

Attitudes towards Females in the Combat Arms Profession



Deven Dennis Cozad  
UD63323HPS72380

A Final Thesis Presented to  
The Academic Department of the School of Science & Engineering  
In Partial Fulfillment of the Requirements  
For the Degree of Doctor of Philosophy in Psychology

ATLANTIC INTERNATIONAL UNIVERSITY  
HONOLULU, HAWAII U.S.A  
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## **Declaration**

I certify that the work produced under this thesis, entitled “Attitudes towards Females in the Combat Arms Profession” is an original research work. I used the work of other people from different sources have been properly acknowledged and referenced in accordance with the requirements of research. This research work has been carried out as part of partial fulfillment for the award of Doctor of Philosophy Degree Psychology.

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**Final Approval of Thesis**

This is to certify that we have read the thesis submitted by Deven Dennis Cozad. It is our perception that this thesis is of ample standard to warrant its acceptance by the Atlantic International University, Honolulu Hawaii for the award of the “Degree of Doctor of Philosophy in Psychology”.

Sandra Rodriguez  
Academic Advisor at AIU, U.S.A.

///ORIGINAL SIGNED///

## **ABSTRACT**

After over 30 years fighting in combat zones across the world, there is still doubt to the level of support for female occupation within direct combat units. Since 1994, there has been little to no studies addressing this issue. The purpose of this study to provide a current data, from current service members of both the US Army Reserve and Utah Army National Guard on this topic. This study utilized Hurrell and Lukens' "Women in Military Service" (1994) survey tool to conduct the data sample. The survey was broken down into two variable sets: males/females and junior enlisted/leadership personnel, then rated on Hurrell and Lukens' 1-7 point scale within the survey. The results depicting positive general support towards females in the service and being able to produce as equals to their male counterparts. Although further data is require in order to define some residual results of the survey, the general positive support of females and them serving in any capacity within the armed forces is present in today's US Army.

## Acknowledgements

### To the United State Army

The United States Army has allowed me to become the man I am today and provide for my family while serving my country. Without them I would not have been afforded the opportunity to give back to my fellow service members with this body of work. I only hope that others take its contents and build upon its data for the betterment of all genders within the armed forces as a whole.

### To my wife Randi

Despite the many years of schooling and the financial hardship it has caused our family, you have stuck by me and my dream of achieving my Ph.D. I love you and the babies so much, and I will not let your sacrifice go to waste. I will build off my research and knowledge, and set the standard for our children to aspire to.

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## **Dedication**

I would like to dedicate this thesis to all my fellow sisters in arms!



## CHAPTER 1: INTRODUCTION

The purpose of this quantitative research study of 300 military service members at the Camp Douglas Military Installation, is to provide determine the level of attitude towards female Soldiers seeking occupation in the combat arms profession. There is a gap in the knowledgebase between current attitudes towards females in the combat profession based on rank and gender. The variables of gender, rank will be assessed through the seven point Females in the Military Scale (1994) to better define where the level of attitude is more prominent, and where the Army needs to focus more attention. It will endeavor in evaluating the impressions shared in the integration of females in the combat profession, thus allowing the Army to anticipate the prospective setbacks that continue to challenge their military careers (Afari et al., 2015). The study centered its interests on the United States Army with reflection on the presumptions extended to females by the other services as well.

The military is perceived to be entangled with numerous concerns regarding superiority and prominence. Such concerns tend to stem from the impression of military strength being considered a key indicator of the respect accorded by the opponents. Most countries tend to extend a significant portion of their fiscal expenditure on the strengthening of their military (Jacobson et al, 2015). Such inclination to military strength may be argued to have led to the manifestation of bias in the prospects associated with the various parties defining the Army. Females have been perceived to be most affected due to the existing fallacy of weakness associated with their gender (Henshaw, 2016). The female gender has been challenged by numerous limitations questioning their ability to manage the physical and psychological demands associated with the military profession (Street et al, 2013). It is these challenges that over time have become solidified stereotypes within the American culture and formed a gap between their fellow service member's support and the combat arms profession. This gap is twofold, in that it is gender (male, female), and rank (Officer, NCO, Junior Soldier) based.

Now, the United States Army has made significant strides in the promotion of a sense of equality among its service members. A significant scope of the suggested sense of equality revolves on the promotion of a uniform impression regarding physical and mental potential (Lindy, 2012). In most cases, the commitment of the military towards the interests of the females in combat has steered at promoting the mitigation of the existing barriers and limitations. It is anticipated that the observation of the suggested changes involves the appreciation of the prospective service of all Soldiers in combat arms units (Henshaw, 2016). Such measures seek to manage the existing void of females presuming minority roles (direct engagement roles such as the Infantryman or Special Operations Forces Operators). Initially, females were excluded from requesting opportunities within the military such as service within the combat arms profession. However, the introduction of military reforms towards mitigation of such discrimination has paved paths towards their inclusion in active engagement zones or combat zones (Di Leone et al., 2016) such as Iraq and Afghanistan as of recent years.

The implementation prospects of such equality measures have been grossly unsuccessful due to the existence of unstructured deterrents in form of senior officials. Apparently, the implementation of the proposal stands best argued to involve the manifestation of goodwill from senior military personnel (Street, 2013). In most cases, the enactment of the policy remains engaged through paper details with contrasting reflections being manifested among the Soldiers (Di Leone et al., 2016). Besides, the interests of the involved parties tend to remain defined by

the impression of convenience as a term best comprehended through the impression of the supervising authority. It is common for the respective supervisors to manifest a sense of bias regarding the abilities of the female Soldiers despite the provisions made by the equality demands (Armstrong et al., 2014). In such cases, the attainment of ideal models upon which the promotion of equality stands attained may be argued to have been limited by their restrictions. Overall this means that in-order-for the new measures (opening of the combat profession within the US Army) to be effective there has to be senior level support and senior level personnel being held accountable for the dissemination of that support to the lowest level. Future chapters will address these issues and their impact on support for female integration.

## **Background of the Study**

The female military service has been marred by concerns of novelty despite the historic manifestation of footprints in military activities. Reflections from as far as the American Revolution indicate the active service of females in combat with the likes Catherine Barry being considered to have offered active tactical positioning strategies (Mitchell et al., 2014). Others such as Margaret Corbin had battlefield wounds to stamp their service in active combat (Mazurana & Cole, 2013). Nonetheless, the prospect of their services being engaged in the contemporary combat arms units of Army have been challenged by numerous restrictions that focus on their ability and qualifications. The contemporary combat arms units may be argued to have been transitioned to being a pool of gender misrepresentation that is challenged by impressions of bias towards female service. The prospect of females engaging enemies remains a delusional mirage that faces the Army. Such has been argued to manifest despite the numerous effort to clear the erroneous impression of inadequacy promoted by the military hoopla regarding females service (Mitchell et al., 2104).

A reflection on the combat exclusion policy may allow the appreciation of the restriction extended to the female Soldiers in active combat. The policy was developed following the conclusion of the Second World War, through the Females Armed Services interaction Act of 1948 (Gill & Febraro, 2013). The act aimed at providing regulations focusing on the protocols to be deployed in the determination of female service in the Army. Among the included provisions were those dictating on the scopes that females should serve with respect to the service in military duties (Afari et al., 2015). In most cases, their services were restricted to their ability to adapt to the respective demands of the units. Such observations stood argued against the progress made by the female Soldiers in various warfare including the Rosie the Riveter impression of the Second World War (Gill & Febraro, 2013).

The Gulf War in the early 1990's was the first time females were allowed to occupy an active war zone, as a Soldier. This was also the first time that researchers were able to obtain viable data on their abilities to perform war fighter functions and their male peer's attitudes towards their performance. Hurrell and Lukens took this opportunity to develop their Females in the Military Scale (1994) to address those attitudes towards their performance. The only issue at the time, was the length of the conflict, as it only lasted a few short months. It wasn't until the wars in Iraq and Afghanistan that researchers were able to obtain prolonged data to study the effects of continuous war on females and their peer's views on their performance. During these wars and with the advancements in media within the warzones, female performance was on display at every turn. This highlighted their abilities to perform key war fighter functions and in some cases outperform their male peers. It was this continual assessment of their abilities that

highlighted the lack of equality within the militaries occupational specialties, and prompted the possibility of lifting of the exclusion policy.

However, such was not the case due to the existence of numerous misconceptions regarding the ability of females to serve in equal military capacity (Eichler, 2014). Numerous concerns may be cited in the determination of the appropriateness spelled by female service in the combat arms profession. Their scope tends to extend beyond the impression of performance to the effects that may be suggested by their service. The entire prospect of military combat selection seems anchored on the qualification of the candidate. However, female Soldiers tend to attract a myriad of concerns that aim at ensuring their service is limited (Burman, 2014).

Military traditions have been cited among the elemental sources of discrimination regarding the service of females in combat arms profession. In most cases, enlisting has embraced a gender angle with the consideration of the interactions shared between the genders as being determinations of the subsequent promotion of a sense of commitment (Eichler, 2014). It is anticipated that the interactions between male and female Soldiers in the field of war may be damaging to the precision and credibility associated with the service. In essence, men are argued to redeploy limiting protection ambitions to their female colleagues due to the existing sense of false superiority (Reiter et al., 2016). Such expectations are perceived to have a detrimental effect on the prospects of having females enlist in the various military activity. In most cases, the uptake of the female into the military activity is thus deemed as a source of distraction to the rest of their male counterparts. Similar concerns may be argued over the enlisting of the homosexual parties with respect to the effect that is to be sourced regarding the stability of the unit.

Readiness to participate in military duties has been cited as a factor promoting the inclusion of females in the combat arms profession (Eichler, 2014). Apparently, conditions such as pregnancy and monthly menstrual activity have been cited to have a potential impact on the both the efficiency and readiness of the female Soldiers in the field of war. It is anticipated that the limitation to deployment is further stretched when the impression of parenting is introduced. Such observations lead to the existence of a clouded opinion regarding the service of females despite the lifting of provisions such as the Females' Armed Services interaction Act of 1948 (Gubata et al., 2013). Besides, the concept of qualification remains adamantly limiting to such females when contrasted against their male counterparts. Unfortunately, the service of the respective females stands pegged on standards similar to their male counterparts due to the non-discriminatory prospect of the battlefield. It is anticipated that the attainment of such qualifications may be affected by the existence of the observed limitations (Reiter et al., 2016).

The concept of female's service may be argued to have been promoted by the adjustments in the battlefield dynamics. Apparently, the lifting of the Females' Armed Services interaction Act of 1948 may be suggested to have been promoted by such advances in the scope of the waterfront (Mitchell et al., 2014). A reflection of the numerous wars engaged against extremists in the Middle East may be argued to have had an impact in the management of the shared needs. Apparently, such battlefields have promoted the existence of limiting dynamics regarding the service of various service members in the Army. Commanders, for example, have conducted operations on asymmetric battlefields where the potential for engagement in direct ground combat is always present regardless of gender or military job. The readiness of the Soldiers to participate in combat remains advocated progressively (Afari et al., 2015). Such eventualities may be argued to have triggered the consideration of widening the depth of the

force with respect to the management of the operational policies. In most cases, the attainment of such interests involves the inclusion of females into the teams.

A reflection on the routine activities of a military operation may allow the appreciation of the depth of the Soldiers associated with a warfare operation. In average situation, a mission is comprised of specialized units that seek to promote the implementation of the desired military strategy associated with the operation. Among such specialized units include military occupational specialties (MOS) 11 series (Infantry), 13 Series (Artillery), and 18 series (Special Forces). Arguably, the implication of such a demand of specialists implies the creation of a void stretching past thousands of vacant positions that desire to be filled. (Williams, 2014). The inclusion of gender limitation regarding the management of such personnel demands remains argued to have an implication on the efficiency of the outfit. Nonetheless, there exist regions that attract the need to restrict the service along the impression of gender. Among such include the Cavalry Scout where the female enlisting has been limited extensively. However, the US Army has made strides to open up the 19D (Cavalry Scout) to the female gender. Still, the measure is considered inadequate since females are yet to be considered in a number of MOSs (Pitts et al., 2013).

An evaluation of the outlook shared by females in the military may offer an inclination on the impression of perception harbored regarding their service. In 2014, TRADOC (Training and Doctrine Command) reported that 22% of the female were either moderately or very interested in switching to combat arms specialties. An additional study by the published in by the Associated Press polled 30,000 females and determined that 2,238 said they would switch to combat arms specialties (Kline et al., 2013). If those 2,238 females were integrated into the combat MOS's, that would fill 14% of the 33,000 open positions (Kline et al., 2013). Such pointed on a significant percentage increase in both capability and the push to adhere to the policy by the Secretary of Defenses. Such observations may be argued to have promoted the occurrence of concerns such as the prospecting of the future associated with the female personnel in the military. The questioning of such prospects remains perceived central in the determination of the prospective interests that are to be shared in the developing of support structures for the respective females (Anderson et al., 2014).

Various dynamics of active combat may be argued to have steered the build of reservation regarding the service of females into the respective combat arms interest. In some cases, the attainment of such interests includes the appreciation of dynamics such as implication of enemy abuse upon being captured as prisoners of war (Vogel et al., 2014). Arguably, all personnel faces challenges associating with the prospect of being tortured following capture by the enemy. However, the inclination to suggest further torture to female prisoners tends to be elevated as compared to their male fraternity. The promotion of such sense of fairness with respect to the management of the interests associated with the female Soldiers may be argued to stand best anchored on their exclusion from active combat. However, such acts only weaken the Army, especially when weighed against the impression of modern warfare that involves the infiltration of the enemy through convenient and appealing personnel (Pitts et al., 2014). It would be challenging to promote such infiltration among female informers through the use of male personnel.

The elemental concerns extended to female Soldiers include their ability to serve without suggesting a possible compromise of service due to the rise of concerns such as effectiveness and

the efficiency of their input. Both virtues impose a significant attribute to the success of the mission (Raghavan & Balasubramaniyan, 2014). The lifting of the oppressive statutory regarding the service of females in the combat frontier may be cited as a meaningful gain to the female gender with respect to their involvement in military missions. However, such observations may not be argued to promote the need to have the non-discriminatory service of Soldiers from all the genders. Instead, the promotion of the suggested sense of commitment to the operation model may be argued to have sufficient anchorage on the prospective interests that are to be shared by the involved Soldiers (Pitts et al., 2014).

## **Problem Statement**

It is not known if and to what extent the attitudes toward female soldiers within the combat arms profession are affected by rank or gender. This study will focus on women within the United States Army as the key group effected by this problem, directly followed by their male combat arms counterparts, and the policy writers needed to amend current policy. The existing challenges faced by females over their enlisting into the combat arms profession may be argued to be promoted by the subsequent impressions shared by the rest of the Soldiers in the profession. In most cases, the nature of interactions to be shared by the respective parties with respect to the management of needs as anchored by the participating personnel. The need to manifest heightened sense of confidence regarding the service of the females in the combat arms profession may be deemed essential in the strengthening the resolve shared by the unit. However, the existence of models that limit the manifestation of such confidence remain perceived both detrimental and limiting the prospects of achieving the goals shared by the Army. The appreciation of the impressions shared by the respective parties in the management of the needs resonate with the sense of appreciation that will be expressed towards the inclusion of the females (Burland & Lundquist, 2013).

Numerous speculations have been registered with respect to the service of females in combat. Among such include the inferiority associated with their service. Such concerns allow the stemming of the possible attributes that define the implementation of an inclusivity agenda as well as the provision of support for such Soldiers. Female service may be argued to bank on the goodwill shared by their colleagues as the key to their enlisting (MacDonald et al., 2013). Arguably, the discernment of such week may implicate the prospects of participating to being anchored on the nature of support extended to the respective inclusion. It is paramount that the promotion of such angles of motivation may involve the development of the opinions shared by the rest of the military Soldiers regarding the service of females. Also, the same impression may be argued to have insinuations regarding the efficiency of the parties in the management of associated challenges.

The elemental concern attributed to the current study was, thus, modeled along the impression of opinion and the need to establish its depth with respect to the provision of support to the female Soldiers in the combat profession. Such needs were associated with the need to acknowledge the prospective progress registered in the integration of females into the war frontiers. Apparently, the appreciation of such dynamics may allow the subsequent acknowledgment of the dynamics that define the need to promote female inclusion to have sourced from the rest of the participating parties. Such evaluation would allow the subsequent integration of the needs shared by the partners to being defined by the impression of purpose and duty. Besides, the attainment of the considered integration needs may be argued to be further

manifested by the impression of responsibility and efficiency. It would be difficult to culture such prospects while endowing the input of inferiority among the parties (Burland & Lundquist, 2013).

The failure to successfully support the integration efforts of the female service personnel into army units may be argued as the elemental challenge that is being addressed by this study. Apparently, the integration need was suggested to have been steered by the impression of responsibility as shared by the need to promote some sense of confidence among the male partners. This study effects not only females and males in the Army, their supporters, or the other services who will follow suit in their integration endeavors, but also recruitment of the civilian female population who seek a new career opportunity. The directive by the Secretary of Defense regarding the inclusion of females in male designated units needs to be supported by the potential of the females in promoting the suggested sense of relevance and qualification (Vogel et al., 2014). Arguably, females have acres of social discrimination to cover prior to their eventual acceptance by their male partners. Besides, most social discrimination tends source from the impression of inadequacy in service and prowess. A review of the ideal areas that necessitate the intervention of the supportive structures aiming at the mitigation of the bias manifested in enlisting may be perceived essential in the comprehension of the study problem.

Female military personnel anticipates enforcement in various areas of the profession. Among such include the appreciation of their physical capacity as well as the management of the needs associated with the promotion of military leadership. Others include the role of females in the promotion of beneficial diversity as compared to the installation of mundane equality structures (Orr et al., 2015). Hypothetically, the attainment of such realization would promote a heightened sense of commitment with respect to the success of the outfit as a model of constructive equality as compared to being a unit of gender marginalization. The attainment of compatible Army comprised of Soldiers of both genders stands considered a reality as compared to being a creation of ambitious filmmakers. Nonetheless, the attainment of such eventualities may involve the integration of heightened interventions that extend beyond the drafting of policies. It may be argued that the attainment of such realities remained the challenge envisioned by the study.

A reflection of ideal theories regarding gender impact and its attribute in professional success may allow the visualization of the benefits that stand to be attained through the model. In most cases, the inclusion of females in the military is deemed as a denial of potential stability and strength defining the abilities of the unit. Involved parties tend to relate the measure to the introduction of weakness in the outfit. Such an assumption may be modeled along the functionalism theory where the purpose of each team tends to be defined along the gender make-up. However, the reflection of the theory may be argued to have some inclination favoring the need to support females partaking military activity. It may be observed the determination of the ideal approaches upon which to base the division of labor needs to stem from the efficiency of the service (Ziamba et al., 2014). On that note, the determination of the constituents of the military unit may be best attained through the elimination of restrictions pointing on the seclusion of ideal candidates on the basis of their gender; hence the interests of the current study.

## CHAPTER 2: ELEMENTS OF PROCEDURES

The purpose of this quantitative research study of 300 military service members at both the Fort Douglas and Camp Williams Military Installations, is to determine the level of attitude towards female Soldiers seeking occupation in the combat arms profession. The overall intent is to present a well-rounded picture that both highlight and defines where the prime support and or lack of support comes from. This will allow future trainers, leadership and key implementation personnel to develop a course of action to administratively and culturally curve the impact to female service members during training and implementation into the combat arms profession.

The second intent is to show that females can maintain the same regulatory standards required for physical activity of combat occupations as their male counterparts. This measurable comparison would be based on current service member's personal opinion and the observed personal performance of females during combat operations and professional military educational schools. Defining this to current sceptics within the leadership community of the US Army would greatly assist with the cultural change towards a complete social acceptance, one that can and should be promoted among the senior ranks.

### Current Research Gap

It is the challenges that over time have become solidified stereotypes within the American culture and formed a gap in the research between their fellow service member's support (attitudes: independent variable) and the combat arms profession. This gap is twofold, in that it is gender (male, female) (1<sup>st</sup> dependent variable), and rank (Officer, NCO, Junior Soldier) (2<sup>nd</sup> dependent variable) based. These gap are the foundation for which the following research questions and hypotheses will address throughout this paper.

### Research Questions and/or Hypotheses

The identification of the research questions was anchored on the desire to actualize the purpose of the study. Apparently, the study was modeled towards attaining a sense of appreciation on the impressions shared by the rest of the military personnel towards the enlisting of females in combat arms units. It was anticipated that the research questions would be modeled along the need to define the situation under evaluation as well as determine the ideal dynamics upon which the promotion of female support is to be structured. Also, the research questions were promoted through the identification of substantial variables that may be used in the pursuit of the research interests. Among such include ranks, experience and gender as a determinant of the service of females in combat arms units.

Among the identified questions include:

**RQ1:** Does the rank factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

**RQ2:** Does the gender factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

An evaluation of the research questions may allow the evaluation of the possible wisdom engaged in their development. The first research question aimed at identifying the protocol differences cultured in the military setting. The determination of the impact of authority was

considered central in the appreciation of the prospective interests that may achieve with respect to the entrance of females in military duties. Apparently, the determination of the possible impacts suggested by such difference may allow the determination of the ideal approaches that may be used in the determination of the ideal approaches upon which the mitigation of the prejudice extended to the female enlistees may be achieved. However, other concerns such as the difference in age may be argued to have an impact in the management of the suggested difference in protocol. In most cases, the age difference between the junior and senior military personnel tends to comprise of an entire generation or 10 to 15 years. It may be observed that the findings of the current study would be essential in the determination of the ideal approaches upon which to anchor the adjustment that is desired to be engaged in the improvement of female's roles in the military.

The second question engages the concept of experience along the gender distinctions. It seeks to explore the prospect of entertaining experience when pursued against the gender of the participant. There tends to exist a sense of bias with respect to the gender of the party being considered under the impression of the experience. In most cases, the management of such cases tends to favor the male counterparts as compared to their female colleagues. Besides, the inability of the respective parties to appreciate the abilities of the experience manifested by females may be argued to be sourced from the subsequent lack of service or inclusion in the respective units. In most cases, the descriptions of the accrued experience tend to manifest bias against the lesser gender. Such implies the existence of strong opinions against either of the genders as an outcome of their units of the military mission. It would be considered unlikely for concerns such as comprehensive inclusion to be promoted through the enlisting. Such limitations allow the appreciation of the varying impression regarding the concept of experience as explored by the research question (Westphal & Convoy, 2015)

The isolation of the ideal hypotheses to be tested by the study was oriented along the interests identified by research questions. Among the isolated hypotheses included:

**H1o:** Rank associated with service members does not spell any impact in the prediction of their attitude towards the integration of female Soldiers into the combat arms profession.

**H1a:** Rank associated with service members spells meaningful impact in the prediction of their attitude towards the integration of female military Soldiers into the combat arms profession.

**H2o:** Gender does not any presume a pivotal role in the prediction of the attitude extended towards female Soldiers.

**H2a:** Gender presumes a pivotal role in the prediction of the attitude extended towards female Soldiers.

### **Advancing Scientific Knowledge and Significance of the Study**

The paper focused on the deployment of participatory action research as a model for the promotion of the advancement of scientific knowledge. Apparently, the option was modeled along the probable contributions that stand attained from the service of both the field experts through direct contribution to the research. Their opinion are anticipated to offer a focused reaction with respect to the structuring of the methodology. Also, the assumption is anchored on



numerous dynamics that define the approach of the current study. Among them include an area of focus that can be narrowed to reflect on a social topic, the topic that stems from hundreds of years of gender dismissal, based on the perception of physical capabilities and social acceptance. It's this dismissal that has highlighted the gap in the historical research and knowledgebase of the American culture. Others include the interests of the study where the opinion of military personnel regarding their colleagues is sought (Lahoud, 2014). In either of the case, the need to promote the social agenda remains considered extensively observed. It was further argued that the ability to advance scientific knowledge through the deployment of the participatory action would involve the appreciation of the validity of their contribution. In the current case, the description of the service permits the eventual development of suggested sense of validity.

The usage of participatory action research denies the researcher the prospect of engaging in strong opinion regarding the approach to be promoted in the management of the established opinions. It may be argued that the attainment of such conflict in the scope of assumptions made by both research and the participating professionals allows the management of possible bias that may be associated with social research. The mitigation of the influence associated with the researcher allows the manifestation of a subsequent sense of commitment regarding the service prowess of the involved professions. Nonetheless, the researcher plays a pivotal role in the validation of the generated disclosures. Such may be best exemplified by the desire to evaluate the interests of the service while allowing the management of both information validation and detailed recording of the respective findings (Bevis et al., 2014). In either case, the need to validate the generated information remains extended to the mechanisms adopted by the researcher despite the prospective avoidance of making direct service.

## **Research Methodology**

The structuring of the study methodology embraced a quantitative research approach that was supported by a functional survey model. The study is grounded on Hurrell and Lukens' "Women in the Military Scale" (1994). The scale consists of the post-Gulf War survey composed of 12 research questions focusing on the general attitudes of current service members towards female occupying combat arms positions. The decision on the quantitative approach was achieved following the evaluation of the merits it stood to impose to the study as well as the assessment of the ideal concepts supported by the alternative model. Apparently, the usage of qualitative research method approach allowed the evaluation of the achieved findings towards the attainment of detailed insights. However, such an approach was to face the limitation of the opinions of the participants to only a few; hence exposing the study to a possible bias. Conversely, the usage of the quantitative approach implied that the sampled opinion would be wide enough to allow the reflection of the ideal status manifested by the military personnel regarding the subject. Such observations allowed the visualization of the contributions that would be suggested by the model in the management of the interests of the study (Griffith & Vaitkus, 2013).

The decision to model the study of a qualitative research design was further oriented on the probable implication that stood spelled in information management. The quantitative model permitted the development of data that was structured under a closed model. The attainment of such a model involved the appreciation of the limits that redefine the scope to be engaged by the embraced data gathering protocols. Furthermore, the interest of the study involved the evaluation of empirical models that were constructed along the impression of descriptive dynamics such as

outlined variables and associated hypothetical concepts. Their testing warranted the participation of a model that promoted the attainment of the desired sense of systemic investigation as aspired by the qualitative model. Also, the appreciation of the possible implication of measurement in the characterization of the deployment protocols of the process led to the subsequent appreciation of the associated modeling prospects. It was established that the management of the respective variables involved the rise of definite evaluation protocols that offered sufficient room to steer analytical models while appreciating the gains that were to be extended to the testing of the attached hypotheses (Galloway, 2014).

The study incorporated data on physical capabilities between male and female Soldiers along with organizational cultural data. It was to be used to also measure the gap or lack of gap between gender/rank and their attitudes towards females in the combat arms profession. Its reflection was achieved along with other concerns such as whether there existed a belief on females being unable to meet the required physical capabilities of combat service. Such evaluation allowed the appreciation of the dynamics associated with the desire to enforce support for the enlisting of females in such units. The approach stands argued as being ideal in the management of the interests of the current study due to its ability to examine the implication of both gender and rank exposure as a determinant of the role of females in the combat arms profession. The quantitative evaluation would allow the attainment of the shared relationship especially when the impression of having females in the combat arms profession is involved. Such suggested were anchored on the ability of the process in promoting the attainment of a restrictive but exhaustive approach in the characterization of respondent dynamics. Unlike the qualitative model that invites the exploration of subsidiary dynamics that define the developed responses, the quantitative model would allow the appreciation of the probable limits that restrict the study to focus on the implications suggested by the respective variables. Such approach was considered effective in the management of the established research interests (Griffith & Vaitkus, 2013).

Quantitative data may be used to develop opinions regarding the relevance of the research on the subject. Apparently, it has been deployed extensively in the determination of the ideal reasons why females should be discouraged from participating in combat activity. However, such endeavors may be argued to be unfulfilled when unaccompanied by quantitative studies that seek to examine the relationship shared between the respective dynamics of the suggested sense of service. Besides, the implication of females presuming the role of active combat remains a limitation of the associated impression of fitness and annexing factors; the desire to steer the study towards the evaluation of relevance remains elemental. Arguments pertaining the usage of the model may be further argued to have evolved along the impression of the need to make a comparative assessment with respect to the impact associated with the two concepts. However, the implication of cost may be argued to be a limiting concern with regards to the deployment of the quantitative model. Nonetheless, the gathering of bulk opinions under the sampling model may be argued to have an impact in the management of the respective cost that may be associated with the analysis of the data. However, the same may not be argued of the prospective cost associated with the gathering process. Nonetheless, the implication of engaging a qualitative approach was perceived to manifest similar inclination on expense concerns with respect to the prospective implication of factor such as the engage of follow-up agendas on the established feedbacks. Besides, the engagement of bulk data gathering protocols was anticipated

to benefit immensely from the prospective input of economics of scale associated with the model (Westphal & Convoy, 2015).

### **Rationale for Methodology**

The study consisted of a quantitative research method, utilizing a 12 question survey to assess the studies research questions/hypothesis. The decision on the qualitative research over quantitative was achieved following an evaluation of the gains suggested to the study. The usage of qualitative research method approach allowed the evaluation of the achieved findings towards the attainment of detailed insights. However, such an approach was to face the limitation of the opinions of the participants to only a few; hence exposing the study to a possible bias (Orr et al., 2015). Conversely, the usage of the quantitative approach implied that the sampled opinion would be wide enough to allow the reflection of the ideal status manifested by the military personnel regarding the subject. Such observations allowed the visualization of the contributions that would be suggested by the model in the management of the interests of the study.

The study will incorporate data on personnel attitudes of male and female service members along with organizational cultural data. It will to be used to also measure the gap or lack of gap between the attitudes of males/female and the rank of the surveyed service members. The survey's reflection will touch on other concerns such as whether there existed a belief on females being unable to meet the required physical capabilities of combat service. Such evaluation will allow the appreciation of the dynamics associated with the desire to reinforce support for the enlisting of females in combat units. The approach stands argued as being ideal in the management of the interests of the current study due to its ability to examine the implication of both gender and rank exposure as a determinant of the role of females into the combat arms profession (Waterman et al., 2013). The quantitative evaluation would allow the attainment of the shared relationship especially when the impression of having females in the respective combat arms profession is involved.

Quantitative data may be used to develop opinions regarding the relevance of the research on the subject. Apparently, it has been deployed extensively in the determination of the ideal reasons why females should be discouraged from participating in combat activity. However, such endeavors may be argued to be unfulfilled when unaccompanied by quantitative studies that seek to examine the relationship shared between the respective dynamics of the suggested sense of service. Besides, the implication of females presuming the role of active combat remains a limitation of the associated impression of fitness and annexing factors; the desire to steer the study towards the evaluation of relevance remains elemental (Roy et al., 2015). Arguments pertaining the usage of the model may be further argued to have evolved along the impression of the need to make a comparative assessment with respect to the impact associated with the two concepts. However, the implication of cost may be argued to be a limiting concern with regards to the deployment of the quantitative model. Nonetheless, the gathering of bulk opinions under the sampling model may be argued to have an impact in the management of the respective cost that may be associated with the analysis of the data. However, the same may not be argued of the prospective cost associated with the gathering process.

### **Nature of the Research Design for the Study**

Camp Douglas, Utah Military Installation, was considered as the sample source for the quantitative causal-comparative study. The choice was based on the dynamics associated with

the installation. Camp Douglas Camp Williams boasts between 1,000 – 2,000 service members on a daily training day, but the focus will be from the 96th Combat Support Brigade. The 96th CS BDE consists of a headquarters element, 10 Company size elements ranging from transportation, to medical to quartermaster. In all the BDE supports and manages over 1,100 Soldiers at any one time. The determination of the sample population was defined alongside the ideal sampling equation method, with an anticipated 95% confidence level.

In a population of 1,100, and a confidence interval of 5, the ideal sample population for the study was tabulated at 149. It was anticipated that the sample population would comprise of US Army personnel from 96th CS BDE. The need to ensure the sampled population manifested the desired sense of randomness in their nomination. Also, there existed a similar need of ensuring the inclusivity of all the parties. In an effort aimed at attaining the desired sense of randomness, the sampled Soldiers should will only willing participations, who are also engage in professions beyond that of just combat arms. The choice of participants was structured to involve both genders, and is open to all military grades.

The need for randomness may be adjusted to the population of participants with both the gender and rank involved. The approach would allow the management of the possible pooling of bias that may be engaged following the sampling of a single entity in either gender or rank. On that note, the determination of the ideal sampling approach to be engaged for the study was structured in a manner that allowed the appreciation of the possible impact to be suggested by randomness for the study. The questionnaire survey model was preferred as the ideal sampling approach. The decision on the sampling survey model was oriented on the impression of the limited timeframes associated with the military schedule (Lemmon & Stafford, 2014). The promotion of the sampling methods was perceived ideal in marrying with the observed schedule since it would allow the soldiers to engage the questions and deliver the desired outcome for a brief period. Also, the survey had aimed at minimizing the impact of participant training; since there existed a probability of having the extensive administrative duties impair the prospect of attaining the desired results. Such would prospect along the impression of non-engagement that associates with extensive administrative duties. Besides, the prospect of having such a model remain challenged by the subsequent inability of attaining the desired time to permit the evaluation and the subsequent ability to develop plausible and viable responses.

Both quantitative and qualitative approaches were considered during the planning. However, the dynamics of the gathered information was perceived to be central in the limitation of the subsequent outcome associated with their usage. Apparently, the qualitative approach would have allowed the appreciation of the dynamics associated with the study question. It would have permitted the sampling of opinions as well as the motivations that relate to the inclusion of females into the combat arms profession. However, the ability to test the developed hypotheses stood best achieved through the usage of a quantitative model. It permitted the appreciation of the depths of the problem and its implication on the military as a unit (Gallaway, 2014).

### **Definition of Terms**

The following terms were used operationally in this study:

- a. **Combat Arms Profession:** A collective reference term extended to Soldiers within the military that are considered to participate in ground warfare with the opponents. Such

- ground contest involves the usage of live arms as well as the deployment of tactical skills garnered in the training phase of their careers (Waterman et al., 2013).
- b. Platoon: A military unit comprised of numerous squads or sections. Its organization stands dependent on the mission as well as the nature of protocols observed by the involved country (Lyle & Smith, 2014; Westphal & Convoy, 2015).
  - c. Country: An autonomous unit of political governance; with the term being used to refer to the United States of America. Other countries referred in the study will be outlined prior to being considered under the common term (Griffith & Vaitkus, 2013).
  - d. Superintendent: A senior authority tasked with the management of the junior staff. The term will be reflected in the military settings where the junior Soldiers are in charge of a defined protocol of leadership. Therefore, the term will be used to reflect on a ranking officer under the military setting (Elnitsky et al., 2013).
  - e. Military Occupational Specialty (MOS): A structured guide to activity identification under the military settings. The structure embraced a coding approach where the distinct duties are assigned their roles depending on the involved military profession (Roy et al., 2015).
  - f. Infantry: Military personnel or soldiers involved in the management of terrain duties. They are mainly considered the foot soldiers or the boots on the ground. Their activity involves direct combat with the enemy while on the mission (Gallaway et al., 2014).
  - g. Special Forces: The advanced personnel with respect to the skills shared as compared to the rest of the soldiers. They engage in specialized services such as military police and elite squad missions. Their service involves the engagement of supplementary training over the routine military engagement (Bevis et al., 2014).
  - h. Field: US Army term for operations or training in austere environments. (ADP 3-0, 2011)
  - i. Female Experience: Level of male/peer observation in combat (Variable) (Study produced definition)
  - j. Gender: Sexual orientation of the sample participants (Variable). The state of being male or female (typically used with reference to social and cultural differences rather than biological ones) (Oxford Dictionary, 2017)
  - k. Rank: A position in the hierarchy of the armed forces (Variable) (Oxford Dictionary, 2017)
  - l. APFT: Army Physical Fitness Test (FM 7-22, 2012)

### **Assumptions, Limitations, Delimitations**

The existed numerous assumptions that were associated with the engagement of the study. They include the dynamics defining the behavior of the sampling population as well as the prospective attainment of information that would facilitate the attainment of the interests desired by the study. Apparently, the assumption of the service having teamed with female personnel in their service endeavors stands appreciated as an assumption that would define the experience of the participants. Also, it was the anticipation of the study that the participants were to offer honest opinions allowing the appreciation of the dynamics that redefined the process of enlisting of females in active arm combats units. Arguably, such assumptions defined the interests of the study with respect to the appreciation of the shared purpose. The developed assumption provided the desired guidance to the attainment of the interests served by the paper. It would be challenging to engage the study sampling on a sample population that has rarely had an experience with female enlistees. In such cases, their appreciation of the details defining the experience of their colleagues may be limited. However, they may have an opinion regard the prospect of their enlisting. In either of the case, the attainment of the eventual concept of finding viability stands best achieved through the enforcement of the assumption.

The participation of the respective respondents was further modeled along various assumptions. They included the impression of their participation being voluntary. Nonetheless, the assumption was confirmed during the establishment of the respective response regarding the sampled concerns. Other engaged assumptions included the promotion of a prospective impression of commitment to the study. It was assumed that the participants would manifest an increased sense of commitment with respect to the appreciation of the interests served by the study. They were anticipated to have been informed of the standards of their participation as well as the implication of their interests with respect to the engagement of the study. Also, it was assessed that they were enlightened of their rights and abilities. The attainment of the entire sample population was assumed to be probable despite the prospect of having restriction develop with respect to the access of the respective military personnel. Also, it was assumed that the respondents would not be exposed to guided responses with respect to the established feedback. Such occurrence would be perceived damaging to the credibility of the work. Also, the impression of the military activity and opinions being uniform across all the companies was engaged due to the inability develop sampling strategies covering the entire country.

Supplementary assumptions were established with respect to the ability of the evaluation process. Among such assumptions included the relevance of the tools of analysis on the management of the gathered information. It was assumed that the tools would offer the desired outcome as a factor of the adopted measures such as software updating among others. Also, the implication of the analyzed information adhering to the expectation of the collection with respect to accuracy in transfer and coding was placed on similar assumption prospect. Nonetheless, extensive care was engaged to minimize possible errors that may have been associated with the process.

Numerous limitations were associated with the study. They included the limitation of the depth of the respondents to be considered for the study. She study focused on the United States; yet only a camp was evaluated. Such observation stands linked to the prospective challenge of resources regarding the sampling of samples across the entire country. However, the development of such assumptions remains anchored on the training dynamics of the military. Nonetheless, the observation served a significant limitation to the study. Other limitations included the impact of supervision in the delivery of the findings, as well as in the management

of the prospective data generation prospects. The engagement of a quantitative approach to data management limited the prospective address of the follow-up questions regarding the gathered outcome. Such confined the study along the interests of the developed study areas as compared to the attainment of a comprehensive understanding of the subject matter.

Access to the respondents may be considered a limitation to the attainment of the endeavors of the study. In most cases, the attainment of such prospects remains guided by both their availability and the subsequent implication of authority in their description. Besides, the ambition of the research may be argued to have a limiting opinion regarding the availability of the respondents since they offer information that pertains their colleagues. Such concerns may be listed among the limitations anticipated by the study. The implication of authority may be argued to have an implication in the validity of the gathered information. It is anticipated that the participation of the respective personnel allows the appreciation of dynamics such as the interests of autonomy in response generation. However, such assumptions may not be assured, rendering their existence a limitation to the interests of the study.

Delimitations associated with the study stood anchored on the impression of need as promoted along the impression of the faced limitations being manageable. The concern of the schedule of the responders being uncertified may be addressed through the quest of structured permission regarding their inclusion in the study. However, the limitation of the depth of the study respondents as well as their ability to meet the observations associated with the entire country may be argued to be rarely managed. Nonetheless, its implication in the determination of the findings associated with the study remains perceived to be reduced since the training prospect tend to relate across the military. Also, the military being uniform with respect to training prospects for the various units as well as the nature of services associated with the respective missions stands to considered to have mitigated the interests of the limitation factor.

### **Summary and Organization of the Remainder of the Study**

The rest of study was organized into literature analysis, methodology, findings and their analysis among other critical chapters. The literature review section focused on the evaluation of the supportive literature that had been established along meticulous model, with key focuses on historical contributions from Lindy (2012) and Mitchel (2014), and a substantially impactful study from the US Army War College (2006). It sought to examine their opinion along the impression of the interests defined by the research question. Other interests pursued by the section involved the appreciation of the possible gaps that defined the information gathered through the process. The determination of both the contribution of the supplementary resources in the testing of the research hypotheses as well as in the presentation of advising opinion on the expectations annexed to the results may be perceived to have been essential in the development of the study. The literature review allowed the development of a detailed comprehension of the topic while appreciating the implication of factors such as the limitation faced by earlier studies.

The methodology chapter outlined the approach to be engaged in the management of the needs of the study while placing in consideration the interests of the study. It explored aspects such as the determination of the research method to be used, the design of the research and the protocols to be engaged in the determination of research methods. The prospect of exploring the instruments to be deployed in the development of the study stood appreciated. The determination of such concerns involved the appreciation of the plausible ethical concerns that may have associated with the study. The running data collection and analysis method will be challenged by

the time needed to conduct the data collect and develop viable responses (Orr et al, 2016). It will establish that the management of concerns such as the possible limitations and delimitations to be associated with the study remain present.

The data analysis and results chapter endeavored at presenting the identified information in a manner that would promote a sense of comprehension among the targeted audience. It deployed the aid of tables and/or figures to allow the illustration of the respective findings. Also, it will position the input of prospects such as the management of detailed analysis and key concepts from the evaluated literature to developed the desired comprehension.

The final chapter, the summary, conclusion and recommendation chapter will focus on the assessment of the established findings, with the hope of developing a consensus regarding their implication on the study hypothesis. It aimed at developing conclusion regarding the study questions as well in the development of the plausible recommendation advising the adoption of the findings as well as the future endeavors regarding the topic.



### CHAPTER 3: REVIEW OF THE LITERATURE

This chapter seeks to engage numerous literature developed along the interests of the topic of interest they include the reflection on the ideal dynamics defining the service of females in the Army. Also, it will explore the interests of the study along the perceptions shared by the parties working with the respective females enlisted under the military services (Lyle & Smith, 2014). The elemental approach considered in the isolation of the literature revolves around the implications suggested by the research questions. This chapter seeks to explore on the possible response that may be associated with the respective research questions. It may be observed that the section makes advances in the management of the research interest while exploring on the possible knowledge that may advise the appreciation of the findings developed by the study (Griffith & Vaitkus, 2013). Also, it aims at enlisting possible loopholes or gaps that are associated with the evaluated study. Such loopholes will be explored further through the aid of the current study.

The process of establishing the ideal literature to be utilized in the review was engaged along a guiding principle of isolation. It commenced with the identification of ideal keywords and phrases to be used in engaging a database search that steered towards the appreciation of the ideal interests of the research questions (Elnitsky et al., 2013). It was essential for the keywords and phrases to capture the comprehensive interests of the current study. The phrases assisted in the narrowing of the literature from the respective database towards the address of the interests of the study. On that note, the following phrases were established and utilized in the isolation of the relevant literature; “female soldiers” “attitude towards female soldiers”, “challenges facing female soldiers” and “female soldiers in combat”. Others included “making a female soldier”, “gender in military”, “role of females in combat”, “females in active arm combat” and “gender limitation in military enlisting”. Their usage was steered at ensuring the comprehensive attainment of literature that covers the topic as well as offer an advisory opinion regarding the later sections of the study.

The identification of the ideal database upon which to initiate the literature search using the identified keywords was anchored on the stability of the platform. Stability was weighed along with the impression of popularity, validity, and credibility of the respective publications associated with the database. Also, the existence of universal accreditation prospects was considered elemental in the management of the interests of the study. It was established that the promotion of ideal references with respect to the management of the respective literature was only achieved following the reflection of credible publications (Cassler et al., 2013). On that note, concerns such as peer-review and the management of the period of publication were considered. The reflected journals were narrowed to at most ten years in publication duration. Also, the enlightenment of the supportive details was considered under a similar impression. However, the literature assessment was structured at attaining publication duration of at most five years as the ideal period to define the worth of the paper and avoid both the overlap and the outdated of ideas.

Five databases were considered for the literature search. They included Google Scholar, EBSCO, ProQuest, Military Indexes, and CARL. All the key phrases were deployed against each database with the cumulative findings being sorted out along the ideal relevance suggested by their content and elemental indicators. Among such indicators included the period of publication, the credibility status and their relevance to the study. Such measures allowed the narrowing of

the literature into a sizeable volume that was later synthesized and presented under the review section, as outlined in table 2.1. The determination of the ideal literature to be utilized in the construction of the section permitted their subsequent digestion. The process was oriented on the development of insights regarding the respective dynamics captured under the impression of both the hypothetical assumptions and the research questions. It may be argued that the desire to develop response for the respective assumptions and research questions had been promoted through the reflection of the literature. However, the attainment of a concrete reflection regarding the promotion of ideal responses on the respective research queries and assumptions would involve the identification of operational gaps and their management through the undertaking of the project.

The evaluation of the content captured by the isolated literature permitted the appreciation of the concepts suggested towards the supporting of females enlisted in combat arms units. There existed hypothetical concerns regarding the participation initiate to have been skewed along the impression of comprehensive service founded on feministic grounds. Such concerns were argued to have been anchored on the background of the study. The evaluation of such background assumptions was allowing the appreciation of the depth that had sought to be addressed through the aid of the respective literature review prospects. It was apparent that the management of such interests allowed the appreciation of the insight sought to be addressed by the review chapter. The construction of the respective chapter remained anchored on the interests cultivated under the study background. The identification of such interests would allow the appreciation of the suggestions that were to be made by the chapter.

The study was constructed on the desire to channel support to female Soldiers and encourage their service in active combat. It was established that the attainment of such standards involved the appreciation of the perception shared by their colleagues regarding their ability and prowess. Also, the implications of both the law and the history shared regarding the topic were placed under scope with respect to the development of the definite comprehension. It was established that the management of the respective needs as aspired under both the historical and structural dynamics regarding the suggested service tend to assume distinctions along the impressions of both gender and operational experiences. Nonetheless, the implication of both concepts was deemed to be outstanding with respect to the management of the needs of both the female service and the military at larger. However, the discernment of the advising wisdom remained considered a challenge; hence the need to participate in supportive literature evaluation.

The promotion of supportive literature evaluation was argued to have stemmed from the impression of the concern having shared a historical reference in implementation. It was observed that the promotion of a comprehensive limiting policy regarding the service of females in active combat mapped the earliest indicators of implementation following the conclusion of the Second World War (Stewart, 2015). It was, thus, considered a plausible assumption that opinions had been shared regarding the validity of sense of bias promoted by the assumption over the respective period of implementation. It was, thus, anticipated that the sifting of supportive literature may allow the appreciation of such concerns as registered through the discovered publications. The promotion of a coherent opinion regarding the decision to seclude females from active military service may be argued to have an inclination on the ambitions of the engaged authors. On that note, the attainment of such a consensus regarding an observation may tend to be unachievable (Dismuke et al., 2015).

A pertinent challenge in the enlisting of females into the combat arms profession has been the concern of fitness as well as their ability to attain the standards extended to their male counterparts. Arguments have been built on such assumptions with the prospect of lowering the qualification standards to pair with the abilities of the females Soldiers being squashed on the grounds of inappropriateness under military dynamics (Polusny et al., 2014). The selection criterion is anticipated to promote a sense of equality that would resonate into the eventual attainment of a sense of confidence among the Soldiers. It is anticipated that the promotion of such interests stands best attained through the appreciation of the effects that are to be shared regarding the optics suggested against the military (Baker, 2014). Such concerns may be argued to be best addressed through the reflection of the impressions cultured by the respective literature reviews. Also, the observation of such assumptions may be argued to have an effect in the management of subsequent interests such as the inclination of the service along the intuitions suggested by their operational experience (Pasiakos et al., 2013).

Military missions are considered a team activity with the promotion of confidence and sense of safety being nested on the mental build of the prowess of the unit. On assumption, the trust levels shared by the respective service members may penetrate the barriers of gender bias following the proving of equal qualification prospects (Interian et al., 2014). However, such assumptions need to be tested against the experience and opinions shared by the Soldiers. On that note, the reflection of the publications made with respect to the concept of the combat arms profession may allow the establishment of ideal opinions that aim at developing substantial insight on the subject (Roberts et al., 2016). Furthermore, the appreciation of concerns such as the manifestation of ideal virtues that aim at promoting the needs of both the Soldiers and their interests in the warfare may be argued to detest from tendencies that may promote the magnification of their weaknesses (Pasiakos et al., 2013). However, such an assumption needs to be treated with caution since it would suggest that the inclusion of some parties amounts to the amplification of the weaknesses associated with the unit (Johnston et al., 2015). Nonetheless, the implication extended to the tenacity of the team following the enlisting of concerns such parties considered incomparable allows the appreciation of the depth of interests that are to be served by the literature evaluation (Stachowitsch, 2013).

The concern of support sourced for female Soldiers may be argued to be limiting with respect to the impressions it suggests to both the military and the rest of the Soldiers. In most cases, the approach may be argued to have manifested some sense of favoritism on the female Soldiers (Gallaway et al., 2013). However, such an argument may be countered by the impression of the approach being considered to have been structured along the impression of benchmarking on the unfairness promoted towards the female gender over time. It may be argued that the attainment of such interests stands appreciated by the implications of equality as compared to the prospective assumption of purpose (Crum-Cianflone et al., 2014). The provision of support for females stood appreciated as a measure relating to affirmative efforts that seek to promote a sense of equality among the Soldiers. However, such an assumption may be argued to be unanchored when unsupported by ideal literature reflection or opinions from the sample pool. Unfortunately, the assumption may be argued to have had an implication on the prospective interests of the involved publication. Nonetheless, their evaluation remains essential in the management of the interests of the study. It may be argued further that the reflection on the ideal literature that allows reflections on such concepts may be elemental in the attainment of the suggested comprehension (Johnston et al., 2015).

The promotion of assumptions such as the inferiority in the service of females in armed combat may be argued to necessitate the need for the appreciation of supportive literature. In most cases, the integration of concerns such as the treatment to be accorded to female prisoners of war may be argued to have a damaging impact on the prospective inclusion of such Soldiers in the respective units (Basini, 2013). However, such assumptions stand best argued to capitalize on the detrimental dynamics of a mission. It has been observed that the warfare setting may involve dedicated roles that are best achieved using the service of female Soldiers (Blount et al., 2014). In such cases, the concern of enlisting may be argued to be autonomous from the impression of possible challenges that are to be experienced following events of enemy captivity. Besides, the appreciation of such dynamics stands best configured through the reflection of opinions shared by female soldiers regarding the treatment they may receive under the respective mission sabotage (Mama, 2014). The attainment of ideal impression regarding the impression of inferiority stands best addressed through the appraisal of ideal provisions.

## **Review of the Literature**

The concept of females engaging enemy forces in direct combat missions has elicited mixed reactions from the various quotas that express interest in military activity. There tends to exist a division in opinion regarding their efficiency as well as the ability to endure the harsh situations associated with the military endeavors (Di Leone et al., 2016). Such differences have escalated to the level of involving the supreme court of the country to allow the development of a sense of comprehension regarding their appropriateness (Burland & Lundquist, 2013). In most cases, the management of such interests tends to resolve around the impression of potential protection as well as the subsequent ability of females to be able to handle the demands of the service (Henshaw, 2016). Key arguments developed towards the concern involve the articulation of the probable needs of operation as aspired by the respective service. The input of the legal redress sought over the matter has been cited to have offered critical interests in the management of both the depths of restrictions and sanctions extended towards females Soldiers. Their service has been cited to manifest numerous concerns edging from the existing jurisdictions on their effectiveness as parties in the respective missions (Afari et al., 2015).

The elemental concern of female's service has been weighed against the impression of appropriateness as perceived by females (Lahoud, 2014). A reflection on the ideal impression shared by female activists regarding the service of their colleagues in the combat arms profession have manifested an inclination on ideal antimilitary efforts (Jacobson et al, 2015). Such efforts have been pacified by a prospective advocate of females to engage in supportive duties such medical and administrative interests (Lahoud, 2014). Nonetheless, the impression of females engaging in active combat remains a concern that has elicited mixed responses from all the parties involved in military duties (Di Leone et al., 2016). Nonetheless, the sampling of their opinions has rarely been engaged along singular interests manifested in their military professions (Henshaw, 2016). The appropriateness of females has rarely been tabulated as a reflection of their colleagues in the military (Jacobson et al, 2015). Instead, the matter has been steered as of equality that desire to be promoted along the impressions of both the advancing societies and the interests of the activist society (Lahoud, 2014).

A reflection on the military feminism has been suggested as central in the promotion of a sense of comprehension regarding the issues associated with the effort to include females in the combat arms profession. Among such initiatives include the impression of customary military

concerns regarding the safety of females (Henshaw, 2016). Such arguments are crafted along the impression of victimization extended to females in the description of their military agenda (Armstrong et al., 2014). It is eminent that the management of such needs remains tabulated through the impressions shared by the advocates of female's military service (Lahoud, 2014). Such elevates the interests extended to the military females to include a blend of desire and wishes as compared to the passion of service (Afari et al., 2015). The struggle of females involved in military needs is considered an opportunity that is oriented on their qualification as well as efficiency in the management of the suggested mission needs (Armstrong et al., 2014). Under normal conditions, their service would be advocated as a routine as manifested onto their male counterparts (Henshaw, 2016).

Articulating the interests of the female service along their probable contribution to the military remain argued as the elemental aspect that defines their seclusion. It has been observed that the promotion of such an operation model implies the subsequent failure to appreciate the dynamics that would redefine their period of operation (Mazurana & Cole, 2013). In most cases, such instances are marred with concerns that elevate their service to being an expense to the efficiency of the associated company (Mitchell et al., 2014). Considering the efficiency contribution associated with a military company, the promotion of the female service remains envisioned as a weakness in the potential associated with the service (Armstrong et al., 2014). Such concerns tend to stem from perspectives such as harassment, sexism and the prospective lack of confidence regarding their potential (Mitchell et al., 2014). The promotion of such concerns is argued to manifest inclination on the societal inclinations extended to the female Soldiers. Besides, the integration of such assumptions remains argued to define the approach or the impressions extended to the females by their colleagues. Apparently, fellow females tend to share similar concerns regarding their efficiency in the respective teams (Armstrong et al., 2014).

The concept of female's inclusion into the combat arms profession remains considered a factor of both equality and desire to tap on the attribute that may be suggested by the respective female Soldiers. In most cases, the appreciation of their contribution tends to redefine the subsequent sense of service that promotes their enlisting (Mitchell et al., 2014). However, such reasoning is announcing to further remain oriented to the challenges of the possible impact that may be aroused by the warfare violence. It is along such concerns that the desires to safeguard females from the extremes of combat are considered (Armstrong et al., 2014). Arguably, the invitation of such concerns eventuates into the subsequent failure to recognize the potential of the respective female Soldiers at the cost of the associated gender-based hindrances (Burman, 2014; Gill & Febbraro, 2013). Further arguments developed towards the appreciation of the topic involve the subsequent failure by the respective parties in managing the interests of both the females and the military Soldiers (Gill & Febbraro, 2013).

The anticipation of the respective concerns being addressed by pertinent feminist scholars manifests inclination on the probable needs that redefine the service of females in the respective combat settings (Afari et al., 2015). The quest to promote equality has remained the agenda of such scholars. It may be observed that the promotion of their committed service in the redefinition of such interests stems from the impression of oppression that defines the inclusion of females in military endeavors (Burman, 2014). However, such concerns have escalated into a comparative analysis of military and sexuality. The expressed concerns have been the prospective role of the military in the promotion of a sense of sexual harassment towards persons considered weaker in gender (Mitchell et al., 2014). The usage of female derogatory has been

reflected in the most military social dialects with aim of managing the behavior of the Soldiers (Reiter et al., 2016). Such concerns remain argued as being elemental in the promotion of ideal hindrances towards the service of females in the military activities. Comprehending the implication suggested by such assumptions remains argued to redefined the needs shaping the concept of inclusivity in military activity (Gubata et al., 2013).

There exists a comparative appreciation of the depths that are to be defined by the service of females in military activity. In most cases, such service is argued to remain anchored on the concept of merit as comprehended by the involved service (Mitchell et al., 2014). In other cases, the need to appreciate the implication of military needs remain argued to have promoted the subsequent lack of service that focuses on the merit of the involved parties (Williams, 2014). It has been anticipated that the promotion of such models argues against the need to enforce a sense of equality in the forces. Such assumptions have been pointed to have influenced the confidence manifested by the respective military parties regarding the effectiveness of female service (Reiter et al., 2016). Conversely, the impression of military cruelty with respect to training and the subsequent enforcement of operational protocols suggests the probable limitation of the ideal virtues that define the service of the respective females Soldiers (Mitchell et al., 2014). It has been observed that the promotion of such a sense of service with respect to the commitment of female's gains anchored on their ability to accept the implication of the gruesome concepts that define the training and the missions.

The concept of difficulty has been argued to have unfavorable implication with respect to the management of the needs of both genders. However, there exists a societal implication of the possible stamina that defines the service of men (Williams, 2014). In most cases, the promotion of such concepts tends to root from the societal impression of men being superior and able to engage in gruesome training protocols with insignificant effects (Anderson et al., 2014). Promoting such concept among females is considered a breach of the elemental concepts that redefine the concept of safety. Such acts may be argued to be oppressive towards both their welfare and dignity (Kline et al., 2013). On assumption, the existence of such concerns stands argued as being elemental in the redefinition of the possible limitations that associate the concept of female service and the military needs. It may be further observed that the promotion of such concepts allows the subsequent appreciation of the ideal interests that define the enlisting of females in the respective military endeavors (Reiter et al., 2016). Also, their consideration may be argued to have an impact on the impression manifested by their colleagues towards the promotion of females in the military (Williams, 2014).

The distinction of the probable contribution of gender and its implication to the military composition stands considered an item promoted through complaints as compared to the desire to pool in varied contribution to the service (Anderson et al., 2014). The quest to have females partake in activities such as armed combat among others has been advocated as a tool for equality. However, the concept of equality is deemed detrimental to the description of the military prowess since it allows the mitigation of concepts such as qualification in favor of the gender tags associated with the recruitment process (Kline et al., 2013). Besides, the appreciation of the probable terms that redefine the enlisting process stands challenged along its bias towards gender as compared to the implication it suggests to the respective success of the honed personnel (Pitts et al., 2014). It may be further observed that the promotion of such models of operation remain enlisted to achieve the desired success through the associated sense of appreciation for the roles they impact (Anderson et al., 2014). Negating such commitment to the

prospective service needs shared manifested by the quest for equality is thus deemed unfair. Such places the service of females to be anchored on their merit as compared to their scarcity in the service.

The determination of the ideal concept of merit promotes through the service of females may be achieved through the reflection of the accolades associated with their services. In most cases, the need to invoke the concept of enforced service is argued to be impairing following its inability to remain conscious on the contribution of elements such as limitations and weakness of the parties (Reiter et al., 2016). It is along such assumptions that the enforcing of comprehensive enlisting remains shunned by the senior military officials due to its failure to appreciate the dynamic of team service (Kline et al., 2013). The promotion of female service along the impression of efficiency and associated merit would allow the eventual implementation and the mitigation of the possible pockets of resistance (Anderson et al., 2014). However, the approach engaged by the respective rights units and females conventions tend to suggest the prospective inability of the females in appreciating the implication of both the demands of the service as well as the anticipation of the respective missions (Reiter et al., 2016).

### **The Concept of Experience**

Experience is accrued from a myriad of activities defining the service of females in military activities. It allows the appreciation of the perspective needs that redefine the interests of the service defining the military prospects (Anderson et al., 2014). It is anticipated that experience is accrued throughout the operation period. However, such impressions remain argued to be redefining the prospective interests of comprehending the dynamics defining military composition as compared to the associated benefits (Reiter et al., 2016). It may be further argued that the concept of experience promotes unfavorable characterization that is based on the prospective limitations that stem from the nature of activity or assignment engaged by the service members (Kline et al., 2013). However, such assumptions may be suggested to have digressed the debate from the need to include females in the subsequent promotion of complaining channels in the description of the associated models. It is paramount that the existence of such concerns may be argued to have a significant impact in the description of the prospective management of the challenges associated with gender (Pitts et al., 2014).

Drawing experience prospects associated with the military involves the appreciation of dynamics such as the implications that are to be suggested to the involved Soldiers. In most cases, the concept of experience tends to remain argued along the impression of mission or assignment involved by the reflected military teams (Burland & Lundquist, 2013). Besides, the appreciation of such models allows the promotion of a sense of responsibility with respect to the management of the personnel that stands associated with the military (Raghavan & Balasubramaniyan, 2014). The meeting of such interest stands argued as having been promoted by the subsequent popularity to operationalize the concept of need as compared to the prospective failure to satisfy the needs associated with the Army (Burland & Lundquist, 2013). It is further anticipated that the management of both the interests of the personnel and the military managed with respect to the allocation of equal experience remains argued as being untenable (Pitts et al., 2014). Experience stands configured as an elemental need that defines the interests of all the military personnel. It may be further argued that the promotion of such models of thoughts remain argued to have manifested a sense of distinction from the merits they promote to the probable sense of equality that is promoted by their advocators (Burland & Lundquist, 2013).

The construction of military experience has expressed significant inclination on the probable implication it extends to dynamics such as the nature of mission or assignment associated with the personnel. It is assumed that all experience should pronounce similar impression regarding its implication on the efficiency of the player (MacDonald et al., 2013). However, such arguments tend to dilute when the complications associated with the missions is weighed. The promotion of a concept of respect towards the suggested attitude tends to manifest inclination on the nature of missions embraced by the service. Such concerns are best exemplified by the comparison of ideal dynamics such as the combat arms, aviation, and general administration units (Vogel et al., 2014). The endorsement of such models may be argued to manifest dissimilar weight with respect to the impressions suggests towards the attainment of the desired sense of attitude towards the service. It would be inappropriate to argue the stemming of military respect stands attained through the models of experience shared by the Soldiers (Ziamba et al., 2014). However, such assumptions may be considered plausible under dynamics of participant correlation as compared to a general overview (Vogel et al., 2014).

Members of a team are anticipated to have increased respect towards experience as compared to inter-unit perceptions. Soldiers in a single team are anticipated to appreciate the complexity associated with the missions; hence allowing their subsequent acknowledgment of the shared experience (Burland & Lundquist, 2013). The same may not be argued of concerns stemming from the implication of concepts such as service needs. Instead, the promotion of such models remains argued to manifest an increased reflection on the probable attributes that redefine the interests of both the military and the enlistees (Vogel et al., 2014). It is further anticipated that the attainment of such standards paves way for the appreciation of the impressions that are deployed in the compression of the concept of experience. Nonetheless, the incompatible nature of military assignment implies the subsequent existence of distinction in the description of the associated concerns of experience (Burland & Lundquist, 2013). It further suggests that the promotion of the concept of both experience and the nature of assignment manifests the implication of disparities in the scope of appreciation manifested towards each item (Ziamba et al., 2014). Besides, the failure to manifest the acknowledgment of the suggested concept of experience as a factor in the determination of the credibility shared by a military player is considered essential in attitude description (MacDonald et al., 2013).

Female Soldiers tend to share the lower dimension of professional assignments consideration with respect to the weight of respect associated with military endeavors. It may be observed that their service tend to involve activities such as medical aid as well as the analysis of the availed intelligence as well as mission supervision (Westphal & Convoy, 2015). It is anticipated that the accruing of experience along such dynamics suggests little weight towards the attainment of the eventual concept of success as well as in the installation of confidence in the perceptions shared by the rest of the parties (Ziamba et al., 2014). Nonetheless, experience is considered central in the promotion of military promotion. It is anticipated that military ranks allow the integration of a complementary sense of respect for the seniors. However, such distinctions stand challenged by the scope of attitude manifested by the Soldiers towards the respective parties that redefine the promotion of such models. Nonetheless, the scope of respect as a product of experience shared stands dismissed when the impression of unit change is considered (Westphal & Convoy, 2015). There tends to exist reduced impression regarding the abilities of the respective Soldiers with respect to the management of the associated experience.



Such concerns further suggest that the service of both the Soldiers and the respective military administration have significant descriptions to accord to the entire experience process.

The dynamics of experience dictate that the service of avenues such as the promotion of structured recruitment and assignment provision remains oriented on the potential manifested by the targeted squad (Roy et al., 2015). Such observations tend to be furthered when the scope of previous performance is considered (Lahoud, 2014). It may be further observed that the promotion of such models of experience construction insinuate its manifestation to remain defined by the limitations of both the involved teams and the supervisory authority. Nonetheless, the determination of the ideal elements that shape the concept of experience may be argued to be non-existence under structures that advocate for inter-unit transfers (Orr et al., 2015). In such cases, the concept experience may face limitations such as the lack of associated commitment by the involved parties as well as the probable restriction in the acknowledgment of its input in the respective units (Bevis et al., 2014). Nonetheless, the prospective appreciation of such experience may argue to stem its prospects in the descriptions associated with dynamics such as the management of enlistees as well as the determination of the missions to assign the Soldiers (Orr et al., 2015).

A narrowed reflection of experience and its contribution to a company may be argued to have suggested some meaningful concerns with regards to the mounting of respect. It is anticipated that serving in a team allows the members an opportunity to respect the associated potential (Waterman et al., 2013). However, the question extended against such eventualities may be argued to involve the appreciation of the possible limitations suggested by the service of such parties along the dynamics of both the support associated with the Soldiers as well as the eventual concept of respect among the peers (Roy et al., 2015). It would be erroneous to argue that such respect resonates from the inability of the team in the management of the suggested operational risks as compared to the perpetual ability to appreciate the achievements of the members (Waterman et al., 2013). Apparently, the observation may be established to have sourced from the impression of a prospective need to cultivate the concept of team play as compared to individual brilliance. Such suggests the subsequent need to revise the respective elements of trust being a factor of the associated excellence prospects as compared to the individual operation (Orr et al., 2015).

The sense of collective responsibility assigned to a military operation has been argued as being elemental in the construction of respect from the later teams. Such teams learn to appreciate the efforts of their predecessors as a team as compared to the prospective brilliance manifested by the participating Soldiers. In such cases, females partaking in the respective missions may be established to have had an impact with respect to the attraction of beneficial attention that seeks to acknowledge their contributions (Waterman et al., 2013). Also, the impression of such missions being argued to have had an inclination along the promotion of a comprehensive image branding for all its members may be suggested to manifest some sense of bias. Instead, the social comprehension of weakness may be upheld to the benefits of the weaker Soldiers. It is anticipated that such models allow the subsequent appreciation of the probable needs that redefine the interests of the participating Soldiers (Orr et al., 2015). Also, the need to appreciate the dynamics of the optics extended to the external Soldiers stands invited in the evaluation of the resultant outcome. The service of a female in such a setting may tend to generate contrasting opinions with respect to the description of the associated Soldiers (Gallaway, 2014).

Female Soldiers tend to be judged by their potential in a military setting. Such potential is weighed from the existing anticipation of the detrimental output that they are expected to replicate in their missions (Griffith & Vaitkus, 2013). However, such outcome is rarely considered perpetual since it is modeled on the impression of the performance that is to be linked to the respective Soldiers (Bevis et al., 2014). Instead, the appreciation of the possible gains that may be registered against such Soldiers may be argued to have extensive reflections on prospects such as efficiency and the nature of service delivered in the mission (Lemmon & Stafford, 2014). In such cases, the colleagues might appreciate their performance while reflecting on their contributions as the benchmark of the team expectations. It has been argued that in such setting, the prospect of having the females remain expected to work beyond the rest of the team members is extensively probable (Lyle & Smith, 2014). Also, the reflection of the ideal models that redefine the service of such females in events that are considered to be of higher status may be anchored on the depths they have attained in the validation of their credibility.

There exist arguments that the scope that may be manifested by the rest of the teams regarding the efficiency of the female Soldiers involved in a team may be divided along their outstanding abilities and the expectations of their gender (Elnitsky et al., 2013). The evaluation bar tends to be lessened with respect to the expectations extended to the female Soldiers. The same may not be argued of their counterparts under both the expectations and the registered performance. There seems to exist a model of commitment with respect to the prospective abilities that a female player is anticipated to manifest in a military setting (Lyle & Smith, 2014). Such commitments define the expectations of the rest of the Soldiers in the team. In most cases, the ability of the females Soldiers to surpass such expectations remains associated with the nature of respect they redefine in the description of the expectations to be shared by the rest of the team. Their abilities are, thus, perceived as the certification of the respect they generate from their colleague (Elnitsky et al., 2013).

A reflection on the external optics simply allows the shadowing of their abilities from the achievements of the team. In such cases, the prospect of having the team leaders accrue most appreciation stands eminent. However, their societal weakness tends to act in their favor (Elnitsky et al., 2013). They are considered beyond the overall perspective that is accorded to the rest of the members. Their abilities are considered to have improved from the expected threshold associated with their gender. It may be argued that the existence of such ceilings allow the subsequent appreciation of the possible difference that may be associated with the promotion of the service of females in military activity. Such ceilings are further lowered when the missions under evaluation involve active combat arms divisions (Lyle & Smith, 2014). The service of females in such teams tends to remain validated along the impression they contribute to the mission. In such cases, the level of respect that is generated by the future Soldiers stands elevated (Lemmon & Stafford, 2014).

Attitude extended towards the experience of the involved female Soldiers is thus defined along the nature of assignment partaken in the military service. It is anticipated that having immense experience in the description of the activities of both the female Soldiers and their colleagues stands to pronounce significance among the team (Elnitsky et al., 2013). Such concerns are stemmed from the possible merits that stand to associate with the duty associated with the respective Soldiers. It is anticipated that partaking in activities of elite squad such as navy seals outshines the prospective argument of experience under programs such as military police. Such is anticipated to remain the existing perception despite the probable difference in

the period of operation as well as the expectations of the profession (Lyle & Smith, 2014). The Military Police may gather excessive hours of operations as compared to their seal counterparts and still attract reduced attitude towards their achievements. The attainment of such standards stands assured from the dimensions of both the abilities of the service as well as their need to manifest a sense of relevance in their duties (Elnitsky et al., 2013). It is further anticipated that the nature of the engaged duties would play a central role in the determination of the ideal attitude to be attached to the promoted sense of experience.

The contribution of experience in the definition of personal achievement and the appraisal of the performance of the period of service has been argued to be of significant interest to the involved parties. It has been established to be a routine among the military Soldiers to peg their performance and operation period as the ideal contributes in the shaping of their profession (Stewart, 2015). Such performance is usually decorated with a vast volume of accolades that seek to both validate the claims as well as improve the optics shared by the involved party (Dismuke et al., 2015). It is anticipated that records of performance are maintained by the military personnel with the aim of providing motivation to the future generations of Soldiers. Such accolades have been argued to manifest the prospective role of experience in the promotion of respect among the respective Soldiers (Lyle & Smith, 2014). It is further anticipated that the gender of the most experienced Soldiers may have a role in the amplification of the expected responds from the enlisting admirers (Dismuke et al., 2015). However, attaining such opportunities remains dismal for females interested in areas such as active combat arms (Lemmon & Stafford, 2014).

The usage of experience as a source motivation has been promoted in the training of novel recruits due to its impact in the description of the probable needs that define the activity of the respective preparation protocols. In most cases, the management of such interest's stands stemmed from the subsequent failure of the involved parties to develop comprehension of the military trends and events (Cassler et al., 2013). Such eventualities are linked to the existing infrastructure of confidentiality extended to military endeavors. In such concepts, trainers have deployed the gains registered under their experience in service as ideal prospects upon which the promotion of recruit respect is to be anchored. In most cases, such recruits tend to manifest the shared attitude of respect throughout their careers. In such cases, the argument of military experience being elemental in the determination of the impressions shared towards the service personnel may be argued to be justified (Lindy, 2012). Besides, the accruing of such experience remains envisioned among the desires shared by the learners. The involvement of female's trainers or mentors that are dressed under similar prospects may allow the appreciation of their service (Di Leone et al., 2016). Such may be further amplified when their experience is sourced from preferential units such as the active combat arms.

### **The Implication of Rank**

Rank is considered a product of the experience as well as the expertise manifested by an officer. In most cases, the military ranking is considered a product of the associated accolades as well as the efficiency manifested in service delivery (Lindy, 2012). In other cases, the promotion of ranking potential tends to stem from the probable influence that is to be suggested by the successful uptake of missions among other interests. It is further anticipated that the participation into such models of operation allows the amassing of the desired experience to warrant subsequent instances of ranking (Cassler et al., 2013). The ranking is perceived to have

significance extending beyond the perceived contribution in the determination of the promotion and distinctions that redefine the careers of the involved Soldiers. In some cases, the ranking has been deployed to signify the prospective potential associated with the careers of the respective officers. In such cases, its reflection has been suggested to magnify the sense of excellence that defines the reputations of the associated officers (Di Leone et al., 2016). By assumption, such reputation marks the concept of attitude that is associated with their service.

The prospect of pairing attitude with rank remains considered obvious with respect to the observations made under military settings. It is anticipated that the promotion of such comprehension stems from the fabric that defines the military interactions (Henshaw, 2016). Such include the prospective protocols of dispersing respect among the respective Soldiers (Di Leone et al., 2016). It is anticipated that the promotion of such operational models involves the appreciation of the probable needs that redefine the interests of both the beneficiaries and the rest of the personnel. Ranking allows the appreciation of protocol that define the chain of command. It further permits the integration of respect to command among the established hierarchy. Such observations indicate the subsequent contributions associated with the model in the determination of the eventual prospects defining the respect chain as well as the expectations of the military personnel (Henshaw, 2016). It is further argued that the promotion of protocol as a product of rank allows the development of a comprehensive appreciation of the probable commanding structure that defines the military experience. Such triggers the need to evaluate the role of females in the description of such rank.

The prospect of having a senior ranking may be argued to have developed from a foundation of inclusivity. It would be incongruous to anticipate having senior or ranking females while considering their inability to participate in various divisions of the military. Also, the impression of the service being marred by possible bias in recruitment allows the subsequent appreciation of the contribution that may be made by females Soldiers (Street, 2013). It is anticipated that the promotion of such models allow the attainment of the suggested sense of appreciation with respect to the comprehension of the possible limitations that define their partaking in the respective assignments (Lindy, 2012). Arguably, the lack of participation promotes the subsequent inability to configure inclusion of in ranks. Nonetheless, the impression of ranks may not be argued to primarily involve the service in the selected profession. Instead, the description of such models of operations allows the beneficiaries to attract accolade from wide dimensions such under the military of the United States military (Henshaw, 2016). The failure to participate in combat units does not discriminate the associated attraction of respect from the rest of the Soldiers for the ranking officers. However, such assumptions may not be argued with respect to the attitude (Street, 2013).

The elemental concern of deploying respect as an indicator of attitude may be stand challenged with regard to the implications it suggests to human behavior. On assumption, the promotion of ranks tends to have a challenging impact over the probable effect it stands to pronounce on the attainment of concerns such as attitude and respect. Respect is considered an assured factor in the determination of the impact suggested by factors such as rank and associated concerns. It is paramount that the deployed of such models of operations remain argued to be essential in the determination of the ideal models upon which the construction of military atmosphere is to be attained (Lindy, 2012). However, the same may not be argued of supplementary concerns such as the role of items such as the promotion of beneficial attitude. The culturing of the attitude associated with military activity stands argued to have been

structured on the existing personality backgrounds as compared to the probable comprehension developed during the period of service. It is elemental the promotion of such models of operation allows the subsequent appreciation of the implications that rank accords to the military community (Street, 2013). It may be argued that the existence of elevated rank prospects allow the appreciation of the ideal order that should define the interests of the military.

Military performance is anticipated to culture a novel approach upon which the comprehension of the societal norms is structured. The determination of such assumptions implies that the attainment of the suggested modeling of the social impression associated with the ranks stands attained from the existing infrastructure of social comprehension (Lindy, 2012). It has been argued that the promotion of such models demystify the prospective contributions that may have been cultured by the training the appreciation of colleagues. In such note, the impression of being capable of shedding the possible confusion associated with the existence of females in divisions such as active combats arms may be argued to be prolonged (Street et al., 2015). Besides, the appreciation of the behavior of the military towards colleagues is anticipated to stem from the nature of training accorded in the description of their practice. The promotion of such models of performance may be further advocated through the appreciation of the expectations with regards to the military assignments (Mitchell et al., 2104). It is anticipated that the promotion of a compressive operational model in the management of the optics accorded to the rest of the Soldiers in the military assignment stands redefined along the existing societal foundation of behaviors (Mazurana & Cole, 2013). Anticipating such concerns to be diluted following the inclusion of such diversity in the military may be argued to be exceedingly challenging. The appreciation of such challenges stands attained through the reflection of military composition along the discrimination of gender.

### **The Gender Contribution**

The promotion of gender inclusivity remains argued to have been attained from a progressive campaign that seeks to promote inclusion of females as a measure aiming at filling the gender gap (Lindy, 2012). It is paramount that the promotion of such models remains anchored on key observations that are registered in the campaigns towards the attainment of the suggested concepts of inclusivity. A reflection on the key concerns defining the gender gap in military performance may allow the anticipation of the speculated factors defining the attainment of such limitations (Elnitsky et al., 2013). It is anticipated that the attainment of both the performance and efficiency in the military allows the attainment of the desired unit success. However, such factors are rarely constructed along the impression of performance as a factor of the gender inclusivity. Instead, they are envisioned as a splitting element that promotes a divisive approach to the military composition (Cassler et al., 2013). A reflection of both the historical appreciation of the dynamics defining the concept of inclusivity, especially the statues developed against its implementation, may allow the comprehension of the contributions of the gender equation.

The elemental argument associated to military assignment tends to be anchored on the probable implications that have been cultured since the cold war. There tends to exist arguments that point to the existence of intelligence as the ideal alternatives to the flawed mentality associated with the military (Mitchell et al., 2104). Such an argument suggests the probable comprehension of the limitations associated with females Soldiers in the promotion of concepts such as strength in the description of their abilities. Arguably, promoting the model tend to

suggest the probable existence of a conviction of inadequacy in the description of the dynamics that define the inclusion of females in the respective units (Afari et al., 2015). It is further anticipated that the promotion of such models of comprehension allows the limitation of the contribution that females are anticipated to offer. Arguably, units such as combat arms tend to manifest both the need for brawn and intelligence. Splitting the respective models along the interests of both the males and the advocates of female contributions denies their service in such units. In response, the measure may be argued to have suggested a probable detrimental implication on the impressions associated with gender promoted prowess towards military assignments (Gill & Febraro, 2013).

The argument of military revolutionizing from the elemental impression of structured mechanical abilities to the inclusion of advanced technological contributions has been argued to have an effective impact on the promotion of gender inclusivity (Reiter et al., 2016). There tends to exist the impression of technology being free of gender influence. It is further anticipated that the attainment of such models of operation allows the subsequent limitation of the probable image that may be extended to the females Soldiers. In most cases, combat doctrines tend to favor the interests of females and children (Burman, 2014). On assumption, such claims allow the limitation of the probable dynamics that may define the service of females in active combat arms divisions. Their service may be argued to elicit a sense of interest conflict with respect to the expectations of the Soldiers (Reiter et al., 2016). Arguably, the females in the battlefield are anticipated to be considered inferior and warranting the protection from possible arms. In most cases, females and children have been mentioned as the ideal victims of warfare. It may be argued that the transition of such Soldiers into being battlefield rivals suggest a pool of confusion to the respective involved military service (Burman, 2014).

The reflection of the benefits integrated by technology in the description of the suggested inclusion of females in warfare management has mainly shifted to the prospective service in aviation bases initiatives. Apparently, the integration of females Soldiers under aviation and navy units seems to be catching with the anticipations of the existing lobby groups. However, such may be not be argued of the prospective imprint that is manifested in units involved in infantry units (Reiter et al., 2016). In such cases, the prospect of promoting squad service tends to remain inclined on the probable effect that the service will have when subjected to direct combat prospect with the enemy. It is argued that the advantage of technology tends to be exceedingly mitigated under such settings. Their service is argued to be mitigated by their prospective inability to offer substantial merit to the unit with respect to the nature of associated liabilities. In most cases, the concerns of being captured and subjected to enemy cruelty are prioritized (Gubata et al., 2013). Other concerns include the prospective inability of the female Soldiers to manifest the finesse desire to support the demands of the battlefield. Such include the ability to survive in the harsh environment associated with the routine battlefield terrain. Arguably, the comprehension of such concerns involves the appreciation of the limitations suggested by the periodical body demands such menstruation among other concerns. Such observations are believed to have worked against the tide of expectations associated with the female Soldiers in their respective assignments in active combat arms (Williams, 2014).

The elemental argument attached to the implication of gender involves the appreciation of the associated concerns regarding the service of some quotas. Such arguments have been challenged along the opportunities suggested by the rights extended to the citizens with respect to the service in the military (Gubata et al., 2013). It stands argued that the promotion of such

models of reasoning denies the possible candidates an ideal opportunity to consider the depth of their abilities (Cassler et al., 2013). Also, the approach denies the secluded group an ability to prove on their qualification. However, the promoters of the model argue on the lessened need of mitigating the concerns associated with the management of such needs when appreciating the impression of the cost that defines the training and recruitment processes. The attainment of qualified personnel involves the appreciation of the potential manifested in the description of the probable success levels associated with their service (Gubata et al., 2013). The determination of such interests allows the mitigation of the possible losses that may relate to the entire recruitment process. Such cost management measures allow the subsequent management of the recruitment process at the cost of the weaker parties. Members of the weaker gender would be considered inadequate for the service in the process when the qualification chances are highly reduced (Williams, 2014).

The science of military success in missions involves combat arms interactions involves the recruitment of numerous supportive theories and hypothesis aiming at improving the anticipated performance. In most cases, the management of such interests' management involves the appreciation of the social setting as well as the environment that stands to generate synergetic output with respect to the performance of the Soldiers (Anderson et al., 2014). In most cases, the isolation of the respective teams along the gender description has been established to be of significant benefits in the performance. However, similar observations have been suggested with respect to the impressions associated with the inclusion of all genders into a team. It is pertinent that the nature of confusion associated with the observation allows the eventual inability of the team in attaining the desired output with respect to the probable ideals that define the social environment of the Soldiers (Kline et al., 2013). However, the eventual outcome of such measures involves the appreciation of the probable needs that define the assumptions of the military personnel with regards to the efficiency of their colleagues (Reiter et al., 2016).

Segregation along gender distinctions is cited to have a significant impact on the impression shared by the troop as compared to the performance prospects of the victims. On assumption, the need to visit the impression of females being considered inefficient in the promotion of activities involving active combats tend to be reflected in the description of the routine standards associated with the Soldiers (Pitts et al., 2014). In some cases, the promotion of such models remains argued to have an inclination on the concept of females and children being considered among the most vulnerable groups in a battlefield. The management of their concerns stands suggested to necessitate the protection of the Soldiers as compared to being subjected to extreme combat prowess. Also, the existing legal structures tend to favor the safety of females with respect to the possible social predicaments such as insecurity, relationship abuse and a variety of societal vices. Such concerns are rarely shared towards their male counterparts. Also, the impression of men being anticipated to manifest the qualities of chivalry with respect to their interactions with females is considered a factor in the determination of the impression shared towards the respective females (Anderson et al., 2014).

The impact of the societal settings may be argued to have a beneficial attribute with respect to the integration of females Soldiers into the combat arms profession. It has been argued that such dynamics may favor their effectiveness in the battlefield since they anticipate similar impressions to be manifested by the enemy. However, the dynamics of the battlefield tend to rarely compare with the expectations associated with social settings (Raghavan & Balasubramanian, 2014). Apparently, the observations tend to suggest detrimental outcomes

with respect to the impression shared by their colleagues towards the appreciation of their abilities and potential. The male fraternity may have a differing impression regarding the efficiency of the respective females Soldiers following the activation of the impression cultured by the societies (Pitts et al., 2014). Such observations challenge the concepts of gender as a promoter of beneficial or supportive attitude towards the service of females in combat. Arguably, the attainment of ideal service prospects for events involving activities such as hand – to – hand or contact based – combat tend to manifests an increased sense of resistance with respect to the service of females. It may be further observed the promotion of such eventualities stem from the prospective concept of weakness or inadequacy that has been promoted by the society (Raghavan & Balasubramanian, 2014).

The registered observations regarding the success of the military in the management of the interests of gender inclusivity in the activity of the military stand argued to be inconsistent with the needs of the involved Soldiers (Vogel et al., 2014). On assumption, the integration of a sense of diversity in the activity of the military remains argued as an ideal measure aiming at the attainment of the desired sense of inclusivity. Apparently, the management of such needs remains modeled on the subsequent desire to promote the integration of diversity as a measure of strength in the resources availed to the military unit (Vogel et al., 2014). Also, the measure is argued to have stemmed from the probable concept of efficiency that is manifested by some female Soldiers across the history of the military units. It may be argued that the attainment of comprehensive standards regarding the abilities of the respective military Soldiers involves the appreciation of the trends manifested in the international frontier (Burland & Lundquist, 2013). Apparently, contemporary military dynamics have been challenged heavily by the events of the previous global war events that witnessed inter-country partnership with the aim of achieving the desired military strengths. Such has been argued to have an impact in the approach associated with the respective military units regarding the concept of gender.

The concern of females failing to participate in combat arms units has been addressed in other nations considered friends to the United States. Among such Soldiers include the North Atlantic Treaty Organization (NATO) where the participating Soldiers compose of nominations across the European countries (Vogel et al., 2014). Participating with such units imply that the participating forces will manifest an increased sense of partnership that may not respect the established convictions on gender segregations. In most cases, the prospect of integrating female Soldiers is rarely considered a challenge since the Soldiers tend to operate under friendly agreements (Westphal & Convoy, 2015). However, their exclusion may not be argued to remain an extensive practice since the assigning of the Soldiers is preserved for the desire and the wisdom of the contributing country. Also, the United States has engaged active resolutions that seek to mitigate the limitations that stand suggested by the limiting statutes regarding the service of females (Lahoud, 2014). However, such efforts have been met by the prospective lack of commitment from senior officers regarding the implementation of the existing concerns (Orr et al., 2015). In most cases, the senior military officers fail to appreciate the potential of the respective females Soldiers as advocated by the adjusted statutes and resolutions. Such allows the visualization of the suggested sense of limitation with respect to the service of the respective female Soldiers in the combat arms profession (Lahoud, 2014).

## **Methodology and the Literature**



In 2006, members of the United States Army War College conducted a study on their peer's perception of the Ground Combat Exclusion Policy for female Soldiers. They surveyed 236 War College students from the Army, Navy, Marine Corps, Department of the Army Civilians, and Air Force. This study was very similar to this papers methodology and purpose, in that it utilized the "Women in the Military Scale" 12 question survey (Hurrell and Lukens, 1994) the general attitudes towards females occupying combat arms military occupational specialties (MOS) (Hurrell and Lukens, 1994). It looked at the exclusion policy as its frame of reference for changing current policies (at the time) and providing a recommendation for the Army to change/revise its exclusion policy to allow for not only equal treatment for females Soldiers but also highlighting their capabilities and the current operational environment. An environment that has broadened its scope to beyond a linear battlefield, as opposed to one of the Cold War era, forming the basis for why the Ground Exclusion Policy was written to begin with (Putko et al., 2008).

Sense 2006 Congress was attempting to regain oversight as the sheer number of female soldiers serving in the combat zone was rapidly increasing with each rotation into the combat zones of Iraq and Afghanistan. During this timeframe approximately 15 percent of the Army is female, approximately 20,000 female soldiers are serving in Iraq, and over 60,000 have served in the theatre (Putko et al., 2008). To this point females had already been captured by enemy forces like PFC Jessica Lynch in 2003, and others received the Silver Star for bravery like Sergeant Leigh Ann Hester in 2005. Both of these examples are living testaments that female exposure to enemy force in a direct engagement capacity, despite the type of unit assigned to, was now a real and likely occurrence on the field of battle.

With all these factors assessed and factored into their 17 question survey results, Putko and her team concluded that -

"The battlefield is wherever the enemy is found. The meeting engagements between friendly forces and insurgents are indiscriminate between combat arms, combat support, and combat service support units. The expectation now is that combat will occur anywhere. All units and service members have a reasonable expectation of contact with the enemy. Should the enemy elect to enter sustained combat; the service member, male or female, in contact will be in "in direct ground combat." (2008).

Nine years following Putko and her teams study, there has been little to no like studies that have resulted in significant change in peer and leadership attitudes towards female occupation within the combat arms profession. This study will aim to reinforce their data for future use in the field, as it allows for a different prospective from the reserve junior officer and enlisted sectors. This study addition to the existing pool fills in the gap between the rank/gender variables and their attitudes towards female in the combat arms profession. Between the two variable it will produce a more well-rounded picture of the Army's (Active and Reserve) perception and support for females within the combat profession.

## **Summary**

The concept of female service in active combat arms divisions has been established to delicate with respect to the possible opinions shared by the involved stakeholders. In most cases, the need to highlight on the interests of the female service has been linked to their efficiency in attaining the desired outcome. Besides, the impression of military activity being considered an item to be promoted along the concepts of gender equality seems to suggest the prospective impairment in its effectiveness. It is along such concerns that the articulation of concerns regarding the attitude expressed on dynamics such as rank, experience, and gender have been explored. Key interests have been pegged on the determination of the probable responses that may develop with respect to the service of females in units traditionally considered to be dominated by men. The capturing of the probable reception that may accord to the respective Soldiers as well as the evaluation of the impact such occurrences may have on the rest of the female parties in the military have been delved.

Various gaps have emerged regarding the quest to evaluate the literature along with the probable effect that may be suggested towards the promotion of support or attitudes towards female Soldiers in general. They conclude the lack of a concrete opinion on the impressions shared by the rest of the Soldiers towards such acts. Instead, the chapter has eventuated into developing speculations on the probable impressions that may be expressed by the respective Soldiers. Also, the appreciation of the impact suggested by the female Soldiers towards such initiatives has rarely reflected out. Instead, the probable contribution has been weighed on the social aggression associated with the desire to ensure the service of females is promoted extensively. The determination of the ideal contribution that is to be shared through the service of females in such units remains considered hypothetical with the assumptions being on founded on the probable gains registered through military training. Also, the lack of inclusion has been modeled as a social imbalance as compared to being a key item in the description of the probable interests that may be shared by the respective missions associated with military units.

The promotion of the model as a determinant of the associated interests as defined under concepts such as experience has been perceived to angle on the gains amassed in other divisions. In most cases, the need to highlight on such prospects has evolved on the implication of service being the ultimate need shared by the respective Soldiers towards the determination of the probable models that redefine the promotion of female service. It has been outlined that the concept of experience remains argued to have an inclination on the impressions shared by the fellow Soldiers as well as the future recruits. Experience has been perceived as a creation that seeks to boost the ambitions of the future recruits. Also, the impression of exemplary performance being associated with the experience have been suggested as an ideal platform for which support may be solicited. However, such concepts have been challenged by the lack of such settings under the various military units involved in active combat arms. Comprehending the implication of experience on both the unit and the wider military dynamics has been commended as an ideal approach to the management of the needs shared by both the female service as well as the involved administrative structure.

Rank has emerged as an ideal source of respect under the dynamics of the military environment. Rank has been considered as the equalizing platform that redefines the military endeavors. In most cases, the management of the concerns regarding rank has been manifested to define the prospective protocol that defines the behavior of the Soldiers. However, it has been observed that the promotion of such models of operations tends to limit the probable attitude anticipation that may be extended by the participating Soldiers. In most cases, the impression of

respect has been suggested stem heavily on the contributions of rank. However, inputs such as trust as well as the ability to garner the desired support towards the effecting of the respective structures manifesting military confidence remain considered a detached contribute. In most cases, the management of such models is argued to have a dedicated implication on the social dynamics that define the military life. The opinions of the Soldiers have been captured to stem from the societal opinions as compared to the implications suggested by rank. However, such concerns have only been speculated following the evaluation of the observables captured in the life of the respective Army.

Gender has been delved as an ideal constant that challenges the enforcement of the military endeavors. Its promotion has been argued to have an inclination on the ideal virtues that redefined the prospective desire to manage the interests of parties in both the military and the external community. The concern of gender has been presented as an item sprouting from the adjustments engaged in the society. In most cases, the need to highlight on the possible disparities has fetched illustrations from both the social settings as well as the observations from external military units. It is along such impression that the prospect of examining the impact suggested through military partnership has been evaluated. It has been established that the determination of the ideal aspects of which the construction of meaningful partnership remains achieved involves the dilution of the rigid positions regarding the service of females. However, the need to draw such concerns on the impression shared by fellow soldiers has generated dissimilar observations. Female derogative have been used in the description of wanting performance among the personnel. Also, the societal impressions have subsequently led to the manifestation of confusing impressions regarding the abilities of the females Soldiers. The concept of having females participate in military endeavors involving active combat arms divisions remain constructed along the doctrines captured under the perception of the soldiers. However, the determination of such perception has rarely been engaged due to the limitation of accessible information sources.

## CHAPTER 4: DETAILED ANALYSIS

Several concepts were tabulated in the designing of the model. They included the appreciation of the possible dynamics that were to be suggested by the limitation prospects suggested by the respondent status. There existed a need to retain the status of the respondents regarding the subject. However, the observation further necessitated the need to capture the respective data in their entirety. Such concerns involved the appreciation of inputs such as the promotion of randomness in the determination of the selection criterion. It was anticipated that the attainment of such standards involved the enlisting of the benefits that were to be experienced by the study while appreciating the distinctions that were to be spelled on the associated limitations. Arguably, the modeling of such concerns implied that the management of agendas such as the promotion of descriptive models only remained reflected in the development of a sense of conceptualization in the description of the respondents. Apparently, their contribution offered little significance in the shaping of the eventual concepts. Nonetheless, the management of models that aimed at appreciating the dynamics of randomness was extensively advocated (Westphal & Convoy, 2015).

The need for randomness may be adjusted to the population of participants with both the gender and model of combat involved. The approach would allow the management of the possible pooling of bias that may be engaged following the sampling of a single entity in either gender or combat mode. On that note, the determination of the ideal sampling approach to be engaged for the study was structured in a manner that allowed the appreciation of the possible impact to be suggested by randomness for the study. On that note, the questionnaire survey model was preferred as the ideal sampling approach. The decision on the sampling survey model was oriented on the impression of the limited timeframes associated with the military schedule. The promotion of the sampling methods was perceived ideal in marrying with the observed schedule since it would allow the soldiers to engage the questions and deliver the desired outcome for a brief period. Also, the survey had aimed at minimizing the impact of participant training; since there existed a probability of having the extensive administrative duties impair the prospect of attaining the desired results. Such would prospect along the impression of non-engagement that associates with extensive administrative duties. Besides, the prospect of having such a model remain challenged by the subsequent inability of attaining the desired time to permit the evaluation and the subsequent ability to develop plausible and viable responses (Orr et al., 2015).

Surveys were considered the ideal approach in the execution of the causal model since they permitted the collection of data in a manner that appreciated the nature of respondent choice. Also, surveys permitted the pre-structuring of the data gathering process along the limitations of the research variables. It was anticipated that the promotion of such a model would involve the appreciation of the future interests that may extend from needs such as research analysis with the aid of developing the desired conclusions. The promotion of the respective analysis models remains anchored on the probable success that was to relate to the identified collection method. On that note, the usage of questionnaires was deemed appropriate in the management of the interests attached to the research objectives as well as concerns that may be shared by the respective respondents. Also, the usage of questionnaires was considered efficient in the facilitation of coding protocols desired in the promotion of progressive analysis of the eventual findings. The questionnaire allowed the attainment of a closed model upon which the management of the respective information stood attained also. Such management paved way for

improved coding prospects with ideal dynamics being rendered in the attainment of the eventual results (Waterman et al., 2013).

### **Population and Sample Selection**

Sample selection focused on the determination of the ideal respondents to future from the identified population. It was anticipated that the deployment off sample selection equation would assist in the determination of the ideal sample to be considered with respect to the respondents. However, such measures desired to be observed against the impression of auxiliary concerns such as the concept of randomness among others. It was anticipated that the management of such needs involved the appreciation of the probable interests that stood attained from complex sample isolation protocols. Nonetheless, the entire concept of the equation remains invalid when executed on an unstructured population. On that note, the primary interest was nested on the identification of the ideal population that would define the eventual sample population to be engaged in the study (Roy et al., 2015). Among the gathered prospects included the implication of the study being promoted by the subsequent need to capture a detailed response with respect to the management of the respective hypotheses.

The identification the military installation of choice was advised by the convenience suggested to both the study and the researcher. It was essential for the achieved choice to manifest an increased sense of efficiency in meeting the interests promoted by the study. Also, it was essential for the choice to ensure limitations such as accessibility, logistic demands, permission and compliance with the area of interest were attained. The determination of the ideal destination from which to source the respondents involved the striking of a balance with respect to the needs of the study and the abilities of the researcher. Such abilities involved the appreciation of the budget restrictions, as well as the probable limitations that may be associated with respect to the available time. Arguably, it would be inconvenient to engage the study in a military installation that lacks active service in combat arms divisions. Also, the prospect of visiting camps that rarely had females featured in their units may be argued to be ineffective in the promotion of the ambitions of the study. In both cases, the choice of the ideal respondent composition remained anchored on the appropriateness of the identified camp (Roy et al., 2015).

Camp Williams and Fort Douglas, Utah military installations were considered as the sample source for the quantitative causal-comparative study. The choice was based on the dynamics associated with the installation. Between the two installations there actively train between 1,000 – 2,000 service members from the 96th Combat Support Brigade, 807<sup>th</sup> Medical Command, 79<sup>th</sup> ORC, Utah National Guard, and their subordinate units from the surrounding areas. The 96th Combat Support Brigade in particular and the focus sample source for this study consists of a headquarters element and 5 company size units (approximately 165 Soldiers each) and 5 Detachment size units (approximately 30-60 Soldiers each).

In a population of 1,100, the ideal sample population for the study was tabulated at 249. But, it is only projected to require that each group consist of 64 personnel. Therefore it was planned for only 149 surveys to be distributed in order to exceed that threshold. It was anticipated that the sample population would comprise of US Army personnel from primarily the 96th Combat Support Brigade. The need to ensure the sampled populated manifested the desired sense of randomness in their nomination. Also, there existed a similar need of ensuring the inclusivity of all the parties. In an effort aimed at attained the desired sense of randomness, the participation of the respective sampled respondents adhered along the impression of willing

participation with the need to engage the different professions in the outfit being promoted. On that note, the choice of participants was structured to involve both the genders participating in the personnel as well as the teams involved in both combat and non-combat missions. The inclusion criterion was modeled on the interest of the study.

The site authorization was achieved through a formal request to individual unit commanders who approved the request in writing. The 96th Combat Support Brigade Company Commander was delegated as the responsible authority for implementation. All personnel in the unit were provided information about the study and informed consent was obtained. Confidentiality was protected through anonymous completion of the survey. No identifying information was collected other than unit name. Answers were collected into Excel spreadsheet and maintained with password protection.

### **Research Materials, Instrumentation OR Sources of Data**

The concept of this instrumentation involved the appreciation of the process engaged in the management of the instruments of choice. It was observed that the study would embrace a paper and pen style questionnaire based in Hurrell and Luken's seven point/12 question questionnaire (1994). This was the ideal choice for the survey deployed for data gathering. On that note, the determination of the advising wisdom behind the selection of the instrument, as well as the approach was selected based on its direct connection it has towards assessing attitudes towards females in the military. As the participants will be in an active military status at the time of the collection, allowing first line leaders and direct reporting supervisors to manage personnel in and out of the surveyed area. The attainment of ideal information prospects with respect to the management of the respective information instruments was determined along the needs of the study, i.e. voluntary and available with a wide range of MOS's and ranks. The determination of the ideal approach upon which to structure the deployment protocol for the respective questionnaire involved the appreciation of the probable interests that were to be shared by the respondents, input into fitness standards to be upheld in order to perform the duties, and so on. Among them included the promotion of anonymity as well as voluntary participation. The decision to participate in the development of the

The structure of the questionnaire involved the attainment of respondent impressions as the demographic details such as gender of the participants with precautions being engaged in the promotion of the desired sense of anonymity. It comprised of 12 questions that were oriented at offering guidance towards the general attitude afforded towards females in seeking occupation in the combat arms profession. The questions were developed by the research of Hurrell and Lukens (1994) following Desert Storm and Desert Shield. This design is comparable to the one conducted by the US Army War College in 2006, where they conducted a similar survey on the perceptions of their fellow classmates on whether or not an repeal of the Combat Exclusion Policy should happen. This study is the second step beyond the War Colleges study, in that the policy has been repealed and this is the next step in reestablishing that perceived level of attitude in order to determine new courses of action in their implementation.

Within the data collection process the data will be transposed into a password protected Excel spreadsheet on the researchers laptop, with the hand written surveys secured within the unit's restricted field safe upon completion. The questionnaires will be administered in the seclusion of distractions such as influence from other parties such as senior leadership or peers. The delivery of the questionnaires involved maintaining participant privacy as well as keeping

the process centralized to a single administrative area for processing at each location. Local commands were secluded from accessing information regarding the respondents included their identifications. However, their permission was sought with respect to the engaging of their personnel in the activity. They were further involved on the merits of the promoted concept of seclusion as being an entity in the promotion of the desired sense of credibility. Among the interests share by the questionnaire included the desire to establish the nature of attitudes afforded to the female Soldiers along the distinctions of gender and rank. It was anticipated that the prospective focus on females allowed the appreciation of the gender denominator as captured in the study objectives. Credibility and protocol demands implied that the instruments were to be used in their hardcopy since the deployment of electronic devices were against the demands of the military installation (Elnitsky et al., 2013).

### **Validity (for Quantitative Studies)**

Hurrell and Luken's instrument analysis indicated that the Females in the Military Scale has acceptable internal consistency reliability and is relatively free of social desirability as measured by the Marlowe-Crowne Social Desirability Scale. A significant positive correlation between scores on the scale and on the Sex-role Ideology Scale suggests support for the validity of their scale (1994). The concept of validity was anchored on the prospective ability of the developed instrument being able to gather the information desired by the study, this tool allows that to happen.

The study was oriented on capturing the opinions of the respective respondents on the attitudes towards female service member seeking occupation into the combat arms profession. It aimed at the attitude expressed by the respondents on the prospective implication of concepts such as gender and rank in the determination of the attitude extended to the respective personnel. It argued that the concept of attitude was elemental in the determination of the nature of support to be offered to the respective female Soldiers. The determination of such models of interactions involved the appreciation of the contributions that were to be achieved by the instrument in the attainment of such needs. The questionnaire was perceived effective in gathering response leading to the attainment of the respective interests as captured in the research questions. Testing the concept of validity would involve appreciating the ability of the instrument in developing information desired by the study. On that note, a trial respondent of the expected outcome was initiated with independent non-participating candidates with the aim of proving the desired validity. It was established that the instrument offered adequate prospects of attaining the desired outcome (Elnitsky et al., 2013).

### **Reliability (for Quantitative Studies)**

The concern of reliability involved the appreciation of the instrument achieving similar interests or outcome upon redeployment by dissimilar researchers. The appreciation of the suggested concern of reliability was structured on the prospective implication that was to be defined by the research objectives. On that note, the concern was whether the instrument allowed the attainment of opinion pertaining on the deduction of the attitude of the respondents regarding factors such as gender, experience, and rank of their fellow personnel. Such concerns were captured to have manifested in the identified instrument of data gathering; leading to the eventual attainment of the perceived sense of reliability. Arguably, the prospective or making replication would be considered inappropriate since the participants were persons. However, the application

of a similar protocol for respondents captured in the study would be argued to be an ideal reflection on the reliability of the study in achieving the desired outcome (Elnitsky et al., 2013).

### **Data Collection and Management**

A questionnaire comprising of 12 questions was utilized by the researcher with its focus being on the interests of the study questions. The questionnaire was oriented on eliminating the possible sense of bias that may have been attributed to perspectives such as gender of the participants, nature of professional descriptions as well as the enlisting status. Upon the observation of the respective conditions, the questionnaire was promoted in a secure a sterile location on Camp Williams and Fort Douglas. It was essential for the environment of choice to appreciate the prospective of autonomy of the respondents, as well as the anonymity of their identity. Other conditions included the promotion of a sense of semi-randomness in the determination of the participants. Apparently, the desire to strike a sense of balance in the professional description of the participants was promoted extensively. However, the determination of the ideal members to make a contribution under the earmarked professional description was subjected to random selection. The permission to engage the respective personnel was activated with a 60 days' notice. However, the selection of the ideal participants was engaged under a structured model of randomness.

The administration of the questionnaire involved outsourcing of support from third parties to allow the promotion of a sense of efficiency in time management as well as offer diversity that would lead to the attainment of the desired confidential in response generation. There existed concerns of one party being unpromising with respect to the promotion of the sense of anonymity promised by the study. Outsourcing the respective interview process implies that the prospect of the researcher manifesting knowledge on the identity of the respondents. However, the identification and the mapping of the locations upon which to engage the respective data gathering through the admission of the questionnaire were engaged by the researcher. Also, the researcher was involved in the supervision of the delivery of the respective questionnaire while ensuring minimal influence in the progress of the process. Promoting such model of supervision as perceived essential in monitoring the performance of the instruments as well as the evaluation of the probable challenges that may face the data gathering process was considered essential for the promotion of efficient administration process.

The gathering of the respective data through the administration of the questionnaires was engaged on a weekend to allow reduced influence from the probable professional interests such as training and duty needs. It was further anticipated that the promotion of the respective structure of information management with respect to the attainment of ideal elements such as the voluntary participation of respondents necessitated the mitigation of the associated limitations. There existed an increased need of having the participants make their submission in an environment that suggested the attainment of the desired sense of freedom. It is of such interest that the request to engage the respondents was filed with ample time to facilitate the desired vetting as appreciated by the administration of the military installation. The offered period permitted the military units to initiate and observe the engaged structures allowing the vetting of the researcher party with respect to the attainment of the desired military confidence. Also, the process anticipated the establishing of structures to meet the sense of professional associated with the instrument, such as support material aiming at attaining the desired sense of



comprehension regarding the process, was established prior to the initiation of the questionnaire administration.

The data is in an Excel spreadsheet and access is password protected to maintain security. Data will be kept for 5 years after publication of the dissertation. Data will be maintained in researcher personal computer and destroyed after 5 years' time. The paper copies are maintained in secure safe at the unit and will also be destroyed by the researcher and/or unit within 2 years.

### **Data Analysis Procedures**

The study utilized survey questions that are rated using a 7-point scale ranging from 1 (strongly disagree) to 7 (strongly agree). Six of the items are phrased in a positive direction and six are phrased in a negative direction. Total scores are obtained by reversing the ratings for the negative items and using the median score (4 = neither agree nor disagree) to split the positive support and negative support. From there each data set was divided into a male and female group, and a junior enlisted and senior leadership group (depicted on the tables in chapter 5).

**RQ1:** Does the rank factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

The first research question aimed at identifying the protocol differences cultured in the military setting. The determination of the impact of authority was considered central in the appreciation of the prospective interests that may achieve with respect to the entrance of females in military duties. Other concerns such as the difference in age may be argued to have an impact in the management of the suggested difference in protocol. In most cases, the age difference between the junior and senior military personnel tends to comprise of an entire generation or 10 to 15 years. It may be observed that the findings of the current study would be essential in the determination of the ideal approaches upon which to anchor the adjustment in their transition in the combat arms profession.

**RQ2:** Does the gender factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

The second question engages the concept of experience along the gender distinctions. It seeks to explore the prospect of entertaining experience when pursued against the gender of the participant. There tends to exist a sense of bias with respect to the gender of the party being considered under the impression of the experience. In most cases, the management of such cases tends to favor the male counterparts as compared to their female colleagues. Besides, the inability of the respective parties to appreciate the abilities of the experience manifested by females may be argued to be sourced from the subsequent lack of service or inclusion in the respective units. Such limitations allow the appreciation of the varying impression regarding the concept of experience as explored by the research question (Westphal & Convoy, 2015)

### **Ethical Considerations**

The elemental ethical concerns associated with the study included the appreciation of the probable influence that was to be sourced from the failure to appreciate the desire to capture appropriate information regarding the respondents. Also, the interactions with the respective respondents remained essential in the mapping of the possible areas manifesting ethical

concerns. They included aspects such as the seeking of consent for the participants to engage the process voluntarily (Elnitsky et al., 2013). On that note, the volunteering respondents were informed of the conditions advising their participation. It included the appreciation of their control regarding the progress of the questionnaire filling process. The participants were informed of their participation being voluntary and their subsequent freedom to terminate the entire process upon their digression. In an effort to ensure such information was comprehended effectively, the respondents were invited to sign a consent form indicating their comprehension of the respective ethical details. Also, the confidentiality of the interviews was assured with the identity of the respondents being kept anonymous. Descriptive identities such as the numbering of the respondents were engaged in the development of a comprehension regarding the respective participants. Also, the management of the respective respondents following their participation in the respective interviews involved the promotion of dispatch mechanism that ensured the superiors were unable to deduce on the identities of the participants (Lyle & Smith, 2014).

The collection of the respective data was engaged along the ethical consideration associated with the institution with respect to the management of the needs of social-scientific research involving interactions with people. Also, the conditions involved in the capturing of the acquired responds were modeled to uphold ideal accuracy levels that would lead to the acquisition of appropriate information. Once the surveys are collected, they were assigned an evaluation of researcher with the aim of discerning possible inconsistency in their description prior to coding. Such inconsistency would have been corrected through minor reviews or comprehensive discard of the results and fresh re-engage of the gathering process. Upon satisfaction of the evaluation phase and the subsequent coding of the results in a format that permitted statistical analysis, the original responses were kept by the researcher for about 2 years prior to discarding by combustion. Such storage was engaged in an area out of reach from third parties (Lyle & Smith, 2014).

## **Summary**

The methodology section reflected on the ideal approach upon which to structure the process of data harvesting as well as its evaluation towards the attainment of the results that were anticipated to lead towards the attainment of the associated interest of the study objectives. It appreciated the implication of quantitative approach over qualitative view as the ideal perspective upon which the interests of the data gathering stood engaged. Also, it identifies surveys as the instrument of choice with respect to the capturing of the opinions of the respondents. It further embraced a structured approach in the determination of the ideal sampling population. The approach was guided by the population size as well as the associated with the concept of need and reservations associated with the research. Other dynamics engaged in the chapter included the implication of ethics in the determination of the protocols to be engaged towards the management of the respective respondents and the gathered data.

The following chapters will address the results of the data collection process and define the level of support afforded to the implementation of females within the combat arms profession. It will also identify possible recommendations for further research into the topic area and the actual limitations accrued during the collection process and data analysis procedures.

## CHAPTER 5: OVERALL OUTCOMES / ANALYSIS

The following are the results and raw data analysis of the 12 question survey administered to members of both the US Army Reserve and Utah Air National Guard from 7-9 Feb 2020. There were 115 surveys distributed, with 87 (N=87) completed and returned during this timeframe. Location for the distribution and administration of the surveys was Camp Williams (UT National Guard facility). The analysis has been broken down between the two variables (gender and rank). The first portion of the analysis will focus on the gender portion and the second on the rank portion. Note that a “Result Note” will be provided for any significant result differences between either males or females (M/F) or junior enlisted and leadership (E/L).

### Gender Results:

Adjusted Survey Results (Jan 2020)

Rating	Question Number																							
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
SD	1.5	0.9	0.9	2.3	1.4	2.5	1.3	0.6	0.9	2.6	1.0	0.3	2.2	0.6	1.2	0.6	2.1	2.5	1.8	2.6	1.3	2.7	1.6	1.2
MoE	0.2	0.3	0.1	0.7	0.2	0.7	0.2	0.2	0.1	0.8	0.1	0.1	0.3	0.2	0.1	0.2	0.2	0.7	0.2	0.8	0.2	0.8	0.2	0.4
Med.	5.0	6.0	5.5	6.0	4.3	4.2	4.3	6.0	5.5	3.3	5.0	6.5	4.2	4.2	4.3	4.2	4.0	3.8	4.0	3.8	4.0	4.7	4.0	5.5
7	30	4	31	3	36	6	60	10	51	6	59	11	47	10	45	10	9	2	20	4	35	8	38	6
6	15	5	24	4	19	2	5	1	13		10	1	7	1	18	1	15	4	6	2	16	1	15	1
5	13	3	16	2	11	1	1	1	6		1		2	1	1	1	8		30		14		8	3
4	3		4		5		4		5		2		4		7		10				6		5	2
3	14				1		3			3				3		1	2	10	2	2			6	
2				1		1	2			1			8		1		22	1	5	1	1		1	
1				2	3	2				2			7				10	3	4	3	1	3	2	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F

Negative Support    |    |    |  
 Positive Support  
Gender (M = Male, and F = Female)

Table 1.0 (above)

### Gender Results Breakdown:

Question 1: Women in the military are as capable as men in carrying out war-time assignments and responsibilities?

Favorable towards female support: 77.3% (Males) and 100% (Females)
Unfavorable towards female support: 18.6% (Males) and 0% (Females)
Undecided: 4.1% (Males) and 0% (Females)

Question 2: Women’s roles as wives and mothers make them less well suited than men for the military?

Favorable towards female support: 94.6% (Males) and 75% (Females)
Unfavorable towards female support: 0% (Males) and 25% (Females)
Undecided: 5.3% (Males) and 0% (Females)

Question 3: Women in the military should not be assigned to active combat duty?

Favorable towards female support: 88% (Males) and 75% (Females)
Unfavorable towards female support: 5.3% (Males) and 25% (Females)
Undecided: 6.6% (Males) and 0% (Females)

Question 4: Women have as much to offer in the military service of their country as men?

Favorable towards female support: 88% (Males) and 100% (Females)
Unfavorable towards female support: 6.6% (Males) and 0% (Females)
Undecided: 5.3% (Males) and 0% (Females)

Question 5: Women who are in the military should not have children?

Favorable towards female support: 93.3% (Males) and 50% (Females)
Unfavorable towards female support: 0% (Males) and 50% (Females)
Undecided: 6.6% (Males) and 0% (Females)

**Result Note:** 50% swing on female support of females not having children in the service. This could be due to the possible hostile nature of the profession or even its requirement to move around the World for reassignments or temporary duty. As this study does not survey on those areas, a follow up may be required IOT determine the root cause of this result among females service members.

Question 6: Women have the same capabilities for military leadership as men?

Favorable towards female support: 93.3% (Males) and 100% (Females)
Unfavorable towards female support: 4% (Males) and 0% (Females)
Undecided: 2.6% (Males) and 0% (Females)

Question 7: Both men and women should be subject to the military draft?

Favorable towards female support: 74.6% (Males) and 100% (Females)
Unfavorable towards female support: 20% (Males) and 0% (Females)
Undecided: 5.3% (Males) and 0% (Females)

Question 8: Having children should not be an obstacle for a women contemplating the military as a career?

Favorable towards female support: 85.3% (Males) and 100% (Females)
Unfavorable towards female support: 5.3% (Males) and 0% (Females)
Undecided: 10.3% (Males) and 0% (Females)

Question 9: A woman in the military should not be given an assignment which separates her from her children?

Favorable towards female support: 42.6% (Males) and 50% (Females)
Unfavorable towards female support: 44% (Males) and 50% (Females)
Undecided: 13.3% (Males) and 0% (Females)

**Result Note:** This is the first 50% swing result for both males and females as it pertains to children and their service in the armed forces. Trending female wise and upon initial review may suggest that a study strictly on the having children variable and their own service support should be conducted. This seems to be a more import focus of contention then possibly their support of their male counterparts. This additional study could also determine mitigation factors to assist current female members of the armed forces in dealing active assignments or even possible mental health issues.

Question 10: A women can perform as well as men in all facets of the military?

Favorable towards female support: 74.6% (Males) and 50% (Females)
Unfavorable towards female support: 25.3% (Males) and 50% (Females)
Undecided: 0% (Males) and 0% (Females)

**Result Note:** Strong opinions overall with no one side being undecided. Males are 3/4<sup>th</sup> in support of females being just as capable as themselves, and females split down the middle. This may be because of confidence issues within the profession, the vast traditional divide between occupational specialties, or even a society based bias that they concerned about pursuing. Over numbers/percentage wise the result is: 62 to 25 (or 72.3%) in support of females being as physically capable as men in the military as a whole.

Question 11: In time of war, military women who have children should be excused from duty which places them under physical threat?

Favorable towards female support: 86.6% (Males) and 75% (Females)
Unfavorable towards female support: 5.3% (Males) and 25% (Females)
Undecided: 8% (Males) and 0% (Females)

Question 12: Men are better suited than women for combat?

Favorable towards female support: 81.3% (Males) and 58.3% (Females)
Unfavorable towards female support: 12% (Males) and 25.1% (Females)
Undecided: 6.6% (Males) and 16.6% (Females)

**Rank Results:**

Adjusted Survey Results (Jan 2020)

SD	1.3	1.5	1.2	1	1.4	2.4	0.3	1.8	1.5	2.1	0.2	1.3	1.2	2.8	0.9	1.7	2	2.2	1.1	2.1	2	2.3	2	2.3	
MoE	0.2	0.4	0.1	0.2	0.2	0.6	0.04	0.4	0.2	0.5	0.02	0.3	0.1	0.7	0.1	0.4	0.2	0.5	0.1	0.5	0.2	0.6	0.2	0.6	
Med.	5	5	5.5	5.5	5	4.4	6.5	4.8	5	4.6	6.5	5.3	4.2	4	5.7	4.8	4	4	5	4	4.2	3.8	4.3	4.5	
7	35	5	35	6	49	4	63	12	42	11	68	11	48	10	56	8	13	6	17	4	21	9	28	2	
6	7	8	14	7	7	3	7	1	1	1	2	4	9	1	7	3	1	7	18	1	7			4	
5	20		7	2	1	2			13	1			7			2	7		28	4	14			7	
4	1	1	14	2	6			2	7	2			4		7	2	14		1		14	2		5	
3	7	3			7	4			7				2					7		6	4		4	28	
2								2						1	2		2	21	2		2	6		7	
1						4				2				1	4			7	2		2	8	2		6
	E	L	E	L	E	L	E	L	E	L	E	L	E	L	E	L	E	L	E	L	E	L	E	L	
	1		2		3		4		5		6		7		8		9		10		11		12		

Negative Support |     |     |  
 Positive Support  
 Rank (E = Jr Enlisted, L = NCO, Warrant Officer, and Officers)

**Table 1.1 (Above)**

**Rank Results Breakdown:**

Question 1: Women in the military are as capable as men in carrying out war-time assignments and responsibilities?

Favorable towards female support: 88.5% (Jr Enlisted) and 76.5% (Leadership)
Unfavorable towards female support: 10% (Jr Enlisted) and 17.6% (Leadership)
Undecided: 1.4% (Jr Enlisted) and 5.8% (Leadership)

Question 2: Women’s roles as wives and mothers make them less well suited than men for the military?

Favorable towards female support: 80% (Jr Enlisted) and 76.4% (Leadership)
Unfavorable towards female support: 0% (Jr Enlisted) and 0% (Leadership)
Undecided: 20% (Jr Enlisted) and 11.7% (Leadership)

Question 3: Women in the military should not be assigned to active combat duty?

Favorable towards female support: 81.4% (Jr Enlisted) and 52.9% (Leadership)
Unfavorable towards female support: 10% (Jr Enlisted) and 47% (Leadership)
Undecided: 8.5% (Jr Enlisted) and 0% (Leadership)

**Result Note:** Only 5.3% of males (in question 3 above) were not in support of females assigned to active combat duty. Leadership wise that means there is a larger female leadership group that is opposed to their active combat service than male leadership. Whether that stems from the questions regarding children of female service members (point of contention for both males vs females above) or female capabilities (question 10 above) where females were in a 50/50 split, further studies need to be conducted to refine this result.

Question 4: Women have as much to offer in the military service of their country as men?

Favorable towards female support: 100% (Jr Enlisted) and 76.4% (Leadership)  
Unfavorable towards female support: 0% (Jr Enlisted) and 11.7% (Leadership)  
Undecided: 0% (Jr Enlisted) and 11.7% (Leadership)

Question 5: Women who are in the military should not have children?

Favorable towards female support: 80% (Jr Enlisted) and 76.4% (Leadership)  
Unfavorable towards female support: 10% (Jr Enlisted) and 11.7% (Leadership)  
Undecided: 10% (Jr Enlisted) and 11.7% (Leadership)

Question 6: Women have the same capabilities for military leadership as men?

Favorable towards female support: 100% (Jr Enlisted) and 88.2% (Leadership)  
Unfavorable towards female support: 0% (Jr Enlisted) and 11.7% (Leadership)  
Undecided: 0% (Jr Enlisted) and 0% (Leadership)

Question 7: Both men and women should be subject to the military draft?

Favorable towards female support: 91.4% (Jr Enlisted) and 64.7% (Leadership)  
Unfavorable towards female support: 2.8% (Jr Enlisted) and 35.3% (Leadership)  
Undecided: 5.7% (Jr Enlisted) and 0% (Leadership)

**Result Note:** 0% of females in the gender portion of the survey were not in support of being part of the draft like their male counterparts. This leads the results to show that the 35.3% of males would be opposed to females being drafted. This may be a husband, head of household defense, as there is a defined difference to female volunteer service and being pulled away from their family involuntarily. There may also be a sway in results due to the volunteer survey recipients already being volunteer service members and not civilian mothers or wives outside the service. Objectively, the results are justifiable based on the context of the question asked.

Question 8: Having children should not be an obstacle for a women contemplating the military as a career?

Favorable towards female support: 90% (Jr Enlisted) and 76.4% (Leadership)  
Unfavorable towards female support: 0% (Jr Enlisted) and 11.7% (Leadership)  
Undecided: 10% (Jr Enlisted) and 11.7% (Leadership)

Question 9: A woman in the military should not be given an assignment which separates her from her children?

Favorable towards female support: 30% (Jr Enlisted) and 76.4% (Leadership)  
Unfavorable towards female support: 50% (Jr Enlisted) and 23.5% (Leadership)  
Undecided: 20% (Jr Enlisted) and 0% (Leadership)

**Result Note:** The above gender results showed a 50/50 split for males and females, but there is a defined unfavorable result in the Jr Enlisted data. This would suggest more junior males and females were in opposition of separating females from their children then the leadership males and females. Being leadership who would have experienced this either directly or through their junior personnel's interactions, would already understand and be able to cope with its likelihood or service requirement, then those newer service members.

Question 10: A women can perform as well as men in all facets of the military?

Favorable towards female support: 90% (Jr Enlisted) and 52.9% (Leadership)
Unfavorable towards female support: 8.5% (Jr Enlisted) and 47% (Leadership)
Undecided: 1.4% (Jr Enlisted) and 0% (Leadership)

**Result Note:** 25% of males and 50% of females (above gender results) were unfavorable as far as female capabilities as compared to males. When analyzed against the rank data, it would suggest that with the 8.5% junior and the 47% were derived from more of the female leadership opinions then male leadership. As the percentage (8.5%) for enlisted opposed to the 25% male and 50% female is substantially reduced. This would fall in line for the general outlook of female perception towards females as they are compared to males.

Question 11: In time of war, military women who have children should be excused from duty which places them under physical threat?

Favorable towards female support: 60% (Jr Enlisted) and 52.9% (Leadership)
Unfavorable towards female support: 20% (Jr Enlisted) and 35.3% (Leadership)
Undecided: 20% (Jr Enlisted) and 11.7% (Leadership)

**Result Note:** Numbers are fractionally consistent with the gender results provided above, even with the re-organization into junior enlisted / leadership categories.

Question 12: Men are better suited than women for combat?

Favorable towards female support: 50% (Jr Enlisted) and 35.3% (Leadership)
Unfavorable towards female support: 50% (Jr Enlisted) and 35.3% (Leadership)
Undecided: 0% (Jr Enlisted) and 29.4% (Leadership)

**Result Note:** It would note that the 6.6% of undecided males (above gender results) were leadership as these new results have 0% in junior enlisted, leaving 22.8% of the undecided leadership as females. Also, males accounted for 12% of unfavorable, leaving 23.3% of the 35.3% as unfavorable female support. These numbers again fractionally consistent with the gender results provided above, even with the re-organization into junior enlisted / leadership categories.



## CHAPTER 6: CONCLUSION

There seems to be a correlation between females and both children and their outlook on their own physical capabilities. The male and male leadership analysis appears in this study to be favorable towards both their capabilities in combat and their general support for them in the service overall. The margin of error in the results never exceeded 1%, the Standard Deviation (SD) never exceeded 3%, and the average median score was 4.8 for M/F results and 4.7 for E/L results. All of which remain either positive or in support of females occupation within combat arms profession.

Based on these results I would determine I would determine that:

**RQ1:** Does the rank factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

**H1o:** Rank associated with service members does not spell any impact in the prediction of their attitude towards the integration of female Soldiers into the combat arms profession. This hypothesis was rendered true in this study.

**H1a:** Rank associated with service members spells meaningful impact in the prediction of their attitude towards the integration of female military Soldiers into the combat arms profession. This hypothesis was rendered false in this study.

**Result Conclusion:** There is no significant impact on the level of female support into the combat profession based on the rank of the service member. The results for the rank variable the survey produced a 4.8 favorable median score (out of 7) between the males and females surveyed.

**RQ2:** Does the gender factor suggest any distinction in attitude extended to females seeking occupation in the combat arms profession?

**H2o:** Gender does not any presume a pivotal role in the prediction of the attitude extended towards female Soldiers. This hypothesis was rendered true in this study.

**H2a:** Gender presumes a pivotal role in the prediction of the attitude extended towards female Soldiers. This hypothesis was rendered false in this study.

**Result Conclusion:** There is no significant impact on the level of female support into the combat profession based on the gender of the service member. The results for the rank variable the survey produced a 4.7 favorable median score (out of 7) between the junior enlisted and leadership personnel surveyed. However, this study will note that when associated with the outside children's variable, there is a significant variance in the level of support for females in the service overall, not just going into the combat arms profession, and will require additional research to define root cause.

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## Appendix B.

R. M. HURRELL & J. H. LUKENS

### WOMEN IN THE MILITARY SCALE

Please circle the number that best describes the extent to which you agree or disagree with each of the following statements.

- 1 - Strongly Disagree
- 2 - Moderately Disagree
- 3 - Slightly Disagree
- 4 - Neither Agree nor Disagree
- 5 - Slightly Agree
- 6 - Moderately Agree
- 7 - Strongly Agree

- |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|
| 1. Women in the military are as capable as men in carrying out war-time assignments and responsibilities.                 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. Women's roles as wives and mothers make them less well suited than men for the military.                               | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. Women in the military should not be assigned to active combat duty.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. Women have as much to offer in the military service of their country as men.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. Women who are in the military should not have children.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. Women have the same capacities for military leadership as men.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. Both men and women should be subject to the military draft.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. Having children should not be an obstacle for a woman contemplating the military as a career.                          | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9. A woman in the military should not be given an assignment which separates her from her children.                       | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10. Women can perform as well as men in all facets of the military.   | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11. In time of war, military women who have children should be excused from duty which places them under physical threat. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12. Men are better suited than women for combat.  | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

#### Demographic Administrative Data Addition (Jan 2020):

Rank: \_\_\_\_\_

Years of Service: \_\_\_\_\_

Gender (M or F): \_\_\_\_\_

Highest Level of Civilian Education (H.S., Some College, College Grad): \_\_\_\_\_

#### Administrator Provided Data:

Location of Survey: \_\_\_\_\_

Date Administered: \_\_\_\_\_

Printed Name of Administrator: \_\_\_\_\_

Signature of Administrator: \_\_\_\_\_