



The Influence of Outsourcing on Job Satisfaction and Turnover Intentions of Air Force Civil Engineer Company Grade Officers

James F. Kennedy

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A survey was distributed to 865 active duty Air Force Civil Engineer CGOs assigned to locations throughout the world. The survey was designed to assess the CGOs' current job satisfaction and their intentions towards making a career out of the Air Force. Additionally, the survey measured the CGOs' perceptions of outsourcing, and how they feel that it will influence the Civil Engineer career field. Relationships were evaluated between the perceptions of outsourcing and job satisfaction, and between job satisfaction and turnover intentions. Overall, Civil Engineer CGOs reported a slightly positive level of satisfaction and a negative perception of outsourcing. Path analysis revealed a negative relationship between job satisfaction and turnover intentions, and a positive relationship between the perceptions of outsourcing and job satisfaction. However, these relationships were only moderate.

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