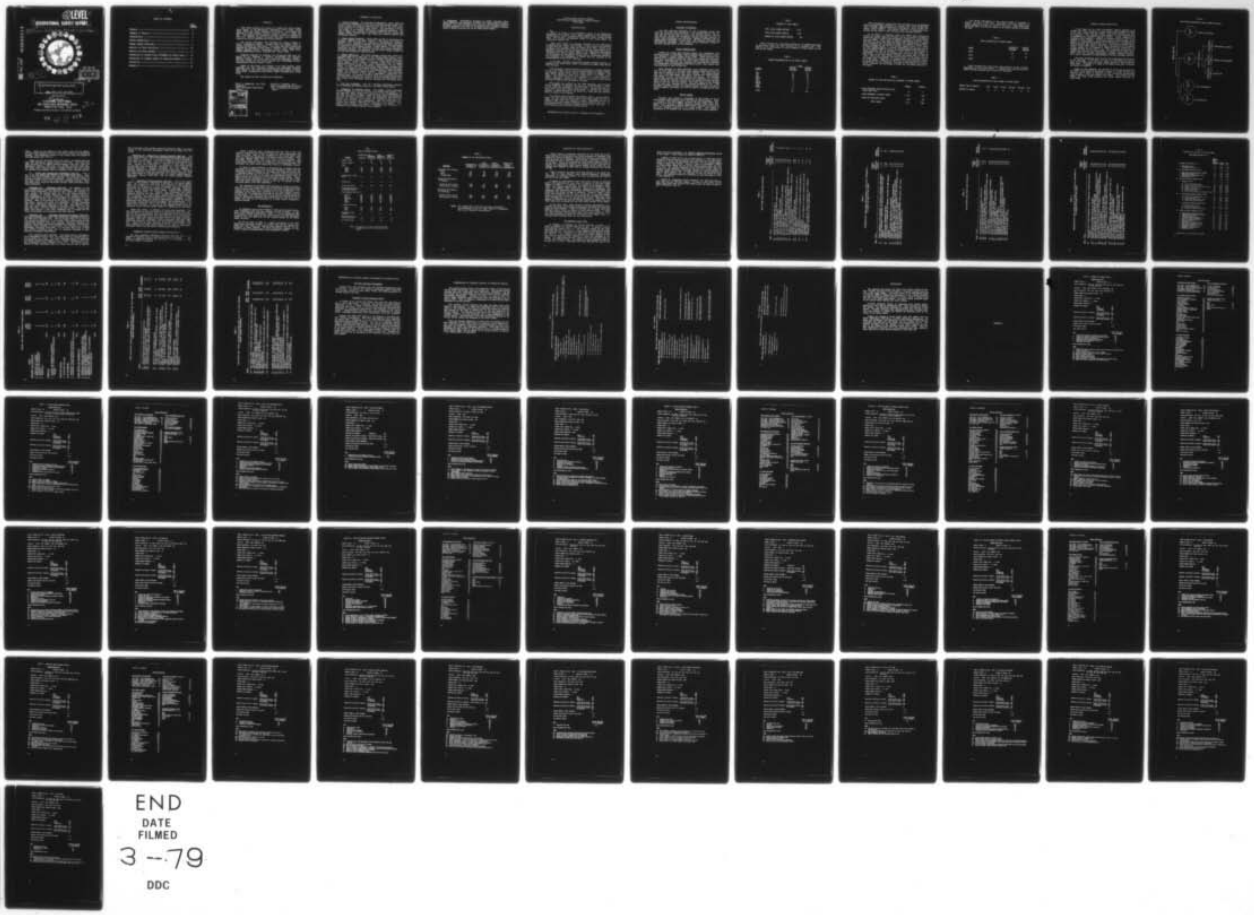
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(10) Thomas E./Ulrich Frank C./Gentner



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USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Maintenance Management career ladder (AFSC 39230, 39270, and 39290, including the W-Prefix). This project was directed by USAF Program Technical Training, Volume 2, dated July 1976. The 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 Thomas E. Ulrich, Occupational Analyst. Captain Ulrich and Captain Frank C. Gentner developed the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas, 78148.

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.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
Commander
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SUMMARY OF RESULTS

1. Survey Coverage: The Maintenance Management career ladder job inventory was administered during the period May through August 1977. Survey results are based on responses from 1,653 of the 2,351 incumbents assigned to the 392X0 career ladder. This represents a 70 percent sample of all assigned maintenance management personnel. The survey sample also included 53 personnel (three percent of the total sample) holding DAFSCs other than 392X0 who worked as MMICS files maintenance monitors.

2. Career Ladder Structure: Ninety-eight percent of the survey respondents comprised four major clusters. One cluster was formed of personnel who specialized in maintenance documentation functions; another cluster primarily individuals who monitor the files maintenance of automated record-keeping systems, notably MMICS; a third cluster constitutes the plans and scheduling function and includes schedulers, scheduling managers, and planners; and the fourth cluster consists of the unit level production control function.

3. DAFSC Differences: The DAFSC analysis revealed that 3-skill level personnel make up a large part of the Documentation Cluster, and a sizeable portion of the Production Control Cluster, although some perform other career ladder jobs. There is no 5-skill level in this lateral career ladder, which requires a minimum 5-skill level in another maintenance-related career field before crosstraining into the 391X0 ladder. At the 7-skill level, supervisory tasks become a greater part of the job, though not the primary function. Seven-skill level personnel comprise the largest portion of the Files Maintenance, Plans and Scheduling, and Production Control Clusters. Nine-skill level personnel spend over 50 percent of their time in management, supervision, and training duties, and perform technical tasks of a supervisory nature. No 9-skill level personnel are located in the Documentation Cluster while most 9-skill level individuals perform Planning and Scheduling functions.

4. AFR 39-1 Evaluation: AFR 39-1 specialty descriptions generally give a thorough and accurate picture of the 391X0 career ladder.

5. Comparison to Previous Survey: The present survey identified several changes since the 1971 survey of the 433X0 career ladder. For the most part these changes were generated by the reclassification of the AFSC from 433X0 to 392X0. While the career ladder has maintained the same two basic functions of Plans and Scheduling, and Production Control, the character of the former has changed in that the schedulers' job is currently more homogenous. Also, the Files Maintenance function has emerged, reflecting the expansion of the ladder. Other career ladder changes were made to accomodate the introduction of automated record-keeping systems such as MMICS.

6. Discussion: Classification personnel at AFMPC requested information about the job performed by MMICS Files Maintenance (W-prefix) personnel. The overall finding of this analysis, and the special study of W-prefix personnel, was that the W-prefix personnel perform a function which is distinct from the rest of the 392X0 career ladder.

OCCUPATIONAL SURVEY REPORT
MAINTENANCE MANAGEMENT CAREER LADDER
AFSC 392X0

INTRODUCTION

This is a report of an occupational survey of the Maintenance Management career ladder (AFSC 392X0) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during October 1978. The previous occupational survey of this career ladder was completed in October 1971.

This career ladder was formerly designated as the Maintenance Scheduling career ladder, AFSC 433X0. It was retitled and converted in April 1976 and placed within the 39XXX career field. Added to the scheduling and maintenance planning function were maintenance documentation functions and tasks related to the Maintenance Management Information and Control System (MMICS) files. MMICS is an automated record keeping and management system used by maintenance managers; the monitoring and management of MMICS files are included in the responsibilities of this career ladder.

A W-prefix, normally representing systems analyst functions, is assigned to the 392X0 career ladder to designate the MMICS files maintenance function.

This specialty is entered laterally by personnel previously qualified at the 5- or 7-skill level in one of several maintenance related specialties (31XXX, 32XXX, 391XX, 42XXX, 43XXX, 44XXX, or 46XXX). Like many lateral specialties, there is no 5-skill level in the 392X0 career ladder. The basic course for this specialty is a 40-day Category A school conducted at Chanute AFB. There is a separate 20-day course covering the MMICS files Maintenance Functions.

This study was initiated by the USAF Manpower and Personnel Center (DPMRPQ) to determine the necessity for the W-prefix; a report on that issue was published in February 1978. Because data was collected from the entire 392X0 career ladder to perform the W-prefix analysis, a normal analysis of the ladder as a whole was also possible; this is a report of that analysis.

The current report discusses the following topics: survey methodology, the job structure found within the career ladder and how it relates to skill level and experience groups, comparisons of the job structure with career ladder documents such as AFR 39-1 Specialty Job descriptions and the Specialty Training Standard (STS), and comparison of the current survey with the previous survey.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-392-334. The starting point for the current task list was the task list used in the previous survey. The old task list was revised and revalidated through thorough research of career field publications and directives, personal interviews with 21 subject-matter specialists at three bases, and telephone interviews with MAJCOM-level specialists. The current survey instrument consists of 338 tasks grouped under 15 duty headings.

Survey Administration

During the period May through August 1977 consolidated base personnel offices in operational units worldwide administered the inventory booklets to airmen holding DAFSC 392X0. These personnel were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each respondent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent). To determine relative time spent for each task checked by a respondent, all a respondent's ratings are assumed to account for 100 percent of his or her time spent on the job, and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks, not only in terms of percent members performing, but also in terms of average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1, contents of the Total Sample, presents the total 392X0 airmen sampled and the percent of MMICS personnel holding AFSCS other than 392X0. The respondents holding 392X0 AFSCS represent 70 percent of the 2,351 assigned personnel in the career ladder. This sample is considered to be adequate and representative of the overall population.

TABLE 1

CONTENTS OF TOTAL SAMPLE

TOTAL 392X0 AIRMEN ASSIGNED	2,351
TOTAL 392X0 AIRMEN SAMPLED	1,653
PERCENT OF 392X0 AIRMEN SAMPLED	70%

Table 2 reflects the percentage distribution, of assigned personnel in the career ladder by major command as of November 1977. Also reflected is the distribution by major command of airmen making up the final survey sample.

TABLE 2

COMMAND REPRESENTATION OF THE SURVEY SAMPLE

	392X0	
COMMAND	PERCENT ASSIGNED	PERCENT SAMPLED
SAC	27	27
TAC	26	26
MAC	16	15
USAFE	12	12
ATC	7	8
ADCOM	4	4
PACAF	3	2
AFSC	2	3
OTHER	3	3
TOTAL	100	100

This occupational survey report was preceded by an Occupational Survey Special Report published in February 1978, AFPT 90-392-334A, titled "W-Prefix (MMICS) Maintenance Management Career Ladder Personnel, DAFSC W392X0." This special report was an abbreviated Occupational Survey Report (OSR) focusing on the W-prefix function.

In an effort to completely study the MMICS files maintenance function (W-Prefix), the job inventory was also provided to a sample of airmen who perform MMICS files maintenance functions but whose DAFSC was not 392X0. Units with the MMICS maintenance functions being performed by other than 392X0 personnel were identified by a comparison of manning data furnished by AFMPC and MMICS utilization information furnished by the AF Data Systems Design Center. As a result of these sampling efforts, 53 survey respondents were obtained who do not hold DAFSC 392X0 but whose job involved MMICS files maintenance. These personnel will be discussed in later parts of this report, as appropriate. For some of the analysis data, they have been included as part of part of the total sample, bringing the sample size to a total of 1,742. Since they represent only three percent of the sample and did not distort task, background, or grouping data, they have been retained in the sample. Wherever the presence of these non-392X0 personnel is significant to the discussion, they will be identified in the report. Table 3 presents the percentage of 392X0 and non-392X0 personnel in the sample.

TABLE 3

PERCENT OF 392X0 AND NON-392X0 PERSONNEL IN SURVEY SAMPLE

	Number	Percent
MMICS PERSONNEL SAMPLED HOLDING AFSCs OTHER THAN 392X0	53	3
392X0 PERSONNEL IN SURVEY SAMPLE	1,653	95%
THOSE NOT INDICATING DAFSC	36	2%
TOTAL SAMPLE	1,742	100%

The DAFSC distribution of the survey sample is presented in Table 4. As noted in this table, differences in percent assigned and percent sampled as high as 12 percent did occur. While these differences did exist, they did not appear to be serious enough to invalidate the data.

TABLE 4

DAFSC DISTRIBUTION OF SURVEY SAMPLE

DAFSC	PERCENT OF ASSIGNED	PERCENT SAMPLED
39230	45	33
39270	50	60
39290	5	7

Table 5 presents the Total Active Federal Military Service (TAFMS) distribution of the survey sample. It indicates that over 50 percent of 392X0 personnel sampled were in their first enlistment.

TABLE 5

TAFMS DISTRIBUTION OF 392X0 AIRMEN IN SURVEY SAMPLE

MONTHS TIME IN SERVICE	6-48	49-96	97-144	145-192	193-240	241+
PERCENT OF SAMPLE	53	22	24	22	23	14

CAREER LADDER STRUCTURE

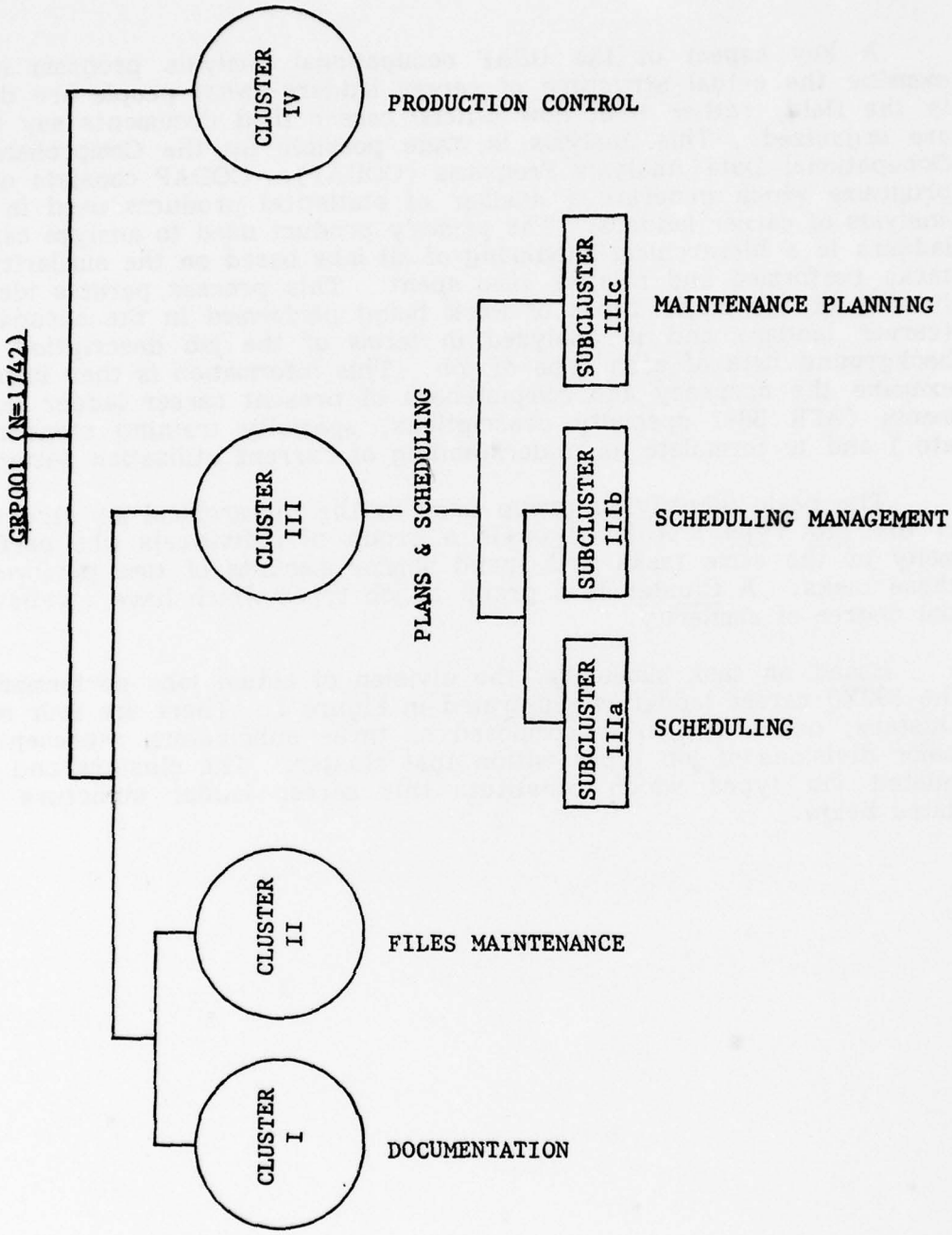
A key aspect of the USAF occupational analysis program is to examine the actual structure of career ladders--what people are doing in the field, rather than how official career field documents say they are organized. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP). CODAP consists of 40 programs which generate a number of statistical products used in the analysis of career ladders. The primary product used to analyze career ladders is a hierarchical clustering of all jobs based on the similarity of tasks performed and relative time spent. This process permits identification of the major types of work being performed in the occupation (career ladder) and is analyzed in terms of the job description and background data of each type of job. This information is then used to examine the accuracy and completeness of present career ladder documents (AFR 39-1 specialty descriptions, specialty training standards, etc.) and to formulate an understanding of current utilization patterns.

The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. A Cluster is a group of job types which have a substantial degree of similarity.

Based on task similarity, the division of actual jobs performed in the 392X0 career ladder is illustrated in Figure 1. There are four main clusters, one of which is composed of three subclusters representing major divisions of job types within that cluster. The clusters and the related job types which constitute this career ladder structure are listed below.

FIGURE 1

MAINTENANCE MANAGEMENT CAREER LADDER STRUCTURE



I. DOCUMENTATION PERSONNEL (GRP031, N=77)

a. TCTO Monitor (GRP131, N=42)

b. Time Change Monitor (GRP124, N=31)

II. FILES MAINTENANCE PERSONNEL (GRP037, N=208)

a. MMICS Files Maintenance Monitor (GRP209, N=180)

b. MMICS System Manager (GRP 236, N=5)

c. Small Unit Maintenance Monitor (GRP222, N=5)

d. Systems Analyst (GRP095, N=7)

III. PLANS AND SCHEDULING PERSONNEL (GRP015, N=695)

a. Schedulers (GRP047, N=432)

(1) Aircraft Scheduler (GRP311, N=226)
(2) Manual System Scheduler (GRP366, N=5)
(3) Inspection and Discrepancy Monitor (GRP293, N=13)
(4) Schedule Administrator (GRP202, N=5)
(5) Scheduling Supervisor (GRP226, N=93)
(6) AGE Scheduler (GRP242, N=38)
(7) Airlift Mission Maintenance Scheduler (GRP081, N=28)

b. Scheduling Management Personnel (GRP038, N=160)

(1) Maintenance Management NCOIC (GRP173, N=111)
(2) Training Manager (GRP310, N=10)
(3) Headquarters Level Manager (GRP127, N=7)
(4) NCOIC, PMEL Scheduling (GRP112, N=10)

c. MAINTENANCE PLANNING PERSONNEL (GRP027, N=91)

(1) System Operator (GRP030, N=23)
(2) Maintenance Planner (GRP067, N=57)
(3) Job Control Number Monitor (GRP065, N=10)

IV. PRODUCTION CONTROL PERSONNEL (GRP020, N=720)

a. Shop Production Controller (GRP250, N=285)

b. Production Control Supervisor (GRP338, N=133)

c. PMEL Coordinator (GRP337, N=8)

d. RPC Local Manufacture Monitor (GRP271, N=13)

e. Avionics Production Scheduler (GRP256, N=7)

f. NCOIC, Local Manufacture (GRP191, N=5)

g. RPC Clerk (GRP169, N=20)

h. AGE Production Scheduler (GRP075, N=45)

i. PMEL Production Scheduler (GRP 083, N=106)

j. Engine Control Scheduler (GRP101, N=10)

k. Equipment Transporter (GRP056, N=12)

l. Maintenance Controller (GRP045, N=14)

m. DIFM Monitor (GRP049, N=15)

Ninety-eight percent of the respondents in this sample perform jobs that are generally equivalent to those identified in this analysis. The remaining three percent of the sample perform jobs that are not directly associated with the major groupings of this career field and are not meaningfully identifiable in terms of any common background factors or distinct jobs performed.

Group Descriptions

Brief descriptions of the four major groups, or clusters, which make up the Maintenance Management career ladder are given below. Complete summaries of representative tasks and background information for these groups, and for the specific jobs that are found within these groups, can be found in Appendix A. The GRP numbers used in conjunction with each group in the narrative and in Appendix A are references to computer printout information (EXTRACT) forwarded to some users for additional analysis in support of classification and training decisions.

I. DOCUMENTATION PERSONNEL (GRP 031). The members of this group spend most of their time managing the records and documentation pertaining to maintenance of weapon systems and associated equipment. Typical tasks include preparing and maintaining historical records; updating time change technical order (TCTO) changes and time change requirements; setting up aircraft record jackets; and conducting records reviews. Most are assigned to a work center specifically titled "Documentation Section," and most deal with aircraft maintenance. Ninety percent use MMICS system in the performance of their job.

This cluster is the smallest, comprising only 4 percent of the sample. On the average, members of this group hold a lower paygrade than the average of the career ladder, and over half of the group members hold DAFSC 39230. Members of this cluster have the lowest average number of tasks performed.

Within this group, two subgroups or job types were identified, differing primarily on the type of documentation with which they work. The TCTO Monitors (GRP 131) differ form the Time Change Monitors (GRP 124) in terms of the tasks they perform.

II. FILES MAINTENANCE PERSONNEL (GRP 037). The members of this group make up 12 percent of the career ladder sample. The majority hold the W-prefix to their AFSC, and they list their duty title as "Files Maintenance Monitor". Typical tasks performed include correcting internal file ends; coordinating system hardware problems or repair with data processing installations or users; verifying computer inputs from users; preparing execution cards for specialized programs; and determining file size requirements. Over half of their time as a group is spent in data management functions, with very few maintenance scheduling or controlling tasks in common with the rest of the career

ladder. Nearly all the members of this cluster work with the MMICS, and some group members also work with other automated record-keeping systems. Job satisfaction indices of this cluster were the highest of any major group (See Table 7).

There are four job types within this group, the largest being the basic files maintenance monitor function (GRP 209). The three other small job types are the MMICS Systems Managers (GRP 236), Small Unit Maintenance Monitors (GRP 222), and Systems Analysts (GRP 095). The latter group works primarily at design centers, and they develop the systems and programs used in automated record keeping systems.

III. PLANS AND SCHEDULING PERSONNEL (GRP 015). This is one of the two largest job clusters in the 392X0 career ladder. Members of this group establish work schedules and maintenance plans for aerospace vehicles and associated equipment. Nearly all the members of this group work in base level plans and scheduling sections. Within this large group, there are three basic groups, which have been designated subclusters.

Subcluster IIIa - Schedulers (GRP 047). The members of this group develop and coordinate maintenance schedules. Most of them deal with aircraft maintenance, and they not only prepare the schedules on daily, weekly, and monthly basis, but they also adjust schedules to meet emergency or priority requirements. They schedule inspections and accomplishment of TCTOs. They prepare and distribute the schedules that they develop and they participate in maintenance planning meetings. Most of the members of this group use the MMICS. Within this group, several job types were identified; Aircraft Scheduling (GRP 311), Scheduling Supervisor (GRP 226), AGE Scheduler (GRP 242) and Airlift Mission Maintenance Scheduler (GRP 081) were the major job types, with three smaller groups also present. These groups differ with respect to how their scheduling time is divided and the types of maintenance and inspections that they schedule.

Subcluster IIIb - Scheduling Management Personnel (GRP 038). This group contains the people who manage the scheduling function in the Plans and Scheduling area. With an average grade of E-7 and with over 90 percent holding the 7- and 9-skill levels, typical tasks include coordinating problems with other agencies; clarifying directives and policies; supervising maintenance management technicians; developing or improving work methods or procedures; and developing or revising maintenance operating instructions. At the same time, many of them also perform scheduling tasks such as adjusting schedules to meet priority or emergency requirements.

Four subgroups were identified. The largest group is the Maintenance Management NCOICs (GRP 173) whose tasks are representative of the subcluster as a whole. Two other subgroups contain the personnel performing specialized management jobs: Training Managers (GRP 310) and Headquarters Level Managers (GRP 127). The fourth group, NCOICs of PMEL Scheduling (GRP 112), differ from the rest in terms of

their involvement with precision measuring equipment (PME), but shares enough of the scheduling management tasks to fall within this subcluster.

Subcluster IIIc - Maintenance Planning Personnel (GRP 027). This third group within the Plans and Scheduling area contains the maintenance planners, whose job is different enough from the schedulers to cause them to stand apart. Over half the members of this group listed their duty title as "Night Planner," and most of them work at base level. Typical tasks performed by members of this group include pre-planning daily maintenance; assigning job control numbers for planned maintenance; updating discrepancy data; and assigning or adjusting priorities for planned or pre-planned maintenance. The three job types identified within the subcluster were System Operators (GRP 030) whose tasks are predominately those of a remote terminal operator; Maintenance Planners (GRP 067), and Job Control Number Monitors (GRP 065).

IV. Production Control Personnel (GRP 020). This is the largest cluster in the analysis, comprising 41 percent of the sample respondents. The members of this group work primarily at the production shop level of maintenance, in close coordination with the maintenance technicians who perform the maintenance on the equipment. Forty-one percent of the group hold DAFSC 39230. Typical tasks performed include making entries on reparable item processing tag forms; assigning priorities for shop repair or fabrication; posting status of work in process onto status boards; making in-progress work checks; and coordinating due-in-from-maintenance groups, members of this cluster deal primarily with avionics maintenance, followed by aircraft maintenance and aerospace ground equipment (AGE) maintenance. It is particularly noteworthy that in this group, the largest group in the career field structure, 73 percent of the members report using no automated record keeping system (MMICS or otherwise) in their jobs.

Within this cluster, 13 different job types were identified. The jobs represented by these job types are very distinct from each other, and the type of maintenance that the production control person deals with is the determining factor as in which job type he or she performs. The four largest jobs within Production Control were Shop Production Controller (GRP 250); Production Control Supervisor (GRP 338); PMEL Production Scheduler (GRP 083); and AGE Production Scheduler (GRP 075). These four job types comprise 79 percent of this cluster. The nine remaining job types were defined by the type of maintenance incumbents control and the specific function they performed.

Comparison Between Career Ladder Structure Groups

The most significant implications resulting from this survey and analysis are derived from the career ladder structure findings. For this reason, a comparison between the four major clusters which comprise the career ladder is presented.

Table 6 presents basic background data for each of the four clusters, indicating such factors as skill-level, grade, supervision, and work area data. Most of the incumbents in the career ladder work either in Plans and Scheduling or Production Control functions. These two large clusters differ from each other in several respects. The Production Control cluster had nearly twice the percentage of 3-skill level DAFSC positions, used no automated record keeping systems, and performed one third fewer tasks than Plans and Scheduling Cluster.

In terms of tasks performed, a meaningful way to compare the jobs performed by incumbents in the Plans and Scheduling cluster with the Production Control incumbents is to examine the tasks that account for a meaningful amount of their job time. Forty-one tasks account for 50 percent of the job time of the Plans and Scheduling cluster, while 25 tasks account for 50 percent of the Production Control cluster. Examination of the job descriptions for each cluster reveals that not a single task from either description appears in the top 50 percent of time-consuming tasks of the other description.

The comparison of the MMICS Files Maintenance function (W-prefix) with the rest of the 392X0 career field was reported in the Occupational Survey Special Report dated 15 February 1978, AFPT 90-392-334A. The findings of that report were replicated by the more detailed analysis performed for the comparison job groups in the career ladder presented in this report. Not only were most of the specific tasks performed by the files maintenance personnel not performed by the rest of the career ladder, but also the job description as a whole clearly represents a separate function.

Job Satisfaction

An additional type of data collected in the survey involved incumbents satisfaction with their job, training, and use of talents. A summary of the findings is presented in Table 7. The job satisfaction data is presented in this section of the report because the most meaningful trends in the data align with the job clusters making up the career ladder structure.

As can be seen in Table 7, a higher percentage of the Files Maintenance Personnel (Cluster II) report their jobs as being interesting and their talents and training being utilized than do the respondents in other clusters. As noted previously, members of this cluster primarily performed MMICS files maintenance function.

TABLE 6

SUMMARY OF BACKGROUND VARIABLES

VARIABLE	DOCUMENTATION (Cluster I)	FILES MAINTENANCE (Cluster II)	PLANS & SCHEDULING (Cluster III)	PRODUCTION CONTROL (Cluster IV)
Number in Group	77	208	695	720
Percent of Sample	4%	12%	40%	41%
DAFSC:				
39230	55%	14%	24%	41%
39270	44%	71%	60%	55%
39290	0%	4%	14%	3%
Other	1%	11%	2%	1%
Average Months in Career Field	38	59	70	62
Average Grade	4.9	5.8	5.8	5.3
Percent Who Supervise	12%	45%	44%	42%
Average Number Supervised by Those Who Supervise	2	2	4	3
*Type Maintenance Dealt With				
Aircraft	87%	73%	82%	51%
AGE	49%	44%	39%	48%
Avionics	40%	27%	38%	61%
Monitoring	35%	22%	27%	24%
PMEL	22%	13%	14%	45%
Missile	10%	17%	10%	7%
C-E-M	8%	5%	9%	12%
* Automated System Used				
MMICS	90%	95%	75%	9%
Other	5%	15%	18%	4%
None	6%	2%	14%	73%
Average Number Tasks Performed	29	63	63	40
Average Task Difficulty Per Unit Time Spent	4.91	5.13	5.05	4.27
Job Difficulty Index	11.24	16.85	15.44	10.01

*NOTE: Percentages on this variable total more than 100% as respondents were allowed to check more than one response.

TABLE 7

SUMMARY OF JOB SATISFACTION DATA *

VARIABLE	DOCUMENTATION (CLUSTER I)	FILES MAINTENANCE (CLUSTER II)	PLANS & SCHEDULING (CLUSTER III)	PRODUCTION CONTROL (CLUSTER IV)
Expressed Job Interest:				
Dull	9%	2%	11%	14%
So-So	14%	4%	11%	17%
Interesting	74%	88%	72%	65%
Perceived Utilization of Talents:				
Little or Not at All	22%	7%	19%	23%
Fairly Well or Better	77%	92%	78%	75%
Perceived Utilization of Training:				
Little or Not at All	25%	12%	22%	29%
Fairly Well or Better	75%	87%	75%	69%

*NOTE: For columns where total does not equal 100 percent, this difference is due to a small number of respondents who did not respond to the question.

ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for the 391X0 job survey, NCOs holding the 7-skill level from various locations and commands were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty. Difficulty is defined as the length of time it takes an average career ladder member to learn to do the task. Interrater reliability (as assessed through components of variance of standardized group means) among the 69 raters was .93. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Table 8 presents the tasks rated most difficult in the career ladder. Most of these difficult tasks involved designing, developing, correcting, or evaluating systems, and were performed by less than 25 percent of the total sample.

A listing of representative tasks rated above average in difficulty which were performed by more than 30 percent of the total sample appears in Table 9. As expected, the majority of management, supervision, and training-related tasks were rated above average in difficulty. In addition, files maintenance, planning and scheduling, and computing and determining maintenance information-related tasks were generally rated above average in difficulty. However, tasks in these areas were performed by less than 20 percent of the total sample, except in the case of those in the planning and scheduling area which were performed by up to 43 percent of the sample. The tasks rated highest in difficulty fell into the systems analysis and design area, but these tasks were performed by less than seven percent of the sample.

On the other hand, tasks related to general administration, processing work shop, and controlling maintenance functions were generally rated the least difficult. Table 10 presents the 15 tasks rated least difficult, most of which are related to these three functions. In Table 11, which presents representative tasks rated below average in difficulty and performed by more than 30 percent of the sample, tasks from the same three functional areas are well represented.

Job Difficulty Index (JDI)

In addition to reviewing the relative difficulty of tasks, it is useful to examine the relative difficulty of jobs. To obtain a relative Job Difficulty Index (JDI), the task difficulty ratings for the tasks performed and the time spent on those tasks by specified job groups were entered into a statistically reliable formula which predicts overall job difficulty. The resultant JDIs provide a relative measure of how jobs vary in difficulty when compared to other jobs identified in the sample. The index ranks jobs on a scale of one (for very easy jobs) to 25 (for very difficult jobs). The indices are then adjusted so that the average JDI is 13.00. Individual JDIs were computed for each of the

major job groups identified in the CAREER LADDER STRUCTURE section of this report. These indices are listed in Table 12.

Looking at Table 12 one can see that Cluster II, Files Maintenance Personnel, had the highest average task difficulty per unit time spent. Cluster III, Plans and Scheduling Personnel, had the second highest rating on these same indices. However, there is considerable variation in these indices among the job groups which compose these two clusters; thus, any overall comparison of job difficulty between these two clusters is not completely appropriate because of the large amount of variance within each cluster. To fully evaluate the relative difficulty of jobs in these clusters, the job difficulty of each job should be evaluated. Job difficulty indices are presented for each job group in Table 12 and Appendix A.

Cluster IV, Production Control Personnel, was rated the lowest in both task and job difficulty indices. All jobs in this cluster involve many tasks which were rated as less difficult than the tasks involved in jobs in Clusters II and III.

TABLE 8

THE FIFTEEN TASKS RATED MOST DIFFICULT

TASK	TITLE	AVERAGE TASK DIFFICULTY RATING	PERCENT PERFORMING
H5	DESIGN OR WRITE PROGRAMS FOR MMICS	8.15	2
H6	DESIGN OR WRITE PROGRAMS FOR SYSTEMS OTHER THAN MMICS	7.99	2
G13	CORRECT INTERNAL FILE ERRORS	7.53	20
G17	IDENTIFY OR ANALYZE INTERNAL FILE ERRORS	7.49	17
A12	PREPARE PROBLEM SOLVING REPORTS SUCH AS STAFF SUMMARIES	7.35	10
H3	CONDUCT SYSTEMS STUDIES	7.26	3
I18	DEVELOP OPERATIONAL SCHEDULES SUCH AS FLYING SCHEDULES	7.11	19
I21	DEVELOP WEEKLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES	7.09	24
G7	CONSTRUCT AF ON-LINE DATA SYSTEM (AFOLDS) INQUIRIES	6.91	7
H4	COORDINATE SYSTEM DEVELOPMENT WITH COMPUTER PROGRAMMERS, FUNCTIONAL MANAGERS, OR OTHER ANALYSTS	6.88	3
H2	BUILD OR UPDATE CENTRAL COMPUTER TABLES	6.86	3
A11	PREPARE INFORMATIONAL BRIEFINGS OR PRESENTATIONS SUCH AS UNIT OR MISSION BRIEFINGS	6.79	21
H13	EVALUATE ECONOMIC FEASIBILITY OF IMPLEMENTING AUTOMATED SYSTEMS OR SYSTEM REVISIONS	6.79	3
I2	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS	6.74	32
A19	WRITE, DEVELOP OR PROVIDE INPUTS TO DIRECTIVES SUCH AS MANUALS, REGULATIONS, SUPPLEMENTS OR OTHER PUBLICATIONS	6.67	13

TABLE 9

REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY PERFORMED BY 30 PERCENT OR MORE OF THE SAMPLE

TASK	TITLE	AVERAGE TASK DIFFICULTY RATING	PERCENT PERFORMING
I1	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS	6.49	41
A3	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS WITH OTHER AGENCIES	6.34	48
E5	PREPARE MILITARY PERFORMANCE REPORTS	5.85	41
E7	PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY OR WORK RELATED PROBLEMS	5.79	39
B2	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	5.72	49
B1	CLARIFY DIRECTIVES, POLICIES, OR PROCEDURES FOR SUBORDINATES	5.45	40
A9	DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR REPORTS	5.44	53
D2	CONDUCT ON-THE-JOB TRAINING (OJT) FOR PERSONNEL IN YOUR OWN SPECIALTY (AFSC)	5.37	31
M39	RECONCILE DIFM LISTS SUCH AS R-26 REPORT	5.37	34
E11	SUPERVISE MILITARY MAINTENANCE MANAGEMENT SPECIALISTS (AFSC 39230)	5.24	31
I42	SCHEDULE ACCOMPLISHMENT OF TCTOs	5.16	33

TABLE 10

THE FIFTEEN TASKS RATED LEAST DIFFICULT

TASK	TITLE	AVERAGE TASK DIFFICULTY RATING	PERCENT PERFORMING
N12	DISPATCH TRANSPORTATION FOR MAINTENANCE SPECIALISTS	3.19	3
F2	ESTABLISH PUBLICATIONS REQUIREMENTS	3.18	27
I28	MAINTAIN TRANSIENT MAINTENANCE JOB CONTROL NUMBER LOGS	3.17	6
M29	MAKE ENTRIES ON DOD SINGLE LINE ITEM RELEASE/RECEIPT DOCUMENT FORMS (DD FORM 1346-1)	3.14	12
I4	ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE	3.08	42
M2	ASSIGN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT WORK	2.96	37
M27	MAINTAIN JOB CONTROL NUMBER REGISTERS	2.93	28
M1	ASSIGN JOB CONTROL NUMBERS FOR LOCAL MANUFACTURE	2.88	23
F1	ESTABLISH FORMS REQUIREMENTS	2.75	37
C9	INVENTORY EQUIPMENT OR SUPPLIES	2.62	23
M46	TRANSPORT EQUIPMENT TO, FROM, OR BETWEEN MAINTENANCE WORKCENTERS	2.58	20
N1	ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS	2.48	34
I22	DISTRIBUTE MAINTENANCE PLANS OR SCHEDULES	2.42	26
D1	ADMINISTER OR SCORE TESTS	2.40	5
L15	OPEN OR CLOSE REMOTE DEVICES	2.30	42

TABLE 11

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY PERFORMED BY 30 PERCENT OR MORE OF THE SAMPLE

TASK	TITLE	AVERAGE TASK DIFFICULTY RATING	PERCENT PERFORMING
M8	COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY	4.85	35
D10	MAINTAIN TRAINING RECORDS SUCH AS OJT RECORDS	4.67	30
M4	COMPUTE BACKLOG DATA SUCH AS MANHOUR BACKLOG DATA	4.66	31
A1	ANALYZE REQUIREMENTS FOR SECTION OR UNIT PERSONNEL, EQUIPMENT OR SUPPLIES	4.40	33
I5	ASSIGN OR ADJUST PRIORITIES FOR PLANNED OR PRE-PLANNED MAINTENANCE	4.38	35
M24	INITIATE FOLLOW-UP ACTION ON WORK IN PROGRESS AT MAINTENANCE WORKCENTERS	4.37	32
M40	RESCHEDULE IN-SHOP MAINTENANCE	4.24	33
E8	PROVIDE ORIENTATION TO NEWLY ASSIGNED PERSONNEL	4.13	33
E6	PREPARE OR DEVELOP SCHEDULES SUCH AS WORK OR LEAVE SCHEDULES	3.82	33
M36	POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS	3.80	36
M30	MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	3.54	37
M3	ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION	3.54	39
N2	ASSIGN PRIORITIES FOR UNSCHEDULED MAINTENANCE	3.49	32
M31	MAKE IN-PROGRESS WORK CHECKS	3.40	33
I4	ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE	3.08	42
M2	ASSIGN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT WORK	2.96	37
F1	ESTABLISH FORMS REQUIREMENTS	2.75	37
N1	ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS	2.48	34
L15	OPEN OR CLOSE REMOTE DEVICES	2.30	42

TABLE 12

COMPARISON OF JOB DIFFICULTY INDICES BY JOB GROUPS

CAREER LADDER STRUCTURE (N=1742)

	AVERAGE NUMBER OF TASKS PERFORMED	ATDPUTS*	JDI
I. DOCUMENTATION PERSONNEL (N=77)	29	4.91	11.24
a. TCTO Monitor (N=42)	32	4.92	11.64
b. Time Change Monitor (N=31)	29	4.89	11.07
II. FILES MAINTENANCE PERSONNEL (N=208)	63	5.14	16.85
a. MMICS Files Maintenance Monitor (N=208)	67	5.13	17.33
b. MMICS System Manager (N=5)	19	5.04	10.24
c. Small Unit Maintenance Monitor (N=5)	53	4.87	14.47
d. Systems Analyst (N=7)	49	5.82	17.75
III. PLANS AND SCHEDULING PERSONNEL (N=695)	63	5.05	15.44
a. Schedulers (N=432)	78	5.12	17.04
(1) Aircraft Scheduler (N=226)	46	5.22	15.01
(2) Manual System Scheduler (N=5)	64	5.08	16.92
(3) Inspection and Discrepancy Monitor (N=13)	42	4.76	12.60
(4) Schedule Administrator	30	5.07	12.15
(5) Scheduler Supervisor (N=93)	179	5.04	24.25
(6) AGE Scheduler (N=38)	102	4.74	19.66
(7) Airlift Mission Maintenance Scheduler (N=28)	17	5.30	10.92
III. b. Scheduling Management Personnel (N=160)	53	5.12	15.37
(1) Maintenance Management NCOIC (111)	56	5.18	16.20
(2) Training Manager (N=10)	78	4.98	18.04
(3) Headquarters Level Manager (N=7)	30	5.59	14.18
(4) NCOIC, PMEL Scheduling (N=10)	29	4.75	10.46
c. Maintenance Planning Personnel (N=91)	20	4.64	8.73
(1) System Operator (N=23)	24	4.69	9.51
(2) Maintenance Planner (N=57)	20	4.69	8.90
(3) Job Control Number Monitor (N=10)	14	4.32	6.41
IV. PRODUCTION CONTROL PERSONNEL (N=720)	40	4.27	10.01
a. Shop Production Controller (N=285)	34	4.15	8.76
b. Production Control Supervisor (N=133)	67	4.50	14.82
c. PMEL Coordinator (N=8)	66	4.65	15.21
d. RPC Local Manufacture Monitor	23	3.63	5.02
e. Avionics Production Scheduler (N=7)	27	4.36	8.67
f. NCOIC, Local Manufacture (N=5)	42	4.37	10.84
g. RPC Clerk (N=20)	13	3.96	4.60
h. AGE Production Scheduler (N=45)	45	4.53	11.92
i. PMEL Production Scheduler (N=106)	39	4.36	10.28
j. Engine Control Scheduler (N=10)	51	4.66	13.28
k. Equipment Transporter (N=12)	12	3.97	4.48
l. Maintenance Controller (N=14)	49	4.41	11.91
m. DIFM Monitor (N=15)	11	4.48	6.55

* AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

ANALYSIS OF DAFSC GROUPS

In conjunction with identifying the job structure of the career ladder, it is important to examine skill level differences of members and relate these differences back to the job structure. In addition, this information can be compared to the career ladder documents such as AFR 39-1 specialty descriptions and the Specialty Training Standard (STS) in order to determine how accurately these documents reflect what career ladder personnel are actually doing in the field.

Table 13 presents the percent of job time spent in the duty areas for the whole sample, and for the 3-, 7-, and 9-skill level groups. For convenience the duties have been grouped into functional areas to facilitate understanding of the data.

Not surprisingly, the percent of job time spent in management and supervision duties increases as skill level increases, with DAFSC 39290 personnel spending over half their job time on these managerial, supervisory and training duties. The percent of job time spent on files maintenance functions remains relatively constant across skill levels, as does percent of job time spent on record keeping and documentation duties. Percent time spent on plans and scheduling duties is constant between the 3- and 7-skill level personnel, and drops for the 9-levels as management duties become a greater part of the job.

The most significant change in the job performed by the different skill levels is the comparatively high (41 percent) job time spent on production control tasks by 3-skill level personnel, which drops to 26 percent for the 7-skill level personnel, and finally falls to nine percent for 9-skill level personnel. The production control function takes more job time of 39230 personnel than the other functions.

Data describing skill level groups does not, however, represent jobs that are divided across the scope of the career ladder. That is, there is no "average" 392X0 who spends 41 percent of his or her time in production control, 29 percent of the time in scheduling, and so on. As presented earlier in the Career Field Structure section of this report, there is significant specialization within major job areas in this career ladder. The 41 percent of job time spent in production control duties for all 39230 personnel is a reflection of the percent of 39230 personnel who work in production control to the exclusion of other functions within 392X0. The DAFSC differences are a result of the fact that more 3-skill level airmen work in production control.

Examining the position in which DAFSC groups fall in the career ladder structure, 3-skill level airmen are found to make up the largest part of the Documentation Cluster, and sizeable portion (41 percent) of the Production Control Cluster. Some 3-skill level personnel perform other career ladder jobs, as well. At the 7-skill level, supervisory tasks become a greater part of the job; however, supervision is not the primary function of 7-skill level personnel. Seven-skill level airmen

comprise the largest portion of the Files Maintenance (71 percent), Plans and Scheduling (60 percent), and Production Control (55 percent) Clusters. No 9-skill level personnel fall into the Documentation Cluster, while most are located in the Plans and Scheduling Cluster.

Table 14 contains representative task data highlighting the differences between 3- and 7-skill level personnel. There are few tasks that the 3-levels perform more than 7-levels, while there are many tasks, mostly supervisory in nature, that the 7-levels perform but the 3-skill level airmen do not.

On the average, however, the 7-skill level job is not primarily supervisory in nature. Most DAFSC 39270 personnel perform technical, non-supervisory tasks, as shown in Table 13, where the time spent on duty areas is presented. Less than one quarter of the job time (23 percent) of the DAFSC 39270 group is spent in management and supervision.

The 9-skill level personnel have more homogeneous jobs, with 53 percent of their time spent in managerial and supervisory functions. Yet in contrast to other AFSCs where the superintendents (9-levels) spend as much as 95 percent of their time on general managerial functions, superintendents in this career ladder, as a group, spent almost half of their time performing technical maintenance management tasks. These technical tasks were more generalized maintenance management tasks than those performed by 7-skill level personnel, such as coordination, adjusting schedules to most emergency conditions, and reviewing scheduling effectiveness data.

Table 15 presents representative task data highlighting the difference between 7- and 9-skill level personnel. Tasks from the production control functions are among the majority of tasks performed by 7-levels, but are performed to a lesser degree by 9-levels. But the fact that even 15 percent of 9-skill level personnel perform many tasks in common with 3-levels and 7-levels is distinctive, and underscores the involvement of superintendents in maintenance management with technical tasks. In the second half of Table 15, the higher level management tasks performed by most 9-levels, but by only a few 7-skill level personnel are displayed. These tasks help to differentiate the 9-skill level as a planner, inspector, and program manager.

TABLE 13

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	TOTAL SAMPLE N=1742	DAFSC 39230 N=533	DAFSC 39270 N=1004	DAFSC 39290 N=133
MANAGEMENT AND SUPERVISION				
A ORGANIZING AND PLANNING	6	4	6	15
B DIRECTING AND IMPLEMENTING	4	2	4	9
C INSPECTING AND EVALUATING	2	1	2	7
D TRAINING	3	1	4	5
E SUPERVISING	6	1	7	17
TOTAL	21%	9%	23%	53%
SCHEDULING				
I PLANNING AND SCHEDULING MAINTENANCE	21	22	22	16
L MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	7	7	7	3
TOTAL	29%	29%	29%	19%
PRODUCTION CONTROL				
M PROCESSING SHOP WORK TOTAL	28%	41%	25%	10%
FILES MAINTENANCE				
G PERFORMING FILES MAINTENANCE FUNCTIONS	7	4	8	4
H PERFORMING SYSTEMS ANALYSIS AND DESIGN FUNCTIONS	1	0	1	1
TOTAL	8%	4%	9%	5%
RECORD KEEPING AND DOCUMENTATION				
F PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	3	3	3	3
J MAINTAINING MAINTENANCE DOCUMENTATION RECORDS	7	9	7	5
K COMPUTING AND DETERMINING MAINTENANCE INFORMATION	1	1	1	1
N CONTROLLING MAINTENANCE	3	4	3	1
O PERFORMING PLANS, MOBILITY, AND MAINTENANCE ADMINISTRATION FUNCTIONS	0	0	0	1
TOTAL	14%	17%	14%	13%

TABLE 14

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 39230 AND 39270 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 39230	DAFSC 39270	DIFFERENCE
M3	ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION	48	37	+11
M39	RECONCILE DIFM LISTS SUCH AS R-26 REPORT	41	34	+ 7
M46	TRANSPORT EQUIPMENT TO, FROM, OR BETWEEN MAINTENANCE WORKCENTERS	26	20	+ 6
M11	COORDINATE MAINTENANCE TURNAROUND ACTIONS WITH UNITS OF SUPPLY	32	26	+ 6
E5	PREPARE MILITARY PERFORMANCE REPORTS	11	51	-40
E7	PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY OR WORK RELATED PROBLEMS	12	49	-37
B1	CLARIFY DIRECTIVES, POLICIES, OR PROCEDURES FOR SUBORDINATES	17	47	-30
A9	DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR REPORTS	33	59	-26
B2	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	30	55	-25
D2	CONDUCT ON-THE-JOB TRAINING (OJT) FOR PERSONNEL IN YOUR OWN SPECIALTY (AFSC)	8	33	-25
D13	REVIEW TRAINING PROGRESS WITH WORKERS OR TRAINERS	13	38	-25
A3	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS WITH OTHER AGENCIES	30	53	-23
F1	ESTABLISH FORMS REQUIREMENTS	20	41	-21
B8	PARTICIPATE IN BOARD, COUNCIL, PLANNING OR STAFF MEETINGS	20	38	-18
A1	ANALYZE REQUIREMENTS FOR SECTION OR UNIT PERSONNEL, EQUIPMENT OR SUPPLIES	18	36	-18

TABLE 15

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 39270 AND 39290 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 39270	DAFSC 39290	DIFFERENCE
M36	POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS	37	16	+27
M30	MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	38	17	+21
M2	ASSIGN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT WORK	38	18	+20
M40	RESCHEDULE IN-SHOP MAINTENANCE	33	15	+18
M3	ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION	37	20	+17
M22	IDENTIFY REPARABLES	29	15	+14
M41	REVIEW AWAITING PARTS (AWP) LISTINGS FROM BASE SUPPLY, SUCH AS R-19 LISTS	23	11	+12
M46	TRANSPORT EQUIPMENT TO, FROM, OR BETWEEN MAINTENANCE WORKCENTERS	20	10	+10
E2	INDORSE MILITARY PERFORMANCE REPORTS	27	81	-54
E1	ASSIGN PERSONNEL TO DUTY POSITIONS	30	83	-53
C6	INSPECT FACILITIES, WORK AREAS, OR PERSONNEL DURING ROUTINE INSPECTIONS	24	70	-46
A7	DEVELOP OR REVISE MAINTENANCE OPERATING INSTRUCTIONS (MOI)	34	78	-44
C13	WRITE INSPECTION REPORTS OR REPLIES	22	66	-44
F2	ESTABLISH PUBLICATIONS REQUIREMENTS	29	71	-42
A1	ANALYZE REQUIREMENTS FOR SECTION OR UNIT PERSONNEL, EQUIPMENT OR SUPPLIES	36	75	-39
A15	PREPARE, REVIEW OR EDIT PLANS OR PROGRAMS SUCH AS CONTINGENCY, SECURITY OR SAFETY PLANS OR PROGRAMS	10	47	-37
J27	REVIEW SCHEDULING EFFECTIVENESS DATA	16	47	-31

COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA

AFR 39-1 Specialty Descriptions

Survey data were compared with the specialty descriptions found in AFR 39-1. In general, the specialty descriptions gave a thorough and accurate picture of what 39230, 39270, and 39290 personnel are actually doing in the field.

Specialty Training Standard (STS)

A review of the current STS 392X0, date July 1976, was made for the 3- and 7-skill levels. Assistance was provided by subject matter specialists at the Technical Training School who matched inventory tasks with STS tasks. Each of the STS subparagraphs containing task knowledge or performance requirements were compared to the survey results. Subparagraphs containing only general information or subject matter knowledge proficiency level requirements were not evaluated.

Overall, the 392X0 STS appears to be complete in providing general training requirements. Most STS subparagraphs were supported by survey data. Paragraph 11 of the 1976 STS did mention the files maintenance/documentation functions, but did not enumerate specific tasks or required proficiency levels. The current survey data provide evidence that numerous file maintenance (Duty G) tasks were performed by 40 to 80 percent of W-Prefix personnel and an average of 12 percent of all 391X0 personnel. With these data available, specific tasks and proficiency levels can now be established in this area. Detailed computer products will be furnished to the Technical Training School for this purpose.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report 90-433-050, dated 15 October 1971. The previous survey analyzed the AFSC designated 433XO Maintenance Scheduling, and did not include the functions added by the career ladder change to 392XX, Maintenance Management. Although narrower in scope in 1971, the career ladder contained nearly 50 percent more job incumbents than it does in 1978. Table 16 presents a comparison of clusters and job types identified in the two surveys.

The previous survey reported the same two major work areas found in this survey: (1) Plans and Scheduling and (2) Production Control. The Production and Control function was broken into separate jobs defined by the type of maintenance, as was the finding in the current survey. The character of the Plans and Scheduling area has changed, however, and the scheduler's job is more homogenous in the current survey. The emergence of the files maintenance function in the current survey reflects the expansion of the career ladder.

There are obvious differences in tasks since the previous survey. Most noticeable are the tasks related to automated record keeping system, such as the MMICS, which are currently performed by many Documentation and Plans and Scheduling personnel. Some tasks that were performed by many people in the previous survey, particularly Maintenance Control tasks, did not appear in the current survey, except for a very small number of respondents.

TABLE 16

COMPARISON OF CURRENT SURVEY WITH THE PREVIOUS 1971 SURVEY OF THE 433X0 CAREER LADDER

CURRENT SURVEY CAREER LADDER STRUCTURE	MATCHING 1971 STUDY CLUSTER/JOB TYPES (N=1816)
I. DOCUMENTATION PERSONNEL (N=77)	-
a. TCTO Monitor (N=42)	Time Compliance Technical Order (TCTO) Monitor (CONUS) (N=37) Time Compliance Technical Order (TCTO) Monitor (OVERSEAS) (N=6)
b. Time Change Monitor (N=31)	-
II. FILES MAINTENANCE PERSONNEL (N=208)	
a. MMICS Files Maintenance Monitor (N=180)	-
b. MMICS System Manager (N=5)	-
c. Small Unit Maintenance Monitor	-
d. Systems Analyst (N=7)	-
III. PLANS AND SCHEDULING PERSONNEL (N=695)	PLANNING AND SCHEDULING WORK AREA (N=739)
a. Schedulers (N=432)	
(1) Aircraft Scheduler (N=226)	Aircraft Maintenance Planer and Scheduler (N=34) Aircraft Flying Scheduler Monitor (N=10) Aircraft Job Controller (N=8)
(2) Manual System Scheduler (N=5)	-
(3) Inspection And Discrepancy Monitor (N=13)	-
(4) Schedule Administrator (N=5)	-
(5) Scheduling Supervisor (N=93)	-
(6) AGE Scheduler (N=38)	-
(7) Airlift Mission Maintenance Scheduler (N=28)	-

TABLE 16 (CONTINUED)

COMPARISON OF CURRENT SURVEY WITH THE PREVIOUS 1971 SURVEY OF THE 433X0 CAREER LADDER

CURRENT SURVEY CAREER LADDER STRUCTURE	MATCHING 1971 STUDY CLUSTER/JOB TYPES (N=1816)
b. Scheduling Management Personnel (N=160)	-
(1) Maintenance Management NCOIC (N=111)	NCOIC Maintenance Control (N=50)
(2) Training Manager (N=10)	-
(3) Headquarters Level Manager (N=7)	-
(4) NCOIC, PMEL Scheduling (N=10)	-
c. Maintenance Planning Personnel (N=91)	
(1) System Operator (N=23)	-
(2) Maintenance Planner (N=57)	General Maintenance Planner and Scheduler (N=127)
(3) Job Control Number Monitor (N=10)	-
IV. PRODUCTION CONTROL PERSONNEL (N=720)	SHOP PRODUCTION CONTROL WORK AREA (N=691)
a. Shop Production Controller (N=285)	General Shop Work Production Control (N=441) General Shop Scheduler (N=30)
b. Production Control Supervisor (N=133)	NCOIC Shop Production Control (N=7)
c. PMEL Coordinator (N=8)	-
d. RPC Local Manufacture Monitor (N=13)	Local Manufacture Job Control (N=6)
e. Avionics Production Scheduler (N=7)	Avionics Shop Production Control (N=6) Avionics Equipment Scheduler (N=100)
f. NOCIC, Local Manufacture (N=5)	-
g. RPC Clerk (N=20)	-
h. AGE Production Scheduler (N=45)	Production Control of Missile, Aerospace Ground Equipment (AGE), and Propulsion Systems (N=36)

TABLE 16 (CONTINUED)

COMPARISON OF CURRENT SURVEY WITH THE PREVIOUS 1971 SURVEY OF THE 433X0 CAREER LADDER

CURRENT SURVEY CAREER LADDER STRUCTURE	MATCHING 1971 STUDY CLUSTER/JOB TYPES (N=1816)
i. PMEL Production Scheduler (N=106)	Precision Measuring Equipment Laboratory (PMEL) Scheduler (N=101)
j. Engine Control Scheduler (N=10)	-
k. Equipment Transporter (N=12)	-
l. Maintenance Controller (N=14)	Maintenance Controller (N=260)
m. DIFM Monitor (N=15)	-
-	Status Report Monitor (N=7)
-	Due-in-from-Maintenance (DIFM) File Monitor (N=7)
-	NCOIC Planning and Scheduling Section (N=360)

DISCUSSION

The question that opened the 392X0 career ladder related to whether W-prefix personnel were performing a separate function from the rest of the career ladder. The answer given in the abbreviated report of W-prefix (MMICS) Maintenance Management Career Ladder Personnel was that W-prefix personnel perform a function which is distinct from the rest of the 392X0 career ladder. The career ladder structure found in the current study confirms the earlier finding.

W-prefix (primarily Cluster II) personnel were further distinguished by their high job satisfaction data. They indicated the highest job interest, and perceived utilization of talents and training of any cluster. W-prefix personnel also performed jobs rated the most difficult, with Cluster II having the highest job difficulty index of any cluster in the career ladder.

Despite the change in career ladder name and number from the 433X0, Maintenance Scheduling, to 392X0, Maintenance Management, the plans and scheduling, and production control functions have remained essentially the same since this ladder was last studied in 1971. The changes resulting from the addition of the MMICS function accounts most of the change in this otherwise stable career ladder. Now that files maintenance functions have been developed and have stabilized, these tasks can be more clearly delineated in the 392X0 STS.

APPENDIX A

CLUSTER I - DOCUMENTATION PERSONNEL (GRP031)

GENERAL DESCRIPTION

NUMBER IN GROUP: 77 PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: TAC (42%), SAC (20%), ADCOM (14%), ATC (9%), USAFE (5%), MAC (4%), OTHER (6%)

LOCATION: CONUS (84%), OVERSEAS (13%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (55%), 39270 (44%), OTHER AFSC (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 19%

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 3.2 YEARS

AVERAGE TIME IN SERVICE: 10.1 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	9%
	SO-SO	14%
	INTERESTING	74%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	22%
	FAIRLY WELL OR BETTER	77%
	NOT REPORTED	1%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	25%
	FAIRLY WELL OR BETTER	75%

AVERAGE NUMBER OF TASKS PERFORMED: 29

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.91

JOB DIFFICULTY INDEX: 11.24

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	38%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	22%
I	PLANNING AND SCHEDULING MAINTENANCE	13%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	6%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	5%
A	ORGANIZING AND PLANNING	5%

GROUP DIFFERENTIATING TASKS:

TASKS

J19 PREPARE OR MAINTAIN HISTORICAL RECORDS SUCH AS SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)
J23 REVIEW OR MONITOR DAILY STATUS OF TCTO PROGRAMS
J24 REVIEW OR PREPARE REQUEST FOR PURCHASE FORMS (AF FORM 9)
J28 REVIEW TCTO STATUS REPORTS
J29 SET UP AIRCRAFT RECORD JACKETS
J30 UPDATE TCTO CHANGES OR REPORTS
L23 UPDATE INSPECTION OR TIME CHANGE REQUIREMENTS USING REMOTE DEVICE
L24 UPDATE TCTO STATUS INFORMATION USING REMOTE DEVICES

CLUSTER I (CONTINUED)

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	64%
BASE LEVEL - TENANT MAINTENANCE UNIT	18%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	5%
MAJOR COMMAND OR EQUIVALENT	4%
DETACHMENT OR OPERATING LOCATION UNIT	1%
CENTER SUCH AS SYSTEMS DESIGN CENTER	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	76%
AVIONICS MAINTENANCE	36%
AGE MAINTENANCE	30%
MUNITIONS MAINTENANCE	21%
C-E-M EQUIPMENT MAINTENANCE	10%
MISSILE MAINTENANCE	7%
PME MAINTENANCE	4%
MOTOR VEHICLE MAINTENANCE	1%

WORK CENTER TITLES APPLICABLE

DOCUMENTATION SECTION	92%
PLANS AND SCHEDULING (COMBINED)	51%
FILES MAINTENANCE	49%
ENGINE CONTROL	22%
SCHEDULING SECTION	21%
MAINTENANCE CONTROL	20%
JOB CONTROL	16%
QUALITY CONTROL	16%
REPARABLE PROCESSING CENTER (RPC)	16%
MAINTENANCE SUPPLY LIAISON (MSL)	16%
MATERIEL CONTROL	14%
PRODUCTION CONTROL	14%
AGE UNIT	12%
SHOP SCHEDULING	12%
MUNITIONS CONTROL	9%
REPARABLE ASSET CONTROL CENTER (RACC)	9%
AVIONICS UNIT	8%
MAINTENANCE ADMINISTRATION	7%
DESIGN CENTER	5%
PMEL	5%
PLANS SECTION	4%
TRAINING SECTION	4%
LOGISTICS PLANS	3%
MOBILITY SECTION	3%
PROGRAMS AND MOBILITY SECTION	3%
PMRU	3%
PICKUP AND DELIVERY	1%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	79%
NONE	8%
MILAP SYSTEM	4%
SASS	4%
GROUND PROCESSING SYSTEM (GPS)	2%
MADARS	1%

JOB TITLES APPLICABLE

DOCUMENTATION MONITOR	77%
TCTO MONITOR	64%
TIME CHANGE MONITOR	64%
FILES MAINTENANCE MONITOR	33%
AIRCRAFT SCHEDULER	20%
ENGINE CONTROLLER	12%
ENGINE SCHEDULER	10%
AGE SCHEDULER	7%
DEBRIEFER	7%
NIGHT PLANNER	5%
PRODUCTION SHOP SCHEDULER	5%
DIFM MONITOR	4%
MUNITIONS SCHEDULER	4%
AVDO	3%
AWP MONITOR	3%
CONTRACT MAINTENANCE MONITOR	3%
MUNITIONS CONTROLLER	3%
WEAPONS SYSTEM CONTROLLER	3%
AGE CONTROLLER	1%
LOCAL MANUFACTURE MONITOR	1%
PMEL SCHEDULER	1%
SENIOR CONTROLLER	1%
SPECIALIST CONTROLLER	1%
SYSTEM ANALYST	1%

GROUP ID NUMBER AND TITLE: GRP131 - TCTO MONITOR

NUMBER IN GROUP: 42 PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: TAC (31%), SAC (29%), ADCOM (14%), ATC (10%), MAC (7%), OTHER (9%)

LOCATION: CONUS (83%), OVERSEAS (14%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (57%), 39270 (41%), OTHER AFSC (2%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 21%

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 3.6 YEARS

AVERAGE TIME IN SERVICE: 10.2 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	10%
	SO-SO	14%
	INTERESTING	76%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	19%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	2%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	17%
	FAIRLY WELL OR BETTER	83%

AVERAGE NUMBER OF TASKS PERFORMED: 32

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.92

JOB DIFFICULTY INDEX: 11.64

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	36%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	20%
I	PLANNING AND SCHEDULING MAINTENANCE	17%
A	ORGANIZING AND PLANNING	7%
M	PROCESSING SHOP WORK	5%

GROUP DIFFERENTIATING TASKS:

TASKS

I13 DETERMINE ITEMS REQUIRING MODIFICATION OR ACTION UNDER TIME COMPLIANCE TECHNICAL ORDERS (TCTO)
J23 REVIEW OR MONITOR DAILY STATUS OF TCTO PROGRAMS
J28 REVIEW TCTO STATUS REPORTS
J30 UPDATE TCTO CHANGES OR REPORTS
J31 VERIFY OR UPDATE AUTOMATED TCTO STATUS REPORTS
L12 LOAD TCTO REQUIREMENTS INTO COMPUTER RECORDS
L24 UPDATE TCTO STATUS INFORMATION USING REMOTE DEVICES

GROUP ID NUMBER AND TITLE: GRP124 - TIME CHANGE MONITOR

NUMBER IN GROUP: 31 PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: TAC (52%), ADCOM (16%), SAC (10%), ATC (10%), USAFE (7%), OTHER (5%)

LOCATION: CONUS (87%), OVERSEAS (10%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (55%), 39270 (45%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 19%

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 2.6 YEARS

AVERAGE TIME IN SERVICE: 10.2 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	10%
	SO-SO	16%
	INTERESTING	68%
	NOT REPORTED	6%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	26%
	FAIRLY WELL OR BETTER	74%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	32%
	FAIRLY WELL OR BETTER	68%

AVERAGE NUMBER OF TASKS PERFORMED: 29

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.89

JOB DIFFICULTY INDEX: 11.07

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	39%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	25%
I	PLANNING AND SCHEDULING MAINTENANCE	9%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	8%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	5%
A	ORGANIZING AND PLANNING	4%

GROUP DIFFERENTIATING TASKS:

TASKS

J10 INITIATE TIME CHANGE ACTIONS
J15 PREPARE "DUE TIME" ON NEWLY ADDED TIME CHANGE ITEMS
J17 PREPARE OR MAINTAIN ACCESSORY REPLACEMENT RECORD FORMS (AFTO FORM 100A)
J19 PREPARE OR MAINTAIN HISTORICAL RECORDS SUCH AS SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)
L5 FORECAST INSPECTION OR TIME CHANGE REQUIREMENTS USING REMOTE DEVICES
L23 UPDATE INSPECTION OR TIME CHANGE REQUIREMENTS USING REMOTE DEVICE

CLUSTER II - FILES MAINTENANCE PERSONNEL (GRP037)

GENERAL DESCRIPTION

NUMBER IN GROUP: 208 PERCENT OF SAMPLE: 12%

MAJCOM DISTRIBUTION: SAC (32%), TAC (23%), MAC (13%), USAFE (11%), ATC (8%), PACAF (4%), AFSC (3%), ADCOM (3%), OTHER (3%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 39230 (14%), 39270 (71%), 39290 (4%), OTHER AFSC (11%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 75%

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 5 YEARS

AVERAGE TIME IN SERVICE: 14.2 YEARS

AVERAGE NUMBER SUPERVISED: 1.4

EXPRESSED JOB INTEREST:	DULL	2%
	SO-SO	4%
	INTERESTING	88%
	NOT REPORTED	6%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	7%
	FAIRLY WELL OR BETTER	92%
	NOT REPORTED	1%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	12%
	FAIRLY WELL OR BETTER	87%
	NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 63

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.14

JOB DIFFICULTY INDEX: 16.85

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
G	PERFORMING FILES MAINTENANCE FUNCTIONS	46%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	15%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	8%
A	ORGANIZING AND PLANNING	6%
I	PLANNING AND SCHEDULING MAINTENANCE	4%
E	SUPERVISING	4%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	3%

GROUP DIFFERENTIATING TASKS:

TASKS	
G13	CORRECT INTERNAL FILE ERRORS
G17	IDENTIFY OR ANALYZE INTERNAL FILE ERRORS
G29	PERFORM LINKAGE VERIFICATIONS OR LINKAGE CHECKS (LIN/TLC)
G28	NOTIFY SYSTEM USERS OF STATUS OF UNSCHEDULED DOWNTIME FOR SYSTEMS SUCH AS MM1CS
G26	MAINTAIN SYSTEMS ADVISORY NOTICE FILES (SANS)
G36	VERIFY COMPUTER INPUTS FROM USERS
G31	PREPARE OR MAINTAIN EXECUTION CARDS FOR SPECIALIZED PROGRAMS SUCH AS FILE UPDATE (FUD) OR "PSEUDO" PROGRAMS
G1	ANALYZE BEGINNING-OF-DAY (BOD) FILE DENSITY REPORTS

CLUSTER II (CONTINUED)

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	68%
BASE LEVEL - TENANT MAINTENANCE UNIT	17%
DETACHMENT OR OPERATING LOCATION UNIT	2%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	1%
MAJOR COMMAND OR EQUIVALENT	1%
CENTER SUCH AS SYSTEM DESIGN CENTER	1%

WORK CENTER ASSIGNED

FILES MAINTENANCE	87%
DOCUMENTATION SECTION	66%
PLANS AND SCHEDULING (COMBINED)	38%
MAINTENANCE CONTROL	26%
JOB CONTROL	15%
MAINTENANCE SUPPLY LIAISON (MSL)	15%
TRAINING SECTION	15%
DESIGN CENTER	13%
SCHEDULING SECTION	12%
MATERIEL CONTROL	11%
PROGRAMS AND MOBILITY SECTION	9%
QUALITY CONTROL	9%
MAINTENANCE ADMINISTRATION	8%
AVIONICS UNIT	7%
ENGINE CONTROL	7%
MOBILITY SECTION	7%
AGE UNIT	5%
LOGISTICS PLANS	5%
PLANS SECTION	5%
PRODUCTION CONTROL	5%
PMEL	4%
PMRU	4%
MUNITIONS CONTROL	3%
REPARABLE PROCESSING CENTER (RPC)	3%
SHOP SCHEDULING	3%
REPARABLE ASSET CONTROL CENTER (RACC)	1%

JOB TITLES APPLICABLE

FILES MAINTENANCE MONITOR	90%
DOCUMENTATION MONITOR	37%
TCTO MONITOR	26%
TIME CHANGE MONITOR	26%
AVDO	24%
SYSTEM ANALYST	13%
AIRCRAFT SCHEDULER	10%
ENGINE CONTROLLER	10%
DEBRIEFER	9%
NIGHT PLANNER	5%
AGE SCHEDULER	1%
AWP MONITOR	1%
DIFM MONITOR	1%
ENGINE SCHEDULER	1%
LOCAL MANUFACTURE MONITOR	1%
MUNITIONS SCHEDULER	1%
PMEL SCHEDULER	1%
PRODUCTION SHOP SCHEDULER	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	73%
AGE MAINTENANCE	44%
AVIONICS MAINTENANCE	27%
MUNITIONS MAINTENANCE	22%
MISSILE MAINTENANCE	22%
PME MAINTENANCE	13%
NONE	12%
C-E-M EQUIPMENT MAINTENANCE	5%
MOTOR VEHICLE MAINTENANCE	5%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	95%
MILAP SYSTEM	6%
SASS	6%
NONE	2%
GROUND PROCESSING SYSTEM (GPS)	2%
MADARS	1%

GROUP ID NUMBER AND TITLE: GRP209 - MMICS FILES MAINTENANCE MONITOR

NUMBER IN GROUP: 180 PERCENT OF SAMPLE: 10%

MAJCOM DISTRIBUTION: SAC (30%), TAC (23%), MAC (13%), USAFE (12%), ATC (9%), PACAF (5%), OTHER (8%)

LOCATION: CONUS (77%), OVERSEAS (22%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 39230 (12%), 39270 (73%), 39290 (4%), OTHER AFSC (11%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 79%

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 4.8 YEARS

AVERAGE TIME IN SERVICE: 14.5 YEARS

AVERAGE NUMBER SUPERVISED: 1.5

EXPRESSED JOB INTEREST:	DULL	1%
	SO-SO	4%
	INTERESTING	88%
	NOT REPORTED	7%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	7%
	FAIRLY WELL OR BETTER	92%
	NOT REPORTED	1%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	10%
	FAIRLY WELL OR BETTER	88%
	NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 67

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.13

JOB DIFFICULTY INDEX: 17.33

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
G	PERFORMING FILES MAINTENANCE FUNCTIONS	47%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	15%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	8%
A	ORGANIZING AND PLANNING	6%
E	SUPERVISING	4%
I	PLANNING AND SCHEDULING MAINTENANCE	4%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	3%

GROUP DIFFERENTIATING TASKS:

TASKS

G13 CORRECT INTERNAL FILE ERRORS
G11 COORDINATE SYSTEM HARDWARE PROBLEMS OR REPAIR WITH DPI OR USERS
L15 OPEN OR CLOSE REMOTE DEVICES
G9 COORDINATE OPERATION OR SCHEDULING OR REMOTE LINE PRINTERS WITH USERS
G23 INSTRUCT SYSTEM OPERATORS ON SYSTEM CHANGES OR PROBLEMS SUCH AS EXTENDED DOWN TIME PROCEDURES
G33 PROCESS TRANSACTIONS TO OBTAIN PRINTS OF SUBSYSTEM RECORDS
G20 INITIATE PERIODIC OFF-BASE REPORTS SUCH AS AUTOMATED REPORTS TO COMMANDS OR HEADQUARTERS
G4 BRIEF STAFF AGENCIES OR USERS ON AVAILABILITY OF PROGRAMS OR ROUTINES

GROUP ID NUMBER AND TITLE: GRP236 - MMICS SYSTEM MANAGER

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: .3%

MAJCOM DISTRIBUTION: SAC (60%), TAC (20%), MAC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 39270 (80%), OTHER AFSC (20%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 60%

AVERAGE GRADE: 5.4

AVERAGE TIME IN CARRER FIELD: 6.7 YEARS

AVERAGE TIME IN SERVICE: 14.7 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	INTERESTING	100%
PERCEIVED UTILIZATION OF TALENTS:	FAIRLY WELL OR BETTER	100%
PERCEIVED UTILIZATION OF TRAINING:	FAIRLY WELL OR BETTER	100%
AVERAGE NUMBER OF TASKS PERFORMED:		19
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		5.04
JOB DIFFICULTY INDEX:		10.24

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
G	PERFORMING FILES MAINTENANCE FUNCTIONS	75%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	15%

GROUP DIFFERENTIATING TASKS:

TASKS

L15 OPEN OR CLOSE REMOTE DEVICES
G30 PERFORM OPERATOR MAINTENANCE ON SYSTEM HARDWARE SUCH AS REMOTES OR PRINTERS
G29 PERFORM LINKAGE VERIFICATIONS OR LINKAGE CHECKS (LIN/TLC)
G5 BUILD OR UPDATE FILES MAINTENANCE CONTROL RECORDS (SUCH AS UVR, MIK, OR FPD)

GROUP ID NUMBER AND TITLE: GRP222 - SMALL UNIT MAINTENANCE MONITOR

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: .3%

MAJCOM DISTRIBUTION: SAC (60%), TAC (20%), ATC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 39230 (20%), 39270 (80%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 40%

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 4.2 YEARS

AVERAGE TIME IN SERVICE: 14.4 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	SO-SO	40%
	INTERESTING	60%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT 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: 53

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.87

JOB DIFFICULTY INDEX: 14.47

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	33%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	25%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	21%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	8%

GROUP DIFFERENTIATING TASKS:

TASKS

I1 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS
I2 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS
G36 VERIFY COMPUTER INPUTS FROM USERS
L20 UPDATE CURRENT STATUS OF OPERATIONAL EVENTS USING REMOTE DEVICES
G30 PERFORM OPERATOR MAINTENANCE ON SYSTEM HARDWARE SUCH AS REMOTES OR PRINTERS
I34 PREPARE INSPECTION PACKAGES
G29 PERFORM LINKAGE VERIFICATIONS OR LINKAGE CHECKS (LIN/TLC)

GROUP ID NUMBER AND TITLE: GRP095 - SYSTEMS ANALYST

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: .4%

MAJCOM DISTRIBUTION: AFDSDC (43%), SAC (29%), TAC (14%), AU (14%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 39270 (71%), 39290 (29%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 43%

AVERAGE GRADE: 6.3

AVERAGE TIME IN CAREER FIELD: 8 YEARS

AVERAGE TIME IN SERVICE: 15.8 YEARS

AVERAGE NUMBER SUPERVISED: NONE

EXPRESSED JOB INTEREST:	DULL	29%
	INTERESTING	71%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	14%
	FAIRLY WELL OR BETTER	86%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	57%
	FAIRLY WELL OR BETTER	43%
AVERAGE NUMBER OF TASKS PERFORMED:		49
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		5.82
JOB DIFFICULTY INDEX:		17.75

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
H	DESIGN FUNCTIONS	26%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	24%
A	ORGANIZING AND PLANNING	18%
B	DIRECTING AND IMPLEMENTING	8%
D	TRAINING	6%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	5%
K	COMPUTING AND DETERMINING MAINTENANCE IMFORMATION	3%

GROUP DIFFERENTIATING TASKS:

TASKS	
H1	ANALYZE PROPOSALS OR SUGGESTIONS FOR SYSTEM MODIFICATIONS
H4	COORDINATE SYSTEM DEVELOPMENT WITH COMPUTER PROGRAMMERS, FUNCTIONAL MANAGERS, OR OTHER ANALYSTS
H7	DEVELOP DECISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEM STUDIES
G2	ANALYZE OUTPUT FROM SYSTEMS TESTS SUCH AS ENVIRONMENTAL SYSTEMS TESTS
A17	REVISE OR EDIT INPUTS TO DIRECTIVES, MANUALS, SUPPLEMENTS OR OTHER PUBLICATIONS
D12	PRESENT LECTURES OR DEMONSTRATIONS
H5	DESIGN OR WRITE PROGRAMS FOR MMICS

CLUSTER III - PLANS AND SCHEDULING PERSONNEL (GRP015)

GENERAL DESCRIPTION

NUMBER IN GROUP: 695 PERCENT OF SAMPLE: 39%

MAJCOM DISTRIBUTION: SAC (28%), TAC (24%), MAC (16%), USAFE (10%), ATC (9%), ADCOM (5%), OTHER (8%)

LOCATION: CONUS (82%), OVERSEAS (17%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 39230 (24%), 39270 (60%), 39290 (14%), OTHER AFSC (2%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 7%

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 5.9 YEARS

AVERAGE TIME IN SERVICE: 15.1 YEARS

AVERAGE NUMBER SUPERVISED: 1.8

EXPRESSED JOB INTEREST:	DULL	11%
	SO-SO	11%
	INTERESTING	72%
	NOT REPORTED	6%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	19%
	FAIRLY WELL OR BETTER	78%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	22%
	FAIRLY WELL OR BETTER	75%
	NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 63

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.05

JOB DIFFICULTY INDEX: 15.44

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	43%
A	ORGANIZING AND PLANNING	9%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	9%
E	SUPERVISING	7%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	6%
B	DIRECTING AND IMPLEMENTING	5%
M	PROCESSING WORK SHOP	4%
D	TRAINING	3%
C	INSPECTING AND EVALUATING	3%

GROUP DIFFERENTIATING TASKS:

TASKS

I38 PRE-PLAN DAILY MAINTENANCE
I1 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS
I10 COORDINATE FLYING/UTILIZATION OR MAINTENANCE SCHEDULING CHANGES WITH ACTION AGENCIES
I4 ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE
I21 DEVELOP WEEKLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES
I11 COORDINATE MAINTENANCE REQUIREMENTS WITH OPERATIONS
I5 ASSIGN OR ADJUST PRIORITIES FOR PLANNED OR PRE-PLANNED MAINTENANCE
I35 PREPARE MAINTENANCE SCHEDULING FORMS SUCH AS WEEKLY EQUIPMENT UTILIZATION AND MAINTENANCE SCHEDULES (AF FORM 2402)

CLUSTER III (CONTINUED)

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	64%
BASE LEVEL - TENANT MAINTENANCE UNIT	19%
DETACHMENT OR OPERATING LOCATION UNIT	3%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	3%
MAJOR COMMAND OR EQUIVALENT	3%
NUMBERED AIR FORCE OR EQUIVALENT	1%
CENTER SUCH AS SYSTEMS DESIGN CENTER	1%
AIR FORCE LEVEL	1%

WORK CENTER TITLES APPLICABLE

PLANS AND SCHEDULING (COMBINED)	80%
DOCUMENTATION SECTION	37%
MAINTENANCE CONTROL	31%
SCHEDULING SECTION	31%
FILES MAINTENANCE	30%
JOB CONTROL	19%
PRODUCTION CONTROL	17%
MATERIEL CONTROL	16%
MAINTENANCE SUPPLY LIAISON (MSL)	15%
SHOP SCHEDULING	15%
AGE UNIT	13%
PLANS SECTION	12%
AVIONICS UNIT	11%
MUNITIONS CONTROL	10%
ENGINE CONTROL	9%
MAINTENANCE ADMINISTRATION	9%
QUALITY CONTROL	9%
REPARABLE PROCESSING CENTER (RPC)	9%
REPARABLE ASSET CONTROL CENTER (RACC)	8%
PMEL	7%
TRAINING SECTION	6%
LOGISTICS PLANS	5%
PROGRAMS AND MOBILITY SECTION	5%
MOBILITY SECTION	4%
PICKUP AND DELIVERY	3%
DESIGN CENTER	2%
PMRU	1%

JOB TITLES APPLICABLE

AIRCRAFT SCHEDULER	67%
NIGHT PLANNER	24%
TCTO MONITOR	23%
DOCUMENTATION MONITOR	20%
TIME CHANGE MONITOR	19%
FILES MAINTENANCE MONITOR	18%
AGE SCHEDULER	16%
DEBRIEFER	15%
PRODUCTION SHOP SCHEDULER	11%
AVDO	10%
DIFM MONITOR	10%

JOB TITLES APPLICABLE (Continued)

AWP MONITOR	8%
ENGINE SCHEDULER	7%
LOCAL MANUFACTURE MONITOR	7%
MUNITIONS SCHEDULER	7%
PMEL SCHEDULER	6%
AGE CONTROLLER	4%
MUNITIONS CONTROLLER	4%
SENIOR CONTROLLER	4%
SPECIALIST CONTROLLER	4%
WEAPONS SYSTEM CONTROLLER	4%
CONTRACT MAINTENANCE MONITOR	3%
TURNAROUND MONITOR	3%
COMMAND AND CONTROL SCHEDULER	2%
ENGINE CONTROLLER	2%
EXPEDITER	2%
SYSTEM ANALYST	1%
TRANSPORTATION CONTROLLER	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	82%
AGE MAINTENANCE	39%
AVIONICS MAINTENANCE	38%
MUNITIONS MAINTENANCE	27%
PME MAINTENANCE	14%
MISSILE MAINTENANCE	10%
C-E-M EQUIPMENT MAINTENANCE	9%
MOTOR VEHICLE MAINTENANCE	5%
NONE	3%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	75%
NONE	14%
SASS	8%
MILAP SYSTEM	6%
GROUND PROCESSING SYSTEM (GPS)	3%
MADARS	1%

CLUSTER IIIa - PLANS AND SCHEDULING SCHEDULER PERSONNEL (GRP047)

GENERAL DESCRIPTION

NUMBER IN GROUP: 432 PERCENT OF SAMPLE: 25%

MAJCOM DISTRIBUTION: SAC (27%), TAC (22%), MAC (19%), USAFE (11%), ATC (7%), ADCOM (5%), AFSC (4%), OTHER (5%)

LOCATION: CONUS (80%), OVERSEAS (19%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 39230 (28%), 39270 (65%), 39290 (6%), OTHER AFSC (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 9%

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 5.3 YEARS

AVERAGE TIME IN SERVICE: 14.2 YEARS

AVERAGE NUMBER SUPERVISED: 1.4

EXPRESSED JOB INTEREST:	DULL	12%
	SO-SO	11%
	INTERESTING	69%
	NOT REPORTED	8%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	17%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	4%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	21%
	FAIRLY WELL OR BETTER	76%
	NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 78

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.12

JOB DIFFICULTY INDEX: 17.04

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	52%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	9%
A	ORGANIZING AND PLANNING	7%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	7%
E	SUPERVISING	4%
M	PROCESSING SHOP WORK	4%
K	COMPUTING AND DETERMINING MAINTENANCE IMFORMATION	4%
B	DIRECTING AND IMPLEMENTING	4%

GROUP DIFFERENTIATING TASKS:

TASKS

I10 COORDINATE FLYING/UTILIZATION OR MAINTENANCE SCHEDULING CHANGES WITH ACTION AGENCIES
I21 DEVELOP WEEKLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES
I33 POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS BOARDS OR CHARTS
I18 DEVELOP OPERATIONAL SCHEDULES SUCH AS FLYING SCHEDULES
I16 DEVELOP MONTHLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES
I43 SCHEDULE AEROSPACE VEHICLE INSPECTIONS
I22 DISTRIBUTE MAINTENANCE PLANS OR SCHEDULES
I39 PROJECT MAINTENANCE REQUIREMENTS

CLUSTER IIIa (CONTINUED)

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	62%
BASE LEVEL - TENANT MAINTENANCE UNIT	21%
DETACHMENT OR OPERATING LOCATION UNIT	3%
MAJOR COMMAND OR EQUIVALENT	3%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	2%
AIR FORCE LEVEL	1%

WORK CENTER ASSIGNED

PLANS AND SCHEDULING (COMBINED)	90%
DOCUMENTATION SECTION	41%
SCHEDULING SECTION	36%
FILES MAINTENANCE	33%
MAINTENANCE CONTROL	32%
JOB CONTROL	22%
MATERIEL CONTROL	18%
MAINTENANCE SUPPLY LIAISON	16%
PRODUCTION CONTROL	16%
PLANS SECTION	15%
SHOP SCHEDULING	15%
AGE UNIT	13%
MAINTENANCE ADMINISTRATION	12%
AVIONICS UNIT	11%
ENGINE CONTROL	11%
MUNITIONS CONTROL	11%
QUALITY CONTROL	11%
REPARABLE PROCESSING CENTER (RPC)	9%
LOGISTICS PLAN	7%
REPARABLE ASSET CONTROL CENTER (RACC)	7%
TRAINING SECTION	6%
MOBILITY SECTION	5%
PROGRAMS AND MOBILITY SECTION	5%
PMEL	4%
PICKUP AND DELIVERY	3%
DESIGN CENTER	2%

JOB TITLES APPLICABLE

AIRCRAFT SCHEDULER	82%
TCTO MONITOR	26%
DOCUMENTATION MONITOR	21%
NIGHT PLANNER	21%
TIME CHANGE MONITOR	20%
FILES MAINTENANCE MONITOR	18%
AGE SCHEDULER	17%
DEBRIEFER	15%
PRODUCTION SHOP SCHEDULER	11%
DIFM MONITOR	10%
AVDO	9%
AWP MONITOR	9%
ENGINE SCHEDULER	9%
MUNITIONS SCHEDULER	9%
LOCAL MANUFACTURE MONITOR	7%
AGE CONTROLLER	6%
MUNITIONS CONTROLLER	5%
PMEL SCHEDULER	4%
SENIOR CONTROLLER	4%

JOB TITLES APPLICABLE (Continued)

SPECIALIST CONTROLLER	4%
TURNAROUND MONITOR	4%
WEAPONS SYSTEM CONTROLLER	4%
COMMAND AND CONTROL SCHEDULER	3%
CONTRACT MAINTENANCE MONITOR	3%
ENGINE CONTROLLER	3%
EXPEDITER	3%
SYSTEM ANALYST	1%
TRANSPORTATION CONTROLLER	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	86%
AGE MAINTENANCE	37%
AVIONICS MAINTENANCE	37%
MUNITIONS MAINTENANCE	27%
MISSILE MAINTENANCE	10%
PME MAINTENANCE	10%
C-E-M EQUIPMENT MAINTENANCE	8%
MOTOR VEHICLE MAINTENANCE	6%
NONE	2%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	80%
NONE	11%
SASS	9%
MILAP SYSTEM	5%
GROUND PROCESSING SYSTEM (GPS)	3%
MADARS	1%

GROUP ID NUMBER AND TITLE: GRP311 - AIRCRAFT SCHEDULER

NUMBER IN GROUP: 226 PERCENT OF SAMPLE: 13%

MAJCOM DISTRIBUTION: TAC (28%), SAC (26%), MAC (16%), USAFE (12%), ATC (8%), ADCOM (4%), OTHER (6%)

LOCATION: CONUS (79%), OVERSEAS (21%)

DAFSC DISTRIBUTION: 39230 (33%), 39270 (65%), 39290 (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 7%

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 4.6 YEARS

AVERAGE TIME IN SERVICE: 13.2 YEARS

AVERAGE NUMBER SUPERVISED: .8

EXPRESSED JOB INTEREST:	DULL	13%
	SO-SO	12%
	INTERESTING	66%
	NOT REPORTED	9%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	18%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	20%
	FAIRLY WELL OR BETTER	78%
	NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 46

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.22

JOB DIFFICULTY INDEX: 15.01

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	63%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	9%
A	ORGANIZING AND PLANNING	7%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	5%
K	COMPUTING AND DETERMINING MAINTENANCE INFORMATION	4%

GROUP DIFFERENTIATING TASKS:

TASKS	
I21	DEVELOP WEEKLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES
I10	COORDINATE FLYING/UTILIZATION OR MAINTENANCE SCHEDULING CHANGES WITH ACTION AGENCIES
I43	SCHEDULE AEROSPACE VEHICLE INSPECTIONS
I18	DEVELOP OPERATIONAL SCHEDULES SUCH AS FLYING SCHEDULES
I31	PLAN CORROSION CONTROL SCHEDULES
I25	INITIATE SCHEDULED INSPECTIONS
I8	CONDUCT OR ATTEND DAILY MAINTENANCE PLANNING MEETINGS
I23	EVALUATE PRACTICABILITY OF DELAYING OR DEFERRING MAINTENANCE
K5	COMPUTE HOURS TO NEXT PHASE

GROUP ID NUMBER AND TITLE: GRP366 - MANUAL SYSTEM SCHEDULER

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: .3%

MAJCOM DISTRIBUTION: USAF (40%), SAC (20%), MAC (20%), ADCOM (20%)

LOCATION: CONUS (20%), OVERSEAS (60%), NOT REPORTED (20%)

DAFSC DISTRIBUTION: 39270 (100%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 6

AVERAGE TIME IN CAREER FIELD: 10.1 YEARS

AVERAGE TIME IN SERVICE: 15.6 YEARS

AVERAGE NUMBER SUPERVISED: .8

EXPRESSED JOB INTEREST:	SO-SO	20%
	INTERESTING	80%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT 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: 64

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.08

JOB DIFFICULTY INDEX: 16.92

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	46%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	13%
A	ORGANIZING AND PLANNING	13%
N	CONTROLLING MAINTENANCE	5%
E	SUPERVISING	5%
B	DIRECTING AND IMPLEMENTING	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
I26	MAINTAIN MANUAL DELAYED DISCREPANCY FILES
I45	SCHEDULE LOADING OF MUNITIONS
I18	DEVELOP OPERATIONAL SCHEDULES SUCH AS FLYING SCHEDULES
J7	CONDUCT MANUAL RECORDS REVIEWS
I38	PRE-PLAN DAILY MAINTENANCE
A6	DESIGN OR DEVELOP STATUS BOARDS
J11	MAINTAIN MANUAL RECORDS OF RECURRING INSPECTION TIMES OR DATES
F9	SET UP VISIBLE CARD FILE SYSTEMS FOR MAINTAINING RECORDS

GROUP ID NUMBER AND TITLE: GRP293 - INSPECTION AND DISCREPANCY MONITOR

NUMBER IN GROUP: 13 PERCENT OF SAMPLE: .7%

MAJCOM DISTRIBUTION: TAC (46%), SAC (23%), MAC (15%), PACAF (8%), ATC (8%)

LOCATION: CONUS (85%), OVERSEAS (15%)

DAFSC DISTRIBUTION: 39230 (31%), 39270 (54%), 39290 (8%), OTHER AFSC (7%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 8%

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 4.5 YEARS

AVERAGE TIME IN SERVICE: 16.3 YEARS

AVERAGE NUMBER SUPERVISED: 2.3

EXPRESSED JOB INTEREST:	DULL	15%
	SO-SO	15%
	INTERESTING	62%
	NOT REPORTED	8%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	85%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	85%

AVERAGE NUMBER OF TASKS PERFORMED: 42

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.76

JOB DIFFICULTY INDEX: 12.60

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	52%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	13%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	9%
N	CONTROLLING MAINTENANCE	5%
E	SUPERVISING	5%
A	ORGANIZING AND PLANNING	4%

GROUP DIFFERENTIATING TASKS:

TASKS	
L8	LOAD DISCREPANCIES INTO SYSTEM RECORDS
N1	ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS
J7	CONDUCT MANUAL RECORDS REVIEWS
I26	MAINTAIN MANUAL DELAYED DISCREPANCY FILES
I34	PREPARE INSPECTION PACKAGES
N2	ASSIGN PRIORITIES FOR UNSCHEDULED MAINTENANCE
J13	POST AEROSPACE VEHICLE FLYING TIMES USING MMICS

GROUP ID NUMBER AND TITLE: GRP202 - SCHEDULE ADMINISTRATOR

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: .3%

MAJCOM DISTRIBUTION: MAC (80%), USAFE (20%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 39270 (100%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 20%

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 1.9 YEARS

AVERAGE TIME IN SERVICE: 13 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	SO-SO	20%
	INTERESTING	80%
PERCEIVED UTILIZATION OF TALENTS:	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: 30

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.07

JOB DIFFICULTY INDEX: 12.15

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	43%
A	ORGANIZING AND PLANNING	13%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	11%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	8%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	5%
D	TRAINING	5%
N	CONTROLLING MAINTENANCE	5%

GROUP DIFFERENTIATING TASKS:

TASKS

I33 POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS BOARDS OR CHARTS
F8 MAINTAIN UNCLASSIFIED ADMINISTRATIVE FILES
L3 DETERMINE STATUS OF ASSIGNED EQUIPMENT USING COMMAND OR LOCAL REGULATIONS
N6 COORDINATE ACTIONS WITH COMMAND POST OR OPERATING REPRESENTATIVES VIA LINES SUCH AS HOTLINE TELEPHONES
A5 DESIGN OR DEVELOP INFORMATION CHARTS
F10 TYPE CORRESPONDENCE, REPORTS OR FORMS
G33 PROCESS TRANSACTIONS TO OBTAIN PRINTS OF SUBSYTEM RECORDS

GROUP ID NUMBER AND TITLE: GRP226 - SCHEDULING SUPERVISOR

NUMBER IN GROUP: 93 PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: SAC (23%), TAC (18%), MAC (18%), ADCOM (11%), USAFE (11%), ATC (8%), AFSC (5%), OTHER (6%)

LOCATION: CONUS (78%), OVERSEAS (19%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (15%), 39270 (61%), 39290 (24%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 14%

AVERAGE GRADE: 6.3

AVERAGE TIME IN CAREER FIELD: 7.1 YEARS

AVERAGE TIME IN SERVICE: 17 YEARS

AVERAGE NUMBER SUPERVISED: 3.2

EXPRESSED JOB INTEREST:	DULL	8%
	SO-SO	8%
	INTERESTING	81%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	14%
	FAIRLY WELL OR BETTER	83%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	21%
	FAIRLY WELL OR BETTER	78%
	NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 179.5

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.04

JOB DIFFICULTY INDEX: 24.25

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	28%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	10%
A	ORGANIZING AND PLANNING	9%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	7%
E	SUPERVISING	7%
M	PROCESSING SHOP WORK	6%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	6%
B	DIRECTING AND IMPLEMENTING	5%
K	COMPUTING AND DETERMING MAINTENANCE INFORMATION	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
I21	DEVELOP WEEKLY UTILIZATION OR MAINTENANCE SCHEDULES FOR AEROSPACE VEHICLES
A3	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS WITH OTHER AGENTS
I8	CONDUCT OR ATTEND DAILY MAINTENANCE PLANNING MEETINGS
I5	ASSIGN OR ADJUST PRIORITIES FOR PALNNED OR PRE-PLANNED MAINTENANCE
B8	PARTICIPATE IN BOARD, COUNCIL, PLANNING OR STAFF MEETINGS
I7	CONDUCT DEBRIEFINGS SUCH AS AIRCREW DEBRIEFINGS
I44	SCHEDULE DEPOT INPUTS
E2	INDORSE MILITARY PERFORMANCE REPORTS

GROUP ID NUMBER AND TITLE: GRP242 - AGE SCHEDULER

NUMBER IN GROUP: 38 PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: SAC (66%), USAFE (11%), AFSC (5%), ADCOM (5%), OTHER (13%)

LOCATION: CONUS (79%), OVERSEAS (18%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (21%), 39270 (79%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 3%

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 6.6 YEARS

AVERAGE TIME IN SERVICE: 14.5 YEARS

AVERAGE NUMBER SUPERVISED: 1.7

EXPRESSED JOB INTEREST:	DULL	5%
	SO-SO	11%
	INTERESTING	74%
	NOT REPORTED	10%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	13%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	8%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	29%
	FAIRLY WELL OR BETTER	61%
	NOT REPORTED	10%

AVERAGE NUMBER OF TASKS PERFORMED: 102

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.74

JOB DIFFICULTY INDEX: 19.66

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	28%
M	PROCESS SHOP WORK	22%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	12%
N	CONTROLLING MAINTENANCE	8%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	7%
A	ORGANIZING AND PLANNING	5%
E	SUPERVISING	4%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	4%

GROUP DIFFERENTIATING TASKS:

TASKS	
I1	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS
I4	ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE
I25	INITIATE SCHEDULED INSPECTIONS
M27	MAINTAIN JOB CONTROL NUMBER REGISTERS
I19	DEVELOP SUPPORT EQUIPMENT MAINTENANCE SCHEDULES
M39	RECONCILE DIFM LISTS SUCH AS R-26 REPORT
M8	COORDINATE DUE-IN FORM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY
M40	RESCHEDULE IN-SHOP MAINTENANCE
I38	PRE-PLAN DAILY MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP081 - AIRLIFT MISSION MAINTENANCE SCHEDULER

NUMBER IN GROUP: 28 PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: MAC (61%), ATC (14%), SAC (7%), TAC (7%), OTHER (11%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 39230 (39%), 39270 (61%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 11%

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 4.2 YEARS

AVERAGE TIME IN SERVICE: 13.1 YEARS

AVERAGE NUMBER SUPERVISED: .3

EXPRESSED JOB INTEREST:	DULL	25%
	SO-SO	7%
	INTERESTING	61%
	NOT REPORTED	7%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	25%
	FAIRLY WELL OR BETTER	72%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	29%
	FAIRLY WELL OR BETTER	71%

AVERAGE NUMBER OF TASKS PERFORMED: 17

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.30

JOB DIFFICULTY INDEX: 10.92

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	72%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	12%
A	ORGANIZING AND PLANNING	5%

GROUP DIFFERENTIATING TASKS:

TASKS

I18 DEVELOP OPERATIONAL SCHEDULES SUCH AS FLYING SCHEDULES
I10 COORDINATE FLYING/UTILIZATION OR MAINTENANCE SCHEDULING CHANGES WITH ACTION AGENCIES
I2 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS
I1 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS
I33 POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS BOARDS OR CHARTS
L10 LOAD OPERATIONAL EVENTS (SUCH AS FLYING SCHEDULES) INTO SYSTEM RECORDS

CLUSTER IIIb - PLANS AND SCHEDULING MANAGEMENT PERSONNEL (GRP038)

GENERAL DESCRIPTION

NUMBER IN GROUP: 160 PERCENT OF SAMPLE: 9%

MAJCOM DISTRIBUTION: TAC (30%), SAC (20%), MAC (13%), ATC (13%), USAFE (12%), AFSC (4%), OTHER (8%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 39230 (3%), 39270 (48%), 39290 (44%), OTHER AFSC (5%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 4%

AVERAGE GRADE: 6.9

AVERAGE TIME IN CAREER FIELD: 8.1 YEARS

AVERAGE TIME IN SERVICE: 19.6 YEARS

AVERAGE NUMBER SUPERVISED: 4.1

EXPRESSED JOB INTEREST:	DULL	6%
	SO-SO	6%
	INTERESTING	83%
	NOT REPORTED	5%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	14%
	FAIRLY WELL OR BETTER	84%
	NOT REPORTED	2%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	83%
	NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 53

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.12

JOB DIFFICULTY INDEX: 15.37

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
E	SUPERVISING	20%
A	ORGANIZING AND PLANNING	18%
I	PLANNING AND SCHEDULING MAINTENANCE	14%
B	DIRECTING AND IMPLEMENTING	12%
C	INSPECTING AND EVALUATING	8%
D	TRAINING	8%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	5%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	4%

GROUP DIFFERENTIATING TASKS:

TASKS

A9 DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR REPORTS
B1 CLARIFY DIRECTIVES, POLICIES, OR PROCEDURES FOR SUBORDINATES
E7 PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY OR WORK RELATED PROBLEMS
B2 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES
E6 PREPARE OR DEVELOP SCHEDULES SUCH AS WORK OR LEAVE SCHEDULES
E8 PROVIDE ORIENTATION TO NEWLY ASSIGNED PERSONNEL
A7 DEVELOP OR REVISE MAINTENANCE OPERATING INSTRUCTIONS, (MOI)

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	68%
BASE LEVEL - TENANT MAINTENANCE UNIT	14%
DETACHMENT OR OPERATING LOCATION UNIT	3%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	3%
MAJOR COMMAND OR EQUIVALENT	3%
CENTER SUCH AS SYSTEMS DESIGN CENTER	2%
NUMBERED AIR FORCE OR EQUIVALENT	1%
AIR FORCE LEVEL	1%

WORK CENTER ASSIGNED

PLANS AND SCHEDULING (COMBINED)	56%
DOCUMENTATION SECTION	41%
MAINTENANCE CONTROL	36%
FILES MAINTENANCE	30%
PRODUCTION CONTROL	25%
SCHEDULING SECTION	21%
SHOP SCHEDULING	17%
PMEL	16%
JOB CONTROL	15%
MAINTENANCE SUPPLY LIAISON (MSL)	15%
MATERIEL CONTROL	15%
AVIONICS UNIT	13%
REPARABLE PROCESSING CENTER (RPC)	13%
REPARABLE ASSET CONTROL CENTER (RACC)	12%
AGE UNIT	11%
ENGINE CONTROL	9%
TRAINING SECTION	9%
MAINTENANCE ADMINISTRATION	8%
PLANS SECTION	8%
MUNITIONS CONTROL	6%
PROGRAMS AND MOBILITY SECTION	6%
QUALITY CONTROL	6%
PICKUP AND DELIVERY	5%
MOBILITY SECTION	4%
DESIGN CENTER	3%
LOGISTICS PLAN	3%
PMRU	1%

JOB TITLES APPLICABLE

AIRCRAFT SCHEDULER	39%
TIME CHANGE MONITOR	25%
DOCUMENTATION MONITOR	24%
TCTO MONITOR	24%
FILES MAINTENANCE MONITOR	21%
AVDO	19%
DEBRIEFER	15%
NIGHT PLANNER	14%
PRODUCTION SHOP SCHEDULER	14%
PMEL SCHEDULER	13%
DIFM MONITOR	12%
LOCAL MANUFACTURER MONITOR	10%
AGE SCHEDULER	8%
AWP MONITOR	7%
ENGINE SCHEDULER	5%
SENIOR CONTROLLER	4%

JOB TITLES APPLICABLE (Continued)

CONTRACT MAINTENANCE MONITOR	3%
MUNITIONS SCHEDULER	3%
TURNAROUND MONITOR	3%
TRANSPORTATION CONTROLLER	2%
WEAPONS SYSTEM CONTROLLER	2%
AGE CONTROLLER	1%
ENGINE CONTROLLER	1%
MUNITIONS CONTROLLER	1%
SPECIALISTS CONTROLLER	1%
SYSTEM ANALYST	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	78%
AGE MAINTENANCE	48%
AVIONICS MAINTENANCE	46%
PME MAINTENANCE	29%
MUNITIONS MAINTENANCE	28%
C-E-M EQUIPMENT MAINTENANCE	11%
MISSILE MAINTENANCE	11%
MOTOR VEHICLE MAINTENANCE	4%
NONE	3%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	64%
NONE	27%
MILAP SYSTEM	11%
SASS	7%
MADARS	2%
GROUND PROCESSING SYSTEM (GPS)	1%

GROUP ID NUMBER AND TITLE: GRP173 - MAINTENANCE MANAGEMENT NCOIC

NUMBER IN GROUP: 111 PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: TAC (30%), SAC (23%), ATC (14%), USAFE (14%), MAC (12%), OTHER (7%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 39270 (44%), 39290 (55%), OTHER AFSC (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 5%

AVERAGE GRADE: 7.2

AVERAGE TIME IN CAREER FIELD: 8.7 YEARS

AVERAGE TIME IN SERVICE: 20.6 YEARS

AVERAGE NUMBER SUPERVISED: 4.8

EXPRESSED JOB INTEREST:	DULL	6%
	SO-SO	5%
	INTERESTING	86%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	14%
	FAIRLY WELL OR BETTER	85%
	NOT REPORTED	1%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	13%
	FAIRLY WELL OR BETTER	86%
	NOT REPORTED	1%
AVERAGE NUMBER OF TASKS PERFORMED:		56
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		5.18
JOB DIFFICULTY INDEX:		16.20

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
E	SUPERVISING	22%
A	ORGANIZING AND PLANNING	18%
I	PLANNING AND SCHEDULING MAINTENANCE	16%
B	DIRECTING AND IMPLEMENTING	13%
C	INSPECTING AND EVALUATING	8%
D	TRAINING	7%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	6%

GROUP DIFFERENTIATING TASKS:

TASKS	
E12	SUPERVISE MILITARY MAINTENANCE MANAGEMENT TECHNICIANS
A3	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS WITH OTHER AGENCIES
E5	PREPARE MILITARY PERFORMANCE REPORTS
E6	PREPARE OR DEVELOP SCHEDULES SUCH AS WORK OR LEAVE SCHEDULES
E1	ASSIGN PERSONNEL TO DUTY POSITIONS
E8	PROVIDE ORIENTATION TO NEWLY ASSIGNED PERSONNEL
I6	CONDUCT OR ATTEND DAILY MAINTENANCE PLANNING MEETINGS
A1	ANALYZE REQUIREMENTS FOR SECTION OR UNIT PERSONNEL, EQUIPMENT OR SUPPLIES
D10	MAINTAIN TRAINING RECORDS SUCH AS OJT RECORDS

GROUP ID NUMBER AND TITLE: GRP310 - TRAINING MANAGER

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: .6%

MAJCOM DISTRIBUTION: MAC (40%), ATC (30%), SAC (10%), TAC (10%), AFSC (10%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 39230 (10%), 39270 (50%), 39290 (40%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 10%

AVERAGE GRADE: 6.1

AVERAGE TIME IN CAREER FIELD: 6.5 YEARS

AVERAGE TIME IN SERVICE: 15.2 YEARS

AVERAGE NUMBER SUPERVISED: 3.5

EXPRESSED JOB INTEREST:	SO-SO	10%
	INTERESTING	80%
	NOT REPORTED	10%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	10%
	FAIRLY WELL OR BETTER	90%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	30%
	FAIRLY WELL OR BETTER	60%
	NOT REPORTED	10%

AVERAGE NUMBER OF TASKS PERFORMED: 78

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.98

JOB DIFFICULTY INDEX: 18.04

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
D	TRAINING	20%
C	INSPECTING AND EVALUATING	16%
A	ORGANIZING AND PLANNING	15%
B	DIRECTING AND IMPLEMENTING	12%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	10%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	8%
E	SUPERVISING	7%

GROUP DIFFERENTIATING TASKS:

TASKS	
D6	DEVELOP TRAINING CONTROL DOCUMENTS
D1	ADMINISTER OR SCORE TESTS
D4	DEVELOP, ASSEMBLE, OR CONSTRUCT TRAINING AIDS
D15	SERVE AS TRAINING PROGRAM MONITOR
D16	WRITE OR REVISE TRAINING LITERATURE
C2	EVALUATE RESULTS OF TRAINING PROGRAMS
B11	SCHEDULE TRAINING SESSIONS
A19	WRITE, DEVELOP OR PROVIDE INPUTS TO DIRECTIVES SUCH AS MANUALS, REGULATIONS, SUPPLEMENTS OR OTHER PUBLICATIONS

GROUP ID NUMBER AND TITLE: GRP127 - HEADQUARTERS LEVEL MANAGERS

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: .4%

MAJCOM DISTRIBUTION: TAC (43%), SAC (14%), MAC (14%), AFSC (14%), AFR (14%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 39230 (14%), 39270 (29%), 39290 (57%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 9.6 YEARS

AVERAGE TIME IN SERVICE: 21 YEARS

AVERAGE NUMBER SUPERVISED: 1

EXPRESSED JOB INTEREST:	INTERESTING	100%
PERCEIVED UTILIZATION OF TALENTS:	FAIRLY WELL OR BETTER	100%
PERCEIVED UTILIZATION OF TRAINING:	FAIRLY WELL OR BETTER	86%
	NOT REPORTED	14%

AVERAGE NUMBER OF TASKS PERFORMED: 30

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 5.59

JOB DIFFICULTY INDEX: 14.18

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
A	ORGANIZING AND PLANNING	55%
C	INSPECTING AND EVALUATING	13%
B	DIRECTING AND IMPLEMENTING	11%
I	PLANNING AND SCHEDULING MAINTENANCE	6%

GROUP DIFFERENTIATING TASKS:

TASKS

A3 COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS WITH OTHER AGENCIES
A19 WRITE, DEVELOP OR PROVIDE INPUTS TO DIRECTIVES SUCH AS MANUALS, REGULATIONS, SUPPLEMENTS OR OTHER PUBLICATIONS
A17 REVISE OR EDIT INPUTS TO DIRECTIVES, MANUALS, SUPPLEMENTS OR OTHER PUBLICATIONS
C11 PERFORM OFFICIAL INSPECTIONS OR STAFF ASSISTANCE VISITS
A11 PREPARE INFORMATIONAL BRIEFINGS OR PRESENTATIONS SUCH AS UNIT OR MISSION BRIEFINGS
A13 PREPARE, REVIEW OR EDIT INPUTS FOR RECURRING STATISTICAL REPORTS
A12 PREPARE PROBLEM SOLVING REPORTS SUCH AS STAFF SUMMARIES
A8 DEVELOP OR REVISE UNIT ORGANIZATION STRUCTURE

GROUP ID NUMBER AND TITLE: GRP112 - NCOIC, PMEL SCHEDULING

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: .6%

MAJCOM DISTRIBUTION: TAC (40%), USAFE (30%), MAC (20%), SAC (10%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 39230 (20%), 39270 (70%), 39290 (10%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.9

AVERAGE TIME IN CAREER FIELD: 6.8 YEARS

AVERAGE TIME IN SERVICE: 16.2 YEARS

AVERAGE NUMBER SUPERVISED: 2.1

EXPRESSED JOB INTEREST:	DULL	10%
	SO-SO	10%
	INTERESTING	80%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	20%
	FAIRLY WELL OR BETTER	80%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	10%
	FAIRLY WELL OR BETTER	90%
AVERAGE NUMBER OF TASKS PERFORMED:		29
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.75
JOB DIFFICULTY INDEX:		10.46

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	36%
E	SUPERVISING	19%
D	TRAINING	10%
B	DIRECTING AND IMPLEMENTING	8%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	7%
A	ORGANIZING AND PLANNING	7%

GROUP DIFFERENTIATING TASKS:

TASKS	
M21	IDENTIFY PME ITEMS
M16	DETERMINE PRECISION MEASURING EQUIPMENT (PME) MAINTENANCE CAPABILITIES
M17	DETERMINE PRIORITIES FOR INSPECTION OF PME EQUIPMENT
E5	PREPARE MILITARY PERFORMANCE REPORTS
B2	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES
E7	PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY OR WORK RELATED PROBLEMS
A9	DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR REPORTS
E12	SUPERVISE MILITARY MAINTENANCE MANAGEMENT TECHNICIANS (AFSC 39270)

CLUSTER IIIc - PLANS AND SCHEDULING MAINTENANCE PLANNING PERSONNEL (GRP027)

GENERAL DESCRIPTION

NUMBER IN GROUP: 91 PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: SAC (44%), TAC (23%), MAC (13%), USAFE (9%), ATC (6%), ADCOM (6%)

LOCATION: CONUS (91%), OVERSEAS (9%)

DAFSC DISTRIBUTION: 39230 (37%), 39270 (63%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 4%

AVERAGE GRADE: 5.1

AVERAGE TIME IN CAREER FIELD: 4.7 YEARS

AVERAGE TIME IN SERVICE: 12.3 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	15%
	SO-SO	15%
	INTERESTING	63%
	NOT REPORTED	7%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	37%
	FAIRLY WELL OR BETTER	63%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	37%
	FAIRLY WELL OR BETTER	62%
	NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 20

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.64

JOB DIFFICULTY INDEX: 8.73

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	51%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	24%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	6%
N	CONTROLLING MAINTENANCE	4%
A	ORGANIZING AND PLANNING	3%

GROUP DIFFERENTIATING TASKS:

TASKS

I38 PRE-PLAN DAILY MAINTENANCE
I4 ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE
L21 UPDATE DISCREPANCY DATA USING REMOTE DEVICES
L8 LOAD DISCREPANCIES INTO SYSTEM RECORDS
I5 ASSIGN OR ADJUST PRIORITIES FOR PLANNED OR PRE-PLANNED MAINTENANCE
L15 OPEN OR CLOSE REMOTE DEVICES

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	66%
BASE LEVEL - TENANT MAINTENANCE UNIT	19%
MAJOR COMMAND OR EQUIVALENT	6%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	2%
DETACHMENT OR OPERATING LOCATION UNIT	1%
AIR FORCE LEVEL	1%

WORK CENTER ASSIGNED

PLANS AND SCHEDULING (COMBINED)	84%
SCHEDULING SECTION	28%
FILES MAINTENANCE	21%
DOCUMENTATION SECTION	20%
MAINTENANCE CONTROL	20%
JOB CONTROL	13%
AGE UNIT	12%
MAINTENANCE SUPPLY LIAISON (MSL)	11%
MATERIEL CONTROL	11%
PLANS SECTION	11%
AVIONICS UNIT	8%
PRODUCTION CONTROL	7%
SHOP SCHEDULING	7%
MUNITIONS CONTROL	6%
QUALITY CONTROL	3%
REPARABLE ASSET CONTROL CENTER (RACC)	3%
LOGISTICS PLANS	2%
MAINTENANCE ADMINISTRATION	2%
PMEL	2%
REPARABLE PROCESSING CENTER (RPC)	2%
TRAINING SECTION	2%
ENGINE CONTROL	1%
MOBILITY SECTION	1%

JOB TITLES APPLICABLE

NIGHT PLANNER	53%
AIRCRAFT SCHEDULER	47%
AGE SCHEDULER	25%
DEBRIEFER	15%
FILES MAINTENANCE MONITOR	12%
DOCUMENTATION MONITOR	10%
AWP MONITOR	7%
TCTO MONITOR	7%
DIFM MONITOR	4%
MUNITIONS SCHEDULER	4%
AGE CONTROLLER	3%
MUNITIONS CONTROLLER	3%
PMEL SCHEDULER	3%
PRODUCTION SHOP SCHEDULER	3%
SPECIALIST CONTROLLER	3%
TIME CHANGE MONITOR	3%
LOCAL MANUFACTURE MONITOR	2%
SENIOR CONTROLLER	2%
WEAPONS SYSTEM CONTROLLER	2%
COMMAND AND CONTROL SCHEDULER	1%
CONTRACT MAINTENANCE MONITOR	1%
ENGINE SCHEDULER	1%
EXPEDITER	1%
TURNAROUND MONITOR	1%

TYPE OF MAINTENANCE DEALT WITH

AIRCRAFT MAINTENANCE	76%
AVIONICS MAINTENANCE	36%
AGE MAINTENANCE	30%
MUNITIONS MAINTENANCE	21%
C-E-M EQUIPMENT MAINTENANCE	10%
MISSILE MAINTENANCE	7%
NONE	6%
PME MAINTENANCE	4%
MOTOR VEHICLE MAINTENANCE	1%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

MMICS	79%
NONE	8%
MILAP SYSTEM	4%
SASS	4%
GROUND PROCESSING SYSTEM (GPS)	2%
MADARS	1%

GROUP ID NUMBER AND TITLE: GRP030 - SYSTEM OPERATOR

NUMBER IN GROUP: 23 PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: TAC (30%), SAC (26%), USAFE (13%), ATC (13%), MAC (9%), ADCOM (9%)

LOCATION: CONUS (87%), OVERSEAS (13%)

DAFSC DISTRIBUTION: 39230 (39%), 39270 (61%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 9%

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 6 YEARS

AVERAGE TIME IN SERVICE: 12.9 YEARS

AVERAGE NUMBER SUPERVISED: .1

EXPRESSED JOB INTEREST:	DULL	9%
	SO-SO	17%
	INTERESTING	70%
	NOT REPORTED	4%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	44%
	FAIRLY WELL OR BETTER	56%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	44%
	FAIRLY WELL OR BETTER	56%
AVERAGE NUMBER OF TASKS PERFORMED:		24
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.69
JOB DIFFICULTY INDEX:		9.51

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	44%
I	PLANNING AND SCHEDULING MAINTENANCE	21%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	9%
M	PROCESSING SHOP WORK	6%
G	PERFORMING FILES MAINTENANCE FUNCTIONS	6%

GROUP DIFFERENTIATING TASKS:

TASKS	
L21	UPDATE DISCREPANCY DATA USING REMOTE DEVICES
L8	LOAD DISCREPANCIES INTO SYSTEM RECORDS
L22	UPDATE EQUIPMENT OPERATING TIMES USING REMOTE DEVICES
L15	OPEN OR CLOSE REMOTE DEVICES
L17	REPORT UTILIZATION OR ACCOMPLISHED MAINTENANCE DATA USING REMOTE DEVICES
L6	INPUT OR UPDATE CURRENT CONDITION STATUS OF ASSIGNED EQUIPMENT USING REMOTE DEVICES
J13	POST AEROSPACE VEHICLE FLYING TIMES USING MMICS

GROUP ID NUMBER AND TITLE: GRP067 - MAINTENANCE PLANNER

NUMBER IN GROUP: 57 PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: SAC (53%), TAC (21%), MAC (16%), AFSC (5%), USAFE (4%), OTHER (5%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 39230 (37%), 39270 (63%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 4%

AVERAGE GRADE: 5

AVERAGE TIME IN CAREER FIELD: 4.3 YEARS

AVERAGE TIME IN SERVICE: 12.6 YEARS

AVERAGE NUMBER SUPERVISED: 3

EXPRESSED JOB INTEREST:	DULL	18%
	SO-SO	12%
	INTERESTING	63%
	NOT REPORTED	7%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	32%
	FAIRLY WELL OR BETTER	68%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	32%
	FAIRLY WELL OR BETTER	67%
	NOT REPORTED	1%
AVERAGE NUMBER OF TASKS PERFORMED:		20
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.69
JOB DIFFICULTY INDEX:		8.90

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	63%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	19%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	5%
E	SUPERVISING	3%

GROUP DIFFERENTIATING TASKS:

TASKS

I38 PRE-PLAN DAILY MAINTENANCE
I5 DESIGN OR WRITE PROGRAMS FOR MMICS
I4 COORDINATE SYSTEM DEVELOPMENT WITH COMPUTER PROGRAMMERS, FUNCTIONAL MANAGERS, OR OTHER ANALYSTS
L8 LOAD DISCREPANCIES INTO SYSTEM RECORDS
L21 UPDATE DISCREPANCY DATA USING REMOTE DEVICES
I34 PREPARE INSPECTION PACKAGES
I23 EVALUATE PRACTICABILITY OF DELAYING OR DEFERRING MAINTENANCE
I2 ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS

GROUP ID NUMBER AND TITLE: GRP065 - JOB CONTROL NUMBER MONITOR

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: .6%

MAJCOM DISTRIBUTION: SAC (40%), USAFE (30%), TAC (20%), MAC (10%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 39230 (50%), 39270 (50%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 4.6 YEARS

AVERAGE TIME IN SERVICE: 9.9 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	20%
	SO-SO	30%
	INTERESTING	40%
	NOT REPORTED	10%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	60%
	FAIRLY WELL OR BETTER	40%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	60%
	FAIRLY WELL OR BETTER	40%
AVERAGE NUMBER OF TASKS PERFORMED:		14
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.32
JOB DIFFICULTY INDEX:		6.41

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PLANNING AND SCHEDULING MAINTENANCE	52%
M	CONTROLLING MAINTENANCE	22%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	7%
A	ORGANIZING AND PLANNING	6%
B	DIRECTING AND IMPLEMENTING	4%

GROUP DIFFERENTIATING TASKS:

TASKS	
I4	ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE
N1	ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS
N2	ASSIGN PRIORITIES FOR UNSCHEDULED MAINTENANCE
I5	ASSIGN OR ADJUST PRIORITIES FOR PLANNED OR PRE-PLANNED MAINTENANCE
I7	CONDUCT DEBRIEFINGS SUCH AS AIRCREW DEBRIEFINGS
I38	PRE-PLAN DAILY MAINTENANCE

CLUSTER IV - PRODUCTION CONTROL PERSONNEL (GRP020)

GENERAL DESCRIPTION

NUMBER IN GROUP: 720 PERCENT OF SAMPLE: 41%

MAJCOM DISTRIBUTION: SAC (27%), TAC (27%), MAC (17%), USAFE (15%), ATC (8%), OTHER (6%)

LOCATION: CONUS (79%), OVERSEAS (21%)

DAFSC DISTRIBUTION: 39230 (41%), 39270 (55%), 39290 (3%), OTHER AFSC (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 1%

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 5.2 YEARS

AVERAGE TIME IN SERVICE: 13 YEARS

AVERAGE NUMBER SUPERVISED: 1.3

EXPRESSED JOB INTEREST:	DULL	14%
	SO-SO	7%
	INTERESTING	65%
	NOT REPORTED	4%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	23%
	FAIRLY WELL OR BETTER	75%
	NOT REPORTED	4%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	29%
	FAIRLY WELL OR BETTER	69%
	NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 40

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.27

JOB DIFFICULTY INDEX: 10.01

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	65%
I	PLANNING AND SCHEDULING MAINTENANCE	7%
E	SUPERVISING	5%
N	CONTROLLING MAINTENANCE	5%
A	ORGANIZING AND PLANNING	4%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	3%

GROUP DIFFERENTIATING TASKS:

TASKS

M30 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)
M3 ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION
M36 POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS
M39 RECONCILE DIFM LISTS SUCH AS R-26 REPORT
M31 MAKE IN-PROGRESS WORK CHECKS
M8 COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY
M2 ASSIGN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT WORK

SPECIAL DESCRIPTION

ORGANIZATIONAL LEVEL ASSIGNED

BASE LEVEL - HOST MAINTENANCE UNIT	69%
BASE LEVEL - TENANT MAINTENANCE UNIT	14%
BASE LEVEL - OTHER THAN MAINTENANCE UNIT	4%
NUMBERED AIR FORCE OR EQUIVALENT	3%
DETACHMENT OR OPERATING LOCATION UNIT	2%
MAJOR COMMAND OR EQUIVALENT	1%
CENTER SUCH AS SYSTEMS DESIGN CENTER	1%

WORK CENTER ASSIGNED

PRODUCTION CONTROL	80%
SHOP SCHEDULING	62%
REPARABLE PROCESSING CENTER (RPC)	54%
REPARABLE ASSET CONTROL CENTER (RACC)	40%
AVIONICS UNIT	39%
PMEL	34%
MATERIEL CONTROL	29%
AGE UNIT	28%
SCHEDULING SECTION	25%
PICKUP AND DELIVERY	23%
MAINTENANCE SUPPLY LIAISON (MSL)	22%
MAINTENANCE CONTROL	15%
PLANS AND SCHEDULING (COMBINED)	13%
JOB CONTROL	12%
DOCUMENTATION SECTION	10%
ENGINE CONTROL	8%
QUALITY CONTROL	8%
MAINTENANCE ADMINISTRATION	6%
MUNITIONS CONTROL	6%
TRAINING SECTION	6%
FILES MAINTENANCE	5%
MOBILITY SECTION	3%
PMRU	3%
PLANS SECTION	2%
PROGRAMS AND MOBILITY SECTION	2%
DESIGN CENTER	1%
LOGISTICS PLANS	1%

JOB TITLES APPLICABLE

PRODUCTION SHOP SCHEDULER	71%
DIFM MONITOR	61%
LOCAL MANUFACTURER MONITOR	40%
AWP MONITOR	38%
PMEL SCHEDULER	31%
TURNAROUND MONITOR	19%
AGE SCHEDULER	16%
TCTO MONITOR	14%
CONTRACT MAINTENANCE MONITOR	11%
DOCUMENTATION MONITOR	7%
ENGINE SCHEDULER	5%
MUNITIONS SCHEDULER	5%
AGE CONTROLLER	4%
AIRCRAFT SCHEDULER	4%
FILES MAINTENANCE MONITOR	4%
TIME CHANGE MONITOR	4%

JOB TITLES APPLICABLE (Continued)

ENGINE CONTROLLER	3%
EXPEDITER	3%
MUNITIONS CONTROLLER	3%
NIGHT PLANNER	2%
SENIOR CONTROLLER	2%
SPECIALIST CONTROLLER	2%
COMMAND AND CONTROL SCHEDULER	1%
TRANSPORTATION CONTROLLER	1%
WEAPONS SYSTEM CONTROLLER	1%

TYPE OF MAINTENANCE DEALT WITH

AVIONICS MAINTENANCE	61%
AIRCRAFT MAINTENANCE	51%
AGE MAINTENANCE	48%
PME MAINTENANCE	45%
MUNITIONS MAINTENANCE	24%
C-E-M EQUIPMENT MAINTENANCE	12%
MISSILE MAINTENANCE	7%
MOTOR VEHICLE MAINTENANCE	7%
NONE	4%

AUTOMATED MAINTENANCE RECORD KEEPING SYSTEM USED

NONE	73%
MMICS	9%
GROUND PROCESSING SYSTEM (GPS)	1%
MILAP SYSTEM	1%
MADARS	1%
SASS	1%

GROUP ID NUMBER AND TITLE: GRP250 - SHOP PRODUCTION CONTROLLER

NUMBER IN GROUP: 285 PERCENT OF SAMPLE: 14%

MAJCOM DISTRIBUTION: TAC (29%), SAC (25%), MAC (20%), USAFE (13%), ATC (6%), ADCOM (3%), OTHER (4%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 39230 (52%), 39270 (47%), 39290 (1%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 1%

AVERAGE GRADE: 5.1

AVERAGE TIME IN CAREER FIELD: 4.6 YEARS

AVERAGE TIME IN SERVICE: 11.8 YEARS

AVERAGE NUMBER SUPERVISED: .6

EXPRESSED JOB INTEREST:	DULL	18%
	SO-SO	18%
	INTERESTING	61%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	26%
	FAIRLY WELL OR BETTER	73%
	NOT REPORTED	1%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	24%
	FAIRLY WELL OR BETTER	76%

AVERAGE NUMBER OF TASKS PERFORMED: 34

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.15

JOB DIFFICULTY INDEX: 8.76

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	83%
N	CONTROLLING MAINTENANCE	4%
I	PLANNING AND SCHEDULING MAINTENANCE	3%

GROUP DIFFERENTIATING TASKS:

TASKS

M30 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)
M3 ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION
M36 POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS
M39 RECONCILE DIFM LISTS SUCH AS R-26 REPORT
M31 MAKE IN-PROGRESS WORK CHECKS
M24 INITIATE FOLLOW-UP ACTION ON WORK IN PROGRESS AT MAINTENANCE WORKCENTERS
M40 RESCHEDULE IN-SHOP MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP338 - PRODUCTION CONTROL SUPERVISOR

NUMBER IN GROUP: 133 PERCENT OF SAMPLE: 8%

MAJCOM DISTRIBUTION: SAC (29%), USAFE (20%), TAC (17%), MAC (17%), ATC (9%), ADCOM (3%), OTHER (5%)

LOCATION: CONUS (70%), OVERSEAS (29%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 39230 (10%), 39270 (78%), 39290 (12%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 6.2

AVERAGE TIME IN CAREER FIELD: 7.6 YEARS

AVERAGE TIME IN SERVICE: 17.4 YEARS

AVERAGE NUMBER SUPERVISED: 4.6

EXPRESSED JOB INTEREST:	DULL	8%
	SO-SO	8%
	INTERESTING	76%
	NOT REPORTED	8%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	12%
	FAIRLY WELL OR BETTER	83%
	NOT REPORTED	5%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	12%
	FAIRLY WELL OR BETTER	83%
	NOT REPORTED	5%

AVERAGE NUMBER OF TASKS PERFORMED: 67

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.50

JOB DIFFICULTY INDEX: 14.82

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	51%
E	SUPERVISING	14%
A	ORGANIZING AND PLANNING	7%
B	DIRECTING AND IMPLEMENTING	6%
D	TRAINING	6%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
M8	COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY
M39	RECONCILE DIFM LISTS SUCH AS R-26 REPORT
M31	MAKE IN-PROGRESS WORK CHECKS
M24	INITIATE FOLLOW-UP ACTION ON WORK IN PROGRESS AT MAINTENANCE WORKCENTERS
E7	PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY OR WORK RELATED PROBLEMS
B2	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES
E5	PREPARE MILITARY PERFORMANCE REPORTS
E11	SUPERVISE MILITARY MAINTENANCE MANAGEMENT SPECIALISTS (AFSC 39230)

GROUP ID NUMBER AND TITLE: GRP337 - PMEL COORDINATOR

NUMBER IN GROUP: 8 PERCENT OF SAMPLE: .5%

MAJCOM DISTRIBUTION: USAFE (25%), SAC (13%), PACAF (13%), MAC (13%), ATC (13%), AFSC (13%), AFCS (13%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 39230 (13%), 39270 (87%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 9.2 YEARS

AVERAGE TIME IN SERVICE: 16.9 YEARS

AVERAGE NUMBER SUPERVISED: 1.5

EXPRESSED JOB INTEREST:	SO-SO	50%
	INTERESTING	25%
	NOT REPORTED	25%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	50%
	FAIRLY WELL OR BETTER	50%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	100%

AVERAGE NUMBER OF TASKS PERFORMED: 66

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.65

JOB DIFFICULTY INDEX: 15.21

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	31%
E	SUPERVISING	14%
A	ORGANIZING AND PLANNING	11%
B	DIRECTING AND IMPLEMENTING	9%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	8%
I	PLANNING AND SCHEDULING MAINTENANCE	6%
C	INSPECTING AND EVALUATING	5%
D	TRAINING	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
M44	SCHEDULE CALIBRATION OR MAINTENANCE OF PME
M21	IDENTIFY PME ITEMS
M17	DETERMINE PRIORITIES FOR INSPECTION OF PME EQUIPMENT
F3	MAINTAIN EQUIPMENT UTILIZATION RECORDS SUCH AS KEYPUNCH UTILIZATION REPORTS
B1	CLARIFY DIRECTIVES, POLICIES, OR PROCEDURES FOR SUBORDINATES
A9	DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR REPORTS
N1	ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS
N2	ASSIGN PRIORITIES FOR UNSCHEDULED MAINTENANCE
A3	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS
M30	MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)

GROUP ID NUMBER AND TITLE: GRP271 - RPC LOCAL MANUFACTURE MONITOR

NUMBER IN GROUP: 13 PERCENT OF SAMPLE: .7%

MAJCOM DISTRIBUTION: TAC (39%), USAFE (31%), SAC (15%), MAC (15%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 39230 (69%), 39270 (31%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 4.5 YEARS

AVERAGE TIME IN SERVICE: 9.5 YEARS

AVERAGE NUMBER SUPERVISED: .2

EXPRESSED JOB INTEREST:	DULL	15%
	SO-SO	8%
	INTERESTING	77%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	15%
	FAIRLY WELL OR BETTER	85%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	23%
	FAIRLY WELL OR BETTER	69%
	NOT REPORTED	8%

AVERAGE NUMBER OF TASKS PERFORMED: 23

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 3.63

JOB DIFFICULTY INDEX: 5.02

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PROCESSING SHOP WORK	86%

GROUP DIFFERENTIATING TASKS:

TASKS

M10 COORDINATE LOCAL MANUFACTURE PROCEDURES WITH ACTION AGENCIES
M3 ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION
M1 ASSIGN JOB CONTROL NUMBERS FOR LOCAL MANUFACTURE
M12 COORDINATE SHOP FABRICATION WITH BASE SUPPORT ACTIVITIES
M32 ORDER SUPPLIES NEEDED FOR IN-SHOP REPAIRS

GROUP ID NUMBER AND TITLE: GRP256 - AVIONICS PRODUCTION SCHEDULER

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: .4%

MAJCOM DISTRIBUTION: SAC (57%), TAC (14%), USAFE (14%), MAC (14%)

LOCATION: CONUS (86%), OVERSEAS (14%)

DAFSC DISTRIBUTION: 39230 (57%), 39270 (43%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 2.3 YEARS

AVERAGE TIME IN SERVICE: 8.6 YEARS

AVERAGE NUMBER SUPERVISED: .6

EXPRESSED JOB INTEREST:	DULL	43%
	SO-SO	29%
	INTERESTING	28%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	43%
	FAIRLY WELL OR BETTER	57%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	72%
	FAIRLY WELL OR BETTER	28%

AVERAGE NUMBER OF TASKS PERFORMED: 27

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.36

JOB DIFFICULTY INDEX: 8.67

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	55%
I	PLANNING AND SCHEDULING MAINTENANCE	24%
N	CONTROLLING MAINTENANCE	8%
A	ORGANIZING AND PLANNING	3%

GROUP DIFFERENTIATING TASKS:

TASKS	
I33	POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS BOARDS OR CHARTS
N2	ASSIGN PRIORITIES FOR UNSCHEDULED MAINTENANCE
M36	POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS
I1	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY MAINTENANCE REQUIREMENTS
M5	COMPUTE MANHOURS NEEDED TO ACCOMPLISH IN-SHOP MAINTENANCE
M4	COMPUTE BACKLOG DATA SUCH AS MANHOUR BACKLOG DATA
I4	ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED MAINTENANCE
I3	ASSIGN BLOCKS OF JOB CONTROL NUMBERS TO FUNCTIONAL USERS

GROUP ID NUMBER AND TITLE: GRP191 - NCOIC, LOCAL MANUFACTURE

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: .3%

MAJCOM DISTRIBUTION: TAC (40%), MAC (40%), SAC (40%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 39270 (80%), 39290 (20%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 20%

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 3.4 YEARS

AVERAGE TIME IN SERVICE: 14.3 YEARS

AVERAGE NUMBER SUPERVISED: 1

EXPRESSED JOB INTEREST:	SO-SO	20%
	INTERESTING	80%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	40%
	FAIRLY WELL OR BETTER	60%
PERCEIVED UTILIZATION OF TRAINING:	FAIRLY WELL OR BETTER	80%
	NOT REPORTED	20%

AVERAGE NUMBER OF TASKS PERFORMED: 42

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.37

JOB DIFFICULTY INDEX: 10.84

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	41%
D	TRAINING	12%
B	DIRECTING AND IMPLEMENTING	11%
A	ORGANIZING AND PLANNING	10%
E	SUPERVISING	9%

GROUP DIFFERENTIATING TASKS:

TASKS

M41 REVIEW AWAITING PARTS (AWP) LISTINGS FROM BASE SUPPLY, SUCH AS R-19 LISTS
D12 PRESENT LECTURES OR DEMONSTRATIONS
B11 SCHEDULE TRAINING SESSIONS
A10 PLAN LAYOUTS OF FACILITIES OR WORKSPACES
E9 REVIEW OR SIGN CIVILIAN PERFORMANCE RATINGS

GROUP ID NUMBER AND TITLE: GRP169 - RPC CLERK

NUMBER IN GROUP: 20 PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: TAC (25%), USAFE (20%), ATC (20%), SAC (15%), MAC (15%), ADCOM (5%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 39230 (80%), 39270 (20%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 2.8 YEARS

AVERAGE TIME IN SERVICE: 9.4 YEARS

AVERAGE NUMBER SUPERVISED: .3

EXPRESSED JOB INTEREST:	DULL	20%
	SO-SO	20%
	INTERESTING	60%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	25%
	FAIRLY WELL OR BETTER	75%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	25%
	FAIRLY WELL OR BETTER	75%

AVERAGE NUMBER OF TASKS PERFORMED: 13

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 3.96

JOB DIFFICULTY INDEX: 4.60

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
M PROCESSING SHOP WORK	91%

GROUP DIFFERENTIATING TASKS:

TASKS

M36 POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH AS STATUS BOARDS OR CONTROL BOARDS
M30 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)
M31 MAKE IN-PROGRESS WORK CHECKS
M4 COMPUTE BACKLOG DATA SUCH AS MANHOUR BACKLOG DATA

GROUP ID NUMBER AND TITLE: GRP075 - AGE PRODUCTION SCHEDULER

NUMBER IN GROUP: 45 PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: SAC (38%), TAC (36%), MAC (16%), ADCOM (4%), OTHER (4%)

LOCATION: CONUS (93%), OVERSEAS (4%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 39230 (40%), 39270 (53%), 39290 (7%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: 2%

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 3.9 YEARS

AVERAGE TIME IN SERVICE: 12.1 YEARS

AVERAGE NUMBER SUPERVISED: .4

EXPRESSED JOB INTEREST:	DULL	4%
	SO-SO	22%
	INTERESTING	71%
	NOT REPORTED	3%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	18%
	FAIRLY WELL OR BETTER	82%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	29%
	FAIRLY WELL OR BETTER	71%
AVERAGE NUMBER OF TASKS PERFORMED:		45
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.53
JOB DIFFICULTY INDEX:		11.92

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	36%
I	PLANNING AND SCHEDULING MAINTENANCE	27%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	11%
N	CONTROLLING MAINTENANCE	7%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	4%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	4%

GROUP DIFFERENTIATING TASKS:

TASKS	
I26	MAINTAIN MANUAL DELAYED DISCREPANCY FILES
M32	ORDER SUPPLIES NEEDED FOR IN-SHOP REPAIRS
I1	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS
M8	COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY
I25	INITIATE SCHEDULED INSPECTIONS
I2	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY OPERATIONAL OR FLYING REQUIREMENTS
M2	ASSIGN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT WORK

GROUP ID NUMBER AND TITLE: GRP083 - PMEL PRODUCTION SCHEDULER

NUMBER IN GROUP: 106 PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: SAC (28%), TAC (26%), USAFE (17%), MAC (10%), ATC (9%), AAC (3%), AFSC (3%), OTHER (5%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 39230 (34%), 39270 (66%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 5.3 YEARS

AVERAGE TIME IN SERVICE: 13.5 YEARS

AVERAGE NUMBER SUPERVISED: .5

EXPRESSED JOB INTEREST:	DULL	12%
	SO-SO	13%
	INTERESTING	71%
	NOT REPORTED	4%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	26%
	FAIRLY WELL OR BETTER	74%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	51%
	FAIRLY WELL OR BETTER	47%
	NOT REPORTED	2%
AVERAGE NUMBER OF TASKS PERFORMED:		39
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.36
JOB DIFFICULTY INDEX:		10.28

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	48%
I	PLANNING AND SCHEDULING MAINTENANCE	11%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	11%
N	CONTROLLING MAINTENANCE	7%
F	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	5%
A	ORGANIZING AND PLANNING	4%
E	SUPERVISING	3%

GROUP DIFFERENTIATING TASKS:

TASKS	
M41	REVIEW AWAITING PARTS (AWP) LISTINGS FROM BASE SUPPLY, SUCH AS R-19 LISTS
D12	PRESENT LECTURES OR DEMONSTRATIONS
B11	SCHEDULE TRAINING SESSIONS
A10	PLAN LAYOUTS OF FACILITIES OR WORKSPACE
E9	REVIEW OR SIGN CIVILIAN PERFORMANCE RATINGS

GROUP ID NUMBER AND TITLE: GRP101 - ENGINE CONTROL SCHEDULER

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: .6%

MAJCOM DISTRIBUTION: MAC (40%), ATC (40%), TAC (10%), PACAF (10%)

LOCATION: CONUS (90%), OVERSEAS (10%)

DAFSC DISTRIBUTION: 39230 (20%), 39270 (70%), 39290 (10%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 5.3 YEARS

AVERAGE TIME IN SERVICE: 15.2 YEARS

AVERAGE NUMBER SUPERVISED: 1.2

EXPRESSED JOB INTEREST:	SO-SO	10%
	INTERESTING	80%
	NOT REPORTED	10%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	10%
	FAIRLY WELL OR BETTER	80%
	NOT REPORTED	10%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	20%
	FAIRLY WELL OR BETTER	80%

AVERAGE NUMBER OF TASKS PERFORMED: 51

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.66

JOB DIFFICULTY INDEX: 13.28

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	26%
I	PLANNING AND SCHEDULING MAINTENANCE	23%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	16%
A	ORGANIZING AND PLANNING	7%
N	CONTROLLING MAINTENANCE	6%
K	COMPUTING AND DETERMINING MAINTENANCE INFORMATION	5%
E	SUPERVISING	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
M38	PREPARE OR REVIEW ENGINE STATUS REPORTING FORMS (AF FORM 1534)
M36	POST STATUS OF WORK IN PROGRESS ONTO VISUAL MEDIA SUCH POST STATUS OR CONTROL BOARDS
I33	POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS BOARDS OR CHARTS
M28	MAINTAIN LOGS OF STATUS OF EQUIPMENT IN MAINTENANCE
J19	PREPARE OR MAINTAIN HISTORICAL RECORDS SUCH AS SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)
M5	COMPUTE MANHOURS NEEDED TO ACCOMPLISH IN-SHOP MAINTENANCE
J22	REVIEW MASTER IDENTIFICATION (ID) INPUTS
N23	SELECT EQUIPMENT TO BE CANNIBALIZED

GROUP ID NUMBER AND TITLE: GRP056 - EQUIPMENT TRANSPORTER

NUMBER IN GROUP: 12 PERCENT OF SAMPLE: .7%

MAJCOM DISTRIBUTION: TAC (67%), USAFE (33%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 39230 (75%), 39270 (25%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 3.7 YEARS

AVERAGE TIME IN SERVICE: 8.9 YEARS

AVERAGE NUMBER SUPERVISED: .1

EXPRESSED JOB INTEREST:	DULL	8%
	SO-SO	25%
	INTERESTING	58%
	NOT REPORTED	9%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	33%
	FAIRLY WELL OR BETTER	67%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	33%
	FAIRLY WELL OR BETTER	67%

AVERAGE NUMBER OF TASKS PERFORMED: 12

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 3.97

JOB DIFFICULTY INDEX: 4.48

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	85%
E	SUPERVISING	4%

GROUP DIFFERENTIATING TASKS:

TASKS

M46 TRANSPORT EQUIPMENT TO, FROM, OR BETWEEN MAINTENANCE WORKCENTERS
M22 IDENTIFY REPARABLES
M11 COORDINATE MAINTENANCE TURNAROUND ACTIONS WITH UNITS
M47 UPDATE DIFM FILES BY COMPLETING DIFM CARDS OR INITIATING 1050-II BASE SUPPLY SYSTEM CORD FORMS (AF FORM 1998)
M39 RECONCILE DIFM LISTS SUCH R-26 REPORT

GROUP ID NUMBER AND TITLE: GRP045 - MAINTENANCE CONTROLLER

NUMBER IN GROUP: 14 PERCENT OF SAMPLE: .8%

MAJCOM DISTRIBUTION: SAC (50%), TAC (21%), ATC (21%), MAC (7%)

LOCATION: CONUS (79%), OVERSEAS (21%)

DAFSC DISTRIBUTION: 39230 (36%), 39270 (36%), OTHER AFSC (28%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 7.1 YEARS

AVERAGE TIME IN SERVICE: 12.2 YEARS

AVERAGE NUMBER SUPERVISED: 1.2

EXPRESSED JOB INTEREST:	SO-SO	21%
	INTERESTING	79%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	21%
	FAIRLY WELL OR BETTER	79%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	43%
	FAIRLY WELL OR BETTER	57%

AVERAGE NUMBER OF TASKS PERFORMED: 49

AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT: 4.41

JOB DIFFICULTY INDEX: 11.91

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
N	CONTROLLING MAINTENANCE	38%
I	PLANNING AND SCHEDULING MAINTENANCE	18%
M	PROCESSING SHOP WORK	16%
E	SUPERVISING	4%
L	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	4%
A	ORGANIZING AND PLANNING	4%
J	MAINTAINING MAINTENANCE DOCUMENTATION AND RECORDS	4%

GROUP DIFFERENTIATING TASKS:

TASKS

N22 POST OR MAINTAIN VISUAL MEDIA SUCH AS BOARDS OR CHARTS TO DEPICT STATUS AND LOCATION OF EQUIPMENT OR SPECIALISTS
N9 COORDINATE MUNITIONS LOADING OPERATIONS
N19 MONITOR OR OPERATE INTRABASE RADIO STATION
N1 ASSIGN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE JOBS
N18 INITIATE FOLLOW-UP OF SPECIALISTS ON DISPATCH
N13 DISPATCH WEAPONS SYSTEM MAINTENANCE SPECIALISTS TO PERFORM MAINTENANCE
N6 COORDINATE ACTIONS WITH COMMAND POST OR OPERATING REPRESENTATIVES VIA LINES SUCH AS HOTLINE TELEPHONES
N17 INITIATE CANNIBALIZATION CONTROL DOCUMENTS

GROUP ID NUMBER AND TITLE: GRP049 - DIFM MONITOR

NUMBER IN GROUP: 15 PERCENT OF SAMPLE: .9%

MAJCOM DISTRIBUTION: TAC (40%), SAC (20%), PACAF (13%), USAFE (7%), MAC (7%)
ATC (7%), AFSC (7%)

LOCATION: CONUS (73%), OVERSEAS (27%)

DAFSC DISTRIBUTION: 39230 (40%), 39270 (60%)

PERCENT MEMBERS WITH W-PREFIX IN DAFSC: NONE

AVERAGE GRADE: 5.1

AVERAGE TIME IN CAREER FIELD: 4.8 YEARS

AVERAGE TIME IN SERVICE: 12.3 YEARS

AVERAGE NUMBER SUPERVISED: .7

EXPRESSED JOB INTEREST:	DULL	20%
	SO-SO	27%
	INTERESTING	53%
PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	27%
	FAIRLY WELL OR BETTER	73%
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	27%
	FAIRLY WELL OR BETTER	73%
AVERAGE NUMBER OF TASKS PERFORMED:		11
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT:		4.48
JOB DIFFICULTY INDEX:		6.55

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
M	PROCESSING SHOP WORK	77%
A	ORGANIZING AND PLANNING	5%
E	SUPERVISING	5%

GROUP DIFFERENTIATING TASKS:

TASKS	
M39	RECONCILE DIFM LISTS SUCH AS R26 REPORTS
M47	UPDATE DIFM FILES BY COMPLETING DIFM CARDS OR INITIATING 1050-II BASE SUPPLY SYSTEM CARD FORMS (AF Form 1998)
M8	COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS WITH UNITS OF SUPPLY
M41	REVIEW AWAITING PARTS (AWP) LISTINGS FROM BASE SUPPLY, SUCH AS R-19 LISTS