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# Abstracts of Personnel Research Reports: VII. 1966

Compiled by  
Esther Barlow

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PERSONNEL RESEARCH LABORATORY  
AEROSPACE MEDICAL DIVISION  
AIR FORCE SYSTEMS COMMAND  
Lackland Air Force Base, Texas

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Lackland Air Force Base, Texas**

## FOREWORD

This volume abstracts the technical reports issued by Personnel Research Laboratory during 1966. The reports cover research carried out under Projects 6755, 7717, 7719, and 7734.

Previous volumes in this series are:

- Abstracts of Personnel Research Reports: I. 1954-1957 (PRL-TDR-62-25)
- Abstracts of Personnel Research Reports: II. 1958-1961 (PRL-TDR-62-26)
- Abstracts of Personnel Research Reports: III. 1962 (PRL-TDR-62-27)
- Abstracts of Personnel Research Reports: IV. 1963 (PRL-TDR-63-22)
- Abstracts of Personnel Research Reports: V. 1964 (PRL-TR-64-31)
- Abstracts of Personnel Research Reports: VI. 1954-1965 (PRL-TR-65-23)

This report has been reviewed and is approved.

James H. Ritter, Colonel USAF  
Commander

J.W. Bowles  
Technical Director

## ABSTRACT

This volume includes abstracts of the 20 technical reports issued by the Personnel Research Laboratory in 1966. They cover studies in selection, classification, and utilization of Air Force personnel, systematizing information flow in support of personnel planning; methods of describing, evaluating, and structuring Air Force jobs; and development of procedures for improving the quality of Air Force personnel.

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## ABSTRACTS OF PERSONNEL RESEARCH REPORTS: VII. 1966

### INTRODUCTION

The abstracts appear in order of the publication series number. Entries in the abstract heading give identification and availability information in the following order:

**Personal author(s)**

**Title**

**Publication date, month and year**

**Series number, e.g., PRL-TR-66-0**

**Task number:** The first four digits of this 6-digit number identify the AFSC project.

**Air Force contract number and name of the contractor** are entered for contract-produced reports.

**DDC Document number:** All reports have been deposited with the Defense Documentation Center, Alexandria, Va., for availability to Government agencies and their contractors.

**CFSTI** appears on the report to indicate that it has been deposited with the Clearinghouse for Federal Scientific and Technical Information, U.S. Department of Commerce, for sale to the general public.

On the last page are two indexes: Personal Author and Project-Task. Reports are identified in the index by the serial number in the left margin of the abstract entry.

## ABSTRACTS OF TECHNICAL REPORTS

- 376 **Madden, H.L. & Tupes, E.C.** Estimating reading ability level from the AQE general aptitude index. February 1966. (PRL-TR-66-1, DDC Document AD-632 182) (Project 7717, Task 771705) (CFSTI). Conversion tables are presented for estimating reading achievement (reading grade level as measured by the California Achievement Test and scaled score as measured by the Davis Reading Test) from the AQE General Aptitude Index. Distributions of estimated reading grade are shown for non-prior-service airmen entering the Air Force in 1964 and 1965 for the total group and for subgroups split on years of education completed. Distributions of estimated reading grade are also presented by career field for airmen assigned to 29 career fields. It was pointed out that a wide range of reading ability was found within each career field and that the career fields differed considerably with respect to average reading ability. Implications for writing of Career Development Courses and technical manuals were discussed.
- 377 **Massey, Iris H. & Mullins, C.J.** Validation of the recruiter-salesman selection test. February 1966. (PRL-TR-66-2, DDC Document AD-632 358) (Project 7719, Task 771906) (CFSTI). An eight-test experimental battery for selection of recruiter-salesmen was administered to 210 students taking the Recruiter Course at Lackland AFB. An interim operational battery (the Recruiter-Salesman Selection Test-63) was constructed, using the results of the preliminary testing of this small sample. Administration of the eight-test experimental battery was continued, however, until approximately 1000 recruiter-salesman course students had been tested. Background variables of age, education, marital status, number of dependents, length of military service, and AQE scores were combined with the test variables and analyzed to determine possibility of greater predictive power of other combinations of variables or of different weights for variables already included in the RSST-63. The predictor variables were correlated against school success and against a field rating criterion. Approximately half the group was used as a computing sample and the remainder as a cross-validation sample. Results indicated that the tests of the RSST-63, weighted as originally described, predict pass/fail in Recruiter School as well as it can be predicted ( $r = .21$ ) by any combination of the variables used in this study. No combination of these variables predicts field ratings. It is doubtful that any predictor will be found to be valid against available field criteria.
- 378 **Hazel, J.T. & Cowan, D.K.** Evaluation of airman jobs by four categories of raters. June 1966. (PRL-TR-66-3, DDC Document AD-640 567) (Project 7734, Task 773402) (CFSTI). To investigate differences between rater groups in their evaluation of airman jobs, four groups of raters each evaluated a sample of 200 airman job descriptions. The groups consisted of senior NCOs, lieutenants, captains, and field grade officers. The jobs were evaluated in terms of merited grade, merited pay, and the relative importance of five job requirement factors. Within groups each job was evaluated by five raters and across all groups by 20 raters. The raters also indicated their confidence in the grade level ratings they made.

The analyses used to compare the four groups were concerned with differences in means, distributions, variability, and reliability of ratings and the predictive efficiency of the five job requirement factors. These analyses revealed two statistically significant

( $P < .01$ ) differences among groups. The mean of the grade ratings by senior NCOs was higher than each of the officer means, and the field grade officers expressed greater confidence in their assigned grade ratings than the other groups. However, the NCO difference seemed of little practical consequence, and there was agreement among the groups with regard to the reliability and homogeneity of assigned ratings, and the level of predictive efficiency of the five job requirement factors. The present findings support the use of a composite group of raters to evaluate airman jobs.

- 379 Passey, G.E. & McLaurin, W.A. **Perceptual-psychomotor tests in aircrew selection: historical review and advanced concepts.** June 1966. (PRL-TR-66-4, DDC Document AD-636 606) (Project 7719, Task 771904; Contract AF 41 (609)-2796, The Lockheed-Georgia Company) (CFSTI). This report reviews the literature reflecting the employment of perceptual-psychomotor tests for selection of aircrew members since World War II and provides behavioral concepts for consideration as possible future test development areas. The review considers the use of flight experience as well as perceptual-psychomotor screening devices and comments on the results of the programs in which such experience is intentionally used. The fundamental importance of criterion definition to development and validation of selection devices is discussed. Recent research is reviewed leading to the derivation of behavioral concepts recommended for consideration as principles on which new perceptual-psychomotor tests may be based. The merits of simple tests as opposed to complex tests in which numerous facets of performance are concurrently assessed are considered and the latter approach is recommended. References are included in support of the review and critical items are annotated.
- 380 Miller, R.E. **Development of officer selection and classification tests—1966.** June 1966. (PRL-TR-66-5, DDC Document AD-639 237) (Project 7717, Task 771706) (CFSTI). Two new tests for use at the officer and student officer level were constructed for implementation in fiscal year 1966. These are the Air Force Officer Qualifying Test-66 (AFOQT) and the AFROTC Pre-Enrollment Test-66 (FET). The former succeeds AFOQT-64 in the normal two-year replacement cycle and closely resembles AFOQT-64 in format, type of content, and procedures for construction and standardization. It yields Pilot, Navigator-Technical, Officer Quality, Verbal, and Quantitative composite scores. Standardization was accomplished with reference to the Project TALENT battery in a manner which permits relating scores on the new test form to performance of Air Force Academy candidates and 12th grade males. A similar procedure was used in standardizing AFROTC PET-66. This test is an adaptation of the former Precommission Screening Test-62. It yields a total score based on verbal and quantitative items. It is intended as a screening device for college freshmen who apply for the AFROTC program.
- 381 Morsh, J.E. **Job types identified with an inventory constructed by electronics engineers.** June 1966. (PRL-TR-66-6, DDC Document AD-645 056) (Project 7734, Task 773401) (CFSTI). Using data collection procedures set forth in Air Force Manual 35-2, the Electronics Engineer Air Force officer specialty was surveyed. A job inventory developed by officer incumbents at Wright-Patterson Air Force Base was composed of 117 task statements and a Background Information Sheet. The inventory was completed by 673 electronics engineering officers in 11 major air commands, over 80 per cent of the officers being in the Air Force Systems Command. Analysis of the survey data by means of a hierarchical grouping technique allocated 575 of the officers' jobs to 18 job types, each of which included at least five members. Expected job types reflecting shreds authorized in 1964

were not found. Field grade and company grade officers were grouped together in all except three job types. Job types tended also to cut across commands and organizational levels. Entry level and fully qualified Electronics Engineers performed essentially the same work activities. The part of the job allocated to planning, directing, supervising, and coordinating duties increased with grade, but allocation decreased with grade for evaluating and performing duties. Computer printouts of the definitive tasks for officer grades surveyed and for the 17 job types identified are shown in appropriate tables.

382 Madden, H.L., Valentine, L.D., Jr., & Tupes, E.C. Comparison of the airman qualifying examination with the differential aptitude tests. July 1966. (PRL-TR-66-7, DDC Document AD-639 238) (Project 7719, Task 771906) (CFSTI). In the high school testing program of the USAF Recruiting Service, there is occasional reference to the relationship between the Airman Qualifying Examination and civilian tests. Information in this area can be useful in the hands of guidance counselors. This report contains data on the relationships between the Differential Aptitude Tests and the Airman Qualifying Examination. Tables are presented which can be used to estimate DAT scores from the AQE aptitude indexes or to estimate AQE aptitude indexes from DAT scores. It appears that the AQE and DAT measure essentially similar abilities.

383 Hazel, J.T. Comparison of merited grade and skill level ratings of airman jobs. August 1966. (PRL-TR-66-8, DDC Document AD-645 054) (Project 7734, Task 773402) (CFSTI). Two hundred airman job descriptions were evaluated by senior NCOs, company grade officers, and field grade officers in terms of merited skill level, merited grade, confidence in assigned grade ratings, and extent to which five job requirement factors were demanded. Comparisons were made to determine group differences in skill level ratings and the relation between merited grade ratings and skill level ratings of airman jobs.

The group differences observed were statistically significant in two aspects. The skill level ratings of the NCO group were more reliable than those of the officer groups, and the mean of the NCO skill ratings was larger than the means of the ratings given by officers.

Two statistically significant differences were obtained which indicated that merited grade was superior to merited skill level as a criterion in airman job evaluation. The merited grade ratings were more reliable than the merited skill level ratings, and the level of predictive efficiency of five job requirement factors was higher for a merited grade criterion.

384 Brokaw, L.D. & Giorgia, M. Joyce. Development of benchmark scales for Air Force officer position evaluation. September 1966. (PRL-TR-66-9, DDC Document AD-645 055) (Project 7734, Task 773402) (CFSTI). This study provides a refinement of the procedures previously developed for the determination of the appropriate distribution of officer grades for the Air Force to permit application of the same position evaluation procedures to individual officer positions. A scale of benchmark jobs with titles of established successive levels of requirements was used to derive a set of job requirement factor scales. These scales were applied to 1000 Air Force officer position descriptions collected and previously applied in the Officer Grade Requirements Study. Comparison of rating distributions based upon adjective scales and the benchmark scales revealed lower mean values, larger standard deviations, and superior zero-order validity of the ratings based on the benchmark scales. The predictive efficiency of optimal composites of the benchmark scales was equivalent to that of the adjective scales. A set of integer weights for use in field application of the equations was derived without significant loss of validity.

- 385 Hazel, J.I. Merited grade versus merited pay rankings of airman jobs. October 1966. (PRL-TR-66-10, DDC Document AD-649 765) (Project 7734, Task 773402) (CFSTI). This study used two approaches to determine whether the merited grade and merited pay rankings of airman jobs differ significantly. In one approach the same group of raters judged 200 airman jobs on both merited grade and merited pay. In the other approach two different groups of raters judged these same 200 jobs on only one of the dimensions, either merited grade or merited pay. There was no evidence to indicate that airman jobs are ranked in a significantly different order in relation to merited pay and grade. Rather, there was a highly significant level of agreement between the two sets of ranks for both the intrarater and independent group analyses.
- 386 Morsh, J.E., Archer, W.B., & Kudrick, H.M. Occupational survey of veterinary career ladders. September 1966. (PRL-TR-66-11, DDC Document AD- ) (Project 7734, Task 773401). A job inventory covering six specialties in the Veterinary and Laboratory Animal Career Ladders, and consisting of 256 tasks grouped under 11 duty categories, was administered to 327 airmen in 14 major air commands. Incumbents of all skill levels completed a background information sheet and rated on a 7-point scale the relative time spent on tasks. The airmen also indicated on a 7-point scale the length of time they had spent on the job before first performing each task. Job descriptions are presented for 22 groups selected according to background information variables, including 6 specialty groups and 10 groups with differing lengths of the 13 significant job types identified by the automated job clustering program, and the composite job description of the total sample are also given. A group overlap matrix shows the similarity of groups in terms of time spent on tasks. Summary tables indicate the percentage of members in each group who perform each task and the average percentage of time spent on each task by group members. Group difference descriptions are given for certain specialty groups. Distributions of background variables for the total sample and for specialty groups and job types are also presented. An analysis of work experience shows the average time spent on the job by group members before performing tasks. In Appendix 1, tables list the entire sample surveyed in terms of background information, present work assignment, and organization and base. The inventory of duties and tasks used in the survey is included in Appendix 2.
- 387 Archer, W.B. Computation of group job descriptions from occupational survey data. December 1966. (PRL-TR-66-12, DDC Document AD-653 543) (Project 7734, Task 773401) (CFSTI). The analysis of occupational survey data is demonstrated in detail, using miniature examples. Beginning with the responses of 10 incumbents to a job inventory consisting of 10 task statements, composite job descriptions are derived for (a) special groups of incumbents, selected on the basis of background information data; and (b) job type members, identified by an automated job clustering program. Computer outputs from 10 types of analyses are illustrated and explained.
- 388 Wiley, L.N. Describing airman performance in the administrative career ladder by identifying patterns of trait ratings. November 1966. (PRL-TR-66-13, DDC Document AD-653 544) (Project 7734, Task 773404) (CFSTI). Trait ratings were used to account for the variance in airman performance reports and in overall experimental performance ratings. Airmen in the administrative career ladder, DAFSCs 70230, 50, 70, and 70490, across all commands, were rated by supervisors on overall performance and on 65 traits. Current overall airman performance reports (APRs) were obtained from base records. Among the 2,606 sets of ratings with complete data, 1,083 individuals were evaluated twice, representing personnel rated by

two supervisors. Broken down by skill levels, the smallest *N* was 140, for 9-level men who had been rated twice. Using data undifferentiated by skill in which a man might appear twice if so rated, trait ratings accounted for 70 per cent of the variance in experimental performance ratings and about 43 per cent of the variance in APRs, after grade was removed as a predictor. When data were sorted by skill level, prediction held up in all skills except DAFSC 70270, where it dropped to 60 per cent. Patterns of traits which were more predictive of performance in one skill level than another were found, and these patterns could be sensibly interpreted in terms of the expected demands of the jobs. In a cross-validation against different raters, the predictive advantage of selected patterns was found to be statistically significant for the 5-, 7-, and 9-skill levels. The study is discussed in terms of its implications for criterion development, particularly in respect to its place in the sequence of current criterion research studies.

- 389 Miller, R.E. Relationship of AFOQT scores to measures of success in undergraduate pilot and navigator training. October 1966. (PRL-TR-66-14, DDC Document AD-656 303) (Project 7719, Task 771906) (CFSTI). Scores on the Pilot, Navigator-Technical, and Officer Quality composites of the Air Force Officer Qualifying Test (AFOQT) were compared with measures of success in undergraduate pilot and navigator training. The samples consisted of 4,993 student pilots and 2,132 student navigators who entered training over a period of approximately two years. Each sample was subdivided according to source of commission and, in the case of the pilot sample, by type of aircraft and curriculum. Correlations of AFOQT composite scores with criteria of success were computed within each of 16 samples and subsamples thus defined. Criteria were training grades and graduation *vs.* elimination by various categories. Selected validity coefficients were corrected for range restriction in 4 samples.

In general, there was good prediction of training grades, academic elimination, flying deficiency elimination, and elimination for all reasons combined. Elimination for motivational reasons was predictable in some groups. Military elimination occurred infrequently but was negatively predictable in the total navigator sample.

- 390 Hoggatt, R.S. & Christal, R.E. Officer grade requirements project : III. Analysis of criterion board rating behavior. November 1966. (PRL-TR-66-15, DDC Document AD- ) (Project 7734, Task 773402) (CFSTI). The Officer Grade Requirements project was accomplished to determine the appropriate distribution of grades for Air Force Officer positions. Descriptions were obtained for 79,759 officer jobs in grades lieutenant through colonel, and a subset of 3,575 descriptions was drawn from this file to serve as a criterion sample. A special Hq USAF policy board composed of 22 colonels was called to determine the appropriate grade for each job in this criterion sample. Analyses revealed that about 92 per cent of the grade-rating variance was associated with rater agreement, leaving only roughly 8 per cent of the total variance unexplained. This unexplained variance is associated with disagreement among raters concerning the appropriate grade levels for jobs. Normally, it would simply be reported as error variance. However, in the present study, an attempt was made using regression analysis to account for rater disagreement in terms of variables associated with the raters and with the rating situation. For example, it was hypothesized (a) that certain raters would contribute more variance to the disagreement vector than would other raters; (b) that more disagreement would be associated with the first day's ratings than with ratings collected on subsequent days; and (c) that more disagreement would be associated with jobs in not-too-well-known areas, such as scientific and engineering, than with jobs in more commonly known areas. In all, 81 such predictors were hypothesized and tested. Only 6 per cent of the rater-disagreement variance could be accounted

for, which is statistically significant, but which leaves most of the differences in ratings unexplained. Even so, the results are of considerable consequence. For example, they indicate that a "warm up" day prior to collection of operational ratings is probably not worth the trouble.

A second goal of the study was to account for the variance in a rater confidence vector. Approximately 22 per cent of this variance could be explained with predictors associated with the raters and the rating situation.

- 391 Hazel, J.T., Christal, R.E., & Hoggatt, R.S. Officer grade requirements project: IV. Development and validation of a policy equation to predict criterion board ratings. November 1966. (PRL-TR-66-16, DDC Document AD-659 125) (Project 7734, Task 773402) (CFSTI). The Officer Grade Requirements (OGR) Project provides a scientific procedure for determination of the appropriate distribution of officer grades, lieutenant through colonel, required by the Air Force. Because of its complexity the project was conducted in three phases and is reported in several papers (OGRs I, II, and III in PRL-TR-65-15, 65-18, and 66-15). This report offers detailed information concerning the derivation of a policy equation to reliably and accurately estimate the grade ratings assigned 3,575 jobs by a Hq USAF Criterion Board.

The jobs in the criterion sample were evaluated in terms of merited grade and ten job requirement factors by 1,246 majors and lieutenant colonels in the field. From a list of 181 predictors the final OGR policy equation was derived through the computation of 343 multiple linear regression problems. The data from these analyses indicated that the final policy equation was parsimonious, highly reliable, and efficient in predicting the grade ratings assigned by the Criterion Board. These findings justified proceeding with further efforts necessary to determine the total distribution of Air Force officer grade requirements.

- 392 Wiley, L.N., Jenkins, W.S., Cagwin, L.P., & Kudrick, H.M. Job types of communications officers, DAFSC 3034. November 1966. (PRL-TR-66-17, DDC Document AD-658 025) (Project 7734, Task 773404) (CFSTI). A job inventory was constructed to cover the tasks of the communications officer, DAFSC 3034. This inventory was administered to all available communications officers and officers in closely related activities during the spring of 1962. Of the 1,204 inventories analyzed, 1,043 were completed by officers in DAFSC 3034. Others were completed by officers in related specialties. Tasks were checked only if they were performed by the respondents. Task grouping analysis resulted in 19 job types. Two of these, comprising 189 and 90 officers, were quite similar to DAFSC 3034 officers as a whole, and a third type of 80 officers emphasized the maintenance aspect of the specialty. Smaller distinct job types could be readily recognized and given appropriate job titles.

- 393 Miller, R.E. Predicting first year achievement of Air Force academy cadets, class of 1967. November 1966. (PRL-TR-66-18, DDC Document AD-660 121) (Project 7717, Task 771706) (CFSTI). Qualifications of candidates for admission to the Air Force Academy are demonstrated on a battery of selection tests. In addition, qualified candidates who are admitted to the Academy are administered a battery of experimental tests upon entry. This battery is part of a continuing program for the development of officer selection and classification instruments. For the classes of 1966 and 1967, a subset of these experimental tests was administered with the selection tests under operational conditions, and a second subset was administered to selectees prior to entry. All selection and experimental tests were validated against criteria which became available at end of the fourth class (freshman) year.

These criteria were the Academic Standard Score, the Military Rating, the Extracurricular Activities Standard Score, the Composite Standard Score, and Early Motivational Elimination. Tests common to the classes of 1966 and 1967 tended to be somewhat more valid in the class of 1967 for the same criteria. For each criterion except the Academic Standard Score, some set of experimental tests was found which contributed uniquely and validly to the predicted criterion variance in the context of the selection tests. The highest multiple correlations found were .66 for prediction of the Academic Standard Score, .53 for prediction of the Military Rating, .46 for prediction of Extracurricular Activities Standard Score, and .29 for prediction of Early Motivational Elimination. The Composite Standard Score was found to correlate highly with the Academic Standard Score and was not used as a criterion for multiple regression analysis. Zero-order validities for prediction of this criterion ranged up to .59.

- 394 Morsh, J.E. & Christal, R.E. Impact of the computer on job analysis in the United States Air Force. October 1966. (PRL-TR-66-19, DDC Document AD-656 304) (Project 7734, Task 773401) (CFSTI). In keeping with present trends toward the automation of personnel information, the Air Force method of job analysis provides for the exploitation of advances in electronic computer technology. Computer capability is applied not only in the analysis of job inventory data but also in the construction, administration, and publication phases of the procedure. During inventory construction the computer is used to prepare alphabetic lists of tentative task statements according to pertinent key words. This grouping by topic facilitates the detection of redundancy and insures the elimination of duplicate statements. In the administration phase, the computer selects the required sample of job incumbents from current personnel rosters maintained on magnetic tape. In addition, the computer prints names and addresses on appropriate labels to attach to inventories for mailing. It is in the area of occupational data analysis, however, that the computer makes its most impressive impact. By application of a complex program consisting of over 50,000 instructions, those incumbents in a survey sample who perform essentially the same job are grouped together, and a job description composed of duties and tasks is published for each such job type identified. The computer also lists information available for each case and reports means, standard deviations, and distributions of values for specified variables. Composite job descriptions may also be obtained for any group defined in terms of job-related variables such as grade, specialty, years of experience, or specialized training. Other programs compute and generate tables showing group similarities and group differences, thus providing a condensed picture of interrelationships or revealing dissimilarities among job types or other groups. And finally, a program selects and arranges the job descriptions, tabular outputs, and explanatory text materials in any desired order and publishes the complete job analysis survey report.
- 395 Barlow, Esther (Ed.) Abstracts of personnel research reports: VII. 1966. December 1966. (PRL-TR-66-20, DDC Document AD- ) (CFSTI). This volume includes abstracts of the 20 technical reports issued by the Personnel Research Laboratory in 1966. They cover studies in selection, classification, and utilization of Air Force personnel, systematizing information flow in support of personnel planning; methods of describing, evaluating, and structuring Air Force jobs; and development of procedures for improving the quality of Air Force personnel.

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## 13. ABSTRACT

This volume includes abstracts of the 20 technical reports issued by the Personnel Research Laboratory in 1966. They cover studies in selection, classification, and utilization of Air Force personnel, systematizing information flow in support of personnel planning; methods of describing, evaluating, and structuring Air Force jobs; and development of procedures for improving the quality of Air Force personnel.

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