
	D. Other	17.7	3.84	3.81	-0.03	15.9	3.86	3.80	-0.06 †
	Total	1,276	3.85	3.83	-0.03	1,159	3.84	3.78	-0.06
	Root M. S. E.		0.35	0.35	0.46		0.37	0.43	0.51
	Difference (Military vs Job)		0.03	0.02	-0.01		0.07	0.07	0.00
	Difference (Military vs College)		-0.06 *	-0.05	0.01		0.00	0.06	0.06
	Difference (Military vs Other)		0.00	0.01	0.01		0.01	0.04	0.03
57	Different people may look for different things in their work. How important is having a job where the chances for advancement and promotion are good? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.57	3.58	0.01	6.2	3.64	3.58	-0.06
	B. Civil. F-T Job	29.2	3.62	3.53	-0.09	25.8	3.60	3.54	-0.07
	C. Civil F-T College	47.2	3.53	3.46	-0.07 †	52.1	3.49	3.42	-0.08 †
	D. Other	17.8	3.57	3.51	-0.06	15.9	3.51	3.48	-0.03
	Total	1,293	3.57	3.50	-0.07	1,164	3.53	3.47	-0.07
	Root M. S. E.		0.57	0.59	0.69		0.62	0.65	0.74
	Difference (Military vs Job)		-0.05	0.05	0.09		0.03	0.04	0.01
	Difference (Military vs College)		0.04	0.12	0.08		0.14 *	0.17	0.02
	Difference (Military vs Other)		0.01	0.07	0.07		0.12	0.10	-0.02

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
58	Different people may look for different things in their work. How important is having a job that gives you an opportunity to be directly helpful to others? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	3.04	2.92	-0.11	6.2	3.21	3.23	0.02
	B. Civil. F-T Job	29.2	3.09	3.01	-0.08	25.8	3.07	3.09	0.03
	C. Civil F-T College	47.2	3.02	3.00	-0.02	52.2	3.03	3.06	0.03
	D. Other	17.8	3.15	3.10	-0.04	15.8	3.11	3.11	0.00
	Total	1,292	3.06	3.02	-0.05	1,166	3.06	3.09	0.02
	Root M. S. E.		0.72	0.72	0.77		0.80	0.78	0.84
	Difference (Military vs Job)		-0.05	-0.08	-0.03		0.14	0.14	0.00
	Difference (Military vs College)		0.02	-0.08	-0.09		0.18	0.17	0.00
	Difference (Military vs Other)		-0.11	-0.18	-0.07		0.10	0.12	0.03
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	3.39	3.26	-0.12	6.2	3.40	3.29	-0.11
	B. Civil. F-T Job	29.2	3.55	3.36	-0.19 †	25.7	3.56	3.39	-0.17 †
	C. Civil F-T College	47.3	3.37	3.21	-0.16 †	52.2	3.44	3.20	-0.25 †
	D. Other	17.7	3.56	3.38	-0.18 †	15.9	3.42	3.25	-0.16 †
	Total	1,294	3.46	3.29	-0.17	1,164	3.47	3.26	-0.20
	Root M. S. E.		0.59	0.63	0.65		0.67	0.74	0.76
	Difference (Military vs Job)		-0.17	-0.10	0.07		-0.16 *	-0.10	0.06
	Difference (Military vs College)		0.02	0.05	0.03		-0.04	0.10	0.14
	Difference (Military vs Other)		-0.17 *	-0.12	0.05		-0.02	0.04	0.06

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
60	Different people may look for different things in their work. How important is having a job where you have the chance to be creative? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	2.83	2.96	0.13	6.2	3.13	2.94	-0.19
	B. Civil. F-T Job	29.3	2.83	2.96	0.13 †	25.7	3.08	3.10	0.02
	C. Civil F-T College	47.1	2.97	3.02	0.05	52.2	3.08	3.02	-0.06
	D. Other	17.7	2.98	2.91	-0.07	16.0	3.25	3.21	-0.04
	Total	1,290	2.92	2.98	0.06	1,162	3.11	3.07	-0.04
	Root M. S. E.		0.80	0.75	0.85		0.79	0.81	0.84
	Difference (Military vs Job)		0.00	0.00	0.00		0.05	-0.16	-0.21
	Difference (Military vs College)		-0.14	-0.06	0.07		0.05	-0.08	-0.13
	Difference (Military vs Other)		-0.14	0.06	0.20		-0.12	-0.27 *	-0.15
61	Different people may look for different things in their work. How important is having a job where the skills you learn will not go out of date? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	3.46	3.29	-0.17 †	6.2	3.30	3.28	-0.02
	B. Civil. F-T Job	29.2	3.38	3.40	0.02	25.8	3.37	3.35	-0.02
	C. Civil F-T College	47.3	3.33	3.25	-0.08 †	52.0	3.26	3.13	-0.13 †
	D. Other	17.7	3.36	3.34	-0.02	16.0	3.36	3.37	0.01
	Total	1,281	3.36	3.31	-0.04	1,162	3.31	3.23	-0.07
	Root M. S. E.		0.70	0.69	0.82		0.78	0.78	0.90
	Difference (Military vs Job)		0.08	-0.10	-0.18 *		-0.07	-0.07	0.00
	Difference (Military vs College)		0.13	0.04	-0.09		0.04	0.15 *	0.11
	Difference (Military vs Other)		0.10	-0.05	-0.15		-0.06	-0.10	-0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
62	Different people may look for different things in their work. How important is having a job that gives you a chance to make friends? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.22	3.17	-0.05	6.2	3.35	3.13	-0.22 †
	B. Civil. F-T Job	29.3	3.28	3.26	-0.03	25.8	3.21	3.19	-0.01
	C. Civil F-T College	47.1	3.33	3.23	-0.11 †	52.0	3.24	3.15	-0.09 †
	D. Other	17.7	3.35	3.30	-0.06	15.9	3.27	3.16	-0.11
	Total	1,292	3.32	3.24	-0.07	1,161	3.24	3.16	-0.08
	Root M. S. E.		0.65	0.69	0.77		0.74	0.74	0.83
	Difference (Military vs Job)		-0.07	-0.09	-0.03		0.14	-0.07	-0.21
	Difference (Military vs College)		-0.11	-0.06	0.05		0.11	-0.02	-0.13
	Difference (Military vs Other)		-0.13	-0.13	0.00		0.08	-0.03	-0.11
63	Different people may look for different things in their work. How important is having a job which uses your skills and abilities--lets you do the things you can do best? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	3.67	3.61	-0.05	6.2	3.82	3.65	-0.17 †
	B. Civil. F-T Job	29.3	3.60	3.60	0.01	25.8	3.60	3.61	0.00
	C. Civil F-T College	47.3	3.69	3.61	-0.08 †	52.2	3.67	3.60	-0.07 †
	D. Other	17.6	3.65	3.61	-0.04	15.8	3.67	3.62	-0.05
	Total	1,291	3.65	3.61	-0.05	1,162	3.66	3.61	-0.06
	Root M. S. E.		0.51	0.51	0.61		0.52	0.54	0.66
	Difference (Military vs Job)		0.07	0.01	-0.06		0.22 *	0.04	-0.17 *
	Difference (Military vs College)		-0.03	0.00	0.03		0.15 *	0.05	-0.10
	Difference (Military vs Other)		0.02	0.00	-0.02		0.15	0.03	-0.13

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
64	Different people may look for different things in their work. How important is having a job that is worthwhile to society? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.11	3.06	-0.05	6.1	3.26	3.21	-0.04
	B. Civil. F-T Job	29.3	3.02	2.98	-0.04	25.9	3.07	3.09	0.02
	C. Civil F-T College	47.3	3.10	3.03	-0.07 †	52.1	3.10	3.02	-0.08
	D. Other	17.6	3.13	3.03	-0.10	15.9	3.21	3.02	-0.19 †
	Total	1,282	3.08	3.02	-0.07	1,152	3.12	3.05	-0.07
	Root M. S. E.		0.75	0.72	0.84		0.79	0.81	0.91
	Difference (Military vs Job)		0.09	0.08	-0.02		0.19	0.13	-0.06
	Difference (Military vs College)		0.01	0.03	0.02		0.16	0.19 *	0.04
	Difference (Military vs Other)		-0.02	0.03	0.05		0.04	0.19	0.15
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	2.59	2.74	0.15	6.1	2.88	2.76	-0.12
	B. Civil. F-T Job	29.2	2.46	2.26	-0.20 †	25.8	2.72	2.34	-0.38 †
	C. Civil F-T College	47.2	2.55	2.45	-0.10 †	52.2	2.66	2.45	-0.21 †
	D. Other	17.8	2.46	2.26	-0.20 †	15.9	2.73	2.47	-0.26 †
	Total	1,292	2.51	2.38	-0.13	1,161	2.70	2.44	-0.26
	Root M. S. E.		0.88	0.87	0.97		0.93	0.92	1.03
	Difference (Military vs Job)		0.13	0.48 *	0.35 *		0.16	0.43 *	0.26
	Difference (Military vs College)		0.04	0.29 *	0.25		0.22 *	0.31 *	0.10
	Difference (Military vs Other)		0.13	0.48 *	0.35		0.15	0.29 *	0.14

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
66	Different people may look for different things in their work. How important is having a job where you get a chance to participate in decision making? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	2.90	3.07	0.17	6.2	3.19	3.10	-0.09
	B. Civil. F-T Job	29.2	2.88	2.94	0.06	25.7	3.09	3.13	0.04
	C. Civil F-T College	47.3	3.06	3.08	0.02	52.3	3.13	3.13	0.00
	D. Other	17.8	2.92	2.97	0.05	15.9	3.16	3.18	0.02
	Total	1,293	2.97	3.02	0.05	1,164	3.13	3.13	0.01
	Root M. S. E.		0.72	0.71	0.82		0.75	0.72	0.85
	Difference (Military vs Job)		0.02	0.13	0.11		0.09	-0.03	-0.13
	Difference (Military vs College)		-0.16	-0.01	0.15		0.06	-0.03	-0.09
	Difference (Military vs Other)		-0.02	0.10	0.13		0.03	-0.08	-0.11
67	Different people may look for different things in their work. How important is having a job which leaves a lot of time for other things in your life? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.28	3.21	-0.07	6.2	3.27	3.12	-0.15
	B. Civil. F-T Job	29.2	3.22	3.17	-0.04	25.8	3.29	3.16	-0.13 †
	C. Civil F-T College	47.3	3.22	3.16	-0.07	52.1	3.25	3.08	-0.17 †
	D. Other	17.7	3.35	3.19	-0.16	15.9	3.19	3.21	0.02
	Total	1,287	3.25	3.17	-0.08	1,162	3.25	3.12	-0.13
	Root M. S. E.		0.68	0.68	0.80		0.71	0.72	0.83
	Difference (Military vs Job)		0.06	0.04	-0.03		-0.02	-0.04	-0.03
	Difference (Military vs College)		0.06	0.05	0.00		0.02	0.04	0.02
	Difference (Military vs Other)		-0.06	0.02	0.09		0.08	-0.09	-0.17

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	2.69	2.62	-0.07	6.2	2.84	2.91	0.06
	B. Civil. F-T Job	29.2	3.15	3.08	-0.07	25.6	3.13	3.03	-0.10
	C. Civil F-T College	47.2	2.93	2.88	-0.06	52.4	3.02	2.91	-0.11 †
	D. Other	17.7	3.08	3.02	-0.06	15.8	3.00	2.96	-0.05
	Total	1,291	3.01	2.95	-0.06	1,164	3.03	2.95	-0.09
	Root M. S. E.		0.86	0.85	0.97		0.87	0.88	1.00
	Difference (Military vs Job)		-0.46 *	-0.46 *	0.00		-0.29 *	-0.12	0.17
	Difference (Military vs College)		-0.24	-0.26 *	-0.01		-0.17	0.00	0.17
	Difference (Military vs Other)		-0.39 *	-0.40 *	-0.01		-0.16	-0.05	0.11
69	Different people may look for different things in their work. How important is having a job which leaves you mostly free of supervision by others? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	2.89	2.78	-0.11	6.2	2.77	2.61	-0.16
	B. Civil. F-T Job	29.2	2.85	2.86	0.00	25.8	2.99	2.87	-0.11 †
	C. Civil F-T College	47.3	2.88	2.84	-0.03	52.2	2.98	2.80	-0.18 †
	D. Other	17.7	2.88	2.82	-0.06	15.8	3.01	2.87	-0.13
	Total	1,292	2.87	2.84	-0.03	1,165	2.97	2.82	-0.15
	Root M. S. E.		0.78	0.77	0.91		0.82	0.82	0.98
	Difference (Military vs Job)		0.04	-0.07	-0.11		-0.22	-0.27 *	-0.05
	Difference (Military vs College)		0.02	-0.06	-0.08		-0.21	-0.19	0.02
	Difference (Military vs Other)		0.01	-0.04	-0.05		-0.24 *	-0.27 *	-0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
70	Different people may look for different things in their work. How important is having a job that offers a reasonably predictable, secure future? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.61	3.48	-0.12	6.2	3.65	3.62	-0.03
	B. Civil. F-T Job	29.1	3.53	3.56	0.03	25.7	3.61	3.62	0.01
	C. Civil F-T College	47.2	3.53	3.48	-0.05 †	52.2	3.51	3.40	-0.11 †
	D. Other	17.8	3.60	3.58	-0.02	15.9	3.57	3.47	-0.10
	Total	1,291	3.55	3.52	-0.03	1,160	3.55	3.48	-0.07
	Root M. S. E.		0.56	0.58	0.66		0.62	0.63	0.73
	Difference (Military vs Job)		0.08	-0.08	-0.16		0.05	0.00	-0.04
	Difference (Military vs College)		0.07	0.00	-0.07		0.15 *	0.23 *	0.08
	Difference (Military vs Other)		0.00	-0.10	-0.10		0.08	0.15	0.07
71	Different people may look for different things in their work. How important is having a job where you can learn new things, learn new skills? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	3.20	3.38	0.18 †	6.1	3.47	3.37	-0.10
	B. Civil. F-T Job	29.1	3.33	3.34	0.01	25.8	3.29	3.43	0.14 †
	C. Civil F-T College	47.2	3.17	3.14	-0.03	52.2	3.09	3.06	-0.03
	D. Other	17.8	3.37	3.37	0.00	15.9	3.31	3.28	-0.03
	Total	1,290	3.25	3.25	0.00	1,161	3.20	3.21	0.01
	Root M. S. E.		0.64	0.63	0.71		0.70	0.69	0.77
	Difference (Military vs Job)		-0.13	0.04	0.17		0.18 *	-0.06	-0.24 *
	Difference (Military vs College)		0.03	0.24 *	0.21		0.38 *	0.31 *	-0.07
	Difference (Military vs Other)		-0.17 *	0.00	0.18		0.16	0.10	-0.07

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
72	Different people may look for different things in their work. How important is having a job where you do not have to pretend to be a type of person that you are not? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	3.53	3.60	0.07	6.2	3.52	3.61	0.09
	B. Civil. F-T Job	29.3	3.47	3.62	0.15 †	25.7	3.44	3.64	0.20 †
	C. Civil F-T College	47.1	3.49	3.52	0.03	52.3	3.44	3.54	0.10 †
	D. Other	17.9	3.42	3.49	0.07	15.9	3.51	3.54	0.03
	Total	1,283	3.47	3.55	0.08	1,155	3.46	3.57	0.11
	Root M. S. E.		0.73	0.66	0.86		0.77	0.66	0.87
	Difference (Military vs Job)		0.06	-0.01	-0.08		0.08	-0.02	-0.11
	Difference (Military vs College)		0.04	0.08	0.04		0.08	0.07	-0.01
	Difference (Military vs Other)		0.11	0.12	0.01		0.01	0.07	0.06
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	2.87	2.88	0.01	6.3	3.20	3.09	-0.11
	B. Civil. F-T Job	29.2	2.90	2.79	-0.12 †	25.8	3.11	2.93	-0.18 †
	C. Civil F-T College	47.3	3.03	2.95	-0.07	52.2	3.13	3.00	-0.12 †
	D. Other	17.6	3.04	2.89	-0.15 †	15.8	3.13	2.90	-0.22 †
	Total	1,284	2.99	2.89	-0.10	1,156	3.13	2.97	-0.15
	Root M. S. E.		0.77	0.77	0.86		0.81	0.84	0.91
	Difference (Military vs Job)		-0.03	0.10	0.13		0.09	0.16	0.07
	Difference (Military vs College)		-0.16	-0.07	0.08		0.07	0.08	0.01
	Difference (Military vs Other)		-0.17	-0.01	0.16		0.07	0.18	0.11

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
74	Different people may look for different things in their work. How important is having a job that permits contact with a lot of people? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.8	2.65	2.66	0.00	6.3	2.74	2.63	-0.11
	B. Civil. F-T Job	29.2	2.66	2.62	-0.04	25.9	2.74	2.60	-0.14 †
	C. Civil F-T College	47.3	2.75	2.71	-0.04	52.1	2.79	2.73	-0.06
	D. Other	17.7	2.76	2.70	-0.06	15.7	2.83	2.71	-0.12
	Total	1,285	2.72	2.68	-0.04	1,155	2.78	2.69	-0.09
	Root M. S. E.		0.83	0.81	0.92		0.89	0.84	0.97
	Difference (Military vs Job)		0.00	0.04	0.05		0.00	0.03	0.03
	Difference (Military vs College)		-0.10	-0.05	0.04		-0.05	-0.10	-0.05
	Difference (Military vs Other)		-0.10	-0.04	0.06		-0.09	-0.08	0.01
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.9	2.06	1.86	-0.20	6.2	2.14	2.00	-0.14
	B. Civil. F-T Job	29.1	2.16	1.86	-0.30 †	25.8	2.35	1.96	-0.40 †
	C. Civil F-T College	47.2	2.10	2.01	-0.09 †	52.2	2.26	2.02	-0.24 †
	D. Other	17.9	2.24	2.02	-0.23 †	15.7	2.37	2.25	-0.12
	Total	1,286	2.14	1.96	-0.18	1,158	2.30	2.04	-0.26
	Root M. S. E.		0.81	0.76	0.89		0.88	0.83	0.99
	Difference (Military vs Job)		-0.10	0.00	0.10		-0.21	0.04	0.25
	Difference (Military vs College)		-0.05	-0.15	-0.11		-0.12	-0.02	0.10
	Difference (Military vs Other)		-0.19	-0.16	0.03		-0.22	-0.25 *	-0.02

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
76	Different people may look for different things in their work. How important is having a job where most problems are quite difficult and challenging? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	5.7	2.49	2.58	0.09	6.3	2.53	2.50	-0.04
	B. Civil. F-T Job	29.0	2.36	2.32	-0.04	25.8	2.41	2.38	-0.02
	C. Civil F-T College	47.4	2.51	2.53	0.02	52.1	2.48	2.45	-0.03
	D. Other	17.9	2.44	2.40	-0.04	15.8	2.49	2.56	0.07
	Total	1,285	2.45	2.45	0.00	1,154	2.46	2.45	-0.01
	Root M. S. E.		0.78	0.75	0.86		0.83	0.80	0.97
	Difference (Military vs Job)		0.13	0.26 *	0.13		0.13	0.11	-0.01
	Difference (Military vs College)		-0.02	0.05	0.07		0.06	0.05	-0.01
	Difference (Military vs Other)		0.05	0.18	0.13		0.05	-0.07	-0.11
<b>Desirability of different work settings</b>									
77	Apart from the particular kind of work you want to do, how would you rate a large corporation as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores								
	A. Military	6.9	2.77	2.76	-0.01	6.1	2.99	2.92	-0.07
	B. Civil. F-T Job	31.1	2.82	2.84	0.01	23.9	2.80	2.90	0.10
	C. Civil F-T College	45.8	2.94	3.02	0.08 †	49.1	3.06	3.00	-0.06
	D. Other	16.2	2.74	2.91	0.17 †	20.9	2.93	3.01	0.08
	Total	1,329	2.86	2.93	0.07	1,143	2.97	2.97	0.01
	Root M. S. E.		0.68	0.71	0.76		0.74	0.76	0.80
	Difference (Military vs Job)		-0.05	-0.08	-0.02		0.19	0.02	-0.17
	Difference (Military vs College)		-0.17 *	-0.26 *	-0.09		-0.07	-0.07	-0.01
	Difference (Military vs Other)		0.03	-0.15 *	-0.18		0.06	-0.09	-0.15

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
78	<p>Apart from the particular kind of work you want to do, how would you rate a small business as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p> <p>A. Military</p> <p>B. Civil. F-T Job</p> <p>C. Civil F-T College</p> <p>D. Other</p> <p>Total</p> <p>Root M. S. E.</p> <p>Difference (Military vs Job)</p> <p>Difference (Military vs College)</p> <p>Difference (Military vs Other)</p>	6.9	2.74	2.93	0.19	6.1	2.78	3.00	0.23 †
		30.9	2.91	2.93	0.02	23.8	2.87	2.94	0.07
		46.1	2.92	2.95	0.03	49.2	2.95	2.97	0.03
		16.1	2.84	3.03	0.19 †	20.9	2.90	2.96	0.06
	Total	1,324	2.89	2.95	0.06	1,142	2.91	2.96	0.06
	Root M. S. E.		0.66	0.65	0.80		0.67	0.65	0.79
	Difference (Military vs Job)		-0.17 *	0.00	0.17		-0.10	0.06	0.16
	Difference (Military vs College)		-0.18 *	-0.02	0.16		-0.17	0.03	0.20
	Difference (Military vs Other)		-0.10	-0.10	0.00		-0.12	0.05	0.17
79	<p>Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p> <p>A. Military</p> <p>B. Civil. F-T Job</p> <p>C. Civil F-T College</p> <p>D. Other</p> <p>Total</p> <p>Root M. S. E.</p> <p>Difference (Military vs Job)</p> <p>Difference (Military vs College)</p> <p>Difference (Military vs Other)</p>	6.8	2.80	2.87	0.06	6.1	3.05	3.19	0.13
		30.9	2.37	2.47	0.10	23.6	2.44	2.59	0.14 †
		46.0	2.52	2.62	0.10 †	49.3	2.51	2.58	0.07
		16.3	2.22	2.45	0.23 †	20.9	2.61	2.67	0.07
	Total	1,320	2.45	2.56	0.12	1,136	2.55	2.64	0.09
	Root M. S. E.		0.82	0.82	0.93		0.88	0.89	0.92
	Difference (Military vs Job)		0.43 *	0.39 *	-0.03		0.61 *	0.60 *	-0.01
	Difference (Military vs College)		0.28 *	0.25 *	-0.03		0.54 *	0.61 *	0.06
	Difference (Military vs Other)		0.59 *	0.42 *	-0.17		0.45 *	0.51 *	0.07

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
80	<p>Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	6.9	2.99	2.95	-0.04	6.1	3.19	3.17	-0.02
	B. Civil. F-T Job	30.9	2.02	1.85	-0.17 †	23.9	2.02	1.87	-0.14 †
	C. Civil F-T College	46.0	1.86	1.83	-0.04	49.0	1.74	1.79	0.05
	D. Other	16.2	1.94	1.87	-0.07	20.9	1.91	1.83	-0.08
	Total	1,321	2.00	1.92	-0.08	1,145	1.93	1.90	-0.03
	Root M. S. E.		0.84	0.80	0.83		0.87	0.85	0.86
	Difference (Military vs Job)		0.96 *	1.09 *	0.13		1.17 *	1.29 *	0.12
	Difference (Military vs College)		1.12 *	1.12 *	0.00		1.45 *	1.37 *	-0.07
	Difference (Military vs Other)		1.04 *	1.07 *	0.03		1.28 *	1.33 *	0.06
81	<p>Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	6.9	2.16	2.46	0.30 †	6.1	2.22	2.52	0.30 †
	B. Civil. F-T Job	30.8	1.92	2.15	0.23 †	23.8	2.12	2.26	0.14 †
	C. Civil F-T College	46.1	2.34	2.48	0.14 †	49.1	2.49	2.66	0.17 †
	D. Other	16.2	2.08	2.29	0.21 †	21.0	2.29	2.48	0.19 †
	Total	1,324	2.16	2.34	0.19	1,142	2.34	2.52	0.17
	Root M. S. E.		0.81	0.82	0.87		0.89	0.85	0.88
	Difference (Military vs Job)		0.24	0.31 *	0.07		0.11	0.26 *	0.16
	Difference (Military vs College)		-0.18 *	-0.02	0.16		-0.27 *	-0.14	0.12
	Difference (Military vs Other)		0.08	0.17	0.09		-0.07	0.04	0.11

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p>								
	A. Military	6.8	2.39	2.51	0.11	6.1	2.67	2.80	0.13
	B. Civil. F-T Job	31.0	2.33	2.34	0.02	23.9	2.41	2.36	-0.05
	C. Civil F-T College	45.9	2.10	2.08	-0.01	49.1	2.10	2.12	0.02
	D. Other	16.3	2.14	2.17	0.03	20.9	2.36	2.32	-0.04
	Total	1,325	2.19	2.21	0.01	1,146	2.26	2.26	-0.01
	Root M. S. E.		0.84	0.83	0.85		0.91	0.91	0.89
	Difference (Military vs Job)		0.07	0.16	0.10		0.25 *	0.43 *	0.18
	Difference (Military vs College)		0.30 *	0.42 *	0.12		0.57 *	0.68 *	0.11
	Difference (Military vs Other)		0.25 *	0.33 *	0.08		0.31 *	0.48 *	0.17
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p>								
	A. Military	6.9	1.89	2.27	0.38 †	6.0	2.11	2.16	0.05
	B. Civil. F-T Job	30.8	1.91	2.04	0.13 †	24.0	1.91	2.04	0.13 †
	C. Civil F-T College	46.1	2.02	2.15	0.13 †	49.1	1.97	2.16	0.19 †
	D. Other	16.2	1.87	2.06	0.18 †	21.0	1.92	2.15	0.23 †
	Total	1,316	1.95	2.11	0.16	1,140	1.95	2.13	0.17
	Root M. S. E.		0.74	0.77	0.82		0.78	0.81	0.86
	Difference (Military vs Job)		-0.01	0.23	0.24		0.20	0.12	-0.08
	Difference (Military vs College)		-0.13	0.12	0.24		0.14	0.00	-0.14
	Difference (Military vs Other)		0.02	0.21	0.19		0.19	0.01	-0.18

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	6.9	2.56	2.61	0.05	6.0	2.49	2.75	0.26
	B. Civil. F-T Job	30.9	2.73	2.84	0.11 †	23.9	2.74	2.80	0.06
	C. Civil F-T College	46.0	2.84	2.93	0.09 †	49.1	2.90	3.03	0.13 †
	D. Other	16.2	2.63	2.87	0.24 †	21.1	2.76	2.88	0.12 †
	Total	1,325	2.75	2.87	0.12	1,142	2.81	2.93	0.12
	Root M. S. E.		0.76	0.76	0.89		0.80	0.75	0.90
	Difference (Military vs Job)		-0.18	-0.23 *	-0.06		-0.25	-0.05	0.21 *
	Difference (Military vs College)		-0.28 *	-0.32 *	-0.04		-0.41 *	-0.27 *	0.13
	Difference (Military vs Other)		-0.07	-0.26 *	-0.19 *		-0.27 *	-0.13	0.14
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	6.9	3.20	3.29	0.09	6.1	3.22	3.25	0.03
	B. Civil. F-T Job	31.2	3.38	3.49	0.12 †	24.0	3.32	3.41	0.08
	C. Civil F-T College	45.8	3.24	3.29	0.04	49.1	3.17	3.29	0.12 †
	D. Other	16.2	3.23	3.52	0.29 †	20.8	3.20	3.30	0.09 †
	Total	1,327	3.28	3.39	0.11	1,143	3.22	3.32	0.10
	Root M. S. E.		0.75	0.70	0.82		0.83	0.77	0.86
	Difference (Military vs Job)		-0.18	-0.20	-0.02		-0.10	-0.15	-0.06
	Difference (Military vs College)		-0.05	0.01	0.05		0.05	-0.04	-0.09
	Difference (Military vs Other)		-0.03	-0.23 *	-0.20 *		0.02	-0.04	-0.06

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) Mean Scores								
	A. Military	8.0	2.66	2.52	-0.14	6.9	2.96	2.71	-0.25 †
	B. Civil. F-T Job	28.3	2.86	2.64	-0.22 †	22.4	3.03	2.83	-0.20 †
	C. Civil F-T College	45.0	2.73	2.57	-0.17 †	51.9	2.84	2.62	-0.21 †
	D. Other	18.6	2.84	2.69	-0.15 †	18.8	2.95	2.74	-0.20 †
	Total	1,327	2.78	2.61	-0.17	1,161	2.91	2.70	-0.21
	Root M. S. E.		0.76	0.76	0.76		0.83	0.83	0.80
	Difference (Military vs Job)		-0.20 *	-0.13	0.07		-0.07	-0.12	-0.06
	Difference (Military vs College)		-0.07	-0.05	0.02		0.12	0.08	-0.04
	Difference (Military vs Other)		-0.18	-0.17	0.01		0.02	-0.03	-0.05
87	How important is each of the following to you in your life? Making a contribution to society (Not important=1--Extremely important=4) Mean Scores								
	A. Military	8.0	2.67	2.68	0.00	6.6	2.61	2.80	0.19
	B. Civil. F-T Job	28.2	2.54	2.54	0.00	22.7	2.53	2.60	0.07
	C. Civil F-T College	45.0	2.70	2.76	0.05	52.0	2.80	2.85	0.05
	D. Other	18.8	2.60	2.66	0.07	18.7	2.63	2.79	0.16
	Total	1,320	2.63	2.67	0.04	1,160	2.69	2.78	0.09
	Root M. S. E.		0.75	0.75	0.81		0.82	0.78	0.86
	Difference (Military vs Job)		0.14	0.14	0.00		0.08	0.20	0.12
	Difference (Military vs College)		-0.03	-0.08	-0.05		-0.19	-0.05	0.14
	Difference (Military vs Other)		0.08	0.01	-0.06		-0.02	0.01	0.03

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) Mean Scores								
	A. Military	8.0	1.89	2.24	0.35 †	6.8	1.97	2.28	0.31 †
	B. Civil. F-T Job	28.4	2.14	2.17	0.03	22.6	2.34	2.37	0.03
	C. Civil F-T College	44.8	2.03	2.04	0.01	51.7	2.13	2.21	0.08 †
	D. Other	18.8	2.29	2.32	0.03	18.9	2.29	2.28	0.00
	Total	1,319	2.10	2.15	0.05	1,152	2.20	2.27	0.07
	Root M. S. E.		0.79	0.78	0.84		0.85	0.84	0.90
	Difference (Military vs Job)		-0.25 *	0.07	0.32 *		-0.38 *	-0.10	0.28
	Difference (Military vs College)		-0.14	0.20 *	0.34 *		-0.17	0.07	0.23
	Difference (Military vs Other)		-0.40 *	-0.08	0.32 *		-0.32 *	0.00	0.32 *
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) Mean Scores								
	A. Military	7.9	2.09	1.74	-0.35 †	6.6	2.19	2.04	-0.15
	B. Civil. F-T Job	28.3	1.71	1.51	-0.19 †	22.5	1.84	1.62	-0.22 †
	C. Civil F-T College	44.9	1.68	1.54	-0.14 †	51.9	1.84	1.65	-0.20 †
	D. Other	18.8	1.87	1.63	-0.23 †	18.9	1.80	1.67	-0.13
	Total	1,325	1.76	1.57	-0.19	1,160	1.86	1.67	-0.19
	Root M. S. E.		0.90	0.78	0.98		0.98	0.90	1.03
	Difference (Military vs Job)		0.38 *	0.23 *	-0.16		0.35 *	0.42 *	0.07
	Difference (Military vs College)		0.41 *	0.20	-0.21		0.35 *	0.40 *	0.05
	Difference (Military vs Other)		0.22	0.11	-0.11		0.39 *	0.38 *	-0.02

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
90	How important is each of the following to you in your life? Finding purpose and meaning in my life (Not important=1--Extremely important=4) Mean Scores								
	A. Military	8.1	3.35	3.47	0.12	6.8	3.30	3.14	-0.16
	B. Civil. F-T Job	28.3	3.36	3.35	0.00	22.5	3.22	3.31	0.09
	C. Civil F-T College	44.9	3.28	3.26	-0.01	51.9	3.17	3.27	0.10 †
	D. Other	18.8	3.29	3.41	0.13	18.9	3.27	3.31	0.04
	Total	1,319	3.31	3.33	0.03	1,154	3.21	3.28	0.07
	Root M. S. E.		0.75	0.72	0.79		0.84	0.81	0.95
	Difference (Military vs Job)		0.00	0.12	0.12		0.08	-0.16	-0.25
	Difference (Military vs College)		0.08	0.21 *	0.13		0.13	-0.13	-0.27 *
	Difference (Military vs Other)		0.06	0.06	-0.01		0.03	-0.17	-0.21
<b>Self-esteem</b>									
99	How good do you think you would be as a worker on a job? (Poor=1--Very good=5) Mean Scores								
	A. Military	6.4	4.62	4.61	0.00	6.3	4.53	4.64	0.12
	B. Civil. F-T Job	30.0	4.58	4.63	0.05 †	22.3	4.65	4.66	0.01
	C. Civil F-T College	45.8	4.58	4.62	0.04	51.4	4.57	4.60	0.03
	D. Other	17.8	4.48	4.56	0.08 †	20.0	4.49	4.62	0.12 †
	Total	1,222	4.57	4.61	0.04	1,100	4.57	4.62	0.05
	Root M. S. E.		0.54	0.51	0.62		0.60	0.55	0.67
	Difference (Military vs Job)		0.04	-0.01	-0.05		-0.12	-0.02	0.10
	Difference (Military vs College)		0.03	-0.01	-0.04		-0.04	0.05	0.08
	Difference (Military vs Other)		0.14	0.06	-0.08		0.04	0.03	-0.01

**Appendix 4Bm**

**Work orientations: Males by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
100a	Self-esteem 5-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=5) Mean Scores								
	A. Military	6.4	4.11	4.34	0.23 †	6.3	4.21	4.39	0.18 †
	B. Civil. F-T Job	31.1	4.08	4.29	0.21 †	23.2	4.01	4.19	0.18 †
	C. Civil F-T College	46.6	4.19	4.32	0.13 †	50.3	4.22	4.29	0.08 †
	D. Other	15.9	4.09	4.25	0.16 †	20.2	4.05	4.15	0.10 †
	Total	1,088	4.14	4.30	0.17	1,036	4.13	4.25	0.11
	Root M. S. E.		0.55	0.51	0.53		0.64	0.63	0.64
	Difference (Military vs Job)		0.03	0.05	0.02		0.20	0.20 *	0.01
	Difference (Military vs College)		-0.08	0.02	0.10		-0.01	0.10	0.11
	Difference (Military vs Other)		0.02	0.09	0.08		0.16	0.24	0.08
100b	Self-esteem 3-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=3) Mean Scores								
	A. Military	6.4	2.70	2.77	0.08	6.3	2.74	2.83	0.08
	B. Civil. F-T Job	31.1	2.69	2.77	0.08 †	23.2	2.64	2.71	0.07 †
	C. Civil F-T College	46.6	2.76	2.81	0.05 †	50.3	2.75	2.78	0.03 †
	D. Other	15.9	2.69	2.76	0.07 †	20.2	2.67	2.69	0.02 †
	Total	1,088	2.72	2.79	0.07	1,036	2.71	2.75	0.04
	Root M. S. E.		0.30	0.27	0.30		0.36	0.35	0.38
	Difference (Military vs Job)		0.01	0.00	-0.01		0.11	0.11	0.01
	Difference (Military vs College)		-0.06	-0.03	0.03		-0.01	0.04	0.05
	Difference (Military vs Other)		0.00	0.01	0.01		0.08	0.14	0.07

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.



Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Present or recent work experiences</b>									
8	How satisfied are you with your job? (Completely Dissatisfied=1--Completely Satisfied=7) Mean Scores								
	A. Military	1.1	4.57	4.39	-0.17	1.6	5.00	4.11	-0.89
	B. Civil. F-T Job	40.7	4.83	4.85	0.02	27.2	4.58	4.64	0.07
	C. Civil F-T College	36.8	4.86	4.70	-0.16	47.9	4.92	4.82	-0.10
	D. Other	21.3	4.99	4.78	-0.21	23.3	4.66	4.61	-0.05
	Total	709	4.87	4.78	-0.10	779	4.77	4.71	-0.06
	Root M. S. E.		1.46	1.38	1.81		1.60	1.57	1.92
	Difference (Military vs Job)		-0.27	-0.46	-0.19		0.42	-0.54	-0.96
	Difference (Military vs College)		-0.29	-0.31	-0.02		0.08	-0.71	-0.79
	Difference (Military vs Other)		-0.42	-0.39	0.04		0.34	-0.51	-0.85
9	To what extent does (did) this job use your skills and abilities--let you do the things you do best? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	1.5	3.61	2.83	-0.78	1.3	2.78	2.68	-0.10
	B. Civil. F-T Job	27.3	2.95	3.17	0.23	22.9	2.84	3.20	0.36 †
	C. Civil F-T College	45.8	2.58	2.55	-0.03	52.5	2.65	2.56	-0.09
	D. Other	25.4	2.66	2.86	0.19	23.3	2.75	2.85	0.10
	Total	391	2.72	2.80	0.08	1,022	2.72	2.77	0.06
	Root M. S. E.		1.00	0.99	1.19		1.11	1.10	1.31
	Difference (Military vs Job)		0.66	-0.34	-1.01 *		-0.06	-0.52	-0.46
	Difference (Military vs College)		1.03 *	0.28	-0.75 *		0.13	0.12	-0.01
	Difference (Military vs Other)		0.95	-0.02	-0.97		0.03	-0.16	-0.20

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
10	To what extent does (did) this job teach you new skills that will be useful in your future work? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	1.5	2.78	4.11	1.33	1.3	3.17	2.98	-0.20
	B. Civil. F-T Job	27.5	2.94	3.11	0.16	22.8	2.91	3.25	0.34 †
	C. Civil F-T College	45.8	2.72	2.69	-0.04	52.6	2.68	2.55	-0.13 †
	D. Other	25.2	2.84	2.94	0.10	23.3	2.71	2.78	0.07
	Total	391	2.82	2.89	0.07	1,022	2.75	2.77	0.02
	Root M. S. E.		1.17	1.16	1.44		1.20	1.20	1.47
	Difference (Military vs Job)		-0.17	1.01 *	1.17		0.26	-0.27	-0.54
	Difference (Military vs College)		0.05	1.42 *	1.37 *		0.49	0.43	-0.06
	Difference (Military vs Other)		-0.07	1.17 *	1.24		0.46	0.19	-0.26
11	To what extent does (did) this job make good use of special skills you learned in technical, vocational, business, or professional studies? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	1.5	1.47	2.88	1.41 †	1.3	1.92	2.42	0.50
	B. Civil. F-T Job	27.1	2.18	2.56	0.38 †	22.8	2.20	2.56	0.36 †
	C. Civil F-T College	46.3	1.92	1.97	0.04	52.6	1.86	1.89	0.03
	D. Other	25.2	2.07	2.11	0.04	23.3	2.02	2.06	0.04
	Total	387	1.97	2.18	0.16	1,010	1.97	2.09	0.11
	Root M. S. E.		1.14	1.14	1.30		1.19	1.23	1.44
	Difference (Military vs Job)		-0.71	0.32	1.03		-0.28	-0.14	0.14
	Difference (Military vs College)		-0.45	0.92 *	1.37 *		0.06	0.53 *	0.47
	Difference (Military vs Other)		-0.59	0.78	1.37 *		-0.10	0.36	0.46

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
12	To what extent does (did) this job let you get to know people with social backgrounds very different from yours? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	4.50	4.67	0.17	1.3	3.51	3.95	0.44
	B. Civil. F-T Job	27.5	2.88	3.24	0.37 †	23.0	3.12	3.19	0.07
	C. Civil F-T College	45.7	3.06	2.96	-0.10	52.5	3.01	3.00	-0.01
	D. Other	25.3	3.31	3.17	-0.14	23.2	2.98	3.05	0.07
	Total	392	3.10	3.12	0.02	1,017	3.03	3.07	0.03
	Root M. S. E.		1.17	1.12	1.35		1.29	1.23	1.50
	Difference (Military vs Job)		1.62 *	1.42 *	-0.20		0.40	0.76 *	0.37
	Difference (Military vs College)		1.44 *	1.71 *	0.27		0.50	0.95 *	0.45
	Difference (Military vs Other)		1.19 *	1.49 *	0.31		0.53	0.90 *	0.37
14	To what extent does (did) this job cause you stress and tension? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	2.33	3.17	0.83	1.3	2.93	4.05	1.12 †
	B. Civil. F-T Job	27.2	2.61	3.09	0.48 †	22.9	2.65	3.13	0.48 †
	C. Civil F-T College	46.0	2.67	2.53	-0.14	52.5	2.57	2.48	-0.09
	D. Other	25.3	2.66	2.74	0.08	23.3	2.76	3.05	0.30 †
	Total	389	2.65	2.74	0.10	1,017	2.64	2.79	0.15
	Root M. S. E.		1.08	1.07	1.29		1.19	1.20	1.43
	Difference (Military vs Job)		-0.28	0.07	0.35		0.28	0.92 *	0.64
	Difference (Military vs College)		-0.33	0.64	0.97		0.35	1.56 *	1.21 *
	Difference (Military vs Other)		-0.33	0.42	0.76		0.17	1.00 *	0.83

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
15	To what extent does (did) this job interfere with your education? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	1.5	1.83	2.00	0.17	1.4	1.90	2.46	0.56
	B. Civil. F-T Job	27.6	1.77	1.84	0.06	22.9	1.89	1.76	-0.13
	C. Civil F-T College	45.9	1.94	1.78	-0.16	52.6	1.78	1.66	-0.12 †
	D. Other	24.9	1.76	1.68	-0.08	23.2	1.90	1.92	0.01
	Total	390	1.85	1.77	-0.07	1,014	1.84	1.75	-0.09
	Root M. S. E.		0.98	0.97	1.26		0.98	1.00	1.29
	Difference (Military vs Job)		0.06	0.16	0.10		0.01	0.70 *	0.69
	Difference (Military vs College)		-0.11	0.22	0.33		0.12	0.80	0.69
	Difference (Military vs Other)		0.07	0.32	0.24		0.00	0.54	0.55
16	To what extent does (did) this job interfere with your social life? (Not at all= 1--A great extent= 5) Mean Scores								
	A. Military	1.5	2.61	2.06	-0.56	1.4	3.10	3.10	0.00
	B. Civil. F-T Job	27.4	2.33	2.04	-0.29	22.9	2.59	2.08	-0.51 †
	C. Civil F-T College	45.4	2.51	2.16	-0.35 †	52.6	2.48	2.03	-0.45 †
	D. Other	25.7	2.60	2.15	-0.44 †	23.2	2.66	2.29	-0.36 †
	Total	394	2.48	2.12	-0.36	1,010	2.55	2.12	-0.44
	Root M. S. E.		1.10	1.04	1.29		1.23	1.09	1.42
	Difference (Military vs Job)		0.28	0.02	-0.26		0.51	1.02 *	0.51
	Difference (Military vs College)		0.10	-0.10	-0.21		0.62	1.07 *	0.45
	Difference (Military vs Other)		0.02	-0.10	-0.11		0.44	0.80 *	0.36

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
17	To what extent does (did) this job interfere with your family life? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	1.83	2.89	1.06	1.4	2.41	2.63	0.22
	B. Civil. F-T Job	27.2	1.86	1.74	-0.12	22.9	2.19	1.82	-0.37 †
	C. Civil F-T College	45.7	2.01	1.67	-0.34 †	52.5	1.83	1.57	-0.26 †
	D. Other	25.6	2.01	1.78	-0.24	23.2	2.04	1.98	-0.06
	Total	391	1.97	1.74	-0.23	1,016	1.97	1.74	-0.23
	Root M. S. E.		1.04	0.94	1.18		1.08	0.98	1.30
	Difference (Military vs Job)		-0.03	1.15	1.17		0.22	0.81	0.59
	Difference (Military vs College)		-0.18	1.22	1.40 *		0.59	1.07 *	0.48
	Difference (Military vs Other)		-0.18	1.11	1.29		0.38	0.65	0.28
18	To what extent is (was) this job an interesting job to do? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	3.28	3.33	0.06	1.4	3.15	2.61	-0.54
	B. Civil. F-T Job	27.5	2.95	3.33	0.38 †	22.9	3.02	3.24	0.21 †
	C. Civil F-T College	45.3	2.88	2.80	-0.07	52.4	2.86	2.78	-0.08
	D. Other	25.6	3.04	3.12	0.08	23.4	2.88	2.91	0.03
	Total	391	2.95	3.04	0.09	1,013	2.91	2.91	0.01
	Root M. S. E.		1.08	1.05	1.27		1.17	1.15	1.35
	Difference (Military vs Job)		0.32	0.00	-0.32		0.12	-0.63	-0.75 *
	Difference (Military vs College)		0.40	0.53	0.13		0.29	-0.17	-0.46
	Difference (Military vs Other)		0.24	0.21	-0.02		0.27	-0.30	-0.56

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
19	To what extent is (was) this job a job you COULD be happy doing for most of your life? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	2.39	2.67	0.28	1.4	1.44	1.37	-0.07
	B. Civil. F-T Job	27.6	2.14	2.41	0.27	22.6	1.90	2.34	0.44 †
	C. Civil F-T College	45.2	1.49	1.59	0.10	52.7	1.52	1.54	0.01
	D. Other	25.7	1.88	2.10	0.22	23.4	1.71	1.85	0.15
	Total	390	1.79	1.96	0.18	1,014	1.65	1.79	0.14
	Root M. S. E.		1.05	1.09	1.34		1.03	1.11	1.28
	Difference (Military vs Job)		0.25	0.26	0.01		-0.46	-0.97 *	-0.51
	Difference (Military vs College)		0.90 *	1.07	0.18		-0.08	-0.17	-0.09
	Difference (Military vs Other)		0.51	0.57	0.06		-0.27	-0.49	-0.22
20	To what extent is (was) this job the type of work you EXPECT to be doing for most of your life? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	1.89	3.00	1.11	1.4	1.22	1.44	0.22
	B. Civil. F-T Job	27.6	2.01	2.13	0.12	22.5	1.72	2.11	0.39 †
	C. Civil F-T College	45.2	1.34	1.37	0.03	52.7	1.32	1.39	0.06
	D. Other	25.7	1.67	1.84	0.17	23.4	1.55	1.62	0.07
	Total	390	1.62	1.73	0.11	1,014	1.46	1.60	0.14
	Root M. S. E.		0.98	1.02	1.21		0.96	1.05	1.19
	Difference (Military vs Job)		-0.12	0.87	0.99		-0.50	-0.67	-0.17
	Difference (Military vs College)		0.54	1.63 *	1.08		-0.10	0.05	0.16
	Difference (Military vs Other)		0.21	1.16	0.94		-0.33	-0.18	0.15

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
21	To what extent is (was) this job a good stepping-stone toward the kind of work you want in the long run? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.5	2.39	2.56	0.17	1.4	1.80	1.68	-0.12
	B. Civil. F-T Job	27.4	2.40	2.96	0.55 †	23.0	2.20	2.66	0.46 †
	C. Civil F-T College	45.5	1.98	2.08	0.10	52.4	1.76	1.83	0.07
	D. Other	25.6	2.19	2.32	0.13	23.3	1.92	2.15	0.23 †
	Total	392	2.16	2.39	0.24	1,011	1.90	2.09	0.20
	Root M. S. E.		1.22	1.23	1.43		1.21	1.28	1.49
	Difference (Military vs Job)		-0.01	-0.40	-0.39		-0.40	-0.98 *	-0.58
	Difference (Military vs College)		0.41	0.47	0.06		0.05	-0.15	-0.19
	Difference (Military vs Other)		0.20	0.24	0.03		-0.11	-0.47	-0.35
22	To what extent is (was) this job the kind of work people do just for the money? (Not at all= 1--A great extent= 5)								
	Mean Scores								
	A. Military	1.6	2.61	1.50	-1.11	1.4	3.49	3.17	-0.32
	B. Civil. F-T Job	27.8	2.83	2.35	-0.48 †	22.8	3.02	2.59	-0.43 †
	C. Civil F-T College	45.2	2.99	2.87	-0.12	52.5	3.05	2.92	-0.13
	D. Other	25.5	3.21	2.98	-0.23	23.4	3.12	2.93	-0.20
	Total	388	2.99	2.73	-0.26	1,010	3.07	2.85	-0.22
	Root M. S. E.		1.30	1.29	1.57		1.41	1.43	1.71
	Difference (Military vs Job)		-0.22	-0.85 *	-0.63		0.47	0.58	0.12
	Difference (Military vs College)		-0.38	-1.37 *	-1.00		0.44	0.25	-0.18
	Difference (Military vs Other)		-0.60	-1.48 *	-0.88		0.36	0.25	-0.12

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
26	How well do you think your experiences and training (at home, school, work, etc.) have prepared you to be a good worker on a job? (Poorly= 1--Very well= 5) Mean Scores								
	A. Military	1.4	4.27	4.25	-0.02	1.0	4.38	4.27	-0.11
	B. Civil. F-T Job	27.4	4.21	4.29	0.08	22.2	4.24	4.36	0.13 †
	C. Civil F-T College	47.1	4.25	4.29	0.04	51.7	4.30	4.28	-0.02
	D. Other	24.2	4.12	4.13	0.00	25.0	4.23	4.26	0.03
	Total	1,537	4.21	4.25	0.04	1,486	4.27	4.30	0.03
	Root M. S. E.		0.71	0.71	0.81		0.75	0.73	0.86
	Difference (Military vs Job)		0.06	-0.03	-0.09		0.14	-0.10	-0.24
	Difference (Military vs College)		0.02	-0.04	-0.06		0.08	-0.02	-0.09
	Difference (Military vs Other)		0.15	0.13	-0.02		0.15	0.00	-0.15
<b>Vocational plans, aspirations, and expectations</b>									
27	I worry whether I will have any job at all in a few months. (Never=1--Always=5) Mean Scores								
	A. Military	1.6	2.42	1.44	-0.98 †	1.1	2.36	1.51	-0.84 †
	B. Civil. F-T Job	27.2	2.50	1.92	-0.58 †	22.1	2.29	1.88	-0.41 †
	C. Civil F-T College	48.5	2.24	2.32	0.08	51.8	2.05	2.10	0.04
	D. Other	22.7	2.71	2.46	-0.25 †	25.0	2.24	2.08	-0.16 †
	Total	1,256	2.42	2.23	-0.19	1,386	2.15	2.04	-0.12
	Root M. S. E.		1.14	1.09	1.32		1.15	1.14	1.39
	Difference (Military vs Job)		-0.08	-0.48 *	-0.40		0.07	-0.36	-0.43
	Difference (Military vs College)		0.18	-0.88 *	-1.07 *		0.30	-0.58 *	-0.89 *
	Difference (Military vs Other)		-0.29	-1.02 *	-0.73 *		0.12	-0.57	-0.69 *

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
28	I feel sure that I could go out and get a new job (with decent pay) whenever I want one. (Never=1--Always=5)								
	Mean Scores								
	A. Military	1.6	2.89	2.98	0.10	1.1	2.33	2.49	0.16
	B. Civil. F-T Job	27.0	2.79	2.96	0.16 †	22.0	2.98	3.17	0.19 †
	C. Civil F-T College	48.4	2.86	2.91	0.05	51.9	3.07	3.12	0.05
	D. Other	23.0	2.72	2.77	0.05	25.0	3.00	3.00	-0.01
	Total	1,268	2.81	2.89	0.08	1,388	3.03	3.09	0.07
	Root M. S. E.		0.93	0.95	1.10		1.06	1.07	1.24
	Difference (Military vs Job)		0.10	0.03	-0.07		-0.65 *	-0.68 *	-0.03
	Difference (Military vs College)		0.03	0.08	0.05		-0.74	-0.63 *	0.11
	Difference (Military vs Other)		0.17	0.22	0.05		-0.67	-0.51	0.16
29	I feel sure that I can keep working steadily with my present employer as long as I want to. (Never=1--Always=5)								
	Mean Scores								
	A. Military	2.2	3.58	4.50	0.92	1.7	3.86	4.54	0.69
	B. Civil. F-T Job	39.7	3.93	4.33	0.39 †	29.6	4.03	4.36	0.33 †
	C. Civil F-T College	37.5	4.30	4.30	0.00	43.7	4.28	4.30	0.01
	D. Other	20.6	3.99	4.18	0.19	25.1	4.23	4.33	0.11
	Total	574	4.08	4.29	0.22	707	4.19	4.33	0.14
	Root M. S. E.		0.95	0.85	1.12		0.99	0.91	1.23
	Difference (Military vs Job)		-0.35	0.17	0.53		-0.18	0.18	0.36
	Difference (Military vs College)		-0.72	0.20	0.92 *		-0.43	0.24	0.67
	Difference (Military vs Other)		-0.41	0.32	0.73 *		-0.37	0.21	0.58

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
30	I worry about getting fired or laid off from my job. (Never=1--Always=5)								
	Mean Scores								
	A. Military	2.2	1.66	1.34	-0.32	1.7	1.54	1.54	0.00
	B. Civil. F-T Job	39.6	1.70	1.66	-0.04	29.7	1.72	1.67	-0.05
	C. Civil F-T College	37.6	1.55	1.44	-0.11	43.8	1.44	1.40	-0.03
	D. Other	20.6	1.64	1.69	0.06	24.9	1.74	1.59	-0.15 †
	Total	572	1.63	1.58	-0.05	708	1.60	1.53	-0.07
	Root M. S. E.		0.84	0.75	0.96		0.86	0.81	0.98
	Difference (Military vs Job)		-0.04	-0.32	-0.28		-0.18	-0.13	0.05
	Difference (Military vs College)		0.10	-0.10	-0.21		0.11	0.14	0.03
	Difference (Military vs Other)		0.02	-0.35	-0.37		-0.19	-0.05	0.15
31	What kind of work do you think you will be doing when you are 30 years old? (Job Status Scale: Other=1--Professional, with PhD=4)								
	Mean Scores								
	A. Military	1.0	2.74	2.72	-0.02	1.5	2.81	2.80	-0.02
	B. Civil. F-T Job	26.1	1.76	1.56	-0.20 †	21.6	1.80	1.76	-0.03
	C. Civil F-T College	53.8	1.36	1.58	0.21	56.4	2.92	2.08	-0.84
	D. Other	19.2	2.21	1.97	-0.24 †	20.5	2.13	2.19	0.06
	Total	1,142	2.37	2.26	-0.11	557	2.46	2.44	-0.02
	Root M. S. E.		0.91	0.83	0.90		0.96	0.92	0.88
	Difference (Military vs Job)		0.99	1.16	0.17		1.02 *	1.03	0.02 *
	Difference (Military vs College)		1.38 *	1.15 *	-0.23		-0.11	0.72 *	0.82 *
	Difference (Military vs Other)		0.53 *	0.75	0.22		0.68	0.61	-0.07

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
32	How likely do you think it is that you will actually get to do this kind of work? (Not very likely=1--I already do this kind of work=6) Mean Scores								
	A. Military	1.0	3.83	4.68	0.85	1.2	4.02	4.16	0.14
	B. Civil. F-T Job	26.8	4.12	4.50	0.38 †	19.9	4.03	4.22	0.19
	C. Civil F-T College	49.9	3.98	4.02	0.04	55.8	3.99	4.07	0.08
	D. Other	22.3	3.95	4.08	0.13	23.2	4.10	4.24	0.13
	Total	1,355	4.01	4.17	0.16	1,273	4.03	4.14	0.11
	Root M. S. E.		0.87	0.94	1.13		0.89	0.95	1.15
	Difference (Military vs Job)		-0.29	0.18	0.47		-0.01	-0.06	-0.05
	Difference (Military vs College)		-0.15	0.67	0.82 *		0.03	0.08	0.06
	Difference (Military vs Other)		-0.12	0.60 *	0.72 *		-0.08	-0.08	0.00
33	How certain are you that this kind of work is a good choice for you? (Not at all certain=1--Completely certain=5) Mean Scores								
	A. Military	1.0	3.71	3.59	-0.12	1.2	3.77	3.74	-0.02
	B. Civil. F-T Job	27.1	3.67	3.62	-0.05	20.0	3.70	3.72	0.02
	C. Civil F-T College	49.6	3.60	3.73	0.13 †	55.6	3.68	3.77	0.09 †
	D. Other	22.3	3.68	3.71	0.03	23.2	3.81	3.75	-0.06
	Total	1,365	3.64	3.70	0.06	1,287	3.72	3.75	0.04
	Root M. S. E.		0.82	0.83	0.98		0.90	0.89	1.02
	Difference (Military vs Job)		0.04	-0.04	-0.08		0.06	0.03	-0.04
	Difference (Military vs College)		0.10	-0.14	-0.25		0.09	-0.02	-0.11
	Difference (Military vs Other)		0.03	-0.13	-0.16		-0.05	-0.01	0.04

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
34	How satisfying do you think this kind of work will be for you? (Not very satisfying=1--Extremely satisfying=5) Mean Scores								
	A. Military	1.0	3.51	3.90	0.39	1.2	3.77	3.91	0.15
	B. Civil. F-T Job	27.0	3.86	3.77	-0.08	20.0	3.90	3.84	-0.06
	C. Civil F-T College	49.6	4.07	4.02	-0.05	55.6	4.07	4.10	0.03
	D. Other	22.3	3.92	3.84	-0.08	23.2	4.01	3.98	-0.03
	Total	1,363	3.97	3.91	-0.06	1,285	4.02	4.02	0.00
	Root M. S. E.		0.77	0.79	0.91		0.80	0.80	0.90
	Difference (Military vs Job)		-0.35	0.13	0.48		-0.13	0.07	0.21
	Difference (Military vs College)		-0.56	-0.11	0.44		-0.31	-0.19	0.12
	Difference (Military vs Other)		-0.40	0.06	0.47		-0.24	-0.06	0.18
35	I would like to stay in the same job for most of my adult life. (Disagree=1--Agree=5) Mean Scores								
	A. Military	0.6	2.97	2.86	-0.10	0.8	3.75	3.11	-0.64 †
	B. Civil. F-T Job	29.0	3.44	2.90	-0.54 †	20.9	3.49	3.18	-0.30 †
	C. Civil F-T College	46.0	3.52	3.46	-0.07	54.2	3.67	3.64	-0.03
	D. Other	24.4	3.29	3.11	-0.18 †	24.1	3.66	3.44	-0.22 †
	Total	1,562	3.44	3.21	-0.23	1,484	3.63	3.49	-0.14
	Root M. S. E.		1.19	1.22	1.43		1.26	1.24	1.48
	Difference (Military vs Job)		-0.48	-0.04	0.44		0.26	-0.07	-0.33
	Difference (Military vs College)		-0.56	-0.59	-0.04		0.08	-0.53	-0.61
	Difference (Military vs Other)		-0.33	-0.25	0.08		0.09	-0.33	-0.42

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
36	To what extent do you think your religion will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	1.0	1.14	1.00	-0.14	1.2	1.06	1.00	-0.06
	B. Civil. F-T Job	27.8	1.06	1.03	-0.03 †	21.0	1.04	1.03	-0.01
	C. Civil F-T College	48.4	1.04	1.02	-0.02 †	54.5	1.04	1.04	-0.01
	D. Other	22.8	1.09	1.04	-0.05 †	23.3	1.04	1.05	0.00
	Total	1,435	1.06	1.03	-0.03	1,336	1.04	1.04	0.00
	Root M. S. E.		0.24	0.16	0.25		0.21	0.20	0.25
	Difference (Military vs Job)		0.08	-0.03	-0.11		0.02	-0.03	-0.06
	Difference (Military vs College)		0.10	-0.02	-0.12		0.02	-0.04	-0.06
	Difference (Military vs Other)		0.05	-0.04	-0.09		0.02	-0.05	-0.07
37	To what extent do you think your sex will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	0.9	1.53	1.17	-0.35 †	1.3	1.28	1.30	0.02
	B. Civil. F-T Job	27.7	1.29	1.26	-0.03	20.8	1.30	1.27	-0.03
	C. Civil F-T College	48.5	1.42	1.40	-0.02	54.5	1.43	1.40	-0.03
	D. Other	22.9	1.35	1.25	-0.10 †	23.4	1.37	1.29	-0.08 †
	Total	1,417	1.37	1.33	-0.05	1,330	1.39	1.35	-0.04
	Root M. S. E.		0.50	0.47	0.59		0.52	0.51	0.61
	Difference (Military vs Job)		0.23 *	-0.09	-0.32 *		-0.02	0.03	0.05
	Difference (Military vs College)		0.10	-0.23	-0.33		-0.15	-0.10	0.05
	Difference (Military vs Other)		0.18	-0.07	-0.25		-0.09	0.01	0.10

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
38	To what extent do you think your race will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	1.1	1.13	1.07	-0.07	1.2	1.13	1.13	0.00
	B. Civil. F-T Job	27.5	1.14	1.10	-0.04	21.0	1.14	1.10	-0.05
	C. Civil F-T College	49.0	1.16	1.14	-0.01	54.4	1.18	1.17	-0.01
	D. Other	22.4	1.19	1.18	-0.01	23.4	1.22	1.21	-0.02
	Total	1,432	1.16	1.14	-0.02	1,366	1.18	1.16	-0.02
	Root M. S. E.		0.39	0.36	0.39		0.44	0.42	0.41
	Difference (Military vs Job)		-0.01	-0.03	-0.02		-0.01	0.03	0.05
	Difference (Military vs College)		-0.03	-0.08	-0.05		-0.05	-0.04	0.01
	Difference (Military vs Other)		-0.06	-0.11	-0.05		-0.09	-0.08	0.02
39	To what extent do you think your family background will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	1.0	1.21	1.07	-0.14	1.2	1.12	1.12	0.00
	B. Civil. F-T Job	27.6	1.10	1.06	-0.04	20.8	1.09	1.11	0.02
	C. Civil F-T College	48.7	1.10	1.09	-0.01	54.9	1.09	1.08	0.00
	D. Other	22.8	1.12	1.07	-0.05	23.0	1.12	1.09	-0.03
	Total	1,426	1.11	1.08	-0.03	1,357	1.10	1.09	0.00
	Root M. S. E.		0.32	0.26	0.37		0.31	0.31	0.36
	Difference (Military vs Job)		0.11	0.01	-0.10		0.03	0.01	-0.02
	Difference (Military vs College)		0.11	-0.02	-0.12		0.03	0.04	0.00
	Difference (Military vs Other)		0.09	0.00	-0.09		0.00	0.03	0.03

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
40	To what extent do you think your political views will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	0.8	1.03	1.12	0.09	1.2	1.28	1.13	-0.15
	B. Civil. F-T Job	27.4	1.11	1.06	-0.05 †	21.3	1.13	1.07	-0.06 †
	C. Civil F-T College	49.7	1.11	1.07	-0.04 †	54.3	1.13	1.11	-0.02
	D. Other	22.2	1.13	1.07	-0.06 †	23.2	1.12	1.08	-0.04 †
	Total	1,321	1.11	1.07	-0.05	1,267	1.13	1.10	-0.04
	Root M. S. E.		0.32	0.24	0.35		0.35	0.29	0.39
	Difference (Military vs Job)		-0.07	0.06 *	0.14		0.15	0.05	-0.09
	Difference (Military vs College)		-0.08	0.05	0.13		0.14	0.02	-0.13
	Difference (Military vs Other)		-0.10	0.05	0.15		0.16	0.05	-0.11
41	To what extent do you think your education will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3)								
	Mean Scores								
	A. Military	1.0	1.76	1.56	-0.20	1.2	1.90	1.84	-0.06
	B. Civil. F-T Job	27.9	1.76	1.72	-0.04	21.1	1.89	1.78	-0.11 †
	C. Civil F-T College	48.6	1.67	1.59	-0.08 †	54.3	1.72	1.55	-0.17 †
	D. Other	22.6	1.76	1.61	-0.15 †	23.3	1.85	1.70	-0.14 †
	Total	1,414	1.71	1.63	-0.09	1,345	1.79	1.64	-0.15
	Root M. S. E.		0.72	0.69	0.81		0.79	0.74	0.89
	Difference (Military vs Job)		0.00	-0.16	-0.16		0.01	0.06	0.05
	Difference (Military vs College)		0.09	-0.03	-0.11		0.18	0.29	0.11
	Difference (Military vs Other)		0.00	-0.05	-0.04		0.05	0.14	0.08

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
42	To what extent do you think your lack of vocational training will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	1.0	1.43	1.22	-0.22	1.3	1.51	1.43	-0.09
	B. Civil. F-T Job	28.3	1.63	1.57	-0.07	20.9	1.67	1.54	-0.13 †
	C. Civil F-T College	47.9	1.49	1.41	-0.08 †	53.4	1.46	1.33	-0.12 †
	D. Other	22.8	1.65	1.57	-0.08	24.4	1.61	1.52	-0.09
	Total	1,281	1.57	1.49	-0.08	1,197	1.54	1.42	-0.11
	Root M. S. E.		0.64	0.61	0.76		0.69	0.62	0.79
	Difference (Military vs Job)		-0.20	-0.35 *	-0.15		-0.16	-0.12	0.04
	Difference (Military vs College)		-0.05	-0.19	-0.14		0.05	0.09	0.04
	Difference (Military vs Other)		-0.22	-0.36	-0.14		-0.10	-0.09	0.00
43	To what extent do you think your lack of ability will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	1.0	1.56	1.27	-0.29	1.3	1.78	1.58	-0.20
	B. Civil. F-T Job	27.5	1.63	1.45	-0.18 †	20.6	1.66	1.41	-0.25 †
	C. Civil F-T College	48.6	1.66	1.54	-0.12 †	54.3	1.64	1.46	-0.18 †
	D. Other	23.0	1.68	1.39	-0.30 †	23.9	1.72	1.52	-0.20 †
	Total	1,377	1.66	1.48	-0.18	1,321	1.67	1.47	-0.20
	Root M. S. E.		0.73	0.66	0.81		0.80	0.71	0.88
	Difference (Military vs Job)		-0.07	-0.18	-0.11		0.12	0.17	0.05
	Difference (Military vs College)		-0.10	-0.27	-0.17		0.14	0.12	-0.02
	Difference (Military vs Other)		-0.12	-0.12	0.01		0.06	0.06	0.00

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
44	To what extent do you think your not knowing the right people will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	1.1	1.70	1.57	-0.14	1.2	1.70	1.19	-0.51 †
	B. Civil. F-T Job	27.6	1.51	1.48	-0.03	20.6	1.54	1.52	-0.02
	C. Civil F-T College	48.2	1.66	1.70	0.04	54.3	1.61	1.72	0.11 †
	D. Other	23.1	1.56	1.63	0.06	23.9	1.57	1.65	0.07
	Total	1,318	1.59	1.62	0.03	1,269	1.59	1.65	0.07
	Root M. S. E.		0.58	0.60	0.67		0.61	0.63	0.71
	Difference (Military vs Job)		0.20	0.09	-0.11		0.16	-0.33	-0.50 *
	Difference (Military vs College)		0.05	-0.13	-0.18		0.09	-0.53 *	-0.62 *
	Difference (Military vs Other)		0.14	-0.06	-0.20		0.13	-0.45 *	-0.59 *
45	To what extent do you think your not wanting to work hard will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	0.9	1.68	1.24	-0.45	1.2	1.90	1.82	-0.08
	B. Civil. F-T Job	27.3	1.63	1.41	-0.22 †	20.7	1.70	1.43	-0.27 †
	C. Civil F-T College	48.6	1.64	1.55	-0.08 †	54.7	1.72	1.51	-0.21 †
	D. Other	23.2	1.65	1.35	-0.31 †	23.4	1.79	1.49	-0.29 †
	Total	1,422	1.64	1.46	-0.17	1,377	1.73	1.49	-0.24
	Root M. S. E.		0.77	0.70	0.84		0.85	0.77	0.96
	Difference (Military vs Job)		0.05	-0.17	-0.23		0.20	0.39 *	0.19
	Difference (Military vs College)		0.05	-0.32	-0.36 *		0.18	0.31	0.13
	Difference (Military vs Other)		0.03	-0.11	-0.14		0.11	0.33	0.21

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
46	To what extent do you think your not wanting to conform will prevent you from getting the kind of work you would like to have? (Not at all=1--A lot=3) Mean Scores								
	A. Military	0.8	1.27	1.37	0.10	1.3	1.91	1.77	-0.14
	B. Civil. F-T Job	26.4	1.57	1.40	-0.17 †	20.8	1.54	1.36	-0.18 †
	C. Civil F-T College	51.1	1.64	1.50	-0.14 †	54.8	1.60	1.51	-0.09 †
	D. Other	21.8	1.54	1.33	-0.21 †	23.1	1.63	1.46	-0.18 †
	Total	1,196	1.60	1.43	-0.16	1,150	1.60	1.47	-0.13
	Root M. S. E.		0.68	0.59	0.75		0.72	0.65	0.80
	Difference (Military vs Job)		-0.30	-0.04	0.27		0.37	0.41 *	0.04
	Difference (Military vs College)		-0.37	-0.13	0.24		0.31	0.25	-0.05
	Difference (Military vs Other)		-0.27	0.04	0.31 *		0.27	0.31	0.04
<b>Work ethic/success orientation</b>									
47	How important is each of the following to you in your life? Being successful in my line of work (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.1	3.58	3.52	-0.06	1.6	3.64	3.43	-0.21
	B. Civil. F-T Job	28.0	3.41	3.26	-0.15 †	20.0	3.53	3.49	-0.04
	C. Civil F-T College	46.8	3.51	3.51	0.00	53.9	3.59	3.53	-0.05 †
	D. Other	24.1	3.46	3.29	-0.16 †	24.6	3.48	3.40	-0.08
	Total	1,568	3.47	3.39	-0.09	1,498	3.55	3.49	-0.06
	Root M. S. E.		0.60	0.65	0.72		0.62	0.64	0.72
	Difference (Military vs Job)		0.16	0.26	0.10		0.11	-0.06	-0.17
	Difference (Military vs College)		0.07	0.01	-0.05		0.05	-0.10	-0.16
	Difference (Military vs Other)		0.12	0.23	0.10		0.15	0.03	-0.13

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
48	To me, work is nothing more than making a living. (Disagree=1--Agree=5)								
	Mean Scores								
	A. Military	0.6	1.93	2.83	0.90	0.8	2.00	2.11	0.11
	B. Civil. F-T Job	28.9	2.12	2.30	0.18 †	20.9	2.40	2.51	0.11
	C. Civil F-T College	46.1	1.92	1.88	-0.03	54.2	2.03	1.99	-0.04
	D. Other	24.4	2.23	2.31	0.09	24.1	2.34	2.42	0.08
	Total	1,570	2.05	2.11	0.06	1,488	2.18	2.20	0.02
	Root M. S. E.		1.13	1.12	1.26		1.20	1.19	1.32
	Difference (Military vs Job)		-0.19	0.53	0.72		-0.40	-0.40	0.00
	Difference (Military vs College)		0.01	0.95 *	0.93		-0.03	0.12	0.15
	Difference (Military vs Other)		-0.29	0.51	0.81		-0.34	-0.31	0.03
49	I expect my work to be a very central part of my life. (Disagree=1--Agree=5)								
	Mean Scores								
	A. Military	0.6	4.00	3.50	-0.50	0.8	3.97	3.67	-0.31
	B. Civil. F-T Job	28.8	3.79	3.45	-0.34 †	21.0	3.70	3.51	-0.19 †
	C. Civil F-T College	46.1	3.92	3.94	0.02	54.2	3.74	3.78	0.05
	D. Other	24.5	3.90	3.68	-0.22 †	24.0	3.89	3.63	-0.25 †
	Total	1,564	3.88	3.73	-0.15	1,477	3.77	3.69	-0.08
	Root M. S. E.		0.98	0.99	1.12		1.07	1.07	1.21
	Difference (Military vs Job)		0.21	0.05	-0.16		0.28	0.16	-0.12
	Difference (Military vs College)		0.08	-0.44	-0.52		0.24	-0.12	-0.35
	Difference (Military vs Other)		0.10	-0.18	-0.28		0.09	0.03	-0.05

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
50	I want to do my best in my job, even if this sometimes means working overtime. (Disagree=1--Agree=5) Mean Scores								
	A. Military	0.6	4.69	4.45	-0.24	0.8	4.75	4.83	0.08
	B. Civil. F-T Job	28.8	4.51	4.45	-0.06	20.8	4.35	4.49	0.13 †
	C. Civil F-T College	46.1	4.54	4.54	0.00	54.3	4.40	4.47	0.07 †
	D. Other	24.5	4.47	4.43	-0.04	24.1	4.42	4.39	-0.03
	Total	1,569	4.52	4.49	-0.03	1,482	4.40	4.46	0.06
	Root M. S. E.		0.66	0.65	0.80		0.76	0.71	0.91
	Difference (Military vs Job)		0.18	0.00	-0.18		0.40	0.35	-0.05
	Difference (Military vs College)		0.15	-0.09	-0.24		0.35	0.36	0.02
	Difference (Military vs Other)		0.22	0.02	-0.20		0.33	0.44 *	0.11
51	If you were to get enough money to live as comfortably as you'd like for the rest of you life, would you want to work? (I would want to work=1--I would not want to work=2) Mean Scores								
	A. Military	1.0	1.14	1.12	-0.02	1.0	1.13	1.14	0.01
	B. Civil. F-T Job	28.1	1.22	1.22	0.00	21.2	1.21	1.21	0.00
	C. Civil F-T College	46.9	1.16	1.15	-0.01	53.3	1.18	1.16	-0.02 †
	D. Other	24.0	1.19	1.22	0.03 †	24.5	1.20	1.21	0.01
	Total	4,617	1.18	1.19	0.00	4,418	1.19	1.18	-0.01
	Root M. S. E.		0.34	0.34	0.39		0.37	0.36	0.40
	Difference (Military vs Job)		-0.08	-0.10	-0.02		-0.08	-0.07	0.01
	Difference (Military vs College)		-0.02	-0.04	-0.02		-0.05	-0.02	0.03
	Difference (Military vs Other)		-0.06	-0.11 *	-0.05		-0.07	-0.07	0.00

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Preferences regarding job characteristics</b>									
52	How important is each of the following to you in your life? Being able to find steady work (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.1	3.60	3.63	0.04	1.6	3.74	3.65	-0.08
	B. Civil. F-T Job	27.5	3.60	3.60	0.00	19.8	3.73	3.77	0.04
	C. Civil F-T College	46.7	3.56	3.57	0.01	53.9	3.68	3.70	0.02
	D. Other	24.8	3.61	3.43	-0.19 †	24.7	3.64	3.60	-0.04
	Total	1,578	3.58	3.55	-0.04	1,498	3.68	3.69	0.00
	Root M. S. E.		0.56	0.60	0.68		0.53	0.53	0.60
	Difference (Military vs Job)		-0.01	0.03	0.04		0.01	-0.11	-0.12
	Difference (Military vs College)		0.04	0.06	0.02		0.05	-0.04	-0.10
	Difference (Military vs Other)		-0.02	0.21	0.22		0.09	0.05	-0.04
53	I like the kind of work you can forget about after the work day is over. (Disagree=1--Agree=5) Mean Scores								
	A. Military	0.6	2.97	3.66	0.69	0.8	3.17	3.72	0.56
	B. Civil. F-T Job	28.9	3.78	4.04	0.26 †	21.0	3.65	4.05	0.40 †
	C. Civil F-T College	46.0	3.44	3.43	-0.02	53.9	3.41	3.40	-0.01
	D. Other	24.5	3.51	3.81	0.30 †	24.4	3.46	3.75	0.29 †
	Total	1,573	3.55	3.70	0.15	1,485	3.47	3.63	0.15
	Root M. S. E.		1.20	1.14	1.34		1.26	1.20	1.34
	Difference (Military vs Job)		-0.81 *	-0.38	0.43		-0.48	-0.32	0.16
	Difference (Military vs College)		-0.48	0.23	0.71		-0.25	0.32	0.56
	Difference (Military vs Other)		-0.55	-0.16	0.39		-0.29	-0.03	0.27

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
54	Different people may look for different things in their work. How important is having a job where you can see the results of what you do? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.61	3.74	0.13	1.2	3.58	3.55	-0.04
	B. Civil. F-T Job	27.8	3.55	3.59	0.04	20.9	3.47	3.58	0.10 †
	C. Civil F-T College	47.7	3.54	3.54	0.00	54.0	3.52	3.49	-0.03
	D. Other	23.5	3.51	3.57	0.07	23.8	3.44	3.54	0.10 †
	Total	1,564	3.53	3.56	0.03	1,472	3.49	3.52	0.03
	Root M. S. E.		0.56	0.55	0.67		0.61	0.60	0.69
	Difference (Military vs Job)		0.06	0.15	0.09		0.11	-0.03	-0.14
	Difference (Military vs College)		0.07	0.20	0.13		0.06	0.06	-0.01
	Difference (Military vs Other)		0.10	0.17	0.06		0.15	0.00	-0.14
55	Different people may look for different things in their work. How important is having a job that has high status and prestige? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.61	2.89	0.28	1.2	3.30	2.81	-0.49
	B. Civil. F-T Job	27.6	2.87	2.65	-0.22 †	20.9	2.91	2.71	-0.20 †
	C. Civil F-T College	48.1	2.66	2.56	-0.10 †	54.2	2.75	2.53	-0.22 †
	D. Other	23.2	2.80	2.63	-0.17 †	23.7	2.90	2.63	-0.27 †
	Total	1,546	2.75	2.60	-0.15	1,467	2.83	2.60	-0.23
	Root M. S. E.		0.81	0.83	0.82		0.88	0.89	0.90
	Difference (Military vs Job)		-0.26	0.24	0.50		0.40	0.10	-0.29
	Difference (Military vs College)		-0.05	0.33	0.39 *		0.55 *	0.28	-0.27
	Difference (Military vs Other)		-0.19	0.27	0.46 *		0.40	0.18	-0.22

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
56	Different people may look for different things in their work. How important is having a job which is interesting to do? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.81	3.83	0.02	1.2	3.94	4.00	0.06
	B. Civil. F-T Job	27.9	3.88	3.87	-0.01	21.0	3.83	3.78	-0.05
	C. Civil F-T College	47.7	3.92	3.89	-0.03 †	54.3	3.91	3.88	-0.03 †
	D. Other	23.5	3.88	3.82	-0.06 †	23.5	3.86	3.84	-0.02
	Total	1,550	3.90	3.87	-0.03	1,460	3.88	3.85	-0.03
	Root M. S. E.		0.28	0.33	0.40		0.34	0.36	0.44
	Difference (Military vs Job)		-0.08	-0.04	0.03		0.11 *	0.22	0.11
	Difference (Military vs College)		-0.11	-0.06	0.05		0.03	0.12	0.09
	Difference (Military vs Other)		-0.08	0.01	0.08		0.08	0.16	0.08
57	Different people may look for different things in their work. How important is having a job where the chances for advancement and promotion are good? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.66	3.62	-0.04	1.2	3.83	3.70	-0.13
	B. Civil. F-T Job	27.8	3.58	3.50	-0.08	21.0	3.60	3.57	-0.03
	C. Civil F-T College	47.7	3.45	3.35	-0.10 †	54.0	3.47	3.35	-0.12 †
	D. Other	23.5	3.56	3.45	-0.11 †	23.8	3.56	3.52	-0.04
	Total	1,558	3.51	3.42	-0.09	1,468	3.52	3.44	-0.08
	Root M. S. E.		0.62	0.66	0.71		0.65	0.67	0.70
	Difference (Military vs Job)		0.08	0.11	0.04		0.23	0.13	-0.10
	Difference (Military vs College)		0.21	0.27	0.06		0.36 *	0.35	-0.01
	Difference (Military vs Other)		0.10	0.16	0.06		0.27	0.18	-0.09

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
58	Different people may look for different things in their work. How important is having a job that gives you an opportunity to be directly helpful to others? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.55	3.64	0.09	1.2	3.62	3.66	0.04
	B. Civil. F-T Job	27.8	3.47	3.39	-0.08 †	21.0	3.40	3.32	-0.07
	C. Civil F-T College	47.7	3.50	3.42	-0.08 †	54.1	3.48	3.47	-0.01
	D. Other	23.5	3.48	3.44	-0.04	23.7	3.44	3.44	0.00
	Total	1,560	3.49	3.42	-0.07	1,467	3.46	3.43	-0.02
	Root M. S. E.		0.60	0.64	0.68		0.66	0.67	0.72
	Difference (Military vs Job)		0.09	0.25	0.17		0.23	0.34 *	0.11
	Difference (Military vs College)		0.05	0.22 *	0.17		0.14	0.19	0.05
	Difference (Military vs Other)		0.07	0.19	0.13		0.19	0.23	0.04
59	Different people may look for different things in their work. How important is having a job which provides you with a chance to earn a good deal of money? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.40	2.94	-0.47	1.2	3.40	3.28	-0.11
	B. Civil. F-T Job	27.9	3.44	3.29	-0.15 †	21.0	3.48	3.41	-0.07
	C. Civil F-T College	47.8	3.21	3.07	-0.14 †	54.0	3.25	3.04	-0.21 †
	D. Other	23.4	3.40	3.28	-0.12 †	23.8	3.39	3.25	-0.14 †
	Total	1,562	3.32	3.18	-0.14	1,470	3.33	3.17	-0.16
	Root M. S. E.		0.66	0.69	0.67		0.75	0.76	0.72
	Difference (Military vs Job)		-0.04	-0.35 *	-0.31		-0.08	-0.13	-0.05
	Difference (Military vs College)		0.19	-0.13	-0.32		0.15	0.24	0.10
	Difference (Military vs Other)		0.00	-0.35	-0.35		0.00	0.03	0.03

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
60	Different people may look for different things in their work. How important is having a job where you have the chance to be creative? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.51	3.47	-0.04	1.2	3.45	3.11	-0.34
	B. Civil. F-T Job	27.9	2.99	2.91	-0.07	21.0	3.07	3.03	-0.04
	C. Civil F-T College	47.9	3.09	3.06	-0.03	54.0	3.04	2.99	-0.05
	D. Other	23.2	3.06	3.02	-0.04	23.8	3.09	3.02	-0.07
	Total	1,555	3.06	3.02	-0.04	1,465	3.06	3.01	-0.05
	Root M. S. E.		0.77	0.77	0.78		0.81	0.83	0.81
	Difference (Military vs Job)		0.52 *	0.55 *	0.03		0.38	0.08	-0.30 *
	Difference (Military vs College)		0.42 *	0.40 *	-0.01		0.42	0.13	-0.29
	Difference (Military vs Other)		0.45	0.45 *	0.00		0.36	0.09	-0.27
61	Different people may look for different things in their work. How important is having a job where the skills you learn will not go out of date? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.36	3.55	0.19	1.2	3.30	3.25	-0.06
	B. Civil. F-T Job	27.8	3.33	3.38	0.04	21.0	3.36	3.31	-0.06
	C. Civil F-T College	47.8	3.32	3.21	-0.11 †	54.1	3.27	3.21	-0.06
	D. Other	23.4	3.40	3.38	-0.02	23.7	3.41	3.34	-0.07 †
	Total	1,556	3.34	3.30	-0.04	1,467	3.32	3.26	-0.06
	Root M. S. E.		0.74	0.74	0.86		0.78	0.80	0.91
	Difference (Military vs Job)		0.03	0.18	0.15		-0.06	-0.06	0.00
	Difference (Military vs College)		0.04	0.35	0.31		0.03	0.03	0.00
	Difference (Military vs Other)		-0.04	0.17	0.21		-0.11	-0.09	0.02

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
62	Different people may look for different things in their work. How important is having a job that gives you a chance to make friends? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.60	3.62	0.02	1.2	3.45	3.32	-0.13
	B. Civil. F-T Job	27.8	3.55	3.35	-0.20 †	20.9	3.41	3.15	-0.26 †
	C. Civil F-T College	47.6	3.56	3.40	-0.16 †	54.0	3.45	3.29	-0.15 †
	D. Other	23.6	3.47	3.37	-0.10 †	23.8	3.36	3.27	-0.09
	Total	1,559	3.54	3.38	-0.16	1,464	3.42	3.26	-0.16
	Root M. S. E.		0.59	0.66	0.70		0.69	0.76	0.83
	Difference (Military vs Job)		0.04	0.27	0.22		0.04	0.17	0.12
	Difference (Military vs College)		0.04	0.22	0.18		0.01	0.03	0.02
	Difference (Military vs Other)		0.13	0.25	0.12		0.09	0.05	-0.04
63	Different people may look for different things in their work. How important is having a job which uses your skills and abilities--lets you do the things you can do best? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.81	3.83	0.02	1.2	3.83	3.70	-0.13
	B. Civil. F-T Job	27.8	3.72	3.61	-0.11 †	21.0	3.69	3.61	-0.08
	C. Civil F-T College	47.7	3.76	3.72	-0.04	54.0	3.76	3.76	0.00
	D. Other	23.5	3.71	3.63	-0.08 †	23.8	3.70	3.68	-0.02
	Total	1,565	3.74	3.67	-0.07	1,470	3.73	3.71	-0.02
	Root M. S. E.		0.44	0.48	0.58		0.47	0.48	0.58
	Difference (Military vs Job)		0.09	0.22	0.13		0.14	0.09	-0.05
	Difference (Military vs College)		0.05	0.11	0.06		0.07	-0.06	-0.13
	Difference (Military vs Other)		0.10	0.20	0.10		0.13	0.01	-0.11

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
64	Different people may look for different things in their work. How important is having a job that is worthwhile to society? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.48	3.24	-0.24	1.2	3.17	3.26	0.09
	B. Civil. F-T Job	27.6	3.32	3.13	-0.19 †	21.1	3.27	3.10	-0.17 †
	C. Civil F-T College	47.9	3.46	3.34	-0.12 †	54.4	3.44	3.40	-0.03
	D. Other	23.5	3.31	3.19	-0.12 †	23.4	3.28	3.23	-0.05
	Total	1,539	3.39	3.25	-0.14	1,442	3.36	3.30	-0.06
	Root M. S. E.		0.64	0.70	0.78		0.71	0.71	0.80
	Difference (Military vs Job)		0.16	0.11	-0.05		-0.10	0.16	0.26
	Difference (Military vs College)		0.02	-0.10	-0.12		-0.27 *	-0.14	0.13
	Difference (Military vs Other)		0.17	0.05	-0.12		-0.11	0.04	0.14
65	Different people may look for different things in their work. How important is having a job where you have more than two weeks' vacation? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.15	1.87	-0.28	1.2	2.38	2.66	0.28
	B. Civil. F-T Job	27.7	2.26	1.99	-0.27 †	20.8	2.36	2.11	-0.25 †
	C. Civil F-T College	47.8	2.25	2.20	-0.05	54.1	2.44	2.30	-0.14 †
	D. Other	23.5	2.27	2.07	-0.21 †	23.9	2.33	2.15	-0.18 †
	Total	1,562	2.26	2.10	-0.15	1,467	2.40	2.23	-0.17
	Root M. S. E.		0.86	0.83	0.87		0.91	0.90	0.99
	Difference (Military vs Job)		-0.10	-0.12	-0.01		0.01	0.55	0.53
	Difference (Military vs College)		-0.10	-0.33	-0.23		-0.06	0.36	0.42
	Difference (Military vs Other)		-0.12	-0.20	-0.07		0.04	0.51 *	0.46

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
66	Different people may look for different things in their work. How important is having a job where you get a chance to participate in decision making? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.81	3.15	0.34	1.2	3.47	3.06	-0.42 †
	B. Civil. F-T Job	27.8	2.93	2.97	0.04	21.0	3.02	3.01	-0.01
	C. Civil F-T College	47.7	2.97	3.03	0.06 †	54.0	3.18	3.12	-0.06
	D. Other	23.5	2.91	2.86	-0.06	23.8	3.11	3.03	-0.08
	Total	1,561	2.94	2.98	0.03	1,468	3.13	3.07	-0.06
	Root M. S. E.		0.72	0.70	0.78		0.73	0.76	0.82
	Difference (Military vs Job)		-0.12	0.18	0.30		0.45 *	0.04	-0.40 *
	Difference (Military vs College)		-0.16	0.11	0.28		0.29	-0.06	-0.35 *
	Difference (Military vs Other)		-0.11	0.29	0.40		0.36	0.03	-0.33
67	Different people may look for different things in their work. How important is having a job which leaves a lot of time for other things in your life? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.94	2.98	0.04	1.2	3.11	3.11	0.00
	B. Civil. F-T Job	28.0	3.09	2.98	-0.11 †	21.0	3.11	2.99	-0.12 †
	C. Civil F-T College	47.6	3.06	2.98	-0.08 †	54.0	3.11	2.98	-0.13 †
	D. Other	23.5	3.13	3.01	-0.12 †	23.8	3.14	3.07	-0.07
	Total	1,556	3.08	2.99	-0.10	1,464	3.12	3.00	-0.11
	Root M. S. E.		0.71	0.72	0.79		0.74	0.76	0.84
	Difference (Military vs Job)		-0.16	0.00	0.15		0.00	0.13	0.12
	Difference (Military vs College)		-0.12	0.00	0.12		0.00	0.13	0.13
	Difference (Military vs Other)		-0.19	-0.03	0.16		-0.02	0.05	0.07

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
68	Different people may look for different things in their work. How important is having a job which allows you to establish roots in a community and not have to move from place to place? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.83	2.85	0.02	1.2	2.66	2.66	0.00
	B. Civil. F-T Job	27.7	3.04	3.02	-0.02	21.0	3.05	3.07	0.01
	C. Civil F-T College	47.7	2.90	2.87	-0.03	54.0	3.01	3.06	0.05
	D. Other	23.5	3.09	3.07	-0.01	23.9	3.11	3.07	-0.04
	Total	1,562	2.98	2.96	-0.02	1,467	3.04	3.06	0.02
	Root M. S. E.		0.86	0.88	0.96		0.90	0.89	0.98
	Difference (Military vs Job)		-0.21	-0.17	0.05		-0.39	-0.41	-0.01
	Difference (Military vs College)		-0.07	-0.02	0.05		-0.35	-0.40	-0.05
	Difference (Military vs Other)		-0.26	-0.22	0.03		-0.45 *	-0.41	0.04
69	Different people may look for different things in their work. How important is having a job which leaves you mostly free of supervision by others? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.47	2.45	-0.02	1.2	2.53	2.58	0.06
	B. Civil. F-T Job	27.9	2.74	2.73	-0.01	20.9	2.90	2.78	-0.12
	C. Civil F-T College	47.6	2.67	2.64	-0.04	54.1	2.79	2.74	-0.05
	D. Other	23.5	2.79	2.68	-0.11 †	23.8	2.79	2.66	-0.13
	Total	1,562	2.72	2.67	-0.05	1,470	2.81	2.73	-0.08
	Root M. S. E.		0.80	0.79	0.90		0.83	0.85	0.94
	Difference (Military vs Job)		-0.28	-0.29	-0.01		-0.37	-0.20	0.17
	Difference (Military vs College)		-0.20	-0.19	0.01		-0.26	-0.16	0.10
	Difference (Military vs Other)		-0.32 *	-0.23	0.09		-0.27	-0.08	0.19

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
70	Different people may look for different things in their work. How important is having a job that offers a reasonably predictable, secure future? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.70	3.62	-0.09	1.2	3.64	3.51	-0.13
	B. Civil. F-T Job	27.8	3.62	3.55	-0.08	21.0	3.60	3.61	0.01
	C. Civil F-T College	47.6	3.55	3.49	-0.06 †	54.1	3.56	3.55	-0.01
	D. Other	23.5	3.63	3.55	-0.08	23.7	3.58	3.60	0.02
	Total	1,564	3.59	3.52	-0.07	1,467	3.58	3.58	0.00
	Root M. S. E.		0.56	0.59	0.66		0.59	0.60	0.65
	Difference (Military vs Job)		0.08	0.07	-0.01		0.04	-0.11	-0.15
	Difference (Military vs College)		0.15	0.13	-0.03		0.08	-0.04	-0.12
	Difference (Military vs Other)		0.07	0.06	-0.01		0.06	-0.09	-0.15
71	Different people may look for different things in their work. How important is having a job where you can learn new things, learn new skills? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.36	3.55	0.19	1.2	3.49	3.42	-0.08
	B. Civil. F-T Job	27.9	3.45	3.49	0.04	20.9	3.31	3.46	0.16 †
	C. Civil F-T College	47.6	3.34	3.30	-0.04	54.1	3.29	3.26	-0.02
	D. Other	23.6	3.44	3.48	0.04	23.8	3.34	3.36	0.02
	Total	1,562	3.39	3.40	0.00	1,465	3.31	3.33	0.02
	Root M. S. E.		0.59	0.58	0.68		0.67	0.65	0.74
	Difference (Military vs Job)		-0.09	0.06	0.15		0.18	-0.05	-0.23
	Difference (Military vs College)		0.02	0.25	0.23		0.20	0.15	-0.05
	Difference (Military vs Other)		-0.07	0.07	0.15		0.15	0.06	-0.09

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
72	Different people may look for different things in their work. How important is having a job where you do not have to pretend to be a type of person that you are not? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.79	3.94	0.15 †	1.2	3.55	3.89	0.34 †
	B. Civil. F-T Job	27.8	3.72	3.73	0.01	20.9	3.67	3.72	0.04
	C. Civil F-T College	47.7	3.78	3.75	-0.03	54.0	3.71	3.71	0.00
	D. Other	23.5	3.73	3.77	0.04	23.8	3.69	3.76	0.07
	Total	1,562	3.75	3.75	0.00	1,464	3.69	3.72	0.03
	Root M. S. E.		0.54	0.52	0.68		0.63	0.59	0.71
	Difference (Military vs Job)		0.07	0.20	0.14		-0.13	0.17	0.30 *
	Difference (Military vs College)		0.01	0.19	0.18		-0.16	0.18	0.34 *
	Difference (Military vs Other)		0.05	0.16	0.11		-0.14	0.12	0.27 *
73	Different people may look for different things in their work. How important is having a job that most people look up to and respect? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.19	2.89	-0.30	1.2	3.23	3.09	-0.13
	B. Civil. F-T Job	27.8	3.16	2.98	-0.18 †	21.0	3.22	2.97	-0.24 †
	C. Civil F-T College	47.8	3.10	2.98	-0.12 †	54.2	3.20	3.08	-0.12 †
	D. Other	23.4	3.13	2.93	-0.20 †	23.7	3.16	3.06	-0.10
	Total	1,556	3.13	2.97	-0.16	1,461	3.19	3.05	-0.14
	Root M. S. E.		0.76	0.78	0.81		0.80	0.82	0.88
	Difference (Military vs Job)		0.03	-0.08	-0.11		0.01	0.12	0.11
	Difference (Military vs College)		0.09	-0.09	-0.17		0.02	0.02	-0.01
	Difference (Military vs Other)		0.06	-0.03	-0.10		0.07	0.04	-0.03

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
74	Different people may look for different things in their work. How important is having a job that permits contact with a lot of people? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	3.28	2.66	-0.62 †	1.2	2.98	2.92	-0.06
	B. Civil. F-T Job	27.8	3.10	2.94	-0.17 †	20.9	2.98	2.75	-0.23 †
	C. Civil F-T College	47.7	3.22	3.13	-0.09 †	54.2	3.15	3.12	-0.03
	D. Other	23.5	3.09	2.91	-0.18 †	23.7	3.06	2.87	-0.19 †
	Total	1,558	3.16	3.02	-0.14	1,462	3.09	2.98	-0.11
	Root M. S. E.		0.78	0.80	0.87		0.86	0.87	0.95
	Difference (Military vs Job)		0.17	-0.28	-0.45		0.00	0.17	0.17
	Difference (Military vs College)		0.05	-0.47	-0.52 *		-0.17	-0.19	-0.02
	Difference (Military vs Other)		0.19	-0.25	-0.44		-0.08	0.05	0.13
75	Different people may look for different things in their work. How important is having a job with an easy pace that lets you work slowly? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.19	1.83	-0.36	1.2	2.34	2.11	-0.23
	B. Civil. F-T Job	27.8	2.17	1.91	-0.27 †	20.8	2.29	1.94	-0.35 †
	C. Civil F-T College	47.6	2.10	2.00	-0.10 †	54.1	2.13	2.02	-0.11 †
	D. Other	23.5	2.28	2.07	-0.21 †	23.9	2.24	2.09	-0.15 †
	Total	1,564	2.16	1.99	-0.18	1,467	2.19	2.02	-0.17
	Root M. S. E.		0.81	0.79	0.86		0.86	0.84	0.93
	Difference (Military vs Job)		0.02	-0.08	-0.10		0.05	0.17	0.12
	Difference (Military vs College)		0.09	-0.17	-0.26		0.21	0.09	-0.12
	Difference (Military vs Other)		-0.08	-0.24	-0.15		0.10	0.03	-0.08

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
76	Different people may look for different things in their work. How important is having a job where most problems are quite difficult and challenging? (Not important=1--Extremely Important=4) Mean Scores								
	A. Military	1.0	2.21	2.21	0.00	1.2	2.62	2.75	0.13
	B. Civil. F-T Job	27.8	2.29	2.34	0.04	20.9	2.24	2.27	0.03
	C. Civil F-T College	47.7	2.46	2.48	0.02	54.1	2.46	2.45	-0.01
	D. Other	23.6	2.33	2.16	-0.17 †	23.8	2.28	2.25	-0.03
	Total	1,561	2.38	2.36	-0.02	1,463	2.37	2.37	0.00
	Root M. S. E.		0.77	0.76	0.83		0.84	0.83	0.93
	Difference (Military vs Job)		-0.08	-0.12	-0.04		0.38	0.48 *	0.10
	Difference (Military vs College)		-0.25	-0.27	-0.02		0.17	0.30	0.14
	Difference (Military vs Other)		-0.11	0.05	0.17		0.34	0.50 *	0.16
	<b>Desirability of different work settings</b>								
77	Apart from the particular kind of work you want to do, how would you rate a large corporation as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores								
	A. Military	1.4	2.62	2.79	0.17	1.0	3.22	3.18	-0.04
	B. Civil. F-T Job	27.3	2.79	2.91	0.12 †	22.0	2.93	3.04	0.11 †
	C. Civil F-T College	47.2	2.88	2.99	0.11 †	51.7	2.99	2.98	-0.01
	D. Other	24.2	2.84	2.94	0.10 †	25.3	2.92	3.02	0.10 †
	Total	1,545	2.85	2.96	0.11	1,504	2.96	3.01	0.04
	Root M. S. E.		0.73	0.76	0.78		0.75	0.76	0.83
	Difference (Military vs Job)		-0.17	-0.12	0.06		0.30	0.14	-0.16
	Difference (Military vs College)		-0.26	-0.20	0.06		0.23	0.20	-0.04
	Difference (Military vs Other)		-0.23	-0.15	0.08		0.30	0.15	-0.14

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
78	<p>Apart from the particular kind of work you want to do, how would you rate a small business as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p>								
	A. Military	1.4	2.78	2.78	0.00	1.0	2.98	3.24	0.27
	B. Civil. F-T Job	27.4	2.93	2.97	0.03	22.1	2.91	2.95	0.04
	C. Civil F-T College	47.3	2.93	2.99	0.06 †	51.6	2.96	3.04	0.08 †
	D. Other	24.0	2.86	2.98	0.13 †	25.3	2.90	3.03	0.14 †
	Total	1,539	2.91	2.98	0.07	1,500	2.93	3.02	0.09
	Root M. S. E.		0.66	0.67	0.76		0.67	0.65	0.77
	Difference (Military vs Job)		-0.16	-0.19	-0.03		0.07	0.30	0.23
	Difference (Military vs College)		-0.16	-0.22	-0.06		0.02	0.20	0.19
	Difference (Military vs Other)		-0.08	-0.21	-0.13		0.08	0.21	0.13
79	<p>Apart from the particular kind of work you want to do, how would you rate a government agency as a place to work? (Not at all acceptable=1--Desirable=4) Mean Scores</p>								
	A. Military	1.3	2.53	2.98	0.45	1.0	3.13	2.96	-0.18
	B. Civil. F-T Job	27.5	2.37	2.52	0.15 †	22.1	2.50	2.62	0.12
	C. Civil F-T College	47.2	2.58	2.63	0.04	51.7	2.48	2.60	0.12 †
	D. Other	24.0	2.40	2.61	0.21 †	25.3	2.48	2.70	0.22 †
	Total	1,535	2.48	2.60	0.12	1,496	2.49	2.63	0.14
	Root M. S. E.		0.84	0.84	0.93		0.89	0.88	0.96
	Difference (Military vs Job)		0.16	0.46 *	0.30		0.63 *	0.34	-0.29
	Difference (Military vs College)		-0.05	0.36 *	0.41 *		0.65 *	0.35	-0.30
	Difference (Military vs Other)		0.13	0.37	0.24		0.65 *	0.26	-0.39

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
80	<p>Apart from the particular kind of work you want to do, how would you rate the military service as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.4	2.73	3.02	0.29	1.0	2.87	2.51	-0.36
	B. Civil. F-T Job	27.4	1.77	1.76	-0.02	22.1	1.81	1.75	-0.07
	C. Civil F-T College	47.2	1.74	1.71	-0.04	51.7	1.64	1.65	0.01
	D. Other	24.1	1.84	1.87	0.03	25.3	1.82	1.84	0.02
	Total	1,539	1.79	1.78	-0.01	1,496	1.74	1.73	-0.01
	Root M. S. E.		0.80	0.78	0.82		0.81	0.82	0.85
	Difference (Military vs Job)		0.96 *	1.26 *	0.30		1.06 *	0.77 *	-0.29
	Difference (Military vs College)		0.99 *	1.31 *	0.32		1.22 *	0.86 *	-0.37
	Difference (Military vs Other)		0.89 *	1.15 *	0.26		1.04 *	0.67 *	-0.37
81	<p>Apart from the particular kind of work you want to do, how would you rate a school or university as a place to work? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.3	2.18	2.40	0.22	1.0	2.31	2.53	0.22
	B. Civil. F-T Job	27.4	2.33	2.52	0.19 †	22.1	2.42	2.59	0.17 †
	C. Civil F-T College	47.2	2.63	2.78	0.15 †	51.6	2.76	2.92	0.16 †
	D. Other	24.1	2.38	2.65	0.27 †	25.3	2.53	2.74	0.21 †
	Total	1,538	2.48	2.67	0.19	1,491	2.62	2.80	0.18
	Root M. S. E.		0.85	0.82	0.88		0.86	0.85	0.90
	Difference (Military vs Job)		-0.15	-0.12	0.02		-0.11	-0.06	0.05
	Difference (Military vs College)		-0.45 *	-0.38 *	0.07		-0.45	-0.39	0.06
	Difference (Military vs Other)		-0.20	-0.25	-0.06		-0.21	-0.20	0.01

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
82	<p>Apart from the particular kind of work you want to do, how would you rate a police department or police agency as a place to work?</p> <p>(Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.4	2.33	2.27	-0.06	1.0	2.33	2.04	-0.29
	B. Civil. F-T Job	27.3	2.24	2.44	0.20 †	22.2	2.27	2.33	0.06
	C. Civil F-T College	47.2	2.18	2.15	-0.03	51.6	2.09	2.06	-0.03
	D. Other	24.2	2.30	2.40	0.10	25.3	2.27	2.41	0.14 †
	Total	1,541	2.23	2.29	0.06	1,498	2.18	2.21	0.03
	Root M. S. E.		0.85	0.83	0.86		0.90	0.89	0.92
	Difference (Military vs Job)		0.09	-0.17	-0.26		0.06	-0.28	-0.34
	Difference (Military vs College)		0.15	0.12	-0.03		0.24	-0.02	-0.26
	Difference (Military vs Other)		0.04	-0.13	-0.16		0.07	-0.36	-0.43
83	<p>Apart from the particular kind of work you want to do, how would you rate a social service agency as a place to work?</p> <p>(Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.4	2.43	2.62	0.19	1.0	2.44	2.42	-0.02
	B. Civil. F-T Job	27.3	2.71	2.74	0.02	22.1	2.68	2.74	0.06
	C. Civil F-T College	47.3	2.77	2.81	0.04	51.8	2.78	2.86	0.08 †
	D. Other	24.0	2.81	2.85	0.04	25.2	2.70	2.79	0.09 †
	Total	1,537	2.76	2.80	0.04	1,493	2.73	2.81	0.08
	Root M. S. E.		0.81	0.78	0.83		0.84	0.83	0.92
	Difference (Military vs Job)		-0.29	-0.12	0.17		-0.24	-0.32	-0.09
	Difference (Military vs College)		-0.34	-0.19	0.15		-0.33	-0.44	-0.11
	Difference (Military vs Other)		-0.39	-0.23	0.15		-0.25	-0.37	-0.11

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
84	<p>Apart from the particular kind of work you want to do, how would you rate a small group of partners as a setting to work in? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.4	2.41	2.54	0.13	1.0	2.49	2.64	0.16
	B. Civil. F-T Job	27.3	2.61	2.66	0.05	22.1	2.69	2.73	0.05
	C. Civil F-T College	47.2	2.74	2.87	0.14 †	51.6	2.99	3.04	0.06
	D. Other	24.1	2.61	2.70	0.10	25.3	2.67	2.81	0.14 †
	Total	1,537	2.67	2.77	0.10	1,496	2.84	2.91	0.08
	Root M. S. E.		0.78	0.79	0.90		0.77	0.77	0.89
	Difference (Military vs Job)		-0.19	-0.12	0.08		-0.20	-0.09	0.11
	Difference (Military vs College)		-0.33	-0.33	-0.01		-0.50 *	-0.40 *	0.10
	Difference (Military vs Other)		-0.19	-0.16	0.03		-0.18	-0.16	0.02
85	<p>Apart from the particular kind of work you want to do, how would you rate working on your own (self-employed) as a setting to work in? (Not at all acceptable=1--Desirable=4)</p> <p>Mean Scores</p>								
	A. Military	1.4	2.83	2.86	0.03	1.0	2.53	2.67	0.13
	B. Civil. F-T Job	27.4	2.83	2.98	0.15 †	22.0	2.98	3.06	0.09
	C. Civil F-T College	47.2	2.96	3.01	0.05	51.7	3.09	3.13	0.04
	D. Other	24.1	2.99	3.11	0.12 †	25.3	3.09	3.12	0.03
	Total	1,540	2.93	3.02	0.10	1,497	3.06	3.11	0.05
	Root M. S. E.		0.89	0.89	0.94		0.89	0.90	0.96
	Difference (Military vs Job)		0.00	-0.12	-0.12		-0.45	-0.40	0.05
	Difference (Military vs College)		-0.13	-0.15	-0.02		-0.56 *	-0.46 *	0.09
	Difference (Military vs Other)		-0.16	-0.25	-0.09		-0.55	-0.45	0.10

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
<b>Importance placed on various life goals</b>									
86	How important is each of the following to you in your life? Having lots of money (Not important=1--Extremely important=4) Mean Scores								
	A. Military	1.1	2.79	2.85	0.06	1.6	2.60	2.33	-0.26
	B. Civil. F-T Job	27.7	2.46	2.38	-0.08 †	19.9	2.72	2.55	-0.17 †
	C. Civil F-T College	46.4	2.44	2.39	-0.05	53.8	2.63	2.48	-0.15 †
	D. Other	24.8	2.60	2.40	-0.20 †	24.8	2.70	2.51	-0.19 †
	Total	1,585	2.49	2.40	-0.09	1,497	2.67	2.50	-0.17
	Root M. S. E.		0.75	0.73	0.74		0.78	0.77	0.75
	Difference (Military vs Job)		0.32	0.46 *	0.14		-0.12	-0.22	-0.10
	Difference (Military vs College)		0.35 *	0.46 *	0.11		-0.04	-0.15	-0.11
	Difference (Military vs Other)		0.19	0.44 *	0.25		-0.11	-0.18	-0.07
87	How important is each of the following to you in your life? Making a contribution to society (Not important=1--Extremely important=4) Mean Scores								
	A. Military	1.0	2.18	2.63	0.45	1.5	2.83	2.58	-0.25
	B. Civil. F-T Job	27.6	2.53	2.48	-0.05	19.9	2.59	2.61	0.02
	C. Civil F-T College	46.7	2.77	2.73	-0.04	54.0	2.95	2.94	-0.01
	D. Other	24.8	2.57	2.47	-0.10	24.6	2.61	2.56	-0.05
	Total	1,581	2.65	2.59	-0.06	1,496	2.79	2.77	-0.02
	Root M. S. E.		0.74	0.74	0.78		0.78	0.77	0.78
	Difference (Military vs Job)		-0.35	0.15	0.50 *		0.24	-0.03	-0.27
	Difference (Military vs College)		-0.59 *	-0.10	0.49 *		-0.12	-0.36 *	-0.24
	Difference (Military vs Other)		-0.39	0.17	0.55 *		0.22	0.02	-0.20

Appendix 4Bf

Work orientations: Females by post-high school occupational group, variable means

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
88	How important is each of the following to you in your life? Living close to parents and relatives (Not important=1--Extremely important=4) Mean Scores								
	A. Military	1.1	1.83	2.15	0.33	1.6	2.14	2.19	0.06
	B. Civil. F-T Job	27.5	2.22	2.35	0.13 †	19.7	2.30	2.52	0.22 †
	C. Civil F-T College	46.6	2.15	2.20	0.05	53.9	2.33	2.46	0.13 †
	D. Other	24.9	2.18	2.41	0.24 †	24.8	2.36	2.47	0.11 †
	Total	1,579	2.17	2.29	0.12	1,489	2.33	2.47	0.14
	Root M. S. E.		0.83	0.80	0.85		0.87	0.88	0.89
	Difference (Military vs Job)		-0.39	-0.20	0.19		-0.16	-0.33	-0.17
	Difference (Military vs College)		-0.32	-0.05	0.28		-0.19	-0.26	-0.07
	Difference (Military vs Other)		-0.35	-0.26	0.09		-0.22	-0.27	-0.06
89	How important is each of the following to you in your life? Getting away from this area of the country (Not important=1--Extremely important=4) Mean Scores								
	A. Military	1.1	2.44	2.02	-0.42	1.6	2.04	2.11	0.07
	B. Civil. F-T Job	27.6	1.81	1.54	-0.26 †	19.9	1.81	1.58	-0.23 †
	C. Civil F-T College	46.5	1.73	1.61	-0.12 †	53.8	1.81	1.60	-0.21 †
	D. Other	24.9	1.89	1.58	-0.31 †	24.7	1.94	1.68	-0.25 †
	Total	1,587	1.80	1.59	-0.21	1,499	1.84	1.62	-0.22
	Root M. S. E.		0.90	0.79	0.97		0.96	0.87	1.01
	Difference (Military vs Job)		0.63 *	0.48 *	-0.16		0.23	0.54 *	0.30
	Difference (Military vs College)		0.71 *	0.41	-0.31		0.23	0.51 *	0.28
	Difference (Military vs Other)		0.55 *	0.44 *	-0.11		0.10	0.43 *	0.32

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
90	How important is each of the following to you in your life? Finding purpose and meaning in my life (Not important=1--Extremely important=4)								
	Mean Scores								
	A. Military	1.1	3.62	3.63	0.02	1.5	3.54	3.39	-0.14
	B. Civil. F-T Job	27.6	3.65	3.58	-0.07 †	19.8	3.51	3.50	-0.01
	C. Civil F-T College	46.5	3.59	3.56	-0.02	53.9	3.53	3.54	0.00
	D. Other	24.9	3.65	3.58	-0.08	24.8	3.46	3.47	0.01
	Total	1,586	3.62	3.57	-0.05	1,495	3.51	3.51	0.00
	Root M. S. E.		0.59	0.60	0.66		0.68	0.65	0.73
	Difference (Military vs Job)		-0.03	0.05	0.09		0.02	-0.11	-0.13
	Difference (Military vs College)		0.03	0.07	0.04		0.00	-0.14	-0.15
	Difference (Military vs Other)		-0.04	0.06	0.10		0.08	-0.08	-0.15
	<b>Self-esteem</b>								
99	How good do you think you would be as a worker on a job? (Poor=1--Very good=5)								
	Mean Scores								
	A. Military	1.0	4.43	4.43	0.00	1.7	4.51	4.71	0.19
	B. Civil. F-T Job	26.7	4.55	4.66	0.11 †	20.0	4.59	4.73	0.14 †
	C. Civil F-T College	49.1	4.55	4.61	0.07 †	54.5	4.59	4.62	0.03
	D. Other	23.2	4.41	4.52	0.11 †	23.9	4.55	4.57	0.02
	Total	1,499	4.52	4.60	0.09	1,402	4.58	4.63	0.05
	Root M. S. E.		0.57	0.52	0.61		0.56	0.52	0.63
	Difference (Military vs Job)		-0.12	-0.23	-0.11		-0.07	-0.02	0.05
	Difference (Military vs College)		-0.12	-0.18	-0.07		-0.08	0.08	0.16
	Difference (Military vs Other)		0.02	-0.09	-0.11		-0.04	0.14	0.17

**Appendix 4Bf**

**Work orientations: Females by post-high school occupational group, variable means**

Item #	Variable	1976-1985				1986-1995			
		% wtd. Cases	Senior Year	1-2 Year Later	Change	% wtd. Cases	Senior Year	1-2 Year Later	Change
100a	Self-esteem 5-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=3)								
	Mean Scores								
	A. Military	1.5	4.21	4.45	0.23	1.1	3.51	4.06	0.56 †
	B. Civil. F-T Job	26.7	3.96	4.15	0.19 †	22.2	3.92	4.16	0.24 †
	C. Civil F-T College	49.2	4.15	4.20	0.06 †	51.5	4.09	4.18	0.09 †
	D. Other	22.6	3.97	4.02	0.05	25.3	3.92	4.06	0.14 †
	Total	1,280	4.06	4.15	0.09	1,398	4.01	4.14	0.14
	Root M. S. E.		0.59	0.63	0.57		0.72	0.70	0.67
	Difference (Military vs Job)		0.25	0.29 *	0.04		-0.42	-0.10	0.32
	Difference (Military vs College)		0.07	0.24 *	0.18		-0.59 *	-0.12	0.47 *
	Difference (Military vs Other)		0.25	0.43 *	0.19		-0.42	0.00	0.42
100b	Self-esteem 3-pt mean index (See Appendix 1 for complete question texts.) (Low self-esteem=1--High self-esteem=5)								
	Mean Scores								
	A. Military	1.5	2.75	2.82	0.07	1.1	2.35	2.63	0.28
	B. Civil. F-T Job	31.1	2.63	2.72	0.09	22.2	2.60	2.73	0.13
	C. Civil F-T College	46.6	2.74	2.76	0.02	51.5	2.69	2.75	0.05
	D. Other	15.9	2.61	2.64	0.03	25.3	2.57	2.66	0.08
	Total	1,088	2.68	2.72	0.04	1,398	2.64	2.72	0.08
	Root M. S. E.		0.35	0.36	0.34		0.42	0.41	0.41
	Difference (Military vs Job)		0.12	0.10	-0.02		-0.25	-0.10	0.15
	Difference (Military vs College)		0.01	0.06	0.06		-0.35	-0.12	0.23
	Difference (Military vs Other)		0.13	0.18	0.04		-0.23	-0.03	0.20

\* Mann-Whitney tests were performed to test for significant mean differences between the sub-groups "Military" and "Civil F-T Job"; "Military" and "Civil F-T College"; and "Military" and "Other." The \* indicates significant mean differences at the .05 level, two-tailed.

† Wilcoxon ranked sign tests were performed to test for significant changes within sub-group means. The † indicates significant mean changes at the .05 level, two-tailed.



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