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9 OCCUPATIONAL SURVEY REPORT. (Final)

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6 FLIGHT FACILITIES EQUIPMENT REPAIR CAREER LADDER
 AFSC'S 30431, 30451, 30471, AND 30496.

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SUMMARY OF RESULTS

1. The Flight Facilities Equipment Repair (AFS 304X1/96) Career Ladder structure is divided functionally around systems maintained, supervision and maintenance support, and equipment engineering and installation. Sixty percent of the job incumbents in the sample were directly involved with maintaining Tactical Air Navigation (TACAN) systems, Instrument Landing Systems (ILS), Omnidirectional (OMNIRANGE) equipment, and low frequency radio beacons; ^{13%} Thirteen percent were identified as supervision and maintenance support personnel because they were concerned with management, administration, and inspection; Eight percent were identified as engineering and installation personnel since their job titles indicated their primary functions involved the installation of Navigational Aids (NAV-AIDS). ^{and 8%}

2. Content of the Specialty Training Standard (STS) is consistent with the occupational survey data.

3. Job progression relative to skill level and time in service shows a typical shift from technical to supervisory activities with increasing skill level and time in service.

4. With the exception of personnel maintaining Long Range Navigation (LORAN) equipment, there is very little difference in the tasks performed by airmen stationed overseas and the tasks performed by airmen stationed within the Continental United States (CONUS).

5. On the average, respondents to this survey find their job fairly to extremely interesting. They feel that their talents and training are very well utilized (more so than many other career ladders surveyed in 1975). The number of members expressing plans for reenlisting is average.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Flight Facilities Equipment Repair Career Ladder, AFSC's 30431, 30451, 30471, and 30496. The project was directed by USAF Program Technical Training, Volume 2, dated February 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 Mr. James L. Slovak, Inventory Development Specialist. Captain Hynson H. Marvel, Jr., and Mr. Thomas P. Jones 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.

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OCCUPATIONAL SURVEY REPORT
FLIGHT FACILITIES EQUIPMENT REPAIR CAREER LADDER
AFSC'S 30431, 30451, 30471, AND 30496

INTRODUCTION

This is a report of an occupational survey of the Flight Facilities Equipment Repair Career Ladder, AFSC's 30431, 30451, 30471, and 30496 conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from March 1975 through February 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 90-304-199. 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 603 tasks grouped under 16 headings. Thorough research of publications and directives, personal interviews with 14 subject-matter specialists at two bases, and written reviews from 38 experienced flight facilities equipment repair personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 1,532 job incumbents holding the DAFSC's identified above. Survey administration occurred from February 1976 through July 1976 based upon the December 1975 Uniform Airman Record. Tables 1 and 2 give the distribution of assigned personnel in the career ladder as of December 1975 and the percentage by major command of inventory booklets returned from the field. The sample of 906 incumbents represents 59 percent of the career ladder members.

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

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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 write-ins were found.

TABLE 1
DAFSC REPRESENTATION IN SURVEY SAMPLE

<u>SKILL LEVEL GROUPS</u>	<u>PERCENT OF ASSIGNED STRENGTH</u>	<u>PERCENT OF SURVEY SAMPLE</u>
30431/51	60	68
30471	19	24
30496	21	8*

* SAMPLE OF 9-SKILL LEVEL JOB INCUMBENTS WAS LIMITED TO PERSONNEL SUPERVISING DAFSC 304X1 PERSONNEL

TABLE 2
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT SURVEY SAMPLE</u>
AFCS	94	88
ATC	4	5
OTHER	2	7

CAREER LADDER STRUCTURE

The structure of the AFS 304X1 career ladder was determined on the basis of similarity of the tasks performed and the time spent on tasks as indicated by survey respondents. Individuals with the greatest similarities in job performance were placed together. Group of individuals who performed a great many of the same tasks and spent similar amounts of time on those tasks form job types. Related job types combined to form clusters. Differences between clusters are more pronounced than differences between job groups within each cluster.

The major job groupings identified during this analysis are presented in Table 3 and Figure 1. The titles assigned to these groups are functional descriptions of the job group based on duties performed, time spent on these duties and background information responses. Detailed descriptions of the job groups are in Appendix A.

Instructors (GRP099)

This is a cluster of two job types describing major Air Training Command (ATC) instructor functions. Eighty-three percent of their time is spent performing Training (Duty D) tasks.

Supervision and Maintenance Support Personnel

Supervisory Personnel (GRP042). This is a loosely connected group of two clusters and two job types. All survey respondents in these functional groups spend at least 90 percent of their time on tasks related to Organizing and Planning (Duty A); Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), or Performing Maintenance Management Functions (Duty E). Their average grade is E-7 with 91 percent of the job incumbents at either the 7- or 9-skill level. An average of five subordinates is indicated by the 78 percent of the survey respondents in this cluster who directly supervise personnel.

Quality Control (QC) and Evaluation Technicians (GRP069). This is a small cluster of inspectors and inspection supervisors. Their primary tasks involve Inspecting and Evaluating (Duty C).

NAV-AIDS/Communications Maintenance Office (NCMO) and Job Controllers (GRP027). The NCMO is an operations function which coordinates between maintenance (job control), the user, and the communications area. Through the NCMO, operational status is continually monitored. NCMO controllers are selected from other AFSC's, as well as AFS 304X1. The job controller may be the NCMO controller or the jobs may be separate. Members of this cluster indicate performing an average of only 11 tasks from 603 in the

inventory; thus, a comprehensive job description is impossible. The tasks they perform are mainly involved with Directing and Implementing (Duty A), and Organizing and Planning (Duty B). Seventy-three percent indicate their job utilizes their training very little to not at all. Since 86 percent of the survey respondents in the cluster indicate no systems maintained, their response to training utilization appears realistic. Personnel spend an average of 20 months as a NCMO/Job Controller which may adversely affect their maintenance proficiency.

Systems Maintenance Personnel

As expected, the majority of incumbents (539) are involved with maintaining the major navigational aids: TACAN; ILS; OMNIRANGE; and low frequency beacons. Tasks performance in this group is fairly uniform with a large number of common tasks. Specific job type within this group are as follows:

TACAN Maintenance Specialists, (GRP399). Members of this job type spend 45 percent of their time on tasks from Maintaining TACAN Transponders, (Duty N), and another 22 percent on Maintaining TACAN Monitoring Groups, (Duty M), tasks. Less than two percent of their time is spent on other systems. Their average grade is E-4 and 85 percent hold the DAFSC 30451.

Mobile NAV-AIDS Maintenance Specialists, (GRP400). In this job type 22 of 26 job incumbents are assigned to the Third Mobile Communications Group. Maintaining TACAN Transponders, (Duty N), tasks account for 42 percent of their duty time and Maintaining TACAN Monitoring Groups, (Duty M), task represent 20 percent of the time spent. For these survey respondents the TACAN is mobile and the equipment older, such as, the AN/GRA-34. In addition, these personnel spend seven percent of their time performing tasks dealing with Maintaining Radio Beacon Systems Equipment, (Duty J). Their average grade is E-4 and 69 percent hold the DAFSC 30451.

NAV-AIDS Technician/Supervisors, (GRP325). Maintaining TACAN Transponders (Duty N) tasks represent 29 percent of duty time and Maintaining TACAN Monitor Groups (Duty M) tasks accounts for an additional 16 percent of time spent. Performing Maintenance Management Functions (Duty E) tasks accounts for 12 percent of job time. The average grade is E-5 and 58 percent hold the DAFSC 30471.

TACAN, ILS, and OMNIRANGE Maintenance Specialists, (GRP305). This large cluster of jobs is very uniform. Tasks from Maintaining TACAN Transponders (Duty N) Maintaining TACAN Monitoring Groups (Duty M), and Maintaining ILS Equipment (Duty K), account for 59 percent of the time spent on the job. Over 50 percent of the group also maintain OMNIRANGE and radio beacon equipment. Their average grade is E-4 and 72 percent hold DAFSC 30451.

TACAN and OMNIRANGE Specialists, (GRP332). While maintaining TACAN systems continues to be the predominate emphasis of their job, members of this cluster also spend 18 percent of their time on Maintaining OMNIRANGE Systems Equipment, (Duty L), tasks. Their average grade is E-4 and 79 percent hold DAFSC 30451.

TACAN and ILS Maintenance Specialists, (GRP293). Maintain ILS Equipment (Duty K) tasks accounts for 29 percent of the time spent on the job and distinguishes members of this job type from other incumbents in the systems maintenance groups. TACAN maintenance accounts for an additional 38 percent of their time spent on the job. Their average grade is E-3 and 68 percent hold DAFSC 30451.

ILS Maintenance Specialists, (GRP149). Personnel in this job type spend 40 percent of their time on Maintaining ILS Equipment (Duty K) tasks, while maintaining TACAN accounts for only nine percent of the time spent. Forty-one percent of the personnel perform TACAN maintenance tasks. The average grade is E-4 and 65 percent hold DAFSC 30451.

Apprentice ILS and TACAN Maintenance Specialists, (GRP192). This small cluster is similar to the TACAN and ILS Maintenance groups because members of both groups concentrate their task performance on the same two systems. However, job incumbent in the apprentice group perform less difficult tasks and have no supervisory responsibilities. The average time on the job for personnel in this group is five months while average time on the job for TACAN and ILS specialists is 12 months. Survey respondents in both groups have an average grade of E-3. In contrast, 68 percent of GRP293 hold DAFSC 30451 and only 30 percent have DAFSC 30451 in GRP192.

Apprentice TACAN Maintenance Specialists, (GRP095). Members of this small cluster spends over one-half (55 percent) of their time maintaining TACAN systems. Time in present job is only six months. The average number of tasks for the group is 88 the smallest number for any systems maintenance group. The average grade for the group is E-3, and 61 percent hold the DAFSC 30431.

Traffic Control and Landing Systems (TRACALS) Evaluators, (GRP273)

All personnel in this unique job type are assigned to the 1866 Facilities Checking Squadron. The mission of the TRACALS evaluators (as explained by personnel in the squadron) is to provide an air and ground performance evaluation of the traffic controls and landing systems at Air Force bases. For the DAFSC 304X1 personnel this means, in addition to standard maintenance checks and equipment usage, they must evaluate the operating environment of NAV-AIDS at each site. Thus, the TRACALS evaluators do not maintain any systems but must be very

familiar with maintenance procedures and system performance parameters. The respondents indicate performing tasks on the major systems: TACAN, ILS, OMNIRANGE, and Radio Beacons. The average grade is E-6 and 100 percent hold DAFSC 30471.

NCOIC'S NAV-AIDS Maintenance and QC Superintendents, (GRP081)

This is a cluster of three job types. These personnel manage work centers and work center inspections. They are distinguished from the supervisory group discussed earlier because, as well as managing, they spend a significant amount of their time performing difficult technical tasks which was not the case for members of the supervisory group. The average grade for members of this maintenance and QC group is E-6 and 91 percent hold DAFSC 30471 or 30496.

Long Range Navigation (LORAN) Maintenance Personnel, (GRP096)

This is a small cluster of NAV-AIDS personnel whose primary responsibility is described by Maintaining LORAN, (Duty P), tasks. Group members spent 48 percent of their time maintaining LORAN equipment and do not perform maintenance on any of the other systems. The cluster is made up of two job types, specialists and technician/supervisors, which are detailed in Appendix A. The average grade is E-5 and 90 percent hold DAFSC 30451.

Engineering and Installation Personnel, (GRP009)

This cluster of survey respondent consists of four job type groups members are involved primarily with Installing Flight Facilities Equipment, (Duty H). As a group they spend 42 percent of their time on installation activities and an additional 29 percent Performing Flight Facility General Maintenance Functions (Duty F) tasks. Although some of the group members perform tasks in other duties, the time spent is less than five percent on tasks from any other duty. The average grade is E-4 and 77 percent hold DAFSC 30451.

TABLE 3

MAJOR JOB GROUPS IDENTIFIED IN FUNCTIONAL CAREER LADDER STRUCTURE

GROUP IDENTIFICATION NUMBER	DESCRIPTIVE TITLE	PERCENT OF SAMPLE
<u>INSTRUCTORS</u>		
GRP099 (CLUSTER)	NAVIGATIONAL AIDS (NAV-AIDS) INSTRUCTORS	2
<u>SUPERVISION AND MAINTENANCE SUPPORT PERSONNEL</u>		
GRP042 (CLUSTER)	SUPERVISORY PERSONNEL	13
GRP069 (CLUSTER)	QUALITY CONTROL (QC) PERSONNEL	2
GRP027 (CLUSTER)	NAV-AIDS/COMMUNICATIONS MAINTENANCE OFFICE (NCMO) AND JOB CONTROLLERS	2
<u>SYSTEMS MAINTENANCE PERSONNEL</u>		
GRP399 (JOB TYPE)	TACTICAL AIR NAVIGATION (TACAN) MAINTENANCE SPECIALISTS	4
GRP400 (JOB TYPE)	MOBILE NAV-AIDS MAINTENANCE SPECIALISTS	3
GRP325 (JOB TYPE)	NAV-AIDS TECHNICIAN/SUPERVISORS	3
GRP305 (CLUSTER)	TACAN, ILS, AND OMNIRANGE MAINTENANCE SPECIALISTS	37
GRP332 (CLUSTER)	TACAN AND OMNIRANGE SPECIALISTS	2
GRP293 (JOB TYPE)	TACAN AND ILS MAINTENANCE SPECIALISTS	2
GRP149 (JOB TYPE)	ILS MAINTENANCE SPECIALISTS	2
GRP192 (CLUSTER)	APPRENTICE ILS AND TACAN MAINTENANCE SPECIALISTS	1
GRP095 (CLUSTER)	APPRENTICE TACAN MAINTENANCE SPECIALISTS	2
<u>TRAFFIC CONTROL AND LANDING SYSTEMS (TRACALS) EVALUATORS</u>		
GRP273 (JOB TYPE)	TRACALS EVALUATORS	1
<u>NCOIC'S NAV-AIDS MAINTENANCE AND QC SUPERINTENDENTS</u>		
GRP081 (CLUSTER)	NCOIC'S NAV-AIDS MAINTENANCE AND QC SUPERINTENDENTS	4
<u>LONG RANGE NAVIGATIONAL (LORAN) MAINTENANCE PERSONNEL</u>		
GRP096 (CLUSTER)	LORAN MAINTENANCE PERSONNEL	2
<u>ENGINEERING AND INSTALLATION PERSONNEL</u>		
GRP009 (CLUSTER)	ENGINEERING AND INSTALLATION PERSONNEL	8
<u>OTHERS</u>		10

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 4 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 of Table 4 summarizes data collected on other career ladders surveyed during 1975. Generally, figures on background data for this survey are quite similar to those of the combined figures for career ladders surveyed in 1975. Most Flight Facilities Equipment Repair personnel find their jobs fairly interesting to extremely interesting. Similarly across the board, DAFSC 304X1 survey respondents indicated feeling their talents are used fairly well to perfectly. Furthermore, most DAFSC 304X1 personnel at all lengths of service reported their training as being utilized fairly well to perfectly. In spite of their apparent enthusiasm for their work, the number expressing plans for reenlisting (54 percent) is about the same as in other career ladders (55 percent).

Table 5 reflects method of assignment to the career ladder. The majority of DAFSC 304X1 personnel (80%) completed resident training. Thirty percent of the 7- and 9-skill level personnel have been retrained from other specialties. This could have some impact on reenlistment plans for 5-skill level personnel.

TABLE 4

PLANS FOR REENLISTMENT, JOB INTEREST, UTILIZATION OF TALENTS, AND UTILIZATION OF TRAINING FOR AFMS GROUPS

	PERCENT MEMBERS RESPONDING												TOTAL DAFSC 304X1 SAMPLE	COMBINED CAREER LADDERS SURVEYED IN 1975		
	PERSONNEL WITH 1-24 MONTHS AFMS		PERSONNEL WITH 25-48 MONTHS AFMS		PERSONNEL WITH 49-96 MONTHS AFMS		PERSONNEL WITH 97-144 MONTHS AFMS		PERSONNEL WITH 145-192 MONTHS AFMS		PERSONNEL WITH 193-240 MONTHS AFMS				PERSONNEL WITH 241+ MONTHS AFMS	
	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL	PERSONNEL			PERSONNEL	PERSONNEL
PLANS TO REENLIST																
NO OR PROBABLY NO	62	57	29	10	6	50	51	45	45	45	45	45	45	45		
YES OR PROBABLY YES	37	42	71	90	94	48	45	54	54	54	54	54	54	54		
NO RESPONSE	1	1	--	--	--	2	4	1	1	1	1	1	1	1		
JOB INTEREST																
EXTREMELY TO FAIRLY DULL SO-SO	13	11	13	7	12	12	6	11	16	12	10	8	11	16		
FAIRLY TO EXTREMELY INTERESTING	14	16	12	10	8	10	8	13	12	8	10	8	13	15		
NO RESPONSE	73	73	74	83	80	78	85	76	80	80	78	85	76	69		
UTILIZATION OF TALENTS																
NOT AT ALL OR VERY LITTLE FAIRLY WELL TO PERFECTLY	24	23	17	11	9	12	8	18	9	12	12	8	18	26		
NO RESPONSE	76	76	83	89	91	88	92	82	91	88	88	92	82	74		
UTILIZATION OF TRAINING																
NOT AT ALL OR VERY LITTLE FAIRLY WELL TO PERFECTLY	20	21	23	16	18	24	13	20	18	24	24	13	20	26		
NO RESPONSE	80	78	77	84	82	76	86	80	82	76	76	86	80	74		
NO RESPONSE																

TABLE 5

PERCENT MEMBERS RESPONDING TO METHOD OF ASSIGNMENT TO CAREER LADDER BY DAFSC GROUP

ASSIGNMENT	TOTAL SAMPLE	DAFSC GROUP		
		30451	30471	30496
COMPLETED RESIDENT TECHNICAL TRAINING	80	87	61	72
RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	*	*	*	*
DIRECT DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT	*	*	*	*
WITHOUT BYPASS	*	*	*	*
DDA FROM BASIC TRAINING BY BYPASS TEST	1	*	3	7
CONVERTED FROM ANOTHER AIR FORCE SPECIALTY WITHOUT TRAINING	9	5	18	12
BY CLASSIFICATION BOARD ACTION	7	5	14	8
RETRAINED FROM ANOTHER SPECIALTY	1	1	2	*
REENLISTED AFTER PRIOR SERVICE IN USAF, OR FROM ANOTHER BRANCH OF SERVICE				
NO RESPONSE				

* INDICATES LESS THAN ONE PERCENT

COMPARISON OF OCCUPATIONAL SURVEY DATA WITH AFM 39-1 SPECIALTY DESCRIPTIONS

Specialty descriptions for AFSC's 30431, 30451, 30471 and 30496 in AFM 39-1 were compared with occupational survey data. The AFM 39-1 descriptions accurately describe the tasks performed by personnel in this career ladder. The title, flight facilities, equipment repairman or technician, however, appears to be somewhat misleading. Personnel with the DAFSC 304X1 maintain ground radio equipment which operate as navigational aids. On organizational charts their shop is labeled "NAV-AIDS". When asked to provide a title of present job, 160 of the AFS 304X1 personnel wrote in NAV-AIDS repairmen, NAV-AIDS technician, or NAV-AIDS maintenance. Discussions with supervisory personnel in the field also indicated that NAV-AIDS repairman and NAV-AIDS technician were more descriptive job titles. New job titles for AFS 30431, 30451, and 30471 should be considered during the next AFM 39-1 review.

In the following pages of this section of the report descriptions and contrasts of the tasks performed at the 5-, 7-, and 9-skill levels of AFS 304X1/96 are presented.

DAFSC 30451 (N=516)

As shown in Table 6 nearly one-half (46 percent) of the job time of DAFSC 30451 personnel is spent performing tasks related to Maintaining Tactical Air Navigation (TACAN) Systems, (Duties M and N), and Maintaining Instrument Landing Systems (ILS), (Duty K). Performing Flight Facility General Maintenance (Duty F) tasks account for an additional 13 percent of time spent. No other duty accounts for more than seven percent of the average time spent by DAFSC 30451 survey respondents.

Table 8 list tasks which substantial percentages of 5-skill level personnel perform.

TABLE 6

PERCENT TIME SPENT IN DUTIES FOR DAFSC GROUPS

DUTY	DAFSC 30451	DAFSC 30471	DAFSC 30496
A ORGANIZING AND PLANNING	2	9	25
B DIRECTING AND IMPLEMENTING	4	16	30
C INSPECTING AND EVALUATING	2	10	18
D TRAINING	5	11	8
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	7	13	15
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	13	7	*
G PERFORMING PREVENTIVE MAINTENANCE	3	1	*
H INSTALLING FLIGHT FACILITIES EQUIPMENT	6	3	*
I MAINTAINING TEST EQUIPMENT	3	2	*
J MAINTAINING RADIO BEACON SYSTEMS EQUIPMENT	2	1	*
K MAINTAIN INSTRUMENT LANDING SYSTEMS (ILS) EQUIPMENT	15	8	*
L MAINTAIN OMNIDIRECTIONAL (OMNIRANGE) SYSTEMS EQUIPMENT	5	3	*
M MAINTAINING TACTICAL AIR NAVIGATION (TACAN) MONITORING GROUPS	11	6	*
N MAINTAINING TACAN TRANSPONDERS	20	11	1
O MAINTAINING COMPASS LOCATOR SYSTEMS	*	*	*
P MAINTAINING LONG RANGE NAVIGATION (LORAN)	2	*	*

* LESS THAN ONE PERCENT

TABLE 7

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 30451 INCUMBENTS

TASK	PERCENT PERFORMING
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	81
F174 CLEAN OR TIN SOLDERING IRON OR GUN TIPS	80
F210 WASH, CLEAN OR INSPECT MAINTENANCE VEHICLES	76
G214 CLEAN OR DUST FLIGHT FACILITY EQUIPMENT	76
F183 LOCATE TECHNICAL INFORMATION	75
F193 REMOVE OR REPLACE COILS, CAPACITORS, OR RESISTORS ON NAV-AIDS EQUIPMENT	75
F206 REMOVE OR REPLACE VACUUM TUBES OR SOCKETS	74
F201 REMOVE OR REPLACE RELAYS IN NAV-AIDS EQUIPMENT	73
F188 OPERATE MAINTENANCE VEHICLES	72
F195 REMOVE OR REPLACE CRYSTALS IN FLIGHT FACILITIES EQUIPMENT	72
G215 CLEAN, REMOVE, OR REPLACE FLIGHT FACILITY EQUIPMENT AIR FILTERS	71
G216 LUBRICATE, CLEAN, OR INSPECT MAINTENANCE TOOLS	70
F205 REMOVE OR REPLACE TRANSISTORS OR OTHER SOLID STATE DEVICES IN FLIGHT FACILITY EQUIPMENT	70
N488 CHECK OR ADJUST TACAN LOW VOLTAGE POWER SUPPLY OUTPUTS	70
N465 ADJUST KLYSTRON BEAM CURRENTS	70
F199 REMOVE OR REPLACE POTENTIOMETERS IN NAV-AIDS EQUIPMENT	70

DAFSC 30471 (N=213)

At the 7-skill level technician/supervisors emerge. Their time on the job is divided into approximately 60 percent on supervisory tasks from Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), Training (Duty D), and Performing Maintenance Management Functions (Duty E) and 40 percent on technical tasks (Duties G through F) (See Table 6). Tasks involved in maintaining TACAN systems (Duties M and N) account for the largest amount of time spent on technical activities; however, most of the TACAN related tasks performed by this group deal with inspections and checks or interpretations of monitoring equipment. Table 8 list tasks performed by a substantial percentages of DAFSC 30471 personnel surveyed. All these tasks are associated with supervision.

TABLE 8
TASKS PERFORMED BY A SUBSTANTIAL PERCENTAGES
OF DAFSC 30471 INCUMBENTS

TASK	PERCENT PERFORMING
B40 DRAFT CORRESPONDENCE	77
B51 ORIENT NEWLY ASSIGNED PERSONNEL	65
B49 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	64
B36 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	62
B35 COUNSEL SUBORDINATES ON MILITARY RELATED PROBLEMS OR PERSONAL PROBLEMS	62
E125 ATTEND MAINTENANCE MEETINGS	61
B31 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	61
F183 LOCATE TECHNICAL INFORMATION	60
D105 EVALUATE STUDENT OR TRAINEES PROGRESS	59
C71 EVALUATE INDIVIDUAL COMPLIANCE WITH WORK STANDARDS	59
B37 DEVELOP OR MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	59
D99 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	57
D108 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	57
C68 CONDUCT TECHNICAL INSPECTIONS ON FLIGHT FACILITY EQUIPMENT	56
C66 CONDUCT IN-PROGRESS WORK INSPECTIONS ON FLIGHT FACILITIES	56
C65 CONDUCT GROUND SAFETY INSPECTIONS	55

DAFSC 30451 VS DAFSC 30471

Table 9 list the tasks with the greatest differences in percent members performing between 5-skill level personnel and 7-skill level personnel surveyed. As is typically found, the greatest differences are in the supervisory tasks. A greater percentage of 5-skill levels survey respondents perform technical tasks than 7-skill levels survey respondents; however, a significant number (over one-third) of the DAFSC 30471 personnel also perform a considerable number of technical tasks. Less than one-fourth of the 5-skill level personnel are involved in supervisory tasks while nearly one-half the 7-skill individuals perform supervisory tasks.

TABLE 9

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

TASK	PERCENT PERFORMING		DIFFERENCE
	5-SKILL LEVEL	7-SKILL LEVEL	
F174 CLEAN OR TIN SOLDERING IRON OR GUN TIPS	80	43	37
G214 CLEAN OR DUST FLIGHT FACILITY EQUIPMENT	76	39	37
G215 CLEAN, REMOVE, OR REPLACE FLIGHT FACILITY EQUIPMENT AIR FILTERS	71	34	37
F210 WASH, CLEAN, OR INSPECT MAINTENANCE VEHICLES	76	41	35
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	81	47	34
B40 DRAFT CORRESPONDENCE	20	77	-57
B31 CONDUCT ON PARTICIPATE IN STAFF MEETINGS	15	61	-46
B49 INTERPRET POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES	20	64	-44
C73 EVALUATE INSPECTION REPORTS OR PROCEDURES	9	52	-43
C71 EVALUATE INDIVIDUAL COMPLIANCE WITH WORK STANDARDS	17	59	-42
A27 SCHEDULE LEAVES OR PASSES	8	49	-41
E146 PREPARE INPUTS FOR MONTHLY MAINTENANCE PLANS	12	51	-39
B35 COUNSEL SUBORDINATES ON MILITARY RELATED PROBLEMS OR PERSONAL PROBLEMS	23	62	-39
A28 SUBMIT RECOMMENDATIONS FOR CHANGES TO GOVERNING DIRECTIVES, STANDARDS, OR LOCAL OPERATIONS PROCEDURES	16	54	-38

DAFSC 30496 (N=76)

For 9-skill level survey respondents over 90 percent of their time on the job involves supervisory and managerial tasks (Duties A through E). Less than six percent of their time is spent on the technical maintenance tasks from Duties F through P (Table 6). Table 10 list the tasks performed by a substantial percentages of 9-skill level survey respondents.

TABLE 10
TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
OF DAFSC 30496 INCUMBENTS

TASK	PERCENT PERFORMING
B40 DRAFT CORRESPONDENCE	95
B31 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	92
B49 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	83
A12 ESTABLISH OR UPDATE ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	82
B35 COUNSEL SUBORDINATES ON MILITARY RELATED PROBLEMS OR PERSONAL PROBLEMS	80
A28 SUBMIT RECOMMENDATIONS FOR CHANGES TO GOVERNING DIRECTIVES, STANDARDS, OR LOCAL OPERATING PROCEDURES	78
E125 ATTEND MAINTENANCE MEETINGS	76
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	76
B51 ORIENT NEWLY ASSIGNED PERSONNEL	75
A5 DETERMINE WORK PRIORITIES	72
A27 SCHEDULE LEAVES OR PASSES	72
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	71
B62 SUPERVISE MILITARY PERSONNEL OTHER THAN AFSC 304X1 PERSONNEL	67
A20 PLAN OR PREPARE BRIEFINGS	64
B48 INITIATE PERSONNEL ACTIONS SUCH AS PERSONNEL ACTION REQUEST FORMS (AF FORM 2095)	64

DAFSC 30471 vs DAFSC 30496

Table 11 list the tasks of greatest difference in percent members performing between 7- and 9-skill level personnel surveyed. The 9-skill level tasks are predominately supervisory, managerial, and policymaking. The 7-skill level personnel are responsible for supervising as well as performing technical tasks. The 7-skill level personnel spend more time than 9-skill level or 5-skill level personnel on training tasks (Table 6). Two-thirds of the 9-skill level job incumbents supervise personnel in other specialties. Of the 7-skill level personnel, only one-fifth supervise personnel in specialties other than AFS 304X1.

TABLE 11

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 7-SKILL AND 9-SKILL LEVEL PERSONNEL

TASK	PERCENT PERFORMING		DIFFERENCE
	7-SKILL LEVEL	9-SKILL LEVEL	
F183 LOCATE TECHNICAL INFORMATION	60	13	47
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	47	1	46
F181 INSPECT PROTECTIVE OR SAFETY EQUIPMENT	53	9	44
F193 REMOVE OR REPLACE COILS, CAPACITORS, OR RESISTORS ON NAV-AIDS EQUIPMENT	45	1	44
F206 REMOVE OR REPLACE VACUUM TUBES OR SOCKETS	45	1	44
F195 REMOVE OR REPLACE CRYSTALS IN FLIGHT FACILITIES	45	1	44
F199 REMOVE OR REPLACE POTENTIOMETERS IN NAV-AIDS EQUIPMENT	45	1	44
F201 REMOVE OR REPLACE RELAYS IN NAV-AIDS EQUIPMENT	45	1	44
N517 ISOLATE MALFUNCTIONS TO TACAN FREQUENCY MULTIPLIER OSCILLATOR (FMO)	44	1	43
B62 SUPERVISE MILITARY PERSONNEL OTHER THAN DAFSC 304X1 PERSONNEL	20	67	-47
A3 DETERMINE PERSONNEL REQUIREMENTS	27	74	-47
A12 ESTABLISH OR UPDATE ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	35	81	-46

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

In this section task performance comparisons are made of AFSC 304X0/96 personnel as a function of time on active duty. Table 12 list the percent time spent on duties by job incumbents in AFMS group ranging from 10-24 months to more than 240 months.

In the first job assignment after training (10-24 months AFMS) tasks from the technical duties are predominant. Tasks related to maintaining TACAN (Duties M and N) take more time (36 percent) than tasks from any other duty. Maintaining ILS Equipment, Duty K, (19 percent time spent); and Performing Flight Facility General Maintenance Functions, Duty F, (16 percent of time spent) bring the total to 71 percent. No other duty is performed by more than five percent of the personnel on their first job assignment. Table 13 list the tasks performed by substantial percentages of incumbents with 10-24 months AFMS.

For personnel in the second half of the first enlistment (25-48 months) time spent on duties is similar to the time spent on duties by job incumbents with 10-24 months. The increase in time spent shown in Table 12 in Directing and Implementing, Duty B, involves administrative tasks, such as developing or maintaining status boards and coordination of maintenance with other base activities. Likewise for the second enlistment (49-96 months) incumbents, there are only a limited number of changes which indicate increased supervisory responsibility.

From 97 months to more than 240 months there is a progressive increase in time spent on supervisory tasks and a decrease in time spent on maintenance and technical tasks. The variations in task performance seen as AFMS increases are very similar to the changes that occur with increases in skill level.

TABLE 12
 PERCENT TIME SPENT ON EACH DUTY BY ACTIVE MILITARY SERVICE (AFMS) GROUPS

DUTY	MONTHS ACTIVE MILITARY SERVICE						
	10-24 (N=126)	25-48 (N=322)	49-96 (N=102)	97-144 (N=82)	145-192 (N=67)	193-240 (N=119)	240+ (N=87)
A ORGANIZING AND PLANNING	1	2	3	7	7	12	20
B DIRECTING AND IMPLEMENTING	1	4	5	11	13	19	26
C INSPECTING AND EVALUATING	0	1	3	5	7	12	15
D TRAINING	1	2	6	13	12	11	9
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	5	7	7	11	12	15	15
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	16	13	12	8	8	5	3
G PERFORMING PREVENTIVE MAINTENANCE	3	3	3	2	2	1	0
H INSTALLING FLIGHT FACILITIES EQUIPMENT	5	7	3	3	2	3	1
I MAINTAINING TEST EQUIPMENT	3	3	3	2	2	1	1
J MAINTAINING RADIO BEACON SYSTEMS EQUIPMENT	3	3	2	2	1	1	0
K MAINTAIN INSTRUMENT LANDING SYSTEMS (ILS) EQUIPMENT	19	16	13	11	9	5	3
L MAINTAIN OMNIRANGE SYSTEMS EQUIPMENT	5	6	5	4	2	2	1
M MAINTAINING TACAN MONITORING GROUPS	14	11	11	6	8	4	2
N MAINTAINING TACAN TRANSPONDERS	22	22	21	12	14	9	4
O MAINTAINING COMPASS LOCATOR SYSTEMS	1	1	0	0	1	0	0
P MAINTAINING LONG RANGE NAVIGATION (LORAN)	0	1	2	4	1	0	0

TABLE 13

TASKS PERFORMED BY A SUBSTANTIAL NUMBER OF
RESPONDENTS WITH 10-24 MONTHS AFMS (FIRST JOB ASSIGNMENT)

TASK	PERCENT PERFORMING
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	87
F210 WASH, CLEAN, OR INSPECT MAINTENANCE VEHICLES	82
F174 CLEAN OR TIN SOLDERING IRON OR GUN TIPS	82
G214 CLEAN OR DUST FLIGHT FACILITY EQUIPMENT	80
M434 INSPECT TACAN POWER SUPPLIES	80
M489 CHECK OR ADJUST TACAN MEDIUM VOLTAGE POWER SUPPLY OUTPUTS	79
N488 CHECK OR ADJUST TACAN LOW VOLTAGE POWER SUPPLY OUTPUTS	78
F183 LOCATE TECHNICAL INFORMATION	77
F206 REMOVE OR REPLACE VACUUM TUBES OR SOCKETS	77
M442 OPERATE AN/GRA-111 IN MANUAL MODES	77
F188 OPERATE MAINTENANCE VEHICLES	75
M443 OPERATE BUILD-IN TEST EQUIPMENT	75
M458 VISUALLY INSPECT AN/GRA-111 MONITORS	75
M441 OPERATE AN/GRA-111 IN AUTOMATIC SCAN MODES	75
M435 INSPECT TACAN RECEIVER FOR PERFORMANCE STANDARDS	75
M436 INSPECT TACAN TRANSMITTER FOR PERFORMANCE STANDARDS	74
M432 INSPECT TACAN FREQUENCY MULTIPLIER OSCILLATOR FOR PERFORMANCE STANDARDS	74
N539 TUNE FMO SUBASSEMBLIES	72
M437 INTERPRET AN/GRA-111 MONITOR READ-OUT TO DETERMINE MALFUNCTIONING CIRCUITS	72

COMPARISONS OF CONUS TO OVERSEAS TASK PERFORMANCE

Comparisons of tasks performed by 439 five skill level personnel stationed within the CONUS and 77 five skill level personnel stationed overseas revealed few differences between the groups. Job incumbents in both groups spend over 50 percent of their time on tasks related to Maintaining Tactical Air Navigation (TACAN) Transponders (Duty N), Performing Flight Facility General Maintenance Functions (Duty F); Maintain Instrument Landing Systems (ILS) Equipment (Duty L), and Maintaining Tactical Air Navigation (TACAN) Monitoring Groups (Duty M). Maintaining TACAN Transponders and TACAN Monitoring Groups (Duties M and N) tasks are the most time consuming and account for 30 percent of the time spent for both the CONUS and overseas groups. Tasks related to Maintaining LORAN, (Duty P), represent the greatest differences between CONUS and overseas personnel. Less than one percent of the CONUS personnel perform any tasks related to LORAN. In contrast, 21 percent of the overseas 5-skill level personnel perform maintenance on LORAN, and those tasks account for nine percent of their time. Table 14 list those tasks showing the greatest difference in percent members performing. As expected the tasks are predominately from Duty P.

TABLE 14

TASKS MOST CLEARLY DISTINGUISHING CONUS VS OVERSEAS JOBS

TASK	PERCENT PERFORMING		DIFFERENCE
	CONUS	OVERSEAS	
F196	44	71	-27
E171	26	52	-26
N538	33	58	-25
E136	41	66	-25
E170	32	55	-23
E128	13	35	-22
E132	17	39	-22
P602	*	21	-21
P600	1	21	-21
P599	1	21	-21
P585	*	19	-19
P584	*	19	-19
P572	*	19	-19
P569	*	19	-19
P568	*	19	-19
P594	*	19	-19
P571	1	19	-18
P567	1	19	-18
	1	19	-18

* INDICATES LESS THAN ONE PERCENT

TASK DIFFICULTY

From a listing of airmen identified for the Flight Facilities Equipment Repair Occupational Survey, 46 incumbents in the 7- and 9-skill level from various commands and locations rated task difficulty. Tasks were rated on a nine-point scale from very-much-below average difficulty to very-much-above average difficulty, with difficulty defined as the length of time required by an average incumbent to learn to do the task. Interrater agreement was .96. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Tables 15 and 16 list the most difficult and least difficult tasks performed by DAFSC 304X1/96 personnel. The most difficult tasks were associated with Installing Flight Facilities Equipment (Duty H). These tasks are performed by a limited number of specialized personnel who are assigned to Engineering and Installation (E&I) squadrons. The least difficult tasks were associated with preventive maintenance activities, such as cleaning vehicles and equipment, lubricating equipment, and replacing minor items. These tasks are common to many activities and do not appear to be difficult to learn.

TABLE 15

THE FIFTEEN MOST DIFFICULT TASKS PERFORMED BY DAFSC 304X1/96 PERSONNEL
WITH PERCENT MEMBERS PERFORMING DATA

TASK	PERCENT MEMBERS PERFORMING	TASK DIFFICULTY RATING
L395 TUNE VERY HIGH FREQUENCY OMNIRANGE ANTENNAS	12	7.9
H230 INSTALL OR REMOVE TERMINAL VHF OMNIRANGE SYSTEMS	5	7.4
H229 INSTALL OR REMOVE TACAN SYSTEMS	9	7.3
H226 INSTALL OR REMOVE ILS GLIDESLOPE SYSTEMS	10	7.3
H227 INSTALL OR REMOVE ILS LOCALIZER SYSTEMS	10	7.2
H225 INSTALL OR REMOVE CO-LOCATED VERY HIGH FREQUENCY OMNIRANGE OR TACAN STATION SYSTEMS	8	7.2
H235 PERFORM COMMISSIONING FLIGHT CHECK OF FLIGHT FACILITIES	15	7.2
F185 MEASURE OR COMPUTE RADIO WAVE RADIATION PATTERNS	32	7.1
C87 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	15	7.1
F186 MEASURE OR COMPUTE PHASE LOGS	21	7.0
D100 DEVELOP COURSE CURRICULA, PLAN OF INSTRUCTIONS (POI) OR SPECIALTY TRAINING STANDARDS (STS)	6	7.0
H236 PERFORM INSTALLATION FINAL INSPECTIONS OF INSTALLED FLIGHT FACILITIES	12	6.9
N495 CHECK OR ALIGN TACAN RECEIVER IMMEDIATE FREQUENCY (IF) CIRCUITS	47	6.9
D124 WRITE TEST QUESTIONS	10	6.8
K311 ISOLATE MALFUNCTIONS WITHIN GLIDESLOPE SYSTEMS	49	6.8

TABLE 16

THE FIFTEEN LEAST DIFFICULT TASKS PERFORMED BY DAFSC 304X1/96 PERSONNEL
WITH PERCENT MEMBERS PERFORMING DATA

TASK	PERCENT MEMBERS PERFORMING	TASK DIFFICULTY RATING
I253 PAINT TEST EQUIPMENT	15	2.6
E136 MAKE ENTRIES IN EQUIPMENT PERFORMANCE LOGS	39	2.6
F209 TRANSMIT OVER LANDLINE DURING MAINTENANCE CHECKS	34	2.6
E170 STORE SUPPLIES	34	2.4
G214 CLEAN OR DUST FLIGHT FACILITY EQUIPMENT	61	2.3
G215 CLEAN, REMOVE, OR REPLACE FLIGHT FACILITY EQUIPMENT AIR FILTERS	56	2.3
G217 LUBRICATE FLIGHT FACILITY EQUIPMENT SUCH AS MOTORS OR CABINET FOR HINGES	51	2.3
E135 MAINTAIN SUPPLY OF BLANK FORMS	25	2.3
F198 REMOVE OR REPLACE FUSES OR BULBS ON EQUIPMENT	67	2.2
F211 ZERO METER NEEDLES MECHANICALLY	56	2.2
G216 LUBRICATE, CLEAN, OR INSPECT MAINTENANCE TOOLS	57	2.2
F178 DELIVER RADIOACTIVE TUBES TO CENTRAL DISPOSAL	17	2.2
F174 CLEAN OR TIN SOLDERING IRON OR GUN TIPS	64	2.2
I257 REMOVE OR REPLACE CRYSTAL ELEMENTS OF THRU-LINE WATTMETERS	46	2.1
F210 WASH, CLEAN, OR INSPECT MAINTENANCE VEHICLES	63	2.1

COMPARISON TO EARLIER STUDIES

The results of the Occupational Survey Report dated 1 November 1971 were compared with the current survey data. The new survey was more comprehensive; there were 603 tasks items in the present version compared to 367 tasks in the earlier study. Maintaining Compass Locator Systems, (Duty I); and Maintaining LORAN (Duty P), were not included in the earlier study. By providing more specific tasks, additional job groups were identified that were not apparent in the earlier analysis. This provided a more descriptive picture. For example, LORAN Maintenance Personnel were identified in the present survey and not the 1971 report. Similarly, engineering and installation personnel who constituted eight percent of the sample, were also identified this time and not before.

For airmen on the first job assignment there has been an increase in time spent on Maintaining TACAN Monitoring Groups from five percent in 1971 to 14 percent in 1975. This may reflect the new AN/GRA-111 TACAN Control/Monitor Group in the field. For the other duties there were only minor differences.

In general, there have been limited changes in the jobs of AFS 304X1 personnel since 1971.

COMPARISON OF OCCUPATIONAL SURVEY DATA WITH STS 304X1

The tasks listed in the Specialty Training Standard (STS) for DAFSC 304X1 are, for the most part, too general for comparison to the tasks listed in the job inventory booklet. For example, there are more than 30 tasks in the job inventory associated with Paragraph 11b(4), align, adjust and tune TACAN systems. Thus assessment of current proficiency levels is very difficult. Likewise, it would appear difficult for the trainer to record training progress on the item.

For most items in the STS a more detailed job proficiency guide would have to be developed before training could be assessed. A notable example is Paragraph 12, troubleshooting and repair. The STS paragraph indicates general functions such as "Remove and replace equipment components". Granted this is a function of flight facilities equipment repairman; however, there is no identification of systems. Since the different systems are indicated for installation and preventive maintenance routines it would appear important to know on which system a person was proficient in troubleshooting and repair.

Tasks associated with Long Range Navigation (LORAN) systems are not identified in the STS. Maintaining LORAN (Duty P) of the job inventory addressed these systems. About three percent of the DAFSC 304X1 personnel surveyed were maintaining LORAN systems; however, for these personnel LORAN tasks were their main duty and they did not maintain the other navigational aids. These LORAN related tasks should probably be indicated in the next revision of the STS.

In general and where comparison was possible, the survey data support the STS. The major systems, TACAN, ILS, OMNIRANGE, and Beacons are listed in the STS. The addition of LORAN would complete the list. During the next review of the 304X1 STS consideration might be given to writing the technical areas (such as Paragraphs 10, 11, 12 and 13) more specifically. For example, TACAN could be separated into TACAN transponders and TACAN monitoring groups.

CONCLUSIONS AND RECOMMENDATIONS

1. AFM 39-1 Specialty Descriptions adequately reflect job descriptions compiled from survey data. The title "Flight Facilities" appears to be too broad. The title "Navigational Aids" seems to more appropriately describe the tasks performed by personnel in AFS 304X1. Consideration should also be made to include LORAN in the job description.
2. Although the STS covers the major systems maintenance, it appears too general to assist the supervisors during proficiency training. The STS would be more usable if systems like TACAN were listed as TACAN monitoring group and TACAN transponders.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP099, NAVIGATIONAL AIDS (NAV-AIDS) INSTRUCTORS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ATC 86% AFCS 9% TAC 5%

LOCATION: CONUS 91% OVERSEAS 9%

DAFSC DISTRIBUTION: 30451 (67%), 30471 (33%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: FOUR PERCENT SUPERVISE AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 76 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 52 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 38 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	85
B DIRECTING AND IMPLEMENTING	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D118 RESEARCH TEST QUESTIONS	95
D105 EVALUATE STUDENT OR TRAINEES PROGRESS	90
D96 CONDUCT RESIDENT TECHNICAL TRAINING CLASSES	86
D114 PREPARE LESSON PLANS	86
D115 PREPARE TRAINING AIDS	71

SUPERVISION AND MAINTENANCE

SUPPORT PERSONNEL

GROUP ID NUMBER AND TITLE: GRP042, SUPERVISORY PERSONNEL

PERCENT OF SAMPLE: 13

MAJOR COMMAND DISTRIBUTION: AFCS 89% AFSC 3% ATC 3% OTHER 5%

LOCATION: CONUS 67% OVERSEAS 33%

DAFSC DISTRIBUTION: 30451 (5%), 30471 (33%), 30496 (58%), NO RESPONSE (4%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 78 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 81 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 48 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 38 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 53

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	31
A ORGANIZING AND PLANNING	24
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	18
C INSPECTING AND EVALUATING	16
D TRAINING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B40 DRAFT CORRESPONDENCE	94
B49 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	84
A12 ESTABLISH OR UPDATE ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	75
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	73
E125 ATTEND MAINTENANCE MEETINGS	73

GROUP ID NUMBER AND TITLE: GRP274, MAINTENANCE SUPERINTENDENTS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 92% AFSC 4% OTHER 4%

LOCATION: CONUS 48% OVERSEAS 52%

DAFSC DISTRIBUTION: 30471 (4%), 30496 (92%), NO RESPONSE (4%)

AVERAGE GRADE: 8

AMOUNT OF SUPERVISION: 78 PERCENT SUPERVISE AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 65 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 64 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 81

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	30
A ORGANIZING AND PLANNING	26
C INSPECTING AND EVALUATING	20
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	15
D TRAINING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	100
B49 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	96
E128 DRAFT CORRESPONDENCE OR REPORTS	94
B62 SUPERVISE MILITARY PERSONNEL OTHER THAN AFSC 304X1 PERSONNEL	84

GROUP ID NUMBER AND TITLE: GRP128, NCOIC'S JOB/MAINTENANCE CONTROL

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 93% TAC 7%

LOCATION: CONUS 64% OVERSEAS 36%

DAFSC DISTRIBUTION: 30451 (7%), 30471 (29%), 30496 (57%), NO RESPONSE (7%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 97 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 75 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 29 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 21 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	33
A ORGANIZING AND PLANNING	30
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	18
C INSPECTING AND EVALUATING	13

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B35 COUNSEL SUBORDINATES ON MILITARY RELATED PROBLEMS OR PERSONAL PROBLEMS	93
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	89
A14 ESTABLISH PRIORITIES FOR RESTORING EQUIPMENT TO OPERATIONS	89
B31 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	89
E128 DRAFT CORRESPONDENCE OR REPORTS	86

GROUP ID NUMBER AND TITLE: GRP158, MAINTENANCE MANAGEMENT SPECIALISTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 60% OVERSEAS 40%

DAFSC DISTRIBUTION: 30451 (20%), 30471 (80%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 20 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 60 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 20 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	40
B DIRECTING AND IMPLEMENTING	32
A ORGANIZING AND PLANNING	14
C INSPECTING AND EVALUATING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E128 DRAFT CORRESPONDENCE OR REPORTS	100
E134 KEY PUNCHES OPERATIONAL INFORMATION INTO DATA PROCESSING CARDS	100
E135 MAINTAIN SUPPLY OF BLANK FORMS	100
E146 PREPARE INPUTS FOR MONTHLY MAINTENANCE PLANS	100
B37 DEVELOP OR MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	80

GROUP ID NUMBER AND TITLE: GRP163, MAJOR COMMAND/AREA MAINTENANCE MANAGERS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 89% . OTHER 11%

LOCATION: CONUS 89% OVERSEAS 11%

DAFSC DISTRIBUTION: 30471 (44%), 30496 (56%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 11 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 33 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 11 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	40
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	20
A ORGANIZING AND PLANNING	18
C INSPECTING AND EVALUATING	18

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C87 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	100
E128 DRAFT CORRESPONDENCE OR REPORTS	100
B31 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	89
B49 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	78
A28 SUBMIT RECOMMENDATIONS FOR CHANGES TO GOVERNING DIRECTIVES, STANDARDS, OR LOCAL OPERATING PROCEDURES	67

GROUP ID NUMBER AND TITLE: GRP069, QUALITY CONTROL (QC) PERSONNEL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 68% OVERSEAS 32%

DAFSC DISTRIBUTION: 30451 (13%), 30471 (73%), 30496 (14%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 82 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 36 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 27 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	36
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	25
B DIRECTING AND IMPLEMENTING	23
A ORGANIZING AND PLANNING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C67 CONDUCT QUALITY CONTROL INSPECTIONS ON WORK CENTERS	95
C71 EVALUATE INDIVIDUAL COMPLIANCE WITH WORK STANDARDS	95
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	95
C73 EVALUATE INSPECTION REPORTS OR PROCEDURES	82
E168 REVIEW OR UPDATE TECHNICAL ORDER INDEXES	68

GROUP ID NUMBER AND TITLE: GRP206, QC INSPECTION SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 86% OVERSEAS 14%

DAFSC DISTRIBUTION: 30451 (21%), 30471 (72%), 30496 (7%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 96 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 36 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 21 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 37

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	33
C INSPECTING AND EVALUATING	29
B DIRECTING AND IMPLEMENTING	20
A ORGANIZING AND PLANNING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	100
C67 CONDUCT QUALITY CONTROL INSPECTIONS ON WORK CENTERS	100
C68 CONDUCT TECHNICAL INSPECTIONS ON FLIGHT FACILITY EQUIPMENT	100
C73 EVALUATE INSPECTION REPORTS OR PROCEDURES	100
E168 REVIEW OR UPDATE TECHNICAL ORDER INDEXES	100

GROUP ID NUMBER AND TITLE: GRP103, QC INSPECTION SUPERVISORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 40% OVERSEAS 60%

DAFSC DISTRIBUTION: 30471 (60%), 30496 (40%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 60 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 40 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 60 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 14

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	46
B DIRECTING AND IMPLEMENTING	34
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B40 DRAFT CORRESPONDENCE	100
C71 EVALUATE INDIVIDUAL COMPLIANCE WITH WORK STANDARDS	100
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	80
C67 CONDUCT QUALITY CONTROL INSPECTIONS OF WORK CENTERS	80
E155 PREPARE QUALITY DEFICIENCY REPORT (CATEGORY II) FORMS (SF FORM 368)	60

GROUP ID NUMBER AND TITLE: GRP027, NAV-AIDS/COMMUNICATIONS MAINTENANCE
OFFICE (NCMO) AND JOB CONTROLLERS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 96% USAF 4%

LOCATION: CONUS 82% OVERSEAS 18%

DAFSC DISTRIBUTION: 30451 (64%), 30471 (36%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 23 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 54 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 23 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 18 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 11

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	37
A ORGANIZING AND PLANNING	35
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	15
D TRAINING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B37 DEVELOP OR MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	91
A5 DETERMINE WORK PRIORITIES	55
A14 ESTABLISH PRIORITIES FOR RESTORING EQUIPMENT TO OPERATIONS	36
B34 COORDINATE WITH OTHER BASE ACTIVITIES ON CANNIBILIZATION OF EQUIPMENT OR EQUIPMENT COMPONENTS	27
E136 MAKE ENTRIES IN EQUIPMENT PERFORMANCE LOGS	18

SYSTEMS MAINTENANCE

PERSONNEL

GROUP ID NUMBER AND TITLE: GRP071, SYSTEMS MAINTENANCE PERSONNEL

PERCENT OF SAMPLE: 60

MAJOR COMMAND DISTRIBUTION: AFCS 91% AFSC 5% ATC 2% OTHER 2%

LOCATION: CONUS 85% OVERSEAS 15%

DAFSC DISTRIBUTION: 30431 (16%), 30451 (69%), 30471 (15%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 77 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 27 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 40 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 245

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	26
K MAINTAIN INSTRUMENT LANDING SYSTEMS (ILS) EQUIPMENT	18
M MAINTAINING TACAN MONITORING GROUPS	13
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	11
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	96
M434 INSPECT TACAN POWER SUPPLIES	94
N471 ADJUST TACAN RECEIVER OR CODER INDICATOR OUTPUT PULSE COUNTS	90
N517 ISOLATE MALFUNCTIONS TO TACAN FMO	90
K329 MEASURE GLIDESLOPE POWER SUPPLY OUTPUT VOLTAGES	74

GROUP ID NUMBER AND TITLE: GRP399, TACTICAL AIR NAVIGATION (TACAN)
MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 91% TAC 6% AFSC 3%

LOCATION: CONUS 76% OVERSEAS 24%

DAFSC DISTRIBUTION: 30431 (12%), 30451 (85%), 30471 (3%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 82 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 26 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 41 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 171

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	45
M MAINTAINING TACAN MONITORING GROUPS	22
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	12
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	6
G PERFORMING PREVENTIVE MAINTENANCE	4

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
M435 INSPECT TACAN RECEIVER FOR PERFORMANCE STANDARDS	100
N485 CHECK OR ADJUST FREQUENCY MULTIPLIER OSCILLATOR SHAPE PULSE AMPLITUDE	100
N519 ISOLATE MALFUNCTIONS TO TACAN POWER SUPPLY COMPONENTS	100
N530 REMOVE OR REPLACE COMPONENTS OF TACAN RECEIVERS	100
F193 REMOVE OR REPLACE COILS, CAPACITORS, OR RESISTORS ON NAV-AIDS EQUIPMENT	94

GROUP ID NUMBER AND TITLE: GRP400, MOBILE NAV-AIDS MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 88% OVERSEAS 12%

DAFSC DISTRIBUTION: 30431 (19%), 30451 (69%), 30471 (12%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 54 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 11 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 8 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 185

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	42
M MAINTAINING TACAN MONITORING GROUPS	20
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	13
J MAINTAINING RADIO BEACON SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F195 REMOVE OR REPLACE CRYSTALS IN FLIGHT FACILITIES EQUIPMENT	100
N472 ADJUST TACAN RADIO FREQUENCY (RF) POWER OUTPUTS	100
M436 INSPECT TACAN TRANSMITTER FOR PERFORMANCE STANDARDS	100
H245 SET UP MOBILE TACAN SYSTEMS	85
J260 ADJUST RADIO BEACON LOW VOLTAGE POWER SUPPLY OUTPUTS	85

GROUP ID NUMBER AND TITLE: GRP325, NAV-AIDS TECHNICIAN/SUPERVISORS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 96% AFSC 4%

LOCATION: CONUS 62% OVERSEAS 38%

DAFSC DISTRIBUTION: 30451 (42%), 30471 (58%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 71 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 88 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 46 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 38 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 254

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	29
M MAINTAINING TACAN MONITORING GROUPS	16
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	12
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	11
B DIRECTING AND IMPLEMENTING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
N520 ISOLATE MALFUNCTIONS TO TACAN RECEIVERS	100
N522 INTERPRET MONITOR FINDINGS TO DETERMINE TACAN MALFUNCTIONS	100
M435 INSPECT TACAN RECEIVER FOR PERFORMANCE STANDARDS	96
F206 REMOVE OR REPLACE VACUUM TUBES OR SOCKETS	95
E133 INVENTORY BENCH STOCK, EQUIPMENT OR SUPPLIES	88

GROUP ID NUMBER AND TITLE: GRP305, TACAN, ILS, AND OMNIRANGE
MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 37%

MAJOR COMMAND DISTRIBUTION: AFCS 92% AFSC 5% ATC 2% OTHER 1%

LOCATION: CONUS 85% OVERSEAS 15%

DAFSC DISTRIBUTION: 30431 (12%), 30451 (72%), 30471 (16%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 77 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 29 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 46 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 285

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	24
K MAINTAIN ILS EQUIPMENT	22
M MAINTAINING TACAN MONITORING GROUPS	13
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	10
L MAINTAIN OMNIRANGE SYSTEMS EQUIPMENT	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K310 ISOLATE MALFUNCTIONS ON ILS SYSTEMS	99
N488 CHECK OR ADJUST TACAN LOW VOLTAGE POWER SUPPLY OUTPUTS	98
M435 INSPECT TACAN RECEIVER FOR PERFORMANCE STANDARDS	97
N539 TUNE FMO SUBASSEMBLIES	96
F183 LOCATE TECHNICAL INFORMATION	90

GROUP ID NUMBER AND TITLE: GRP332, TACAN AND OMNIRANGE SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 85% AFSC 5% MAC 5% PACAF 5%

LOCATION: CONUS 95% OVERSEAS 5%

DAFSC DISTRIBUTION: 30431 (21%), 30451 (79%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 79 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 16 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 32 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 224

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	27
L MAINTAIN OMNIRANGE SYSTEMS EQUIPMENT	18
M MAINTAINING TACAN MONITORING GROUPS	13
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	12
K MAINTAINING ILS EQUIPMENT	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F183 LOCATE TECHNICAL INFORMATION	100
L364 CHECK OR ADJUST VOR TRANSMITTER OUTPUTS	100
M436 INSPECT TACAN TRANSMITTER FOR PERFORMANCE STANDARDS	100
N517 ISOLATE MALFUNCTIONS TO TACAN FMO	100
N530 REMOVE OR REPLACE COMPONENTS OF TACAN RECEIVERS	100

GROUP ID NUMBER AND TITLE: GRP293, TACAN AND ILS MAINTENANCE
SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 82% AFSC 18%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30431 (32%), 30451 (68%)

AVERAGE GRADE: 3

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 96 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: NINE PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 32 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 177

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAIN ILS EQUIPMENT	29
N MAINTAINING TACAN TRANSPONDERS	23
M MAINTAINING TACAN MONITORING GROUPS	15
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	13

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F201 REMOVE OR REPLACE RELAYS IN NAV-AIDS EQUIPMENT	100
K334 PERFORM LOCALIZER EQUIPMENT GROUND CHECK INSPECTIONS	100
M430 INSPECT TACAN CODER INDICATOR FOR PERFORMANCE STANDARDS	100
K310 ISOLATE MALFUNCTIONS IN ILS SYSTEMS	95
N488 CHECK OR ADJUST TACAN LOW VOLTAGE POWER SUPPLY OUTPUTS	95

GROUP ID NUMBER AND TITLE: GRP149, ILS MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 94% AFSC 6%

LOCATION: CONUS 94% OVERSEAS 6%

DAFSC DISTRIBUTION: 30431 (18%), 30451 (65%), 30471 (17%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 88 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 24 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 29 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 166

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING ILS EQUIPMENT	40
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	16
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	9
N MAINTAINING TACAN TRANSPONDERS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F188 OPERATE MAINTENANCE VEHICLES	100
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	100
K298 CALIBRATE LOCALIZER CONTROL INDICATORS	100
K311 ISOLATE MALFUNCTIONS WITHIN GLIDESLOPE SYSTEMS	100
E130 EVALUATE OR MAINTAIN FLIGHT FACILITY EQUIPMENT GROUND CHECK READINGS	82

GROUP ID NUMBER AND TITLE: GRP192, APPRENTICE ILS AND TACAN MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 90% AFSC 10%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30431 (70%), 30451 (30%)

AVERAGE GRADE: 3

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 20 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 30 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 114

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAIN ILS EQUIPMENT	35
M MAINTAINING TACAN MONITORING GROUPS	18
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	15
N MAINTAINING TACAN TRANSPONDERS	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K334 PERFORM LOCALIZER EQUIPMENT GROUND CHECK INSPECTIONS	100
M435 INSPECT TACAN RECEIVER FOR PERFORMANCE STANDARDS	100
M443 OPERATE AN/GRA-111 BUILD-IN TEST EQUIPMENT	100
F183 LOCATE TECHNICAL INFORMATION	90
K295 ALIGN OR MEASURE LOCALIZER MODULATOR CIRCUIT PERCENTAGE OF MODULATION	90

GROUP ID NUMBER AND TITLE: GRP095, APPRENTICE TACAN MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 89% AFSC 6% PACAF 5%

LOCATION: CONUS 83% OVERSEAS 17%

DAFSC DISTRIBUTION: 30431 (61%), 30415 (39%)

AVERAGE GRADE: 3

AMOUNT OF SUPERVISION: SIX PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 72 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 22 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 28 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 88

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N MAINTAINING TACAN TRANSPONDERS	29
M MAINTAINING TACAN MONITORING GROUPS	26
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	15
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	7
K MAINTAINING ILS EQUIPMENT	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
N488 CHECK OR ADJUST TACAN LOW VOLTAGE POWER SUPPLY OUTPUTS	100
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	100
G214 CLEAN OR DUST FLIGHT FACILITIES EQUIPMENT	100
M442 OPERATE AN/GRA-111 IN MANUAL MODES	89
F210 WASH, CLEAN, OR INSPECT MAINTENANCE VEHICLES	89

TRAFFIC CONTROL AND LANDING
SYSTEMS (TRACALS) EVALUATORS

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GROUP ID NUMBER AND TITLE: GRP273, TRAFFIC CONTROL AND LANDING SYSTEMS
(TRACALS) EVALUATORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30471 (100%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT VERY LITTLE TO QUITE WELL

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT VERY LITTLE TO QUITE WELL

AVERAGE NUMBER OF TASKS PERFORMED: 107

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAIN ILS EQUIPMENT	33
N MAINTAINING TACAN TRANSPONDERS	23
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	9
M MAINTAINING TACAN MONITORING GROUPS	8
L MAINTAIN OMNIRANGE SYSTEMS EQUIPMENT	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F187 MEASURE POWER GENERATOR FREQUENCIES OR VOLTAGES	100
K314 MEASURE GLIDESLOPE FREQUENCIES	100
K326 MEASURE LOCALIZER PERCENTAGES OF MODULATION USING PORTABLE TEST EQUIPMENT	100
L366 COORDINATE WITH AIRCREW MEMBERS ON FLIGHT CHECK READINGS OR ADJUSTMENTS TO VOR SYSTEMS	100
N499 CHECK TRANSPONDER KLYSTRON POWER OUTPUTS	100

NCOIC'S NAV-AIDS MAINTENANCE
AND QUALITY CONTROL (QC) SUPERINTENDENTS

GROUP ID NUMBER AND TITLE: GRP081, NCOIC'S NAV-AIDS MAINTENANCE AND QC SUPERINTENDENTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 94% AFSC 3% ATC 3%

LOCATION: CONUS 94% OVERSEAS 6%

DAFSC DISTRIBUTION: 30451 (9%), 30471 (79%), 30496 (12%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 85 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 94 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 59 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 196

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	16
B DIRECTING AND IMPLEMENTING	15
C INSPECTING AND EVALUATING	11
N MAINTAINING TACAN TRANSPONDERS	10
A ORGANIZING AND PLANNING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B40 DRAFT CORRESPONDENCE	94
C66 CONDUCT IN PROGRESS WORK INSPECTIONS ON FLIGHT FACILITIES	91
E143 PERFORM OR EVALUATE TIME COMPLIANCE TECHNICAL ORDERS (TCTO)	82
E164 RESEARCH MAINTENANCE RECORDS OR REPORTS	79
C67 CONDUCT QUALITY CONTROL INSPECTIONS ON WORK CENTERS	50

GROUP ID NUMBER AND TITLE: GRP287, NCOIC'S NAV-AIDS/TECHNICIANS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFSC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30471 (100%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 70 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 299

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	15
B DIRECTING AND IMPLEMENTING	14
N MAINTAINING TACAN TRANSPONDERS	12
K MAINTAIN ILS EQUIPMENT	12
D TRAINING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B39 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	100
D95 CONDUCT PROFICIENCY TRAINING	100
E128 DRAFT CORRESPONDENCE OR REPORTS	100
N502 EVALUATE TACAN SYSTEMS OPERATION USING PANEL METERS	90
K297 CALIBRATE GLIDESLOPE CONTROL INDICATORS	70

GROUP ID NUMBER AND TITLE: GRP379, NCOIC'S NAV-AIDS ADMINISTRATIONS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30471 (100%)

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 40 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 40 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 155

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	23
B DIRECTING AND IMPLEMENTING	18
D TRAINING	15
C INSPECTING AND EVALUATING	13
A ORGANIZING AND PLANNING	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A21 PLAN OR SCHEDULE WORK ASSIGNMENTS	100
B50 MAINTAIN ADMINISTRATIVE FILES	100
C63 CONDUCT FINAL WORK INSPECTIONS ON FLIGHT FACILITY EQUIPMENT	100
D108 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	100
E128 DRAFT CORRESPONDENCE AND REPORTS	100

GROUP ID NUMBER AND TITLE: GRP123, MAINTENANCE AND QC SUPERINTENDENTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 88% AFCS 12%

LOCATION: CONUS 88% OVERSEAS 12%

DAFSC DISTRIBUTION: 30471 (63%), 30496 (37%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 75 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 110

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	19
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	15
B DIRECTING AND IMPLEMENTING	13
M MAINTAINING TACAN MONITORING GROUPS	10
N MAINTAINNG TACAN TRANSPONDERS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B30 BRIEF SUPERVISORY PERSONNEL ON INSPECTION FINDINGS	100
C67 CONDUCT QUALITY CONTROL INSPECTIONS ON WORK CENTERS	100
M436 INSPECT TACAN TRANSMITTER FOR PERFORMANCE STANDARDS	100
N508 INSPECT TACAN SYSTEMS EQUIPMENT RELAYS	100
E128 DRAFT CORRESPONDENCE OR REPORTS	87

LONG RANGE NAVIGATION (LORAN)

MAINTENANCE PERSONNEL

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GROUP ID NUMBER AND TITLE: GRP096, LONG RANGE NAVIGATION (LORAN)
MAINTENANCE PERSONNEL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 75% USAFE 15% TAC 5% AFSC 5%

LOCATION: CONUS 10% OVERSEAS 90%

DAFSC DISTRIBUTION: 30451 (90%), 30471 (10%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 70 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 15 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 35 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 93

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P MAINTAINING LORAN	48
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	20
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	8
G PERFORMING PREVENTIVE MAINTENANCE	5
I MAINTAINING TEST EQUIPMENT	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
P600 TROUBLESHOOT LORAN TIMER SYNCHRONIZERS	100
P568 ADJUST OR ALIGN LORAN TRANSMITTERS	95
P574 INSPECT LORAN ANTENNA MATCHING UNITS	90
F200 REMOVE OR REPLACE PRINTED CIRCUIT CARDS IN NAV-AIDS EQUIPMENT	80
G214 CLEAN OR DUST FLIGHT FACILITY EQUIPMENT	80

GROUP ID NUMBER AND TITLE: GRP310, LORAN TECHNICIAN/SUPERVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 80% USAFE 20%

LOCATION: CONUS 80% OVERSEAS 20%

DAFSC DISTRIBUTION: 30451 (80%), 30470 (20%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 60 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 30 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 136

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P MAINTAINING LORAN	34
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	21
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	10
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F194 REMOVE OR REPLACE COMPONENTS OF PRINTED CIRCUIT CARDS	100
P564 ADJUST OR ALIGN LORAN CYCLE SERVO LOOPS	100
P600 TROUBLESHOOT LORAN TIMER SYNCHRONIZERS	100
B37 DEVELOP OR MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	80
E172 VISUALLY CLASSIFY OR IDENTIFY PARTS	80

GROUP ID NUMBER AND TITLE: GRP199, LORAN SPECIALISTS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFSC 66% AFCS 17% USAFE 17%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30451 (100%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 33 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT VERY LITTLE TO QUITE WELL

PERCEIVED UTILIZATION OF TRAINING: 17 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 58

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P MAINTAINING LORAN	47
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	29
E PERFORMING MAINTENANCE MANAGEMENT FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	100
F200 REMOVE OR REPLACE PRINTED CIRCUIT CARDS IN NAV-AIDS EQUIPMENT	100
P580 INSPECT LORAN TRANSMITTER POWER SUPPLIES	100
P582 INSPECT LORAN TIMER SYNCHRONIZERS	100
P599 TROUBLESHOOT LORAN TRANSMITTERS	100

ENGINEERING AND INSTALLATION

PERSONNEL

GROUP ID NUMBER AND TITLE: GRP009, ENGINEERING AND INSTALLATION PERSONNEL

PERCENT OF SAMPLE: 8

MAJOR COMMAND DISTRIBUTION: AFCS 92% AFSC 7% MAC 1%

LOCATION: CONUS 97% OVERSEAS 3%

DAFSC DISTRIBUTION: 30431 (9%), 30451 (77%), 30471 (14%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 39 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 72 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 24 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 21 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING FLIGHT FACILITIES EQUIPMENT	42
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	29

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H234 PACK OR UNPACK SCHEME MATERIAL	79
H231 INTERCONNECT EQUIPMENT OR COMPONENT PARTS	70
H222 CONDUCT PREINSTALLATION SURVEYS OF FLIGHT FACILITIES EQUIPMENT	68
F179 FABRICATE CABLES	63
H237 PERFORM OPERATIONAL TEST OF FLIGHT FACILITY NAVIGATIONAL SYSTEMS	58

GROUP ID NUMBER AND TITLE: GRP219, INSTALLATION AND GENERAL MAINTENANCE
TEAM MEMBERS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 91% AFSC 9%

LOCATION: CONUS 91% OVERSEAS 9%

DAFSC DISTRIBUTION: 30451 (82%), 30471(18%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 73 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 27 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 27 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING FLIGHT FACILITIES EQUIPMENT	41
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE	39

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F179 FABRICATE CABLES	100
H224 INSPECT OR INVENTORY SCHEME MATERIAL	100
H226 INSTALL OR REMOVE ILS GLIDESLOPE SYSTEMS	90
H229 INSTALL OR REMOVE TACAN SYSTEMS	82
F198 REMOVE OR REPLACE FUSES OR BULBS IN EQUIPMENT	81

GROUP ID NUMBER AND TITLE: GRP144, INSTALLATION AND GENERAL MAINTENANCE
TEAM CHIEFS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30451 (50%), 30471 (50%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 90 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 90 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 30 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 96

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	26
H INSTALLING FLIGHT FACILITIES EQUIPMENT	24
B DIRECTING AND IMPLEMENTING	14
D TRAINING	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B51 ORIENT NEWLY ASSIGNED PERSONNEL	100
H234 PACK OR UNPACK SCHEME MATERIAL	100
H237 PERFORM OPERATIONAL TEST OF FLIGHT FACILITY NAVIGATIONAL SYSTEMS	100
D108 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	90
F181 FABRICATE CABLES	80

GROUP ID NUMBER AND TITLE: GRP132, APPRENTICE INSTALLATION AND GENERAL MAINTENANCE TEAM MEMBERS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30451 (100%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 17 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 88 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT VERY LITTLE TO QUITE WELL

PERCEIVED UTILIZATION OF TRAINING: 17 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	37
K MAINTAIN ILS EQUIPMENT	29
H INSTALLING FLIGHT FACILITIES EQUIPMENT	22

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F176 CUT CABLES TO ELECTRICAL LENGTH	100
F182 INSTALL OR REMOVE DUMMY ANTENNA LOADS	100
F183 LOCATE TECHNICAL INFORMATION	100
H227 INSTALL OR REMOVE ILS LOCALIZER SYSTEMS	100
K345 TURN ON OR OFF LOCALIZER SYSTEMS	83

GROUP ID NUMBER AND TITLE: GRP127, ENGINEERING AND INSTALLATION SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 80% AFSC 20%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30431 (13%), 30451 (74%), 30471 (13%)

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 53 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 60 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 33 PERCENT VERY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 33 PERCENT VERY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING FLIGHT FACILITIES EQUIPMENT	85
F PERFORMING FLIGHT FACILITY GENERAL MAINTENANCE FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H231 INTERCONNECT EQUIPMENT OR COMPONENTS PARTS	93
H227 INSTALL OR REMOVE ILS LOCALIZER SYSTEMS	87
H224 INSPECT OR INVENTORY SCHEME MATERIAL	80
H226 INSTALL OR REMOVE ILS GLIDESLOPE SYSTEMS	73
H229 INSTALL OR REMOVE TACAN SYSTEMS	73