May 29, 1968

To the Graduate Council:

I am submitting herewith a thesis written by James Clair Richardson entitled "A Study of Interpersonal Relationships among Job Corpsmen--Tremont Conservation Center, Townsend, Tennessee." I recommend that it be accepted for nine quarter hours of credit in partial fulfillment of the requirements for the degree of Master of Science in Social Work.

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A STUDY OF INTERPERSONAL RELATIONSHIPS AMONG JOB CORPSMEN--TREMONT CONSERVATION CENTER, TOWNSEND, TENNESSEE

A Thesis

Presented to

the Graduate Council of

The University of Tennessee

In Partial Fulfillment

of the Requirements for the Degree

Master of Science Social Work

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by

James Clair Richardson

June 1968

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ABSTRACT

During the period August 1 to December 15, 1967, the Tremont Conservation Center's drop-out rate was 40 per cent. There had been considerable concern over the frequency of drop-outs at the Center and other Job Corps Centers had reported terminations exceeding 50 per cent. This study was undertaken with the intent of answering one question, that being, was the degree or quality of interpersonal relationships between one corpsman with his fellow corpsmen relevant to the length of time he would stay in the program?

The writer constructed and used two sociometric tests, one to measure the degrees of group acceptance and the second to measure the degrees of social distance of each corpsman tested. The group acceptance test was used to solicit three choices of companions in the following areas: (1) in work relationships, (2) in classroom relationships, and (3) in free time relationships. As a follow up, the social distance scale was used to measure the social tone of the group as a whole, and the degrees to which individuals were accepted by the group and, in turn, accepted others in the group.

For purposes of sampling, the writer chose four bays from two dormitories by reference to a table of random numbers. The testing began on January 8, 1968, and concluded on February 12, 1968. Bays 6 and 8 of Dormitory "A" were

sampled on three occassions at two-week intervals. In Dormitory "B", Bay 4 was sampled on three occassions, while Bay 8 was sampled on two occassions; each sampling took place at two-week intervals. The writer was able to obtain only two samples from Bay 8 due to absences of some corpsmen on January 15, 1968. A total of eighty-six samples were collected during this time interval; each bay, consisting of eight corpsmen, was sampled three times, with the exception of one bay which was sampled on two occassions.

The results of this study suggest that corpsmen with higher degrees of social distance (less group acceptance) tended to drop out of the program more frequently than did corpsmen with lesser degrees of social distance. Corpsmen with higher degrees of group acceptance chose each other more often, while those corpsmen with lesser degrees of group acceptance chose corpsmen having higher degrees of group acceptance.

There was considerable indication that Negro corpsmen tended to show higher degrees of cohesiveness among themselves than did the Caucasian corpsmen. In general, corpsmen exhibited higher degrees of cohesion in their work relationships. The fact that the Job Corps program is task oriented could have influenced this factor.

There was indication that corpsmen holding higher leadership rank also had higher degrees of group acceptance.

In bays housing dormitory and section leaders, those leaders tended to have higher degrees of group acceptance than did the lower ranking bay leaders. Negro corpsmen tended to hold higher leadership rank than did the Caucasian corpsmen. There were six leadership positions within the test bays and only one was held by a Caucasian corpsmen. The sample population was comprised of twenty-one Negro corpsmen as compared to eleven Caucasian corpsmen. This would suggest that either Negro corpsmen had more leadership qualities than the Caucasian corpsmen or that by virtue of their minority status, the Caucasian corpsmen were willing to assume a more passive role.

The patterns of interpersonal relationships evolving from this study indicated a sparsity of sub-groupings or cliques. When triangles were formed, they most often were among those corpsmen having high degrees of group acceptance. Those corpsmen with low degrees of group acceptance never formed triangles among themselves. When new members entered a group they tended to choose each other and had greater degrees of social distance than the other group members. Even when corpsmen with leadership rank were transferred from one bay to another they failed to assume the role status held by the previous corpsmen leader. This would indicate that leadership status was not accepted at face value and the

corpsmen leader was taxed to gain group acceptance before he could effectively assume a leadership role.

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CHAPTER I

INTRODUCTION

The Job Corps is a national program made possible by the Economic Opportunity Act of 1964. Its purpose is to provide disadvantaged young men and women between the ages of sixteen and twenty-one with an opportunity to acquire the skills and attitudes necessary to become useful and productive members of society. More specifically, it is aimed at those who need a change of environment and individual help to develop their talents, self-confidence, and the motivation to improve themselves.

> Part A - Job Corps - Statement of Purpose
> Section 101. This part establishes a Job Corps for low-income, disadvantaged young men and women, sets forth standards and procedures for selecting individuals as enrollees in the Job Corps, authorizes the establishment of residential and/or nonresidential centers in which enrollees will participate in intensive programs of education, vocational training, work experience, counseling, and other activities, and prescribes various other powers, duties and responsibilities incident to the operation and continuing development of the Job Corps. Its purpose is to assist young persons who need and can benefit from an unusually intensive program, operated in a group setting, to become more responsible, employable, and productive citizens; and to do so in a way that contributes, where feasible, to the development of National, State, and community resources, and to the development and dissemination of techniques for working with the disadvantaged that can be widely utilized by public and private institutions and agencies.[1]

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[1] Economic Opportunity Amendments of 1967 (Public Law 90-222 90th Congress, S.2388, December 23, 1967).

During the period August 1 to December 15, 1967, the Tremont Conservation Center's drop-out rate was 40 per cent. Of forty Negroes who were received at the Center during this period of time, nine dropped out, while forty of the seventy-three Caucasians dropped out. Thus the Negro drop-out rate for this period was 22 per cent while the Caucasian rate was 55 per cent.

There had been considerable concern over the frequency of drop-outs in this program. Some centers had reported drop-out rates exceeding 50 per cent. The reasons for these seemingly high drop-out rates is a question which causes much concern for camp administrators as well as for the Office of Economic Opportunity.

This study was undertaken with the intent of answering one question: Was the degree or quality of interpersonal relationships between one corpsman with his fellow corpsmen relevant to the length of time he would stay in the program?

I. PURPOSE OF THE STUDY

The purpose of this study was: (1) to examine and measure through sociometric testing the degrees of interpersonal relationships among Job Corpsmen, (2) to relate the degrees of interpersonal ties to the length of time corpsmen would stay in the program, and (3) to stimulate interest in

sociometric testing as related to other facets of group structure in Job Corps centers.

II. SETTING

The Tremont Conservation Center was located in the Great Smoky Mountain National Park and had a capacity of 112 corpsmen. There were two dormitories designated, "A" and "B". Each dormitory was divided into two sections, each section having four bays. Even-numbered bays housed eight corpsmen and odd-numbered bays housed six corpsmen. Each dormitory had a designated dormitory leader chosen by a staff of corpsmen supervisors. He was selected on the basis of leadership qualities, achievement, and acceptance by fellow corpsmen. Each section of the dormitories had an appointed section leader and each bay had a leader; these leaders were chosen on the same criteria as the higher ranking dorm leaders.

The corpsmen's life was encompassed by three areas: (1) work experience, (2) education, and (3) activities. The corpsmen attended classes and work experiences on alternate weeks; that is, Dormitory "A" occupants were involved in classroom studies the week that Dormitory "B" occupants were involved in work experiences. The corpsmen's leisure time began at 5:00 p.m. during the five-day training week, with

week ends free for activities and/or week-end passes to those who were eligible. The mess hall had a permanent staff; however, corpsmen were assigned kitchen duties. This was the only extra assigned duty other than those duties involved in keeping the dormitories in order.

III. THE SCOPE AND METHOD

The writer constructed and used two sociometric tests, one to measure the degrees of group acceptance and the second to measure the degrees of social distance of each corpsman tested. The group acceptance test was used to solicit three choices of companions in the following areas: (1) in their work, (2) in the classroom, and (3) in their free time. As a follow up, the social distance scale was used to measure the social tone of the group as a whole, and the degrees to which individuals were accepted by the group and, in turn, accepted others in the group. The reason for the second test was that the group acceptance test allowed a limited number of responses with no way of showing rejection for a group member (see Appendix A and B). By the addition of the social distance scale each corpsman in the group could respond to other corpsmen in the group both positively and negatively. In constructing the social distance scale it was necessary to use supplementary terminology in each of

the five choice areas. The writer learned through a VISTA Worker that the corpsmen, especially the Negro population, spoke a language of their own. With his help cliches were added to make each choice more comprehensible to the corpsmen, that is, "up-tight" and "No. 1" meant "best friend"; "cool" was the equivalent of "a friend"; "take him or leave him" identified a person that the corpsmen would like to be with once in a while but not often or for long at a time; "bugs you" and "gets on your nerves" was the equivalent of not minding a corpsman's being in the dorm but not wanting anything to do with him; and "hate his guts" and "a loser" supplemented the wish that a corpsman were not in the dorm. (See Appendix B.)

For purposes of sampling, the writer chose bays from the two dormitories by reference to a table of random numbers. This method was used as the writer considered a given bay to be a representative sample of the total corpsmen population. In assignments to bay areas no discriminatory measures were taken to effect the racial balance of the corpsmen.

In Dormitory "A," Bays 4, 6, and 8 were sampled; in Dormitory "B," Bays 4, 6, and 8 were chosen. Bay 4 of Dormitory "A" and Bay 6 of Dormitory "B" were later discarded as the testings were incomplete. For reasons such as 72-hour passes, home leave, and sickness, all members of these two

bays could not be tested at the same time interval; therefore, the results would have been invalid due to the period of time elapsing between the administering of the tests.

Each bunk within the bays had an assigned number used by the staff to identify each corpsman. The writer used these numbers to identify each corpsman sampled in this study. The testings were administered to each corpsman at his bunk. This resulted in a direct confrontation whereby each corpsman made his choices in the presence of his fellow corpsmen. The writer took into consideration that some corpsmen were more intellectually limited than others, thus this afforded the opportunity to associate names with faces as well as bunk numbers. Some corpsmen were so limited that they could not spell the names of their bunk mates. To alleviate this situation the second test provided a list of names and bunk numbers of those individuals in the bay. All efforts were made by the writer to explain each test. During each test the corpsmen were encouraged to respond honestly and to ask questions that they might have in regards to the tests. They were also assured that their choices would remain confidential.

Prior to the administering of the first testings in each bay, the writer was introduced to the corpsmen by a VISTA Worker who had very creditable rapport among the corpsmen population. The writer considered this to be

significant as this provided him credentials since he was a total stranger to the corpsmen.

The testing began on January 8, 1968, and concluded on February 12, 1968. Bays 6 and 8 of Dormitory "A" were sampled on three occassions at two-week intervals. In Dormitory "B", Bay 4 was sampled on three occassions, while Bay 8 was sampled on two occassions; each sampling took place at two-week intervals. The writer was able to obtain only two samples from Bay 8 due to absences of some members on January 15, 1968. A total of eighty-six samples were collected during this time interval; each bay, consisting of eight corpsmen, was sampled three times, with the exception of one bay which was sampled on two occassions.

In analyzing the data of the group acceptance test the writer assigned weighted values for each of the three choices. (See Appendix A.) A value of three was given a first choice, a value of two for a second choice, and a value of one for a third choice. It was then possible to arrive at a numerical value representative of the choice status of each corpsman in the three areas; (A) work, (B) classroom, and (C) free time. The scores for each corpsman in the three areas were then totaled to yield a score representative of the corpsman's total group acceptance.

In analyzing the data from the social distance scale the writer assigned weighted values to each of the five

choices. (See Appendix B.) A first choice carried a value of three; a second choice, two; a third choice, one; a fourth choice, minus two; and a fifth choice, minus three. The writer considered the first three choices to be equivalents of the three choices allotted on the group acceptance test; the fourth and fifth choices were assigned negative values as they were considered indices of rejection rather than of acceptance. The total scores of each corpsman, group acceptance and social distance, were then ranked and a correlation value was obtained by the use of Spearman Rho; a value was obtained for each testing period.

A sociomatrix table was modified from a matrix table used by Jennings in her study of leadership.[2] By reading vertically under each corpsman it is possible to determine his score and position in each criterion. At the bottom of the table a total group acceptance score is shown as an index of acceptance in the three areas of the corpsman's life.

A target sociogram was adapted and modified from Northway.[3] The sociogram was utilized to graphically

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[2]Helen H. Jennings, "Structure of Leadership Development and Sphere of Influence," Sociometry, 1:124, July-October, 1937.

[3]M. L. Northway, "A Method for Depicting Social Relationships Obtained by Sociometrye Testing," Sociometry, 3:149, April, 1940.

illustrate the underlying social structure of the group. The "target" contains three concentric circles representing corpsmen group acceptance scores from zero to plus 10 and is divided into three sections, A, B, and C, to represent the three areas of the corpsman's life, work, classroom, and free time, respectively.

IV. LIMITATIONS

The writer considered the following limitations to be characteristic of a study of this nature:

1. It should be recognized that the responses of corpsmen in the group were only as valid as was was made possible by the degree of rapport with the writer. If there was resistance to making responses, it was unlikely that the results were valid; it was important that the corpsmen responded honestly and understood the questions.
2. It should be recognized that there is considerable evidence that group structures tend to be quite fluid; thus avoidance of the assumption that charting interpersonal relationships at any one time is as reliable as a measure over a period time.
3. It should be recognized that the way data were collected tended to force or condition

responses;[4] that is, an individual may have considerable hostility toward the group, but by being asked to respond to a number of individuals he may include an individual whom he considers the lesser of many evils.

V. ASSUMPTIONS

The writer assumed the following:

1. There would be a significant difference in drop-out rates according to ethnic groups.
2. There would be a fluctuation in degrees of interpersonal relationships within a group over an extended period of time.
3. The sample population would be representative of the total population of corpsmen in the Center.
4. The three areas of sampling were sufficient indicies of the corpsmen's total life pattern at the Center.
5. The corpsmen would respond honestly and understand the questions.

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[4]Solomon E. Asch, "Effects of Group Pressure Upon the Modification and Distortion of Judgments," Groups, Leadership and men, H. Guetzkow, editor (Pittsburgh: Carnegie Press, 1951), pp. 2-11.

VI. HYPOTHESIS

The research hypothesis indicated corpsmen drop-out or leave the Center because of increased or insurmountable degrees of social distance. The null hypothesis in this study was: There will be no measurable degree of social distance between corpsmen who stay in the program and those who drop-out as measured by their acceptance or rejection by fellow corpsmen.

VII. DEFINITIONS

The terminology used in this study is defined as follows:

Social distance. A degree of measurement of the extent to which an individual is disposed to treat other individuals personally; the greater the intimacy of association the lesser the degree of social distance.[5]

Group norms. The shared sentiments of a group which help to define situations, thus helping the individual come to grips with the expectations placed upon him by the group; norms serve to identify the group, thereby helping establish the status of the individual in the group.

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[5]E. S. Bogardus, "Measuring Social Distance," Journal of Applied Sociology, 9:299, March, 1925.

Group cohesiveness. The total field of forces acting on members to remain in a group; the greater the attraction the group has for its members, the greater the cohesiveness. Unity of the group derives from at least two sources: (1) the attractiveness of the activities of the group, and (2) the attractiveness of the members of the group.[6]

Primary group. An aggregate of people, from two to 15 who associate together in face-to-face relations over an extended period of time, who differentiate themselves in some regard from others around them, who are mutually aware of their membership in the group, and who's personal relations are taken as an end in itself.[7]

For the purpose of this study each bay was considered to be a primary group within the more formal secondary group, the total corpsmen population.

Star. An individual who receives the expected number or more than the expected number of choices on a given criterion.

Triangle. Three individuals who choose each other mutually on the same criterion.

Rectangle. Four individuals who choose each other mutually on the same criterion.

Chain. An open series of mutual choices on a given criterion; A chooses B, B chooses A, B chooses C, C chooses B, C chooses D, D chooses C, etc.

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[6]Dorwin Cartwright and Alvin Zander, Group Dynamics Research and Theory (New York: Harper and Row, 1953), p. 262.

[7]Bernard Berelson and Gary A. Steiner, Human Behavior, an Inventory of Scientific Findings (New York: Harcourt, Brace and World, Inc., 1964), p. 325.

Pair. Choosing and being chosen on the same criterion; a mutual choice.

Neglectee. An individual receiving one or more choices, but less than the expected number of choices on a given criterion.

Isolate. An individual not chosen on any criterion; his sociometric score would be zero.

CHAPTER II

REVIEW OF THE LITERATURE

Sociometry is a science founded by J. L. Moreno. The term "sociometric" is usually used to designate the interpersonal relationships which group members have for one another. Literature reveals that sociometric testing has been widely used in studies of children in school populations. In 1932 Moreno administered a sociometric test to all of the pupils from the kindergarten through the eighth grade in a public school in Brooklyn, New York. Each pupil was requested to choose the two classmates they preferred to have near them. Results indicated that some pupils received a large number of choices as seating companions, some received no choices, and others ranged in between these extremes. An analysis of the choices revealed an underlying social structure of which the teachers were only partly aware. This technique of identifying personal ties became widely accepted and its use quickly spread to prisons, industry, summer camps, and various other places where interpersonal relationships are considered important.

Moreno, in 1953, studied patterns of interpersonal choice in a cottage family conducted in a school for

delinquent girls.[8] He asked each of twenty-three girls to choose five other girls from the cottage they most wanted to live with. In this study the girls were not asked to name those girls whom they would reject. After the choices of each girl in the cottage had been plotted on the sociogram, the resulting choice pattern indicated the following characteristics of the twenty-three girls: one star, six mutual choices, one chain, five rejectees, five isolates, and an absence of triangles. From this study Moreno was able to describe this group as one with an extroverted group organization having a large number of nonparticipating individuals, low group cohesion, and low differentiation between underchosen and overchosen members.

Choice criteria is an often-mentioned subject in the literature. The point of discussion lies in the choosing of criteria based within a socio-emotional area, that is, whom would you choose as your best friends?; as opposed to a typical criterion with task orientation, whom would you choose as a working companion? A study by Jennings[9] shows that subjects tend to make fewer choices on a friendship

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[8]Jacob L. Moreno, Who Shall Survive? (New York: Beacon House, Inc., 1953), p. 267.

[9]Helen H. Jennings, "Sociometric Differentiation of the Psychegroup and the Sociogroup," Sociometry, 10:71-79, August, 1947.

criterion than on a work criterion. However, a study conducted by Borgatta, Couch, and Bales[10] revealed that correlations are high between choices based on each of these criteria as there are some individuals who actually have desirable traits in both areas, and that there are some individuals who will choose on the basis of a criterion which is important to them regardless of the experimenter's requests.

In a study by Deutschberger,[11] it was found that an individual who is ranked low by another individual may be someone who is disliked or someone who is relatively unknown; thus when group members are relative strangers, mutual choices might occur by mere chance. In general, however, choices are not random since in every group some persons are most chosen and some less chosen than would be expected if only chance factors were operating.

The typical sociometric chart of interpersonal relationships indicated a series of interlocking subgroups as the informal group structure. In her study of groups, Klein illustrates the tendency for members of groups to form

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[10] E. F. Borgatta, A. S. Couch, and R. F. Bales, "Some Findings Relevant to the Great Man Theory of Leadership," American Sociological Review, 19:757, December, 1954.

[11] P. Deutschberger, "The Tele-Factor: Horizon and Awareness," Sociometry, 10:242-49, August, 1947.

subgroups on some choice basis, even when subgroups are imposed by some outside condition, the amount of friendly interaction within subgroup increases and the number of isolates in the group decreases.[12]

The relative nature of positions in an informal structure is evidenced by the fact that if "over-chosen" or central members and "under-chosen" or fringe members are separated from each other into new groups, a new informal structure will form in each group in which some members will again be "over-chosen" and others "under-chosen."[13]

The process by which individuals are initially attracted to each other and finally become "reciprocal choices" can be represented by a filtration process. An adequate analogy would be that each person is equipped with filters designed to fit his particular criterion for a friend. These "filters" are represented by: (1) proximity, (2) similar individual characteristics, (3) common values, and (4) similar personality structure.[14]

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[12]Josephine Klein, The Study of Groups (London: Routledge and Keegan Paul, 1956).

[13]R. M. Powell, et al., "An Experimental Study of Role Taking, Group Status, and Group Formation," Sociological Social Research, 40:159-65, May, 1956.

[14]T. M. Newcomb, "The Prediction of Interpersonal Attraction," American Psychologist, 11:575-86, November, 1956.

To successfully pass through this "criteria system" is to become the true friend. Proximity is the initial factor since individuals who live near each other, or are near each other on the job or in school, become friends more often than persons who live or work farther apart. Certain types of personalities tend to be more popular, since individuals with these characteristics are chosen more often on sociometric tests. Lemann and Solomon,[15] found that girls in one college who were rated as generous, enthusiastic, and affectionate were chosen more often than those who were rated as stingy, apathetic, and cold.

Bates, in his study of small groups,[16] found that popularity tends to be related to the extent to which a person exemplifies the group norms; if a person is popular, he may be receiving votes from some who are not like him in personality as well as some who are, since friendship involves reciprocated choices whereas popularity involves only one-way choices.

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[15] T. B. Leman and R. L. Solomon, "Group Characteristics as Revealed in Sociometric Patterns and Personality Ratings," Sociometry, 15:86-87, February-May, 1952.

[16] A. P. Bates, "Some Sociometric Aspects of Social Ranking in a Small Face-to-face Group," Sociometry, 15:336-37, August-November, 1952.

Weber found in his study of peer acceptance[17] that individuals in a group who receive the most choices from all group members also tend to choose each other. These individuals also make more positive choices, and have patterns of choice and rejection which differ from isolates, and are highly chosen by members of other subgroups within the same group structure.

Groups are said to have high morale or to be cohesive if the members are highly attracted to the group. The terms "morale" and "cohesiveness" have generally been used interchangeably; cohesiveness used to represent the desire to belong to a group, and morale used to emphasize a disposition to act toward a goal.[18]

One should be cautious about combining the results of studies which use different sociometric criteria for their indices. Attraction based on "likeability" may lead to different forms of interaction than attractions based on "task ability." If the group comes together with work as the primary goal, they will probably spend little time in social activities which would be characteristic of a group

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[17] L. C. Weber, "A Study of Peer Acceptance Among Delinquent Girls," Sociometry, 13:377, November, 1950.

[18] D. J. Campbell and Bonnie B. Tyler, "The Construct Validity of Work-group Morale Measures," Journal of Applied Psychology, 41:91-92, April, 1957.

formed on an affectionate basis.[19] The writer found it necessary to overlook this distinction between task ability and likeability; the three areas of concentration were considered to give adequate representation of the corpsmen's life at the Center. The writer realized that the areas of work and classroom were task-oriented criteria, while the free-time criterion called for attraction based on likeability.

The reliabilities of sociometric tests have been analyzed in detail by Mouton, Blake, and Fruchter.[20] They conclude that there is sufficient evidence to justify the hypothesis that the consistency of sociometric choices between test and retest will be greater under the following conditions:

1. The time interval between test and retest is short.
2. The subjects are adults or near adults.
3. The subjects have known each other for a long time before the first test.

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[19]A. Paul Hare, Handbook of Small Group Research (New York: The Free Press of Glencoe, 1962), p. 146.

[20]Jane S. Mouton, R. R. Blake, and B. Fruchter, "The Validity of Sociometric Responses," Sociometry, 18:181-206, August, 1955.

4. The criterion of choice by which judgments are made is relevant to the activity of the group.
5. A large number of choices are allotted by the technique of choosing.
6. The group from which the choices are made is large.

CHAPTER III

PRESENTATION OF THE DATA

I. DORMITORY "A"

The first sociometric testing of Bay 6 was administered on January 8, 1968. The Bay was composed of five Negroes and three Caucasians. Corpsman 41, a Negro, was the Bay Leader; this Bay also housed the Section II Leader, Corpsman 39, also a Negro. Corpsman 36 was a newcomer to the Bay, having arrived the day of the testing.

The results of the first testing revealed group acceptance scores ranging from zero to 12. Perfect group acceptance would have resulted in a score of 21; i.e., a corpsman could have been chosen seven times as a first choice, a value of three being assigned to a first place choice.

In presenting the data in Table I a diagonal was drawn through each matrix in order that the reciprocal choices would be easier to identify. In the choice of working companions, section A, Corpsmen 38 and 39 received a score of 12 and 11, respectively. Corpsmen 42, 41, and 40 were next, with scores of nine, six, and five; followed by Corpsmen 37, 35, and 36 with scores of three, two, and zero, respectively. The writer did not make distinctions in the quality of the reciprocal choices, e.g., Corpsman 39 chose

TABLE I

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 6--DORMITORY "A", JANUARY 8, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	35	36	37	38	39	40	41	42	35	36	37	38	39	40	41	42	35	36	37	38	39	40	41	42
35				2	1	3					3		1	2						1		3	2	
36				2		3		1				3		1		2	3		2		1			
37				1	2	3			3			1		2						1	3	2		
38					2	3	1			1			2	3					2			1	3	
39**				3			2	1		2				1	3					3			1	2
40				2	1		3				3	1			2					3	2		1	
41*	2					3		1		1			3			2				2		1		3
42			1	2	3				3				1	2					2		1	3		
Total 1st Choices			1	1	2		1	3			2	1	2	3						2	2	1	3	
Total 2nd Choices	1			4	2		1				1		1	2	2	2			3	1	1	1	1	1
Total 3rd Choices				1	1	5	1		2		1	2		2	1		1			2	1	2		2
Total All Choices	1	0	1	6	5	5	3	3	2	0	4	3	3	7	3	2	1	0	3	5	4	4	4	3
Group Acceptance Scores	2	0	3	12	11	5	6	9	2	0	9	5	8	15	5	4	1	0	6	10	9	7	11	4

Key: A - Work
B - Classroom
C - Free time
** Section Leader
* Bay Leader

38 as his third choice, while Corpsman 38 chose 39 as a second choice. The same recognition was given to a reciprocal choice such as this as was the reciprocal choice of Corpsmen 40 and 41 who chose each other as third choices.

Section B reveals each corpsman's group acceptance score in the area of classroom companions; Section C shows the scores of each corpsman in the area of free time companions. The writer combined the scores of each corpsman in these three areas to obtain an index representative of his total group acceptance which is contrasted with his social distance score (Table II). Table III exhibits rank order of the total group acceptance and social distance scores. A level of correlation was derived by the use of Spearman Rho ($p = 1 - \frac{6\ D^2}{N\ (N2-D)}$). A correlation of +.69 was obtained for the first testing.

Each corpsman's relative position within the three criteria is depicted in Figure 1 by the use of a target sociogram. One can readily see that Corpsmen 35 and 36 had relatively little interpersonal ties with their fellow corpsmen within the Bay structure as opposed to Corpsmen 38, 39, 40, and 41. It is to be noted that the Section II Leader, 39, has a higher degree of group acceptance in the areas of work and classroom than does the Bay Leader, 41. (See Figure 1.)

TABLE II

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 6--DORMITORY "A", JANUARY 8, 1968

Criteria	Corpsmen							
	35	36	37	38	39	40**	41*	42
Work	2	0	3	12	11	5	6	9
Classroom	2	0	9	5	8	15	5	4
Free time	1	0	6	10	9	7	11	4
Total group acceptance	5	0	18	27	28	27	22	17
Social distance	18	16	17	19	20	18	16	17

** Section Leader
* Bay Leader

TABLE III

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 6-- DORMITORY "A", JANUARY 8, 1968

Corpsmen	Total Group Acceptance	Social Distance
35	7	3.5
36	8	7.5
37	5	5.5
38	2.5	2
39**	1	1
40	2.5	3.5
41*	4	7.5
42	6	5.5
	N=8	
	p=4.69	

** Section Leader
* Bay Leader

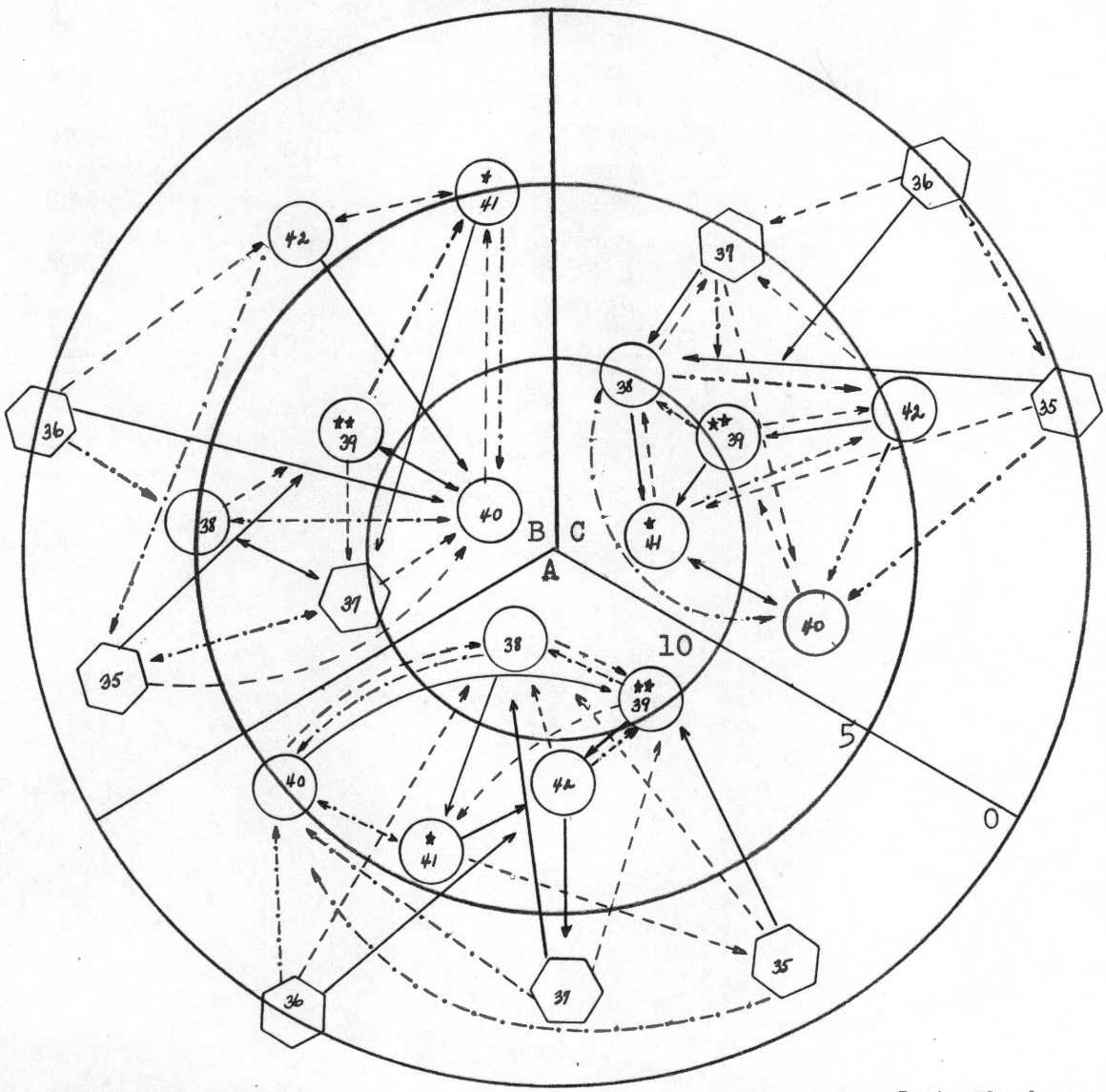


Figure 1. Target Sociogram Depicting Interpersonal Relationships: Bay 6 - Dormitory "A", January 8, 1968.

In the area of work, Corpsmen 38 and 39 are identified as stars; Corpsmen 41, 40, 38, 39, and 42 formed chain relationships; Corpsmen 35 and 37 are characterized as neglectees, having no mutual ties with any group member although each has been chosen once. Corpsman 36 was clearly identified as the isolate, having been chosen by no member of the group as a working companion. His newness to the group was considered to be a factor in his low acceptance.

In the area of classroom 40 was a star; Corpsmen 35, 37, 38, 40, 41, and 42 formed an intricate chain of reciprocal relationships; Corpsman 39 also became a part of this chain relationship by choosing Corpsman 40; Corpsman 36 was the only one not involved in the interpersonal structure of the group, thus remaining an isolate (see Figure 1, page 27).

In the area of free time relationships Corpsmen 41 and 38 were stars; again, Corpsmen 37, 38, 41, and 40 formed a chain of mutual relationships; Corpsmen 42 and 39 form a mutual pair; Corpsman 35 was a neglectee having been chosen only as a third choice; by 36, again, an isolate (see Figure 1, page 27). It should be observed that group members having low degrees of acceptance tended to choose those members having high degrees of acceptance. In the area of work, 35 chose 39 as a first choice; 37 chose 38 as a first choice; and 36 chose 42 as a first choice. In the area of classroom companions, 35 chose 39, 36 chose 40, and 42 chose

40. In the area of free time, 36 chose 39, 35 chose 38, and 42 chose 39.

Figure 1 reveals no triangles or sub-groupings. An index of group cohesion was obtained by the use of the formula, $C = \frac{n \cdot p}{N_1}$ (N_1 = size of group; n = number of choices alloted; p = number of choices received). In the area of work a group cohesion score of .33 was obtained; in the area of classroom companions a score of .50 was obtained, and in the area of free time, a score of .33. The average score of the three areas was .41 which is considered to be rather low.

The group dynamics were characterized by an absence of triangles or cliques. Negro corpsmen tended to be more cohesive than the Caucasian members. All of the Negro corpsmen were involved in mutual chain relations with one another in all three areas, while the Caucasian members were seldom involved in mutual relationships with one another and then, they did not choose each other with one exception, that being, the classroom relationships where Corpsman 35 chose 37. Two of the three Caucasian corpsmen were either neglectees or isolates in all areas, 37 was the only one to gain acceptance within the Negro core structure (see Figure 1, page 27).

Prior to the retest on January 22, 1968, Corpsman 36 asked to be terminated. The reason for the request was that he was dissatisfied. He was terminated on January 12, 1968,

after having spent three days at the Center. He was replaced by Corpsman 36(a), a Negro, who was transferred from Dorm "B" for disciplinary reasons. Corpsman 39, the Section II Leader, was transferred to Bay 1 of Section I and that leader, 39(a), replaced him in Bay 6. This swapping of Section Leaders came about as the result of poor discipline in the dorm; the Corpsmen Supervisors felt that a change in Section Leaders would help alleviate the situation.

Table IV shows the sociometric choices made by each corpsman in the areas of work, classroom, and free time, respectively. The total group acceptance scores of each corpsman in the three criteria and the social distance scores are shown in Table V. Table VI exhibits rank order correlation of the two scores; a value of +.88 was obtained for the second testing.

Each corpsman's position within the Bay is shown in Figure 2. In the area of work there was no identifiable star; Corpsmen 37, 35, 40, and 38 formed a chain relationship while 37 and 38 were a pair; both newcomers, 36(a) and 39(a) were neglectees along with 42.

In the area of classroom relationships 39(a) was a star; 35, 38, 39(a), 41, 42, and 35, 38, 40, 41, 42 formed chain relationships; Corpsmen 37 and 36(a) were a neglectee and isolate, respectively.

TABLE IV

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 6--DORMITORY "A", JANUARY 22, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	35	36a	37	38	39	40	41	42	35	36a	37	38	39	40	41	42	35	36a	37	38	39	40	41	42
35			3	2		1						2	1			3			1	3		2		
36a				2	1		3						3	1		2				2		1		3
37	1			2			3		1			2		3			1			2		3		
38			3			2	1		2				1	3					1			2	3	
39a**			2	1		3						2		1	3			3	1				2	
40	1			3				2	3			2			1					2			1	3
41*	3					1		2					2	3		1	2				1	3		
42	1	3	2								2		1		3		1				2	3		
Total 1st Choices	3			1	1	2	1		1				3	2	1	1	2		3		1	1	1	
Total 2nd Choices			2	3		1		2	1		1	4	1			1	1			3	1	2	1	
Total 3rd Choices	1	1	2	1		1	2		1				1	3	2	1		1		1		3	1	2
Total All Choices	4	1	4	5	1	4	3	2	3	0	1	4	5	5	3	3	3	1	3	4	2	6	3	2
Group Acceptance Scores	10	1	8	10	3	9	5	4	6	0	2	8	12	9	5	6	8	1	9	7	5	10	6	2

Key: A - Work
B - Classroom
C - Free time
** Section Leader
* Bay Leader

TABLE V

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 6--DORMITORY "A", JANUARY 22, 1968

Criteria	Corpsmen							
	35	36a	37	38	39a**	40	41*	42
Work	10	1	8	10	3	9	5	4
Classroom	6	0	2	8	12	9	5	6
Free time	8	1	9	7	5	10	6	2
Total group acceptance	24	2	19	25	20	28	16	12
Social distance	18	16	18	19	18	18	17	17

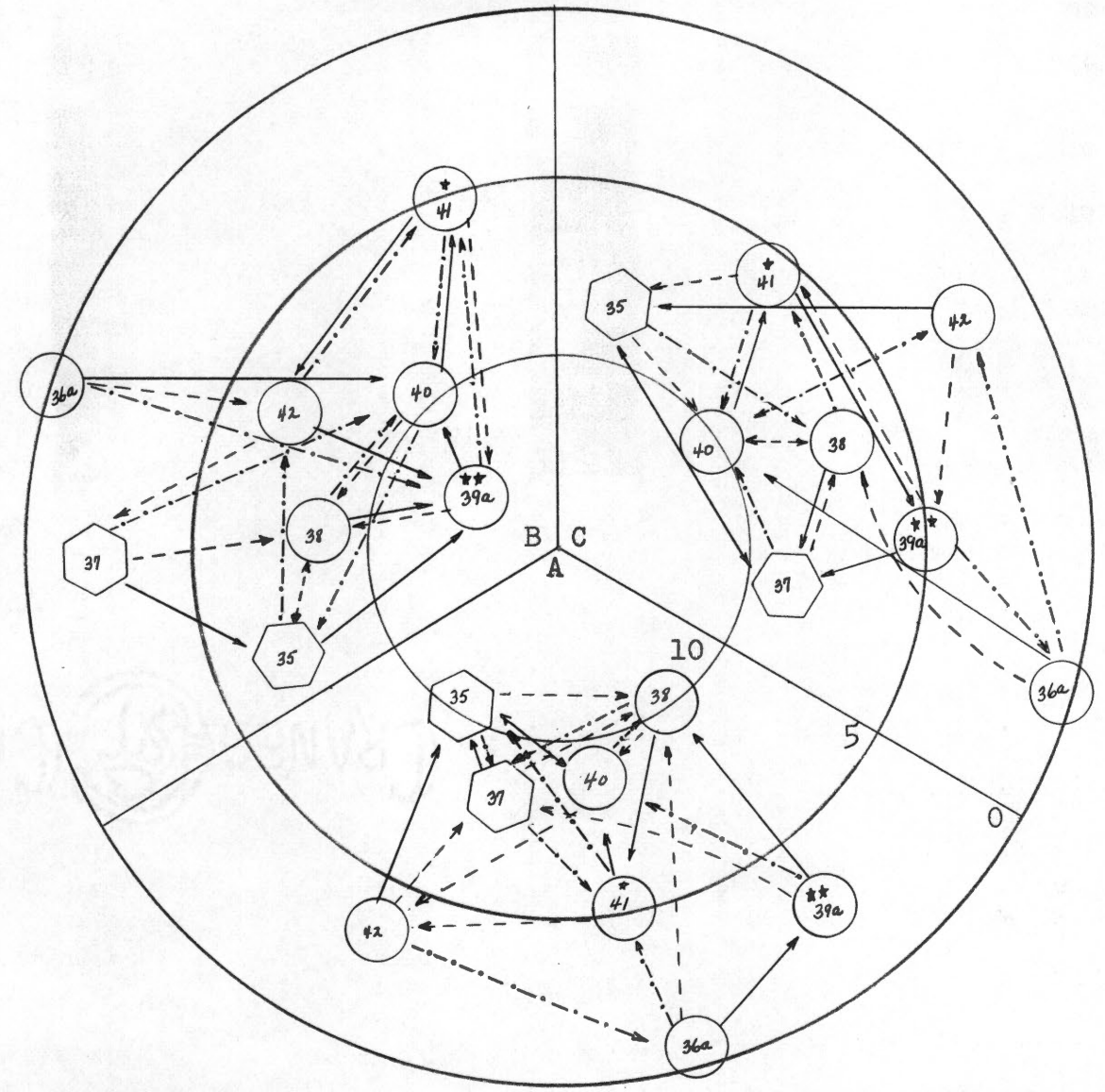
** Section Leader
* Bay Leader

TABLE VI

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 6--DORMITORY "A", JANUARY 22, 1968

Corpsmen	Total Group Acceptance	Social Distance
35	3	3.5
36a	8	8
37	5	3.5
38	2	1
39a**	4	3.5
40	1	3.5
41*	6	6.5
42	7	6.5
	N=8	
	p=+.88	

** Section Leader
* Bay Leader



Section A - Work
Section B - Classroom
Section C - Free time

**Section Leader
*Bay Leader

Negro

Caucasian

1st Choices
(Reciprocal)
2nd Choices
(Reciprocal)
3rd Choices
(Reciprocal)

Figure 2. Target Sociogram Depicting Interpersonal Relationships: Bay 6 - Dormitory "A", January 22, 1968.

In the area of free time relationships there was no distinct star; 35, 37, 38, 40, 41, and 39(a) formed chain relationships while 42 and 40 formed a mutual pair; 42 and 36(a) were, again, neglectees.

The index of cohesion scores obtained for the three criterion were: Work, .33; Classroom, .50; and Free time, .50; the average group cohesion score was .44 which was considered below average for a group of this size. The group dynamics were characterized by the absence of triangles or cliques. There was also a low differentiation between those members with high degrees of acceptance as opposed to those having lower degrees of acceptance. It was indicated that 41, the Bay Leader, ranked higher in all areas except classroom relationships, thus the new Section II Leader, 39(a) did not maintain the status held by Section Leader 39 prior to the transfer (see Figure 1, page 27).

The sociometric testing of Bay 6 was concluded on February 5, 1968, two weeks after the second testing. In the interim, Corpsman 42 left the Center because of dissatisfaction; he was officially terminated on January 30, 1968, after having spent three months and thirteen days at the Center (see Figures 1 and 2, pages 27 and 34, respectively for Corpsman 42's rank during the two test periods).

The final testing involved only seven corpsmen. Table VII reveals the sociometric choices of each corpsman in

TABLE VII

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 6--DORMITORY "A", FEBRUARY 5, 1968

Corpsmen	A — Chosen								B — Chosen								C — Chosen							
	35	36a	37	38	39	40	41	42	35	36a	37	38	39	40	41	42	35	36a	37	38	39	40	41	42
35				1	2	3					1	2		3				3	1	2				
36a	3			2		1			2			3		1			2			3		1		
37	2			1		3			1	2		3					2			1		3		
38			2			3	1		1				3		2			3	1			2		
39a**			2	1		3						1		2	3			3	1				2	
40	1			2			3		3			2			1					1	3		2	
41*	2				3	1					1		2	3						2	3	1		
42																								
Total 1st Choices	1			3		2	1		2		2	1		1	1				3	2		2		
Total 2nd Choices	2		2	2	1				1	1		2	1	1	1		2			2		1	2	
Total 3rd Choices	1				1	4	1		1			2	1	2	1			3		1	2	1		
Total All Choices	4	0	2	5	2	6	2		4	1	2	5	2	4	3		2	3	3	5	2	4	2	
Group Acceptance Scores	8	0	4	13	3	10	4		9	2	6	9	3	7	6		4	3	9	11	2	9	4	

Key: A - Work
B - Classroom
C - Free time
** Section Leader
* Bay Leader

the three areas. Table VIII reveals each corpsman's total group acceptance and social distance scores. Table IX exhibits rank order of the two scores; a correlation value of +.73 was obtained for this test period.

Figure 3 depicts the interpersonal relationships for this test period. In the area of work, Corpsman 38 was a star; Corpsmen 37, 38, 40, and 35 formed a chain while 41 and 40 formed a pair; 37, 39(a), and 41 were neglectees and 36(a) was an isolate.

In the area of classroom relationships, there was no identifiable star; 37, 35, 40, 41, 39(a), and 38 formed a chain; 39(a) and 36(a) were neglectee or underchosen members of the group in this area.

In the area of free time relationships, 38 was a star; the remaining corpsmen all formed an intricate mutual chain; 41, 35, 36(a), and 39(a) were neglectees in this area.

The index of group cohesion in the area of work was .28; in the areas of classroom and free time group cohesion was .57 and .67, respectively. The average index of cohesion was found to be .50. The group dynamics during this test period would indicate that the two newcomers after three weeks had not gained significant group acceptance. Both 36(a) and 39(a) were either neglectees or isolates in all three areas. Even though 39(a) had the rank of Section II Leader, he was unable to assume the role status that he should

TABLE VIII

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 6--DORMITORY "A", FEBRUARY 5, 1968

Criteria	Corpsmen							
	36	36a	37	38	39a	40**	41*	42
Work	8	0	4	13	3	10	4	
Classroom	9	2	6	9	3	7	6	
Free time	4	3	9	11	2	9	4	
Total group acceptance	21	5	19	33	8	26	14	
Social distance	15	12	13	17	15	16	16	

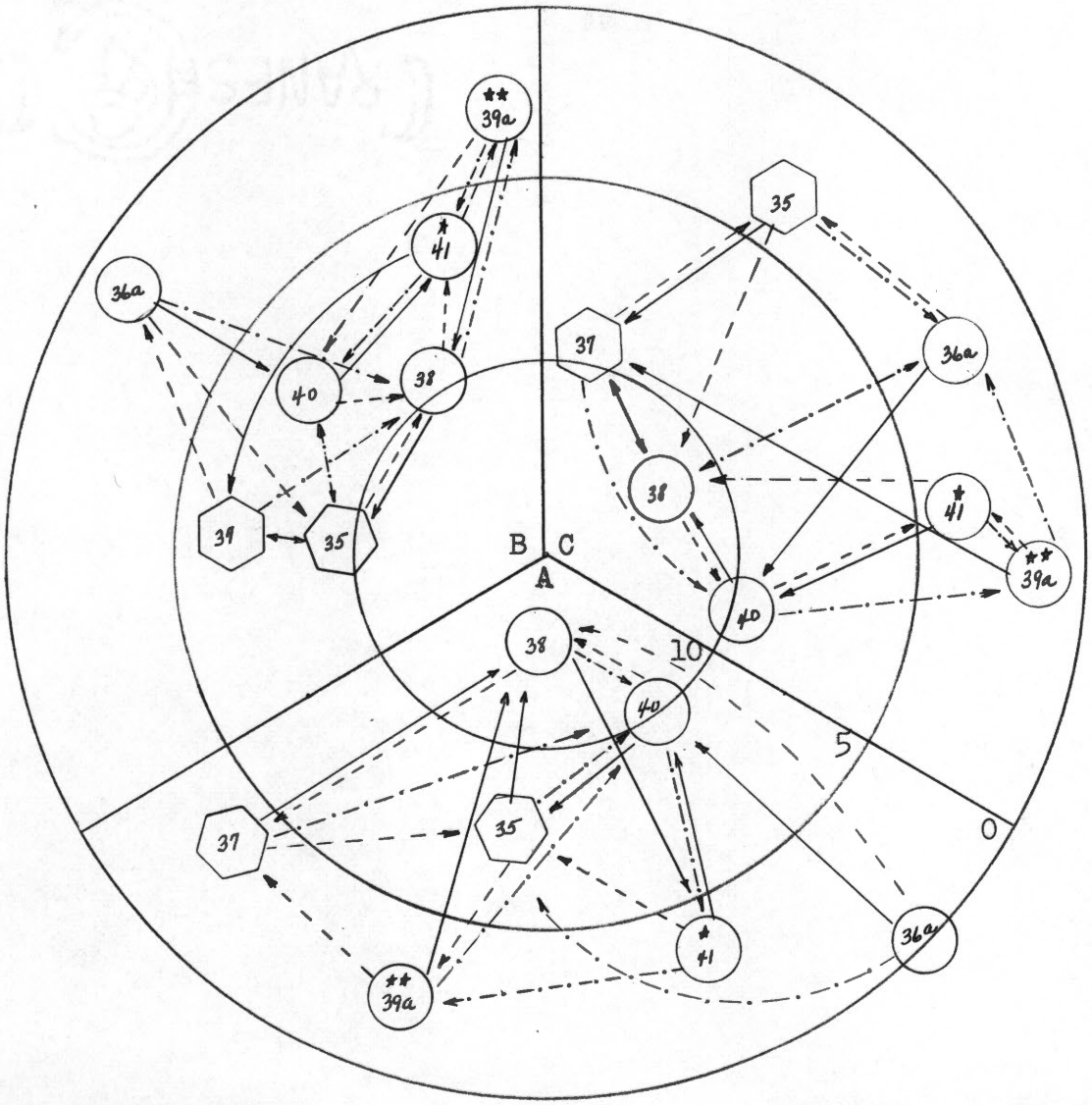
** Section Leader
* Bay Leader

TABLE IX

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 6--DORMITORY "A", FEBRUARY 5, 1968

Corpsmen	Total Group Acceptance	Social Distance
35	3	4.5
36a	7	7
37	4	6
38	1	1
39a**	6	4.5
40	2	2.5
41*	5	2.5
42	-	-
	N=7	
	p=+.73	

** Section Leader
* Bay Leader



Section A - Work
Section B - Classroom
Section C - Free time

**Section Leader
*Bay Leader

Negro

Caucasian

1st Choices
(Reciprocal)
2nd Choices
(Reciprocal)
3rd Choices
(Reciprocal)

Figure 3. Target Sociogram Depicting Interpersonal Relationships: Bay 6 - Dormitory "A", February 5, 1968.

have in order to be effective. His low acceptance in the Bay, however did not necessarily indicate that he was not accepted by the other corpsmen in Section II of the dorm.

The results of the three testings would indicate that Bay 6 had a loosely defined structure. After the transfer of the original Section Leader there was a definite lack of recognized leadership. Corpsman 41 did not command the status that would be associated with a bay leader. There was a total absence of triangles or cliques accented by lengthy chain relationships. Those who were neglectees and/or isolates remained so throughout the testings periods.

The writer initiated the first first sociometric testing of Bay 8 on January 8, 1968. The Bay was occupied by seven Negro and one Caucasian corpsmen. It was observed that Corpsman 51, the Caucasian, was quite anxious about the testing and asked who would see the results. When he turned his forms in he was overly-cautious that no one see his responses.

Table X indicates the sociometric choices of each corpsman for this test period. Table XI shows each corpsman's total group acceptance and social distance scores. Table XII reveals rank order; a Spearman Rho correlation value of = .68 was obtained for the first testing.

Figure 4 depicts each corpsman's position within the three criteria. In the area of work, 49, 54, and 52 were

TABLE X

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 8--DORMITORY "A", JANUARY 8, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	49	50	51	52	53	54	55	56	49	50	51	52	53	54	55	56	49	50	51	52	53	54	55	56
49		3		1		2						2		1		3				2		1		3
50	1			3		2			1			2				3	1			2				3
51	3					2		1				1		3		2				1		3		2
52	3	1				2							2		3	1					2		3	1
53	1			3		2					2				3	1			2				3	1
54*	2			1				3	2			1				3	2			1				3
55				1	2			3		2			3			1		2			3			1
56	2			3		1			1					2	3		1					2	3	
Total 1st Choices	2	1		3		1		1	2			2		1		3	2			2		1		3
Total 2nd Choices	2				1	5			1	1	1	2	1	1		1	1	1	1	2	1	1		1
Total 3rd Choices	2	1		3				2					1	1	3	3					1	1	3	3
Total All Choices	6	2	0	6	1	6	0	3	3	1	1	4	2	3	3	7	3	1	1	4	2	3	3	7
Group Acceptance Scores	12	4	0	12	2	13	0	5	8	2	2	10	3	6	3	14	8	2	2	10	3	6	3	14

Key: A - Work
B - Classroom
C - Free time
* Bay Leader

TABLE XI

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 8--DORMITORY "A", JANUARY 8, 1968

Criteria	Corpsmen							
	49	50	51	52	53	54*	55	56
Work	12	4	0	12	2	13	0	5
Classroom	8	2	2	10	3	6	3	14
Free time	13	6	0	6	2	11	1	9
Total group acceptance	33	12	2	28	7	30	4	28
Social distance	19	8	14	20	15	17	13	19

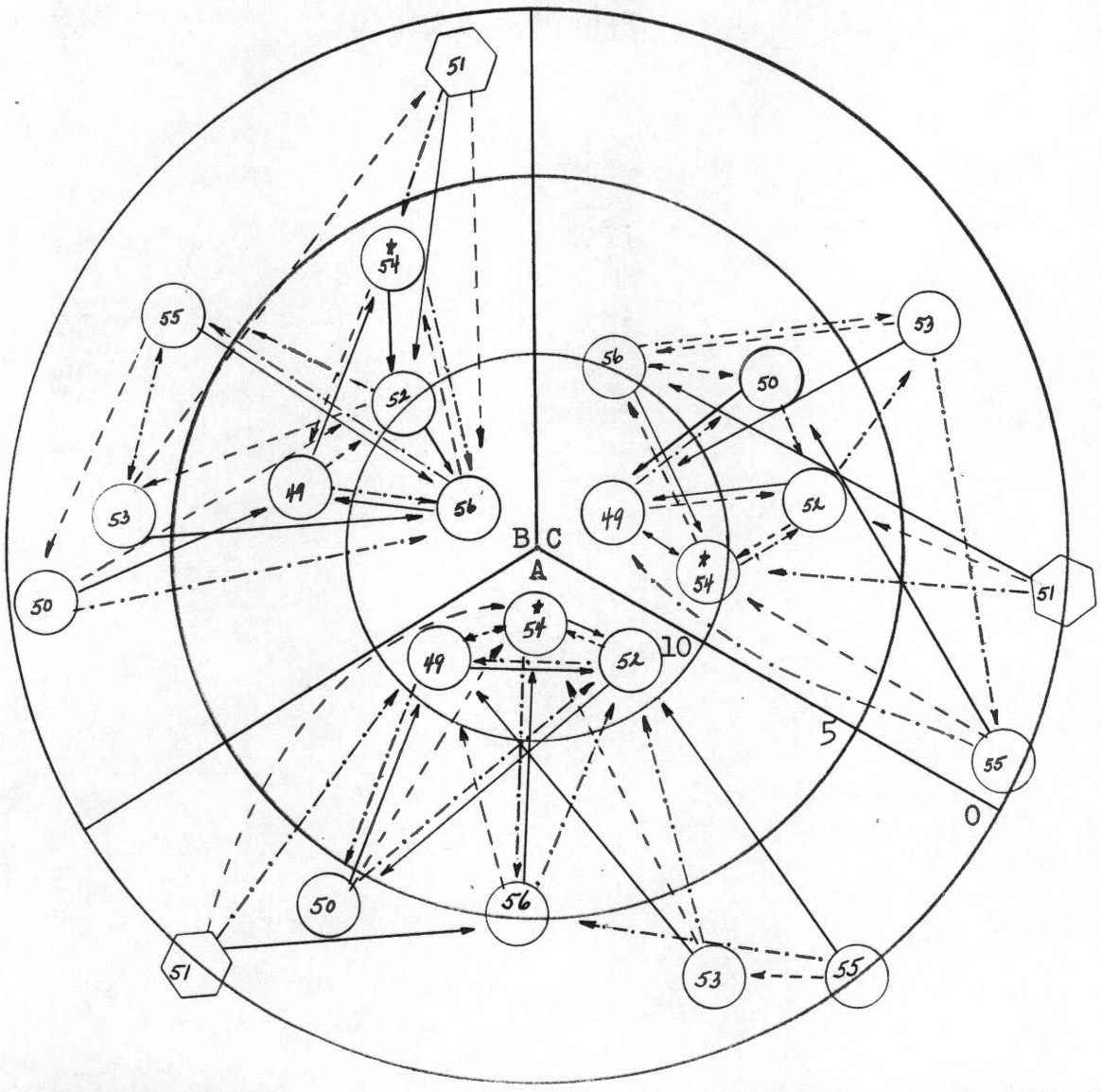
* Bay Leader

TABLE XII

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 8--DORMITORY "A", JANUARY 8, 1968

Corpsmen	Total Group Acceptance	Social Distance
49	1	2.5
50	5	8
51	8	6
52	3.5	1
53	6	5
54*	2	4
55	7	7
56	3.5	2.5
	N=8	
	p=+.68	

* Bay Leader



Section A - Work
Section B - Classroom
Section C - Free time

*Bay Leader

Negro

Caucasian

1st Choices
(Reciprocal)
2nd Choices
(Reciprocal)
3rd Choices
(Reciprocal)

Figure 4. Target Sociogram Depicting Interpersonal Relationships: Bay 8 - Dormitory "A", January 8, 1968.

stars; and choose each other, thus forming a triangle; Corpsman 50 was able to gain entrance to this sub-grouping by choosing 49 and 52, they in turn chose him and formed another triangle; 56 and 54 formed a pair. Corpsman 53 was a neglectee, being chosen only as a second choice by 55, an isolate; 51 was likewise an isolate having been chosen by no other group member.

In the area of classroom relationships, 56 was a star; 49, 54, and 56 formed a triangle; 53, 55, and 56 formed a chain; 50, 51, 53, and 55 were neglectees. There were no isolates in this criterion.

In the area of free time relationships, 49 and 54 were stars; 49, 52, and 56 chose each other and formed a triangle while 50, 56, 54, and 53, 56, 54 formed chain relationships; 55 and 53 were neglectees while 51 was an isolate.

The index of group cohesion in the three area was: Work, .50; Classroom, .41; and Free time, .58. The average index of group cohesion was .49. Although this was considered average for a group of this size, it was recognized that the existence of four triangles or cliques would tend to discredit the degree of cohesiveness.

The second sociometric test was administered on January 22, 1968, two weeks after the initial testing. In the interim, Corpsman 51 asked to be moved out of Bay 8; his

request was granted and he was transferred to Bay 4. In an interview with 51 the writer learned that he had told his supervisor that he was returning home if he did not get transferred out of Bay 8. Table XII, page 44, indicates 51's rank prior to the transfer and Figure 4, page 45, depicts his position in the three areas. Corpsman 51 was replaced by 51(a), a Negro, thus all members of the Bay were Negro. As a newcomer, 51(a) was not chosen by any member of the group in areas of work and classroom, however he ranked fourth in group acceptance in free time relationships (see Table XIII). Table XIV indicates each corpsman's total group and social distance scores. Rank order of the two scores is shown in Table XV; a Spearman Rho correlation value of .73 was obtained.

Figure 5 depicts each corpsman's interpersonal relationships in the three criteria. In the area of work, 56 and 54 were stars; 52, 54, and 56 chose each other mutually as did 50, 52, and 56 resulting in triangular relationships. Corpsmen 53, 55, 49, 50, and 49, 54 formed mutual pairs; 49, 53, and 55 were neglectees and 51(a) was an isolate.

In the area of classroom, 54 and 52 were stars; 53, 52, and 56 formed a chain, while 54 and 53 formed a pair; 53 and 55 were neglectees and 51(a) was an isolate.

TABLE XIII

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 8--DORMITORY "A", JANUARY 22, 1968

Corpsmen	Chosen									Chosen								Chosen							
	49	50	51a	52	53	54	55	56	49	50	51a	52	53	54	55	56	49	50	51a	52	53	54	55	56
49	\	3		1		2			\			2		1		3	\			2		1		3
50	3	\		2				1	3	\		2				1	3	\		2				1
51a		2	\			1		3		3	\	2		1				3	\	2		1		
52		1		\		2		3				\	3	1		2				\	3	1		2
53					\	2	3	1	3	2		1	\				3	2		1	\			
54*	2			1		\		3		3			1	\	2			3			1	\	2	
55				3	1		\	2	1	2				3	\		1	2				3	\	
56		2		3		1		\				2		1	3	\				2		1	3	\
Total 1st Choices		1		2	1	2		2	1			1	1	4		1	4		1			3		
Total 2nd Choices	1	2		1		3		1		2		4			1	1		1	1	2		3		1
Total 3rd Choices	1	1		2			1	3	2	2			1	1	1	1	1	1	1	3	1			1
Total All Choices	2	4	0	5	1	5	1	6	3	4	0	5	2	5	2	3	5	2	3	5	1	6	0	2
Group Acceptance Scores	3	8	0	10	3	12	1	11	5	6	0	11	4	13	3	6	13	3	6	7	1	15	0	3

Key: A - Work
B - Classroom
C - Free time
* - Bay Leader

TABLE XIV

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 8--DORMITORY "A", JANUARY 22, 1968

Criteria	Corpsmen							
	49	50	51a	52	53	54*	55	56
Work	3	8	0	10	3	12	1	11
Classroom	5	6	0	11	4	13	3	6
Free time	13	3	6	8	1	15	0	3
Total group acceptance	13	17	6	28	8	30	4	20
Social distance	21	11	17	19	17	18	12	18

* Bay Leader

TABLE XV

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 8--DORMITORY "A", JANUARY 22, 1968

Corpsmen	Total Group Acceptance	Social Distance
49	3	1
50	5	8
51a	7	5.5
52	2	2
53	6	5.5
54	1	3.5
55	8	7
56	4	3.5
	N=8	
	p=4.73	

* Bay Leader

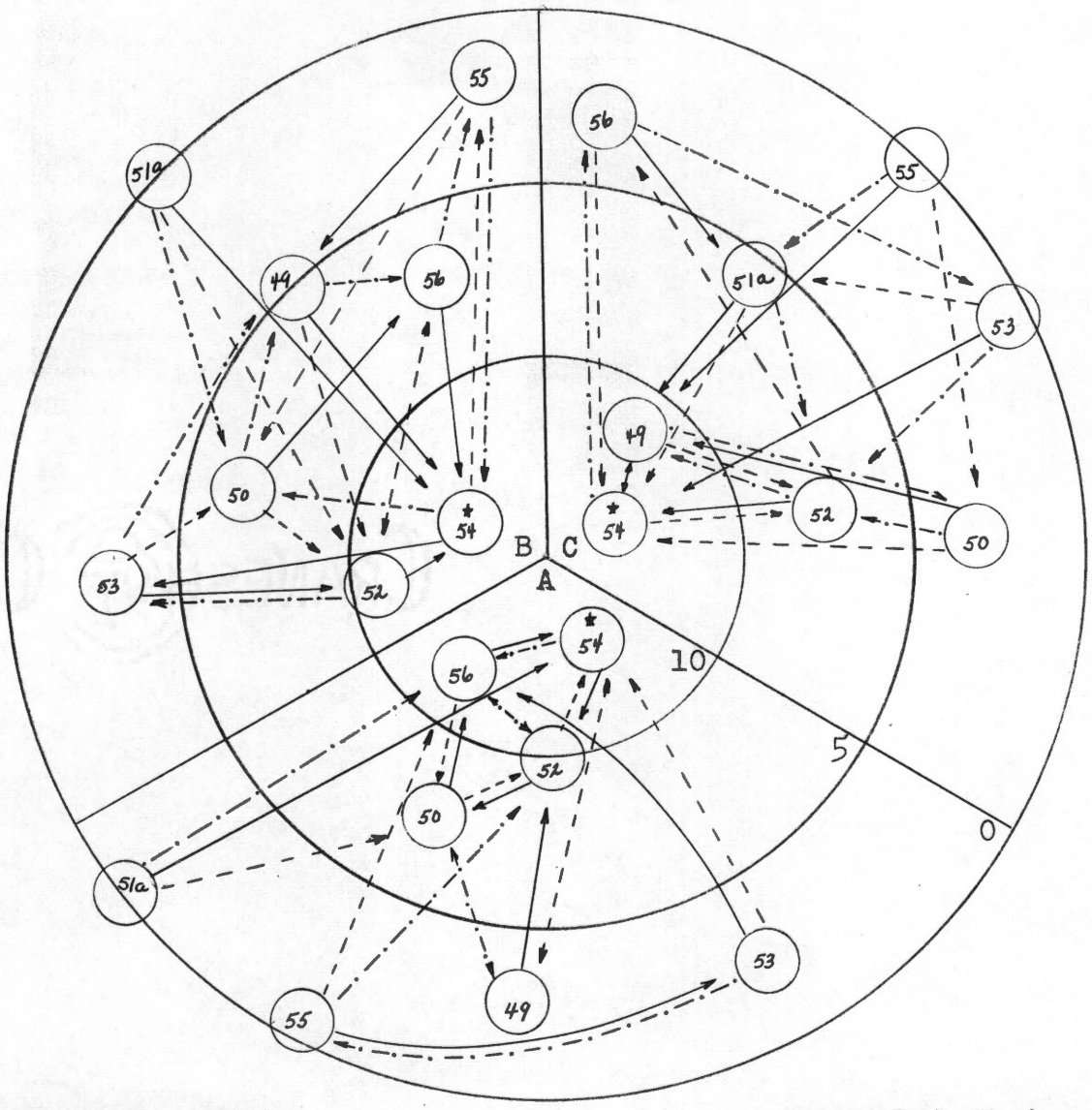


Figure 5. Target Sociogram Depicting Interpersonal Relationships: Bay 8 - Dormitory "A", January 22, 1968.

In the area of free time relationships, 54 and 49 were stars; 52, 49, and 54 formed a triangle, while 50 and 49 formed a pair; 51(a), 53, and 56 were neglectees and 55 was an isolate.

The index of group cohesion for the areas of work, classroom, and free time were .67, .25, and .41, respectively. The average index of group cohesion was .44. Although this score would not indicate a high degree of cohesion, the leadership seemed very well defined. Corpsman 54 had the highest degree of group acceptance in all areas.

The testing of Bay 8 was concluded on February 5, 1968, two weeks after the second testing. The Bay remained stable as no member was transferred or terminated.

Table XVI indicates group acceptance scores of each corpsman in the three areas. Table XVII contrasts each corpsman's group acceptance and social distance scores. Table XVIII shows rank order of the two scores; a correlation value of +.94 was obtained for this test period.

Figure 6 depicts the interpersonal relationships of each corpsman in the three areas. In the area of work, Corpsmen 52 and 54 were stars; 49, 50, 52, and 54 chose each other mutually and formed a rectangular network; 56, 54, 56, 52, and 50, 52 formed mutal pairs. Corpsmen 50, 51(a), and 56 were neglectees and 53 and 55 were isolates.

TABLE XVI

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 8--DORMITORY "A", FEBRUARY 5, 1968

Corpsmen	A — Chosen									B — Chosen								C — Chosen								
	49	50	51a	52	53	54	55	56		49	50	51a	52	53	54	55	56	49	50	51a	52	53	54	55	56
49		3		1		2							2		1		3		3		2		1		
50	1			2		3				3			2				1	1			2		3		
51a	2					1		3		2			3		1			1					2		3
52		1				2		3						2	3		1					3	2		1
53			2	1		3				3						2	1	3			1		2		
54*	2			1				3		1		2				3		1			2	3			
55	3			2		1						1		2			3	3		2			1		
56	1			3		2						2	1	3					2				1	3	
Total 1st Choices	2	1		3		2				1		1	1		2		3	3			1		3		1
Total 2nd Choices	2		1	2		3				1		2	2	2		1			1	1	3		3		
Total 3rd Choices	1	1		1		2		3		2			1	1	1	1	2	2	1			2	1	1	1
Total All Choices	5	2	1	6	0	7	0	3		4	0	3	4	3	3	2	5	5	2	1	4	2	7	1	2
Group Acceptance Scores	11	4	2	14	0	14	0	3		7	0	7	8	5	7	3	11	11	3	2	9	2	16	1	4

Key: A - Work
B - Classroom
C - Free time
* Bay Leader

TABLE XVII

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 8--DORMITORY "A", FEBRUARY 5, 1968

Criteria	Corpsmen							
	49	50	51a	52	53	54*	55	56
Work	11	4	2	14	0	14	0	3
Classroom	7	0	7	8	5	7	3	11
Free time	11	3	2	9	2	16	1	4
Total group acceptance	29	7	11	31	7	37	4	18
Social distance	19	12	16	20	15	20	15	18

* Bay Leader

TABLE XVIII

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 8--DORMITORY "A", FEBRUARY 5, 1968

Corpsmen	Total Group Acceptance	Social Distance
49	3	3
50	6.5	8
51a	5	5
52	2	1.5
53	6.5	6.5
54*	1	1.5
55	8	6.5
56	4	4
	N=8	
	p=+.94	

* Bay Leader

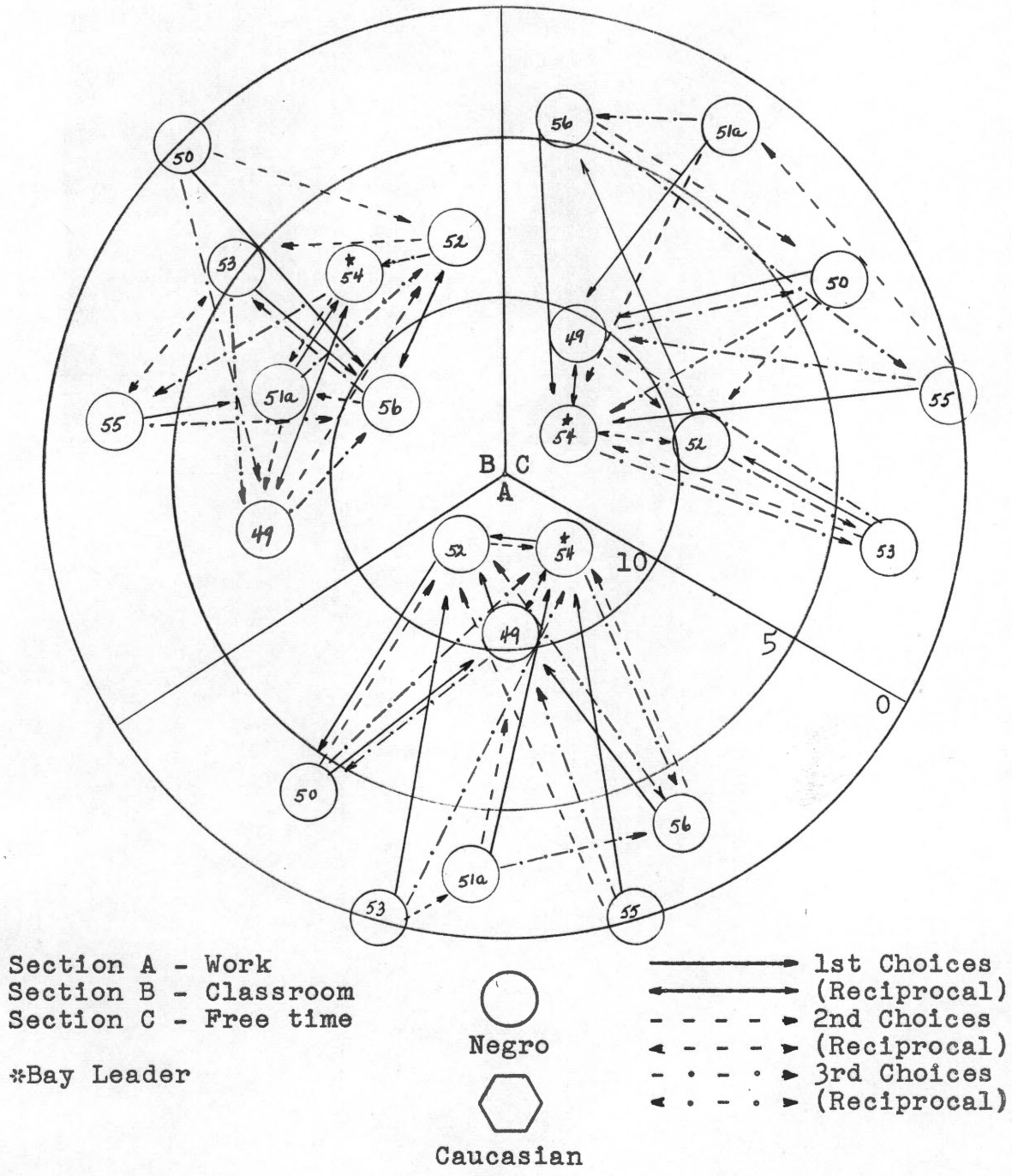


Figure 6. Target Sociogram Depicting Interpersonal Relationships: Bay 8 - Dormitory "A", February 5, 1968.

In the area of classroom relationships, Corpsman 56 was the star; 55, 53, 56, 52 and 49, 54, 51(a), and 54 formed chain relationships; 55 and 53 were neglectees and 50 an isolate.

In the area of free time relationships, 54 and 49 were stars; 53, 52, 54, 49, and 50 formed a chain relationship and 53, 55, 50, 51(a), and 56 were neglectees.

The index of group cohesion for each criterion was: Work, .50; Classroom, .41; and Free time, .41. The average index of cohesion was .44. On February 9, 1968, Corpsman 53 left the Center after six months of training.

II. DORMITORY "B"

The first testing of Bay 4 was initiated on January 15, 1968. This Bay was composed of five Negro and three Caucasian corpsmen. Corpsman 78, a Negro, was a dorm leader and 80, a Caucasian, was the bay leader. Table XIX indicates each corpsman's score in each criterion. Table XX exhibits the total group acceptance and social distance scores of each corpsman. Table XXI reveals rank order and coefficient of correlation of the two scores.

Figure 7 depicts the patterns of interpersonal relationships of each corpsman in each criterion. In the area of work, Corpsman 78 was the star; 78, 81, 82 and 78,

TABLE XIX

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 4--DORMITORY "B", JANUARY 15, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84
77		3			1		2						2		1	3		1					2	3
78***				3	2	1							3	2		1	3					1		2
79		1				2		3		1				2		3		1				2		3
80*		1	3		2					1				2		3	3				2			1
81		2		1		3			3	1				2				1				2		3
82		1	2		3					1	2					3		1	2					3
83				1	2	3			3		2					1		1		3	2			
84		1	3			2				3	2			1				1	2			3		
Total 1st Choices		4		2	1	1				4				1	1	2		6				1		1
Total 2nd Choices		1	1		3	2	1				3		1	4					2		2	2	1	1
Total 3rd Choices		1	2	1	1	2		3	2	1			1			4	2			1		1		4
Total All Choices	0	6	3	3	5	5	1	1	2	5	3	0	2	5	1	6	2	6	2	1	2	4	1	6
Group Acceptance Scores	0	15	4	7	10	9	2	1	2	13	6	0	3	11	3	10	2	18	4	1	4	8	2	9

Key: A - Work
B - Classroom
C - Free time
*** Dorm Leader
* Bay Leader

TABLE XX

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 4--DORMITORY "B", JANUARY 15, 1968

Criteria	Corpsmen							
	77	78***	79	80*	81	82	83	84
Work	0	15	4	7	10	9	2	1
Classroom	2	13	6	0	3	11	3	10
Free time	2	18	4	1	4	8	2	9
Total group acceptance	4	46	14	8	17	28	7	20
Social distance	3	21	7	2	10	18	6	19

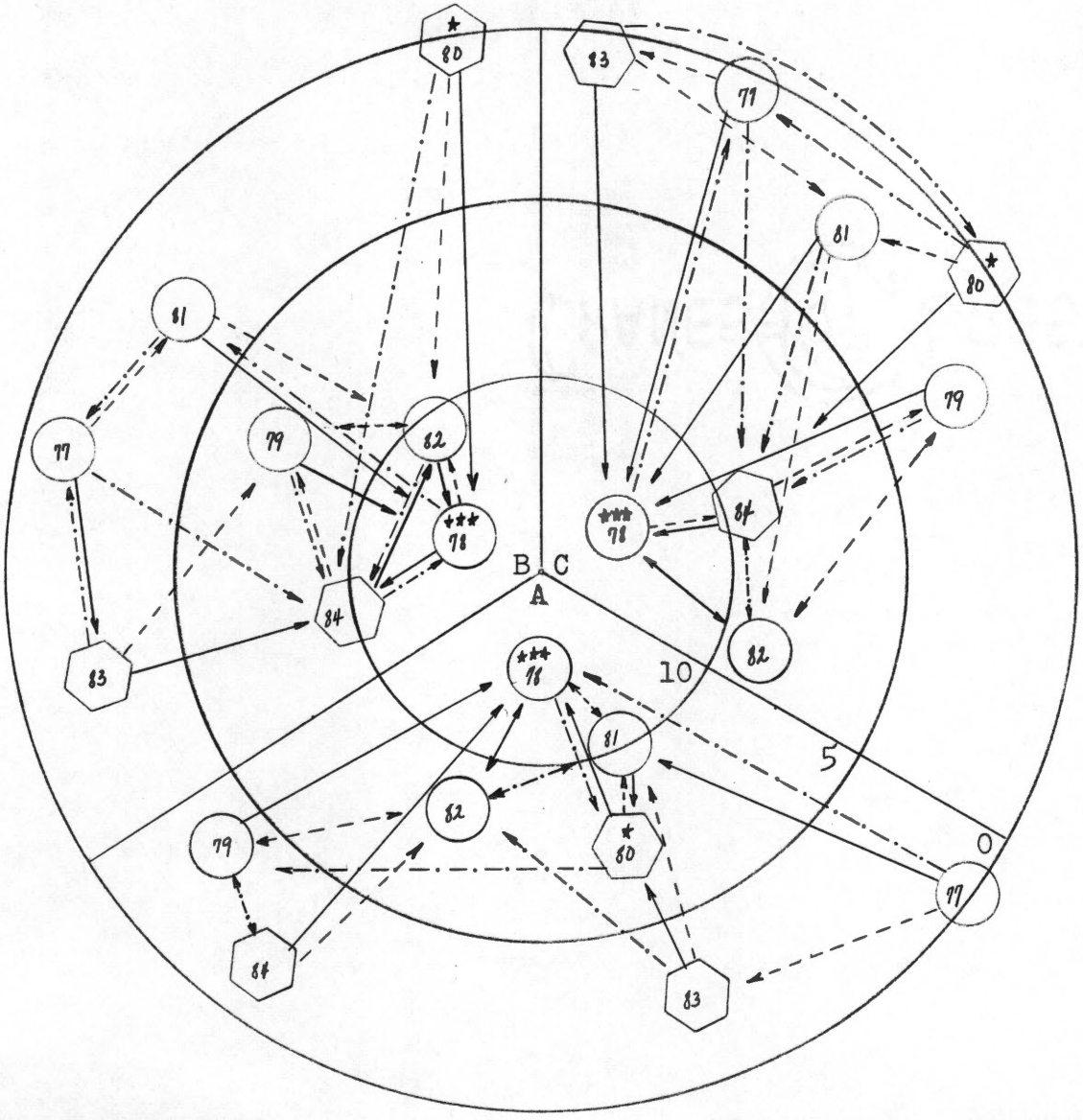
*** Dorm Leader
* Bay Leader

TABLE XXI

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 4--DORMITORY "B", JANUARY 15, 1968

Corpsmen	Total Group Acceptance	Social Distance
77	8	7
78***	1	1
79	5	5
80*	6	8
81	4	4
82	2	3
83	7	6
84	3	2
	N=8	
	p=4.93	

*** Dorm Leader
* Bay Leader



Section A - Work
Section B - Classroom
Section C - Free time

***Dorm Leader
*Bay Leader

Negro

Caucasian

1st Choices
(Reciprocal)
2nd Choices
(Reciprocal)
3rd Choices
(Reciprocal)

Figure 7. Target Sociogram Depicting Interpersonal Relationships: Bay 4 - Dormitory "B", January 15, 1968.

80, 81 formed triangles; 84, 79, and 82 formed a chain; 84, 79, and 83 were neglectees; and 77 was an isolate.

In the area of classroom relationships, 78 was again a star; 78, 82, 84 and 79, 82, 84 formed triangular relationships; 83, 77, 81, and 78 formed a chain; 83, 77, and 81 were neglectees; and 80, the bay leader, was the isolate.

In the area of free time relationships, 78 was once again a star; 78, 82, 84 and 79, 82, 84 once again formed triangles; 77 and 78 formed a chain; and 83, 77, 81, 80, and 79 were neglectees.

The index of group cohesion scores were: Work, .67; Classroom, .67; and Free time, .50. The group dynamics for this test period were characterized by triangles or cliques in all criteria with 78 as the core leader. It was indicated that 80, the bay leader, had a high degree of social distance in the areas of classroom and free time relationships. He was involved in a triangle with the more frequently chosen corpsmen in the area of work. The average index of cohesion for the group was .61 which is relatively high; however, this can be misleading due to the number of triangular relationships. Those corpsmen with high degrees of acceptance chose each other and those having low degrees of acceptance also chose those corpsmen having high degrees of acceptance. The Caucasian corpsmen tended to choose Negro corpsmen more frequently than they chose each other; on the other hand,

Negro corpsmen chose each other more frequently than did the Caucasian corpsmen.

The second testing took place on January 29, 1968. The group remained stable as there were no transfers or drop-outs. Table XXII indicates each corpsman's score in the three criteria. Table XXIII shows the total group acceptance and social distance scores of each corpsman. Table XXIV shows rank order of the two scores; a correlation value of +.69 was obtained for this test period.

Figure 8 depicts each corpsman's position within the structure of the group. In the area of work, Corpsman 78 was a star; 78, 80, 82, and 78, 80, 81 formed triangles; 84, 79, and 82 formed a chain; 83, 79, and 84 were the neglectees; and 77 an isolate.

In choices of classroom companions, Corpsmen 78 and 82 were stars; 78, 82, 79, and 84 formed a rectangle; 80, 82 and 81, 78 formed chain relationships; 77 and 80 were neglectees and 83 was an isolate.

In the area of free time relationships, 78 was again a star; 78, 82, 84, and 82, 84, 79 formed triangular relationships; 77, 83, and 80 formed a chain, while 81 and 78 formed a pair; 80 and 83 were neglectees; and 77 was again, the isolate.

Group cohesion scores for the test period were: Work, .50; Classroom, .50; and Free time, .67. The dynamics of the

TABLE XXII

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 4--DORMITORY "B", JANUARY 29, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84
77	\				1	2	3		\	2				3		1	\				1		2	3
78***		\		1	3	2				\			1	2		3		\			2	3		1
79		1	\			2		3		1	\			2		3		1	\			2		3
80*		2		\	1	3					3	\	1	2				1		\	2		3	
81		2		1	\	3			3	1			\	2				1			\	2		3
82		1	3	2		\				1	3	2		\				1	2			\		3
83		1		3	2		\				1			2	\	3	3			2	1		\	
84		1	3			2		\		3	2			1		\		1	2			3		\
Total 1st Choices		4		2	2					3	1		2	1		1		5			2			1
Total 2nd Choices		2		1	1	4				1	1	1		5					2	1	2	2	1	
Total 3rd Choices			2	1	1	2	1	1	1	1	2			1		3	1					2	1	4
Total All Choices	0	6	2	4	4	6	1	1	1	5	4	1	2	7	0	4	1	5	2	1	4	4	2	5
Group Acceptance Scores	0	16	2	9	9	10	1	1	1	12	7	2	6	14	0	6	1	15	4	2	10	6	3	7

Key: A - Work
B - Classroom
C - Free time
*** Dorm Leader
* Bay Leader

TABLE XXIII

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 4--DORMITORY "B", JANUARY 29, 1968

Criteria	Corpsmen							
	77	78	79***	80	81*	82	83	84
Work	0	16	2	9	9	10	1	1
Classroom	1	12	7	2	6	14	0	6
Free time	1	15	4	3	10	6	3	7
Total group acceptance	2	43	13	13	25	30	4	14
Social distance	12	19	12	4	6	16	2	14

*** Dorm Leader
* Bay Leader

TABLE XXIV

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 4--DORMITORY "B", JANUARY 29, 1968

Corpsmen	Total Group Acceptance	Social Distance
77	8	4.5
78***	1	1
79	5.5	4.5
80*	5.5	7
81	3	6
82	2	2
83	7	8
84	4	3
	N=8	
	p=$\frac{1}{4}$.69	

*** Dorm Leader
* Bay Leader

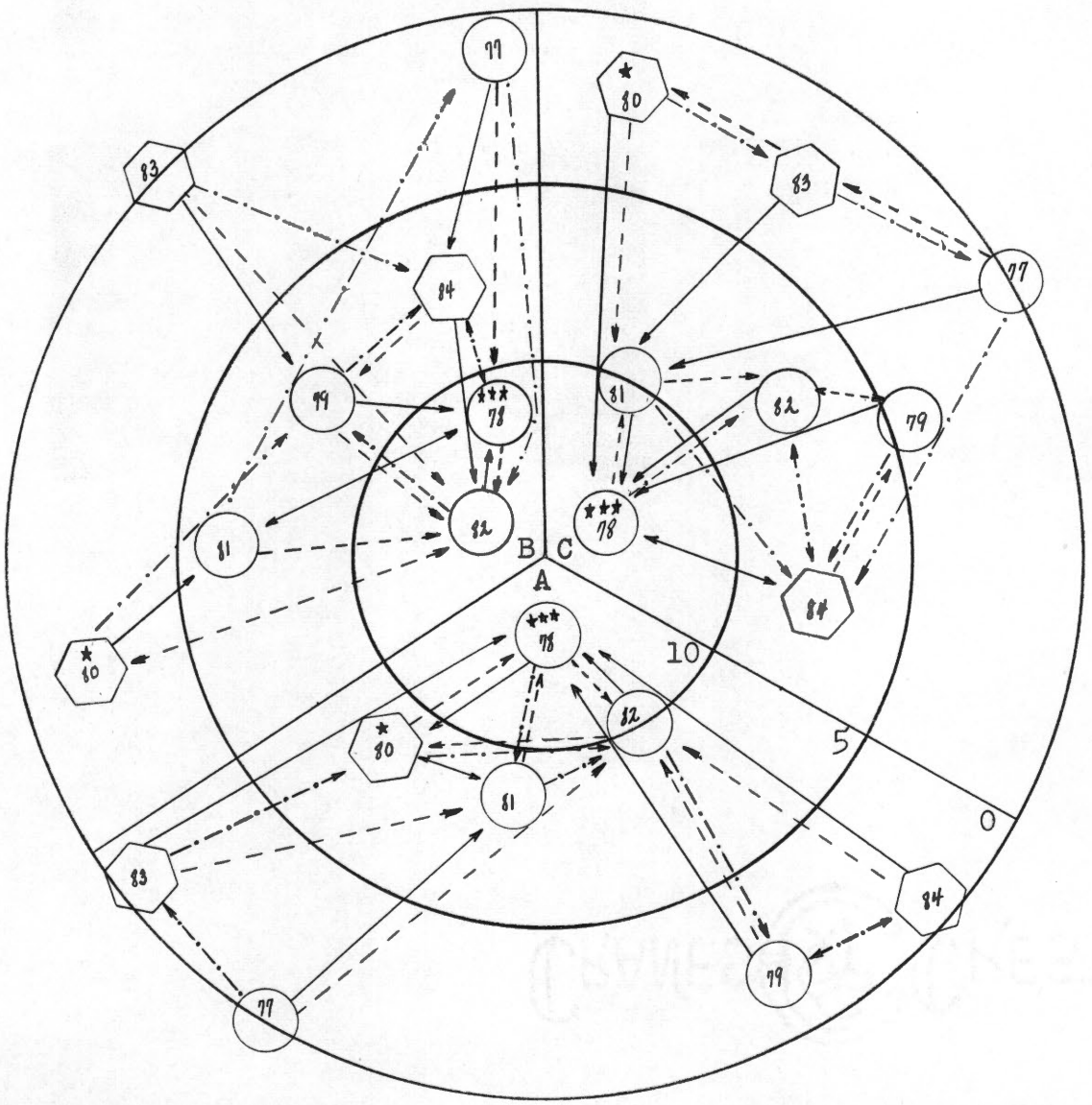


Figure 8. Target Sociogram Depicting Interpersonal Relationships: Bay 4 - Dormitory "B", January 29, 1968.

group were characterized by a high concentration of sub-groups and chain relationships. Only Corpsmen 77 and 83 failed to have some mutual ties with corpsmen with high degrees of acceptance. Again, as in the first testing, Caucasian corpsmen tended to choose Negro members of the group over other Caucasian group members and Negro corpsmen tended to form sub-groups while the Caucasian members did not identify with each other. Corpsman 80, the bay leader, continued to have a low degree of acceptance in all areas except work, as opposed to the dorm leader, 78, who was a star in all criteria.

The testing of Bay 4 was concluded on February 12, 1968; the group remained constant. Table XXV indicates the sequence of choices with group acceptance scores for each corpsman. Table XXVI shows total group acceptance and social distance scores for each corpsman. Table XXVII exhibits rank order correlation of the scores.

Figure 9 depicts the degrees of interpersonal relationships among the corpsmen. Corpsman 78 was the star; in the area of work; 78, 82, and 84 formed a triangle; 78, 82, 79, and 84 were linked together to form a rectangle; 80, 81, and 77, 83 were pairs; and 77, 80, and 83 were neglectees.

In the area of classroom relationships, 78, 82, and 84 were stars and chose each other forming a triangular sub-grouping; 81, 78 and 79, 84 formed pairs; 79, 80, and 81 were neglectees; and 77 and 83 were isolates.

TABLE XXV

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 4--DORMITORY "B", FEBRUARY 12, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84	77	78	79	80	81	82	83	84
77					1		2	3		1			3			2		3			1	2		
78***					3	2		1					2	1		3					3	1		2
79		1				3		2		3				2		1		1				3		2
80*		1	3		2					1				2		3		1	3			2		
81		1		3		2				3				1		2		3		2		1		
82		1	2		3					1	2					3		1	2					3
83	2	1			3							3		1		2			3		2	1		
84		1	2			3				2	3			1				3	1			2		
Total 1st Choices		6			1			1		3				4		1		3	1		1	3		
Total 2nd Choices	1		2		1	2	1	1		1	1		1	2		3			1	1	1	3		2
Total 3rd Choices			1	1	3	2		1		2	1	1	1			3		3	2		1	1		1
Total All Choices	1	6	3	1	5	4	1	3	0	6	2	1	2	6	0	7	0	6	4	1	3	7	0	3
Group Acceptance Scores	2	18	5	1	8	6	2	6	0	13	3	1	3	16	0	12	0	12	7	2	6	16	0	5

Key: A - Work
B - Classroom
C - Free time
*** Dorm Leader
* Bay Leader

TABLE XXVI

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 4--DORMITORY "B", FEBRUARY 12, 1968

Criteria	Corpsmen							
	77	78	79***	80*	81	82	83	84
Work	2	18	5	1	8	6	2	6
Classroom	0	13	3	1	3	16	0	12
Free time	0	12	7	2	6	16	0	5
Total group acceptance	2	43	15	4	17	38	2	23
Social distance	9	19	11	4	7	11	3	15

*** Dorm Leader
* Bay Leader

TABLE XXVII

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 4--DORMITORY "B", FEBRUARY 12, 1968

Corpsmen	Total Group Acceptance	Social Distance
77	7.5	5
78***	1	1
79	5	3.5
80*	6	7
81	4	6
82	2	3.5
83	7.5	8
84	3	2
	N=8	
	p=+.85	

*** Dorm Leader
* Bay Leader

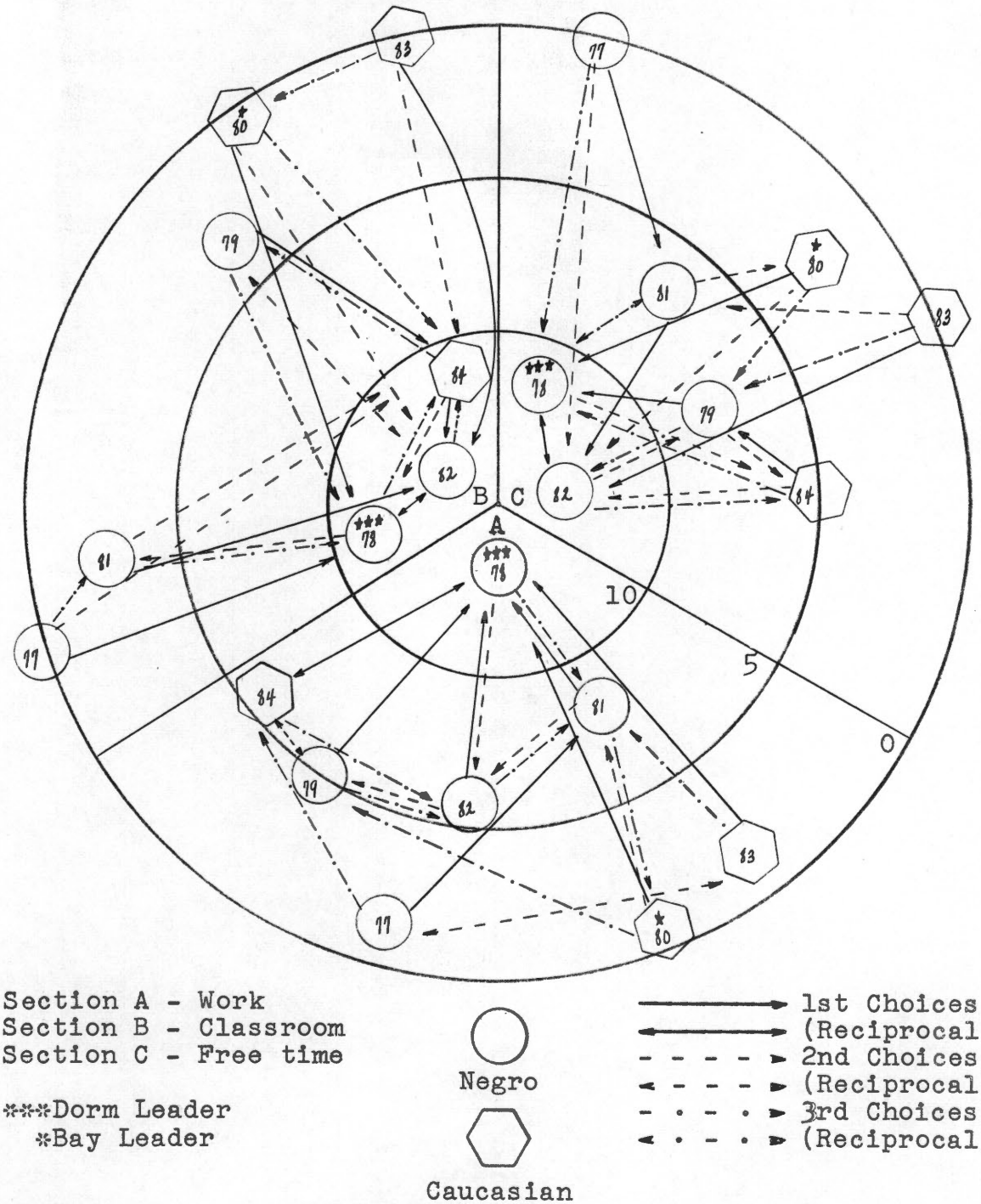


Figure 9. Target Sociogram Depicting Interpersonal Relationships: Bay 4 - Dormitory "B", February 12, 1968.

Group cohesion scores for the three criteria were: Work, .67; Classroom, .41; and Free time, .50. The group dynamics for this test period were characterized by a high concentration of sub-groups. In the area of classroom relationships, there was a high differentiation between overchosen and underchosen members as opposed to a lower differentiation in the areas of work and free time relationships. The bay leader, 80, had a low degree of group acceptance in all areas; the previous testings had shown a somewhat higher degree of acceptance in the area of work. The dorm leader, 78, continued to have a high degree of group acceptance in all areas. Those members with high degrees of group acceptance tended to choose each other as in the previous testings. Corpsmen with low degrees of group acceptance tended not to choose each other; the only exception being the reciprocal choice of 77 and 83 in the area of work.

The first of two testings of Bay 8 took place on January 15, 1968. The Bay was composed of three Negro and five Caucasian corpsmen. Corpsman 107, a Negro, was the bay leader. Three members of the group, 106, 111, and 112, were new corpsmen and had arrived at the Center on January 10, 1968; all three were Caucasian.

The results of the sociometric choices are shown in Table XXVIII, Table XXIX shows each corpsman's total group

TABLE XXVIII

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 8--DORMITORY "B", JANUARY 15, 1968

Corpsmen	A Chosen									B Chosen								C Chosen							
	105	106	107	108	109	110	111	112	105	106	107	108	109	110	111	112	105	106	107	108	109	110	111	112
105	\		3			1	2		\			3	1		2		\		1		3	2		
106		\			3	2	1			\	3			2	1			\			3	2	1	
107*	3		\		2			1	3		\				2	1	3		\		2			1
108				\		1	2	3	3		1	\	2					1	3	\	2			
109	1		2		\	3			1		3		\		2		1		3		\	2		
110				2		\	1	3			2		3	\	1					1		\	2	3
111		1				2	\	3		3	2			1	\					2	1	3	\	
112			3	2		1		\			1	3		2		\			2	1		3		\
Total 1st Choices	1	1				3	2	1	1		2		1	1	2	1	1	1	1	2	1		1	1
Total 2nd Choices			1	2	1	2	2				2		1	2	3				1	1	2	3	1	
Total 3rd Choices	1		2		1	1		3	2	1	2	2	1				1		2		2	2		1
Total All Choices	2	1	3	2	2	6	4	4	3	1	6	2	3	3	5	1	2	1	4	3	5	5	2	2
Group Acceptance Scores	4	3	4	4	3	14	10	6	5	1	12	2	6	7	12	3	4	3	7	8	9	8	5	4

Key: A - Work
B - Classroom
C - Free time
* Bay Leader

TABLE XXIX

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 8--DORMITORY "B", JANUARY 15, 1968

Criteria	Corpsmen							
	105	106	107	108	109	110	111	112
Work	4	3	4	4	3	14	10	6
Classroom	5	1	12	2	6	7	12	3
Free time	4	3	7	8	9	8	5	4
Total group acceptance	13	7	23	14	18	29	27	13
Social distance	16	11	17	19	15	21	16	14

* Bay Leader

acceptance and social distance scores in the three criteria. Table XXX shows rank order of the two scores; a Spearman Rho correlation value of +.72 was obtained for the first testing.

Figure 10 depicts patterns of interpersonal relationships among the bay members. In the area of work, Corpsman 110 was a star; 110, 112, and 108 formed a triangle; 109, 107, 105 and 106, 111, 110 formed chain relationships; and 109, 108, 107, 105, and 106 were neglectees or underchosen members of the group.

In the classroom relationships, 107 and 111 were stars; 108, 105, 109 and 110, 111, 107, 112 formed chain relationships; 106 was able to interact with members of the last mentioned chain by choosing 111 who in turn chose him; 106, 108, and 112 were isolates.

In the free time relationships, there were no stars; 105, 109, and 107 formed a triangle; 112, 107 and 112, 110 formed pairs; 106, 105, and 112 were neglectees.

The group cohesion scores for this test were: Work, .67; Classroom, .50; and Free time, .50. The average index of cohesion was .56.

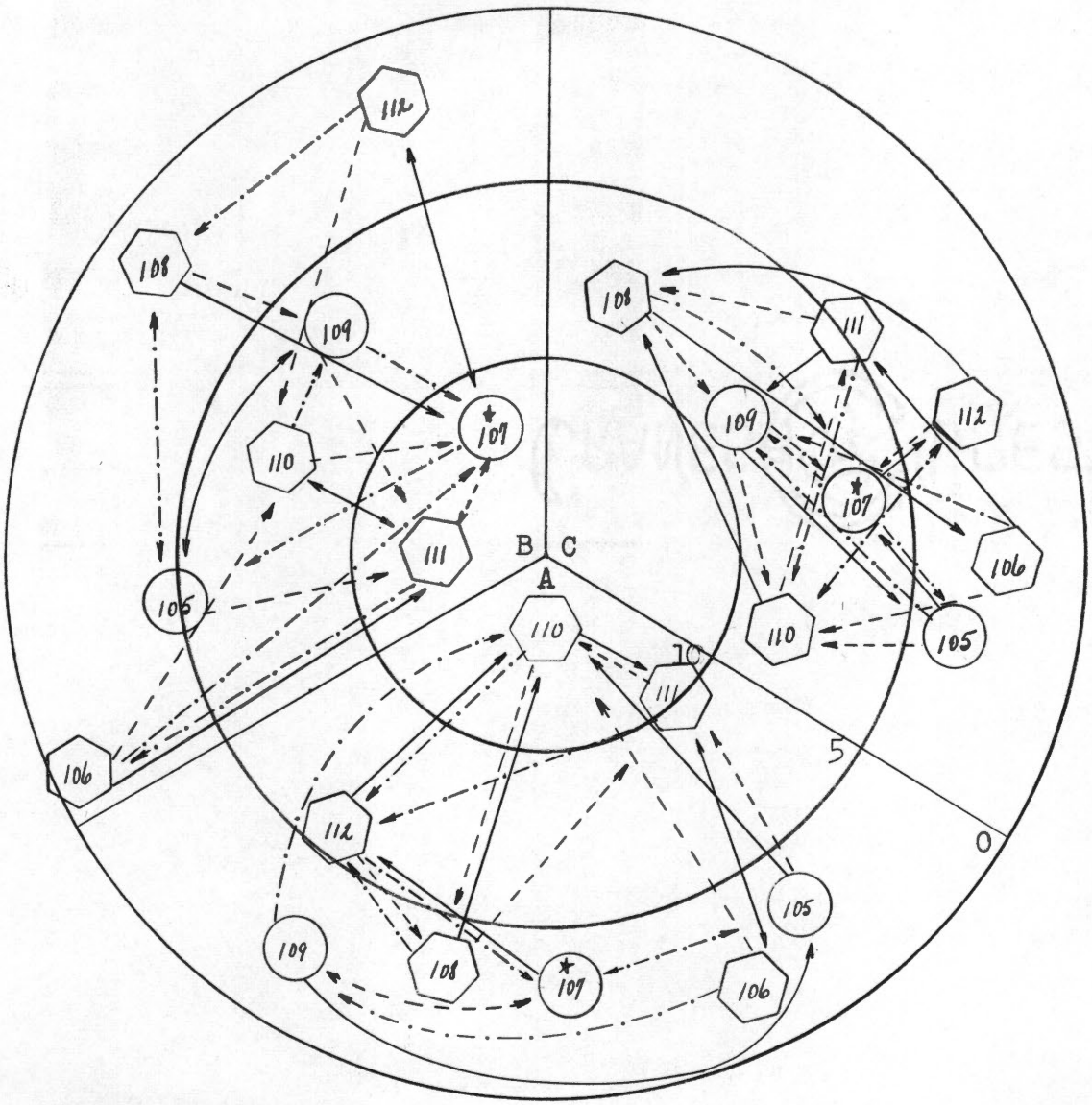
The group dynamics were characterized by a lack of defined leadership. Corpsman 107, the bay leader, ranged from low to moderate to high group acceptance. Negroes tended to choose each other mutually as did the Caucasian

TABLE XXX

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 8--DORMITORY "B", JANUARY 15, 1968

Corpsmen	Total Group Acceptance	Social Distance
105	6.5	4.5
106	8	8
107*	3	3
108	5	2
109	4	6
110	1	1
111	2	4.5
112	6.5	7
	N=8	
	p=4.72	

* Bay Leader



Section A - Work
Section B - Classroom
Section C - Free time

*Bay Leader

Negro

Caucasian

1st Choices
(Reciprocal)
2nd Choices
(Reciprocal)
3rd Choices
(Reciprocal)

Figure 10. Target Sociogram Depicting Interpersonal Relationships: Bay 8 - Dormitory "B", January 15, 1968.

members. This was essentially a segregated group; the triangular relationships involved members of one ethnic group.

The testing of Bay 8 was concluded on January 29, 1968. At the time of testing, Corpsmen 106 and 111 had been terminated. Corpsman 106 left the Center on January 22, 1968, because he was dissatisfied; 111 was terminated because of an emotional disturbance.

Results of the sociometric choices of the six remaining corpsmen are shown in Table XXXI. Table XXXII exhibits the group acceptance and social distance scores of each corpsman. Table XXXIII exhibits rank order correlation of the two scores with a Spearman Rho value of +.97.

Figure 11 depicts the patterns of interpersonal relationships of each corpsman in the three criteria. In the area of work, there were no stars; 112, 108, and 110 formed a triangle; 105, 109, 107, and 112 formed a chain; 105 was a neglectee; there were no isolates.

In the classroom relationships, there were no stars; 107,1108, 112 and 110, 112, 108 formed triangles; 105 and 109 formed a pair; 105 was again the neglectee; and there was an absence of isolates.

In the free time relationships, there were no stars; 108, 105, 109 and 107, 112, 110 formed chain relationships; and there were no neglectee or isolates.

TABLE XXXI

CHOICE MATRICES AND GROUP ACCEPTANCE SCORES BY CORPSMEN AND INDIVIDUAL CHOSEN; BAY 8--DORMITORY "B", JANUARY 29, 1968

Corpsmen	A Chosen								B Chosen								C Chosen							
	105	106	107	108	109	110	111	112	105	106	107	108	109	110	111	112	105	106	107	108	109	110	111	112
105			2		1	3					2	3	1							3	1	2		
106																								
107*					2	3		1				3	2			1	2					3		1
108	3					2		1			3			2		1	1		3		2			
109	1		2	3					1			3				2	2		1					3
110				1	3			2				1	2			3				1	2			3
111																								
112			1	3		2					2	3		1					1	3		2		
Total 1st Choices	1		1	1	1			2	1			1	1	1		2	1		2	1	1			1
Total 2nd Choices			2		1	2		1			2		2	1		1	2				2	2		
Total 3rd Choices	1			2	1	2					1	4				1			1	2		1		2
Total All Choices	2		3	3	3	4		3	1		3	5	3	2		4	3		3	3	3	3		3
Group Acceptance Scores	4		7	5	6	6		8	3		5	7	7	5		9	7		7	5	7	5		5

Key: A - Work
B - Classroom
C - Free time
* Bay Leader

TABLE XXXII

CORPSMEN TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES; BAY 8--DORMITORY "B", JANUARY 29, 1968

Criteria	Corpsmen							
	105	106	107	108	109	110	111	112
Work	4		7	5	6	6		8
Classroom	3		5	7	7	5		9
Free time	7		7	5	7	5		5
Total group acceptance	14		19	17	20	16		22
Social distance	9		13	13	14	12		15

* Bay Leader

TABLE XXXIII

RANK ORDER OF TOTAL GROUP ACCEPTANCE AND SOCIAL DISTANCE SCORES BY CORPSMEN; BAY 8--DORMITORY "B", JANUARY 29, 1968

Corpsmen	Total Group Acceptance	Social Distance
105	6	6
106	-	-
107*	3	3.5
108	4	3.5
109	2	2
110	5	5
111	-	-
112	1	1
	N=6	
	p=+.97	

* Bay Leader

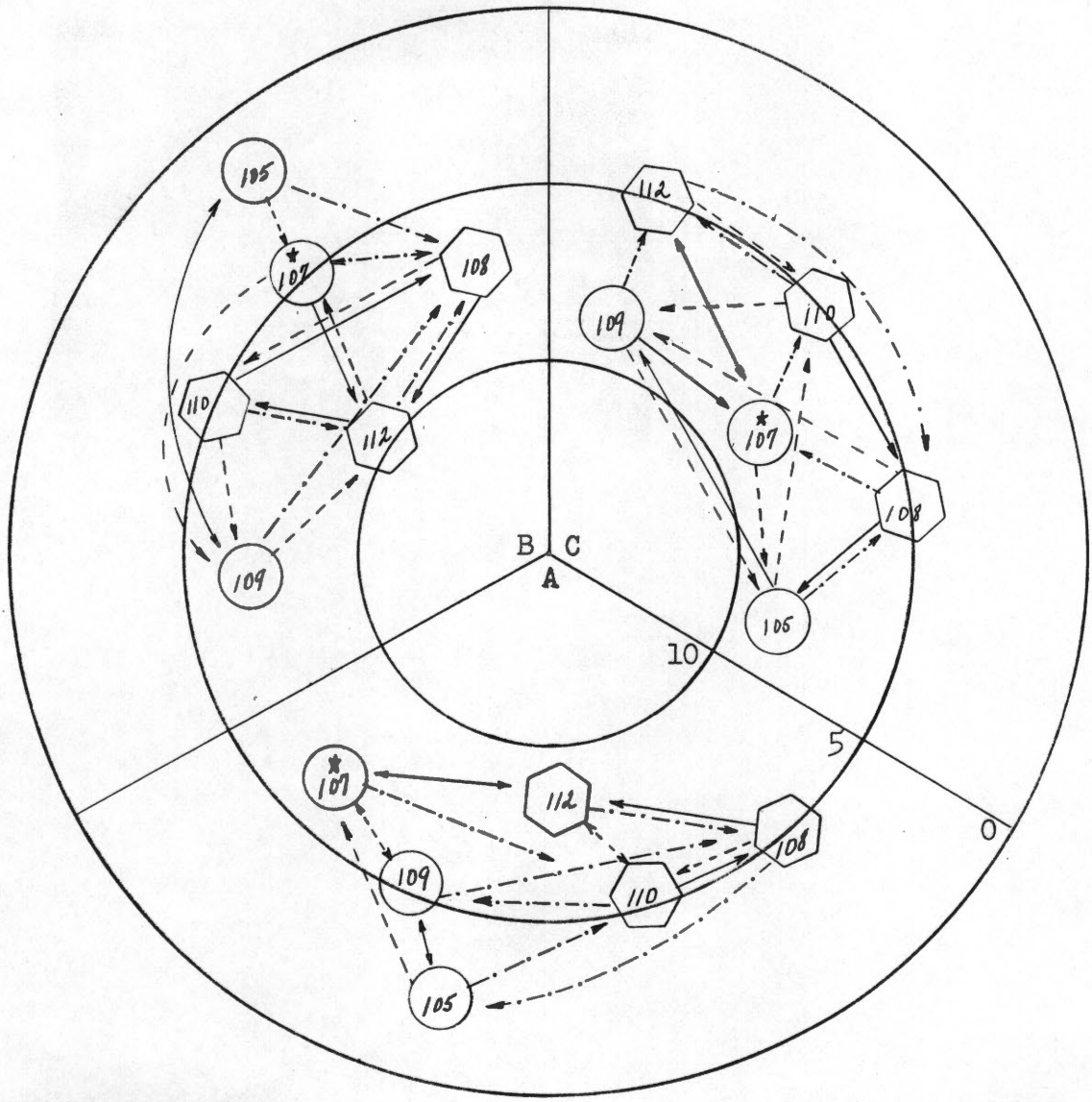


Figure 11. Target Sociogram Depicting Interpersonal Relationships: Bay 8 - Dormitory "B", January 29, 1968.

Group cohesion scores for the three criteria were: Work, .67; Classroom, .67; and Free time, .50. The average index of cohesion for this test period was .61. The group dynamics were characterized by a low differentiation between overchosen and underchosen members; lack of a defined leader(s); segregated ethnic groupings; and an absence of isolates.

CHAPTER IV

CONCLUSIONS

The results of this study suggest that corpsmen with higher degrees of social distance (less group acceptance) tended to drop out of the program more frequently than did corpsmen with lesser degrees of social distance. During the testing, four corpsmen dropped out because of dissatisfaction with the program and one was terminated because of an emotional disorder. Another corpsman would have dropped out if he had not been transferred to another bay. The drop-out rate for the test bays was 16 per cent, thus the projected drop-out rate for the Center during the testing period would have been 48 per cent, approximating the actual drop-out rate of 40 per cent for the period August 1 to December 15, 1967. The ratio of Caucasian over Negro drop-outs during the previous period was 5:2, while the ratio during the testing period was 3:2.

The writer felt that the foregoing findings were sufficient to reject the Null hypothesis, "There will be no measurable degree(s) of social distance between corpsmen who stay in the program and those who drop-out as measured by their acceptance or rejection by fellow corpsmen."

This study revealed that corpsmen with higher degrees of group acceptance tended to choose each other more often,

while those corpsmen with lesser degrees of group acceptance chose corpsmen who had high degrees of group acceptance. Corpsmen who were underchosen, that is, neglectees or isolates, in the area of work relationships tended to remain underchosen in the other criteria, classroom and free time relationships. In instances in which corpsmen were not consistently underchosen in all three criteria, they most often had higher degrees of group acceptance in their classroom relationships. The writer was unable to account for this set of events and would suggest that this might present an area for further research. This study suggested that corpsmen exhibited less group cohesion in their classroom relationships. This factor, perhaps, led corpsmen to more readily accept those fellow corpsmen whom they tended to neglect or isolate in their free time and work relationships. The writer observed that corpsmen had more intimate, face-to-face contact in their free time and work relationships, as opposed to a more distant, "every man for himself" attitude in the classroom.

There was considerable indication that Negro corpsmen tended' to show higher degrees of cohesiveness among themselves than did the Caucasian corpsmen. Caucasian corpsmen chose Negro corpsmen as companions more frequently than they chose each other. In general, corpsmen exhibited higher degrees of cohesion in their work relationships. The fact

that the Job Corps program is task oriented could tend to influence this factor.

There was indication that corpsmen holding higher leadership rank also had higher degrees of group acceptance. In bays housing dormitory and section leaders, those leaders tended to have higher degrees of group acceptance than did the lower ranking bay leaders. Another leadership characteristic was that Negro corpsmen tended to hold higher leadership rank than did the Caucasian corpsmen. There were six leadership positions within the test bays and only one was held by a Caucasian corpsman. The sample population was comprised of 21 Negro corpsmen as compared to 11 Caucasian corpsmen. This would suggest that either Negro corpsmen had more leadership qualities than the Caucasian corpsmen or that by virtue of their minority status, the Caucasian corpsmen were willing to assume a more passive role. The writer observed during the testing periods that the Negro corpsmen were much more aggressive than the Caucasian corpsmen who tended to be less verbal and more conforming.

The patterns of interpersonal relationships evolving from this study indicated a sparsity of sub-groupings or cliques. When triangles were formed, they most often were among those corpsmen having high degrees of group acceptance. Those corpsmen with low degrees of group acceptance never formed triangles among themselves. When new members entered

a group they tended to choose each other and had greater degrees of social distance than the other group members. Even when corpsmen with leadership rank were transferred from one bay to another they failed to assume the role status held by the previous corpsmen leader. This would indicate that leadership status was not accepted at face value and the corpsmen leader was taxed to gain group acceptance before he could effectively assume a leadership role.

The writer felt that this study pointed out the value of sociometric testing as related to a Job Corps setting. Sociometric techniques are quite commonly used in all facets of group structure and can be used by Job Corps administrators to 1) identify corpsmen with leadership potentials, 2) identify subgroupings or cliques that might be detrimental to the functioning of a group, 3) detect or recognize other facets of group dynamics which might enable corpsmen to make a better adjustment.

The writer felt that the findings indicated the need to question the present system of assigning more than one corpsman leader to a bay area. Although the Divilian Conservation Centers are designed similarly to a "military model," they nonetheless, do not assign enough status and rank in the hierarchy of leadership positions. A dormitory system designed to house corpsmen section and dormitory leaders in

separate bays might prove to be more effective and provide more incentive to achieve.

Some areas for further research in Job Corps Centers would be: A study of proximity in relationship to group acceptance; A study of ethnic values with emphasis on corpsmen assignments to bay areas; A study of group morale in relation to corpsmen achievement; and a study of corpsmen communication and feed-back patterns.

While sociometric testing does not necessarily give final answers, nonetheless, it can be invaluable in "diagnosing" group structure. The writer felt that this study suggested out the importance of analyzing interpersonal relationships in a Job Corps setting. This study did not propose to give solutions to the dilemma of corpsmen drop-outs, however, by the recognition and understanding of group dynamics, it is hoped that solutions may be forthcoming.

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APPENDIX

APPENDIX A

SAMPLE GROUP ACCEPTANCE SCALE

1. List three (3) fellows from your bay that you would like to work with. (Indicate 1st, 2nd, and 3rd choice.)

2. List three (3) fellows from your bay that you would most like to be with in the classroom. (Indicate 1st, 2nd, and 3rd choice.)

3. List three (3) fellows from your bay that you would most like to spend your free time with. (lounge room, dorm, playing ball, etc. (Indicate 1st, 2nd, and 3rd choice.)

APPENDIX B

SAMPLE SOCIAL DISTANCE SCALE

		Corpsmen								
"Up-tight" "No.#1"	1. Would like to have him as one of my best friends.									
"Cool"	2. Would like to have him in my group but not as one of my best friends.									
"Take him or leave him"	3. Would like to be with him once in a while but not often or for long at a time.									
"Bugs you" "Gets on your nerves"	4. Don't mind his being in our dorm but I don't want to have anything to do with him.									
"Hate his guts" "A looser"	5. Wish he weren't in our dorm									

VITA

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