

WOMEN IN THE MILITARY

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Patricia M. Shields  
Political Science

## WOMEN IN THE MILITARY

### INTRODUCTION

When President Nixon ended the draft in 1973 he inadvertently initiated a major policy experiment. Today, there are more women in uniform doing more things than at any time in our history. Further, the United States is in the forefront among nations in its employment of women in military service. Even Israel, which drafts women, uses women less intensively. For example, Israeli women soldiers: (1) can go home to their family each night (2) serve shorter terms of duty (2 versus 3 years) and (3) receive little or no training (Thomas, 1978; 302-303).

In the early 1960s females made up just over one percent of the enlisted ranks. By 1980 the proportion had jumped to almost 13 percent (Moskos; 1982; 133). Furthermore, some scholars predict that the proportion will continue to grow.<sup>1</sup> The male recruitment pool is shrinking. Beginning in 1979, the pool will decline until 1994. At that time, the 17-21 year old male cohort will be 8.2 million (24% below 1978 levels). If the U.S. does not resort to a draft, women will make up the shortfalls. Predictions for 1994 suggest that the proportion of women may be as high as 26 percent of new accessions.

There are several reasons why women find the military an attractive career alternative. The woman's movement has increased the awareness among women of the possibilities of non-traditional occupations. In addition, the current economic climate suggests that women will need to spend a substantial portion of their adult life as members of the labor force. Women need to prepare for this future by obtaining marketable training and skills. The armed forces offers both. Finally, military pay is based on rank. Women and men of equal rank earn equal pay. Given the pay disparity between the sexes in the civilian sector, the military is relatively more attractive to women.

As women enter the military and move into non-traditional Military Occupational Specialities (MOS's) several new questions have arisen (Hunter and Nelson, 1982; 122). Within the literature four key issues have emerged:

- (1) women in combat
- (2) the cost effectiveness of women
- (3) the relations between the sexes
- (4) equity

In many ways the U.S. military has stumbled into a new personnel mix. The end of the draft and the subsequent problems recruiting men necessitated increased utilization of women. Within eight years the United States became the world leader in its employment of women as active duty military personnel. This reason alone makes research on women in the military meritorious. The fact that the proportion of women may increase as the pool of eligible men declines only serves to intensify this need.

Clearly, women and the military is a topic worthy of social research. There exists a young and growing body of literature on this subject. Most of these studies test hypotheses using samples of women who are currently members of the armed forces. Topics such as integration of women into the academies, women and military technology, cost effective utilization of women, and sex discrimination in the military are representative of this research.

Research which compares women in the military with their civilian counterparts does not exist. Are the women of the armed forces representative of the women in the general population. Dimensions of representation include: race, social class, education, mental ability, ideology and region of residence. Since the armed forces is drawing from a pool of women in their child bearing years, it is important to know how

attitudes and plans concerning marriage and children of these women compare with similar civilians. Finally, how does the "work commitment" of these women compare with women in general.

#### Purpose

In this descriptive, exploratory study civilian and military women will be compared. How are women in the military similar and/or different from their civilian sisters. The study will discuss demographic and background factors. The military is an employer of young women in their child bearing years. Hence, this study will also focus on family and work related attitudes. These two factors are a particular policy concern because family and child care issues are emerging as a new and critical concern of the military (McCubben and Marsden, 1978). As any employer of young people the military has had employment related problems such as high turnover or attrition. Hence, it would be interesting to know how work attitudes of military women compare with their civilian counterparts

#### The Data

The national longitudinal survey of young women and men (ages 14-21 in 1978) will be used in the analysis. In this study, a subsample of women ages 18 to 21 will be examined. There are approximately 3,300 women in the subsample. Almost 450 of these women are members of the armed forces. Clearly, this national probability sample is well suited to address the research question.

## LITERATURE REVIEW

### Review of key Issues

#### Equity

Equal opportunity or the "equity" issue is found throughout the growing women in the military literature. (For example see, Binkin and Bach, 1977; Feld, 1978; Wilson, 1977) Supporters of the equal reliance of women in all phases of military life claim that true equality between the sexes can only be achieved if women are allowed to take the same risks as men. Women's rights advocates almost see this as a societal litmus test. Slaves are not allowed to take up arms for their country (Feld, 1978; 588). Perhaps more pragmatically, the military is the single largest employer and training institution in the United States. Denying women equal access to the armed forces is the same as denying them equal job and training opportunities. The long run implication of this policy is lower average earnings among women.

#### Cost Effectiveness

Efficiency was a traditional justification for racial segregation in the armed forces during the 1940s (MacGregor, 1981). Likewise, efficiency or cost effectiveness is cited as a reason to limit full integration of women in the military

Is a woman a more expensive soldier to maintain? Surprisingly, most research suggests that women are more cost effective than men (Arbogast, 1973; Binkin and Bach, 1977; Coffey, 1979; Horberg, 1980). First, the average female recruit is of higher quality than her male counterpart. She is more likely to be a high school graduate and on average, scores 10 points higher on standardized test (Binken and Bach, 1977; 17). Higher quality recruits are more cost effective because they are usually easier to train

and more productive on the job. There are several other factors which indicate that women are less costly soldiers. Women tend to have fewer dependents than men. Hence, their salary, housing allowances, medical benefits and moving expenses are less. Binkin and Bach estimate that the average yearly savings due to fewer dependents is \$982 (Binkin and Bach, 1977; 59). An additional source of savings among women is the reduced incidence of disciplinary problems and lower absentee rate.

Costs and uncertainties which could reduce the efficiency of women exist. Full integration of women into the Armed Forces would entail costly conversions of facilities (barracks, ships etc.) to accommodate women. This, however is a one time readjustment cost which is small when considered over the decades the facilities will be used. In addition, the military, currently has higher entrance standards for women. Women may become less effective if these standards are lowered.

#### Children, Families and Military Mission

Pregnancy is an issue which often surfaces along side the cost effectiveness argument. The military is recruiting young women in their most fertile years. At one time, a woman was dismissed if she became pregnant. This policy changed in the early 70s. Pregnancy and military service now co-exist. Hence, it is not surprising that in 1979 14 percent of all army women were pregnant (Leepson, 1981; 505). For each pregnancy carried to term the military can expect an average of 105 days lost time (Binkin and Bach, 1977; 61). Interestingly, even when pregnancy is taken into account, women have lower absentee rates than men (Binkin and Bach, 1977).

Pregnancy, however, is an issue which transcends the "cost effectiveness" test. Will pregnancy interfere significantly with military mission? For example, what policies are appropriate if a woman begins a long term at sea

not knowing she is pregnant? Should she be replaced at all, or as soon as possible? Although it may be against regulation, it is conceivable that a woman might get pregnant at sea. Likewise, a full term pregnant combat soldier seems absurd. The logistics of moving pregnant soldiers in combat scenario are incredible.

Finally, emotional issues surface. Women are often forced to choose between motherhood and military mission. It should be noted, however, that the tough choice between children and military mission is not unique to women. As women enter the job market and traditional husband/wife roles fade, men are increasingly involved in child care activities. Further, men, like women, often head single parent households. McCubben and Marsden find that the role of the military family has changed greatly over the last ten years. They assert that these changes are so powerful that they eventually will have a profound effect on military life and policy (McCubben and Marsden, 1978; 211).

The importance of the military family and the conflicts surrounding the military woman's role as soldier, mother and wife is well established. On the other hand, women's attitudes toward this subject, for the most part, are unknown. The challenges and opportunities of today's military hardly suggest that "typical" or "traditional" women tend to enlist. Likewise, it is probable that military women are more likely to have rather "non-traditional" attitudes towards child care and marriage roles.

#### Women and Combat

Pregnancy and military tradition are often cited as reasons to exclude women from combat. Currently, women are excluded from direct combat positions. They have, however, already moved into occupations, such as supply, which make them vulnerable as a combat casualty. There is concern among military planners that during a crisis women will be forced into combat and/or the military will

waste valuable time and lose the skills and talent of women, moving women out of the combat zone (Leepson, 1981; 492). Advocates of women in combat maintain that women are able to perform as well as men and should be given the chance to prove it.

#### Relationships Between the Sexes

The military has also discovered problems associated with men and women working and sharing the military life together. This is particularly true when women take non-traditional assignments (Moskos, 1982; 133). Conflict arises because some men feel women have no business doing certain activities. Others feel that women do not carry their load and increase the distasteful heavy work for the men (Hicks, 1978; 655). In addition, sexual harassment has been a persistent problem (Leepson, 1981; 503).

In the Navy, a particularly interesting issue has surfaced. Women are excluded from most sea duty. The number of shore billets available for rotation purposes are limited. Shore billets are prized among navy men because it allows them to spend time with their families. If women are assigned exclusively to shore positions men will spend, of necessity, increased time at sea (Binkin and Bach, 1977; 25). This is clearly not fair and may in the long run increase attrition among men. All these factors tend to increase job tension and influence morale.

#### The Military as Employer

When the armed forces dropped the "draft" and entered the modern "volunteer" era it also, perhaps unintentionally, adopted a "military as occupation model" (Moskos, 1982). Under this model the military became more like a firm competing directly with the civilian sector for qualified personnel. Under these new rules, what factors influence enlistment and retention? Further, what kind of "employer" is the military? The health of the overall economy goes a long way toward answering the first question. For example, when the



economy is robust and good entry positions are numerous the military finds competition tougher. Indeed, the military is more apt to experience recruitment shortfalls during upswings in the economy. On the other hand, a sluggish economy with high youth unemployment makes the military appear relatively more attractive.

Aside from the economy, the salary scales of the military help explain enlistment patterns. For the most part, military pay over the life of the All Volunteer Force (AVF) has not kept up with inflation. It has also lagged behind average civilian wages. Hence, throughout the brief history of the AVF it has had trouble attracting highly qualified white males (particularly when the economy is strong). On the other hand, military pay is relatively more attractive among minorities. Further, historically minorities have used the armed forces as a "bridging environment" into a successful civilian career. The military experience is thought to prepare minorities for the predominately white labor market. Hence, minorities are drawn to the benefits of military service (training, security, skill acquisition etc.). Women like male minorities have been excluded from many occupations and opportunities in the civilian sector. Perhaps women, too, use the military as a "bridging environment."

As long as there is no draft, the military must compete directly with the civilian sector to meet its personnel needs. The state of the economy makes this job easier or more difficult. It is, however a factor which armed forces policy makers do not control. In many ways, pay is also outside their control since it is determined by Congress and politics. Hence, it is advisable for defense manpower administrators to concentrate on "employment factors" which they can regulate. The recruitment and retention of qualified personnel implies that the military job should be as "attractive" as possible. (It should be noted that these policies must not jeopardize or interfere with

military mission.) In order to compete with the civilian sector military jobs should be as satisfying as possible. Job characteristics such as variety, autonomy and significance should be as positive as possible.

There is a small but growing body of research which examines the attitudes of women toward their military job (See for example, Greene and Wilson, 1981; Hicks, 1978; Horeberg, 1978; Landrum, 1978; Kimetal, 1980; Savell, 1979; Thomas, 1978; Thomas and Durning, 1978). Most of this literature, however, compares military men and women. Women, for example, want a cleaner more orderly work environment than their male counterparts. The important question of how military women compare with employed civilian women has not been addressed in the literature. This is a critical missing comparison, for the military is competing with the civilian sector for qualified, productive women. Further, the military wants to minimize its losses to attrition.

## METHODOLOGY

### The Data

The data used in this study are based on information collected in the National Longitudinal Surveys (NLS) of the labor market and educational experiences of young men and women. The sample is a multistage probability sample containing over 12,000 respondents selected from noninstitutional youth aged 14 to 21 in 1978. Interviews are conducted annually. The data for this study, however, comes from the first (1978) wave of interviews. One of the objectives of the NLS sample design was to obtain enough sample cases to make possible separate reliable statistics for black and hispanic youth. This was accomplished by oversampling these minority subpopulations. Military personnel were also oversampled in order to have sufficient respondents for analysis purposes.

### Sub-Sample Used in the Analysis

The universe for this study is a subset of the total NLS 1979 youth cohort. It includes white, black and hispanic respondents who were (1) female and (2) 18 to 21 years of age in 1978. Other minorities such as Asians were omitted because sample size limitations made military/civilian comparisons impossible. The age restriction was used to include women of high school age who are ineligible for military service.

### Statistical Methodology

The purpose of this research is exploratory and descriptive. How are civilians and military women similar and how do they differ? Given the purpose, no elaborate theories or hypothesis are proposed or tested. Simple cross tabulations and comparison of means will be used to examine the data.

## EMPIRICAL RESULTS

### Education and Marital Status

As Table 1 demonstrates women of the military, regardless of racial or ethnic group, are more well educated than their civilian counterparts. Almost 100 percent of the blacks and hispanics have completed high school (a few have college experience). This compares with a high school completion rate of approximately 60% among blacks and 50% among hispanic civilians. Surprisingly, minority military respondents are more likely to be high school graduates than whites. On the other hand, civilians too, have completed some college. These findings are not surprising since the armed forces has fairly high selection standards for women and for the most part accepts only high school graduates. Further, joining the military is evidence that the young woman chose not to go to college immediately. These women may be interested in the unique challenge of military life as well as increasing their skills through military training.

Most women in the study, whether members of the armed forces or not, have never married. (See Table 2). Military women, however, are more likely to be married (33.5% military versus 21.7% civilian). Incidence of divorce and separation is somewhat higher among military women. Interestingly, hispanic women are over twice as likely as any other racial group (civilian or military) to be divorced or separated. Perhaps the traditional hispanic family values are more likely to conflict with military life.

Table 1

EDUCATION BY RACE BY MILITARY STATUS  
(Percent Distribution)

Education	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
0 - 8	2.8	3.2	17.3	(142)	5.0	0.3	0.0	0.0	(1)	0.2
9 -11	20.7	34.1	35.1	(739)	26.2	6.9	2.1	0.0	(25)	5.6
12	47.0	41.1	31.7	(1219)	43.2	83.6	9.3	80.0	(370)	83.0
13-15	28.4	21.5	15.4	(697)	24.7	9.3	16.7	20.0	(50)	11.2
16	1.2	0.1	0.5	(24)	0.9	0.0	0.0	0.0	(0)	0.0
16+	0.0	0.0	0.0	(0)	0.0	0.0	0.0	0.0	(0)	0.0
TOTAL	100	100	100	----	100	100	100	100	----	100
(N)	(1689)	(716)	(416)	(2821)	----	(335)	(96)	(15)	(446)	----

Table 2

MARITAL STATUS BY RACE BY MILITARY STATUS  
(Percent Distribution)

Marital Status	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Married	23.5	12.0	31.4	(621)	21.7	35.9	26.0	26.7	(150)	33.5
Single	72.6	83.8	63.3	(2121)	74.1	57.6	67.7	60.0	(268)	59.8
Other	3.8	4.3	5.2	(120)	4.2	6.5	6.2	13.3	(30)	6.7
TOTAL (N)	100 (1714)	100 (728)	100 (420)	---- (2862)	100 ----	100 (337)	100 (96)	100 (15)	---- (448)	100 ----

### Family Backgrounds

Parental education has often been used as a measure of socioeconomic status. The higher a persons education the more opportunities they have, and the more advantages they can give their children. It is interesting to learn what kind of socioeconomic group the armed forces is drawing its women from.

Overall, the education of both parents is higher among military reson-dents (See Table 3 and 4). This is particularly true among minorities. For example, fewer minority military women have mothers who are high school drop-outs. Over 55% of the black civilians compared to almost 46% of the black military women have mothers who are high school dropouts. This finding is equally dramatic among hispanics. Over 76% of hispanic civilians compared to amost 67% of the military have mothers who have not completed high school. While the military is hardly drawing its female recruits from the upper class, it is pulling from a higher than average social group. This appears to be particularly true among minority women.

Table 3

## MOTHER'S EDUCATION BY RACE BY MILITARY STATUS

(Percent Distribution)

Education	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
0 - 8	10.9	20.9	61.5	(553)	20.6	9.2	10.0	40.0	(45)	10.4
9 -11	19.4	34.2	14.4	(601)	22.3	17.1	35.6	26.7	(92)	21.3
12	47.6	32.1	18.1	(1065)	39.6	54.1	40.0	26.7	(217)	50.2
13-15	12.0	8.1	4.2	(267)	9.9	13.1	10.0	6.7	(53)	12.3
16	7.4	3.8	0.8	(150)	5.6	4.6	4.4	0.0	(19)	4.4
16+	2.7	0.9	1.0	(55)	2.0	1.8	0.0	0.0	(6)	1.4
TOTAL % (N)	100 (1643)	100 (666)	100 (382)	---- (2691)	100 ----	100 (327)	100 (90)	100 (15)	---- (432)	100 ----



Table 4

FATHER'S EDUCATION BY RACE BY MILITARY STATUS  
(Percent Distribution)

Education	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
0 - 8	17.8	32.6	59.3	(659)	26.8	14.7	18.1	15.4	(61)	15.4
9 -11	14.5	21.8	13.9	(394)	16.0	19.2	30.6	38.5	(87)	21.9
12	38.0	31.5	16.8	(829)	33.7	38.5	36.1	23.1	(149)	37.5
13-15	10.2	7.1	3.8	(213)	8.6	14.1	9.7	15.4	(53)	13.3
16	11.5	4.5	3.5	(218)	8.9	9.6	4.2	7.7	(34)	8.6
16+	8.0	2.6	2.7	(150)	6.1	3.8	1.4	0.0	(13)	3.3
TOTAL	100	100	100	----	100	100	100	100	----	100
(N)	(1587)	(537)	(339)	(2463)	-----	(312)	(72)	(13)	(397)	-----

## Family Attitudes

Military costs such as pay, housing allowances, medical benefits and moving expenses increase as the number of dependents increase. Hence it is interesting to know military women's attitudes toward family size. The results of Table 5 suggest that attitudes toward family size are very similar among civilian and military respondents. Almost half of all the women feel that two children make up an "ideal" family. Interestingly, hispanic civilians are more likely to find large families (4 plus children) "ideal" than their military counterparts (33.2% civilian versus 21.4% military).

Perhaps, unfortunately from an armed forces cost perspective, military women "desire" slightly larger families than their civilian sisters (See Table 6). For example, approximately 42% of the black military women want 3 or more children. Only 33% of the civilians desire families of this size. It should be noted that, while significant numbers of military women want more than two children, they are also more likely (9.2% versus 6.3%) to prefer life without children.

Table 5

## CHILDREN CONSIDERED "IDEAL" BY RACE BY MILITARY STATUS

(Percent Distribution)

Number of Children	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
0	0.4	0.8	1.0	(16)	0.6	1.8	1.1	0.0	(7)	1.6
1	2.0	4.6	2.9	(79)	2.7	3.3	1.1	0.0	(12)	2.7
2	53.5	37.0	41.1	(1352)	47.5	51.0	39.8	57.1	(217)	48.9
3	23.8	23.8	22.0	(669)	23.5	25.5	31.2	21.4	(118)	26.6
4-6	19.7	31.6	32.0	(698)	24.5	18.1	25.8	21.4	(88)	19.8
7+	0.7	2.2	1.2	(33)	1.2	0.3	1.1	0.0	(2)	0.5
TOTAL (N)	100 (1704)	100 (724)	100 (419)	---- (2847)	100 ----	100 (337)	100 (93)	100 (14)	---- (444)	100 ----

Table 6

NUMBER OF CHILDREN DESIRED BY RACE BY MILITARY STATUS  
(Percent Distribution)

Number of Children	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
0	6.6	7.0	4.1	(180)	6.3	9.8	7.4	7.1	(41)	9.2
1	6.0	13.6	7.4	(232)	8.2	4.5	8.5	0.0	(23)	5.2
2	48.8	46.3	47.7	(1363)	48.0	43.8	42.6	50.0	(194)	43.7
3	19.4	16.4	15.6	(513)	18.1	23.5	18.1	21.4	(99)	22.3
4 - 6	18.0	15.2	23.3	(512)	18.0	15.5	20.2	21.4	(74)	16.7
7+	1.2	1.5	1.9	(40)	1.4	3.0	3.2	0.0	(13)	2.9
TOTAL (N)	100 (1697)	100 (726)	100 (417)	---- (2840)	100 ----	100 (336)	100 (94)	100 (14)	---- (444)	100 ----

The results of Table 7 reflect the respondents attitudes toward family life. The items were structured to determine the degree to which the respondents conform to "traditional" mother/wife values. All in all, the women of the sample did not display a high conformity with traditional values.

As might be expected, military women, regardless of racial or ethnic group were more likely to disagree with traditional norms such as "womans place is in the home", "traditional husband wife role best", "women happy in traditional role" and "wife with family has no time for job". Apparently both civilian and military respondents are aware of the influence of inflation. Over 70% of both groups felt that inflation made it necessary for both parents to work. The strongest difference between military and civilian respondents came on an item dealing with juvenile delinquency and working mothers. This was especially true among blacks. For example, over 31% of the civilians compared to 10.6% of the military blacks felt that the wifes employment leads to juvenile delinquency. Finally, both military and civilian respondents felt that men should share housework.

Clearly, the modern military could be characterized as a "non-traditional" occupation. A military woman who feels that her husband should not do housework or that her proper place is in the home will probably be unhappy with a military career. The results suggest that the attitudes of military women towards family and their role as a wife and mother are not likely to be a big problem. For the most part, their values are compatible with military mission. (It should be noted that this does not imply that a woman will feel a great deal of conflict if forced to choose between a sick child and military mission). Further, all in all, military women are less traditional than those of the civilian sector.

Table 7

## FAMILY ATTITUDE BY RACE BY MILITARY STATUS

(Percent Distribution)

## WOMAN'S PLACE IN HOME

WOMAN'S PLACE IN HOME	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	38.7	37.7	34.3	(1076)	37.8	53.6	56.8	73.3	(244)	55.0
Disagree	47.0	49.1	44.1	(1341)	47.1	38.0	38.9	26.7	(168)	37.8
Agree	10.9	6.9	13.7	(307)	10.8	6.3	3.2	0.0	(24)	5.4
Strongly Agree	3.4	4.3	7.9	(122)	4.3	2.1	1.1	0.0	(8)	1.8
TOTAL % (N)	100 (1708)	100 (721)	100 (417)	---- (2846)	100 ----	100 (334)	100 (95)	100 (15)	---- (444)	100 ----

## WIFE WITH FAMILY FEELS MORE USEFUL

WIFE WITH FAMILY FEELS MORE USEFUL	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	17.7	20.9	15.3	(515)	18.1	27.3	26.0	20.0	(120)	26.8
Disagree	62.1	60.4	54.0	(1717)	60.5	63.2	62.5	60.0	(282)	63.0
Agree	16.1	14.3	21.8	(468)	16.5	8.3	11.5	20.0	(42)	9.4
Strongly Agree	4.2	4.5	8.9	(140)	4.9	1.2	0.0	0.0	(4)	0.9
TOTAL % (N)	100 (1704)	100 (719)	100 (417)	---- (2840)	100 ----	100 (337)	100 (96)	100 (15)	---- (448)	100 ----

Table 7 (Continued)

## FAMILY ATTITUDE BY RACE BY MILITARY STATUS

(Percent Distribution)

## WORKING WIFE FEELS MORE USEFUL

WORKING WIFE FEELS MORE USEFUL	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	6.2	4.9	5.8	(164)	5.8	6.0	2.1	13.3	(24)	5.4
Disagree	32.7	29.8	32.5	(900)	31.9	30.0	29.2	33.3	(133)	30.0
Agree	46.4	50.5	45.0	(1333)	47.2	40.5	52.1	20.0	(188)	42.3
Strongly Agree	14.7	14.9	16.7	(425)	15.1	23.4	16.7	33.3	(99)	22.3
TOTAL % (N)	100 (1690)	100 (719)	100 (413)	---- (2822)	100 ----	100 (333)	100 (96)	100 (15)	---- (444)	100 ----

## EMPLOYMENT OF WIFE LEADS TO JUVENILE DELIQUENCY

EMPLOYMENT OF WIFE -- DELIQUENCY	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	22.3	20.3	14.9	(584)	20.7	29.2	16.8	20.0	(117)	26.2
Disagree	56.3	58.1	53.6	(1588)	56.4	56.9	72.6	66.7	(270)	60.5
Agree	17.9	17.8	23.2	(526)	18.7	10.4	9.5	13.3	(46)	10.3
Strongly Agree	3.5	3.8	8.3	(120)	4.3	3.6	1.1	0.0	(13)	2.9
TOTAL % (N)	100 (1695)	100 (714)	100 (409)	---- (2818)	100 ----	100 (336)	100 (95)	100 (15)	---- (446)	100 ----

## INFLATION NECESSITATES EMPLOYMENT OF BOTH PARENTS

INFLATION-- EMPLOYMENT OF BOTH PARENTS	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	1.8	2.5	1.9	(57)	2.0	3.3	2.1	0.0	(13)	2.9
Disagree	26.4	15.7	22.7	(654)	23.1	28.3	14.6	35.7	(114)	25.6
Agree	50.4	50.4	48.6	(1419)	50.2	47.9	55.2	50.0	(221)	49.6
Strongly Agree	21.3	31.4	26.8	(698)	24.7	20.5	28.1	14.3	(98)	22.0
TOTAL % (N)	100 (1695)	100 (720)	100 (414)	---- (2828)	100 ----	100 (336)	100 (96)	100 (14)	---- (446)	100 ----

Table 7 (Continued)

## FAMILY ATTITUDE BY RACE BY MILITARY STATUS

(Percent Distribution)

## TRADITIONAL HUSBAND WIFE ROLE BEST

TRADITIONAL HUSBAND- WIFE ROLE	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	17.8	16.1	12.9	(471)	16.1	23.9	18.8	33.3	(102)	23.1
Disagree	49.7	47.7	41.9	(1359)	48.0	52.3	47.9	40.0	(225)	50.9
Agree	26.4	29.5	34.1	(801)	28.3	20.2	32.3	13.3	(100)	22.6
Strongly Agree	6.2	6.7	11.2	(199)	7.0	3.6	1.0	13.3	(15)	3.4
TOTAL % (N)	100 (1698)	100 (721)	100 (411)	---- (2830)	100 ----	100 (331)	100 (96)	100 (15)	---- (442)	100 ----

## MEN SHOULD SHARE HOUSEWORK

MEN SHOULD SHARE HOUSEWORK	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	2.7	2.8	2.4	(76)	2.7	1.8	2.1	0.0	(8)	1.8
Disagree	12.4	12.7	15.6	(368)	12.9	11.1	7.3	6.7	(45)	10.1
Agree	49.8	49.6	50.5	(1419)	49.9	48.8	53.1	46.7	(221)	49.7
Strongly Agree	35.1	34.9	31.6	(982)	34.5	38.3	37.5	46.7	(171)	38.4
TOTAL % (N)	100 (1703)	100 (724)	100 (418)	---- (2845)	100 ----	100 (334)	100 (96)	100 (15)	---- (445)	100 ----



Table 7 (Continued)

## FAMILY ATTITUDE BY RACE BY MILITARY STATUS

(Percent Distribution)

## WOMEN HAPPIER IN TRADITIONAL ROLE

WOMEN HAPPY IN TRADITIONAL ROLE	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Strongly Disagree	17.3	16.0	11.2	(449)	16.0	24.4	18.1	28.6	(103)	23.2
Disagree	60.6	58.7	46.8	(1626)	58.1	64.6	64.9	64.3	(287)	64.6
Agree	18.4	21.2	31.8	(590)	21.1	9.8	16.0	7.1	(49)	11.0
Strongly Agree	3.8	4.1	10.2	(134)	4.8	1.2	1.1	0.0	(5)	1.1
TOTAL % (N)	100 (1675)	100 (712)	100 (412)	---- (2799)	100 ----	100 (336)	100 (94)	100 (14)	---- (444)	100 ----

### Job and Work Related Factors

Respondents were asked to rate their job in terms of six characteristics. These characteristics include: variety, dealing with people, job autonomy, friendships, completing the task and job significance. Both civilian and military respondents gave generally positive responses to all items (See Table 8). Items ranked most highly among the military women include: dealing with people, friendships, completing the task and significance of job. Compared to civilians, military respondents are more likely to rate positively aspects such as dealing with people and completing the task.

These findings suggest that, in terms of the factors mentioned, military jobs are similar to civilian jobs. Hence, these factors probably do not contribute unduly to attrition or absenteeism. On the other hand, the military is not a superior place to work vis a vi the civilian sector. In Table 9 mean scores on job characteristic items by racial ethnic groups are shown. For the most part, the results confirm the findings of the tables-- there are few significant differences between military and civilian respondents. There was, however, one disturbing finding. A scale which takes into account all six items was constructed. Through the scale an overall measure of "attitudes toward job characteristics" can be measured. A comparison of the mean scale score shows that, over all, minority civilians, are significantly more pleased with their jobs (in terms of the items mentioned) than their military counterparts. This is an area ripe for investigation.

Table 8

JOB CHARACTERISTIC BY RACE BY MILITARY STATUS  
(Percent Distribution)

## VARIETY

VARIETY	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	14.2	22.2	15.9	(23)	16.0	11.8	15.5	7.1	(50)	12.4
Not too Much	16.8	25.3	24.9	(296)	19.4	15.8	25.0	28.6	(73)	18.2
Moderate	28.9	25.9	34.4	(442)	29.0	33.2	26.2	35.7	(128)	31.8
Quite Alot	30.2	15.0	16.9	(390)	25.6	32.6	28.6	0.0	(123)	30.6
Maximum	9.9	11.6	7.9	(152)	10.0	6.6	4.8	28.6	(28)	7.0
TOTAL % (N)	100 (1041)	100 (293)	100 (189)	---- (1532)	100 ----	100 (304)	100 (84)	100 (14)	---- (402)	100 ----

## DEAL WITH PEOPLE

DEAL WITH PEOPLE	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	7.2	14.7	10.0	(137)	9.0	5.6	4.8	14.3	(23)	5.7
Not too Much	7.1	13.4	16.3	(144)	9.4	8.6	6.0	0.0	(31)	7.7
Moderate	15.6	12.0	17.9	(232)	15.2	15.1	9.5	7.1	(55)	13.7
Quite Alot	41.9	39.4	34.7	(618)	40.5	42.4	48.8	57.1	(178)	44.3
Maximum	28.2	20.5	21.1	(394)	25.8	28.3	31.0	21.4	(115)	28.6
TOTAL % (N)	100 (1043)	100 (292)	100 (190)	---- (1525)	100 ----	100 (304)	100 (84)	100 (14)	---- (402)	100 ----

Table 8 (Continued)

## JOB CHARACTERISTIC BY RACE BY MILITARY STATUS

(Percent Distribution)

## AUTONOMY

AUTONOMY	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	12.6	16.7	15.9	(210)	13.8	16.1	11.9	14.3	(61)	15.2
Not too Much	21.5	24.9	23.8	(342)	22.4	18.1	16.7	28.6	(73)	18.2
Moderate	26.5	22.9	30.7	(401)	26.3	25.0	28.6	7.1	(101)	25.1
Quite Alot	28.0	21.5	21.7	(396)	26.0	30.9	35.7	42.9	(130)	32.3
Maximum	11.5	14.0	7.9	(176)	11.5	9.9	7.1	7.1	(37)	9.2
TOTAL % (N)	100 (1043)	100 (293)	100 (189)	---- (1525)	100 ----	100 (304)	100 (84)	100 (14)	---- (402)	100 ----

Table 8 (Continued)

## JOB CHARACTERISTIC BY RACE BY MILITARY STATUS

(Percent Distribution)

## FRIENDSHIPS

FRIEND- SHIPS	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	7.2	13.3	7.4	(128)	8.4	9.2	9.5	0.0	(36)	9.0
Not too Much	13.4	13.7	17.9	(214)	14.0	15.1	17.9	21.4	(64)	15.9
Moderate	26.3	22.5	28.9	(395)	25.9	25.3	20.2	35.7	(99)	24.6
Quite Alot	37.9	35.2	35.3	(565)	37.0	34.9	33.3	21.4	(137)	34.1
Maximum	15.2	15.4	10.5	(224)	14.7	15.5	19.0	21.4	(66)	16.4
TOTAL % (N)	100 (1043)	100 (293)	100 (190)	---- (1526)	100 ----	100 (304)	100 (84)	100 (14)	---- (402)	100 ----

## COMPLETE TASKS

COMPLETE TASKS	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	6.7	13.0	10.5	(128)	8.4	3.6	6.0	0.0	(16)	4.0
Not too Much	6.2	6.1	12.1	(106)	7.0	5.6	8.3	0.0	(24)	6.0
Moderate	18.3	14.7	25.3	(282)	18.5	20.8	13.1	14.3	(76)	19.0
Quite Alot	35.3	39.9	35.8	(552)	36.2	34.0	40.5	28.6	(141)	35.2
Maximum	33.4	26.3	16.3	(456)	29.9	36.0	32.1	57.1	(144)	35.9
TOTAL % (N)	100 (1041)	100 (293)	100 (190)	---- (1524)	100 ----	100 (303)	100 (84)	100 (14)	---- (401)	100 ----

JOB CHARACTERISTIC BY RACE BY MILITARY STATUS

(Percent Distribution)

SIGNIFICANCE OF JOB

SIGNIFI- CANCE OF JOB	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Minimum	12.7	15.4	12.2	(200)	13.1	6.9	10.8	0.0	(30)	7.5
Not too Much	16.4	17.1	17.0	(253)	16.6	12.5	14.5	0.0	(50)	12.5
Moderate	26.2	21.5	25.0	(383)	25.2	24.3	18.1	35.7	(94)	23.4
Quite Alot	30.2	24.2	28.7	(439)	28.8	32.9	31.3	28.6	(130)	32.4
Maximum	14.5	21.8	17.0	(247)	16.2	23.4	25.3	35.7	(97)	24.2
TOTAL % (N)	100 (1041)	100 (293)	100 (188)	---- (1522)	100 ----	100 (304)	100 (83)	100 (14)	---- (401)	100 ----

Table 9

## MEAN SCORES ON JOB CHARACTERISTIC VARIABLES BY RACE AND MILITARY STATUS

JOB CHARACTERISTIC VARIABLES	WHITES		BLACKS		HISPANICS				
	Mean Civilian	Mean Military	Mean Civilian	Mean Military	Mean Civilian	Mean Military			
Variety	3.05	3.06	2.69	2.82	2.76	3.14			
Deal with People	3.77	3.79	3.38	3.95	**	3.40	3.71		
Autonomy	3.04	3.00	2.91	3.09		2.82	3.00		
Friendships	3.41	3.32	3.26	3.35		3.24	3.43		
Complete Task	3.82	3.93	3.60	3.85		3.35	4.43		
Significance of Job	3.17	3.53	**	3.20	3.46	3.21	4.00		
SCALE	20.27	20.63		19.04	20.51	**	18.80	21.71	**
(N) <sup>a</sup>	(1036)	(303)	(292)	(83)	(186)	(14)			

\*\* Significant at the .01 level

a On some variables the sample size was slightly larger

Clearly, the military is interested in recruiting individuals who are "committed" to their job. Given the hardships (separation from family, uneven hours, danger etc.) of military life and the nature of military mission, military personnel must be willing to give "duty" high priority. In Table 10 items dealing with work commitment are presented. Some items deal with a willingness to seek self improvement (education and training) in times of economic hardship. Items such as these measure attitudes or ways to deal with crisis. Negative aspects of commitment are also included among the items. For example, how willing is a respondent to go on welfare or seek food stamps in times of personal economic crisis. Interestingly, on the positive factors (seek education or training) there is little difference between the military and civilian respondents. On the other hand, civilians are much more likely to look to food stamps or public assistance during times of crisis than their military counterparts. These findings suggest that the military draws from a more highly motivated group.



Table 10

## WORK COMMITMENT BY RACE BY MILITARY STATUS

(Percent Distribution)

## APPLY FOR FOOD STAMPS IF UNABLE TO SUPPORT FAMILY

FOOD STAMPS	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Probably Would	48.7	66.4	53.4	(1505)	53.9	41.4	54.7	26.7	(194)	43.7
Probably Would Not	51.3	33.6	46.6	(1289)	46.1	58.6	45.3	73.3	(249)	56.3
TOTAL % (N)	100 (1677)	100 (711)	100 (406)	---- (2794)	100 ----	100 (333)	100 (95)	100 (15)	---- (443)	100 ----

## SEEK MORE EDUCATION IF UNABLE TO SUPPORT FAMILY

MORE EDUCATION	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Probably Would	87.9	95.0	91.6	(2559)	90.2	90.7	92.7	100.0	(408)	91.5
Probably Would Not	12.1	5.0	8.4	(277)	9.8	9.3	7.3	0.0	(38)	8.5
TOTAL % (N)	100 (1696)	100 (724)	100 (416)	---- (2836)	100 ----	100 (335)	100 (96)	100 (15)	---- (446)	100 ----

## GO ON WELFARE IF UNABLE TO SUPPORT FAMILY

GO ON WELFARE	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Probably Would	26.8	37.0	34.2	(853)	30.5	18.9	24.2	6.7	(87)	19.6
Probably Would Not	73.2	63.0	65.8	(1947)	69.5	81.1	75.8	93.3	(356)	80.4
TOTAL % (N)	100 (1677)	100 (714)	100 (409)	---- (2800)	100 ----	100 (333)	100 (95)	100 (15)	---- (443)	100 ----

Table 10 (Continued)

## WORK COMMITMENT BY RACE BY MILITARY STATUS

(Percent Distribution)

ENTER TRAINING IF UNABLE TO SUPPORT FAMILY

ENTER TRAINING	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Probably Would	95.0	96.1	95.2	(2706)	95.3	97.6	97.9	100.0	(437)	97.8
Probably Would Not	5.0	3.9	4.8	(132)	4.7	2.4	2.1	0.0	(10)	2.3
TOTAL % (N)	100 (1696)	100 (723)	100 (419)	---- (2838)	100 ----	100 (336)	100 (96)	100 (15)	---- (447)	100 ----

Table 12

## ROTTER SCALES BY RACE BY MILITARY STATUS

(Percent Distribution)

1 A	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Internal	75.8	64.2	62.8	(2022)	71.0	76.3	69.8	66.7	(334)	74.6
External	24.2	35.8	37.2	(828)	29.0	23.7	30.2	33.3	(114)	25.4
TOTAL % (N)	100 (1709)	100 (724)	100 (417)	---- (2850)	100 ----	100 (337)	100 (96)	100 (15)	---- (448)	100 ----

2 A	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Internal	56.7	40.6	43.4	(1444)	50.6	65.9	51.0	73.3	(282)	63.0
External	43.3	59.4	56.6	(1408)	49.4	34.1	49.0	26.7	(166)	37.0
TOTAL % (N)	100 (1710)	100 (725)	100 (417)	---- (2852)	100 ----	100 (337)	100 (96)	100 (15)	---- (448)	100 ----

3 A	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Internal	84.3	85.7	85.6	(2418)	84.8	87.8	83.3	86.7	(389)	86.8
External	15.7	14.3	14.4	(432)	15.2	12.2	16.7	13.3	(59)	13.2
TOTAL % (N)	100 (1708)	100 (725)	100 (417)	---- (2850)	100 ----	100 (337)	100 (96)	100 (15)	---- (448)	100 ----

4 A	CIVILIAN					MILITARY				
	White	Black	Hispanic	(N)	Total %	White	Black	Hispanic	(N)	Total %
Internal	57.3	55.9	47.9	(1579)	55.6	60.4	49.0	46.7	(257)	57.5
External	42.7	44.1	52.1	(1263)	44.4	39.6	51.0	53.3	(190)	42.5
TOTAL % (N)	100 (1706)	100 (723)	100 (413)	---- (2842)	100 ----	100 (336)	100 (96)	100 (15)	---- (447)	100 ----

## CONCLUSION

The results of this descriptive study should be useful to defense manpower administrators. The overall findings suggest that military and civilian women are not very different. When differences existed they were often rather small. (It should be noted that small differences may still be important). As expected, the military is drawing from a more well educated group of women. In addition, they tend to come from homes where parents have somewhat higher educational backgrounds. This is particularly true among minorities. The fact that military women desire larger families than their civilian cohorts is somewhat disturbing. As anticipated military women are less traditional in their attitudes toward their (potential) roles as wife and mother. Finally, for the most part, civilians and military women view their jobs similarly in terms of job characteristics.

#### FOOTNOTES

1. Under the Carter Administration estimates of total female strength were higher than under Reagan (Leysson). It should be noted that the recession and high youth unemployment of the early 80s has made the military more attractive to men.

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