

**ATTITUDES OF ENLISTED WAC PERSONNEL  
IN CONTINENTAL UNITED STATES**

S-194

**1. PURPOSE**

- (a) To determine the state of morale within the Corps and the factors that materially affect or contribute to morale.
- (b) Specifically, the areas covered in the questionnaire are:
  - (1) Attitudes toward WAC leadership
  - (2) Attitude toward assignment
    - a) Job Satisfaction
    - b) Ratings and Promotions
    - c) Attitude toward Section Chiefs
    - d) Evaluation of Job
    - e) Attitude toward working with civilians
  - (3) Attitude toward Army Living
    - a) Recreation & Leisure time
    - b) Housing
    - c) Medical care
    - d) Army treatment
  - (4) Interest in Serving in an Army of Occupation
  - (5) Over-all evaluation of WAC role
- (c) The questionnaire also included an area on post-war plans in order to find out how many women had problems and what kinds of problems they were facing.
- (d) In addition certain objective data were collected, such as: sick and AWOL rates, number of transfers, etc., the purpose of finding out whether these correlated with any of the attitude areas.
- (e) To test the validity of "Inspection Ratings" of Commanding Officers in the field by Military and trained Civilian personnel.

**2. DATE OF ADMINISTRATION**

February, 1945

**3. SAMPLE**

- (a) A cross section of 6,658 white and Negro enlisted WAC personnel representative of AAF, ACF, ASF, WD and WAC training centers were surveyed by complete companies\* in 39 installations distributed through out continental United States.

containing 100 or more women were sampled.

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(b) The Study has three sub samples:

- (1) A cross section of ASF WAC enlisted personnel (3,064 cases)
- (2) A cross section of AAF WAC enlisted personnel (3,270 cases)
- (3) An over-all cross section of ASF, AGF, AAF and WD WAC enlisted personnel (5,000 cases). This sample can be selected from the 6658 total cases by sorting for "X" on Col. 80.

(c) NOTE: Sub samples 1 & 2 can be extracted from total cases by sorting for AAF and ASF installations on Col. 3.

(d) The study was administered in the field by 8 teams. Each team contained a WAC officer and a WAC enlisted woman. In addition, civilian analysts from the Research Branch accompanied some of the teams: Leta Adler, Frances Anderson, Rita Hausknecht, Dorothy Hull, Rosabelle Price and Eugene Zander were the analysts who helped in the field administration.

#### 4. SCALES & SCORES

- ✓(a) Job Satisfaction Scale (Qs. 36, 37, 38, 39, 40)
- ✓(b) Personal Adjustment Scale (Qs. 57, 59, 62)
- ✓(c) Attitude toward Officers' Scale (Qs. 69, 70, 71, 72, 73)
- ✓(d) Evaluation of Job Scale (Qs. 24, 26, 27)
- ✓(e) Attitude toward Section Chiefs' Scale (Qs. 28, 29, 30, 31)
- (f) Evaluation of Assignment (Col. 65) made by a WAC Classification Expert
- (g) Gang Punch "X" in Col. 80 indicating over-all cross section sample.

#### 5. ANALYSIS MATERIALS AVAILABLE

- (a) Field officer's spiel and camp notes
- (b) Questionnaires (6,658)
- (c) 1 set of IBM Punch Cards (6,658) containing:
  - a) Force Camp and outfit identification (Cols. 1-6)
  - b) Questions 1-93 (Cols. 7-64)
  - c) Evaluation of assignment (Col. 65)
  - d) Scales (66-71)
  - e) Over all cross section identification (Col. 80)

- (d) A serialization scheme which indicates how to separate the cards into forces, camps, and outfits.
- (e) Gang punch schemes showing how each of the scales was arrived at.
- (f) Editing and coding instructions.
- (g) A set of typed marginals for the AAF cross section, ASF cross section and over-all cross section.
- (h) A copy of the questionnaire with the card column number for each question indicated.
- (i) Photostat copies of the scale pictures
- (j) A copy of the sample

6. STUDY ANALYST\*

Rita Kaubkecht

7. REPORTS

C-102	How Enlisted WACs in the United States View Their WAC Officers
C-120	WAC Attitudes Toward Overseas Recreation Service
C-130	Satisfaction with Assignment in the Women's Army Corps
C-132	Attitude toward Recreation in the Women's Army Corps
E-158	Post-War Education Plans of WAC Enlisted Personnel
F-166	Post-War Job Plans of Enlisted WAC
WST 515	How WACs View their Officers
C-103	Fatigue as a Problem Among WAC Enlisted Personnel in the United States

\* Sgt. Margaret Brunner assisted in the editing, coding and machine tabulation of the data. In addition, she classified all of the free answer material which was used in the reports.

Patricia Dodd did the job of evaluating the women's assignments and did in the coding of the Army jobs.

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