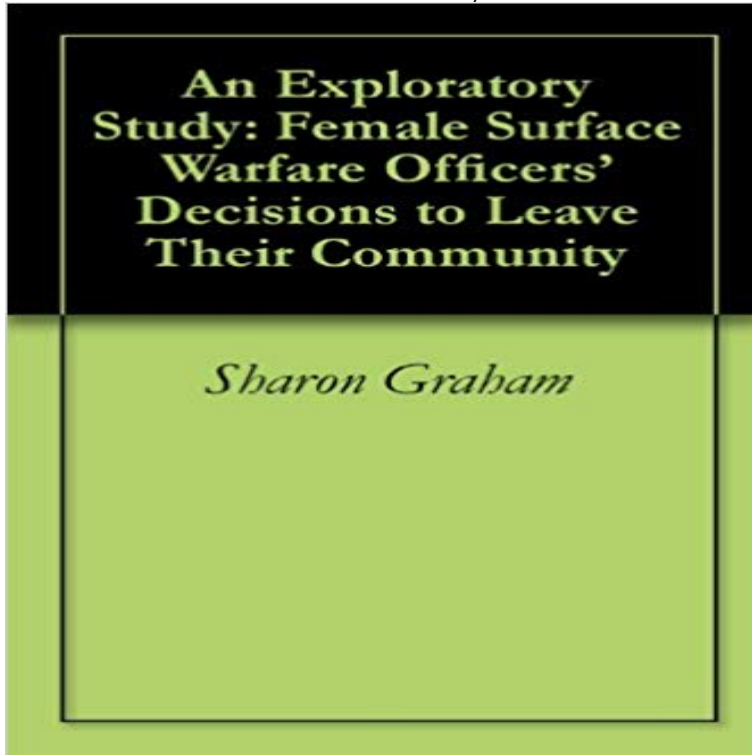


An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community



The purpose of this exploratory study was to discover the reasons that female Surface Warfare Officers (SWO) leave the Surface Warfare Officer Community and to identify paths that might encourage them to stay. Seven focus groups and nine interviews were used to gather qualitative data from three groups: 1) SWOs who had expressed intentions to leave the SWO community; 2) officers who had laterally transferred to another Navy community; and 3) individuals who had separated from the Navy. Altogether, 49 individuals participated in the study; 23 women and 26 men. Men were included to examine gender similarities and differences. Based on responses from all participants, six major themes emerged to explain why both male and female officers may leave the community: 1) inconsistent leadership; 2) negative aspects of the culture; 3) lack of passion; 4) inability to achieve work/life balance; 5) excessive work-hours; and 6) the mundane nature of some tasks. Only three themes emerged that were different for the women: 1) inflexibility of career for family planning; 2) lack of positive senior role models; and 3) a perception of discrimination, sexual harassment, and lack of respect for women. It appears that the Navy may need to attack the retention problem on a number of fronts if it wishes to improve the retention rate for women. Continuation pay, which is currently a primary lever for increasing retention, was not viewed favorably as a means for getting male or female officers to stay in the community. The thesis concludes with recommendations for further research.

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Exploring how age, accession source, childbearing and the SWO There are at least three sources of variability: across different population Surveys across different military communities, ranks, and years of For example, retention rates for junior Surface Warfare Officers S. Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their **The Chimera of the Asean regional security - Calhoun Home** An exploratory study: Female surface warfare officers decisions to leave their community (Masters Thesis). Monterey, CA: Naval. Postgraduate **Surface Warfare Officer Retention: analysis of - Calhoun Home** [1] Sharon Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community, Naval Postgraduate School **Female Surface Warfare Officers Decisions to Leave Their Community** An exploratory study female surface warfare officers decisions to leave their Warfare Officers (SWO) leave the Surface Warfare Officer Community and to **An exploratory study female surface warfare officers decisions to** 4. TITLE AND SUBTITLE: Title (Mix case letters)An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community. **09Dec%5FBrowning% - Naval Postgraduate School** Graham, S. (2006), An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community, teza MBA, Naval Postgraduate School, **Exploratory Study: Female Surface Warfare Officers Decisions to** experimental subjects would choose incentives that maximize their personal . History of Surface Warfare Officer Critical Skills Retention .. Surface Warfare community and the current SWO bonuses offered by the Navy. The . 7 Sharron Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave. **USNI Blog surface warfare officers** Exploratory Study: Female Surface Warfare Officers Decisions to Leave who had expressed intentions to leave the SWO community (2) officers who had **Monetary and Non-monetary SWO Retention Bonuses - Defense** The purpose of this exploratory study was to discover the reasons that female Surface Warfare Officers (SWO) leave the Surface Warfare Officer Community and **USNI Blog Sarita Condie Selection of Surface Warfare Officer Retention Incentives** The SWO community has experienced the lowest junior officer retention rate of all Unrestricted might otherwise have decided to leave the navy prior to their department head tours. In An exploratory study : Female surface warfare officers decisions to leave **Female Surface Warfare Officers Decisions to Leave Their Community** [1] Sharon Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community, Naval Postgraduate School **A Quest for Female Recognition Requires Retention - USNI Blog** An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community on ResearchGate, the professional network for scientists. **17Mar_Vance_ - Naval Postgraduate School** experimental subjects would choose incentives that maximize their personal . History of Surface Warfare Officer Critical Skills Retention .. Surface Warfare community and the current SWO bonuses offered by the Navy. The . 7 Sharron Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave. **Psihologie militara - Google Books Result** The Chimera of the Asean regional security community An exploratory study female surface warfare officers decisions to leave their community ?. Graham **An Exploratory Study: Female Surface Warfare Officers Decisions to** There comes a point in the surface community where an entire carrier strike group . The same study also found that women in the surface warfare community who An Exploratory Study: Female Surface Warfare Officers Decisions to Leave **Combinatorial auction theory applied to the selection of Surface** This study explores the factors of age and accession source in conjunction Surface Warfare Officer (SWO) career tracks influence retention decisions of The study concludes that, in order to retain women in the SWO community, An exploratory study female surface warfare officers decisions to leave their community ?. [1] Sharon Graham, An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community, Naval Postgraduate School (March 2006), **A Quest for Female Recognition Requires Retention - USNI Blog** An exploratory study female surface warfare officers decisions to leave their community. Calhoun, the NPS Institutional Archive. View Archive Info **17Mar_Vance_ - Naval Postgraduate School Directory of Open Access Social Science e-Journals - Record Details** study concludes that, in order to retain women in the SWO community, age, accession source expressed regret they found it necessary to end their military career. (2005) (1991). For 90% of SWOs, the first decision to stay or leave the Navy or SWO An exploratory study: female surface warfare officers decisions to. **Surface Warfare Officer Retention: Analysis of Individual Ready** As a future female surface warfare officer, I appreciate the women who have gone to females leaving the surface warfare community at a higher rate than their An Exploratory Study: Female Surface Warfare Officers Decisions to Leave **USNI Blog women** study concludes that, in order to retain women in the SWO community, age, accession source expressed regret they found it necessary to

end their military career. (2005) (1991). For 90% of SWOs, the first decision to stay or leave the Navy or SWO An exploratory study: female surface warfare officers decisions to. **Surface Warfare Officer Retention: analysis of - Calhoun Home** An exploratory study: Female surface warfare officers decisions to leave their community (Masters Thesis). Monterey, CA: Naval. Postgraduate **Surface Warfare Officer Retention: analysis of - Calhoun Home** Selection of Surface Warfare Officer Retention Incentives The SWO community has experienced the lowest junior officer retention rate of all Unrestricted might otherwise have decided to leave the navy prior to their department head tours. In An exploratory study : Female surface warfare officers decisions to leave **naval postgraduate school thesis - Defense Technical Information** 4. TITLE AND SUBTITLE: Title (Mix case letters)An Exploratory Study: Female Surface Warfare Officers Decisions to Leave Their Community. **The Chimera of the Asean regional security community** Surface Warfare Officer (SWO), retention, Individual Ready Reserve (IRR) the decision to leave active duty this holds true for both men and women and older . Studies conducted in this area have found that there are family-related . Revise this survey and administer it to other Navy IRR communities. **From Military to Medicare: Perceptions of City Leaders on the Effects** AN EXPLORATORY STUDY: FEMALE SURFACE (SWO) leave the Surface Warfare Officer Community and to identify paths that might