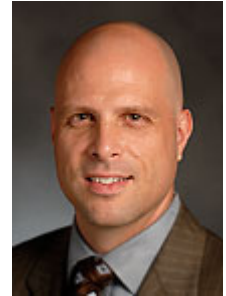


## Quality of Life (QOL) in the U.S. Marine Corps: The Validation of a QOL Model for Predicting Reenlistment Intentions

Hindelang, R.L., **Schwerin, M.J.**, & Farmer, W.L. (2004). Quality of life (QOL) in the US Marine Corps: The validation of a QOL model for predicting reenlistment intentions. *Military Psychology*, 16 (2):115-134.

The all-volunteer status of the military, combined with an increasing desire to employ individuals who have the requisite knowledge, skills, and abilities to perform highly sophisticated tasks, has intensified competition between military and private-sector organizations attempting to attract and retain qualified personnel. In an effort to remain competitive with employers in the private-sector labor market, U.S. military organizations have directed their attention to various personnel support programs aimed at meeting the needs of service members and contributing to their overall quality of life (QOL). More specifically, these military services have focused on the development and validation of conceptual models that link QOL to desired military outcomes, such as personnel retention, readiness, and performance.



Michael Schwerin

This study extended recent QOL research by determining the applicability of a model developed and validated for Navy personnel to another branch of the military, the U.S. Marine Corps. Structural equation modeling results demonstrated that when examining the relationship between life needs and retention plans, life needs fell into two groups: work life and non-work life. Work life had an indirect effect on retention plans—increases in work life satisfaction increased organizational commitment, thus affecting retention plans—and non-work life had a direct effect on service member retention plans. These findings are significant in that this is the first modeling effort to demonstrate a valid, reliable, and replicable model of the QOL/retention intent relationship for military personnel. The U.S. Navy and Marine Corps have used these findings to allocate QOL resources, identify shipboard habitability needs, and develop strategies and initiatives targeted to improve Sailor and Marine retention.

Link: [http://www.leaonline.com/doi/abs/10.1207/S15327876MP1602\\_3](http://www.leaonline.com/doi/abs/10.1207/S15327876MP1602_3)