

EMLS ENLISTED ENTRY SURVEY
 PRIVACY ACT STATEMENT

Authority to request this information is granted under 5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 5041 and 5042; and Executive Order 9397
 PURPOSE: The purpose of this survey is to collect information that will be used to report attitudes and perceptions about Marine Corps programs and policies. This information will assist in the formulation of policies that may be needed to improve the Marine Corps working environment. Reports will be provided to the Deputy Commandant for Manpower and Reserve Affairs. Findings may be used in reports to Congress, OSD, and the JCS. Findings may be published in journals or presented at conferences.

PARTICIPATION: Your participation in this survey is entirely voluntary. No tangible compensation will be given for participation in the survey. If you agree to participate, you are free to withdraw at any time without prejudice.

INFORMED CONSENT

You are invited to participate in the EMLS Enlisted Entry Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI/SSN.

Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty.

You will not be compensated for participating in this survey and there are no costs to you for participating in this survey.

There are no foreseeable risks for participating in this survey.

While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate.

Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible.

For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil

Please enter your EDIPI and bubble in the appropriate numbers in the space below. In order to reduce the amount of questions on this survey, we will utilize your EDIPI to extract demographic information about you (i.e. gender, race, etc.).

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B1. Please select your top three reasons for joining the Marine Corps:

- | | |
|--|--|
| <input type="radio"/> Financial security | <input type="radio"/> Service to country |
| <input type="radio"/> Travel | <input type="radio"/> Personal development (leadership skills) |
| <input type="radio"/> Pride | <input type="radio"/> Unable to find a job |
| <input type="radio"/> Develop discipline | <input type="radio"/> Accession bonus |
| <input type="radio"/> Benefits (education, medical retirement) | <input type="radio"/> Family tradition of service |
| <input type="radio"/> Learn job skill | <input type="radio"/> Other |

B2. Thinking back to why you joined the Marine Corps indicate your level of agreement with the following statements:

| | Strongly Disagree | Disagree | Neither Disagree nor Agree | Agree | Strongly Agree | |
|--|-----------------------|----------------------------|----------------------------|-----------------------------------|-----------------------|-----------------------|
| So far my expectations have been met. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| My preconceived notions about service in the Marine Corps were correct. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| | | | Initial contract length | More than initial contract length | Retirement | Unsure |
| C1. When you signed your accession contract, how long did you plan on serving in the Marines? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| C2. Now that you have completed boot camp, how long do you plan on serving in the Marine Corps? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| | Yes | No | | | | |
| D1. My recruiter/recruiting staff adequately prepared me physically for boot camp. | <input type="radio"/> | <input type="radio"/> | | | | |
| D2. My recruiter/recruiting staff adequately prepared me mentally (psychologically) for boot camp. | <input type="radio"/> | <input type="radio"/> | | | | |
| D3. My recruiter/recruiting staff adequately prepared me academically for boot camp. | <input type="radio"/> | <input type="radio"/> | | | | |
| | Easy | Neither easy nor difficult | Difficult | | | |
| D4. I found the physical training in boot camp: | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | |
| | Not Stressful | Moderately Stressful | Stressful | Very Stressful | | |
| D5. I found the mental (psychological) rigors of boot camp: | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | |

FLIP THE PAGE TO CONTINUE THE SURVEY

D6. I found the academic training in boot camp:
 Easy Neither easy nor difficult Difficult

D7. Do you feel that boot camp has transformed you enough to earn the title "Marine?":
 Yes No

E1. In your opinion, do you think the following are better or worse in the civilian sector (compared to the Marine Corps)?

| | Better in the Marine Corps | Neither Worse Nor Better | Better in the Civilian Sector |
|--------------------------------------|----------------------------|--------------------------|-------------------------------|
| Promotion opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Amount of family/personal time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Hours worked per week | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Vacation time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Job training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Education and training opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Pay and compensation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Health care benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Retirement benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Quality of life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Job security | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Fair performance evaluations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Freedom from discrimination | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Freedom from harassment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Racial/ethnic relations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gender relations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

F1. So far, how satisfied are you with each of the following:

| | Very Dissatisfied | Dissatisfied | Satisfied | Very Satisfied |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| Pay and compensation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Medical/Dental | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Marine Corps culture | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Recruitment process | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Preparation by recruiter/recruiting staff for boot camp | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Physical Training at boot camp | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Academic Training at boot camp | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

F2. So far my experience in the Marine Corps has been:
 Very Negative Negative Neither Negative Nor Positive Positive Very Positive

F3. Please determine the degree to which the following list of bonuses and incentives will affect your future decision to stay or leave the Marine Corps:

| | Strong Reason to Leave | Reason to Leave | N/A | Reason to Stay | Strong Reason to Stay |
|---|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| MOS specific bonuses | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Blended Retirement Program | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Input in duty length | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Input in tour length | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Marine Corps funded civilian education program | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Promotion system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| MOS career progression training | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Skill training outside of MOS (example: electrical certification program) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Leave and liberty benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Medical/Dental benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |