

AD-A038 382

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
TELEPHONE EQUIPMENT INSTALLER/REPAIRMAN CAREER LADDER. AFSC'S 3--ETC(U)
JAN 77

UNCLASSIFIED

AFPT-90-362-205

NL

| OF |
AD
A038382

1	2	3	4	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	20	21	22	23	24	25	26	27	28
29	30	31	32	33	34	35	36	37	38	39	40	41	42
43	44	45	46	47	48	49	50	51	52	53	54	55	56

END

DATE
FILMED
5 - 77

ADA 038382

9 OCCUPATIONAL SURVEY REPORT

2 NW



408 889

6 TELEPHONE EQUIPMENT INSTALLER/REPAIRMAN CAREER LADDER
AFSC'S 36234, 36254, 36274, AND 36294

14 AFPT-90-362-205 ✓

11 21 JANUARY 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER ✓
LACKLAND AFB TEXAS 78236

DDC
RECEIVED
APR 19 1977
D

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

12 57p.

AD NO. / DDC FILE COPY

6pg

TABLE OF CONTENTS

	PAGE NUMBER
PREFACE -----	2
SUMMARY OF RESULTS -----	3
INTRODUCTION -----	4
INVENTORY DEVELOPMENT AND ADMINISTRATION -----	4
SUMMARY OF BACKGROUND INFORMATION -----	7
COMPARISON TO EARLIER STUDIES -----	9
CAREER LADDER STRUCTURE -----	10
AFM 39-1 SPECIALTY DESCRIPTIONS -----	13
ANALYSIS OF DAFSC GROUPS -----	14
ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS -----	18
COMPARISONS OF CONUS/OVERSEAS TASK PERFORMANCE -----	21
TASK DIFFICULTY -----	24
SPECIALTY TRAINING STANDARD (STS) ANALYSIS -----	27
COMPARISON OF SURVEY DATA WITH PLAN OF INSTRUCTION (POI) FOR COURSE 3ABR36234 -----	28
CONCLUSIONS -----	32
APPENDIX A -----	33

ACCESSION for	
TYPE	White Section <input checked="" type="checkbox"/>
DATE	Buff Section <input type="checkbox"/>
UNCLASSIFIED	<input type="checkbox"/>
IDENTIFICATION	
CLASSIFICATION/AVAILABILITY CODES	
FORM	AVAIL. and/or SPECIAL
A	

D D C
RECEIVED
 APR 19 1977
RECEIVED
 D

DISTRIBUTION STATEMENT A
 Approved for public release;
 Distribution Unlimited

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Telephone Equipment Installer/Repairman Career Ladder, AFSC's 36234, 36254, 36274, and 36294. The project was directed by USAF Program Technical Training, Volume 2, dated January 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by 1Lt David S. Street, Inventory Development Specialist. Captain Harold T. Welch analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

WALTER E. DRISKILL, Ph.D.
Chief, Occupational Survey Branch
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. Survey Coverage: There were 740 respondents to the survey representing approximately 68 percent of the assigned manning.
2. Career Ladder Structure: The Telephone Equipment Installer/Repairman Career Ladder is extremely uniform. Twenty-three functional groups are reported in the Career Ladder Structure Section of this report. The large common core of tasks performed by approximately 75 percent of the sample are from duties covering Installing and Repairing Telephone System Outside Wiring (Duty F), Installing and Repairing Telephone Systems Inside Wiring or Equipment (Duty G), and Installing and Repairing Key Telephone Systems (Duty H).
3. Job Satisfaction: Eighty-two percent of all survey respondents found their job interesting. This compares to 69 percent for incumbents in 35 other career ladders surveyed during 1975. Eighty-three percent indicated their job utilized their talents fairly well or better and 81 percent perceived the utilization of their training as fairly well or better. This compares favorably with the overall 1975 data of 74 percent for utilization of both talent and training.
4. Reenlistment Intentions: For the total sample DAFSC 362X4 personnel, 56 percent responded "yes" or "probably yes" to the question on their plan to reenlist. Responses to the same question by personnel in the 35 career ladders comparison group showed 55 percent would definitely or probably reenlist.
5. CONUS and Overseas Groups: There were no major differences in task performance of CONUS and overseas personnel. Generally, personnel overseas are in smaller organizations and assigned to AFCS, while the CONUS personnel are in organizations of 16 or more people with a much greater number assigned to SAC.
6. AFM 39-1 Evaluation: AFM 39-1 provides a good general description of most tasks performed by AFS 362X4 personnel; however, there are some tasks performed by high percentages of respondents which are not covered. These tasks should be considered for inclusion in the next revision of AFM 39-1 specialty descriptions for AFS 362X4.
7. Specialty Training Standard (STS): Minor adjustments to the STS appear justified. An addition covering Processing Leased Telephone Equipment (Duty L) and a revision of weighted proficiency codes for Inter-Office Communication Equipment Installation and Maintenance are the two areas recommended for consideration.

8. Plan of Instruction (POI): The comparison of the 3ABR36234 POI with responses by first term airmen in this career ladder revealed three criterion objectives which appear to warrant review for possible deletion or modification. There were also 14 tasks with a relatively high percent incumbents performing which did not appear to be discussed in the POI. These tasks are listed in Table 13.

OCCUPATIONAL SURVEY REPORT
TELEPHONE EQUIPMENT INSTALLER/REPAIRMAN CAREER LADDER
AFSCS 36234, 36254, 36274, AND 36294

INTRODUCTION

This is a report of an occupational survey of the Telephone Equipment Installer/Repairman Career Ladder, AFSCs 36234, 36254, 36274 and 36294 conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from 16 April 1975 through 10 January 1977.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-362-205. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 273 tasks grouped under 15 headings. Thorough research of publications and directives, personal interviews with seven subject-matter specialists at two bases, and written reviews from 41 experienced telephone equipment installer/repairmen contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 1,088 job incumbents holding the DAFSCs identified above. Survey administration occurred from February 1976 through July 1976 based upon the January 1976 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of 31 August 1976 and the percentage by major command of inventory booklets returned from the field. The sample of incumbents represents 68 percent of career ladder members. In July 1976, there was a shift of personnel between commands. Table 1 reflects the increase of personnel assigned to AFCS and the decrease of personnel assigned to SAC.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, no significant tasks or duties were written in by respondents.

TABLE 1
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF PERSONNEL ASSIGNED COMMANDS</u>	<u>PERCENT OF SURVEY SAMPLE BY COMMAND</u>
AFCS	86*	63*
SAC	11*	23*
ATC	2	3
OTHER	1	11

* THE PERCENT OF PERSONNEL ASSIGNED TO AFCS AND SAC AND THE PERCENT OF THE PERSONNEL IN THESE TWO COMMANDS FOR THE SURVEY SAMPLE VARY SUBSTANTIALLY DUE TO A REORGANIZATION WITHIN THE CAREER FIELD IN JULY 1976.

SUMMARY OF BACKGROUND INFORMATION

Each USAF job inventory contains a section for background data in which survey respondents provide biographical information about themselves and report their feelings about and perceptions of their jobs. Table 2 summarizes background data collected relative to job interest, perceived utilization of talents, perceived utilization of training and reenlistment intentions. For comparisons with other Air Force personnel the last column to the right in Table 2 summarizes data collected on career ladders surveyed during 1975. Generally, figures on background data for this survey are more favorable than those of the combined figures for career ladders surveyed in 1975. More AFS 362X4 incumbents found their jobs interesting, their talents better utilized, and their training better utilized than did the survey respondents in combined career ladders data. However, reenlistment intentions among Telephone Equipment Installer/Repairmen closely parallel the figures for the combined career ladders data.

TABLE 2
 JOB INTEREST, UTILIZATION OF TALENTS AND TRAINING AND REENLISTMENT INTENTIONS BY AFMS GROUPS

	PERCENT RESPONDING										TOTAL 362X4 SAMPLE	COMBINED CAREER LADDERS SURVEYED IN 1975				
	8-24		25-48		49-96		97-144		145-192				192-240		241+	
	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS			MOS	AFMS	MOS	AFMS
JOB INTEREST																
<u>I FIND MY JOB</u>																
DULL	4	9	6	11	12	13	13	13	13	13	13	9	16			
SO-SO	6	11	10	4	5	8	4	8	5	13	13	9	15			
INTERESTING	90	80	84	85	83	79	85	79	83	74	74	82	69			
PERCEIVED UTILIZATION OF TALENTS																
<u>MY JOB UTILIZATION OF TALENTS</u>																
VERY LITTLE OR NOT AT ALL	6	17	15	17	20	27	17	27	20	27	19	17	26*			
FAIRLY WELL OR BETTER	94	83	85	83	80	73	83	73	80	73	81	83	74*			
PERCEIVED UTILIZATION OF TRAINING																
<u>MY JOB UTILIZES MY TRAINING</u>																
VERY LITTLE OR NOT AT ALL	12	17	20	17	25	29	17	29	25	29	22	19	26*			
FAIRLY WELL OR BETTER	88	83	80	83	75	71	83	71	75	71	69	81	74*			
NO RESPONSE	0	0	0	0	0	0	0	0	0	0	9	0	0			
REENLISTMENT INTENTIONS																
<u>PLAN TO REENLIST</u>																
NO OR PROBABLY NO	63	61	20	7	3	49	7	49	3	49	50	44	45			
YES OR PROBABLY YES	37	39	80	92	97	48	92	48	97	48	44	56	55			
NO RESPONSE	0	0	0	1	0	3	1	3	0	3	6	0	0			

* DATA ON UTILIZATION OF TALENTS AND TRAINING WAS COMBINED DURING 1975

COMPARISON TO EARLIER STUDIES

The results of this survey were compared to Occupational Survey Report 90-362-024 dated October 1969. Many of the findings in the two studies are similar. For example, both studies found that: (1) the differences in task performance between 7-skill level and 5-skill level respondents are very pronounced with most 7-skill level personnel performing managing, supervising, training, or administrative functions, whereas, most 5-skill level job incumbents are primarily performing technical tasks with some being working crew leaders; (2) task performance of job incumbents in this career ladder is very uniform with personnel in all skill levels performing a substantial number of the technical tasks (this excludes 9-skill level job incumbents for whom there is not sufficient data for inclusion in the current analysis); (3) Air Force Communications Service is the largest user of personnel in this career ladder with the Strategic Air Command (SAC) the next largest user.

Some differences between the two reports were that: (1) time spent Processing Leased Telephone Equipment (Duty L) has increased from three percent for 7-skill level job incumbents in the 1969 survey to 17 percent for the same group in the current survey; (2) the CONUS vs overseas breakdown of the previous report was almost even with 52 percent in CONUS and 48 percent overseas, the current survey reports 76 percent CONUS with 24 percent overseas.

The most important difference between the two reports lies in the number of job groups. In the current survey 23 clusters and job types are identified, while only eight were reported in the earlier survey. In the current survey approximately three times more leased telephone communications personnel were identified; also more groups of telephone installation/repair crewmembers are reported. The current survey, in addition, breaks out mobile communications groups, bench stock specialists, and NCMO control and TOPS specialists all of which were not identified in the previous study. The current survey does not report inside maintenance and repairman, and in-place maintenance and repair specialists which were two groups reported in the previous survey.

CAREER LADDER STRUCTURE

The structure of the AFS 362X4 career ladder was determined on the basis of similarity of the tasks performed and the time spent on tasks by respondents. In the process of career ladder structure analysis the computer compared tasks performed and the time spent on the tasks by each respondent. Individuals with the greatest similarity in job performance are placed in the same group. Groups with a high degree of overlap form job types; similar job types are combined into clusters. The 23 job types and clusters which form the AFS 362X4 career ladder structure are depicted in a hierarchical grouping in Figure 1. The job types and clusters are listed below by group number, functional title, and number of members in the group. A detailed description of background characteristics and representative tasks for each group is located in Appendix A.

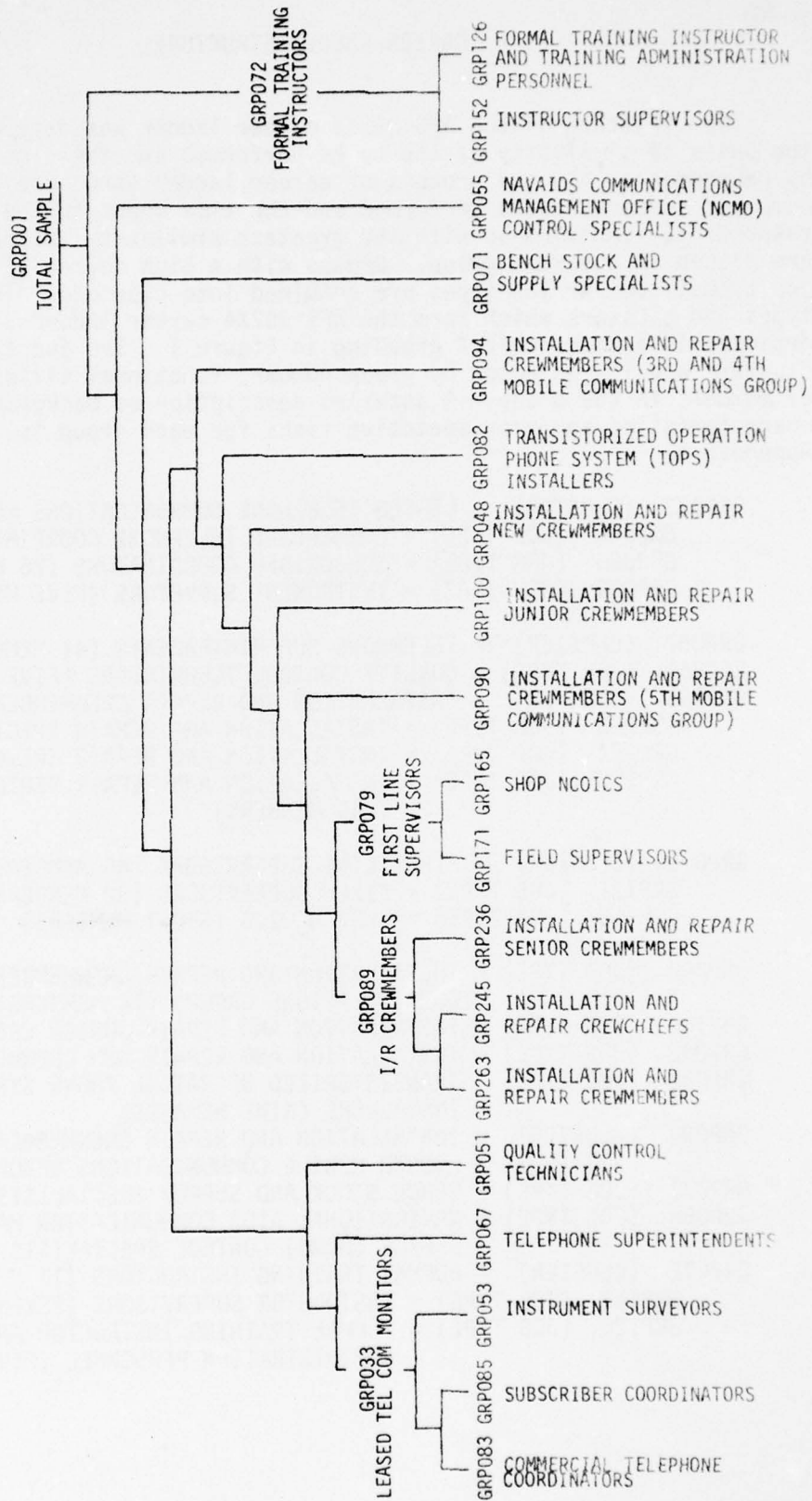
- GRP033 (CLUSTER) = LEASED TELEPHONE COMMUNICATIONS MONITORS (57 MEMBERS)
 - GRP083 (JOB TYPE) = COMMERCIAL TELEPHONE COORDINATORS (26 MEMBERS)
 - GRP085 (JOB TYPE) = SUBSCRIBER COORDINATORS (26 MEMBERS)
 - GRP053 (JOB TYPE) = INSTRUMENT SURVEYORS (FIVE MEMBERS)

- GRP067 (CLUSTER) = TELEPHONE SUPERINTENDENTS (41 MEMBERS)
 - GRP051 (JOB TYPE) = QUALITY CONTROL TECHNICIANS (FIVE MEMBERS)
 - GRP089 (CLUSTER) = INSTALLATION AND REPAIR CREWMEMBERS (444 MEMBERS)
 - GRP263 (JOB TYPE) = INSTALLATION AND REPAIR SPECIALISTS (92 MEMBERS)
 - GRP254 (JOB TYPE) = INSTALLATION AND REPAIR CREWCHEIEFS (39 MEMBERS)
 - GRP236 (JOB TYPE) = INSTALLATION AND REPAIR SENIOR CREWMEMBERS (249 MEMBERS)

- GRP079 (CLUSTER) = FIRST LINE SUPERVISORS (46 MEMBERS)
 - GRP171 (JOB TYPE) = FIELD SUPERVISORS (32 MEMBERS)
 - GRP165 (JOB TYPE) = SHOP NCOICS (EIGHT MEMBERS)

- GRP090 (JOB TYPE) = INSTALLATION AND REPAIR CREWMEMBERS (FIFTH MOBILE COMMUNICATIONS GROUP) (14 MEMBERS)
- GRP100 (JOB TYPE) = INSTALLATION AND REPAIR JUNIOR CREWMEMBERS (10 MEMBERS)
- GRP048 (JOB TYPE) = INSTALLATION AND REPAIR NEW CREWMEMBERS (EIGHT MEMBERS)
- GRP082 (JOB TYPE) = TRANSISTORIZED OPERATION PHONE SYSTEM (TOPS) INSTALLERS (NINE MEMBERS)
- GRP094 (CLUSTER) = INSTALLATION AND REPAIR CREWMEMBERS (THIRD AND FOURTH MOBILE COMMUNICATIONS GROUP) (17 MEMBERS)
- GRP071 (JOB TYPE) = BENCH STOCK AND SUPPLY SPECIALISTS (SIX MEMBERS)
- GRP055 (JOB TYPE) = NAVIGATIONAL AIDS COMMUNICATION MANAGEMENT OFFICE (NAMO) CONTROL SPECIALISTS (FIVE MEMBERS)
- GRP072 (CLUSTER) = FORMAL TRAINING INSTRUCTORS (17 MEMBERS)
 - GRP152 (JOB TYPE) = INSTRUCTOR SUPERVISORS (SEVEN MEMBERS)
 - GRP126 (JOB TYPE) = FORMAL TRAINING INSTRUCTOR AND TRAINING ADMINISTRATION PERSONNEL (FIVE MEMBERS)

FIGURE 1
SIMPLIFIED CAREER LADDER STRUCTURE



The total sample of the AFS 362X4 career field is represented in Figure 1 by GRP001. The career ladder structure is broken into groups of Leased Telephone Equipment Monitors, Supervisors, Installation and Repair, Instructors, and other smaller but distinctive groups. The above listed job types and clusters should be viewed in their relationship to the diagram in Figure 1 and the detailed group descriptions in Appendix A for a better understanding of the career ladder structure.

The first cluster, GRP033, is composed of three job types (GRP083, GRP085, and GRP053) which contain job incumbents who spend a large percentage of their time working with commercial telephone companies, individual subscribers, or monitoring the use of the telephone equipment. The survey respondents in the next two groups (GRP067 and GRP051) are the senior level of management for the career ladder performing staff and inspection functions.

The next cluster GRP089 is composed of three job types GRP263, GRP245, and GRP236. These members form the backbone of the installation and repair function while the following two groups (GRP171 and GRP165) perform many of the same tasks plus supervision and administration. Job incumbents of the next five groups (GRP090, GRP100, GRP048, GRP082, and GRP094) perform primarily installation and repair work with minor differences in equipment and tasks providing discrimination from the larger installer/repairman group. Members of GRP071 and GRP055 perform no installation/repair tasks and are strictly supply and work load control specialists. The final cluster (GRP072) is made of two job types (GRP152 and GRP126) and the members are formal training instructors.

AFM 39-1 SPECIALTY DESCRIPTIONS

The AFM 39-1 specialty descriptions for AFSCs 36234, 36254, and 36274 were reviewed to determine if the descriptions cover tasks performed by survey respondents. While the AFM 39-1 descriptions are written in broad terms which provide good general coverage for most duties and tasks, there were some tasks performed by survey respondents which should be considered for inclusion in the next revision of the specialty description for AFS 36234/54. These tasks are listed in Table 3 with percent of members performing for personnel with DAFSCs 36234, 36254, and 36274, respectively.

TABLE 3

TASKS NOT INCLUDED IN AFM 39-1 SPECIALTY DESCRIPTIONS
BUT PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 362X4 INCUMBENTS

TASK	PERCENT MEMBERS PERFORMING		
	DAFSC 36234	DAFSC 36254	DAFSC 36274
F111 COORDINATE WITH SUBSCRIBERS ON LOCATION OF INSTRUMENTS	85	83	51
H138 BRIEF SUBSCRIBER ON KEY TELEPHONE SYSTEM FUNCTIONS OR CAPABILITIES	74	78	56
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	65	75	52
H154 PERFORM CORROSION MAINTENANCE ON EQUIPMENT, POWER UNITS, OR COMPONENTS	59	63	25
G136 SKETCH DIAGRAMS FOR USE IN INSTALLATION, MAINTENANCE, OR MODIFICATIONS	50	59	39
B36 INTERPRET LAYOUT DRAWINGS, BLUE- PRINTS, OR WIRING DIAGRAMS OF INSTALLATION SITES	35	44	58
A14 ESTIMATE TYPE OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	26	38	66
A16 PLAN EQUIPMENT REPLACEMENT, REPAIR, OR DISPOSAL	26	39	58
A15 ESTIMATE TYPE OR EXTENT OF TELEPHONE REPAIRS OR REPLACEMENT REQUIREMENTS	38	39	46

ANALYSIS OF DAFSC GROUPS

Table 4 shows the average amounts of time spent by DAFSC 36254 personnel on tasks from each duty. Task related to Installing and Repairing Key Telephone Systems (Duty H), are the most time consuming and account for 28 percent of time spent by 5-skill level respondents. Overall, installing and repairing tasks account for 66 percent of their time; this figure includes tasks from Installing and Repairing Key Telephone Systems (Duty H), Installing and Repairing Telephone System Outside Wiring (Duty F), and Installing and Repairing Telephone Systems Wiring or Equipment (Duty G), and Performing Shop Repair of Telephone System Components (Duty I). The seven duties listed in Table 4 account for 80 percent of the duty time of the 5-skill level survey respondents.

Table 5 lists 20 tasks which are performed by substantial percentages of respondents in DAFSC 36254. The large percentage of incumbents performing these tasks is indicative of the high degree of uniformity in work done by members of this career ladder. All twenty tasks are installing and repairing activities.

Table 6 displays responses by DAFSC 36274 incumbents by duty. Processing Leased Telephone Equipment (Duty L) is the most time consuming activity at 17 percent time spent. Planning and Organizing (Duty A), Directing and Implementing (Duty B), and Inspecting and Evaluating (Duty C), are supervisory in nature and account for a total of 37 percent of time spent by 7-skill level personnel. Installing and repairing activities account for only 17 percent of their time.

Table 7 lists tasks with the greatest differences in percent members performing between the specialists (5-skill level) and the technicians (7-skill level). Tasks related to Installing and Repairing Telephone System Outside Wiring (Duty F) and Installing and Repairing Key Telephone Systems (Duty H) show the greatest differences with 5-skill level personnel performing greater percentage of these technical tasks. A smaller difference, but still important is shown in the supervisory and administrative tasks (Planning and Organizing, [Duty A], Directing and Implementing, [Duty B], and Preparing and Maintaining Records, Reports, and Files, [Duty E]) which are performed to a greater extent by 7-skill level job incumbents. This table shows that the transition from specialist to technician marks a major change in task performance.

A valid comparison between 7-skill level tasks and 9-skill level tasks cannot be accomplished due to the extremely small sample of superintendents.

TABLE 4
 MOST TIME CONSUMING DUTIES FOR DAFSC 36254 INCUMBENTS

DUTY	PERCENT TIME SPENT
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	28
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	15
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	15
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	8
B DIRECTING AND IMPLEMENTING	5
A PLANNING AND ORGANIZING	5
O PERFORMING MOBILE COMMUNICATIONS FUNCTIONS	4

TABLE 5
 TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 36254 INCUMBENTS

TASK	PERCENT PERFORMING
G127 CONNECT OR DISCONNECT CABLES, OR WIRING AT CONNECTING BLOCKS	86
G126 CLEAN WORK AREAS OR RECOVER TOOLS ON JOB COMPLETION	84
G130 INSTALL OR REMOVE INSTRUMENTS	84
G128 INSTALL OR REMOVE CONNECTING BLOCKS	84
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	84
F111 COORDINATE WITH SUBSCRIBERS ON LOCATION OF INSTRUMENTS	83
G135 REMOVE OR RELOCATE INSIDE WIRING FOR TELEPHONE EQUIPMENT	82
H142 INSTALL OR REMOVE FEEDER CABLES	82
H140 INSTALL KEY TELEPHONE SETS	81
H139 INSERT NUMBERING STRIPS OR STATION CODES IN TELEPHONE SETS	81
H143 INSTALL OR REMOVE KEY DISTRIBUTION CABLES	80
H146 INSTALL OR REMOVE TERMINALS	80
H149 ISOLATE MALFUNCTIONS IN KEY TELEPHONE CABLES	80
H145 INSTALL OR REMOVE POWER SUPPLY UNITS	80
I166 ASSEMBLE OR REPLACE PARTS OF TELEPHONE SETS	80
H147 INSTALL OR STRAP KEY TELEPHONE UNITS (KTU)	80
H162 TERMINATE FEEDER CABLES	79
H150 ISOLATE MALFUNCTIONS IN KEY TELEPHONE SYSTEM COMPONENTS	79
F118 LOAD OR UNLOAD TOOLS, EQUIPMENT, OR MATERIAL ON SERVICE TRUCKS	79
H144 INSTALL OR REMOVE KEY TELEPHONE EQUIPMENT APPARATUS MOUNTINGS	79

TABLE 6

MOST TIME CONSUMING DUTIES FOR DAFSC 36274 INCUMBENTS

<u>DUTY</u>	<u>PERCENT TIME SPENT</u>
L PROCESSING LEASED TELEPHONE EQUIPMENT	17
B DIRECTING AND IMPLEMENTING	16
A PLANNING AND ORGANIZING	15
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	11
D TRAINING	11
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	7
C INSPECTING AND EVALUATING	6
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	4

TABLE 7

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
5- AND 7-SKILL LEVEL PERSONNEL

TASK	PERCENT PERFORMING		DIFFERENCE
	5-SKILL LEVEL	7-SKILL LEVEL	
G135 REMOVE OR RELOCATE INSIDE WIRING FOR TELEPHONE EQUIPMENT	82	24	58
G127 CONNECT OR DISCONNECT CABLES, OR WIRING AT CONNECTING BLOCKS	86	28	58
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	84	27	57
H142 INSTALL OR REMOVE FEEDER CABLES	82	26	56
H140 INSTALL KEY TELEPHONE SETS	81	26	55
H143 INSTALL OR REMOVE KEY DISTRIBUTION CABLES	80	25	55
G128 INSTALL OR REMOVE CONNECTING BLOCKS	84	29	55
F109 CLIMB TELEPHONE POLES	72	17	55
H145 INSTALL OR REMOVE POWER SUPPLY UNITS	80	25	55
H146 INSTALL OR REMOVE TERMINALS	80	26	54
F114 INSTALL AND GROUND LINE PROTECTORS	70	17	53
H152 MAKE ON-SITE ADJUSTMENTS TO KEY TELEPHONE SYSTEM CABLES	76	23	53
I166 ASSEMBLE OR REPLACE PARTS OF TELEPHONE SETS	80	28	52
G133 PERFORM DIAL SPEED OR RING BACK OPERATION CHECKS OF INSTRUMENTS	78	27	51
F122 REMOVE OR REPLACE WORN OR WEATHERED EXTERNAL WIRING	70	19	51
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	21	68	-47
A11 ESTABLISH WORK PRIORITIES	19	64	-45
B37 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	18	60	-42
A1 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	18	59	-41
E87 DRAFT CORRESPONDENCE, RECORDS, OR ADMINISTRATIVE REPORTS	7	47	-40

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

Task performance comparisons in this section are made among groups of AFS 362X4 personnel with varying amounts of Active Federal Military Service (AFMS). These comparisons show results similar to those based on skill levels. Table 8 lists the percent time spent on each duty for groups of job incumbents with time in service ranging from eight to 24 months (first assignment after training) to more than 240 months.

Members of the career ladder in their first job assignment (eight to 24 months AFMS) spend the greatest amount of duty time (31 percent) Performing Installing and Repairing Key Telephone Systems (Duty H) tasks. Adding Installing and Repairing Telephone System Outside Wiring (Duty F) tasks and Installing and Repairing Telephone Systems Inside Wiring or Equipment (Duty G) tasks brings the total for the three duties to 69 percent of time spent by personnel in this AFMS group. These duties remain the most time consuming duties through the 49-96 months AFMS group.

Beginning with job incumbents who have 97-144 months AFMS, the emphasis of percent time spent figures shift to Planning and Organizing (Duty A) and Directing and Implementing (Duty B), 23 percent time spent combined. Among survey respondents with 145 to 240+ months AFMS, Processing Leased Telephone Equipment (Duty L) tasks account for considerably more job time than for less experienced DAFSC 362X4 personnel. Percent time spent on Training (Duty D) tasks is greatest for survey respondents with 193-240 months AFMS.

There is a substantial shift in task performance toward supervisory tasks and away from technical tasks which begins among personnel with 97-144 months AFMS. The only exception being Processing Leased Telephone Equipment (Duty L) tasks, as previously mentioned.

Table 9 lists the most difficult tasks performed by substantial percentages DAFSC 362X4 personnel in their first job assignment. (The method used for obtaining a difficulty index is explained in the task difficulty section. On a scale of one to nine, tasks with a difficulty index of 5.0 are of average difficulty.) This table lists tasks in descending order of difficulty.

TABLE 8

PERCENT TIME SPENT ON TASKS FROM EACH DUTY BY AFMS GROUPS

DUTY	MONTHS AFMS										
	8-24	25-48	49-96	97-144	145-192	193-240	241+				
A PLANNING AND ORGANIZING	3	4	5	10	11	14	18				
B DIRECTING AND IMPLEMENTING	2	4	8	13	12	16	17				
C INSPECTING AND EVALUATING	2	2	2	6	6	6	7				
D TRAINING	1	2	8	7	8	15	9				
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	2	3	5	7	8	9	16				
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	20	16	14	9	7	4	3				
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	18	15	14	10	8	5	3				
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	31	31	24	18	15	8	4				
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	8	9	7	5	4	2	1				
J INSTALLING AND REPAIRING SWITCHING UNITS OR SYSTEMS	2	2	2	2	2	0	0				
K INSTALLING AND MAINTAINING INTEROFFICE COMMUNICATION EQUIPMENT	4	3	1	1	1	0	1				
L PROCESSING LEASED TELEPHONE EQUIPMENT	1	2	3	5	14	16	15				
M PERFORMING SITE SUPPORT FUNCTIONS	1	1	1	1	0	0	0				
N PERFORMING AFM 66-1 WORK LOAD CONTROL FUNCTIONS	1	1	1	2	2	3	3				
O PERFORMING MOBILE COMMUNICATIONS FUNCTIONS	4	4	5	4	1	1	3				

TABLE 9

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF
DAFSC 362X4 PERSONNEL WITH 8-24 MONTHS AFMS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
H147 INSTALL OR STRAP KEY TELEPHONE UNITS (KTU)	80	6.9
H150 ISOLATE MALFUNCTIONS IN KEY TELEPHONE SYSTEM COMPONENTS	77	6.9
H159 PREPARE STRAPPING SHEET FOR KEY SYSTEM INSTALLATIONS OR MODIFICATIONS	63	6.8
I164 ADJUST KTU COMPONENTS SUCH AS RELAYS OR STEPPING SWITCHES	37	6.7
H153 MAKE ON-SITE ADJUSTMENTS TO KEY SYSTEM COMPONENTS	69	6.6
H151 MAKE ON-SITE ADJUSTMENTS TO KEY TELEPHONE SYSTEM EQUIPMENT	75	6.4
H149 ISOLATE MALFUNCTIONS IN KEY TELEPHONE CABLES	74	6.3
I165 ASSEMBLE OR REPLACE PARTS OF KEY TELEPHONE COMPONENTS	59	6.1
H160 REMOVE OR INSTALL COMPONENTS TO KEY TELEPHONE SYSTEMS	79	6.0
I172 REMOVE OR REPLACE PARTS OF POWER SUPPLY UNITS	35	5.9
F109 CLIMB TELEPHONE POLES	77	5.8
I171 REHABILITATE WIRING OR WIRING HARNESES IN KEY TELEPHONE CABINETS	47	5.7
H158 PERFORM TESTS FOR LINE FAULTS SUCH AS SHORTS, GROUNDS, OR OPENS	79	5.6
G131 INSTALL OR REMOVE LINE FILTERS OR IMPEDANCE MATCHING DEVICES IN TELEPHONE CIRCUITS	30	5.6
H157 PERFORM OPERATIONAL CHECK ON TWO LINK INTERCOMS	47	5.6
H152 MAKE ON-SIGHT ADJUSTMENTS TO KEY TELEPHONE SYSTEM CABLES	71	5.6
I166 ASSEMBLE OR REPLACE PARTS OF TELEPHONE SETS	85	5.4
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	66	5.4
H161 REMOVE OR REPLACE SOLID STATE COMPONENTS	57	5.3
G136 SKETCH DIAGRAMS FOR USE IN INSTALLATION, MAINTENANCE, OR MODIFICATIONS	50	5.2
H138 BRIEF SUBSCRIBERS ON KEY TELEPHONE SYSTEM FUNCTIONS OR CAPABILITIES	70	5.1
K198 ISOLATE FAULTS IN INTERCOM CABLES	33	5.1
H140 INSTALL KEY TELEPHONE SETS	85	5.0

COMPARISONS OF CONUS/OVERSEAS TASK PERFORMANCE

Table 10 depicts the tasks of greatest difference in percent members performing between DAFSC 36254 respondents stationed in CONUS and those stationed overseas. The differences were minimal. The task of greatest difference in percent members performing is Performing PMIS on 302A Switching Units (Task J188), 21 percent of CONUS and 52 percent of overseas personnel performed this task. Tasks from Installing and Repairing Switching Units or Systems (Duty J), account for six of the nine tasks of greatest difference. Considerably more DAFSC 36254 personnel overseas work on the 302A Telephone Switching Units than do CONUS personnel.

A comparison of CONUS/overseas background data is provided in Table 11. This information depicts the typical Telephone Equipment Installer/Repairman stationed overseas as being assigned to AFCS, with more managerial responsibilities, installing a broader range of equipment, and assigned to a smaller organization than his or her CONUS counterpart.

TABLE 10

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN CONUS
AND OVERSEAS 5-SKILL LEVEL PERSONNEL

TASK	PERCENT PERFORMING		DIFFERENCE	
	CONUS	OVERSEAS		
F117	INSTALL TELEPHONE POLE HARDWARE FOR DROP WIRE ANCHORS	67	52	15
J188	PERFORM PMIS ON 302A SWITCHING UNITS	21	52	-31
J186	PERFORM CLEANING OR ADJUSTMENT ON FAULTY 302A SYSTEM COMPONENTS OR EQUIPMENT	23	51	-28
E94	PREPARE OR UPDATE TELEPHONE EQUIPMENT KEY SYSTEMS RECORD/ WORKSHEET FORMS (AFTO FORM 122)	51	77	-26
J191	RESOLDER FAULTY WIRING ON 302A SWITCHING SYSTEM	17	42	-25
J185	LOCATE MALFUNCTIONS TO FACILITY SUCH AS TOWER OR GROUND CONTROL APPROACH (GCA) FACILITIES	27	50	-23
C49	CONDUCT MAINTENANCE OR QUALITY CONTROL INSPECTIONS OF TELEPHONE SYSTEMS	28	51	-23
I173	REMOVE OR REPLACE RELAYS, VARISTORS, OR THERMISTORS IN KTU	31	53	-22
J182	INSTALL OR REMOVE 302A SWITCHING UNIT CIRCUITRY	16	37	-21
J178	INSTALL, MAINTAIN, OR REMOVE BAIL-OUT SYSTEM CIRCUITS	25	46	-21
K194	INSTALL OR REMOVE INTERCOM CABLES	37	18	-19
G132	MAKE ENTRIES ON LOCAL COMMUNICATIONS SERVICE ORDER FORMS (AF FORM 1075)	66	84	-18
E84	ANNOTATE IN-HOUSE CABLE RECORDS OR INTERMEDIATE CROSS-CONNECT SHEETS	31	48	-17
B32	DIRECT TELEPHONE SYSTEM EQUIPMENT MAINTENANCE OR REPAIR	34	50	-16
B35	INITIATE CORRECTIVE ACTIONS BASED ON INSPECTIONS OR EQUIPMENT STATUS REPORTS	20	36	-16
B33	DIRECT TELEPHONE SYSTEM INSTALLATION OR REMOVAL	37	52	-15
D62	CONDUCT ON-THE-JOB (OJT) TRAINING	30	45	-15

TABLE 11

COMPARISONS OF BACKGROUND DATA FOR DAFSC 36254 PERSONNEL
STATIONED IN CONUS AND OVERSEAS

<u>MAJOR COMMAND</u>	<u>PERCENT ASSIGNED CONUS</u>	<u>PERCENT ASSIGNED OVERSEAS</u>	<u>PERCENT DIFFERENCES</u>
SAC	39	7	22
ATC	3	0	3
AFCS	57	75	-18
TAC	0	3	-3

<u>MOST DESCRIPTIVE JOB TITLE</u>	<u>PERCENT ASSIGNED CONUS</u>	<u>PERCENT ASSIGNED OVERSEAS</u>	<u>PERCENT DIFFERENCES</u>
CREWMEMBERS	65	50	15
CREWCHIEF	30	47	-17
OJT TRAINER	10	19	-9
SHOP NCOIC	1	8	-7
QUALITY CONTROL	2	8	-6

<u>TYPE OF EQUIPMENT INSTALLED</u>	<u>PERCENT ASSIGNED CONUS</u>	<u>PERCENT ASSIGNED OVERSEAS</u>	<u>PERCENT DIFFERENCES</u>
1A2	44	19	25
204A	37	73	-36
302	33	59	-26
203A	61	84	-23
20BW2	50	71	-21
227A	9	28	-19
414	4	23	-19
229A	9	26	-17
418	8	21	-13

<u>NUMBER PERSONNEL IN ORGANIZATION</u>	<u>PERCENT ASSIGNED CONUS</u>	<u>PERCENT ASSIGNED OVERSEAS</u>	<u>PERCENT DIFFERENCES</u>
16+	69	32	37
1-5	5	32	-27
6-10	9	25	-16

TASK DIFFICULTY

From a listing of the assigned airmen identified for the survey, 7-skill and 9-skill level incumbents from various locations were selected for rating task difficulty. Tasks were rated on a nine point scale from very-much-below average to very-much-above average difficulty. Difficulty is defined as the length of time required for an average incumbent to learn to do the task. Interrater agreement among the 33 raters was .926. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Table 12 lists the most difficult tasks performed by substantial percentages of the job incumbents in DAFSC 36254. This table shows results similar to those displayed in Table 9 for DAFSC 362X4 personnel in their first job assignment (eight to 24 months service).

The most difficult tasks performed by substantial percentages of job incumbents with DAFSC 36274 are listed in Table 13. This data indicates that as an individual progresses within the AFSC he will perform fewer technical tasks and more supervisory/administrative tasks. More tasks with a difficulty index greater than 6.0 are performed by 5-skill level personnel than by 7-skill level personnel.

TABLE 12

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
DAFSC 36254 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
H147 INSTALL OR STRAP KEY TELEPHONE UNITS (KTU)	80	6.9
H150 ISOLATE MALFUNCTIONS IN KEY TELEPHONE SYSTEM COMPONENTS	79	6.9
H159 PREPARE STRAPPING SHEET FOR KEY SYSTEM INSTALLATIONS OR MODIFICATIONS	66	6.8
I164 ADJUST KTU COMPONENTS SUCH AS RELAYS OR STEPPING SWITCHES	53	6.7
H153 MAKE ON-SITE ADJUSTMENTS TO KEY SYSTEM COMPONENTS	73	6.6
H151 MAKE ON-SITE ADJUSTMENTS TO KEY TELEPHONE SYSTEM EQUIPMENT	75	6.4
H149 ISOLATE MALFUNCTIONS IN KEY TELEPHONE CABLES	80	6.3
I165 ASSEMBLE OR REPLACE PARTS OF KEY TELEPHONE COMPONENTS	67	6.1
H160 REMOVE OR INSTALL COMPONENTS TO KEY TELEPHONE SYSTEMS	78	6.0
F109 CLIMB TELEPHONE POLES	72	5.8
I171 REHABILITATE WIRING OR WIRING HARNESES IN KEY TELEPHONE CABINETS	60	5.7
H158 PERFORM TESTS FOR LINE FAULTS SUCH AS SHORTS, GROUNDS, OR OPENS	85	5.6
H157 PERFORM OPERATIONAL CHECK ON TWO LINK INTERCOMS	50	5.6
H152 MAKE ON-SITE ADJUSTMENTS TO KEY TELEPHONE SYSTEM CABLES	76	5.6
I166 ASSEMBLE OR REPLACE PARTS OF TELEPHONE SETS	80	5.4
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	75	5.4
H161 REMOVE OR REPLACE SOLID STATE COMPONENTS	57	5.3
G136 SKETCH DIAGRAMS FOR USE IN INSTALLATION, MAINTENANCE OR MODIFICATIONS	59	5.2
H138 BRIEF SUBSCRIBER ON KEY TELEPHONE SYSTEM FUNCTIONS OR CAPABILITIES	79	5.1
H140 INSTALL KEY TELEPHONE SETS	81	5.0
I176 SOLDER CONNECTIONS OF WIRING, TERMINALS, OR RELAYS	65	5.0

TABLE 13

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
DAFSC 36274 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
B36 INTERPRET LAYOUT DRAWINGS, BLUEPRINTS, OR WIRING DIAGRAMS OF INSTALLATION SITES	58	6.0
A14 ESTIMATE TYPE OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	66	5.9
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	68	5.8
B32 DIRECT TELEPHONE SYSTEM EQUIPMENT MAINTENANCE OR REPAIR	50	5.7
B33 DIRECT TELEPHONE SYSTEM INSTALLATION OR REMOVAL	52	5.6
A16 PLAN EQUIPMENT REPLACEMENT, REPAIR, OR DISPOSAL	58	5.6
B37 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	60	5.6
B46 SUPERVISE TELEPHONE EQUIPMENT INSTALLER REPAIRMEN (AFSC 36254)	53	5.5
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	52	5.4
C49 CONDUCT MAINTENANCE OR QUALITY CONTROL INSPECTIONS OF TELEPHONE SYSTEMS	56	5.3
H138 BRIEF SUBSCRIBER ON KEY TELEPHONE SYSTEM FUNCTIONS OR CAPABILITIES	56	5.1
B35 INITIATE CORRECTIVE ACTIONS BASED ON INSPECTIONS OR EQUIPMENT STATUS REPORTS	48	5.0
B41 SCHEDULE WORK ASSIGNMENTS OF INSTALLATION OR MAINTENANCE TEAMS	42	5.0

SPECIALTY TRAINING STANDARD (STS) ANALYSIS

The STS for the AFS 362X4 career ladder dated 22 June 1972, seems to provide good general coverage of tasks performed in the field. However, some minor adjustments appear warranted in two areas of the STS.

Paragraph 13a of the STS, "Installs External Wiring for Intercom Units", has a proficiency code of "2b" for the 3-skill level personnel. The responses by 3-skill level survey respondents on the parallel job inventory "Install or Remove Intercom Cables" Task 194, indicates 23 percent incumbents perform this task. The difficulty index is 3.8, below average difficulty. Similarly, paragraph 13b, "Performs Corrective Maintenance of External Wiring", is also weighted "2b". Survey data show that for the parallel job inventory "Isolate Faults in Intercom Cables" Task 198, 20 percent of the 3-skill level job incumbents surveyed perform the task, which has a difficulty index of 5. Attention should be directed toward these paragraphs to evaluate the proficiency coding with consideration to reducing them from "2b" to "1a".

Processing Leased Telephone Equipment, Duty L, was not reflected in the STS. Most tasks in this duty were performed by no 3-level personnel, only a small number of 5-level personnel, and 25 to 30 percent of the 7-skill level personnel. This data supports the inclusion of Leased Telephone Equipment Management in the STS. The suggested coding levels for this potential addition to the STS are -, 1a, 3c for the 3-, 5-, and 7-skill levels, respectively.

COMPARISON OF SURVEY DATA WITH PLAN OF INSTRUCTION (POI)
FOR COURSE 3ABR36234

The Plan of Instruction (POI), effective 18 February 1976, for course 3ABR36234 (Sheppard AFB) was reviewed and compared with task performance data obtained from job inventories. Comparisons were made between the training provided in the basic course and the tasks performed by survey respondents in their first job assignment (those with eight to 24 months AFMS).

The training provided in the course is generally well supported by the percent members performing technical tasks in the field. There are, however, some tasks performed by respondents in their first job assignment for which no training is evident in the basic course. Examples of these tasks are provided in Table 14.

The tasks shown in Table 14 range in difficulty from "very low" (2.44 difficulty index) to "high" (7.20 difficulty index). Clean or Polish Telephone Instrument Cases, Task I167, has a high percent members performing but has a low difficulty index. Such a task most likely does not require consideration for adoption into the POI. However, as the difficulty index approaches or exceeds 5.0 more consideration should be given to evaluating these tasks for inclusion in the POI. In accordance with ATCR 52-22 in basic resident technical training course tasks performed by more than 30 percent of first job assignment personnel should be included. Measure Resistive, Capacitive, or Inductive Circuit, Task I170, is included due to the high difficulty index. This task may be covered in the Electronic Principles phase of training.

Table 15 addresses tasks which are related to criterion objectives in the POI but are accomplished by a low percent of incumbents in their first job assignments. ATC Regulation 52-22 does not recommend training in airman basic resident courses for tasks where less than 30 percent of the airmen in first job assignments perform the task. The tasks listed in Table 15 should be evaluated to determine if more cost effective training can be accomplished via CDC/OJT, supplementary, or advanced training.

Criterion objectives X5a and X5b, Interoffice Communications Equipment Installation and Maintenance, each have a task with over 30 percent incumbents performing. Due to the relatively low task difficulty index and low percent performing in the other tasks, these two Tasks, K194 and K198, should be included in the consideration of POI changes.

TABLE 14

TASKS PERFORMED BY AIRMEN WITH 8-24 MONTHS AFMS
NOT IN POI BUT WITH HIGH PERCENT INCUMBENTS PERFORMING

TASK	DIFFICULTY INDEX	PERCENT PERFORMING
I167 CLEAN OR POLISH TELEPHONE INSTRUMENT CASES	2.44	85
F122 REMOVE OR REPLACE WORN OR WEATHERED EXTERNAL WIRING	4.00	78
F123 SPLICE TELEPHONE SYSTEM EXTERNAL WIRING	4.25	71
H154 PERFORM CORROSION MAINTENANCE ON EQUIPMENT, POWER UNITS OR COMPONENTS	4.97	60
I175 REMOVE PARTS FROM OBSOLETE OR UNUSABLE INSTRUMENTS	4.01	55
H148 INSTALL WIRE MOLD DUCT FOR CABLES	4.50	52
C54 INSPECT TOOLS OR EQUIPMENT	3.75	51
G136 SKETCH DIAGRAMS FOR USE IN INSTALLATION, MAINTENANCE, OR MODIFICATIONS	5.15	49
I171 REHABILITATE WIRING OR WIRING HARNESSSES IN KEY TELEPHONE CABINETS	5.70	47
I174 REMOVE PARTS FROM OBSOLETE OR UNUSABLE COMPONENTS	4.17	40
I172 REMOVE OR REPLACE PARTS OF POWER SUPPLY UNITS	5.87	35
M230 INSTALL OR REMOVE JUMPERS AT MAIN DISTRIBUTION FRAMES (MDF)	4.11	35
G131 INSTALL OR REMOVE LINE FILTERS OR IMPEDANCE MATCHING DEVICES IN TELEPHONE CIRCUITS	5.61	30
I170 MEASURE RESISTIVE, CAPACITIVE, OR INDUCTIVE CIRCUIT COMPONENTS TO DETERMINE INOPERATIVE CONDITIONS	7.20	29

TABLE 15

CRITERION OBJECTIVES IN THE POI WITH TASKS PERFORMED BY
SMALL PERCENTAGES OF AIRMEN WITH EIGHT TO 24 MONTHS AFMS

A. POI BLOCK NUMBER X CRITERION OBJECTIVES THREE (SIX HOURS)

"3. 302 PERIODIC INSPECTION AND PREVENTIVE MAINTENANCE

A. FOLLOWING THE INSTRUCTION IN TO 31P5-2-186WC-1 AND USING
A 302 SWITCHING UNIT, CORRECTLY ACCOMPLISH A MINIMUM OF SIX OF THE
PERFORMANCE ROUTINES.

B. FOLLOWING THE INSTRUCTIONS IN TO 31P5-2-186WC-1 AND
USING A 302 SWITCHING UNIT, CORRECTLY ACCOMPLISH ALL OF THE SERVICING
ROUTINES."

<u>TASK</u>	<u>DIFFICULTY INDEX</u>	<u>PERCENT PERFORMING</u>
J188 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS ON 302A SWITCHING UNITS	5.9	23
J186 PERFORM CLEANING OR ADJUSTMENT ON FAULTY 302A SYSTEM COMPONENTS OR EQUIPMENT	6.8	22
J182 INSTALL OR REMOVE 302A SWITCHING UNIT CIRCUITRY	8.1	14

B. POI BLOCK NUMBER X CRITERION OBJECTIVE FOUR (SIX HOURS)

"4. TROUBLESHOOTING OF 302 SWITCHING SYSTEM

A. IN ACCORDANCE WITH TO 31P5-2-182, TROUBLESHOOT THE 302
SWITCHING SYSTEM FOR MALFUNCTIONS PLACED IN THE SYSTEM BY THE INSTRUCTOR
LOCATE AND CORRECT AT LEAST FOUR OF THESE MALFUNCTIONS."

<u>TASK</u>	<u>DIFFICULTY INDEX</u>	<u>PERCENT PERFORMING</u>
J191 RESOLDER FAULTY WIRING ON 302A SWITCHING SYSTEM	6.1	18
J182 INSTALL OR REMOVE 302A SWITCHING UNIT CIRCUITRY	8.1	14

TABLE 15
(CONTINUED)

CRITERION OBJECTIVES IN THE POI WITH TASKS PERFORMED BY
SMALL PERCENTAGES OF AIRMEN WITH EIGHT TO 24 MONTHS AFMS

C. POI BLOCK NUMBER X CRITERION OBJECTIVES FIVE (SIX HOURS)

"5. INTEROFFICE COMMUNICATIONS EQUIPMENT INSTALLATION AND MAINTENANCE

"A. USING APPLICABLE INSTALLATION PROCEDURES, INSTALL AN INTEROFFICE COMMUNICATIONS SYSTEM. MUST BE OPERATIONAL WITH NO MORE THAN FOUR INSTALLER ERRORS."

<u>TASK</u>	<u>DIFFICULTY INDEX</u>	<u>PERCENT PERFORMING</u>
K194 INSTALL OR REMOVE INTERCOM CABLES	3.8	35
K197 INTERPRET WIRING DIAGRAMS OR SCHEMATICS FOR INTERCOM SYSTEM INSTALLATIONS	5.7	23
K192 CONNECT MASTER OR SLAVE STATION TO CABLES	5.2	21
K195 INSTALL OR REMOVE MASTER STATIONS	4.4	21
K196 INSTALL OR REMOVE REMOTE OR SLAVE STATIONS	4.2	18
K202 PLAN INTERCOM LAYOUT FROM INSTALLATION SPECIFICATIONS	5.2	17

"B. FOLLOWING APPLICABLE PROCEDURES TROUBLESHOOT THE INTERCOM SYSTEM FOR TROUBLES PLACED THERE BY THE INSTRUCTOR. MUST LOCATE AND CLEAR A MINIMUM OF FOUR TROUBLES WITHOUT INSTRUCTOR ASSISTANCE."

<u>TASK</u>	<u>DIFFICULTY INDEX</u>	<u>PERCENT PERFORMING</u>
K198 ISOLATE FAULTS IN INTERCOM CABLES	5.1	33
K200 ISOLATE FAULTS TO MASTER OR SLAVE STATIONS	5.8	19
K199 ISOLATE FAULTS IN INTERNAL CIRCUITRY OF MASTER OR SLAVE INTERCOM STATIONS	6.3	18
K203 REPLACE VACUUM TUBES IN IN OPERATIVE INTERCOM EQUIPMENT	4.1	6

CONCLUSIONS

1. There is a core of common tasks performed by approximately 70 percent of the job incumbents for the AFS 362X4 career ladder.
2. Minor changes to AFM 39-1 specialty descriptions are necessary to accurately reflect all the tasks performed by AFS 362X4 personnel.
3. There are some tasks in the job inventory performed by 30 percent or more incumbents on their first job assignment after basic resident technical training which do not appear to be covered in the 3ABR36234 POI. These tasks warrant consideration for inclusion in the next POI revision. Training for these tasks may be taking place via CDC/OJT or other supplementary training.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP033, LEASED TELEPHONE COMMUNICATIONS MONITORS

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: AFCS 53% SAC 39% OTHER 8%

LOCATION: CONUS 90% OVERSEAS 10%

DAFSC DISTRIBUTION: 36254 (25%), 36274 (75%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: THIRTY PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 26% SO-SO 16% INTERESTING 58%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 17% WELL 42% EXCELLENTLY 41%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 20% WELL 38% EXCELLENTLY 42%

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
L PROCESSING LEASED TELEPHONE EQUIPMENT	56
A PLANNING AND ORGANIZING	15
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	7
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L220 REVIEW SUBSCRIBER REQUESTED COMMUNICATIONS LAYOUTS	96
L204 ASSIGN WORK ORDER NUMBERS, RECOMMENDED DUE DATES, OR PRIORITIES ON LEASED EQUIPMENT	95
L209 COORDINATE TELEPHONE INSTALLATION ACTIVITIES BETWEEN BASE UNITS AND COMMERCIAL TELEPHONE COMPANIES	93
L216 PERFORM EVALUATION SURVEY OF TELEPHONE SERVICES REQUEST SIGHTS	91
A14 ESTIMATE TYPES OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	75

GROUP ID NUMBER AND TITLE: GRPO83, COMMERCIAL TELEPHONE COORDINATORS

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AFCS 50% SAC 46% HQCOMD 4%

LOCATION : CONUS 92% OVERSEAS 8%

DAFSC DISTRIBUTION: 36254 (19%), 36274 (81%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: TWELVE PERCENT OF THIS GROUP SUPERVISED AND AVERAGE ONE PERSON EACH

EXPRESSED JOB INTEREST: DULL 31% SO-SO 19% INTERESTING 50%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 65% WELL 12% EXCELLENTLY 23%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 69% WELL 12% EXCELLENTLY 19%

AVERAGE NUMBER OF TASKS PERFORMED: 22

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
L PROCESSING LEASED TELEPHONE EQUIPMENT	75
A PLANNING AND ORGANIZING	11
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L209 COORDINATE TELEPHONE INSTALLATION ACTIVITIES BETWEEN BASE UNITS AND COMMERCIAL TELEPHONE COMPANIES	100
L204 ASSIGN WORK ORDER NUMBERS, RECOMMENDED DUE DATES, OR PRIORITIES ON LEASED EQUIPMENT	100
L213 EVALUATE OR REPORT LEASED TELEPHONE EQUIPMENT SERVICE CHARGES AND COMPLETED WORK ORDER REPORTS DISCREPANCIES	96
L212 ESTIMATE COSTS OF INSTALLATION OR EQUIPMENT SERVICE ON LEASED TELEPHONE EQUIPMENT	96
L206 CONDUCT INSPECTION SURVEY OF LEASED TELEPHONE EQUIPMENT INSTALLATION	96

GROUP ID NUMBER AND TITLE: GRP085, SUBSCRIBER COORDINATORS

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AFCS 50% SAC 39% AFSC 8% MAC 3%

LOCATION: CONUS 96% OVERSEAS 4%

DAFSC DISTRIBUTION: 36254 (27%), 36274 (69%), NO RESPONSE 4%

AVERAGE GRADE: 5.6

AMOUNT OF SUPERVISION: FIFTY PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 27% SO-SO 11% INTERESTING 62%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 35% WELL 31% EXCELLENTLY 34%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 55% WELL 17% EXCELLENTLY 28%

AVERAGE NUMBER OF TASKS PERFORMED: 49

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
L PROCESSING LEASED TELEPHONE EQUIPMENT	44
A PLANNING AND ORGANIZING	16
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	10
B DIRECTING AND IMPLEMENTING	9
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L212 ESTIMATE COSTS OF INSTALLATION OR EQUIPMENT SERVICE OR LEASED TELEPHONE EQUIPMENT	100
L220 REVIEW SUBSCRIBER REQUESTED COMMUNICATIONS LAYOUTS	100
A14 ESTIMATE TYPE OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	92
H138 BRIEF SUBSCRIBERS ON KEY TELEPHONE SYSTEM FUNCTIONS OR CAPABILITIES	88
F111 COORDINATE WITH SUBSCRIBERS ON LOCATION OF INSTRUMENTS	73

GROUP ID NUMBER AND TITLE: GRP053, INSTRUMENT SURVEYORS

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: AFCS 80% TAC 20%

LOCATION: CONUS 40% OVERSEAS 60%

DAFSC DISTRIBUTION: 36254 (40%), 36274 (60%)

AVERAGE GRADE: 5.6

AMOUNT OF SUPERVISION: TWENTY PERCENT OF THIS GROUP SUPERVISED ON AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: SO-SO 20% INTERESTING 80%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 20% WELL 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 20% WELL 60% EXCELLENTLY 20%

AVERAGE NUMBER OF TASKS PERFORMED: 27

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A PLANNING AND ORGANIZING	36
L PROCESSING LEASED TELEPHONE EQUIPMENT	20
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	13
B DIRECTING AND IMPLEMENTING	9
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A14 ESTIMATE TYPE OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	100
B36 INTERPRET LAYOUT DRAWINGS, BLUEPRINTS, OR WIRING DIAGRAMS OF INSTALLATION SITES	100
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	80
G132 MAKE ENTRIES ON LOCAL COMMUNICATIONS SERVICE ORDER FORMS (AF FORM 1075)	80
A3 COORDINATE WORK ACTIVITIES WITH OTHER BASE ORGANIZATIONS	80

GROUP ID NUMBER AND TITLE: GRP067, TELEPHONE SUPERINTENDENTS

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: AFCS 73% SAC 27%

LOCATION: CONUS 71% OVERSEAS 29%

DAFSC DISTRIBUTION: 36254 (12%), 36274 (78%), 36390 (10%)

AVERAGE GRADE: 6.2

AMOUNT OF SUPERVISION: EIGHTY-EIGHT PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF SIX PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 7% SO-SO 7% INTERESTING 86%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 10% WELL 30% EXCELLENTLY 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 10% WELL 42% EXCELLENTLY 48%

AVERAGE NUMBER OF TASKS PERFORMED: 66

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	27
A PLANNING AND ORGANIZING	22
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	13
D TRAINING	13
C INSPECTING AND EVALUATING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
B37 INTERPRET POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES	93
A15 ESTIMATE TYPE OR EXTENT OF TELEPHONE REPAIRS OR REPLACEMENT REQUIREMENTS	90
E107 UPDATE OR ANNOTATE TRAINING RECORDS	90
B46 SUPERVISE TELEPHONE EQUIPMENT INSTALLER REPAIRMEN (AFSC 36254)	80

GROUP ID NUMBER AND TITLE: GRP051, QUALITY CONTROL TECHNICIANS

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: AFCS 60% SAC 40%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36254 (20%), 36274 (80%)

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: TWENTY PERCENT OF THE GROUP SUPERVISED AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: INTERESTING 100%

PERCEIVED UTILIZATION OF TALENTS: WELL 100%

PERCEIVED UTILIZATION OF TRAINING: WELL 20% EXCELLENTLY 80%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	41
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	18
B DIRECTING AND IMPLEMENTING	14
A PLANNING AND ORGANIZING	11
D TRAINING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C49 CONDUCT MAINTENANCE OR QUALITY CONTROL INSPECTION OF TELEPHONE SYSTEMS	100
C47 COMPILE OR REVIEW DATA FROM MAINTENANCE OR EQUIPMENT RECORDS	100
C48 COMPILE OR REVIEW EQUIPMENT OPERATIONS, MAINTENANCE OR REPAIR REPORTS	100
C56 SCHEDULE MAINTENANCE OR QUALITY CONTROL INSPECTIONS OF TELEPHONE SYSTEMS	80
A8 DRAFT LOCAL DIRECTIVES OR OPERATIONAL PROCEDURES	80

GROUP ID NUMBER AND TITLE: GRP089, INSTALLATION AND REPAIR CREWMEMBERS

PERCENT OF SAMPLE: 60%

MAJOR COMMAND DISTRIBUTION: AFCS 65% SAC 23% AFSC 5% OTHER 7%

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 36234 (12%), 36254 (85%), 36274 (3%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: TWENTY-SIX OF THIS GROUP SUPERVISED AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 4% SO-SO 7% INTERESTING 89%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 8% WELL 49% EXCELLENTLY 43%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 8% WELL 44% EXCELLENTLY 48%

AVERAGE NUMBER OF TASKS PERFORMED: 78

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	35
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	18
G INSTALLING AND REPAIRING TELEPHONE SYSTEM INSIDE WIRING OR EQUIPMENT	17
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G127 CONNECT OR DISCONNECT CABLES, OR WIRING AT CONNECTING BLOCKS	99
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	98
H140 INSTALL KEY TELEPHONE SETS	98
H142 INSTALL OR REMOVE FEEDER CABLES	98
H162 TERMINATE FEEDER CABLES	95

GROUP ID NUMBER AND TITLE: GRP263, INSTALLATION AND REPAIR SPECIALISTS

PERCENT OF SAMPLE: 12%

MAJOR COMMAND DISTRIBUTION: AFCS 67% SAC 20% AFSC 5% OTHER 8%

LOCATION: CONUS 71% OVERSEAS 29%

DAFSC DISTRIBUTION: 36234 (19%), 36254 (81%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: ELEVEN PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF TWO PEOPLE

EXPRESSED JOB INTEREST: DULL 5% SO-SO 2% INTERESTING 93%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 13% WELL 51% EXCELLENTLY 36%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 8% WELL 43% EXCELLENTLY 49%

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	45
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING AND EQUIPMENT	22
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	17
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	100
H140 INSTALL KEY TELEPHONE SETS	100
G127 CONNECT OR DISCONNECT CABLES, OR WIRING AT CONNECTING BLOCKS	100
G130 INSTALL OR REMOVE INSTRUMENTS	99
H143 INSTALL OR REMOVE KEY DISTRIBUTION CABLES	99

GROUP ID NUMBER AND TITLE: GRP254, INSTALLATION AND REPAIR CREWCHIEFS

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: AFCS 56% SAC 33% OTHER 11%

LOCATION: CONUS 64% OVERSEAS 36%

DAFSC DISTRIBUTION: 36234 (5%), 36254 (95%), 36274 (10%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: FOURTY-SIX PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 10% SO-SO 8% INTERESTING 82%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 13% WELL 39% EXCELLENTLY 48%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 15% WELL 38% EXCELLENTLY 47%

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	38
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING AND EQUIPMENT	19
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	10
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H140 INSTALL KEY TELEPHONE SETS	100
F109 CLIMB TELEPHONE POLES	98
E94 PREPARE OR UPDATE TELEPHONE EQUIPMENT KEY SYSTEMS RECORD/WORKSHEET FORMS (AFTO FORM 122)	85
I171 REHABILITATE WIRING OR WIRING HARNESSSES IN KEY TELEPHONE CABINETS	85
G136 SKETCH DIAGRAMS FOR USE IN INSTALLATION, MAINTENANCE, OR MODIFICATIONS	82

GROUP ID NUMBER AND TITLE: GRP236, INSTALLATION AND REPAIR SENIOR CREWMEMBERS

PERCENT OF SAMPLE: 34%

MAJOR COMMAND DISTRIBUTION: AFCS 68% SAC 21% AFSC 5% OTHER 6%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 36234 (12%), 36254 (85%), 36274 (3%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: TWENTY-FOUR PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 2% SO-SO 7% INTERESTING 91%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 6% WELL 49% EXCELLENTLY 45%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 6% WELL 45% EXCELLENTLY 49%

AVERAGE NUMBER OF TASKS PERFORMED: 88

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	32
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	19
G INSTALLING AND REPAIRING TELEPHONE SYSTEM INSIDE WIRING AND EQUIPMENT	15
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F111 COORDINATE WITH SUBSCRIBERS ON LOCATION OF INSTRUMENTS	99
H150 ISOLATE MALFUNCTIONS IN KEY TELEPHONE SYSTEM COMPONENTS	98
F114 INSTALL AND GROUND LINE PROTECTORS	96
F120 OBTAIN HARDWARE, CABLES, OR EQUIPMENT FOR OUTSIDE WIRING WORK ORDERS	96
F113 INSPECT TELEPHONE POLES FOR CLIMBING SAFETY	94

GROUP ID NUMBER AND TITLE: GRP079, FIRST LINE SUPERVISORS

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: AFCS 76% SAC 15% OTHER 9%

LOCATION: CONUS 48% OVERSEAS 52%

DAFSC DISTRIBUTION: 36254 (44%), 36274 (56%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: SEVENTY PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF FOUR PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 7% SO-SO 9% INTERESTING 84%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 13% WELL 37% EXCELLENTLY 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 17% WELL 30% EXCELLENTLY 53%

AVERAGE NUMBER OF TASKS PERFORMED: 151

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	17
B DIRECTING AND IMPLEMENTING	14
A PLANNING AND ORGANIZING	12
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	9
D TRAINING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H149 ISOLATE MALFUNCTIONS IN KEY TELEPHONE CABLES	100
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	98
B32 DIRECT TELEPHONE SYSTEM EQUIPMENT MAINTENANCE OR REPAIR	93
B24 ASSIGN PERSONNEL TO WORK PROJECTS OR TEAMS	93
B46 SUPERVISE TELEPHONE EQUIPMENT INSTALLER REPAIRMEN (AFSC 36254)	90

GROUP ID NUMBER AND TITLE: GRP171, FIELD SUPERVISORS

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AFCS 75% SAC 19% OTHER 6%

LOCATION: CONUS 53% OVERSEAS 47%

DAFSC DISTRIBUTION: 36254 (59%), 36274 (41%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: SIXTY-THREE PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF FIVE PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 9% SO-SO 9% INTERESTING 82%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 13% WELL 41% EXCELLENTLY 46%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 19% WELL 31% EXCELLENTLY 50%

AVERAGE NUMBER OF TASKS PERFORMED: 167

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	19
B DIRECTING AND IMPLEMENTING	12
A PLANNING AND ORGANIZING	10
D TRAINING	9
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H140 INSTALL KEY TELEPHONE SETS	100
B33 DIRECT TELEPHONE SYSTEM INSTALLATION OR REMOVAL	100
G137 SURVEY BUILDINGS OR ROOMS FOR PLACEMENT OF EQUIPMENT OR CONNECTING BLOCKS	100
H152 MAKE ON-SITE ADJUSTMENTS TO KEY TELEPHONE SYSTEM CABLES	97
A16 PLAN EQUIPMENT REPLACEMENT, REPAIR OR DISPOSAL	97

GROUP ID NUMBER AND TITLE: GRP165, SHOP NCOICS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 64% SAC 12% ADC 12% MAC 12%

LOCATION: CONUS 50% OVERSEAS 50%

DAFSC DISTRIBUTION: 36274 (100%)

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: EIGHTY-EIGHT PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF FIVE PEOPLE EACH

EXPRESSED JOB INTEREST: INTERESTING 100%

PERCEIVED UTILIZATION OF TALENTS: WELL 13% EXCELLENTLY 87%

PERCEIVED UTILIZATION OF TRAINING: WELL 13% EXCELLENTLY 87%

AVERAGE NUMBER OF TASKS PERFORMED: 120

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	21
A PLANNING AND ORGANIZING	17
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	12
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	10
D TRAINING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B41 SCHEDULE WORK ASSIGNMENTS OF INSTALLATION OR MAINTENANCE TEAMS	100
A14 ESTIMATE TYPE OR EXTENT OF TELEPHONE INSTALLATION REQUIREMENTS	100
C53 EVALUATE WORK METHODS OR WORK DISTRIBUTION	100
D78 REVIEW TRAINING PROGRESS OF INDIVIDUALS	100
E95 PREPARE OR PROCESS REQUESTS FOR PARTS, TOOLS, PUBLICATIONS, OR SUPPLIES	100

GROUP ID NUMBER AND TITLE: GRPO90, INSTALLATION AND REPAIR CREWMEMBERS
(FIFTH MOBILE COMMUNICATIONS GROUP)

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 86% AFSC 14%

LOCATION: CONUS 79% OVERSEAS 14% NO RESPONSE 7%

DAFSC DISTRIBUTION: 36254 (96%), 36274 (4%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: TWENTY-ONE PERCENT OF THIS GROUP SUPERVISED AN
AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: DULL 29% SO-SO 21% INTERESTING 50%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 43% WELL 14% EXCELELNTLY 36%
NO RESPONSE 7%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 51% WELL 21% EXCELLENTLY 21%
NO RESPONSE 7%

AVERAGE NUMBER OF TASKS PERFORMED: 106

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
O PERFORMING MOBILE COMMUNICATIONS FUNCTIONS	33
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	11
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	11
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	10
B DIRECTING AND IMPLEMENTING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
0254 INSTALL OR REMOVE FIELD TELEPHONE INSTRUMENTS	100
A15 ESTIMATE TYPE OR EXTENT OF TELEPHONE REPAIRS OR REPLACEMENT REQUIREMENTS	100
F111 COORDINATE WITH SUBSCRIBERS ON LOCATION OF INSTRUMENTS	100
0251 CONSULT MOBILE OPERATIONS PLAN FOR TRUNK OR CIRCUIT SCHEMES	93
0263 ISOLATE MALFUNCTIONS IN THREE DIGIT DIAL SYSTEMS (AN/TTC 28)	86

GROUP ID NUMBER AND TITLE: GRP100, INSTALLATION AND REPAIR JUNIOR
CREWMEMBERS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 40% SAC 30% AFSC 20% MAC 10%

LOCATION: CONUS 70% OVERSEAS 30%

DAFSC DISTRIBUTION: 36234 (50%), 36254 (50%)

AVERAGE GRADE: 2.8

AMOUNT OF SUPERVISION: NO SUPERVISION

EXPRESSED JOB INTEREST: DULL 10% SO-SO 30% INTERESTING 60%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 20% WELL 60% EXCELLENTLY 20%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 30% WELL 30% EXCELLENTLY 40%

AVERAGE NUMBER OF TASKS PERFORMED: 34

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	41
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	27
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G126 CLEAN WORK AREAS OR RECOVER TOOLS ON JOB COMPLETION	100
G127 CONNECT OR DISCONNECT CABLES, OR WIRING AT CONNECTING BLOCKS	100
H142 INSTALL OR REMOVE FEEDER CABLES	100
H140 INSTALL KEY TELEPHONE SETS	100
F118 LOAD OR UNLOAD TOOLS, EQUIPMENT OR MATERIAL ON SERVICE TRUCKS	80

GROUP ID NUMBER AND TITLE: GRP048, INSTALLATION AND REPAIR NEW CREWMEMBERS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 63% SAC 13% NO RESPONSE 24%

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 36234 (50%), 36254 (50%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: NO SUPERVISION

EXPRESSED JOB INTEREST: SO-SO 25% INTERESTING 75%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 38% WELL 25% EXCELLENTLY 37%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 38% WELL 37% EXCELLENTLY 25%

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING AND EQUIPMENT	36
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	33
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G128 INSTALL OR REMOVE CONNECTING BLOCKS	100
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	88
G134 PERFORM OPERATIONAL CHECKS OF TELEPHONE SYSTEM INSIDE WIRING INSTALLATION WITH INSIDE PLANT	88
F122 REMOVE OR REPLACE WORN OR WEATHERED EXTERNAL WIRING	88
F110 CONNECT DROP WIRES TO TERMINALS	88

GROUP ID NUMBER AND TITLE: GRP082, TRANSISTORIZED OPERATION PHONE SYSTEM (TOPS)
INSTALLERS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 89% MAC 11%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36254 (100%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: NO SUPERVISION

EXPRESSED JOB INTEREST: DULL 22% SO-SO 11% INTERESTING 67%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 44% WELL 56%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 78% WELL 22%

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K INSTALLING AND MAINTAINING INTEROFFICE COMMUNICATION EQUIPMENT	32
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	22
H INSTALLING AND REPAIRING KEY TELEPHONE SYSTEMS	15

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G128 INSTALL OR REMOVE CONNECTING BLOCKS	100
K198 ISOLATE FAULTS IN INTERCOM CABLES	89
K201 PERFORM OPERATIONAL TEST OF INTERCOM SYSTEMS	89
G129 INSTALL OR REMOVE INSIDE WIRING OR CABLE RUNS	89
K194 INSTALL OR REMOVE INTERCOM CABLES	89

GROUP ID NUMBER AND TITLE: GRP094, INSTALLATION AND REPAIR CREWMEMBERS (THIRD AND FOURTH MOBILE COMMUNICATIONS GROUP)

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 71% OTHER 23% NO RESPONSE 6%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36234 (6%), 36254 (82%), 36274 (12%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: SIX PERCENT OF THIS GROUP, REPRESENTED BY ONE PERSON, SUPERVISED 13 PEOPLE

EXPRESSED JOB INTEREST: DULL 59% INTERESTING 41%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 82% WELL 12% EXCELLENTLY 6%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 82% WELL 18%

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
O PERFORMING MOBILE COMMUNICATIONS FUNCTIONS	71
G INSTALLING AND REPAIRING TELEPHONE SYSTEMS INSIDE WIRING OR EQUIPMENT	6
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
0272 REMOVE OR INSTALL FIELD TELEPHONE BATTERIES	100
0250 CONNECT CABLES TO MOBILE EQUIPMENT VANS	100
0273 TERMINATE FIELD PHONE WIRING	94
0262 ISOLATE MALFUNCTIONS IN FIELD TELEPHONE SYSTEMS	94
0269 PARTICIPATE IN MOBILIZATION ALERT PRACTICES OR DEPLOYMENTS	88

GROUP ID NUMBER AND TITLE: GRP071, BENCH STOCK AND SUPPLY SPECIALISTS

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: AFCS 50% SAC 33% AFSC 17%

LOCATION: CONUS 83% OVERSEAS 17%

DAFSC DISTRIBUTION: 36254 (50%), 36274 (50%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: NO SUPERVISION

EXPRESSED JOB INTEREST: INTERESTING 100%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 33% WELL 17% EXCELLENTLY 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 50% WELL 50%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	22
I PERFORMING SHOP REPAIR OF TELEPHONE SYSTEM COMPONENTS	21
A PLANNING AND ORGANIZING	17
B DIRECTING AND IMPLEMENTING	13
F INSTALLING AND REPAIRING TELEPHONE SYSTEM OUTSIDE WIRING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B38 INVENTORY SUPPLIES OR EQUIPMENT	100
A18 PLAN PROCEDURES FOR MAINTAINING SUPPLY STOCK LEVELS	100
E90 LOCATE PARTS NUMBERS OR CLASSES IN SUPPLY INDEXES	100
A16 PLAN EQUIPMENT REPLACEMENT, REPAIR OR DISPOSAL	100
E95 PREPARE OR PROCESS REQUESTS FOR PARTS, TOOLS, PUBLICATIONS, OR SUPPLIES	83

GROUP ID NUMBER AND TITLE: GRP055, NAVAIDS COMMUNICATIONS MANAGEMENT OFFICE
(NCMO) CONTROL SPECIALISTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 60% SAC 20% USAFE 20%

LOCATION: CONUS 60% OVERSEAS 40%

DAFSC DISTRIBUTION: 36254 (80%), 36274 (20%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: TWENTY PERCENT OF THIS GROUP, REPRESENTED BY ONE
INDIVIDUAL, SUPERVISED TWO PEOPLE

EXPRESSED JOB INTEREST: DULL 20% SO-SO 20% INTERESTING 60%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 40% WELL 40% EXCELLENTLY 20%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 80% WELL 20%

AVERAGE NUMBER OF TASKS PERFORMED: 23

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N PERFORMING AFM 66-1 WORK LOAD CONTROL FUNCTIONS	38
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	16
B DIRECTING AND IMPLEMENTING	15
D TRAINING	13
A PLANNING AND ORGANIZING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
N240 ASSIGN JOB CONTROL NUMBERS TO INSTALLATION OR MAINTENANCE PROJECTS	100
N246 LOG INCOMING TROUBLE REPORTS	100
N243 DISPATCH MAINTENANCE CREWS TO WORK PROJECTS	80
E106 UPDATE OR ANNOTATE STATUS BOARDS OR CHARTS	80
A11 ESTABLISH WORK PRIORITIES	80

GROUP ID NUMBER AND TITLE: GRP072, FORMAL TRAINING INSTRUCTORS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC 94% SAC 6%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36234 (6%), 36254 (47%), 36274 (47%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: FORTY-ONE PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF EIGHT PERSONS EACH

EXPRESSED JOB INTEREST: DULL 12% INTERESTING 88%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 12% WELL 29% EXCELLENTLY 59%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 12% WELL 18% EXCELLENTLY 70%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	69
B DIRECTING AND PLANNING	15

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D76 PREPARE LESSON PLANS	100
D81 SCORE TRAINING TESTS	100
D61 CONDUCT FORMAL CLASSROOM INSTRUCTION	100
D66 COUNSEL INDIVIDUALS ON TRAINING PROGRESS	94
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	88

GROUP ID NUMBER AND TITLE: GRP152, INSTRUCTOR SUPERVISORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36274 (100%)

AVERAGE GRADE: 6.3

AMOUNT OF SUPERVISION: SEVENTY-ONE PERCENT OF THIS GROUP SUPERVISED AN AVERAGE OF SIX PEOPLES EACH

EXPRESSED JOB INTEREST: DULL 14% INTERESTING 86%

PERCEIVED UTILIZATION OF TALENTS: LITTLE 29% WELL 14% EXCELLENTLY 57%

PERCEIVED UTILIZATION OF TRAINING: LITTLE 29% WELL 14% EXCELLENTLY 57%

AVERAGE NUMBER OF TASKS PERFORMED: 34

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	71
B DIRECTING AND IMPLEMENTING	15
A PLANNING AND ORGANIZING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D70 DIRECT FORMAL TECHNICAL TRAINING COURSES	100
D73 EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS	100
D68 DEVELOP CURRICULA OR COURSE CONTROL DOCUMENTS FOR TRAINING PROGRAM	100
A1 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	100
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	86

GROUP ID NUMBER AND TITLE: GRP126, FORMAL TRAINING INSTRUCTOR AND TRAINING ADMINISTRATION PERSONNEL

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 36254 (100%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: TWENTY PERCENT OF THIS GROUP, REPRESENTED BY ONE INDIVIDUAL, SUPERVISED 12 PEOPLE

EXPRESSED JOB INTEREST: INTERESTING 100%

PERCEIVED UTILIZATION OF TALENTS: WELL 40% EXCELLENTLY 60%

PERCEIVED UTILIZATION OF TRAINING: WELL 20% EXCELLENTLY 80%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	53
B DIRECTING AND IMPLEMENTING	25
E PREPARING AND MAINTAINING RECORDS, REPORTS, AND FILES	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D61 CONDUCT FORMAL CLASSROOM INSTRUCTION	100
E107 UPDATE OR ANNOTATE TRAINING RECORDS	100
B25 BRIEF PERSONNEL ON UNIT SECURITY OR SAFETY RULES	100
D65 CONSTRUCT TRAINING OR BRIEFING AIDS	100
B38 INVENTORY SUPPLIES OR EQUIPMENT	80