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*Patterns of Enlisted
Compensation*

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Dana P. Goldman*

National Defense Research Institute

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Patterns Of Enlisted Compensation

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Patterns Of Enlisted Compensation:

Patterns of Enlisted Compensation, 2001 Few would think that compensation varies much among different members of the military who have the same years of service After all basic pay is determined by a pay table common to all services varying only by rank and years of service But military pay is complex consisting of over 70 different pays and entitlements some of which are cash payments and some of which are in kind transfers This complexity can produce very different levels of pay both across and within services for people who by most measures appear similar Given the power that compensation can have as a management tool it is important for DoD policymakers to understand the components of military pay and where and how they vary To date no empirical studies have been conducted to measure the difference in total compensation by individual characteristics This study begins to fill this gap by providing a baseline description of how pay varies for enlisted members by such individual characteristics as gender race occupation family composition and Armed Forces Qualification Test AFQT score We did not model the sources of the relationships between compensation and individual characteristics Instead we documented the patterns of enlisted compensation Nor did we perform a behavioral analysis of these patterns that is we do not explain why the patterns we observed exist Rather our documentation of the patterns is intended to be a baseline description that can serve to identify areas in which future behavioral analysis would be especially fruitful

Patterns of Enlisted Compensation M. Rebecca Kilburn, Rachel Louie, Dana Paul Goldman, 2001 Military compensation is complex consisting of over 70 different pays and entitlements some of which are cash payments and some of which are in kind transfers This study provides a baseline description of the structure of enlisted personnel compensation It documents which pays service members receive how much they receive and how compensation varies by such individual characteristics as gender race occupation family composition and Armed Forces Qualification Test score While the largest contributor to average levels of compensation is Basic Pay the largest contributors to differences in pay across individuals are enlistment reenlistment bonuses and retirement benefits The two characteristics associated with the biggest observed differences in compensation are years of service and having dependents Compensation is significantly different statistically across other individual characteristics but the magnitudes of the differences are relatively small While this baseline description does not model the sources of the relationships between compensation and individual characteristics or explain why the observed patterns exist the results can serve to identify areas in which future behavioral analysis would be especially fruitful It will interest those involved in military compensation or military personnel management

Military Compensation

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Table of Contents Patterns Of Enlisted Compensation

1. Understanding the eBook Patterns Of Enlisted Compensation
 - The Rise of Digital Reading Patterns Of Enlisted Compensation
 - Advantages of eBooks Over Traditional Books
2. Identifying Patterns Of Enlisted Compensation
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Patterns Of Enlisted Compensation
 - User-Friendly Interface
4. Exploring eBook Recommendations from Patterns Of Enlisted Compensation
 - Personalized Recommendations
 - Patterns Of Enlisted Compensation User Reviews and Ratings
 - Patterns Of Enlisted Compensation and Bestseller Lists
5. Accessing Patterns Of Enlisted Compensation Free and Paid eBooks
 - Patterns Of Enlisted Compensation Public Domain eBooks
 - Patterns Of Enlisted Compensation eBook Subscription Services
 - Patterns Of Enlisted Compensation Budget-Friendly Options

6. Navigating Patterns Of Enlisted Compensation eBook Formats
 - ePub, PDF, MOBI, and More
 - Patterns Of Enlisted Compensation Compatibility with Devices
 - Patterns Of Enlisted Compensation Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Patterns Of Enlisted Compensation
 - Highlighting and Note-Taking Patterns Of Enlisted Compensation
 - Interactive Elements Patterns Of Enlisted Compensation
8. Staying Engaged with Patterns Of Enlisted Compensation
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Patterns Of Enlisted Compensation
9. Balancing eBooks and Physical Books Patterns Of Enlisted Compensation
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Patterns Of Enlisted Compensation
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Patterns Of Enlisted Compensation
 - Setting Reading Goals Patterns Of Enlisted Compensation
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Patterns Of Enlisted Compensation
 - Fact-Checking eBook Content of Patterns Of Enlisted Compensation
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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