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## Pre-Accession Factors in the Performance and Retention of Hispanic Enlistees

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By Naval Postgraduate School

Createspace Independent Publishing Platform, United States, 2016. Paperback. Book Condition: New. 279 x 216 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This book applies quantitative methods to analyze the effect of pre-accession characteristics and early career experiences on the first-term attrition, retention, and fast-track promotion rates of Hispanic and Non-Hispanic enlistees in the United States Navy. Using data from the Personalized Recruiting for Immediate and Delayed Enlistment system and the Defense Manpower Data Center for enlistees that joined the Navy in FY 2001-2009, followed during their careers until FY 2013 or separation, the multivariate analysis main findings show that Hispanics serving in the Navy appear to be well adjusted to military service. These sailors are serving critical roles around the world, and, based on attrition and retention metrics, perform somewhat better than their non-Hispanic counterparts. On the other hand, Hispanic sailors are promoting at somewhat slower rates than their non-Hispanic peers. Based on the findings of this book, recommendations are formulated to support interventions that can make the U.S. Navy a stronger, more diverse organization.



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