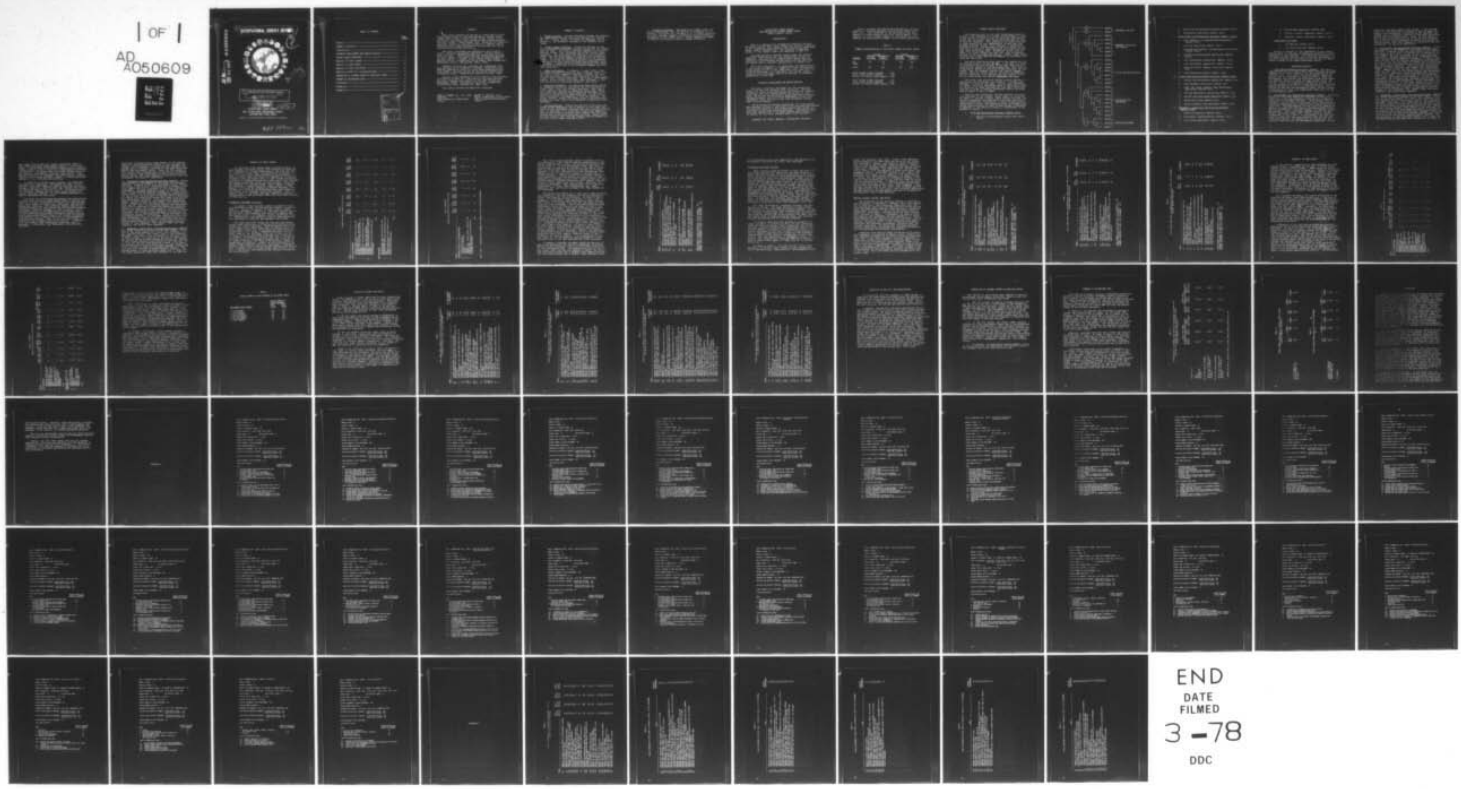
AD-A050 609 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
BOMB NAVIGATION SYSTEMS CAREER LADDER, AFSCS 321X0K/L AND 32192--ETC(U)
NOV 77

UNCLASSIFIED AFPT 90-321-264 NL

1 OF 1
AD A050609



END
DATE FILMED
3-78
DDC

(9) # OCCUPATIONAL SURVEY REPORT.

(2) 65

(6) BOMB NAVIGATION SYSTEMS CAREER LADDER,
AFSCs 321X0K/L and 32192.

(14) AFPT 90-321-264

(11) 30 NOV [redacted] 77

(12) 77p.

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

408 889

TABLE OF CONTENTS

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Bomb Navigation Systems career ladder (AFSCs 32130K, 32150K, 32170K, 32130L, 32150L, 32170L, and 32192). The project was directed by USAF Program Technical Training, Volume 2, dated October 1976. 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 Captain David S. Street, Inventory Development Specialist. Captains Elena J. Weber and Leon J. Tauscher analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, 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., Col, 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: The Bomb Navigation Systems job inventory was administered during the period February 1977 through May 1977. Survey results are based on responses from 76 percent of the personnel assigned to the 321X0K/L career ladder.

2. Career Ladder Structure: Ninety-six percent of the survey respondents comprised four major groups and two independent job types. The K and L shredouts appeared in distinctly separate groups, thus validating the current career ladder structure. One group consisted entirely of the L-shredout members who were performing both shop and line maintenance tasks. The K-shredout members clustered into two separate groups. One group was performing strictly line maintenance tasks while the other group performed shop maintenance tasks. A management, supervision and training group was also identified which included both K- and L-shredout members plus AFSC 32192 personnel.

3. DAFSC Differences: In general, 5- and 7-skill level K-shredout personnel perform the same technical tasks, with the 7-skill level members performing a broader job that includes supervisory duties. The same holds for the 5- and 7-skill level L-shredout personnel. The 9-skill level members, however, differ greatly from other DAFSC personnel in that they are primarily performing managerial type duties.

4. AFR 39-1 Evaluation: The specialty descriptions reflect an incomplete picture of the duties and tasks performed by 5-and 7-skill level AFS 321X0K/L personnel. The 5-skill level specialty description emphasizes operational checks, and system and equipment repair functions but makes little mention of analyzing and troubleshooting. In the 7-skill level description, the emphasis is just the opposite. The survey, however, showed that there is very little difference between the 5-and 7-skill level personnel in technical tasks performed.

5. Job Satisfaction: Seventy-four percent of the career AFS 321X0K survey respondents and 71 percent of the career AFS 321X0L survey respondents indicated that their job was interesting. In addition, 77 to 81 percent of the career members in both the AFS 321X0K and 321X0L career ladders felt that their talents and training were being well utilized. These figures are only slightly lower than the figures found for members of 20 other career ladders surveyed in 1976.

6. Potential Problems: Expressed reenlistment intent and actual reenlistment rate (20 percent of eligibles for K shredout, 14 percent for L shredout in FY 77 versus 39 percent Air Force average) suggest a potentially serious problem in management of this career field. Further research is needed to identify the causes of this low career motivation.

OCCUPATIONAL SURVEY REPORT
BOMB NAVIGATION SYSTEMS CAREER LADDER
(AFSCs 321X0K/L, 32192)

INTRODUCTION

This is a report of an occupational survey of the Bomb Navigation Systems (BNS) career ladder (AFS 321X0K/L) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during November 1977. The previous occupational survey of this career ladder was completed in June 1971.

The Bomb Navigation Systems career ladder has remained relatively stable since the last occupational survey was completed. The only major classification change that has occurred involved dropping the AFS 321X0 (B-66 aircraft) and AFS 321X0R (FB-111 aircraft) designations in January 1972.

This 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 career ladder structure documents; and (4) an analysis of incumbents' perceptions of their jobs.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-321-264. Thorough research of career field publications and directives, personal interviews with nine subject-matter specialists at three bases, and written reviews from 51 experienced bomb navigation systems personnel led to the final development of the survey instrument, which consists of 451 task statements grouped under 18 duty headings.

During the period February through May 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to 472 airmen holding DAFSC 321X0K, or 76 percent of the total assigned personnel. Inventory booklets were also administered to 99 airmen holding DAFSC 321X0L, or 76 percent of the total assigned DAFSC 321X0L personnel.

Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of April 1977. Also reflected is the distribution by major command of airmen making up the final survey sample. This sampling of career ladder members is considered to be an adequate and representative sample of the overall populations.

TABLE 1

COMMAND REPRESENTATION IN THE SURVEY SAMPLE BY DAFSC GROUPS

	321X0K		321X0L	
COMMAND	PERCENT ASSIGNED	PERCENT OF SAMPLE	PERCENT ASSIGNED	PERCENT OF SAMPLE
SAC	93	92	92	90
OTHER	7	8	8	10
TOTAL	100	100	100	100

Total 321X0K airmen assigned - 623
Total 321X0K airmen sampled - 472
Percent of 321X0K airmen sampled - 76%

Total 321X0L airmen assigned - 131
Total 321X0L airmen sampled - 99
Percent of 321X0L airmen sampled - 76%

CAREER LADDER STRUCTURE

The essential part of the USAF Occupational Analysis program is the examination of career field personnel in terms of the actual structure of the job functions they perform rather than the career field structure established for them by official documents. This examination of actual structure is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs performed in the field based strictly upon the similarity of tasks performed and relative percent time spent performing them. Background factors such as DAFSC, job title, grade, position, etc. have no bearing whatever on the job clustering process. Rather, these factors are used only to help describe the members of job groups that CODAP has identified.

The basic identifying group used in the hierarchical job structuring analysis is the Job Type. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job type groups, they are grouped together and labeled Clusters. Finally, there are often cases of individual job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled Independent Job Types.

The career area structure analysis process consists of determining the functional job structure of career area personnel in terms of job types, clusters, and independent job types. Each such identifying group is described in terms of similarity of tasks performed and time spent performing them and in terms of whatever background factors the group members happen to have in common.

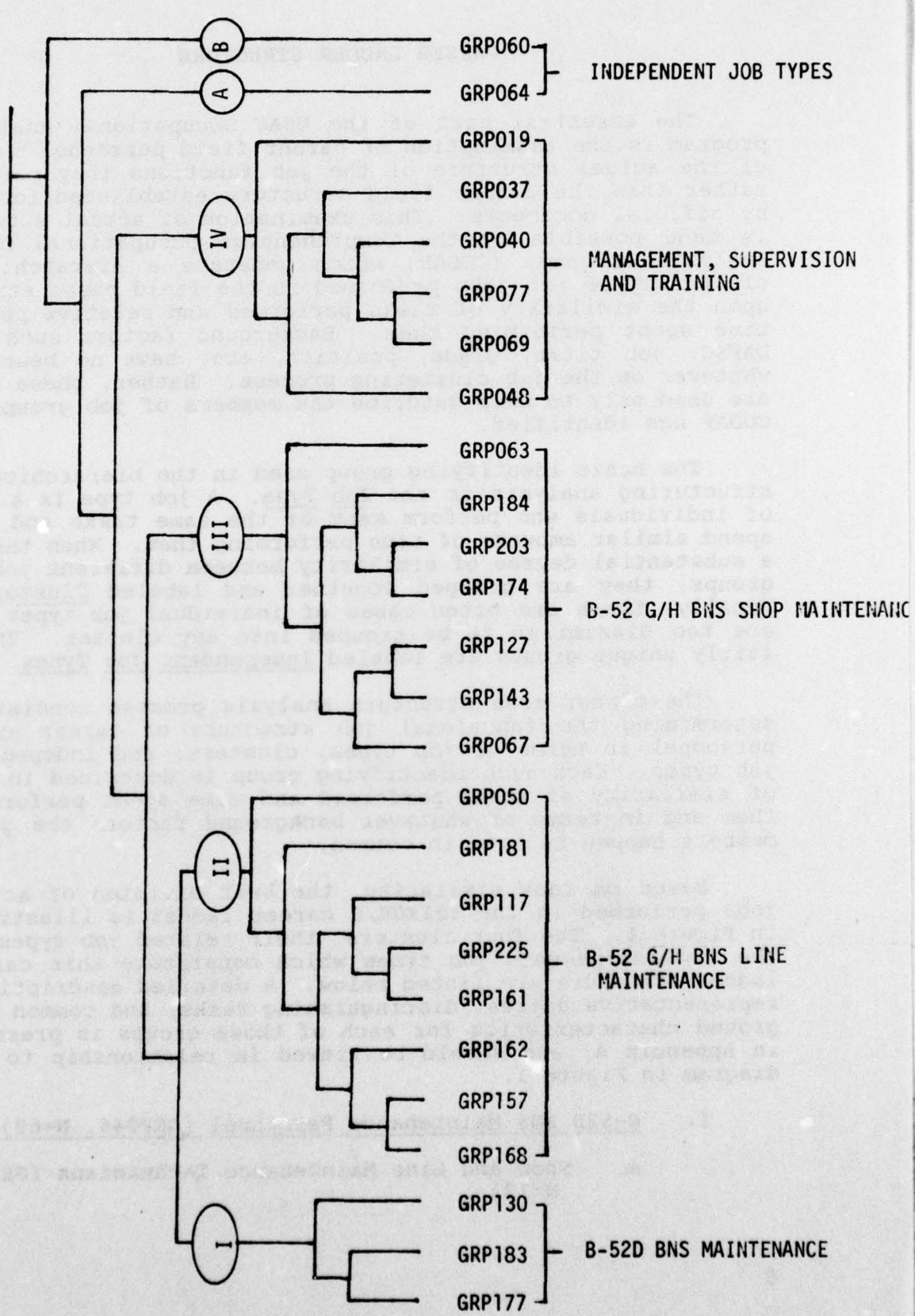
Based on task similarity, the best division of actual jobs performed in the 321X0K/L career ladder is illustrated in Figure 1. The four clusters, their related job types, and the two independent job types which constitute this career ladder structure are listed below. A detailed description of representative duties, distinguishing tasks, and common background characteristics for each of these groups is presented in Appendix A, and should be viewed in relationship to the diagram in Figure 1.

I. B-52D BNS Maintenance Personnel (GRP044, N=69).

   a. Shop and Line Maintenance Technicians (GRP177, N=17)

FIGURE 1

BOMB NAVIGATION SYSTEM CAREER LADDER STRUCTURE



b. B-52D Line Maintenance Specialists (GRP183, N=39)

c. Maintenance Supervisors (GRP130, N=6)

II. B-52G/H BNS Line Maintenance Personnel (GRP031, N=342)

a. Line Computer and Shop Maintenance Mechanics (GRP168, N=27)

b. Line and Shop Chiefs (GRP157, N=27)

c. EVS Shop and Computer Line Maintenance Specialists (GRP162, N=14)

d. B-52G/H Line Maintenance Specialists (GRP161, N=202)

e. Line Maintenance Technicians (GRP225, N=13)

f. Line Maintenance Apprentices (GRP117, N=25)

g. Technical School Computer Instructors (GRP181, N=8)

h. Line Maintenance Helpers (GRP050, N=10)

III. B-52G/H BNS Shop Maintenance Personnel (GRP035, N=64)

a. General Shop Maintenance Apprentices (GRP067, N=6)

b. Test Equipment Specialists (GRP143, N=5)

c. Radar and Radar Computer Shop Maintenance Specialists (GRP127, N=7)

d. EVS Shop Maintenance Specialists (GRP174, N=16)

e. General Shop Maintenance Mechanics (GRP203, N=6)

f. Field Shop Chiefs (GRP184, N=11)

g. Terrain Computer Shop Assistants (GRP063, N=5)

IV. Management, Supervision and Training Personnel (GRP008, N=99)

a. Bomb Score Analysts (GRP048, N=16)

b. Maintenance Superintendents (GRP069, N=17)

c. Work Center Supervisors (GRP077, N=27)

d. B-52G/H BNS Supervisors (GRP040, N=8)

e. Quality Control Inspectors (GRP037, N=13)

f. Technical School Instructors (GRP019, N=10)

Independent Job Types

a. OJT Monitors (GRP064, N=12)

b. Job Control Monitors (GRP060, N=16)

Ninety-six percent of the respondents in this sample perform types of jobs that are generally equivalent to those identified in this analysis. The remaining four percent of the sample perform jobs that are not directly associated with the major groupings of this career field, and are not identifiable in terms of any common background factors.

Group Descriptions

I. B-52D BNS Maintenance Personnel (GRP044). This group is composed entirely of 5- and 7-skill level L-shredout personnel. Compared to all other clusters, this group performs the most difficult job. As a whole, the group members appear to perform the full spectrum of tasks related to B-52D BNS maintenance, with general line maintenance tasks being common and dominant among all three job type groups within the cluster. There are substantial differences between the job type groups on the specific tasks they perform, with some members performing strictly line maintenance tasks, others a mixture of shop and line maintenance tasks, and still others a combination of first line supervisory tasks plus line and shop maintenance tasks.

II. B-52G/H BNS Line Maintenance Personnel (GRP031). Fifty-four percent of the total sample is contained in this group. Except for a few superintendents, this group is completely comprised of K-shredout personnel. While members have an average of only 4.4 years in the career field, they perform a relatively homogeneous job function that is above average in difficulty. The preponderance of task similarity among group members is based upon both general and specialized B-52G/H BNS line maintenance, with heavy emphasis on computer systems maintenance. Task differences between several job type groups identified within this cluster primarily reflect differences in skill level. In this respect, job types were found to range from the less difficult jobs such as line maintenance helpers and apprentices up through the very difficult jobs such as line maintenance technicians. As job

difficulty increased across these groups, so did average number of tasks performed and amount of job time spent performing line maintenance on specialized BNS equipment and systems (with a consequent decrease in time spent performing general BNS maintenance tasks). Other job type groups in this cluster were differentiated on the basis of equipment specialization, shop maintenance (primarily Electro-optical viewing systems (EVS) shop) emphasis in conjunction with line maintenance, and amount of supervision.

III. B-52G/H BNS Shop Maintenance Personnel (GRP035). Ninety-eight percent of the members of this group are K-shredout personnel. Compared to the line maintenance cluster (GRP031) this group is quite small, containing only 10 percent of the total sample and only 14 percent of the total K-shredout respondents. Although experience level is somewhat higher than line maintenance personnel (average of 5.7 years in the career field), the job functions performed by shop personnel are less diverse and have about an average level of difficulty. As a whole, this group performs the full range of B-52G/H BNS shop maintenance functions. Task similarity among group members is based primarily upon general shop maintenance tasks. Members of each job type within this cluster spend about one half their job time doing general shop maintenance tasks such as removing or installing magnetrons, klystrons, cathode ray tubes, and internal plug-in Line Replaceable Units (LRU); performing various checks of circuits or circuit components; and isolating test equipment malfunctions and calibrating various BNS components. Unlike K-shredout line maintenance personnel, the job types identified within this shop maintenance cluster are mostly differentiated on the basis of equipment specialization rather than skill-level. Specialization appears to center on maintenance functions related to test equipment, EVS, general radar and radar computers, and terrain radar computers.

IV. Management, Supervision, and Training Personnel (GRP008). This group contains 16 percent of the total sample. Almost half of the group members are 9-skill level personnel, with the remainder being 5- and 7-skill level K- and L-shredout personnel. The level of job difficulty for the entire group is below average, with only one of the six job types within the cluster having an above-average-difficulty job. Members of this cluster perform a wide variety of job functions, and it is by far the most heterogenerous cluster in the sample. The average time in service among these job types ranges from a low 6.3 years for bomb score analysts (GRP048) to a high of 22.8 years for maintenance superintendents (GRP069). The average number of tasks performed ranges from 17 tasks for the highly specialized bomb score analysts to 138 tasks for

the highly diversified work center supervisors (GRP077). Task similarity among group members results in two primary areas: 1) performance of maintenance administration functions (tasks in duty E), and 2) little or no performance of technical job functions. Job types within the cluster differ mainly on the specific non-technical functions they perform. Some members concentrate on management and supervision or training functions while others evaluate, inspect, or analyze equipment, systems, or work functions and operations.

In addition to the four major clusters, two independent job types were identified. Both groups are small in size, perform a very small number of tasks in jobs that are below average in difficulty, and feel that their talents and training are being used very little or not at all. One group monitors OJT functions (GRP064) and the other group performs job control functions (GRP060). K- and L-shredout personnel are equally represented in each group.

The career field structure that emerged from this analysis of actual task similarity among members tends to validate the existing Air Force classification structure for these specialties. With respect to flight line, field shop, and test shop maintenance functions, the L-shredout members exclusively clustered together (in one cluster) and the K-shredout members exclusively clustered together (in two clusters). While L-shredout personnel are comparatively more diversified in the job functions they perform, K-shredout personnel tend to be more specialized both in terms of the systems or equipment they maintain and in terms of the line or shop maintenance functions they perform. What little similarity there is between the two shredouts lies in the area of: 1) general line and general shop maintenance functions, and 2) management, supervision, and maintenance administration functions.

difficulty increased across these groups, so did average number of tasks performed and amount of job time spent performing line maintenance on specialized BNS equipment and systems (with a consequent decrease in time spent performing general BNS maintenance tasks). Other job type groups in this cluster were differentiated on the basis of equipment specialization, shop maintenance (primarily Electro-optical viewing systems (EVS) shop) emphasis in conjunction with line maintenance, and amount of supervision.

III. B-52G/H BNS Shop Maintenance Personnel (GRP035). Ninety-eight percent of the members of this group are K-shredout personnel. Compared to the line maintenance cluster (GRP031) this group is quite small, containing only 10 percent of the total sample and only 14 percent of the total K-shredout respondents. Although experience level is somewhat higher than line maintenance personnel (average of 5.7 years in the career field), the job functions performed by shop personnel are less diverse and have about an average level of difficulty. As a whole, this group performs the full range of B-52G/H BNS shop maintenance functions. Task similarity among group members is based primarily upon general shop maintenance tasks. Members of each job type within this cluster spend about one half their job time doing general shop maintenance tasks such as removing or installing magnetrons, klystrons, cathode ray tubes, and internal plug-in Line Replaceable Units (LRU); performing various checks of circuits or circuit components; and isolating test equipment malfunctions and calibrating various BNS components. Unlike K-shredout line maintenance personnel, the job types identified within this shop maintenance cluster are mostly differentiated on the basis of equipment specialization rather than skill-level. Specialization appears to center on maintenance functions related to test equipment, EVS, general radar and radar computers, and terrain radar computers.

IV. Management, Supervision, and Training Personnel (GRP008). This group contains 16 percent of the total sample. Almost half of the group members are 9-skill level personnel, with the remainder being 5- and 7-skill level K- and L-shredout personnel. The level of job difficulty for the entire group is below average, with only one of the six job types within the cluster having an above-average-difficulty job. Members of this cluster perform a wide variety of job functions, and it is by far the most heterogenerous cluster in the sample. The average time in service among these job types ranges from a low 6.3 years for bomb score analysts (GRP048) to a high of 22.8 years for maintenance superintendents (GRP069). The average number of tasks performed ranges from 17 tasks for the highly specialized bomb score analysts to 138 tasks for

ANALYSIS OF DAFSC GROUPS

As indicated in the career ladder structure section, K- and L-shredout personnel perform very different job functions. This difference is further exemplified in the fact that only 23 of the 451 survey tasks are performed by 50 percent or more of 5- and 7-skill level personnel in both shredouts. Of these 23 common tasks (see Table I in Appendix B), 15 pertain to general line maintenance (Duty F), and include such general functions as interpreting technical orders and circuit diagrams; performing operational checks of power systems; installing BNS equipment and warning systems; lacing cables; soldering; and removing or installing bulbs, fuses, panels, or LRUs. Because of this minimal commonality between shredouts, this analysis will focus on the differences that occur between 5- and 7-skill level personnel within each shredout. Also, for greater depth of job-level coverage, Appendix B contains "representative tasks performed" tables for each DAFSC analyzed for this section.

K-SHREDOUT PERSONNEL (B-52G/H)

In general, these personnel spend 72 percent of their time performing flight line and shop maintenance, as shown in Table 2. Another 25 percent of their time is spent performing management, supervisory, and administrative duties. The two most time-consuming line duties are general BNS maintenance (Duty F) and computer systems maintenance (Duty I). Substantially less amounts of time are spent performing line maintenance on specific BNS equipment and systems.

The tasks performed within the line and shop duties relate almost exclusively to B-52G and B-52H bomb navigation systems and related equipment. Tasks performed cover a very broad range, from simple tasks such as changing fuses to highly complex tasks such as isolating and analyzing system malfunctions. As a group, K-shredout personnel perform a broad range of job functions; over 200 of the total 451 inventory tasks are performed by greater than 20 percent of all members. Furthermore, the fact that only 13 of the 451 inventory tasks are performed by greater than 70 percent of all members indicates that they do not perform a common or homogeneous job function. Rather, as also evidenced in the CAREER LADDER STRUCTURE section of this report, K-shredout personnel tend to specialize in the job functions they perform. Thus it appears that the 321X0K career field covers a broad area of maintenance responsibility that requires considerable job specialization.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

	DUTIES	DAFSC 32150K (N=273)	DAFSC 32170K (N=142)	DAFSC 321X0K (N=472)	DAFSC 32150L (N=55)	DAFSC 32170L (N=42)	DAFSC 321X0L (N=99)	DAFSC 32192 (N=50)	TOTAL SAMPLE (N=629)
FLIGHT LINE MAINTENANCE									
F	PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	19	11	18	14	12	13	5	16
I	PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	13	7	12	11	7	9	-	11
J	PERFORMING STABILIZATION AND OPTICAL SYSTEMS LINE MAINTENANCE	-	-	-	7	5	6	-	-
K	PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTENANCE	5	3	5	-	-	-	-	4
L	PERFORMING SEARCH RADAR LINE MAINTENANCE	5	3	4	10	8	9	-	5
M	PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	6	4	5	5	4	5	-	5
N	PERFORMING INTEGRATED BOMB NAVIGATION SYSTEMS LINE MAINTENANCE	3	-	3	3	-	3	-	3
Q	PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	7	4	6	-	-	-	-	5
	TOTAL	58	32	53	50	36	45	5	49
SHOP MAINTENANCE									
G	PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	14	12	13	12	7	10	3	12
O	MAINTAINING BOMB NAVIGATION COMPUTER SYSTEMS IN FIELD SHOPS	-	-	-	5	-	3	-	-
P	MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	3	3	3	3	-	-	-	3
R	PERFORMING EVS SHOP MAINTENANCE	4	4	3	-	-	-	-	-
	TOTAL	21	19	19	20	7	13	3	15

TABLE 2 (CONTINUED)

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

	DUTIES	DAFSC 32150K (N=273)	DAFSC 32170K (N=142)	DAFSC 321X0K (N=472)	DAFSC 32150L (N=55)	DAFSC 32170L (N=42)	DAFSC 321X0L (N=99)	DAFSC 32192 (N=50)	TOTAL SAMPLE (N=629)
MANAGEMENT, SUPERVISION, AND ADMINISTRATION									
A	PLANNING AND ORGANIZING	3	7	4	-	8	5	22	5
B	DIRECTING AND IMPLEMENTING	3	11	5	5	11	8	29	8
C	EVALUATING	-	7	3	-	7	4	13	4
D	TRAINING	3	6	4	6	4	5	6	4
E	PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	8	12	9	13	16	14	14	10
H	EVALUATING BOMB RUN RESULTS FOR OPERATIONS AND MAINTENANCE DISCREPANCIES	-	-	-	-	4	-	-	-
	TOTAL	17	43	25	24	50	36	84	31

NOTE: A DASH (-) REPRESENTS DUTIES PERFORMED BY 2 PERCENT OR LESS OF THE SURVEY RESPONDENTS

The 5-skill level personnel spend 79 percent of their time performing flight line and shop maintenance duties, and another eight percent of their time performing administrative duties (Duty E). In both maintenance areas, time spent is concentrated on general line and general shop duties rather than on specialized bomb navigation systems and related equipment. The most characteristic tasks performed by these members pertain to operational checks on B-52G/H BNS and related equipment. They also perform considerable numbers of tasks associated with the removal and installation of BNS equipment and components such as EVS, forward looking infrared (FLIR) scanners, steerable television (STV) cameras, LRUs and aircraft access panels and with crating, uncrating, and inspecting equipment. More complex tasks such as isolating malfunctions in radar data presentation set (RDPS), AN/ASQ-151 EVS, and terrain avoidance (TA) radar systems are also performed.

The differences between the 5- and 7-skill level personnel are substantial, and are primarily related to supervisory rather than technical task differences. As shown in Table 2, 7-skill level personnel spend 43 percent of their time in managerial, supervisory, and administrative duties (Duties A-E), which is 26 percent more than the time spent in these areas by 5-level personnel. While time spent performing shop maintenance duties is basically the same for both 7- and 5-skill level personnel, time spent performing line maintenance duties by 7-skill personnel is 26 percent lower. Comparison task data highlighting differences between 7- and 5-skill level personnel is contained in Table 3. As can be seen, these differences directly parallel the differences in job time spent in duties. In addition, 7-skill level personnel perform an average of 125 tasks (compared to 110 tasks for 5-level personnel) which indicates the broader scope of their job. Technical functions of the 7-skill level job appears to be only slightly more complex. In general, more 7-skill personnel tend to perform tasks related to isolating malfunctions, aligning, adjusting, or calibrating BNS equipment, related systems, or test equipment. However, the magnitude of differences between 7- and 5-skill level in percent members performing these more complex technical tasks is small, primarily less than 10 percent. It is interesting to note that there is not one technical task performed by 7-level personnel that is not also performed by 5-level personnel.

In summary, K-shredout personnel spend the majority of their time performing line and shop maintenance on B-52G/H BNS and related equipment, with most of the time concentrated on line maintenance tasks. The technical portions of the 5- and 7-skill level jobs are very similar in nature; the 7-skill level personnel perform only a slightly more complex technical job, but a much broader job in general, which includes a host

TABLE 3

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 32150K AND 32170K PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 32150K	DAFSC 32170K	DIFFERENCE
F38	REMOVE OR INSTALL DESICCATOR ASSEMBLIES	73	49	+24
I30	PERFORM MEMORY POINT CHECKS ON B-52G OR B-52H BNS	76	53	+23
F24	PERFORM OPERATIONAL CHECKS OF EVS INSTALLED ON AIRCRAFT	74	53	+21
I7	PERFORM AUTOFIX CHECKS ON B-52G OR B-52H BNS	76	55	+21
F34	REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52	75	54	+21
Q3	INSTALL OR REMOVE EVS FLIR SCANNERS OR STEERABLE TELEVISION (STV) CAMERAS	72	52	+20
B22	SUPERVISE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32150K)	15	69	-54
C14	EVALUATE PROFICIENCY OF SECTION PERSONNEL	4	52	-48
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	13	61	-48
A6	DETERMINE EQUIPMENT OR TOOL REQUIREMENTS	8	49	-41
D9	COUNSEL INDIVIDUALS ON TRAINING PROGRESS	14	52	-38
A11	INITIATE METHODS FOR IMPROVING SHOP OR SECTION OPERATIONS	11	49	-38

TOTAL NUMBER OF TASKS EXCEEDING 10% DIFFERENCE: 181
(NUMBER TASKS PERFORMED BY MORE 32150K PERSONNEL: 75)
(NUMBER TASKS PERFORMED BY MORE 32170K PERSONNEL: 106)

of time-consuming first-line supervisory tasks and duties not performed to any extent by 5-skill level personnel.

L-Shredout Personnel (B-52D)

These personnel spend 86 percent of their job time in 10 duty areas ranging from supervision and administration to those requiring technical skills and knowledge of BNS maintenance. As shown in Table 2, these personnel spend an average of 58 percent of their job time performing flight line and shop maintenance duties. Of the flight line maintenance duties, general BNS maintenance (Duty F) is the most time-consuming. Substantially less time is spent on line maintenance of specific bomb navigation systems, especially EVS (Duty Q) and RDPS (Duty K). Of the 13 percent of job time spent in shop maintenance duties, 10 percent is spent performing general shop maintenance (Duty G). Administrative, management and supervisory duties consume less job time than technical duties; preparing forms, records, reports, directives, and technical data (Duty E) consumes 14 percent of their job time. In addition, the personnel spend eight percent of their job time directing and implementing (Duty B) which is basically a supervisory rather than management level duty.

The tasks performed by L-shredout personnel are very diverse in nature. The large majority of tasks pertain specifically to the B-52D BNS and related equipment. Of the 451 tasks in the inventory, these personnel perform an average of 119 tasks. These tasks cover a broad range and include such items as removing and installing bulbs and fuses, performing search radar or bombing problem checks, and isolating failures and malfunctions in B-52D BNS equipment.

The 5-skill level personnel perform an average of 117 tasks, and spend 70 percent of their job time performing technical tasks and duties. Table 2 shows that half of their job time is spent performing line maintenance duties with primary emphasis on general line maintenance (Duty F). A smaller percentage of job time is spent in shop maintenance, with no apparent specialization on specific BNS equipment. Administrative duties (Duty E) consume more of the 5-skill level's time than supervisory or management duties. In general, the characteristic tasks performed by 70 percent or more of these airmen appear to range from low to average difficulty.

As shown on Table 2, job time for the 7-skill level personnel is divided almost equally between maintenance duties and supervisory, administrative, and management duties.

Within the technical duty areas, 7-skill level personnel perform primarily the same tasks and duties as the 5-skill level personnel; however, they generally spend considerably less job time on the technical tasks and duties. Overall, 7-skill level personnel spend 26 percent more time performing supervisory, management, and administrative duties than 5-skill levels, with the emphasis on supervisory rather than management duties. Differences between 5- and 7-skill level personnel with respect to the types of tasks performed are consistant with these duties differences, as shown in Table 4. Notice that the magnitude of differences between 5- and 7-skill level personnel are low for technical tasks but quite high for supervisory tasks. In addition, there are no maintenance tasks which the 7-skill level incumbent performs that are not also performed by the 5-skill level incumbent. These findings indicate that 5- and 7-skill level personnel perform the same technical job, but 7-skill level personnel additionally perform supervisory and management functions not performed to any extent by 5-skill level personnel.

DAFSC's 32170K, 32170L, and 32192

The difference in job functions between 7- and 9-skill level personnel is substantial. Whereas 7-skill level personnel in both the K- and L-shredouts spend about half their time performing supervisory and administrative duties and the other half performing technical tasks and duties, superintendents spend 84 percent of their time performing strictly managerial, supervisory, and administrative tasks (Duties A-E), as shown in Table 2. Furthermore, the specific tasks performed by superintendents are more managerial in nature than supervisory, and indicate staff level functions. Typical 9-skill level tasks include coordinating with other shops or agencies, preparing staff studies, evaluating maintenance operations and personnel performance, directing work and training activities, initiating and directing personnel actions, establishing work priorities, evaluating production, and drafting budget and personnel requirements.

Comparison task data for DAFSC 32170K and 32170L versus 32192 personnel is contained in Tables 5 and 6, respectively. The tremendous difference in job functions between superintendents and 7-skill level personnel from both shredouts is immediately evident with respect to both the number and the nature of task differences. Superintendents differ from DAFSC 32170K and 32170L personnel in number of tasks performed (283 to 336 tasks, respectively). The nature of these differences as represented by the samples of tasks in Tables 5 and 6 characterize the job functions as technical and supervisory at the 7-skill level and almost strictly managerial at the 9-skill level.

TABLE 4

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 32150L FROM 32170L PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 32150L	DAFSC 32170L	DIFFERENCE
021	PERFORM SHOP MAINTENANCE PROCEDURES ON POLAR CONVERTERS OF B-52D BNS	36	19	+17
F26	PERFORM PRE-OPERATIONAL CONTROL CHECKS OF BNS	65	50	+15
G46	REMOVE OR INSTALL COMPONENTS OR SUBASSEMBLY ACCESS PANELS	56	43	+13
I36	PERFORM POWER-OFF CHECKS ON BNS	67	55	+12
B9	DIRECT FLIGHT LINE MAINTENANCE ACTIVITIES	16	50	-34
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	0	33	-33
C14	EVALUATE PROFICIENCY OF SECTION PERSONNEL	7	36	-29
H2	IDENTIFY BOMB RUN DISCREPANCIES TO PERSONNEL OR EQUIPMENT FAILURES	22	50	-28
F1	ADVISE AIRCREW ON IN-FLIGHT MAINTENANCE OR REPAIR PROCEDURES	38	62	-24
E30	UPDATE OR ANNOTATE MMICS PRINTOUT FILES	9	29	-20
E8	COMPLETE OR ANALYZE TERRAIN AVOIDANCE SYSTEM ALIGNMENT WORKSHEETS	40	55	-15
G14	CONSTRUCT CABLES OR TEST PLUGS	29	40	-11

TOTAL NUMBER OF TASKS EXCEEDING 10% DIFFERENCE: 151
(NUMBER PERFORMED BY MORE 32150L PERSONNEL: 59)
(NUMBER PERFORMED BY MORE 32170L PERSONNEL: 72)

TABLE 5

MOST SIGNIFICANT TASKS DIFFERENTIATING DAFSC 32170K FROM 32192 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 32170K	DAFSC 32192	DIFFERENCE
F30	READ OR INTERPRET FLIGHT LINE TO DATA	71	28	+43
K9	PERFORM ZERO CALIBRATION ON B-52G OR B-52H BNS	55	16	+39
G17	EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE	62	24	+38
Q8	ISOLATE MALFUNCTIONS IN AN/ASQ-151 EVS	57	20	+37
I10	PERFORM BOMB TEST PROBLEM CHECKS ON B-52G or B-52H BNS	58	22	+36
L1	ADJUST RADAR SET TILT GAIN AND STAB RATIO ON B-52G OR B-52H AIRCRAFT	55	20	+35
B20	SUPERVISE APPRENTICE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32130K)	66	32	+34
A3	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	27	86	-59
B14	INITIATE PERSONNEL ACTIONS	20	68	-48
C13	EVALUATE MAINTENANCE PRODUCTION REPORTS	21	68	-47
A9	DRAFT LOCAL DIRECTIVES OR OPERATIONAL PROCEDURES	10	56	-46
E23	REVIEW MMICS PRINTOUT OR DATA DISPLAYS	35	78	-43
B5	COORDINATE AIRCRAFT MAINTENANCE ACTIVITIES WITH OTHER SHOPS OR AGENCIES	44	80	-36

TOTAL NUMBER OF TASKS EXCEEDING 10% DIFFERENCE: 283
(NUMBER PERFORMED BY MORE 32170K PERSONNEL: 207)
(NUMBER PERFORMED BY MORE 32192 PERSONNEL: 76)

TABLE 6

MOST SIGNIFICANT TASKS DIFFERENTIATING DAFSC 32170L FROM 32192 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 32170K	DAFSC 32192	DIFFERENCE
L8	PERFORM SEARCH RADAR AZIMUTH BORESIGHT CHECKS OR ADJUSTMENTS ON B-52D BNS	64	2	+62
I11	PERFORM BOMBING PROBLEM CHECKS ON B-52D BNS	64	4	+60
J7	PERFORM STABILIZATION CHECKS ON B-52D BNS	64	4	+60
M1	ISOLATE MALFUNCTIONS IN B-52D TERRAIN AVOIDANCE (TA) RADAR	62	4	+58
G1	ALIGN, BALANCE, OR PERFORM SENSITIVITY ADJUSTMENTS ON LOOPS OF B-52 BNS	64	20	+44
B21	SUPERVISE APPRENTICE BOMB-NAVIGATION SYSTEMS MECHANICS, L SHRED (AFSC 32130L)	48	8	+40
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	64	26	+38
A3	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	33	86	-53
C13	EVALUATE MAINTENANCE PRODUCTION REPORTS	21	68	-47
A7	DRAFT BUDGET ESTIMATES	4	48	-44
B14	INITIATE PERSONNEL ACTIONS	26	68	-42
B11	DIRECT WORK CENTER MAINTENANCE ACTIVITIES	21	58	-37

TOTAL NUMBER OF TASKS EXCEEDING 10% DIFFERENCE: 336
(NUMBER PERFORMED BY MORE 32170L PERSONNEL: 176)
(NUMBER PERFORMED BY MORE 32192 PERSONNEL: 160)

ANALYSIS OF AFMS GROUPS

In this section, comparisons of task similarity are made between groups of personnel on the basis of total active federal military service (TAFMS). TAFMS groups are used to reflect variations in tasks performed as a function of different levels of experience in the career ladder. Table 7 lists the percent time spent on the various duty categories by personnel within each shredout for AFMS groups. In general, the job differences found between AFMS groups are similar to those noted for DAFSC groups. However, where the differences in tasks performed associated with skill groups were large, the job differences between enlistment groups are generally much more moderate. Furthermore, while the nature of skill group job differences were found to be very similar for both K- and L-shredout personnel, the pattern of AFMS group job differences are quite dissimilar in several respects for members within the two shredouts.

For K-shredout personnel, the largest differences in job functions performed across AFMS groups occur in the areas of overall line maintenance duties and management, supervision, and maintenance administration duties. Job time spent performing overall flight line maintenance is 65 percent for members with 1-48 months AFMS compared to only seven percent for those with 241+ months AFMS. Conversely, job time spent performing management, supervision, and administration duties is only 14 percent for the 1-48 month AFMS group but 59 percent for the 241+ months AFMS groups. Job time spent in shop maintenance duties does not differ substantially between any of these AFMS groups. Also, the differences in actual tasks performed are relatively small in magnitude between each successive AFMS group and are consistent with the duty differences noted above.

Differences in job functions performed by L-shredout AFMS groups do not follow the pattern described for K-shredout personnel. As shown in Table 7 for L-shredout personnel, there are only minor differences between the first three AFMS groups in terms of job time spent on all duty areas. However, job differences are very large between the 97-144 and the 145-192 month AFMS groups. The 145-192 months AFMS group (or fourth enlistment group) spends 14 percent more time performing line maintenance duties, most notably in the areas of specialized systems and equipment line maintenance (Duties I, J, L, M, and N); this group spends less time on shop maintenance duties as the preceeding AFMS group; and it spends 15 percent less time on management, supervision, and administration duties, with the primary difference being the reduced time spent in maintenance administration (Duty E). Job differences

TABLE 7

PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTIES	AFS 321X0K 1-48 (N=219)	49-96 (N=129)	97-144 (N=54)	145-192 (N=28)	193-240 (N=39)	241+ (N=50)	AFS 321X0L 1-48 (N=28)	49-96 (N=29)	97-144 (N=11)	145-192 (N=8)	193-240 (N=17)	241+ (N=52)
FLIGHT LINE MAINTENANCE												
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	22	16	14	12	8	5	14	13	12	18	8	6
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	16	11	10	7	4	2	11	9	9	12	5	2
J PERFORMING STABILIZATION AND OPTICAL SYSTEMS LINE MAINTENANCE	-	-	-	-	-	-	7	6	6	8	2	-
K PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTENANCE	6	5	4	3	2	-	-	-	-	-	-	-
L PERFORMING SEARCH RADAR LINE MAINTENANCE	5	4	4	3	-	-	10	9	9	15	4	-
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	6	5	6	4	2	-	6	5	4	9	3	-
N PERFORMING INTEGRATED BOMB NAVIGATION SYSTEMS LINE MAINTENANCE	3	3	3	2	-	-	3	3	3	5	-	-
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	7	7	4	4	3	-	1	-	-	-	-	-
TOTAL	65	51	45	35	19	7	52	45	53	67	22	8

TABLE 7 (CONTINUED)

PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTIES	AFS 321X0K 1-48 (N=219)	49-96 (N=129)	97-144 (N=54)	145-192 (N=28)	193-240 (N=39)	241+ (N=50)	AFS 321X0L 1-48 (N=28)	49-96 (N=29)	97-144 (N=11)	145-192 (N=8)	193-240 (N=17)	241+ (N=52)
SHOP MAINTENANCE												
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	13	14	14	13	14	2	11	11	12	7	7	3
O MAINTAINING BOMB NAVIGATION COMPUTER SYSTEMS IN FIELD SHOPS	-	-	-	-	-	-	4	6	3	-	-	-
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS ON B-52 AIRCRAFT IN FIELD SHOPS	3	3	3	2	3	-	2	4	3	2	2	-
R PERFORMING EVS SHOP MAINTENANCE	2	5	4	4	2	-	-	-	-	-	-	-
TOTAL	18	22	21	19	19	2	17	21	18	9	10	4
MANAGEMENT, SUPERVISION AND ADMINISTRATION												
A PLANNING AND ORGANIZING	2	3	3	7	12	21	3	4	5	2	15	21
B DIRECTING AND IMPLEMENTING	2	5	9	10	16	29	3	7	10	7	14	28
C EVALUATING	-	2	5	9	8	13	2	3	2	3	10	12
D TRAINING	2	5	4	4	9	6	4	6	7	3	9	5
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	8	9	10	13	14	15	17	12	12	6	16	15
TOTAL	14	23	31	43	59	83	29	32	36	21	64	81

between the 193-240 and the 241+ months AFMS groups are comparable to those noted for the same K-shredout AFMS groups. That is, these groups spend less time in line maintenance duties and more time in management, supervision, and maintenance administration duties.

While differences in tasks performed are generally consistent with the duty differences noted for these L-shredout AFMS groups, there is one exception that relates to the fourth enlistment group. This AFMS group does not differ substantially from other groups in terms of the actual tasks it performs in any of the duty areas. Rather, the primary difference is in the relative amount of job time this group spends performing each task; more time is spent performing specialized equipment line maintenance tasks and less time is spent performing tasks related to other duties. Also, as shown in Table 8, this fourth enlistment group performs the highest average number of tasks of any AFMS groups in the sample, which indicates the broad scope of the job performed by its members.

In general, differences noted between successive K-shredout AFMS groups reflect a trend of decreasing time spent on line maintenance and increasing time spent on management and supervision as experience increases but L-shredout job differences follow a different pattern completely. Task and duty differences are minimal between the first three enlistment groups; marked differences occur in the fourth enlistment group, primarily in the area of greater time spent on specialized equipment line maintenance tasks and lesser time spent on all other tasks; and finally the 193-241+ AFMS groups spend progressively less time on line maintenance and greater time on management and supervision functions.

TABLE 8

AVERAGE NUMBER OF TASKS PERFORMED BY ENLISTMENT GROUPS

ENLISTMENT GROUP (TAFMS)	AVERAGE NUMBER OF TASKS PERFORMED	
	DAFSC 321X0K	DAFSC 321X0L
1 (1-48 MONTHS)	101	103
2 (49-96 MONTHS)	120	113
3 (97-144 MONTHS)	134	138
4 (145-192 MONTHS)	129	152
5 (193-240 MONTHS)	115	125
6+ (241+ MONTHS)	91	101

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for this occupational survey, 120 members in the 7- and 9- skill levels from various locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average member to learn to do the task. Interrater agreement among the 83 raters who returned booklets was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 451 tasks rated above average in difficulty, 18 tasks were performed by 65 percent of the K-shredout survey respondents and 17 tasks were performed by 65 percent of the L-shredout members. These tasks are listed in Tables 9 and 10 for DAFSC 321X0K and DAFSC 321X0L members, respectively. These above average difficulty tasks were primarily related to isolating malfunctions and aligning and calibrating various BNS equipment and components.

Of the two hundred thirty-one tasks rated as below average in difficulty, twenty-nine were performed by 65 percent or more of the K-shredout respondents, while only 18 of them were performed by 65 percent or more of the L-shredout respondents. Table 11 and 12 list these below average difficulty tasks for the shredout members respectively. Basically, the low difficulty tasks involve performing various checks on BNS, and removing or installing units or assemblies.

Based on the difficulty ratings of tasks, the amount of time spent on various tasks performed, and the number of tasks performed by the incumbents, job difficulty values were calculated for the overall jobs performed by various groups of incumbents described in the report. In the career ladder structure analysis, the group found to have the most difficult job was the B-52D BNS maintenance personnel which consisted entirely of L-shredout members. Generally, those job groups which perform mostly technical tasks have more difficult jobs than groups which perform a large number of administrative tasks and few technical tasks.

TABLE 9

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 65 PERCENT OR MORE OF DAFSC 321X0K RESPONDENTS

TASKS		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
M2	ISOLATE MALFUNCTIONS IN B-52G OR B-52H TA RADAR	6.64	66
K8	PERFORM RANGE ZERO OR RANGE TRACK CALIBRATIONS ON B-52G OR B-52H BNS	6.22	67
L1	ADJUST RADAR SET TILT GAIN AND STAB RATIO ON B-52G OR B-52H AIRCRAFT	5.89	66
I40	PERFORM STABILIZATION DATA GENERATOR LEVELING ON B-52G OR B-52H BNS	5.74	65
F10	INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS	5.72	65
F18	PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY	5.69	73
K1	ISOLATE MALFUNCTIONS IN RADAR DATA PRESENTATION SETS (RDPS) ON B-52G OR B-52H BNS	5.65	68
F33	REMOVE OR INSTALL BNS SEARCH RADAR ANTENNAS	5.58	66
M5	PERFORM OPERATIONAL CHECKS OF TA SYSTEMS	5.57	65
L5	PERFORM RADAR COMPLETE OPERATIONAL CHECKS ON B-52G OR B-52H BNS	5.55	68
Q3	INSTALL OR REMOVE EVS FLIR SCANNERS OR STEERABLE TELEVISION (STV) CAMERAS	5.52	67
I39	PERFORM STABILIZATION CHECKS ON B-52G OR B-52H BNS	5.42	65
F30	READ OR INTERPRET FLIGHT LINE TO DATA	5.27	74
Q13	PERFORM COMPLETE OPERATIONAL CHECKS OF STV SYSTEMS	5.13	66
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	5.12	72
Q12	PERFORM COMPLETE OPERATIONAL CHECKS OF FORWARD LOOKING INFRARED SYSTEMS	5.12	67
M6	PERFORM RADAR SET FAILURE WARNING EXTENSION ADJUSTMENTS ON B-52G OR B-52H BNS	5.11	66
I2	PERFORM ALTITUDE OR AIRSPEED CHECKS ON B-52G OR B-52H BNS	5.03	69

TABLE 10

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 65 PERCENT OR MORE OF DAFSC 321X0L RESPONDENTS

TASKS		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
M1	ISOLATE MALFUNCTIONS IN B-52D TERRAIN AVOIDANCE (TA) RADAR	6.22	65
M4	PERFORM ALTERNATE PROFILE MODE AND FAILURE WARNING ALIGNMENT PROCEDURES ON B-52D BNS	5.98	66
J8	PERFORM STABILIZATION SCALING CHECKS ON B-52D BNS	5.90	66
G1	ALIGN, BALANCE, OR PERFORM SENSITIVITY ADJUSTMENTS ON LOOPS OF B-52 BNS	5.80	70
F10	INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS	5.72	67
F18	PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY	5.69	69
J7	PERFORM STABILIZATION CHECKS ON B-52D BNS	5.63	68
M5	PERFORM OPERATIONAL CHECKS OF TA SYSTEMS	5.57	67
J9	PERFORM STABILIZATION SYSTEMS CHECKS ON B-52D BNS	5.44	67
M15	PERFORM TA PILOT DISPLAY GROUP ALIGNMENTS ON B-52D BNS	5.39	66
I11	PERFORM BOMBING PROBLEM CHECKS ON B-52D BNS	5.33	69
F30	READ OR INTERPRET FLIGHT LINE TO DATA	5.27	65
L10	PERFORM SEARCH RADAR AZIMUTH COMPUTER ACCURACY CHECKS ON B-52D BNS	5.27	65
J2	PERFORM BEARING LINE OF SIGHT ALIGNMENTS ON B-52D BNS	5.25	65
I26	PERFORM GAMMA DETERMINATION CHECKS ON B-52D BNS	5.18	66
I8	PERFORM BALANCE AND SENSITIVITY ADJUSTMENTS ON B-52D BNS	5.12	68
F23	PERFORM OPERATIONAL CHECKS ON BNS INSTALLED ON AIRCRAFT	5.12	68

TABLE 11

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 65 PERCENT OR MORE OF DAFSC 321X0K RESPONDENTS

TASKS		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
F24	PERFORM OPERATIONAL CHECKS OF EVS INSTALLED ON AIRCRAFT	4.85	69
L29	PERFORM SYSTEM VOLTAGE CHECKS ON B-52G OR B-52H BNS	4.73	71
I34	PERFORM NAVIGATIONAL COURSE COMPUTATION CHECKS ON B-52G OR B-52H BNS	4.65	65
Q15	PERFORM EVS SYMBOL CHECKS	4.61	65
K3	PERFORM FAST OPERATIONAL CHECKS OF RDPS ON B-52G OR B-52H BNS	4.54	72
I38	PERFORM SHORT RANGE COURSE CHECKS ON B-52G OR B-52H BNS	4.52	67
I31	PERFORM NAVIGATIONAL CARDINAL HEADING CHECKS ON B-52G OR B-52H BNS	4.51	68
F34	REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52	4.46	70
I7	PERFORM AUTOFIX CHECKS ON B-52G OR B-52H BNS	4.39	70
I10	PERFORM BOMB TEST PROBLEM CHECKS ON B-52G OR B-52H BNS	4.38	72
I30	PERFORM MEMORY POINT CHECKS ON B-52G OR B-52H BNS	4.38	70
I3	PERFORM AUTOMATIC CROSSHAIR LAYING CHECKS ON B-52G OR B-52H BNS	4.37	70
I27	PERFORM GREAT CIRCLE COURSE CHECKS ON B-52G OR B-52H BNS	4.36	68
G17	EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE	4.30	72
I16	PERFORM CROSSHAIR CONTROL CHECKS ON B-52G OR B-52H BNS	4.30	69
I18	PERFORM DATA PRE-SET CHECKS ON B-52G OR B-52H BNS	3.86	66
L20	PERFORM SEARCH RADAR PRESSURIZATION CHECKS ON B-52G OR B-52H BNS	3.86	69
I23	PERFORM EMERGENCY CONTROL CHECKS ON B-52G OR B-52H BNS	3.78	68
F26	PERFORM PRE-OPERATIONAL CONTROL CHECKS OF BNS	3.76	73
E3	ANNOTATE MAINTENANCE DATA COLLECTION FORMS	3.55	71
I36	PERFORM POWER-OFF CHECKS ON BNS	3.54	69
F38	REMOVE OR INSTALL DESICCATOR ASSEMBLIES	3.49	67
F15	PERFORM BNS POWER OFF CHECKOUTS	3.41	72
F39	SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS	3.01	71
Q2	CLEAN OR SERVICE EVS TURRET WINDOWS	2.94	66
F32	REMOVE OR INSTALL AIRCRAFT ACCESS PANELS	2.90	68
F12	LACE OR UNWRAP AIRCRAFT CABLE ASSEMBLIES	2.87	66
F37	REMOVE OR INSTALL DESICCANTS	2.81	70
F35	REMOVE OR INSTALL BULBS OR FUSES	2.28	71

TABLE 12

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 65 PERCENT OR MORE OF DAFSC 321X0L RESPONDENTS

TASKS		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
I17	PERFORM CROSSHAIR LAYING AND AUTOSTEER PROBLEM CHECKS ON B-52D BNS	4.97	66
N8	PERFORM BOMB BAY DOOR, BOMB TONE SCORING, OR RELEASE SYSTEM CHECKS ON B-52D BNS	4.91	66
I32	PERFORM NAVIGATIONAL CONTROL PROBLEM CHECKS ON B-52D BNS	4.88	68
F2	BRIEF OR DEBRIEF FLIGHT CREWS	4.87	67
L11	PERFORM SEARCH RADAR AZIMUTH MARK COINCIDENCE ADJUSTMENTS ON B-52D BNS	4.79	65
J4	PERFORM HEADING CHECKS ON B-52D BNS	4.77	66
M13	PERFORM TA PILOT DISPLAY CHECKS ON B-52D BNS	4.77	65
I4	PERFORM AUTOMATIC NAVIGATION AND CROSSHAIR LAYING CHECKS ON B-52D BNS	4.72	67
I6	PERFORM AUTOSTEER CHECKS ON B-52D BNS	4.71	66
I35	PERFORM POSITION FIX CHECKS ON B-52D BNS	4.59	66
I33	PERFORM NAVIGATIONAL COUNTER CHECKS ON B-52D BNS	4.55	67
J3	PERFORM DRIFT RATE ADJUSTMENTS ON B-52D BNS	4.52	66
J11	PERFORM THETA STABILIZATION UNIT SENSITIVITY ADJUSTMENTS ON B-52D BNS	4.43	66
J10	PERFORM THETA PERISCOPE SENSITIVITY ADJUSTMENTS ON B-52D BNS	4.38	65
I25	PERFORM FORWARD SIGHTING CHECKS ON B-52D BNS	4.24	68
L12	PERFORM SEARCH RADAR CONTROL METER CHECKS ON B-52D BNS	4.15	65
F39	SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS	3.01	65
F35	REMOVE OR INSTALL BULBS OR FUSES	2.28	68

ANALYSIS OF AFR 39-1 JOB DESCRIPTIONS

In conjunction with the analysis of DAFSC groups, a comparison was made between the DAFSC group job descriptions compiled from survey data and the specialty descriptions in AFR 39-1 for all DAFSCs in the 321X0 career field. (Note: These AFR 39-1 job descriptions are currently under revision. For this analysis, the revised descriptions were evaluated.)

In general, the AFR 39-1 specialty descriptions do not give a complete picture of what 5- and 7-skill level personnel are actually doing. The major discrepancy appears to be an imbalanced emphasis with respect to the types of job functions designated to be performed at the respective skill levels. The 32130/50 specialty description strongly emphasizes operational checks and systems or equipment repair functions and makes little mention of analyzing and troubleshooting functions. The 32170 specialty description emphasizes just the opposite. However, as shown in the DAFSC analysis, the 5- and 7-skill level personnel within both the K- and L-shredouts differ very little in the technical functions they perform. There was not a single technical task in the survey that was performed exclusively by either 5- or 7-skill level personnel (within either the respective K- or L-shredout). Where differences did exist between 5- and 7- skill level personnel in terms of percent members performing these tasks, the magnitudes were quite low and in most cases did not exceed 10 percent. Using the current survey data for DAFSC groups, the respective AFR 39-1 specialty descriptions should be modified to include a more complete description of the full range of technical functions performed by the various skill level groups.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report 90-321-033, dated 15 June 1971. The following major differences were found:

1. The 1971 survey included an R shredout dealing with the FB-111 aircraft and a non-shredout 321X0 designation dealing with the B-66 aircraft. Since the 1971 survey, both of these designations have been removed from the 321X0 career ladder. In addition, the K-shredout in the 1971 survey included the E, F, G and H model B-52 aircraft and the L-shredout dealt with the B-52 C and D model aircraft. The AFS 321X0K designation in the current survey dealt with only the B-52G and H aircraft and the L-shredout is concerned with only the D model of the B-52 aircraft.

2. In the 1971 survey, the career ladder analysis resulted in a shop maintenance cluster and a line maintenance cluster, which included both K- and L-shredout personnel in each of the clusters. Due to more specifically written task statements in the current survey, K- and L-shredout personnel clustered separately on the basis of aircraft model. The line versus shop maintenance distinction found in the previous survey is present but is currently found to exist within each respective shredout rather than across the total sample. Both surveys had a management, supervision, and training cluster.

3. In general, job differences between members in each of the various DAFSC and AFMS groups were generally found to have changed very little since the 1971 study.

SUMMARY OF BACKGROUND DATA

Each USAF Job Inventory contains a background information section in which the survey respondent reports information about himself, his attitudes or perceptions concerning his job, plans concerning reenlistment, and various other background data. Tables 13 and 14 summarize information regarding job interest, perceived utilization of training and talents and reenlistment intentions by career AFMS and first enlistments groups for AFS 321X0K/L personnel.

In Table 13, job interest and perceived utilization of talents and training data is shown. Of the career AFMS groups, 74 percent of the K-shredout and 71 percent of the L-shredout indicate that their job is interesting. This is slightly lower than the average of 80 percent for the career sample studied in over 20 other career ladders during 1976. Most notable is the lower number of AFS 321X0L first enlistees who found their job interesting. Only 46 percent of this group view their job as interesting as compared to 65 percent of the first enlistment groups for both the AFS 321X0K and other USAF career ladders.

Generally, personnel feel that their talent and training are being well utilized. As shown in Table 13, the career field personnel's responses are only slightly less favorable than responses from the sample of other career ladders. The same holds true for AFS 321X0K first enlistees. However, considerably less members of the AFS 321X0L first enlistment group feel that their training and talents are utlized fairly well or better.

Reenlistment intentions of the survey respondents by first term, second term, and career status are shown in Table 14. Overall, reenlistment intentions for first term airmen are about the same. This also holds for second term personnel. The reenlistment intention, for career airmen, however, differs greatly. Only 59 percent of career AFS 321X0L personnel intend to reenlist versus 70 percent of the AFS 321X0K career airmen. FY 77 reenlistments rates for personnel in the career ladders are shown in Table 15. The FY 77 reenlistment rate for the first term airmen and the AFS 321X0K second term airmen is considerably lower than the AF average.

TABLE 13

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING FOR CAREER AFMS AND FIRST ENLISTMENT GROUPS
(PERCENT MEMBERS RESPONDING)

	FIRST ENLISTMENT (1-48 MONTHS IN CAREER FIELD)			CAREER AFMS (49-241+ MONTHS IN CAREER FIELD)		
	321X0K (N=219)	321X0L (N=28)	OTHER USAF FIELDS*	321X0K (N=300)	321X0L (N=117)	OTHER USAF FIELDS*
I FIND MY JOB :						
DULL	15	21	17	6	8	9
SO-SO	17	29	18	15	12	11
INTERESTING	65	46	65	74	71	80
NO REPLY	3	4	0	5	9	0
MY JOB UTILIZES MY TALENTS:						
NOT AT ALL OR VERY LITTLE	32	39	29	20	20	15
FAIRLY WELL OR BETTER	66	61	71	79	79	85
NO REPLY	2	0	0	1	1	0
MY JOB UTILIZES MY TRAINING:						
NOT AT ALL OR VERY LITTLE	24	36	21	19	16	17
FAIRLY WELL OR BETTER	75	64	79	77	81	83
NO REPLY	1	0	0	4	3	0

* COMPARISON DATA IS BASED ON OVER 20 OTHER CAREER LADDERS SURVEYED IN 1976

TABLE 14

REENLISTMENT INTENTIONS OF 321X0K/L SURVEY SAMPLE
(PERCENT MEMBERS RESPONDING)

	321X0K			321X0L		
	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER
NO OR PROBABLY NO	68	47	27	68	35	39
YES OR PROBABLY YES	29	51	70	28	55	59
NO REPLY	3	2	3	4	10	2

TABLE 15

ACTUAL REENLISTMENT RATES FOR 321X0K/1 PERSONNEL
FY 77

	321X0K			321X0L		
	1st TERM	2nd TERM	CAREER	1st TERM	2nd TERM	CAREER
ELIGIBLE TO REENLIST	112	32	37	21	10	5
ACTUALLY REENLISTED	22	18	34	3	9	5
REENLISTMENT RATE	20	56	92	14	90	100
AF AVERAGE	39	69	95	39	69	95

DISCUSSION

Based on actual task similarity, the career area structure that emerged from this analysis tends to validate the existing classification structure for AFS 321X0 personnel. K- and L-shredout personnel clustered separately and were distinguishable by the respective B-52 aircraft models whose bomb navigation systems they maintain. For both K- and L-shredout personnel, there is a clear distinction between line maintenance and shop maintenance functions. However, whereas K-shredout personnel tend to specialize into either line or shop maintenance, L-shredout personnel tend to perform either line only or line and shop maintenance functions combined. This latter condition may be due to the smaller number of L-shredout personnel in the career area compared to K-shredout personnel. Contrary to the clear technical job distinctions found between the K- and L-shredouts, the managerial, supervisory, and administrative job functions performed in this career area are common to personnel from both shredouts. This is true, however, only for personnel who perform primarily non-technical functions.

The level of difficulty of the overall spectrum of jobs performed by members within each shredout is relatively comparable. For both shredouts, technical tasks were as a whole rated as being more difficult than managerial and supervisory tasks. Consequently, those groups performing primarily technical functions were found to have jobs with above-average difficulty. Within the technical area, line maintenance jobs appear to be generally more difficult than shop maintenance jobs.

For both shredouts, 5- and 7-skill level personnel do not differ substantially in the technical functions they perform. This similarity in job function between 5- and 7-skill level personnel within each shredout has considerable implications for training and possibly for general job satisfaction. Regarding training, new personnel entering the career area appears to require training in both line and shop maintenance functions since this analysis shows they could be performing either type of job function. Because of the large numbers of personnel performing line maintenance compared to shop maintenance (in both shredouts), training should most likely be weighted in favor of the line functions.

Regarding job satisfaction, it was noted that the reenlistment rate for first-term airmen in both shredouts and for AFS 321X0K second-term airmen is considerably below the Air Force average. Yet, these personnel do not differ much from other Air Force personnel with respect to how interesting they perceive their job or how well their job utilizes their

talents and training. Therefore, some other factor is causing the comparatively high attrition rate of these members from service. It may be that young 5-skill level personnel see themselves doing the same job as older and higher skill level personnel, with little or no upward progression possible.

The very low reenlistment rate for this Air Force specialty suggests a potentially serious career field management problem which requires further investigation.

Overall, the AFS 321X0 career area has not changed substantially since the last analysis, with the exception of dropping the B-66 and the FB-111 designations. All factors considered, this specialty appears to be stable and to be functioning in the manner specified by the existing classification structure.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP044 - B-52D BNS Maintenance Personnel

NUMBER IN GROUP: 69

PERCENT OF SAMPLE: 11%

PERCENT OF L-SHREDOUT SAMPLE: 70%

DAFSC DISTRIBUTION: 32150L (58%), 32170L (40%)

AVERAGE GRADE: 4.9 JOB DIFFICULTY INDEX: 16

AVERAGE TIME IN CAREER FIELD: 7.6 years

AVERAGE TIME IN SERVICE: 9.2 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

AVERAGE NUMBER SUPERVISED: 3.3

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (13%), Interesting (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 93%

AVERAGE NUMBER OF TASKS PERFORMED: 164

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	17
L PERFORMING SEARCH RADAR LINE MAINTENANCE	13
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	13
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	12
J PERFORMING STABILIZATION AND OPTICAL SYSTEMS LINE MAINTENANCE	8

GROUP DIFFERENTIATING TASKS:

F34 REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52
G1 ALIGN, BALANCE, OR PERFORM SENSITIVITY ADJUSTMENTS ON LOOPS OF B-52 BNS
I26 PERFORM GAMMA DETERMINATION CHECKS ON B-52D BNS
J7 PERFORM STABILIZATION CHECKS ON B-52D BNS
L18 PERFORM SEARCH RADAR PRESENTATION CHECKS ON B-52D BNS
M15 PERFORM TA PILOT DISPLAY GROUP ALIGNMENTS ON B-52D BNS

GROUP ID NUMBER AND TITLE: GRP177 - Shop and Line Maintenance Technicians

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 3%

PERCENT OF L-SHREDOUT SAMPLE: 17%

DAFSC DISTRIBUTION: 32150L (53%), 32170L (35%)

AVERAGE GRADE: 4.8 JOB DIFFICULTY INDEX: 18

AVERAGE TIME IN CAREER FIELD: 5.9 years

AVERAGE TIME IN SERVICE: 7.8 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 29%

AVERAGE NUMBER SUPERVISED: 3.7

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (6%), Interesting (76%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 198

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	19
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	12
O MAINTAINING BOMB NAVIGATION COMPUTER SYSTEMS IN FIELD SHOPS	10
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	10
L PERFORMING SEARCH RADAR LINE MAINTENANCE	10
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	9

GROUP DIFFERENTIATING TASKS:

F10 INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS
G23 ISOLATE MALFUNCTIONS IN BNS MOCK-UP EQUIPMENT
I8 PERFORM BALANCE AND SENSITIVITY ADJUSTMENTS ON B-52D BNS
I11 PERFORM BOMBING PROBLEM CHECKS ON B-52D BNS
L23 PERFROM SEARCH RADAR RANGING CHECKS ON B-52D BNS
O7 PERFORM SHOP MAINTENANCE PROCEDURES ON ELECTRICAL SYNCHRONIZERS (SN-135) OF B-52D BNS
P22 PERFORM SHOP MAINTENANCE PROCEDURES ON SYNCHRONIZERS SUCH AS SN-158 OF B-52D BNS

GROUP ID NUMBER AND TITLE: GRP183 - B-52D Line Maintenance Specialists

NUMBER IN GROUP: 39

PERCENT OF SAMPLE: 6%

PERCENT OF L-SHREDOUT SAMPLE: 39%

DAFSC DISTRIBUTION: 32150L (67%), 32170L (33%)

AVERAGE GRADE: 4.7 JOB DIFFICULTY INDEX: 15

AVERAGE TIME IN CAREER FIELD: 7.2 years

AVERAGE TIME IN SERVICE: 8.5 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AVERAGE NUMBER SUPERVISED: 2.7

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (21%), Interesting (69%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 5%
FAIRLY WELL OR BETTER 95%

AVERAGE NUMBER OF TASKS PERFORMED: 146

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	20
L PERFORMING SEARCH RADAR LINE MAINTENANCE	16
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	15
J PERFORMING STABILIZATION AND OPTICAL SYSTEMS LINE MAINTENANCE	10
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	9
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	8

GROUP DIFFERENTIATING TASKS:

F10 INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS
F23 PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT
I8 PERFORM BALANCE AND SENSITIVITY ADJUSTMENTS ON B-52D BNS
J7 PERFORM STABILIZATION CHECKS ON B-52D BNS
L24 PERFORM SEARCH RADAR SERVO GAIN AND BALANCE ADJUSTMENTS ON INDICATORS OF B-52D BNS
M1 ISOLATE MALFUNCTIONS IN B-52D TERRAIN AVOIDANCE (TA) RADAR

GROUP ID NUMBER AND TITLE: GRP130 - B-52D Maintenance Supervisors

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

PERCENT OF L-SHREDOUT SAMPLE: 6%

DAFSC DISTRIBUTION: 32150L (17%), 32170L (33%)

AVERAGE GRADE: 6.2 JOB DIFFICULTY INDEX: 19

AVERAGE TIME IN CAREER FIELD: 17 years

AVERAGE TIME IN SERVICE: 17.5 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 5.6

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 237

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	14
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	12
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	11
B DIRECTING AND IMPLEMENTING	11
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

B23 SUPERVISE BOMB-NAVIGATION SYSTEMS MECHANICS, L SHRED (AFSC 32150L)
E18 PREPARE SUPPLY CONTROL LOG FORMS (AF FORM 2413)
F18 PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY
F30 READ OR INTERPRET FLIGHT LINE TO DATA
G39 PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS
I4 PERFORM AUTOMATICE NAVIGATION AND CROSSHAIR LAYING CHECKS ON B-52D BNS

GROUP ID NUMBER AND TITLE: GRP031 - B-52G/H BNS Line Maintenance Personnel

NUMBER IN GROUP: 342

PERCENT OF SAMPLE: 54%

PERCENT OF K-SHREDOUT SAMPLE: 72%

DAFSC DISTRIBUTION: 32130K (15%), 32150K (65%), 32170K (19%), 32192 (1%)

AVERAGE GRADE: 4.2 JOB DIFFICULTY INDEX: 15

AVERAGE TIME IN CAREER FIELD: 4.4 years

AVERAGE TIME IN SERVICE: 5.6 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 51%

AVERAGE NUMBER SUPERVISED: 4.6

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (17%), Interesting (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 136

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	23
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	17
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	10
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	8
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	7
K PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

F24 PERFORM OPERATIONAL CHECKS OF EVS INSTALLED ON AIRCRAFT
F26 PERFORM PRE-OPERATIONAL CONTROL CHECKS OF BNS
G17 EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE
I3 PERFORM AUTOMATIC CROSSHAIR LAYING CHECKS ON B-52G OR B-52H BNS
K3 PERFORM FAST OPERATIONAL CHECKS OF RDPS ON B-52G OR B-52H BNS
M2 ISOLATE MALFUNCTIONS IN B-52G OR B-52H TA RADAR
Q12 PERFORM COMPLETE OPERATIONAL CHECKS OF FORWARD LOOKING INFRARED SYSTEMS

GROUP ID NUMBER AND TITLE: GRP168 - Line Computer and Shop Maintenance Mechanics

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 4%

PERCENT OF K-SHREDOUT SAMPLE: 6%

DAFSC DISTRIBUTION: 32130K (15%), 32150K (74%), 32170K (11%)

AVERAGE GRADE: 3.9 JOB DIFFICULTY INDEX: 16

AVERAGE TIME IN CAREER FIELD: 3 years

AVERAGE TIME IN SERVICE: 3.7 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 74%

AVERAGE NUMBER SUPERVISED: 1.8

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (4%), Interesting (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 63%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 85%

AVERAGE NUMBER OF TASKS PERFORMED: 160

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	25
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	18
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	13
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	7

GROUP DIFFERENTIATING TASKS:

F18 PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY
G16 DISASSEMBLE OR ASSEMBLE LRU OR LRU SUBASSEMBLIES
G17 EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE
I7 PERFORM AUTOFIX CHECKS ON B-52G OR B-52H BNS
I14 PERFORM COMPUTER OFFSET CHECKS ON B-52G OR B-52H BNS
I38 PERFORM SHORT RANGE COURSE CHECKS ON B-52G OR B-52H BNS
P3 ALIGN OR ADJUST RECIEVER-TRANSMITTER UNITS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP157 - Line and Shop Chiefs

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 4%

PERCENT OF K-SHREDOUT SAMPLE: 6%

DAFSC DISTRIBUTION: 32150K (37%), 32170K (48%), 32192 (15%)

AVERAGE GRADE: 5.3 JOB DIFFICULTY INDEX: 19

AVERAGE TIME IN CAREER FIELD: 10.4 years

AVERAGE TIME IN SERVICE: 11.6 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 7%

AVERAGE NUMBER SUPERVISED: 5.8

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (19%), Interesting (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 81%

AVERAGE NUMBER OF TASKS PERFORMED: 255

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	18
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	13
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	10
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	7
B DIRECTING AND IMPLEMENTING	7
R PERFORMING EVS SHOP MAINTENANCE	6

GROUP DIFFERENTIATING TASKS:

B20 SUPERVISE APPRENTICE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32130K)
B22 SUPERVISE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32150K)
E3 ANNOTATE MAINTENANCE DATA COLLECTION FORMS
F10 INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS
G41 PERFORM VISUAL INSPECTIONS OF ELECTRO-MECHANICAL DEVICES WITHIN LRU SUBASSEMBLIES
Q8 ISOLATE MALFUNCTIONS IN AN/ASQ-151 EVS
R22 PERFORM OPERATIONAL STATUS CHECKS OF EVS 017 TEST SETS

GROUP ID NUMBER AND TITLE: GRP162 - EVS Shop and Computer Line Maintenance Specialists

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 3%

DAFSC DISTRIBUTION: 32150K (79%), 32170K (21%)

AVERAGE GRADE: 4.4 JOB DIFFICULTY INDEX: 20

AVERAGE TIME IN CAREER FIELD: 5.3 years

AVERAGE TIME IN SERVICE: 5.9 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AVERAGE NUMBER SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (14%), Interesting (86%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 174

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	27
R PERFORMING EVS SHOP MAINTENANCE	20
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	9
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	8
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	8
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

G51 REMOVE OR INSTALL PLUG-IN UNITS LOCATED INSIDE LRU OR MODULES
I18 PERFORM DATA PRE-SET CHECKS ON B-52G OR B-52H BNS
P4 ALIGN OR ADJUST REINSTRUMENTED TERRAIN COMPUTERS (RTC) ON B-52G OR B-52H BNS
R5 ALIGN EVS STV SYSTEM UNITS ON 018 TEST SETS
R9 ISOLATE MALFUNCTIONS IN EVS 018 TEST SETS
R15 ISOLATE MALFUNCTIONS IN COMPONENTS OF FLIR ON 017 TEST SETS
R19 PERFORM EVS SYSTEM COMPONENT OPERATIONAL CHECKS ON 017 TEST SETS

GROUP ID NUMBER AND TITLE: GRP161 - B-52G/H Line Maintenance Specialists

NUMBER IN GROUP: 202

PERCENT OF SAMPLE: 32%

PERCENT OF K-SHREDOUT SAMPLE: 43%

DAFSC DISTRIBUTION: 32130K (12%), 32150K (69%), 32170K (18%), 32150L (1%)

AVERAGE GRADE: 4.1 JOB DIFFICULTY INDEX: 15

AVERAGE TIME IN CAREER FIELD: 3.7 years

AVERAGE TIME IN SERVICE: 4.8 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AVERAGE NUMBER SUPERVISED: 4.1

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (17%), Interesting (69%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 81%

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	24
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	18
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	10
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	9
K PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTEANNCE	7
L PERFORMING SEARCH RADAR LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

F23 PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT
F39 SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS
I10 PERFORM BOMB TEST PROBLEM CHECKS ON B-52G OR B-52H BNS
K2 PERFORM DISPLAY STABILIZATION CHECKS ON B-52G OR B-52H BNS
M6 PERFORM RADAR SET FAILURE WARNING EXTENSION ADJUSTMENTS ON B-52G OR B-52H BNS
Q3 INSTALL OR REMOVE EVS FLIR SCANNERS OR STEERABLE TELEVISION (STV) CAMERAS

GROUP ID NUMBER AND TITLE: GRP225 - Line Maintenance Technicians

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 3%

DAFSC DISTRIBUTION: 32150K (100%)

AVERAGE GRADE: 5.8 JOB DIFFICULTY INDEX: 17

AVERAGE TIME IN CAREER FIELD: 10 years

AVERAGE TIME IN SERVICE: 13.9 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 6.8

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 85%

AVERAGE NUMBER OF TASKS PERFORMED: 168

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	17
B DIRECTING AND IMPLEMENTING	13
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	12
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	8
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	7
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

B20 SUPERVISE APPRENTICE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32130K)
E1 ANNOTATE AIRCRAFT FLIGHT REPORT OR MAINTENANCE RECORDS FORMS (AFTO FORM 781 SERIES)
F24 PERFORM OPERATIONAL CHECKS OF EVS INSTALLED ON AIRCRAFT
I40 PERFORM STABILIZATION DATA GENERATOR LEVELING ON B-52G OR B-52H BNS
M16 PERFORM TA SYSTEMS ALIGNMENTS ON B-52G OR B-52H BNS
Q8 ISOLATE MALFUNCTIONS IN AN/ASQ-151 EVS

GROUP ID NUMBER AND TITLE: GRP117 - Line Maintenance Apprentices

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 4%

PERCENT OF K-SHREDOUT SAMPLE: 5%

DAFSC DISTRIBUTION: 32130K (48%), 32150K (52%)

AVERAGE GRADE: 3.3 JOB DIFFICULTY INDEX: 9

AVERAGE TIME IN CAREER FIELD: 1.3 years

AVERAGE TIME IN SERVICE: 2.3 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (28%), Interesting (56%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 72%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE	29
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	24
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	10
K PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTENANCE	7
L PERFORMING SEARCH RADAR LINE MAINTENANCE	7
M PERFORMING TERRAIN AVOIDANCE RADAR LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

F34 REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52
F37 REMOVE OR INSTALL DESICCANTS
I30 PERFORM MEMORY POINT CHECKS ON B-52G OR B-52H BNS
I38 PERFORM SHORT RANGE COURSE CHECKS ON B-52G OR B-52H BNS
K3 PERFORM FAST OPERATIONAL CHECKS OF RDPS ON B-52G OR B-52H BNS
L20 PERFORM SEARCH RADAR PRESSURIZATION CHECKS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP181 - Technical School Computer Instructors

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 2%

DAFSC DISTRIBUTION: 32150K (15%), 32170K (25%), T-Prefix (90%)

AVERAGE GRADE: 4.6 JOB DIFFICULTY INDEX: 14

AVERAGE TIME IN CAREER FIELD: 7.6 years

AVERAGE TIME IN SERVICE: 7.8 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 25%

AVERAGE NUMBER SUPERVISED: 0%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (38%), Interesting (63%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 89

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	27
D TRAINING	14
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	11
K PERFORMING RADAR DATA PRESENTATION SET (RDPS) LINE MAINTENANCE	10
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	9
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	8

GROUP DIFFERENTIATING TASKS:

D2 CONDUCT FORMAL TECHNICAL SCHOOL CLASSROOM INSTRUCTION
D23 PREPARE STUDENT TRAINING RECORDS
F18 PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY
G37 PERFORM OPERATIONAL STATUS CHECKS OF BNS MOCK-UPS
I10 PERFORM BOMB TEST PROBLEM CHECKS ON B-52G OR B-52H BNS
I36 PERFORM POWER-OFF CHECKS ON BNS
K3 PERFORM FAST OPERATIONAL CHECKS OF RDPS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP050 - Line Maintenance Helpers

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 2%

DAFSC DISTRIBUTION: 32130K (80%), 32150K (20%)

AVERAGE GRADE: 3.2 *JOB DIFFICULTY INDEX*: 5

AVERAGE TIME IN CAREER FIELD: 1.1 years

AVERAGE TIME IN SERVICE: 2.2 years

PERCENT MEMBERS IN FIRST ENLISTMENT: 90%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (10%), Interesting (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 70%

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	43
I PERFORMING COMPUTER SYSTEMS LINE MAINTENANCE	18
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	8
Q PERFORMING ELECTRO-OPTICAL VIEWING SYSTEMS (EVS) LINE MAINTENANCE	8
L PERFORMING SEARCH RADAR LINE MAINTENANCE	7

GROUP DIFFERENTIATING TASKS:

F29 PERFORM UPLOADING OR DOWNLOADING OF MADREC RECORDERS ON BNS
F32 REMOVE OR INSTALL AIRCRAFT ACCESS PANELS
F39 SAFETY WIRE CONNECTING PLUGS OR COMPONENTS MOUNTS
G17 EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE
I2 PERFORM ALTITUDE OR AIRSPEED CHECKS ON B-52G OR B-52H BNS
Q2 CLEAN OR SERVICE EVS TURRET WINDOWS

GROUP ID NUMBER AND TITLE: GRP035 - B-52G/H BNS Shop Maintenance Personnel

NUMBER IN GROUP: 64

PERCENT OF SAMPLE: 10%

PERCENT OF K-SHREDOUT SAMPLE: 14%

DAFSC DISTRIBUTION: 32130K (6%), 32150K (58%), 32170K (34%) 32150L (2%)

AVERAGE GRADE: 4.5 JOB DIFFICULTY INDEX: 14

AVERAGE TIME IN CAREER FIELD: 5.7 Years

AVERAGE TIME IN SERVICE: 7.1 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 42%

AVERAGE NUMBER SUPERVISED: 3.5

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (5%), INTERESTING (81%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 93

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	41
R PERFORMING EVS SHOP MAINTENANCE	15
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	13
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	9
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	5

GROUP DIFFERENTIATING TASKS

E2 ANNOTATE EQUIPMENT MAINTENANCE OR RECORD FORMS
G24 ISOLATE MALFUNCTIONS IN BNS TEST EQUIPMENT
G39 PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS
G40 PERFORM SHOP MOCK-UP EVALUATIONS OF LRU
G51 REMOVE OR INSTALL PLUG-IN UNITS LOCATED INSIDE LRU OR MODULES
P4 ALIGN OR ADJUST REINSTRUMENTED TERRAIN COMPUTERS (RTC) ON B-52G OR B-52H BNS
P5 ALIGN OR ADJUST RTC NOMALIZATION UNITS ON B-52G OR B-52H BNS
R17 ISOLATE MALFUNCTIONS IN COMPONENTS OF STV ON 017 TEST SETS

GROUP ID NUMBER AND TITLE: GRP067 - General Shop Maintenance Apprentices

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32130K (17%), 32150K (66%), 32150L (17%)

AVERAGE GRADE: 3.3 JOB DIFFICULTY INDEX: 11

AVERAGE TIME IN CAREER FIELD: 1.4 Years

AVERAGE TIME IN SERVICE: 2.3 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 83%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (17%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 90

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	41
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	13
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	12
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	8
L PERFORMING SEARCH RADAR LINE MAINTENANCE	6

GROUP DIFFERENTIATING TASKS:

F39 SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS
G32 LACE OR UNWRAP INTERNAL WIRING ASSEMBLIES
G39 PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS
G54 SOLDER WIRING TERMINALS OR CONNECTOR PLUGS
G56 UNPACK OR INSPECT INCOMING EQUIPMENT
P26 REMOVE OR INSTALL RADAR MODULATOR COMPONENTS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP143 - Test Equipment Specialists

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32150K (80%), 32170K (20%)

AVERAGE GRADE: 4.6 JOB DIFFICULTY INDEX: 13

AVERAGE TIME IN CAREER FIELD: 6.9 Years

AVERAGE TIME IN SERVICE: 7.0 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 60%

AVERAGE NUMBER SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (60%), SO-SO (0%), INTERESTING (40%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AL ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 91

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	58
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	11
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	11

GROUP DIFFERENTIATING TASKS:

E26 REVIEW OR UPDATE TEST EQUIPMENT CALIBRATION PRINTOUT SHEETS
G5 CALIBRATE BNS SIMULATORS
G6 CALIBRATE COMPUTER TEST SET AN/ASM TEST EQUIPMENT UNITS
G11 CALIBRATE UNIT TEST EQUIPMENT (UTE)
G21 INTERPRET OR REVIEW BNS MOCK-UPS OR TEST EQUIPMENT TO
G24 ISOLATE MALFUNCTIONS IN BNS TEST EQUIPMENT
G30 ISOLATE MALFUNCTIONS IN UTE

GROUP ID NUMBER AND TITLE: GRP127 - Radar and Radar Computer Shop Maintenance Specialists

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32150K (86%), 32170K (14%)

AVERAGE GRADE: 4.3 JOB DIFFICULTY INDEX: 11

AVERAGE TIME IN CAREER FIELD: 4.3 Years

AVERAGE TIME IN SERVICE: 5.9 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 57%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (14%), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	43%
	FAIRLY WELL OR BETTER	57%
PERCEIVED UTILIZATION OF TRAINING	LITTLE OR NOT AT ALL	0%
	FAIRLY WELL OR BETTER	100%

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	54
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	20
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	9
O MAINTAINING BOMB NAVIGATION COMPUTER SYSTEMS IN FIELD SHOPS	7

GROUP DIFFERENTIATING TASKS:

G8	CALIBRATE NORMALIZATION REINSTRUMENTED TERRAIN COMPUTER (NRTC) ALIGNMENT UNITS
G41	PERFORM VISUAL INSPECTIONS OF ELECTRO-MECHANICAL DEVICES WITHIN LRU SUBASSEMBLIES
O23	PERFORM SHOP MAINTENANCE PROCEDURES ON SYSTEM DATA INDICATORS OF B-52G OR B-52H BNS
O26	PERFORM SHOP MAINTENANCE PROCEDURES ON TRACKING CONTROLS OF B-52 BNS
P3	ALIGN OR ADJUST RECEIVER-TRANSMITTER UNITS ON B-52G OR B-52H BNS
P4	ALIGN OR ADJUST REINSTRUMENTED TERRAIN COMPUTERS (RTC) ON B-52G OR B-52H BNS
P17	PERFORM SHOP PROCEDURES ON RADAR INDICATORS OF B-52G OR B-52H BNS
P18	PERFORM SHOP MAINTENANCE PROCEDURES ON RADAR RELAY FRAMES OR CONTROLS OF B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP174 - EVS Shop Maintenance Specialists

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 3%

PERCENT OF K-SHREDOUT SAMPLE: 3%

DAFSC DISTRIBUTION: 32150K (56%), 32170K (44%)

AVERAGE GRADE: 4.5 JOB DIFFICULTY INDEX: 17

AVERAGE TIME IN CAREER FIELD: 5.8 Years

AVERAGE TIME IN SERVICE: 6.5 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 25%

AVERAGE NUMBER SUPERVISED: 2.3

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (0%), INTERESTING (94%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 94%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 94%

AVERAGE NUMBER OF TASKS PERFORMED: 100

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	41
R PERFORMING EVS SHOP MAINTENANCE	27
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	11

GROUP DIFFERENTIATING TASKS:

G16	DISASSEMBLE OR ASSEMBLE LRU OR LRU SUBASSEMBLIES
G24	ISOLATE MALFUNCTIONS IN BNS TEST EQUIPMENT
G51	REMOVE OR INSTALL PLUG-IN UNITS LOCATED INSIDE LRU OR MODULES
P5	ALIGN OR ADJUST RTC NORMALIZATION UNITS ON B-52G OR B-52H BNS
R9	ISOLATE MALFUNCTIONS IN EVS 018 TEST SETS
R21	PERFORM OPERATIONAL STATUS CHECKS OF EVS 018 TEST SETS

GROUP ID NUMBER AND TITLE: GRP203 - General Shop Maintenance Mechanics

NUMBER IN GROUP: 6

PERCENT OF K-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32130K (17%), 32150K (66%), 32170K (17%)

AVERAGE GRADE: 4.2 JOB DIFFICULTY INDEX: 15

AVERAGE TIME IN CAREER FIELD: 3.3 Years

AVERAGE TIME IN SERVICE: 6.3 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 67%

AVERAGE NUMBER SUPERVISED: 3.0

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (0%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 121

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	46
F PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) LINE MAINTENANCE TASKS	14
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	13
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	10

GROUP DIFFERENTIATING TASKS:

E14 PREPARE ISSUE/TURN IN REQUEST FORMS (AF FORM 2005)
F39 SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS
G18 INSTALL COMPONENTS SUCH AS RESISTORS, CAPACITORS, OR TRANSISTORS BY SOLDERING
G36 PERFORM IN-SHOP CORROSION CONTROL PROCEDURES ON LRU OR SUPPORT EQUIPMENT
G47 REMOVE OR INSTALL ELECTRO-MECHANICAL DEVICES LOCATED WITHIN BNS TEST EQUIPMENT
P8 PERFORM SHOP MAINTENANCE PROCEDURES ON ANTENNAS OF B-52 BNS

GROUP ID NUMBER AND TITLE: GRP184 - Field Shop Chiefs

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 2%

DAFSC DISTRIBUTION: 32150K (9%), 32170K (91%)

AVERAGE GRADE: 5.7 JOB DIFFICULTY INDEX: 17

AVERAGE TIME IN CAREER FIELD: 11.3 Years

AVERAGE TIME IN SERVICE: 13.6 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 4.8

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (91%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 91%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 138

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	38
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	12
B DIRECTING AND IMPLEMENTING	12
R PERFORMING EVS SHOP MAINTENANCE	11
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	9

GROUP DIFFERENTIATING TASKS:

B8 DIRECT FIELD SHOP MAINTENANCE ACTIVITIES
E26 REVIEW OR UPDATE TEST EQUIPMENT CALIBRATION PRINTOUT SHEETS
G5 CALIBRATE BNS SIMULATORS
G28 ISOLATE MALFUNCTIONS IN NRTC ALIGNMENT UNITS
G30 ISOLATE MALFUNCTIONS IN UTE
P5 ALIGN OR ADJUST RTC NORMALIZATION UNITS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP063 - Terrain Computer Shop Assistants

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32130K (40%), 32150K (40%), 32170K (20%)

AVERAGE GRADE: 4.0 JOB DIFFICULTY INEDEX: 7

AVERAGE TIME IN CAREER FIELD: 4.3 Years

AVERAGE TIME IN SERVICE: 6.6 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 60%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (20%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 39

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	47
P MAINTAINING BOMB NAVIGATION RADAR SYSTEMS OF B-52 AIRCRAFT IN FIELD SHOPS	22
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	15

GROUP DIFFERENTIATING TASKS:

E11 LOCATE INFORMATION IN TO INDEXES
G15 CRATE OR PACK COMPONENTS, SUBASSEMBLIES, LRU, OR MODULES FOR SHIPPING
G36 PERFORM IN-SHOP CORROSION CONTROL PROCEDURES ON LRU OR SUPPORT EQUIPMENT
G37 PERFORM OPERATIONAL STATUS CHECKS ON BNS MOCK-UPS
G39 PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS
P26 REMOVE OR INSTALL RADAR MODULATOR COMPONENTS ON B-52G OR B-52H BNS

GROUP ID NUMBER AND TITLE: GRP008 - Management, Supervision, and Training Personnel

NUMBER IN GROUP: 99

PERCENT OF SAMPLE: 16%

PERCENT OF K-SHREDOUT SAMPLE: 9% *PERCENT OF L-SHREDOUT SAMPLE:* 15%

DAFSC DISTRIBUTION: 32150K (7%), 32170K (36%), 32150L (5%), 32170L (10%)
32192 (42%), T-Prefix (15%)

AVERAGE GRADE: 6.4 JOB DIFFICULTY INDEX: 10

AVERAGE TIME IN CAREER FIELD: 14.3 Years

AVERAGE TIME IN SERVICE: 16.4 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 7%

AVERAGE NUMBER SUPERVISED: 5.1

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (17%), INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 63

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	22
B DIRECTING AND IMPLEMENTING	20
C EVALUATING	18
A PLANNING AND ORGANIZING	15
D TRAINING	11

GROUP DIFFERENTIATING TASKS:

A2	CONDUCT BRIEFINGS
A11	INITIATE METHODS FOR IMPROVING SHOP OR SECTION OPERATIONS
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
C4	ANALYZE RECURRING TROUBLES IN EQUIPMENT FOR MATERIEL DEFICIENCY *REPORTS*
D20	INSTRUCT ON LOCATING OR INTERPRETING TECHNICAL INFORMATION
E7	COMPILE REPORTS OR RECORDS FROM INSPECTION SURVEILLANCE
E19	RECORD BOMB SCORES
E21	REVIEW AIRCRAFT DEBRIEFING FORMS

GROUP ID NUMBER AND TITLE: GRP048 - Bomb Score Analysts

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 3%

PERCENT OF K-SHREDOUT SAMPLE: 2% PERCENT OF L-SHREDOUT SAMPLE: 6%

DAFSC DISTRIBUTION: 32150K (25%), 32150L (6%), 32170K (38%), 32170L (31%)

AVERAGE GRADE: 4.4 JOB DIFFICULTY INDEX: 5

AVERAGE TIME IN CAREER FIELD: 5.6 Years

AVERAGE TIME IN SERVICE: 6.3 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 31%

AVERAGE NUMBER SUPERVISED: 2.4

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (38%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 44%
FAIRLY WELL OR BETTER 56%

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	44
C EVALUATING	23
A PLANNING AND ORGANIZING	15
H EVALUATING BOMB RUN RESULTS FOR OPERATIONS AND MAINTENANCE DISCREPANCIES	9

GROUP DIFFERENTIATING TASKS:

A5	DESIGN OR DEVELOP ORGANIZATIONAL OR STATUS CHARTS OR BOARDS
C1	ANALYZE BOMB SCORES
C6	EVALUATE CAUSES OF MISSION OPERATIONAL DISCREPANCIES
E21	REVIEW AIRCRAFT DEBRIEFING FORMS
E28	UPDATE BOMB NAVIGATION SYSTEMS (BNS) HISTORICAL RECORDS
H5	PROCURE BOMB RUN RESULTS FROM DEBRIEFING SECTIONS

GROUP ID NUMBER AND TITLE: GRP069 - Maintenance Superintendents

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 3%

PERCENT OF K-SHREDOUT SAMPLE: 0% PERCENT OF L-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32170L (6%), 32192 (94%)

AVERAGE GRADE: 8.0 JOB DIFFICULTY INDEX: 10

AVERAGE TIME IN CAREER FIELD: 18.0 Years

AVERAGE TIME IN SERVICE: 22.8 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 6.3

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (6%), INTERESTING (88%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 77%

AVERAGE NUMBER OF TASKS PERFORMED: 50

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	32
A PLANNING AND ORGANIZING	30
C EVALUATING	17
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	15

GROUP DIFFERENTIATING TASKS:

A3 CONDUCT OR PARTICIPATE IN STAFF MEETINGS
A19 RESEARCH OR DOCUMENT REQUIREMENTS FOR SECTION MANNING
B5 COORDINATE AIRCRAFT MAINTENANCE ACTIVITIES WITH OTHER SHOPS OR AGENCIES
B27 SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 321X0, K OR L SHRED
C9 EVALUATE INDIVIDUALS FOR PROMOTION OR RECLASSIFICATION

GROUP ID NUMBER AND TITLE: GRP077 - Work Center Supervisors

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 4%

PERCENT OF K-SHREDOUT SAMPLE: 1% PERCENT OF L-SHREDOUT SAMPLE: 3%

DAFSC DISTRIBUTION: 32170K (26%), 32170L (11%), 32192 (63%)

AVERAGE GRADE: 7.1 JOB DIFFICULTY INDEX: 14

AVERAGE TIME IN CAREER FIELD: 18.6 Years

AVERAGE TIME IN SERVICE: 19.8 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 4.9

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (22%), INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 74%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 81%

AVERAGE NUMBER OF TASKS PERFORMED: 138

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	22
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	17
A PLANNING AND ORGANIZING	14
C EVALUATING	13
D TRAINING	12

GROUP DIFFERENTIATING TASKS:

A4 COORDINATE SECTION WORKLOAD WITH OTHER ACTIVITIES
B17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
B19 SERVE AS TECHNICAL ADVISOR TO BRANCH CHIEF OR HIGHER AUTHORITIES
C4 ANALYZE RECURRING TROUBLES IN EQUIPMENT FOR MATERIEL DEFICIENCY REPORTS
E1 ANNOTATE AIRCRAFT FLIGHT REPORT OR MAINTENANCE RECORDS FORMS (AFTO FORM 781 SERIES)

GROUP ID NUMBER AND TITLE: GRP040 - B-52G/H BNS Supervisors

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 1%

PERCENT OF K-SHREDOUT SAMPLE: 1% PERCENT OF L-SHREDOUT SAMPLE: 0%

DAFSC DISTRIBUTION: 32170K (88%), 32192 (12%)

AVERAGE GRADE: 6.6 JOB DIFFICULTY INDEX: 11

AVERAGE TIME IN CAREER FIELD: 17.8 Years

AVERAGE TIME IN SERVICE: 19.9 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 6.6

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (38%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION FO TRAINING: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

AVERAGE NUMBER OF TASKS PERFORMED: 75

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	26
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	24
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	11
C EVALUATING	9
A PLANNING AND ORGANIZING	9

GROUP DIFFERENTIATING TASKS:

A20 SCHEDULE WORK PRIORITIES OR ASSIGNMENTS
B24 SUPERVISE BOMB-NAVIGATION SYSTEMS TECHNICIANS, K SHRED (AFSC 32170K)
C14 EVALUATE PROFICIENCY OF SECTION PERSONNEL
E24 REVIEW OR CORRELATE DAILY DOCUMENT REGISTERS (D-04)
G39 PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS

GROUP ID NUMBER AND TITLE: GRP037 - Quality Control Inspectors

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 3% PERCENT OF L-SHREDOUT SAMPLE: 1%

DAFSC DISTRIBUTION: 32170K (92%), 32170L (8%)

AVERAGE GRADE: 5.6 JOB DIFFICULTY INDEX: 7

AVERAGE TIME IN CAREER FIELD: 12.9 Years

AVERAGE TIME IN SERVICE: 14.5 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER SUPERVISED: 2.5

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (0%), INTERESTING (77%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
C EVALUATING	38
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	23
B DIRECTING AND IMPLEMENTING	12
A PLANNING AND ORGANIZING	10

GROUP DIFFERENTIATING TASKS:

A18 PREPARE STAFF STUDIES, SURVEYS, OR REPORTS
C8 EVALUATE EQUIPMENT MODIFICATION OR TECHNICAL ORDER (TO) CHANGE PROPOSALS
C10 EVALUATE INSPECTION PROCEDURES
C16 EVALUATE SHOP FACILITIES OR EQUIPMENT
E7 COMPILE REPORTS OR RECORDS FROM INSPECTION SURVEILLANCE

GROUP ID NUMBER AND TITLE: GRP019 - Technical School Instructors

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 1% PERCENT OF L-SHREDOUT SAMPLE: 3%

DAFSC DISTRIBUTION: 32150K (30%), 32170K (40%), 32150L (30%)

AVERAGE GRADE: 5.0 JOB DIFFICULTY INDEX: 9

AVERAGE TIME IN CAREER FIELD: 8.3 Years

AVERAGE TIME IN SERVICE: 10.2 Years

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AVERAGE NUMBER SUPERVISED: 7.5

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (10%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
D TRAINING	50
B DIRECTING AND IMPLEMENTING	12
G PERFORMING GENERAL BOMB NAVIGATION SYSTEMS (BNS) SHOP MAINTENANCE TASKS	9
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	7

GROUP DIFFERENTIATING TASKS:

B2 BRIEF PERSONNEL ON SECURITY OR SAFETY REQUIREMENTS
D2 CONDUCT FORMAL TECHNICAL SCHOOL CLASSROOM INSTRUCTION
D22 PREPARE LESSON PLANS
D23 PREPARE STUDENT TRAINING RECORDS
E11 LOCATE INFORMATION IN TO INDEXES
G23 ISOLATE MALFUNCTIONS IN BNS MOCK-UP EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP064 - OJT Monitors

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: 2%

PERCENT OF K-SHREDOUT SAMPLE: 2% PERCENT OF L-SHREDOUT SAMPLE: 4%

DAFSC DISTRIBUTION: 32150K (59%), 32170K (8%), 32150L (25%), 32170L (8%)

AVERAGE GRADE: 4.1 JOB DIFFICULTY INDEX: 3

AVERAGE TIME IN CAREER FIELD: 4.1 Years

AVERAGE TIME IN SERVICE: 6.6 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 42%

AVERAGE NUMBER SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (25%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 33%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 92%
FAIRLY WELL OR BETTER 8%

AVERAGE NUMBER OF TASKS PERFORMED: 12

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	49
D TRAINING	41

GROUP DIFFERENTIATING TASKS:

D10 DEVELOP, ADMINISTER, OR SCORE TESTS
D25 SCHEDULE PERSONNEL FOR TRAINING
E23 REVIEW MMICS PRINTOUT OR DATA DISPLAYS
E29 UPDATE MMICS COMPUTER REMOTE DATA DISPLAYS
E30 UPDATE OR ANNOTATE MMICS PRINTOUT FILES

GROUP ID NUMBER AND TITLE: GRP060 - Job Control Monitors

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 3%

PERCENT OF K-SHREDOUT SAMPLE: 2% PERCENT OF L-SHREDOUT SAMPLE: 5%

DAFSC DISTRIBUTION: 32150K (50%), 32170K (12%), 32150L (19%), 32170L (12%)

AVERAGE GRADE: 4.5 JOB DIFFICULTY INDEX: 4

AVERAGE TIME IN CAREER FIELD: 6.4 Years

AVERAGE TIME IN SERVICE: 7.5 Years

PERCENT OF MEMBERS IN FIRST ENLISTMENT: 38%

AVERAGE NUMBER SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (13%), SO-SO (37%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 38%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 75%
FAIRLY WELL OR BETTER 25%

AVERAGE NUMBER OF TASKS PERFORMED: 9

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	42
E PREPARING FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	28
A PLANNING AND ORGANIZING	27

GROUP DIFFERENTIATING TASKS:

A20 SCHEDULE WORK PRIORITIES OR ASSIGNMENTS
B5 COORDINATE AIRCRAFT MAINTENANCE ACTIVITIES WITH OTHER SHOPS OR AGENCIES
B9 DIRECT FLIGHT LINE MAINTENANCE ACTIVITIES
B15 INITIATE WORK ORDER REQUESTS
E29 UPDATE MMICS COMPUTER REMOTE DATA DISPLAYS

APPENDIX B

TABLE I

TASKS PERFORMED BY 50 PERCENT OR MORE DAFSC 321X0K/L
5- AND 7-SKILL LEVEL PERSONNEL

TASK		DAFSC 32150K (N=273)	DAFSC 32170K (N=142)	DAFSC 32150L (N=55)	DAFSC 32170L (N=42)
E1	ANNOTATE AIRCRAFT FLIGHT REPORT OR MAINTENANCE RECORDS FORMS (AFTO FORM 781 SERIES)	61	60	55	62
E3	ANNOTATE MAINTENANCE DATA COLLECTION FORMS	67	81	53	57
E4	ANNOTATE OR ATTACH EQUIPMENT STATUS TAGS OR LABELS	57	68	53	57
F10	INTERPRET AIRCRAFT TO WIRING OR CIRCUIT DIAGRAMS	65	65	71	62
F12	LACE OR UNWRAP AIRCRAFT CABLE ASSEMBLIES	70	54	69	57
F15	PERFORM BNS POWER OFF CHECKOUTS	77	60	67	60
F18	PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY	74	68	71	64
F19	PERFORM FAST OPERATIONAL CHECKS OF BNS COOLING SYSTEMS OR OVERHEAT WARNING SYSTEMS	68	54	60	55
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	75	56	71	64
F26	PERFORM PRE-OPERATIONAL CONTROL CHECKS OF BNS	78	58	65	50
F28	PERFORM SEARCH RADAR ANTENNA HEADING MARKER SWITCH ADJUSTMENTS ON BNS	66	54	65	57
F30	READ OR INTERPRET FLIGHT LINE TO DATA	77	71	69	62
F32	REMOVE OR INSTALL AIRCRAFT ACCESS PANELS	72	53	67	57
F33	REMOVE OR INSTALL BNS SEARCH RADAR ANTENNAS	71	54	67	57
F34	REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52	75	54	62	52
F35	REMOVE OR INSTALL BULBS OR FUSES	75	58	73	60
F37	REMOVE OR INSTALL DESICCANTS	76	50	69	57
F39	SAFETY WIRE CONNECTING PLUGS OR COMPONENT MOUNTS	76	56	69	60
G19	INSTALL CRIMPED WIRING TERMINALS	64	61	60	55
G54	SOLDER WIRING TERMINALS OR CONNECTOR PLUGS	54	51	58	57
G56	UNPACK OR INSPECT INCOMING EQUIPMENT	56	52	53	50
I36	PERFORM POWER-OFF CHECKS ON BNS	74	52	67	55
M5	PERFORM OPERATIONAL CHECKS OF TA SYSTEMS	70	54	69	64

TABLE II

TASKS PERFORMED BY MORE THAN 60 PERCENT OF DAFSC 32150K PERSONNEL

	TASK	PERCENT PERFORMING
K3	PERFORM FAST OPERATIONAL CHECKS OF RDPS ON B-52G OR B-52H BNS	78
F26	PERFORM PRE-OPERATIONAL CONTROL CHECKS OF BNS	78
I10	PERFORM BOMB TEST PROBLEM CHECKS ON B-52G OR B-52H BNS	77
F30	READ OR INTERPRET FLIGHT LINE TO DATA	77
F15	PERFORM BNS POWER OFF CHECKOUTS	77
F34	REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52	75
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	75
K1	ISOLATE MALFUNCTIONS IN RADAR DATA PRESENTATION SETS (RDPS) ON B-52G OR B-52H BNS	75
G17	EVALUATE STATUS OF B-52 UNITS BY OPERATION ON UTE	75
F18	PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY	74
F24	PERFORM OPERATIONAL CHECKS OF EVS INSTALLED ON AIRCRAFT	74
L20	PERFORM SEARCH RADAR PRESSURIZATION CHECKS ON B-52G OR B-52H BNS	74
L5	PERFORM RADAR COMPLETE OPERATIONAL CHECKS ON B-52G OR B-52H BNS	74
M2	ISOLATE MALFUNCTIONS IN B-52G OR B-52H TA RADAR	73
Q3	INSTALL OR REMOVE EVS FLIR SCANNERS OR STEERABLE TELEVISION (STV) CAMERAS	72
F32	REMOVE OR INSTALL AIRCRAFT ACCESS PANELS	72
I40	PERFORM STABALIZATION DATA GENERATOR LEVELING ON B-52G OR B-52H BNS	71
Q2	CLEAN OR SERVICE EVS TURRET WINDOWS	71
E3	ANNOTATE MAINTENANCE DATA COLLECTION FORMS	67

TABLE III

TASKS PERFORMED BY MORE THAN 55 PERCENT OF DAFSC 32170K PERSONNEL

	TASK	PERCENT PERFORMING
E3	ANNOTATE MAINTENANCE DATA COLLECTION FORMS	81
B22	SUPERVISE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32150K)	69
D3	CONDUCT ON-THE-JOB TRAINING (OJT)	68
B20	SUPERVISE APPRENTICE BOMB-NAVIGATION SYSTEMS MECHANICS, K SHRED (AFSC 32130K)	66
B7	COUNSEL SUBORDINATES ON CAREER PROGRESSION OR JOB PERFORMANCE	63
B1	ASSIGN PERSONNEL TO MAINTENANCE PROJECTS	60
E1	ANNOTATE AIRCRAFT FLIGHT REPORT OR MAINTENANCE RECORDS FORMS (AFTO FORM 781 SERIES)	60
Q8	ISOLATE MALFUNCTIONS IN AN/ASQ-151 EVS	57
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	56
Q12	PERFORM COMPLETE OPERATIONAL CHECKS OF FORWARD LOOKING INFRARED SYSTEMS	56
L5	PERFORM RADAR COMPLETE OPERATIONAL CHECKS ON B-52G OR B-52H BNS	56
K8	PERFORM RANGE ZERO OR RANGE TRACK CALIBRATIONS ON B-52G OR B-52H BNS	55
K9	PERFORM ZERO CALIBRATION ON B-52G OR B-52H BNS	55
L1	ADJUST RADAR SET TILT GAIN AND STAB RATIO ON B-52G OR B-52H AIRCRAFT	55

TABLE IV

TASKS PERFORMED BY MORE THAN 55 PERCENT OF DAFSC 32150L PERSONNEL

	TASK	PERCENT PERFORMING
F35	REMOVE OR INSTALL BULBS OR FUSES	73
I11	PERFORM BOMBING PROBLEM CHECKS ON B-52D BNS	71
I4	PERFORM AUTOMATIC NAVIGATION AND CROSSHAIR LAYING CHECKS ON B-52D BNS	71
F30	READ OR INTERPRET FLIGHT LINE TO DATA	69
L11	PERFORM SEARCH RADAR AZIMUTH MARK COINCIDENCE ADJUSTMENTS ON B-52D BNS	69
L18	PERFORM SEARCH RADAR PRESENTATION CHECKS ON B-52D BNS	65
N13	PERFORM DOPPLER RADAR TIE-IN CHECKS ON B-52D BNS	65
F34	REMOVE OR INSTALL BNS LINE REPLACEABLE UNITS (LRU) OR SUBASSEMBLIES ON B-52	62
G19	INSTALL CRIMPED WIRING TERMINALS	60
G39	PERFORM RESISTIVE, CONTINUITY, OR IMPEDANCE CHECKS OF INDIVIDUAL CIRCUITS OR CIRCUIT COMPONENTS	58

TABLE V

TASKS PERFORMED BY MORE THAN 55 PERCENT OF DAFSC 32170L PERSONNEL

	TASK	PERCENT PERFORMING
B17	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	69
E21	REVIEW AIRCRAFT DEBRIEFING FORMS	67
F18	PERFORM DATA FLOW ANALYSES OF BNS CIRCUITRY	64
G1	ALIGN, BALANCE, OR PERFORM SENSITIVITY ADJUSTMENTS ON LOOPS OF B-52 BNS	64
F23	PERFORM OPERATIONAL CHECKS OF BNS INSTALLED ON AIRCRAFT	64
E1	ANNOTATE AIRCRAFT FLIGHT REPORT OR MAINTENANCE RECORDS FORMS (AFTO FORM 781 SERIES)	62
I8	PERFORM BALANCE AND SENSITIVITY ADJUSTMENTS ON B-52D BNS	62
L12	PERFORM SEARCH RADAR CONTROL METER CHECKS ON B-52D BNS	62
A20	SCHEDULE WORK PRIORITIES OR ASSIGNMENTS	57
C1	ANALYZE BOMB SCORES	55
H3	ISOLATE EQUIPMENT FAILURE TO BOMBING OR SIGHTING COMPUTER LOOPS	55

TABLE VI

TASKS PERFORMED BY MORE THAN 60 PERCENT OF DAFSC 32192 PERSONNEL

	TASK	PERCENT PERFORMING
A3	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	86
A4	COORDINATE SECTION WORKLOAD WITH OTHER ACTIVITIES	86
B2	BRIEF PERSONNEL ON SECURITY OR SAFETY REQUIREMENTS	86
B6	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	84
A2	CONDUCT BRIEFINGS	82
B5	COORDINATE AIRCRAFT MAINTENANCE ACTIVITIES WITH OTHER SHOPS OR AGENCIES	80
B16	INTERPRET POLICIES OR PROCEDURES FOR SUBORDINATE PERSONNEL	80
A11	INITIATE METHODS FOR IMPROVING SHOP OR SECTION OPERATIONS	80
B12	DRAFT OR EDIT CORRESPONDENCE	78
B17	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	78
B7	COUNSEL SUBORDINATES ON CAREER PROGRESSION OR JOB PERFORMANCE	74
B15	INITIATE WORK ORDER REQUESTS	72
C13	EVALUATE MAINTENANCE PRODUCTION REPORTS	68
E23	REVIEW MMICS PRINTOUT OR DATA DISPLAYS	68
A18	PREPARE STAFF STUDIES, SURVEYS, OR REPORTS	66
B19	SERVE AS TECHNICAL ADVISOR TO BRANCH CHIEF OR HIGHER AUTHORITIES	66
E21	REVIEW AIRCRAFT DEBRIEFING FORMS	64
C14	EVALUATE PROFICIENCY OF SECTION PERSONNEL	62