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AUTOMATIC FLIGHT CONTROL SYSTEMS CAREER LADDER AFSC'S 32530, 32--ETC(U)  
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9 OCCUPATIONAL SURVEY REPORT.

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AUTOMATIC FLIGHT CONTROL SYSTEMS CAREER LADDER  
AFSC's 32530, 32550, 32570, and 32591.

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31 OCTOBER 1977

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USAF OCCUPATIONAL MEASUREMENT CENTER  
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## SUMMARY OF RESULTS

1. Survey Coverage: During the period 14 September 1976 to 6 January 1977, the job inventory was administered to job incumbents in the DAFSC 325X0 career ladder. The 1,204 incumbents making up the final survey sample represent 72 percent of the total AFS population of 1,667 members.
2. Career Ladder Structure: Eight major job groups were identified within the Automatic Flight Control Systems career ladder. Four of the groups were technical in nature while the remaining four groups involved supervisors, training personnel (FTD and Technical School), and quality control inspectors.
3. Analysis of DAFSC Groups: Task performance was found to be similar across the 5- and 7-skill levels, with both groups of incumbents performing technical tasks related to the maintenance of flight control and compass systems. In addition, 63 percent of the 5-skill level incumbents reported that they performed both flight line and in-shop maintenance but very few of the 7-skill level respondents indicated this dual function.
4. Comparison of Survey Data to AFR 39-1 Specialty Descriptions: The specialty descriptions were found to accurately reflect the duties and tasks performed by Automatic Flight Controllers.

## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Automatic Flight Control Systems Career Ladder, AFSC's 32530, 32550, 32570, 32591. The project was directed by USAF Program Technical Training, Volume 2, dated April 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Thomas Ulrich, Inventory Development Specialist. Mr. Harry G. Lawrence analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

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

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

This report has been reviewed and is approved.

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OCCUPATIONAL SURVEY REPORT  
AUTOMATIC FLIGHT CONTROL SYSTEMS (AFCS) CAREER LADDER  
(AFSCs 32530, 32550, 32570, 32591)

INTRODUCTION

This is a report of an occupational survey of the Automatic Flight Control Systems career ladder (AFSCs 32530, 32550, 32570, 32591) which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in October 1977. The previous occupational survey of this career ladder was published during March 1972.

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

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for this occupational survey was USAF Job Inventory, AFPT 90-325-248. Thorough research of career field publications and directives; utilization of previous task lists; personal interviews with 20 subject-matter specialists at five bases; and written reviews from 64 experienced Automatic Flight Control Systems personnel led to final development of the survey instrument, which consists of 487 tasks grouped under 18 duty headings.

During the period 14 September 1976 to 6 January 1977, Consolidated Base Personnel Offices in operational units, worldwide, administered inventory booklets to job incumbents holding the DAFSCs identified above. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the AFS 325X0/91 career ladder as of July 1976. Also reflected is the distribution, by major command, of incumbents in the final survey sample. The 1,204 incumbents making up this sample represent 72 percent of the total AFS population of 1,667 members. This sampling of career ladder members is considered to be an adequate and representative sampling of the overall career ladder.

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TABLE 1

COMMAND REPRESENTATION  
325X0

<u>COMMAND</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
MAC	28	29
SAC	27	29
TAC	20	18
USAFE	9	8
ATC	5	5
AFSC	2	0
ADC	1	1
PACAF	5	4
OTHER	<u>3</u>	<u>6</u>
	100	100

Total 325X0/91 incumbents assigned - 1667  
 Total 325X0/91 incumbents sampled - 1204  
 Percent of 325X0/91 incumbents sampled - 72%

## CAREER LADDER STRUCTURE

The job structure of the Automatic Flight Control Systems (AFCS) career ladder was determined on the basis of similarity in tasks performed by incumbents in the field. This analysis was conducted independent of any prescribing directive for classification or training. By utilizing the job structure as a starting point, the analyst is able to describe the career ladder as it presently exists, and in turn evaluate the current Airman Air Force Specialty Description (AFR 39-1), Specialty Training Standard (STS), and other pertinent career ladder documents. In addition, information concerning the necessity of shredsouts, possible classification problems, and other variables which can be of interest to training or personnel managers, are reported.

The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tend to be performed by the same incumbents; (2) the breadth or narrowness of jobs performed in the field; and (3) tasks and background characteristics used in distinguishing among different jobs within the career field. Structure analysis, therefore, provides an objective indication of the amount of job overlap among the various groups of incumbents included in the survey sample.

Based on task performance similarities, the best division of the jobs performed in the Automatic Flight Control Systems (AFCS) career ladder (AFS 325X0) was determined to be that illustrated in Figure 1. These groups are:

- I AFCS and Stability Augmentation Specialists (GRP198)
- II AFCS and Compass Systems Specialists (GRP126)
- III Self Testing AFCS Specialists (GRP095)
- IV Apprentice AFCS Specialists (GRP091)
- V Supervisory and Managerial Personnel (GRP051)
- VI Field Training Detachment (FTD) Instructors (GRP122)
- VII Quality Control Inspectors (GRP017)
- VIII Technical School Instructors (GRP114)

Eighty-six percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in Figure 1. The remaining 14 percent of the sample included members whose jobs were not associated with any of these major groupings.

## Group Descriptions

Brief descriptions of the eight groups which encompass the main functional responsibilities of the Automatic Flight Control Systems (AFCS) personnel are given below. More detailed summaries, representative tasks, and background information for 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 or training decisions.

### I. AFCS and Stability Augmentation Specialists (GRP198)

These 233 incumbents were primarily 5-skill level personnel assigned to TAC, PACAF, and USAFE. Principal tasks involved: checking, removing, installing, calibrating, and adjusting components of both Stability Augmentation and Automatic Flight Control Systems. Fifty-seven percent performed both flight line and in-shop maintenance tasks. The principal aircraft maintained by the majority of incumbents included: A-7D, F-4, RF-4C, C-130, C-135, and KC 135.

### II. AFCS and Compass Systems Specialists (GRP126)

Within this group of 352 incumbents, 70 percent were assigned to SAC and 18 percent to MAC. Aircraft worked on were B-52, C-130, C-135, C-141, and T-39. Fifty-one percent of the group members were in their first enlistment; and 85 percent were stationed in the CONUS. Seventy-three percent of the group worked both flight line and in-shop maintenance tasks. Incumbents perform tasks which involved removing, installing, adjusting, and calibrating AFCS's and compass systems.

### III. Self-Testing AFCS Specialists (GRP095)

The 179 survey respondents of this group were assigned to MAC, and work on the C-5, C-130, and C-141 aircraft. Eighty-nine percent were stationed in CONUS. Tasks performed related to: self testing AFCS on aircraft; handling, removing, installing, and checking AFCS's; and checking and repairing All Weather Landing Systems (AWLS), rotate and go-around systems, and compass systems.

### IV. Apprentice AFCS Specialists (GRP091)

Jobs performed by this group of 41 incumbents, primarily assigned to MAC and SAC, included: removing, installing, and checking AFCS and compass components. Considerable time is spent by group members on facilities clean-up and on preparation of maintenance data collection forms. Incumbents in this group perform a broad job, averaging 145 tasks, or 30 percent of of all job inventory tasks. Fifty-five percent of this group perform combined flight line and in-shop maintenance activities. Aircraft maintained by the majority of these personnel are: T-39, C-141, KC-135, EC-135, C-130, and B-52.

V. Supervisory and Managerial Personnel (GRP051)

This cluster of 186 incumbents consists of supervisors and managers who were engaged primarily in evaluating and counseling subordinates; assigning work; attending meetings or briefings; inspecting; and drafting and editing correspondence. Seventy-nine percent of the incumbents supervised one or more persons. Only five percent of the incumbents worked combined flight line and in-shop activities. Respondents in this group commonly described themselves as Maintenance Section NCOIC's, Assistant NCOIC's, Work Center Supervisors, and Maintenance Shift Supervisors.

VI. Field Training Detachment (FTD) Instructors (GRP122)

This small group of eight NCO's was composed of E-6's and E-7's assigned to Field Training Detachments. None of these incumbents were supervisors, and all were in ATC. These group members performed an average of 81 tasks. The tasks which respondents performed included conducting classroom training; preparing lesson plans; and developing, preparing or scoring tests. These incumbents reported spending 37 percent of their time performing technical tasks associated with instruction.

VII. Quality Control Inspectors (GRP017)

The 38 members of this cluster are engaged primarily in evaluation and inspection activities. The majority of respondents in this group called themselves inspectors. Tasks performance by this group included inspections of installed components; inspections of completed shop repairs; inspections of mechanical linkages, aircraft wiring, test equipment, and technical order files; evaluations of safety procedures, maintenance procedures, and inspection reports. This group averaged 47 tasks per member.

VIII. Technical School Instructors (GRP114)

This small group was composed of five members who were ATC Technical School Instructors at Chanute AFB, Il. These group members performed an average of less than eight tasks. Tasks performed were related to conducting formal classroom training, preparing training records, counseling individuals, and developing and maintaining technical order files. None of the personnel in this group were supervisors.



## ANALYSIS OF DAFSC GROUPS

Table 2 presents the percent time spent by all respondents on tasks within the major duties of the job inventory. In addition to performing general maintenance tasks, incumbents spend most of their time maintaining flight control and compass systems. Based on responses to the "present work assignment" question in the background section of the inventory booklet, 46 percent of the incumbents performed combined flight line and in-shop maintenance, 11 percent performed strictly flight line maintenance, and four percent performed strictly in-shop maintenance. The remaining 39 percent performed supervisory, inspection, staff, or training functions which were associated with all three work assignments.

The overall group of respondents was moderately similar in task performance. At the 5-skill level, incumbents are primarily involved with technical tasks involved with maintaining flight control and compass systems. Sixty-three percent of 5-skill level members perform both flight line and in-shop maintenance. Incumbents are most likely to perform such tasks as remove or install AFCS components on aircraft, perform safety wiring, perform complete operational checkouts of AFCS on aircraft, electrically null components, perform continuity tests on equipment or components, solder wiring or terminals, and initiate or complete maintenance data collection record forms (AFTO Form 349) and Repairable Item Processing Tag Forms (AFTO Form 350).

At the 7-skill level, incumbents continued to perform most of the same technical tasks they were performing at the 5-skill level. However, the job of 7-skill level incumbents is broader (more tasks performed) in that now incumbents were also performing some supervisory tasks and also tasks relating to inspecting and evaluating the work being performed by others. In addition, few 7-skill level incumbents reported that they were performing both flight line and in-shop maintenance tasks. In terms of task performance, 7-skill level personnel were more likely to inspect components after installation on aircraft or mock-ups, inspect aircraft wiring, and evaluate subordinates' work performance. As shown in Table 3, supervisory tasks were primarily the ones best differentiating the two skill levels.

At the 9-skill level, the job becomes one of a manager. Incumbents are now involved with staff meetings, preparing or endorsing APR's, attending maintenance briefings or debriefings, assigning work projects, and evaluating inspection reports. The relatively few technical tasks performed at this level include reviewing reports and listings, transporting supplies, and operating auxiliary ground equipment. Table 4 reflects those tasks which best differentiate the 9-skill level job from the 7-skill level job. As shown, technical tasks are more prevalent at the 7-skill level.

TABLE 2

## PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	TOTAL SAMPLE (N=1204)	DAFSC 32550 (N=724)	DAFSC 32570 (N=332)	DAFSC 32591 (N=54)
A PLANNING AND ORGANIZING	3	1	5	17
B DIRECTING AND IMPLEMENTING	6	3	11	23
C EVALUATING AND INSPECTING	6	2	13	21
D TRAINING	3	2	5	6
E MAINTAINING FORMS AND RECORDS	10	9	13	14
F PERFORMING SHOP OR FACILITY SUPPLY FUNCTIONS	4	4	5	7
G PERFORMING GENERAL MAINTENANCE TASKS	30	34	23	7
H CALIBRATING AND ADJUSTING TEST EQUIPMENT	5	5	5	2
I MAINTAINING REMOTE AND MAGNETIC COMPASS SYSTEMS	5	6	3	1
J MAINTAINING AUTOMATIC ASTROCOMPASS SYSTEMS	1	2	1	-
K MAINTAINING STABILITY AUGMENTATION SYSTEMS	6	8	4	1
L MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	12	14	8	1
M MAINTAINING STALL WARNING OR STALLMETER SYSTEMS	1	1	-	-
N MAINTAINING GO-AROUND SYSTEMS SUCH AS GAAS OR RGA SYSTEMS	1	1	1	-
O MAINTAINING ACTIVE LIFT DISTRIBUTION CONTROL SYSTEMS (ALDCS)	1	1	-	-
P MAINTAINING AUTOMATIC THROTTLE SYSTEMS	1	1	-	-
Q MAINTAINING PILOT ASSIST CABLE SERVO SYSTEMS (PACS)	1	1	-	-
R MAINTAINING SHOP EQUIPMENT AND FACILITIES	4	5	3	-

- LESS THAN ONE PERCENT

TABLE 3

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN DAFSC 32550 AND 32570  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 32550	DAFSC 32570	DIFFERENCE
C37 PREPARE OR INDORSE AIRMAN PERFORMANCE REPORTS (APRS)	22	70	-48
B14 EVALUATE SUBORDINATES' WORK PERFORMANCE	26	71	-45
B6 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	22	65	-43
C30 INSPECT SHOP OR WORK FACILITIES	21	64	-43
A4 CONDUCT OR PARTICIPATE IN SECTION OR ORGANIZATIONAL STAFF MEETINGS	7	48	-41
C27 INSPECT COMPONENTS AFTER INSTALLATION ON AIRCRAFT OR MOCK-UPS	39	80	-41
B11 DRAFT OR EDIT CORRESPONDENCE	5	46	-41
C3 EVALUATE CAUSES OF MISSION ABORTS OR MAINTENANCE DISCREPANCIES	14	54	-40
B34 SCHEDULE LEAVES OR PASSES	5	43	-38
C26 INSPECT COMPLETED SHOP REPAIRS	28	66	-38
C8 EVALUATE FLIGHT LINE SAFETY PRACTICES	7	45	-38
A19 PLAN OR SCHEDULE WORK ASSIGNMENTS	18	56	-38

TABLE 4

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN DAFSC 32570 AND 32591  
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 32570</u>	<u>DAFSC 32591</u>	<u>DIFFERENCE</u>
A8 DRAFT MAINTENANCE DIRECTIVES	15	74	-58
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	33	87	-54
A11 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	20	74	-54
G16 ELECTRICALLY NULL COMPONENTS	72	15	+57
G50 PERFORM SAFETY WIRING	70	15	+55
G92 SOLDER WIRING OR TERMINALS	66	11	+55
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	66	13	+53
G36 PERFORM CONTINUITY TESTS ON EQUIP- MENT OR COMPONENTS	70	17	+53
L12 ISOLATE MALFUNCTIONS ON AFCS ON AIRCRAFT USING TEST EQUIPMENT	64	13	+51
L20 PERFORM COMPLETE OPERATIONAL CHECKOUTS OF AFCS ON AIRCRAFT	66	15	+51

## COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

Survey results were compared to the AFR 39-1 job descriptions dated June 1977 for the 325X0 career ladder. Overall, these descriptions accurately reflect the duties and tasks performed by Automatic Flight Controllers.

## ANALYSIS OF CONUS/OVERSEAS GROUPS

Comparison of the tasks performed by the 578 5-skill level incumbents stationed within the CONUS and the 149 5-skill level incumbents stationed overseas revealed few differences between the two groups. CONUS members performed an average of 125 tasks compared to an average of 114 tasks for the overseas group.

Table 5 lists those 12 tasks showing the greatest difference in percent members performing. As shown, tasks involving aileron rudder interconnects were performed more by overseas personnel, while compass systems showed higher percentages of CONUS personnel performing related tasks.

TABLE 5

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN CONUS AND  
OVERSEAS RESPONDENTS HOLDING DAFSC 32550  
(PERCENT MEMBERS RESPONDING)

TASK	CONUS (N=578)	OVERSEAS (N=149)	DIFFERENCE
K14 PERFORM OPERATIONAL TESTS ON ARIS	24	54	-30
K5 ISOLATE MALFUNCTIONS ON COMPONENTS OF ARIS ON AIRCRAFT USING TEST EQUIPMENT	24	54	-30
K18 REMOVE OR INSTALL ARI COMPONENTS ON AIRCRAFT	25	54	-29
K20 REMOVE OR INSTALL STICK GRIPS	24	53	-29
K1 ADJUST AILERON RUDDER INTERCONNECTS (ARI) ON AIRCRAFT	23	50	-27
K4 ISOLATE MALFUNCTIONS ON COMPONENTS OF ARIS IN SHOP USING SHOP TEST EQUIPMENT	21	48	-27
G30 OPERATE OR INSPECT AGE SUCH AS NF-2 (LIGHT- ALL) LIGHT GENERATORS OR HYDRAULIC MULES	51	74	-23
K3 ADJUST STABILITY AUGMENTATION SYSTEMS ON AIRCRAFT	34	56	-22
L42 TEST FORCE-SWITCHES	32	52	-20
I18 PERFORM ELECTRICAL COMPASS SWINGS OF REMOTE OR MAGNETIC COMPASS SYSTEMS USING COMPASS CALIBRATORS SUCH AS MC-1	61	38	23
G96 SWING REMOTE COMPASS TRANSMITTERS	61	39	22
I3 INDEX OR ALIGN REMOTE OR MAGNETIC COMPASS SYSTEM TRANSMITTERS (FLUX VALVES) USING COMPASS CALIBRATORS SUCH AS MC-1	63	41	22

## ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the AFS 325X0/91 occupational survey, 7- or 9-skill level incumbents from using commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low difficulty to extremely high difficulty, with difficulty defined as the length of time required by an average incumbent to learn to do the task. Interrater agreement among the 78 raters was .97. Ratings were adjusted so that tasks of average difficulty had a rating of 5.00.

Of the 487 tasks in the job inventory, 251 were rated as above average in difficulty. Forty-one percent (104 tasks) of these tasks were supervisory or administrative tasks relating to job inventory duties "A" through "E", inclusively. The remaining 147 above-average-difficulty tasks proportionally represented the remaining technical tasks in duties "F" through "R". Table 6 presents the twelve technical tasks which were rated above average in difficulty that were performed by the largest percentages of Automatic Flight Control Systems (AFCS) specialists.

Table 7 presents the ten technical tasks rated below average in difficulty that were performed by the largest percentages of AFCS specialists. Most of these tasks relate to general maintenance functions such as removing or installing fuses, hoses, panel or indicating lights, and safety wiring. Other tasks involve the preparation of forms such as serviceability tags. Interestingly, general maintenance tasks (Duty G) were found in both the most difficult and the least difficult tasks.

TABLE 6

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED  
BY 60 PERCENT OR MORE OF SURVEY RESPONDENTS

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>	<u>DIFFICULTY INDEX</u>
L12 ISOLATE MALFUNCTIONS ON AFCS ON AIRCRAFT USING TEST EQUIPMENT	75	6.2
L13 ISOLATE MALFUNCTIONS ON COMPONENTS OF AFCS IN SHOP USING MOCK-UPS, TEST EQUIPMENT, OR TEST BENCHES	72	6.1
F12 PERFORM FUNCTIONAL CHECKS ON COMPONENTS OR PARTS RECEIVED FROM SUPPLY, DEPOT, OR MANUFACTURERS	65	5.8
L1 CALIBRATE OR ADJUST AUTOMATIC FLIGHT CONTROL SYSTEM (AFCS) COMPONENTS IN SHOP	68	5.7
L2 CALIBRATE OR ADJUST AFCS COMPONENTS ON AIRCRAFT	68	5.7
G86 RESEARCH PROCEDURES USING REPAIR MANUALS, DIAGRAMS, OR TOS	68	5.3
G3 BRIEF OR DEBRIEF FLIGHT CREWS	65	5.2
G19 INSPECT AIRCRAFT WIRING	76	5.2
H14 INSPECT TEST EQUIPMENT, MOCK-UPS, OR TEST BENCHES FOR HARDWARE OR SERVICEABILITY	67	5.2
G16 ELECTRICALLY NULL COMPONENTS	80	5.1
G72 REMOVE OR INSTALL RELAYS	68	5.0
L22 PERFORM OPERATIONAL CHECKOUTS OF AUTOMATIC TRIM SYSTEMS	62	5.0

TABLE 7

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED  
BY 70 PERCENT OR MORE OF SURVEY RESPONDENTS

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>	<u>DIFFICULTY INDEX</u>
R2 CLEAN SHOP FACILITIES	79	2.0
G50 PERFORM SAFETY WIRING	82	3.2
G88 REVIEW AIRCRAFT FORMS PRIOR TO APPLYING POWER OR HYDRAULIC PRESSURE TO SYSTEMS FOR REPAIR	72	3.3
G64 REMOVE OR INSTALL FUSES OR FUSE HOLDERS ON ELECTRONIC EQUIPMENT	75	3.4
G56 REMOVE OR INSTALL AIRCRAFT FUSES OR CIRCUIT BREAKERS	72	3.5
E14 INITIATE OR COMPLETE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	30	3.6
E12 INITIATE OR COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	82	4.0
G63 REMOVE OR INSTALL ELECTRICAL CABLE CONNECTORS SUCH AS CANNON PLUGS	75	4.2
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	81	4.3
G4 CANNIBALIZE PARTS OR COMPONENTS	73	4.4

## SUMMARY OF BACKGROUND DATA

### Job Satisfaction

Table 8 presents data on four factors relating to job satisfaction: job interest, utilization of talents, utilization of training, and reenlistment factors. Generally, AFCS incumbents' responses were less positive to inventory items relating to job satisfaction than the responses of a comparison sample of more than 16,000 respondents who were surveyed during CY 1976. Sixty-nine percent of AFCS respondents reported their jobs as being at least fairly interesting compared to 80 percent of the CY 1976 sample. Concerning perceived utilization of talents, 73 percent of AFCS incumbents reported that their talents were at least fairly well utilized-compared to 85 percent of the CY 1976 group surveyed. Perceived utilization of training data showed that 73 percent of AFCS personnel responded that their training was being used fairly well or better-compared to 83 percent of CY 1976 respondents. Fifty-two percent of all AFCS survey incumbents responded that they would definitely or probably reenlist.

### Duty Schedules and Hours

Tables 9 through 11 portray job related data concerning: work schedules, duty hours, and standby duty requirements. Generally, about one-half of the respondents worked other than day shifts; about one-half worked more than 40 hours a week; and about two-thirds performed standby duty during off-duty time.

TABLE 8

JOB SATISFACTION DATA FOR DAFSC 325X0 PERSONNEL  
BY PERCENT MEMBERS RESPONDING

	FIRST ENLISTMENT N=551	SECOND THROUGH FIFTH ENLISTMENT N=652	TOTAL SAMPLE N=1204	COMBINED DATA ON PERSONNEL SURVEYED IN 1976
<u>JOB INTEREST</u>				
DULL	16	13	14	9
SO-SO	22	13	17	11
INTERESTING	62	74	69	80
NOT REPORTED	-	-	-	-
<u>UTILIZATION OF TALENTS</u>				
NOT AT ALL OR VERY LITTLE	35	20	27	15
AT LEAST FAIRLY WELL	65	80	73	85
NOT REPORTED	-	-	-	-
<u>UTILIZATION OF TRAINING</u>				
NOT AT ALL OR VERY LITTLE	31	23	26	17
AT LEAST FAIRLY WELL	69	76	73	83
NOT REPORTED	-	1	1	-
<u>REENLISTMENT PLANS</u>				
NO OR PROBABLY NO	68	31	48	27
YES OR PROBABLY YES	32	68	52	73
NOT REPORTED	-	-	-	-
<u>ACTUAL REENLISTMENT (PER USAF/MPC)</u>			<u>CAREER</u>	
AFS 325X0 (FY76)	25	*	89	
USAF-WIDE (FY76)	37	*	91	

\* NOT AVAILABLE

**TABLE 9**  
**WORK SCHEDULE DATA IN PERCENT MEMBERS RESPONDING**  
**YES TO EACH CATEGORY**

	<u>1ST</u> <u>ENLISTMENT</u>	<u>49-241</u> <u>MONTHS</u>	<u>TOTAL</u> <u>SAMPLE</u>
DAY SHIFT	49	42	55
SWING SHIFT	29	36	23
MID SHIFT	11	14	9
12 HOUR DAY	1	-	2
12 HOUR NIGHT	-	-	-
ROTATING 8 HOUR SHIFTS	6	6	7
ROTATING 12 HOUR SHIFTS	1	-	1
NOT REPORTED	3	2	3

**TABLE 10**  
**HOURS OF DUTY PER WEEK DATA IN PERCENT MEMBERS RESPONDING**  
**YES TO EACH CATEGORY**

	<u>1ST</u> <u>ENLISTMENT</u>	<u>49-241</u> <u>MONTHS</u>	<u>TOTAL</u> <u>SAMPLE</u>
LESS THAN 40 HOURS	5	6	3
40 HOURS	48	54	43
41-50 HOURS	39	35	43
51-60 HOURS	7	3	10
61-70 HOURS	-	-	1
71-80 HOURS	-	-	-
OVER 80 HOURS	-	-	-
NOT REPORTED	1	2	-

TABLE 11

STANDBY DUTY REQUIREMENTS DATA IN PERCENT  
MEMBERS RESPONDING YES TO EACH CATEGORY

	<u>1ST</u> <u>ENLISTMENT</u>	<u>49-241</u> <u>MONTHS</u>	<u>TOTAL</u> <u>SAMPLE</u>
DO YOU PERFORM STANDBY DUTY DURING OFF-DUTY TIME			
YES	72	64	67
APPROXIMATE NUMBER OF DAYS PER MONTH ON STANDBY			
LESS THAN ONE DAY	14	19	11
1-2 DAYS	42	34	38
3-4 DAYS	13	13	13
5-6 DAYS	1	2	2
7 DAYS OR MORE	2	5	4

COMPARISON WITH PREVIOUS STUDY

The current study was compared to an Occupational Survey Report completed in March 1972. Both studies showed a high degree of homogeneity in task performance among career ladder incumbents. Similar groups of jobs were also found (See Table 12 for comparison). Perhaps the primary difference found concerned the specialization in shop vs flight line tasks. Responses by this survey's job incumbents imply that today's AFCS personnel are not as specialized in shop vs flight line unique tasks as were 1972 AFCS specialists.

TABLE 12

COMPARISON OF JOB GROUPS IDENTIFIED IN 1972 AND 1977 STUDIES

1977 SURVEY CLUSTERS (N=1497)	1971 SURVEY CLUSTERS (N=1204)
AFCS AND STABILITY AUGMENTATION SPECIALISTS (19%)	GENERAL AUTOMATIC FLIGHT CONTROLS SYSTEMS SPECIALISTS (51%)
AFCS AND COMPASS SPECIALISTS (29%)	FLIGHT LINE AFCS SPECIALISTS (8%)
SELF-TESTING AFCS SPECIALISTS (15%)	
SUPERVISORS AND MANAGERS (15%)	AFCS SHOP SUPERVISORS (2%)
	WORKING SUPERVISORS (27%)
APPRENTICE AFCS SPECIALISTS (3%)	SHOP APPRENTICE (-)
	GENERAL APPRENTICES (1%)
QUALITY CONTROL (3%)	AVIONIC SHOP CHIEFS AND QUALITY CONTROL INSPECTORS (3%)
FTD INSTRUCTORS (-)	TRAINING INSTRUCTORS (2%)
TECHNICAL SCHOOL INSTRUCTORS (-)	

- LESS THAN 1%

SUMMARY OF FINDINGS

1. The Automatic Flight Control Systems (AFCS) career ladder was found to be fairly homogeneous in terms of task performance among group members. Very little difference, other than an increase in supervisory duties, was found in task performance as incumbents advanced from the 5- to 7-skill level.
2. A good portion of 5-skill level incumbents reported that they were performing both flight line and in shop maintenance, while few 7-skill levels made this statement.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP198 AFCS AND STABILITY AUGMENTATION SPECIALIST

PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: TAC (53%), USAFE (23%), PACAF (10%)

LOCATION: CONUS (64%)

DAFSC DISTRIBUTION: 32530 (7%), 32550 (81%), 32570 (11%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 63 PERCENT FIRST TERM INCUMBENTS

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (60%)  
SO-SO OR DULL (40%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 110

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL MAINTENANCE TASKS	36
K MAINTAINING STABILITY AUGMENTATION SYSTEMS	18
L MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	17
E MAINTAINING FORMS AND RECORDS	8

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H11 CALIBRATE OR ADJUST MOCK-UPS OR MOCK-UP COMPONENTS	99
L12 ISOLATE MALFUNCTIONS ON AFCS ON AIRCRAFT USING TEST EQUIPMENT	97
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	98
K9 ISOLATE MALFUNCTIONS ON STABILITY AUGMENTATION SYSTEMS ON AIRCRAFT USING TEST EQUIPMENT	96
K12 PERFORM COMPLETE OPERATIONAL CHECKS OF STABILITY AUGMENTATION SYSTEMS	99
L20 PERFORM COMPLETE OPERATIONAL CHECKOUTS OF AFCS ON AIRCRAFT	97

GROUP ID NUMBER AND TITLE: GRP126 AFCS AND COMPASS SYSTEMS SPECIALISTS

PERCENT OF SAMPLE: 29%

MAJOR COMMAND DISTRIBUTION: SAC (70%), MAC (18%)

LOCATION: CONUS (85%)

DAFSC DISTRIBUTION: 32530 (6%), 32550 (74%), 32570 (19%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: 38 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 61 PERCENT FIRST TERM INCUMBENTS

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (71%)  
SO-SO OR DULL (29%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL OR BETTER (78%)  
VERY WELL OR NOT AT ALL (22%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (74%)  
VERY LITTLE OR NOT AT ALL (26%)

AVERAGE NUMBER OF TASKS PERFORMED: 147

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL MAINTENANCE TASKS	39
L MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	12
E MAINTAINING FORMS AND RECORDS	9
I MAINTAINING REMOTE AND MAGNETIC COMPASS SYSTEMS	9
H CALIBRATING AND ADJUSTING TEST EQUIPMENT	7

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G50 PERFORM SAFETY WIRING	98
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	94
E12 INITIATE OR COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	91
L13 ISOLATE MALFUNCTIONS ON COMPONENTS OF AFCS IN SHOP USING MOCK-UPS, TEST EQUIPMENT, OR TEST BENCHES	93
L20 PERFORM COMPLETE OPERATIONAL CHECKOUTS OF AFCS ON AIRCRAFT	91

GROUP ID NUMBER AND TITLE: GRP095 SELF-TESTING AFCS SPECIALISTS

PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: MAC (98%)

LOCATION: CONUS (89%)

DAFSC DISTRIBUTION: 32530 (3%), 32550 (78%), 32570 (17%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 58 PERCENT FIRST TERM INCUMBENTS

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (70%)  
SO-SO OR DULL (30%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL OR BETTER (70%)  
VERY LITTLE OR NOT AT ALL (30%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (78%)  
VERY LITTLE OR NOT AT ALL (22%)

AVERAGE NUMBER OF TASKS PERFORMED: 145

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL MAINTENANCE TASKS	27
L MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	14
E MAINTAINING FORMS AND RECORDS	7
I MAINTAINING REMOTE AND MAGNETIC COMPASS SYSTEMS	6
K MAINTAINING STABILITY AUGMENTATION SYSTEMS	6

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	99
L10 ISOLATE MALFUNCTIONS ON AFCS ON AIRCRAFT USING SELF-TEST CAPABILITIES	95
E12 INITIATE OR COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	92
L20 PERFORM COMPLETE OPERATIONAL CHECKOUTS OF AFCS ON AIRCRAFT	97
L24 PERFORM OPERATIONAL TESTS ON ALL WEATHER LANDING SYSTEMS (AWLS)	90

GROUP ID NUMBER AND TITLE: GRP091 APPRENTICE AFCS SPECIALIST

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: MAC (63%), SAC (29%)

LOCATION: CONUS (93%)

DAFSC DISTRIBUTION: 32530 (29%), 32550 (66%), 32570 (5%)

AVERAGE GRADE: 3.1

AMOUNT OF SUPERVISION: 2 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 85 PERCENT FIRST TERM INCUMBENTS

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (68%)  
SO-SO OR DULL (32%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL OR BETTER (32%)  
VERY LITTLE OR NOT AT ALL (68%)

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

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL MAINTENANCE TASKS	32
L MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	20
I MAINTAINING REMOTE AND MAGNETIC COMPASS SYSTEMS	11
E MAINTAINING FORMS AND RECORDS	7

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L33 REMOVE OR INSTALL AFCS COMPONENTS ON AIRCRAFT	100
E12 INITIATE OR COMPLETE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	73
R6 MAINTAIN FACILITY GROUNDS OTHER THAN ON FLIGHT LINES SUCH AS MOWING LAWNS, CLEANING, OR POLICING	68
R2 CLEAN SHOP FACILITIES	95
I12 REMOVE OR INSTALL REMOTE OR MAGNETIC COMPASS SYSTEM COMPONENTS ON AIRCRAFT	88

GROUP ID NUMBER AND TITLE: GRP051 SUPERVISORY AND MANAGERIAL PERSONNEL

PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: TAC (26%), SAC (25%), MAC (19%), USAFE (16%)

LOCATION: CONUS (74%)

DAFSC DISTRIBUTION: 32530 (1%), 32550 (11%), 32570 (61%), 32591 (25%)

AVERAGE GRADE: 6.4

AMOUNT OF SUPERVISION: 79 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: FOUR PERCENT FIRST TERM INCUMBENTS

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (78%)  
SO-SO OR DULL (22%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 175

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	17
C EVALUATING AND INSPECTING	15
G PERFORMING GENERAL MAINTENANCE TASKS	15
E MAINTAINING FORMS AND RECORDS	15
A PLANNING AND ORGANIZING	10

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B14 EVALUATE SUBORDINATES' WORK PERFORMANCE	92
B1 ASSIGN WORK PROJECTS TO SUBORDINATES	95
B2 ATTEND MAINTENANCE BRIEFINGS OR DEBRIEFINGS	91
C3 EVALUATE CAUSES OF MISSION ABORTS OR MAINTENANCE DISCREPANCIES	87
B6 COUNSEL PERSONNEL ON PERSONAL OR MILITARY- RELATED PROBLEMS	96

GROUP ID NUMBER AND TITLE: GRP122 FIELD TRAINING DETACHMENT (FTD) INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (87%)

DAFSC DISTRIBUTION: 32570 (100%)

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: NONE

PERCENT OF GROUP IN FIRST ENLISTMENT: NONE

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (100%)  
SO-SO OR DULL (0%)

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

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (12%)  
VERY LITTLE OR NOT AT ALL (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 81

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL MAINTENANCE TASKS	29
D TRAINING	26
E MAINTAINING FORMS AND RECORDS	12
H CALIBRATING AND ADJUSTING TEST EQUIPMENT	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D4 CONDUCT FORMAL CLASSROOM TRAINING	100
D21 PREPARE LESSON PLANS FOR FORMAL TRAINING	100
E24 MAINTAIN TECHNICAL ORDER (TO) FILES	100
E15 INSPECT TECHNICAL ORDER (TO) FILES	100
G100 VERIFY TECHNICAL DATA	100
H14 INSPECT TEST EQUIPMENT, MOCK-UPS, OR TEST BENCHES FOR HARDWARE OR SERVICEABILITY	100

GROUP ID NUMBER AND TITLE: GRP017 QUALITY CONTROL INSPECTORS

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (42%), USAFE (18%), MAC (13%), TAC (13%)

LOCATION: CONUS (74%)

DAFSC DISTRIBUTION: 32550 (3%), 32570 (87%), 32591 (10%)

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: NONE

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (85%)  
SO-SO OR DULL (15%)

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

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (74%)  
VERY LITTLE OR NOT AT ALL (26%)

AVERAGE NUMBER OF TASKS PERFORMED: 47

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C EVALUATING AND INSPECTING	41
E MAINTAINING FORMS AND RECORDS	15
B DIRECTING AND IMPLEMENTING	13

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C27 INSPECT COMPONENTS AFTER INSTALLATION ON AIRCRAFT OR MOCK-UPS	82
C26 INSPECT COMPLETED SHOP REPAIRS	76
C30 INSPECT SHOP OR WORK FACILITIES	79
C36 PREPARE INSPECTION REPORTS OR ACTIVITY REPORTS	74
C8 EVALUATE FLIGHT LINE SAFETY PRACTICES	82

GROUP ID NUMBER AND TITLE: GRP114 TECHNICAL SCHOOL INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 32550 (80%), 32570 (20%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: NONE

PERCENT OF GROUP IN FIRST ENLISTMENT: 20%

EXPRESSED JOB INTEREST: FAIRLY INTERESTING OR BETTER (100%)  
SO-SO OR DULL (0%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 8

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	72

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D4 CONDUCT FORMAL CLASSROOM TRAINING	80
D23 PREPARE STUDENT TRAINING RECORDS	100
D7 COUNSEL INDIVIDUALS ON TRAINING PROGRESS	80
D21 PREPARE LESSON PLANS FOR FORMAL TRAINING	80
E24 MAINTAIN TECHNICAL ORDER (TO) FILES	60