



Supporting
Military Families
Through Research
and Outreach

PUTTING RESEARCH TO WORK FOR MILITARY FAMILIES

Occupational Attachment and Met Expectations as Predictors of Retirement Adjustment of Naval Officers

Taylor, M. A., Shultz, K. S., Spiegel, P. E., Morrison, R. F., & Greene, J. (2007). Occupational attachment and met expectations as predictors of retirement adjustment of Naval officers. *Journal of Applied Social Psychology*, 37, 1697-1725.



NAVY



672 Naval officers participated in a study to test whether attachment to one's occupation and met expectations regarding retirement predicted the adjustment of military retirees. Occupational attachment had a minimal impact on adjustment. However, the extent to which the expectations of civilian work, financial issues, and family life were met significantly predicted post-retirement satisfaction and adjustment.

Key Findings:

- Attachment to the Navy predicted only 5% of the variance in post-retirement adjustment.
- Satisfaction with the geographic location prior to retirement was an important predictor of post-retirement satisfaction.
- Meeting expectations about the second career job significantly predicted global adjustment, feelings of meaning and control, and financial and physical adjustment.

Implications for Programs:

- Programs could incorporate modules in their curricula to help future retirees create realistic expectations of their post-military lives and careers.
- Programs could compile a list of local resources for military retirees.
- Programs could facilitate support services of Service members with impending retirements.

Implications for Policies:

- Policies could continue to help prepare Service members for retirement.
- Policies could provide career placement services for those transitioning from military careers.
- Policies could allocate funding for staff who provide job coaching and other vocational supports for newly retired military personnel.

Avenues for Future Research:

- Future research could examine whether the retiree actively disengages from the work and career roles over a period of time prior to retirement.
- Future research could test these relationships in other service branches.
- Future research could examine these variables in females.

Prepared by the Military REACH Team.

For additional information, please visit reachmilitaryfamilies.umn.edu

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Background Information

Methodology:

- In 1982, all Active Duty Naval officers completed a survey regarding work experiences, occupational attachment, expectations for retirement, and family and career planning.
- In 1986-1987, those who had retired were asked to complete another survey about working conditions and retirement adjustment.
- 73% of the retirees responded to the second survey.
- Hierarchical linear regressions predicted adjustment to retirement from the other variables.

Participants:

- 672 Naval officers participated (98% men).
- Average age at second survey = 45.30 years (SD=2.80 years).
- 88% were married, 77% had a child living at home.
- 83% of the Naval retirees were working full-time at the time of the second survey.

Limitations:

- No information on the racial/ethnic composition of the sample was presented.
- The sample is somewhat homogenous; it is unclear how these findings may apply to other samples.
- The measures were all self-reported and may be biased.

Assessing Research that Works

Research Design and Sample					Quality Rating:
	Excellent (★★★)	Appropriate (★★★)	Limited (★★★)	Questionable (★★★)	★★★★☆
The design of the study (e.g., research plan, sample, recruitment) used to address the research question was...	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Research Methods					Quality Rating:
	Excellent (★★★)	Appropriate (★★★)	Limited (★★★)	Questionable (★★★)	★★★★☆
The research methods (e.g., measurement, analysis) used to answer the research question were...	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Limitations					Quality Rating:
	Excellent Minor Limitations (★★★)	Appropriate Few Limitations (★★★)	Limited Several Limitations (★★★)	Questionable Many/Severe Limitations (★★★)	★★★★☆
The limitations of this study are...	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Implications					Quality Rating:
	Excellent (★★★)	Appropriate (★★★)	Limited (★★★)	Questionable (★★★)	★★★★☆
The implications of this research to programs, policies and the field, stated by the authors, are...	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Not applicable because authors do not discuss implications					
Overall Quality Rating					★★★★☆