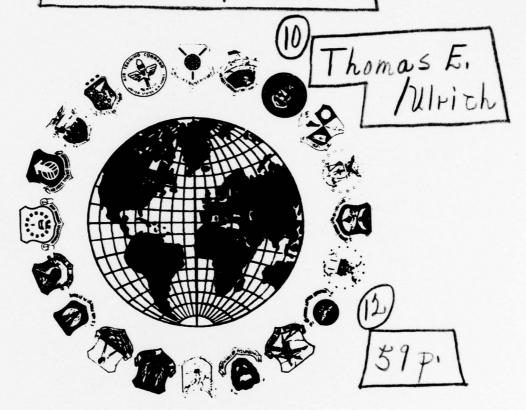


AD No.

OCCUPATIONAL SURVEY
SPECIAL REPORTS





W-PREFIX (MMICS) MAINTENANCE MANAGEMENT
CAREER LADDER PERSONNEL)

DAFSC W392XO

AFPT-99-392-334A

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

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# USAFOMC OCCUPATIONAL SURVEY SPECIAL REPORT

TITLE: W-Prefix (MMICS) Maintenance Management Career Ladder Personnel

AUTHOR: Captain Thomas E. Ulrich

ABSTRACT: This special report is part of a comprehensive occupational survey of the Maintenance Management career ladder which will be completed by mid 1978. Classification personnel of the AFMPC requested information about the job performed by MMICS Files Maintenance (W-prefix) personnel. The overall finding of this analysis is that the W-prefix personnel perform a function which is distinct from the rest of the 392XO career ladder.

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## OCCUPATIONAL SURVEY SPECIAL REPORT W-PREFIX (MMICS) MAINTENANCE MANAGEMENT CAREER LADDER PERSONNEL

#### Introduction

In a letter dated 10 Jan 77, AFMPC/DPMRPQ requested an abbreviated occupational survey to study the Maintenance Management career ladder with emphasis on the job performed by personnel with the W-prefix, the Maintenance Management Information Control System (MMICS) Files Maintenance function. Evaluation of career field documents and training materials and a visit to the training center at Chanute AFB revealed that the project should be conducted as an occupational survey of the entire 392XO career ladder. Complete redevelopment of the job inventory for the basic maintenance management duties as well as the addition of MMICS Files Maintenance duties were required. In order to be responsive to the using agencies, including AFMPC/DPMRPQ, two reports were projected: an initial report comparing W392XO with the rest of the Maintenance Management career ladder, and a complete Occupational Survey Report covering the Maintenance Management career ladder.

This document is the initial report. It describes the development and administration of the survey instrument and presents a comparison between task and background data of DAFSC W392XO individuals with DAFSC 392XO personnel who do not hold the W-prefix in their DAFSC. An extract of survey data, consisting of four pertinent computer printouts, is attached as part of this report.

### Development and Administration

The data collection instrument for this survey was USAF Job Inventory AFPT 90-392-334. The inventory booklet was composed of two parts: a background information section in which job incumbents provided information about themselves, and a duty-task list section which assessed percent members performing and the relative amount of time spent on tasks performed. The latter section consisted of 338 tasks grouped under 15 duty headings. Thorough research of publications and directives and personal interviews with 25 subject matter specialists contributed to the development of the survey instrument.

The tasks included in the job inventory were designed to cover the range of jobs that could be performed by a maintenance manager working in any DAFSC 392XO position. Tasks specific to the different categories of maintenance management, such as scheduling, documentation, shop work, and files maintenance were included under appropriate duty headings. Tasks related to basic management, supervision, and training were also included in order to obtain a picture of the complete job performed by an incumbent.

Survey administration occurred during June through August 1977. Consolidated base personnel offices at operational bases worldwide received the inventory booklets for administration to incumbents holding DAFSC 392XO. The returns from DAFSC 392XO personnel represent 70 percent of the assigned Maintenance Management career ladder strength as of December 1977. The sample population for the analysis included 222 respondents with DAFSC W392XO and 1431 DAFSC 392XO respondents who did not have the W-prefix.

Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of December 1977. Also reflected is the distribution, by major command, of incumbents in the survey sample; population and sample data is listed for both the "W392XO" and "392XO-except W-prefix" groups. The 222 W392XO respondents in the sample represent 67 percent of the 332 members assigned to the W392XO function, while the 1,431 392XO respondents without the W-prefix represent 71 percent of the 2,019 members assigned to the Maintenance Management career ladder without a W-prefix. These samples are considered to be a valid representation of career field distribution.

Fifty operational units were also identified from a listing furnished by the Air Force Data Systems Design Center as probably having at least one individual in a DAFSC other than 392XO or W392XO who performs MMICS Files Maintenance duties; these units were sent job inventories and instructed to have the booklets completed by MMICS Files Maintenance personnel with DAFSCs other than 392XO. Booklets from 53 respondents holding DAFSCs outside the Maintenance Management career ladder were received. These individuals primarily held DAFSCs of 431X1E, 443X0G, 316XOG, and 541XO. The data from this group reveal that many of these 53 respondents perform essentially the same job as the W392XO personnel, although the rest do not follow any consistent pattern in terms of their responses. Consequently, this group of 53 has not been analyzed as a separate entity at this time and has been excluded from the 392X0/W392X0 sample. In the occupational survey report on the Maintenance Management career ladder, the survey data on these 53 respondents will be addressed in more detail.

# Comparison Between DAFSC W392XO Functions and 392XO Functions Without W-Prefix

Selected background variables from the job inventory reveal the basic demographic similarities and differences between the W392XO incumbents and the 392XO incumbents without the W-prefix. These variables are presented in Table 2. The two groups have essentially the same average grade, time in service, and time in their career field. The W392XO incumbents have less time in their DAFSC (probably a reflection of the time that the W-prefix has been in effect), and on the average they supervise fewer people than do the 392XO individuals without the W-prefix. In terms of the average number of tasks performed, the average W392XO incumbent performs 33 percent more tasks than the 392XO incumbent without the W-prefix.

TARLE 1

COMMAND REPRESENTATION OF W392XO AND 392XO (EXCEPT W-PREFIX) SURVEY SAMPLE

	COMMAND SAC TAC MAC USAFE ATC ADCOM PACAF	ASSIGNED  ASSIGNED  23  20  27  27  4  4	PERCENT OF W392X0 IN SAMPLE 24 21 20 11 9 4 4	PERCENT OF NON W392X0 ASSIGNED 27 27 14 12 7 4	PERCENT OF NON W392XO IN SAMPLE 28 28 15 13 7 4
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Total W392XO Incumbents Assigned - 332

Total W392XO Incumbents Sampled - 222

Percent of W392XO Respondents Sampled - 67%

Total 392XO (except W) Incumbents Assigned - 2019

Total 392XO (except W) Incumbents Sampled - 1431

Percent of 392XO (except W) Respondents Sampled - 71%

TABLE 2

SUMMARY OF SELECTED BACKGROUND VARIABLES FOR COMPARISON OF W392XO WITH NON W-PREFIX 392XO

	W-392X0 (N=222)	392XO (Other than W-prefix) (N=1431)
Average Grade (SSgt = 5)	5.8	5.5
Average TAFMS (Months)	171	167
Average Time in Career Field (Months)	50	52
Average Time in DAFSC (Months)	33	48
Average Number of Personnel Supervised	2.4	3.4
Average Number of Tasks Performed	65	49

Other background variables from the job inventory reflect differences between the functions performed by W392XO respondents and the 392XOs without the W-prefix. Responses to the question "What job titles apply ap to the functions you perform in your present job?" are presented in Table 3. "Files Maintenance Monitor" and "Documentation Monitor" are job titles which are common in the W392XO function but much less so in the 392XO respondents without the W-prefix. Conversely, the titles of "Production Shop Scheduler" and "DIFM Monitor" describe the functions of DAFSC 392XO respondents without the W-prefix but not the W392XO job.

To present the task data two computer printouts labeled "All Amn in DAFSC 392X0 (Except W392X0)" and "All Amn in DAFSC W392X0" are attached as Appendix A and Appendix B. They reflect the duties and tasks performed for the 392X0 respondents without the W-prefix and the W392X0 respondents, respectively. In these printouts duties and tasks are listed in descending order of average percent time spent by all members in the group. The columnar information in these printouts includes percent of incumbents performing each task, average percent time spent by those incumbents who indicated they perform the task, average percent time spent for all members, and the cumulative sum of average percent time spent by all members (see Appendixes A and B, columns 1-4, respectively).

When examining task performance, the average percent time spent is most meaningful as a method of ranking tasks in order of time spent. When tasks relating to a similar duty are grouped together, the percent time spent for each task can be summed. This provides a total amount of time spent in duty area and allows a more meaningful comparison in the amount of time spent between duty areas.

Examination of the task performance of the W392XO and the 392XOs without the W-prefix reveals the following findings. Of the 15 duty areas listed in the inventory booklet, the performance of tasks in Duty G ("Performing Files Maintenance Functions") and Duty L ("Managing and Updating Automated Maintenance Records") accounts for 50 percent of the job time of the W392XO respondents, whereas these two duties account for only seven percent of the job time of the 392XO respondents without the W-prefix. For the DAFSC 392XO respondents without the W-prefix, Duty M ("Processing Shop Work") and Duty I ("Planning and Scheduling Maintenance") account for 50 percent of their job time, whereas Duties M and I account for only 15 percent of the job time of the W392XO respondents.

Survey data indicate that 49 tasks account for 50 percent of the W392XO incumbents' time. As shown in the second computer printout (Appendix B), 43 of the top 49 tasks are from Duties G and L; of the six tasks remaining, five are general management tasks (e.g., A-9, "Draft correspondence, such as letters, forms, messages or reports") and only one is a technical task outside Duties G and L (I-36, "Prepare or maintain mechanized reports on aerospace vehicle or equipment status, inventory, or utilization"). Examining the data of the 392XO incumbents without

TABLE 3

RESPONSES TO THE BACKGROUND ITEM "INDICATE ANY JOB TITLE(S) THAT APPLY TO THE FUNCTIONS YOU PERFORM IN YOUR CURRENT JOB"

	PERCENT	RESPONDING
JOB TITLE	W392X0 (N=222)	Non W392X0 (N=1431)
Files Maintenance Monitor	82	11
Documentation Monitor	39	15
AVDO	21	5
Time Change Monitor	28	13
TCTO Monitor	28	20
Aircraft Scheduler	26	32
Local Manufacture Monitor	2	23
AWAP Monitor	2	23
DIFM Monitor	1	35
Production Shop Scheduler	2	40

the W-prefix (Appendix A), 55 tasks, primarily tasks from Duties M and I, account for 50 percent of their time. There is essentially no overlap between the two groups; only five tasks are repeated in the listing of tasks accounting for half the job time in each group. Four of the five overlapping tasks are general (A-3, A-9, B-1, and B-2) and the one technical task, L-15 ("Open or close remote devices"), appears to be a very elementary task.

Appendix C, labeled "Percent Members Performing Tasks by Selected Groups" presents the tasks listed in the order in which they appeared in the job inventory. The first column shows the percent of the 392XO respondents without the W-prefix who perform the task, and the second column shows the percent of the W392XO respondents who perform it. Examination of the printout permits a comparison between the two groups on each task in the inventory.

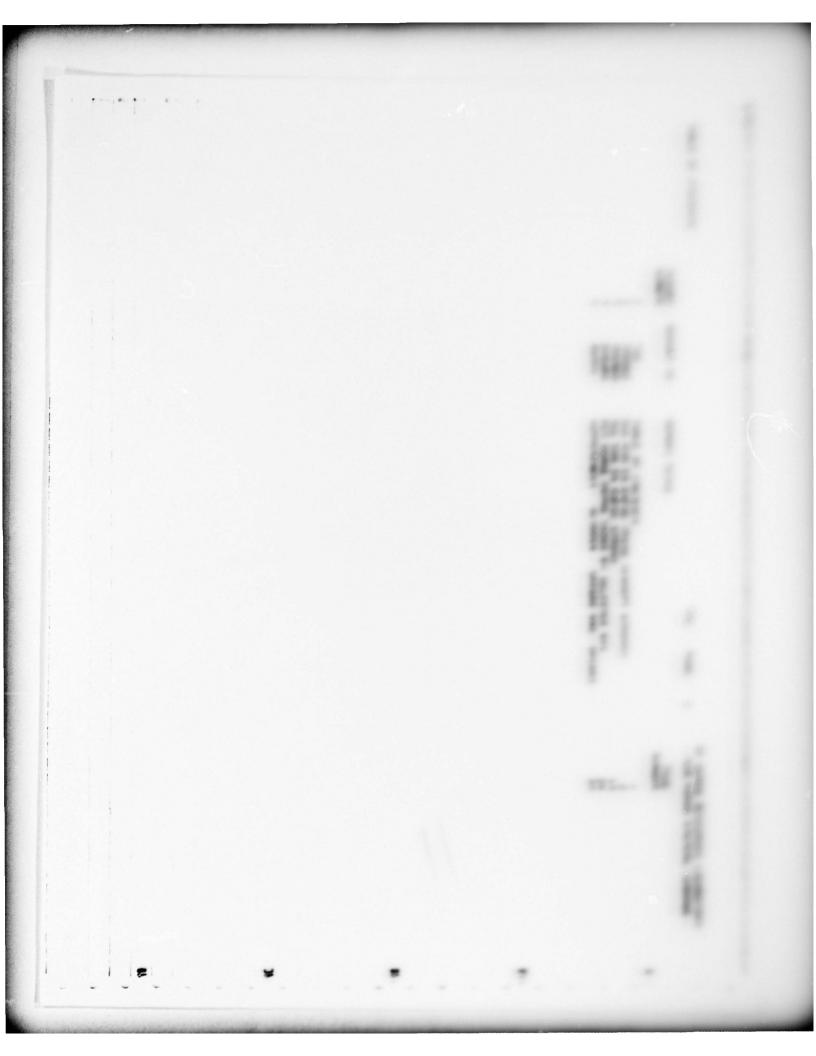
A more structured comparison between the task performance of W392X0 respondents and that of the 392XO respondents without the W-prefix is presented in the fourth computer printout attached to this report (see Appendix D, "Difference between SPC002 and SPC003"). The tasks in this printout are listed in the order of amount of difference in percent of members performing by each group; the difference is computed as the percent of the 392XO respondents without the W-prefix who performed a task minus the percent of W392XO respondents performing the task. The tasks at the beginning of the list are the tasks performed primarily by DAFSC 392XO individuals without the W-prefix. The difference between the two groups (shown in column 3 of the printout) decreases as the listing proceeds, until the difference begins to reflect negative numbers, meaning that a greater percentage of W392XOs perform the task than respondents without the W-prefix. The absolute values then increase for the remainder of the tasks, until the tasks listed at the end of the printout (largely from Duty G, "Performing Files Maintenance Functions") are those performed primarily by W392XO individuals.

The overall finding is that W392XO, MMICS Files Maintenance, constitutes a distinct function from the rest of the 392XO career ladder. It is not a subset of 392XO, but rather it is a relatively homogeneous function whose focus is separate from rest of the career ladder.

#### Summary

This report, along with four computer printouts, presents a job description for the W392XO function, MMICS Files Maintenance. The data indicate that the W-prefix of DAFSC 392XO is a function distinct from the rest of the Maintenance Management career ladder. Further examination of the entire career area will include a detailed analysis of all the maintenance management non-W prefix functions, and the expanded results will be presented in the regular Occupational Survey Report of the AFSC 392XO career ladder.

APPENDIX A



IN DESCENDING	INFORMATION LISTED BELOW, FROM	DUTY AND TASK
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ALL GROUP MI	392XO CAREER FIELD. TASKS	ROUP, BASED
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DUTY AND TASK PERFORMANCE DATA FOR SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 392XO CAREER FIELD. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.

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	85.75	.23	1.44	16.28	10 PRESENT INFORMATIONAL BRIEFINGS OF PRESENTATIONS SUCH AS	1.4	(1)
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APPENDIX B

MAINTENANCE ADMINISTRATION FUNCTIONS	PERFORMING PLANS, MOBILITY, AND	CONTROLLING MAINTENANCE	COMPUTING AND DETERMINING MAINTENANCE INFORMATION	PROCESSING SHOP BORK	PERFORMING SYSTEMS ANALYSIS AND	TRAINING	INSPECTING AND EVALUATING	DIRECTING AND IMPLEMENTING	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	SUPERVISING	ORGANIZING AND PLANNING	TATALAND DECORDS	TOTAL TELES TO A CONTROLLING TARREST TARE	DIALEGARD AND COUNTY OF BOARD OF THE PROPERTY AND COUNTY OF THE PROPERTY OF TH	PERFORMING FILES MAINTENANCE FUNCTIONS	DOITY LASK ILILE		PERCENT OF REMSERS PERFORMIZED	AVERAGE PERCENT TIME SPENT BY EMERGES PERFORMING	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	CUMULATIVE SUM OF AVERAGE PERCENT	DUTY JOB DESCRIPTION CASES TASKS DUTIES MERS	DUTY AND TASK PERFORMANCE DATA FOR SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 392XD CAREER FIELD. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.	
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	99.97	99.66	98.96	97.52	95.87	94.08	91.93	89.52	86.59	83.15	73.60		10.50		35.16						:			

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AF HUMAN RESOURCES LABORATORY AIR FORCE SYSTEMS COMMAND

ANN IN DAFSC W392XD

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VERIFY NATIONAL SUPPLY CLASSIFICATION (NSC) NUMBERS

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AIR FORCE SYSTEMS COMMAND

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ABORATORY COMMAND

APPENDIX C

PCT MONES PREMS TASKS BY SELECTED GPS

TABULATION OF PERCENT MEMBERS PERFORMING DUTIES AND TASKS BY SELECTED SROUPS IN THE  $392\times0$  career field.

REPORTS ON THE FOLLOWING GROUPS WERE REQUESTED

GROUP IDENTITY = SPC002 ALL AMN IN DAFSC 392X0 (EXCEPT W392XO) GROUP IDENTITY = SPC003 ALL AMN IN DAFSC W392XO

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AF HUMAN RESOURCES LABORATORY AIR FORCE SYSTEMS COMMAND

CONTAINING 1431 MEMBERS.

DUTY GROUP SUMMARY PERCENT MEMBERS PERFORMING

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FUNCTIONS ADMINISTRATION	PERFORMING PLANS, MOBILITY, AND	CONTROLLING MAINTENANCE	PROCESSING SHOP WORK	MANAGING AND UPDATING AUTOMATED MAINTENANCE RECORDS	COMPUTING AND DETERMINING MAINTENANCE INFORMATION	AND RECORDS	MAINTAINING MAINTENANCE DOCUMENTATION	PLANNING AND SCHEDULING MAINTENANCE	DESIGN FUNCTIONS	PERFORMING SYSTEMS ANALYSIS AND	PERFORMING FILES MAINTENANCE FUNCTIONS	PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	SCPERVISING	TRAINING	INSPECTING AND EVALUATING	DIRECTING AND INPLEMENTING	ORGANIZING AND PLANNING		PILTY
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### TASK GROUP SUMMARY

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### GPSUNI PAGE 29

# PERCENT MEMBERS PERFORMING

INITIATE, PREPARE, OR REVIEW DIFFICULTY REPORTS (DIREPS)  INITIATE, PREPARE, OR REVIEW DATA AUTOMATION REDUETS (DAR)  SUCH AS EXTENDED DOWN THE PROCEDURES  LOAD CARDS ON SYMAT DEVACES ON SYSTEM CAMMES OR PROBLEMS  SUCH AS EXTENDED DOWN THE PROCEDURES  LOAD CARDS ON SYMAT DEVACES OF PROCESS AUTOMATIC DIGITAL  METWORN (AUTODIN) TRANSACTIONS  MAXIMAN SYSTEMS ADVISORY MOTICE FILES (SAMS)  PREPARE OR MAINTAIN EXECUTION CARDS FOR SPECIALIZED  PROCESS TRANSACTIONS TO OBTAIN PRINTS OF SUBSYSTEM RECORDS  PREPARE OR MALITAN EXECUTION CARDS FOR SYSTEM MECORDS  MAXIMAN SUBMIT COLORAL DATA MOTOMATION PROCEAMS  PREPARE OR MALITAN EXECUTIONS OR REQUIESTED TRAINING  SYSTEMS OR MALITAN PROPOSALS OR REQUIESTS FOR RECORDS (A SAMS)  MAXIMAN SUBMIT COLORAL COMPUTER DIRECTED TRAINING  SYSTEMS OR MAITE PROCEASES TOWNICS  DEVELOP BOCISION LOGIC TABLES OR FROM SYSTEM MODIFICATIONS  SOUTH OF THE PROCEASES FOR MYSTEMS OTHER THAN MYSICS  DEVELOP BOCISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEMS  DEVELOP BOCISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEMS  DEVELOP BOCISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEMS  SOUTH OR TEST PROCEASES TOWNICS  DEVELOP BOCISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEMS  DEVELOP BOCISION LOGIC TABLES OR FLOW CHARTS FOR SYSTEMS  SOUTH OR TEST PROCEASES TOWNICS  DEVELOP BOCISION LOGIC TABLES OR FAMS  SOUTH OF THE PROCEASES TOWNICS OF SAMS  DEVELOP BOCISION LOGIC TABLES OF THE PROCEASE OF SAMS  ADJEST SCHOOL TO THE PROCEASE OF SAMS  ADJEST SCHOOL TO THE PROCEASE OF SAMS  ADJEST SCHOOL TO THE PROCEASE OF SAMS  ADJEST SC	2	1	1	H 13		H 12		been .	I		x 7	1	5					\$ 36	6 35		30		6 32		6 31		6 30	6 29		6 28		6 26		6 24			6 22	6 21		
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### TASK GROUP SUMMARY PERCENT MEMBERS PERFORMING

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PCT MBMRS PRFMG TASKS BY SELECTED GPS

TASK GROUP SUMMARY PERCENT MEMBERS PERFORMING

	STS OF OWNING	0	L 15 PREPARE OR MAINTAIN AIRCRAFT DATA/RECORD FORMS	17	S PREPARE MAINTENANCE SUMMARIES	IS PREPARE "DUE TIME"	SUCH AS CHARTS OF BOARDS	POST AEROSPACE VEHICLE FLYING TIMES USING MHICS	SUCH AS FLIGHT STATUS REGISTER FORMS (AF FORM 2412)	OR DATES  OR DATES	II MAINTAIN MANUAL RECOR	10 INITIATE TIME CHANGE	J 9 INITIATE OR MAINTAIN MASTER IDENTIFICATION LISTINGS	OF REPORTS	CONTRACT MARCHE METERS ON CONTRACTOR	CONDUCT	THAN AEROSPACE VEHICLES,	S COLLECT SCHEDULING EFFECTIVENESS	COLLECT DATA FOR HOTOR VEHICLE HANAGEMENT SYSTEMS	3 COLLECT AIRCRAFT	J 2 ASSIGN SERIAL OR ID NUMBERS TO EQUIPMENT HAVING OLD OR	EQUIPM		OTHER RECORDS OF UNITS	SO VERIFY NOT-OPERATIONALLY READY (NOR) REQUIREMENTS WITH	AT VERIFY AFROSPACE VEHICLE STAT	SCHEDULE	AS SCHEDULF	SCHEDULE DEPOT INPUTS	A CHEDINE APPOCRACE MENTOLE		I SI REVIEW CONSUSTIONS - CECTRONIC - SETTONOLOGICAL (C-E-E)	DOCUMENTS FOR ACCURACY	40		38 PRE-PLAN DAILY HAINTENANCE		DY-TSM	
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TASK GROUP SURMARY

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	ON PERSONNEL OR EQUIPMENT	NE COMMAND	OR TIMING OF	DISTANCE OF COURSE	SCHEDULED	ACTORS	WACE CWANTETITES		1100101		MISSION	FACILITY		FACILITY	EQUIPMENT		9	(HTBH)			OR SYSTEMS	UNNARIES		STATISTICS					MAINTENANCE	COOLECTION (MDC)	FORM 91			•	<b>6</b>
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### TASK GROUP SUMMARY PERCENT MEMBERS PERFORMING

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COORDINATE SHOP FABRICATION WITH BASE SUPPORT ACTIVITIES	COORDINATE MAINTENANCE TURNAROUND ACTIONS WITH UNITS OF SUPPLY	COORDINATE LOCAL MANUFACTURE PROCEDURES WITH ACTION AREFULTER	ALTH CHIEF INSPECTION OF SERVICING OF SHELF-LIFE ITEMS		COMPUTE SHOP CAPABILITIES	מפרים ביינור פיינו ופיינו פיינור פיינ	COMPUTE BARROURS REEDED TO ACCOMPLISH IN-SHOP HAINTENANCE			JOB CONTROL NUMBERS FOR	JOB CONTROL NUMBERS FOR LOCAL MANUFACTURE	UPDATE TOTO STATUS INFORMATION USING REMOTE DEVICES	UPDATE INSPECTION OR TIME CHANGE REQUIREMENTS USING	EQUIPMENT OPERATING TIMES USING REMOTE	NCY DATA USING REMOTE DEVICES	m	LUDATE CLUBERT STATUS OF OPERATIONAL SECURIS LICINO	LE OR UPDATE INDIVIDUAL TRAININ		PRESENT OR REALIZATE DASE LEVEL INQUIRY SYSTEM (BLIS)	REPORT UTILIZATION OR ACCOMPLISHED MAINTENANCE DATA	DEVICES		OR CLOSE REMOTE DEVICES	LOAD UNIT TRAINING REQUIREMENTS INTO SYSTEM RECORDS	LOAD TRAINING RECORDS ON INDIVIOUALS INTO SYSTEM	TCTO REQUIREMENTS INTO COMPUTER	DATA INTO SYSTEM RECO	TEM RECORDS	DRDS	INITIAL INSPECTION	DISCREPANCIES INTO SYSTEM RECORDS	DEVICES	TROUT OF HUDDATE CHURCH TRANSPORT OF ASSESSED	URRENT	DY-TSX		מייי ברייי ביייי ביייי בייייי בייייי בייייי ביייייי
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# TASK BROUP SUMMARY PERCENT MEMBERS PERFORMING

H 99 SCHEDULE CALIBRATION OR MAINTENANCE OF PRE	H AS DEVICED TO PROCESS DOD SINGLE LIKE ITEM RELEASE/RECEIPT	H 42 REVIEW OF TERMINE BENCH STOCK REQUIREMENTS FOR IN-SWOP	*		1534) H 39 RECONCILE DIFM LISTS SUCH AS R-26 REPORT	H 36 PREPARE OR REVIEW ENGINE STATUS REPORTING FORMS (AF FORM	H 37 PREPARE OR PACK EQUIPMENT FOR SHIPMENT, STORAGE, OR	AS STATUS BOARDS OR CONTROL BOARDS	36	35 PERFORM VISUAL INSPECTION OF REPARABLES		37 ORDER SU	31 MAKE IN-PROGRESS LORK CHECKS	(AFTO FORM 350)		DOCUMENT FORMS (DD FORM 1346-1)	A 20 SAKE ENIMIES ON DOD SIMBLE LINE TITE WILLIAM CREEKE	27 MAINIAIN JOB CONTROL NUMBER REGISTERS	26 MAINTAIN ENGINEERING DRAWING FILES	EQUIPMENT OR SERVICES	A 25 INITIATE OF PROCESS REQUESTS FOR LOCAL PURCHASE OF	TATITATE POLLOW-OF ACTION ON	23 INTITATE	IDENTIFY REPARABLES	21 IDENTIFY PHE	DURING SHOP HORK	DETERMINE APPROPRIATE WORKCENTERS FOR ROLL	UIRED ON REPARABLE ITEMS	DETERMINE PRIORITIES FOR INSPECTION OF REPARABLE	17 DETERMINE PRIORITIES FOR		A THEORY CANADATERS BURGED TO ACCUPATION RAISINGS CO.		# 34 COORDINATE WITH OTHER WORKCENTERS OR SUPPLY AGENCIES ON	ON TOTO ACCOMPLISHMENT OF ON-SHELP SPARES	H 13 COORDINATE WITH PLANS AND SCHEDULING OR SUPPLY AGENCIES	DY-TSK		PERCENT REMOTES PERFORMING
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## PERCENT MEMBERS PERFORMING

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PCT MBMRS PRFMG TASKS BY SELECTED GPS

TATE GROUP SUMMARY

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AF HUMAN RESOURCES LABORATORY AIR FORCE SYSTEMS COMMAND

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APPENDIX D

D. FFERENCES

ANALYSIS OF DIFFERENCES BETWEEN SELECTED GROUPS IN THE 392XO CAREER FIELD BY SECONT OF MEMBERS PERFORMING AND PERCENT TIME SPENT ON EACH TASK.

\*\*SASS ARE LISTED BY AMOUNT OF DIFFERENCE IN MEMBERS PERFORMING FOR EACH GROUP.

\*\*SICDO2 MEMBERS = 1431 ALL AMM IN DAFSC 392XO (EXCEPT M392XO)

\*\*PCDD3 MEMBERS = 222 ALL AMM IN DAFSC M392XO

30 JAN .... 27 24 HITH UNITS OF SUPPLY
RECONCILE DIFM LISTS SUCH AS R-26 REPORT
ASSIBN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT MORK
ASSIBN JOB CONTROL NUMBERS FOR OFF-EQUIPMENT MORK
ASSIBN JOB CONTROL NUMBERS ON OFF-EQUIPMENT MEDIA SUCH
AS STATUS BOARDS OR CONTROL BOARDS
POST STATUS BOARDS OR CONTROL BOARDS
RESCHEDULE IN-SHOP MAINTENANCE
INITIATE FOLLOW-UP ACTION ON MORK IN PROGRESS AT
MAINTENANCE MORKCENTERS
COMPUTE BACKLOS DATA SUCH AS MANHOUR BACKLOS DATA
IDENTIFY REPARABLES
COMPUTE MANHOURS MEEDED TO ACCOMPLISM IN-SHOP MAINTENANCE
ASSIBN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE
ASSIBN JOB CONTROL NUMBERS TO UNSCHEDULED MAINTENANCE
CORDINATE MAINTENANCE TURNAROUND ACTIONS WITH UNITS MAINTAIN JOB CONTROL NUMBER REGISTERS
ASSIGN PRIGRTIES FOR UNSCHEDULED MAINTENANCE
SCHEDULE IN-SHOP WORKLOAD TO WORKCENTERS FOR EQUIPMENT
OTHER THAN PHE
COMPUTE SHOP CAPABILITIES
EVALUATE MAINTENANCE REQUIRED ON REPARABLE ITEMS TO
DETERMINE APPROPRIATE WORKCENTERS FOR ROUTING
PERFORM VISUAL INSPECTION OF REPARABLES
PERFORM VISUAL INSPECTION OF REPARABLES
UPDATE DIFM FILES BY COMPLETING DIFM CARDS OR INITIATING
1050-II BASE SUPPLY SYSTEM CARD FORMS (AF FORM 1998)
COORDINATE LOCAL MANUFACTURE PROCEDURES WITH ACTION ASENCIES

REVIEW ANDITING PARTS (AMP) LISTINGS FROM BASE SUPPLY, SUCH AS R-19 LISTS

AS R-19 LISTS

AS R-19 LISTS

ASSIGN JOB CONTROL NUMBERS FOR LOCAL MANUFACTURE

ASSIGN INDIVIDUAL JOB CONTROL NUMBERS FOR PLANNED HAINTENANCE

VERIFY NATIONAL SUPPLY CLASSIFICATION (MSC) NUMBERS OR TASK TITLE PROCESSING TAS FORES HARE ENTRICATION ASSIGN PRIORITIES FOR SHOP REPAIR OR FABRICATION COORDINATE DUE-IN FROM MAINTENANCE (DIFM) PROCESSING ACTIONS OF SUPPLY (AFTO FORM 350) 41.09 26.35 28.65 28.93 33.12 31.10 36.76 33.26 33.89 38.78 38.92 39.46 26.90 29.63 1.00 2.70 2.25 1.95 2.25 3.15 2.25 1.00 3.60 3.15 3.15 1.35 27.30 29.52 28.41 27.58 31.46 34.05 37.12 24.05 24.10 25.10 38.84 25.10 1.58 1.20 1.20 1.32 1.62 1.06 1.50 200 . . . ... 9:0 ----.05 . ė ė .05 00 .00 20 \*\*\*\* 1.07 1.12 1.26 1.50 1.95 1.03 \*\* ::: : :

AF HUMAN RESOURCES LABORATORY AIR FORCE SYSTEMS COMMAND

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25	13	26	10	•	W	23	77	26	42	•		20	•	~	16	62	22	•	<b>c</b> c	33	17	•	33	32	37	21	23	(*	:	12	•	0	34	-	28
INITIATE OR PROCESS REQUESTS FOR LOCAL PURCHASE OF EQUIPMENT OR SERVICES	COORDINATE WITH PLANS AND SCHEDULING OR SUPPLY AGENCIES ON TCTO ACCOMPLISHMENT OF ON-SHELF SPARES	EVALUATE REQUIREMENTS FOR USE OF CONTRACT MAINTENANCE DURING SHOP WORK	TO ACCUMPLISHMENT OF GRINGES FRACE SCHEDULING COORDINATE FLYIMB/UTILIZATION OR MAINTENANCE SCHEDULING CHARGES LITH ACTION ARENOTES	COORDINATE WITH OTHER WORKCENTERS OR SUPPLY ASSENCIES ON	ASSIGN BLOCKS OF JOB CONTROL NUMBERS TO FUNCTIONAL	EVALUATE PRACTICABILITY OF DELATING OR DEPERMENT	TAINTAIN SCHEDULED RAINTENANCE RETURNS		SCHEDULE ACCOMPLISHMENT OF TCTOS	DOCUMENT FORMS ODD FORM 1846-1)	DESTEN OF PROCESS OF SINGLE LINE STEE BELEBRE PROFITT	DETERMINE EQUIPMENT REFORD TO ACCOMPLISH RADITERANCE	OPERATIONAL OR FLYING REQUIREMENTS	ADJUST SCHEDULES TO HEET EMERGENCY OR PRIORITY	MOISIS	DOCUMENT FORMS (DD FORM 1346-1)	DISTRIBUTE ERISTERANCE PLANS OR SCHEDULES	DESIGN OR DEVELOP STATUS BOARDS	CONDUCT OR ATTEND DAILY MAINTENANCE PLANNING MEETINGS	POST SCHEDULING INFORMATION ONTO VISUAL MEDIA SUCH AS	DETERMINE PRIORITIES FOR INSPECTION OF PHE EQUIPMENT	COORDINATE INSPECTION OR SERVICING OF SHELF-LIFE ITEMS BETIMEN SUPPLY AND MAINTENANCE	PERFORM ASSET AVAILABILITY CHECKS	ORDER SUPPLIES MEEDED FOR IN-SHOP REPAIRS	PREPARE OR PACK EQUIPMENT FOR SKIPMENT, STORAGE, OR	IDENTIFY PHE ITEMS	INITIATE FOLLOW-UP ACTION ON SUPPLY REQUISITIONS	ASSIGN OR ADJUST PRIORITIES FOR PLANNED OR PRE-PLANNED	SCHEDULE CALIBRATION OR HAINTENANCE OF PHE	COORDINATE SHOP FABRICATION WITH BASE SUPPORT ACTIVITIES	TRANSPORT EQUIPMENT TO, FROM, OR BETHEEN MAINTENANCE	COMPUTE REPAIR CYCLE DATA OR FURNISH REPAIR CYCLE INPUT	PERFORM FOLLOW-UP ACTIONS FOR CRITICAL ITEM AVAILABILITY	ADJUST SCHEDULES TO MEET EMERGENCY OR PRIORITY	MAINTAIN LOGS OF STATUS OF EQUIPMENT IN MAINTENANCE
9.71	18.17	9.78	30.96	16.77	28.86	24.95	18.80	15.72	34.80		12.79	28.30	:	34.66	13.35	14.40	28.37	27.67	30.12	32.29	15.23	16.35	17.33	18.24	18.73	19.99	22.57	38.16	20.41	22.43	23.97	23.48	24.18	47.17	25.65
1.80	9.91	1.35	22.52	11.0	19.82	15.52	8.56	5.41	24.32		2.25	17.67		23.87	1.35	62.2	16.22	14.86	17.12	18.47	1.35	1.35	1.60	1.80	1.35	2.25	4.50	19.37	1.35	2.70	2.70	1.35	1.80	24.77	3.15
7.91	8.26	8.43	8.03	8.66	9.04	9.65	10.24	10.32	10.48		10.50	10.75	;	10.79	12.00	12.14	12.16	12.81	13.00	13.82	13.00	15.00	15.53	16.44	17.30	17.73	18.07	18.79	19.05	19.73	21.27	22.13	22.38	22.40	22.49
:14	.28	::	.83	.24	.57	.51	. 38	:	.79		. 30	.22	:	. 91	.32	. 50	.62	.43	.63	1.01	.37	. 30	.35	.56	.42	.58	.5.	.93	.71	•52	.81	.51	.56	1.24	.72
.01		.00	:	.12	.23	12.	.10	.08						.51	.00	.03	.26	.15	.26		.00	.00	.02	.02	.00	.01	•06	.34	.00	.03	.05	.00	.02		.03
	-12	.10	.34	.12	. 34	.31	.28	.32	. 30		. 27	.20			.31	.21	.36	:.	. 31	.52	.37	. 30	.33	.54	.42	.51		.60	.71		.76	.51	.5.	.74	.70

A 5 DESIGN OR DEVELOP INFORMATION CHARTS		SUPERVISE	37	10	17 1		1 52 REVIEW OR DETERMINE BENCH STOCK PROLIDENTS FOR IN-SHOP	23	•		9 COMDUCT PREINSPECTION MEET	6 5 INITIATE PERSONNEL ACTION REQUESTS		•	17 DEVELOP		15	•	•	I AS VERIFY NOT-OPERATIONALLY READY (NOR) REQUIREMENTS WITH	:	13 **	PROCEDURES	7		:		21	2	-		1 43 SCHEDULE ARROSPACE VENTICLE INSPECTIONS	**	COUNTRY TO EATHER THE TOTAL A CITY AND TOTAL OF THE TOTAL		35 PREPARE MAINTENANCE SCHEDULING FORMS SUCH AS MERKLY E		I 16 DEVELOP MONTHLY UTILIZATION OR MAINTENANCE SCHEDULES	RECORDS	TO ANT TO CHANDER CADE WILL AND TO BATETATETER	. 1	170000	3 2	36	TA34	19	DIFFERENCES BETWEEN SPCJO2 AND SPCDO3
27.04	14.05	1.61	19.99	6.15	6.22		5.94	8.25		5.17	21.87	18.38	16.63	10.41	6.01	23.20	10.41	26.21	14.54	13.21	26.21	27.11		10.62	13.84	20.75		25.79	7.62	36.55	9.97	24.81	7.57	20.00		23.62	27.25	25.02		20.44	N	01.67	24.22	10.10	17.75	15.09	SDIF1 PAGE
23.87	10.81	1.35	16.67	2.70	2.70		2.25	4.50		1.35	18.02	14.41	12.61	6.31	•	18.92	5.86	21.62	9.91	8.56	21.17	22.07		5.41	8.56	15.32		20.27	-	30.63	3.40	18.47	2015	78.47		16.67	20.27	18.02		20.00	10.07	17.57	13.32	10.30	14.41	7.21	39
3.17	3.24	3.26	3.32	3.45	3.52		3.69	3.74		3.82	3.85	3.96	1.02	• 11	1.21	4.28	4.56	4.58	1.63	1.65	5.03	5.0		5.22	5.28	5.00		5.52	5.42	5.92	6.33	6.30	20.0			6.95	6.98	7.00		7.41	7 . 30	7.29	1.61			7.89	AIR FORCE SYSTEMS COMMAND
	.17	.05		.04	.00		.10			.06		.21	.20	.07	.10	.34	.18	.52	•09	.19	.5	•			.25	•	•	7					.23			.61	.67	.62	•		:			. 50	. 30	.30	AUMAN RESOURCES LABORATO AIR FORCE SYSTEMS COMMAND
.,	.11	. 02	.27	.01	.02	-	.02	.04	-	00	.22	-1	.11	.03	to.	.20		.36	.06	=		.21		9		.21			.02				.03		:	.33	.37		•••			.53	.23		::	.00	S COMMAND
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CAPAGILITIES  FVALUATE RESULTS OF TRAINING PROGRAMS	COMPUTE OR DETERMINE AIRCRAFT OR MISSILE FACILITY	TYPE CORRESPONDENCE, REPORTS OF FORMS	REVIEW RECORDS TO IDENTIFY REPETITIVE MAINTENANCE		DISPATCH MEAPONS SYSTEM NATUTENANCE SPECIALISTS TO PERFORM	COMPUTE NEAR TIME BETWEEN MAINTENANCE (MTBM)	COORDINATE MAINTENANCE ON INSPECTION REQUIREMENTS ON ASSIGN-	DEVELOP MISSIFE MAINTENANCE PLANS	COMPUTE MEAN TIME BETWEEN OCCURRENCES (MTBO) OF	PREPARE OR REVIEW ENGINE STATUS REPORTING FORMS (AF FORM	AS C-E-M EQUIPMENT	2109 TO TREE TREE TO THE TOTAL TOTAL TOTAL TREE TREE TREE TREE TREE TREE TREE TRE	POST STATUS OF DOCUMENTATION EVENTS ONTO VISUAL MEDIA	REQUIREMENTS	SPECIAL DISPATCH VEHICLES	16 MECOGNITION FO	ASSIGN TO TOTAL TO DOTA TOTAL TOTAL	SE VICE OR PREPARE BEOURS! FOR PURCHASE FORMS (AF FORM V)	DEPORTS FOR ACCURACY OF RANKINGSARD DATA	DEVELOP SUPPORT COULDNESS OPERATIONAL SCHOOLS	PRESONNE PARKETY ON SECURALITY LANDSCOND THOUSE	ALINITARES CAPABILITIES	COMPANY OF THE PARK PARK PARKS TO BE AND MAKE BRUSH OF		CAPUT OF OUTER AN ASSESSMENT OF THE PROPERTY OF THE COMP.	であると関わって、の企業は要素ので、ままが後は内容を素成的、生活からは需素の支援をつか、企業、ヒードというなってのまったのを満れたです。「日本のはまいます」の日本には日本の日本の日本の日本のまたまで		CONTROL OF OR PRESIDE ASSESSED TO THE TWO CONTROL	「「日本人」「「「「「本本人」」」「「「「「「「「「「「」」」」「「「「「「「」」」」「「「」」」「「「」」」「「「」」」「「「」」」「「「」」」「「」」「「」」「「」」「「」」「「」」「「」」「「」	LORDA PA	CONTRACTOR DESCRIPTION AND ADDRESS OF THE PERSON ADDRESS OF THE PERS	NAMES AND VALUE OF TAXABLE OF ADDRESS FOR TAXABLE PARTY.	SHAPE AND TAKEN THE PARTY IN SECURE AND ADDRESS.	
9.29	5.24	19.32	5.71		3.56	1.05	3.70	3.28	2.87	3.00	30.02	:	7.62			21.66	2.00	:	3.34	:	2.02		-		1.8.7				#1		20			
8.11	05	18.02	5.05		2.70	2.70	2.25	1.80	1.35	2.25	1.00		5.00		2.25	10.02	25.23	2.70	3.00	:			::		-	7.70						10.40		
1.19	1.19	1.20	1.30		1.35	1.35	1.45	1	1.51	1.50	1.02		1.76		1.00	:		:		2.03	2				1.27	7.47			-			181		-
.09	.05	. 35				•	.03	.03	.02	.05	, 03		. 10			.28	. 02	.0.	101			:						111	-					
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	29	11.	93	- 35	15.32	7.76	10 SUPERVISE CIVILIAN PERSONNEL	5:	
=	9	96	30			14.6	O PERSONAL DESIGNATION THEY APPOINTED THAT OFFICERS		
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	:						DISTRICT TO PROPERTY TO BE TO BETTE TO THE TOTAL		
	3	2	-		3.38	3.17	P TOSSILATORS DISPITATE DI		
,	20.		***	101	11.00	23011	TRETARY RESERVE OF FREE OF PROGRAMM		
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	:	:	3	3		,	TAPE STATE DESCRIPTION THE STATE OF		
	-17	:	.60	.20	27.48	27.67	12 SUPERVISE MILITARY MAINTENANCE MANAGEMENT TECHNICIAMS		
-	03	-05	-02	.23	2.70	2.94	ASSEMBLE DATA OR RECORDS FOR COMPUTATION OF STATISTICS	_	*
			.02	.29	1.00	2.10	COLLECT DATA FOR NOTOR VEHICLE MANAGEMENT SYSTEMS		
1							APPRAISALS		
2	•	.05	.04	.30	6.76	7.06	PREPARE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY		
	1					1			
-	- 03	2		. 34	3.15		CALCULATE ATROPART OF WISSELF MOUTPHENT OF SYSTEMS		
		-					COLDER DOCUMENTS FOR ACCURACY		
		2	30		13.51	13.91	MCE DATA COOLECTION (MDC)		
		9			1.35	1.75	7 MAINTAIN EXCEPTION TIME CARDS	7	•
-		.02	.02		3.60	.05			
-				:	5.41	5.07	DEVELOP TESTS		0
-		.0	.0		1.35	1.82	14 COMPUTE OF DETERMINE C-E-M MISSION EQUIPMENT AVAILABILITIES		*
	- 00	.02	.02	,	2.25	2.73			
							AS MOBILITY PLANS OR RECOVERY AND RECONSTITUTION PLANS		
	.01	-02	.03	:	3.15	3.63	DEVELOP OR PREPARE INPUTS TO LOGISTICS PLANS OR ANNEXES SUCH		•
2	.00	.00	:	.51	1.35	1.89	15 COMPUTE OR DETERMINE C-E-M MISSION MAINTENANCE CAPABILITIES		
	-02	•	•06	.57	1.95	5.52			1
	-02		.0.		6.31	6.92	14 REVISE TRAINING PROGRAMS		-
	.02	.07	.10		••••	8.74	16 RESEARCH OR EDIT PROBLEM SOLVING REPORTS SUCH AS STAFF	16	
	8		.0.	.72	2.70	3.42			2
	.02	3	.07	.7	5.91	6.15	16 PREPARE MAINTENANCE SUMMARIES		_
	.00			.78	•	1.60	7 COORDINATE CRASH RECOVERY TEAMS		2
	-02		.02	.78	1.60	2.59	_		
							MAINTENANCE RATES		
,	-0	:	.12		7.66	8.46	18 COMPUTE OR DETERMINE UNSCHEDULED VERSUS SCHEDULED		*
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	2	3	2		3 16	3.02	3 COMMUNICATE DIRECTLY WITH CONTROL TOLERS WIN LINES SUCH AS		
	00	.03	.03	04.	20.15	4.00	DADRIER DI ARCHITATA TERRITA TERRO SOCIA DE RIFERRA		•
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,	•	.01	.01	.92	1.00	2.73	16 IMPLEMENT SPECIALIZED OR EMERGENCY PROGEDURE CHECKLISTS		2
	.02	.01	.03	.92	1.00	2.73	TEOROLOGI		
	.01	.03	•	. 98	4.05	5.03			
	-01	-04	.05	1.03	6.31	7.34	1 EVALUATE GRADUATES OF TRAINING PROGRAMS		0
							EQUIPMENT AVAILABILITIES		
_	.00	:	::	1.04	7.21	8.25	12 COMPUTE OR DETERMINE AIRCRAFT OR MISSILE MISSION		
	.01	.00	.02	1.04	.90	1.96			
•	.03	.03	.06	1.09	5.41	6.50			
	.05	.02	.06	1.10	3.15	4.33			*
		COMMAND	AIR FORCE SYSTEMS COMMAND	AIR FOR	:	PAGE	BETHEEN SPCOOZ AND SPCOOZ		DIFFERENCES
	2		PROUBCES	MANUA PA					

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PERFORM OFFICIAL INSPECTIONS OR STAFF ASSISTANCE VISITS	PLAN OR DEVELOP TRAINING PROGRAMS	OWN SPECIALTY (AFSC)	CONDUCT ON-THE-JOB TRAINING (OJT) FOR PERSONNEL IN YOUR	WRITE, DEVELOP, OR REVISE JOB DESCRIPTIONS	PREPARE OF MAINTAIN MORNING LISTS OF GUNLES WORK CHATERS		SCHOOL STRUCTURE FLAND ON COLUMN CONTROL OF CATCAGO CORES	DISTANCE TREETER BILLE DE PRESIDENTE ALLES AND COLL SE	PERSONAL DESCRIPTION OF THE PERSON OF THE PE	SCHEDULE TRAINING SESSIONS	OTHER ASENCIES	GATHER OPERATIONAL DATA SUCH AS FLYING HOURS FROM	PLAN LAYOUTS OF FACILITIES OR MORKSPACE	TRANSPORT AFTERNA AFTE	E-1111	BUILD OR UPDATE CENTRAL COMPUTER TABLES	CONDUCT OUT FOR PERSONNEL NOT IN YOUR SPECIALTY (AFSC)	COLLECT AIRCRAFT OR MISSILE SCHEDULING EFFECTIVENESS DATA	SYSTEMS OF SYSTEM REVISIONS	EVALUATE ECONOMIC PEASIBILITY OF IMPLEMENTING AUTOMATED			DEVELOP DECISION LODGE SABLES ON PLOB CHARIS FOR STRICE	CULT OR THE PROGRAMM IN TVICES CINER THE HITCH	CALL OF A PROPERTY AND A PROPERTY AN	TREATE OF STATE OF ST	STRAIN THE STREET OF STREET IN STREET ASSESSED AS ASSE	PREPARE PROBLEM SOLVING REPORTS SUCH AS STAFF SUMMARIES	EXTRACT DATA FROM OR FOR PERSONNEL MASTER ROSTERS	MAINTAIN EMPLOYEE MASTER LISTS	DIRECT ADMINISTRATIVE ACTIVITIES	OR MORE BELATED PROBLESS	PROVIDE GUIDANCE TO SUBORDINATES ON PERSONAL, MILITARY		EVALUATE TRAIRIES RECURRENCETS	MAINTENANCE	REVIEW HISTORICAL RECORD FORMS TO IDENTIFY REPETITIVE	COMPUTE PLEET TIME HOURS	MAINTAIN RECORDS ON PERSONNEL SUPERVISED	EVALUATE PROGRESS OF TRAINEES	ASSEMBLE DATA OR RECORDS FOR MAINTENANCE SUMMARIES	CALT OR RISSION BRIEFINGS	PRESENT INFORMATIONAL SKIEFINGS OR PRESENTATIONS SOCK AS		(AFSC 39230)	SUPERVISE MILITARY MAINTENANCE MANAGEMENT SPECIALISTS	DEVELOP EQUIPMENT SPECIFICATIONS FOR SYSTEMS	PREPARE MILITARY PERFORMANCE REPORTS	DESIGN OR MRITE PROSPARS FOR MAJOS	REPRESENTATIVES VIA LINES SUCH AS HOTLINE TELEPHONES	COORDINATE ACTIONS WITH COMMAND POST OR OPERATING	MONITOR ULTRAHIGH FREQUENCY (UMF) RADIO AIRCRAFT-TO-JOB	OR DATES	MAINTAIN MANUAL RECORDS OF RECURRING INSPECTION TIMES		FEN SPCOOP AND SPCOOP GOTFI
6.29	9.01		30.68	12.44	10.20	13.35		,	7.43	14.83		12.65	15.86		30	2.03	12.09	9.92		2005	2.55		2.17	2002	;		20.55	9.78	3.49	4.12	14.68		39.48	1.75	15.79		6.92	14.19	26.42	23.27	6.78		10.28	2.45		31.73	2.52	*1.30	1.96		6.15	1.75		12.16		PAGE
11.26	13.96		35.59	17.12	19.86	17.57		****		18.92		16.67	19.82	2000	77	5.86	15.77	13.51		5.60			3.41	3.41			27.42	12.16	5.86	6.31	16.67		*1.44	3.60	17.57		8.56	15.77	27.93	24.77			17.57	3.60		32.88	3.60	12.34	2.70		6.76	2.25		12.61	•	•
-4.97	-1.95		-4.91	-4.68	-4.66	-4.22		*****		-4.03		-4.02	-3.96	2007		- 3 - 83	-3.68	-3.59		-3.41	30.31		-3.24	40.2-		2000	- 2 - 1	-2.38	-2.36	-2.18	-1.99		-1.96	-1.86	-1.77		-1.64	-1.58	-1.51	-1.50	-1.33		-1.29	-1.16		-1.16	-1.09	-1.04	75		61	51		05		AF HUMAN RESOURCES LABORATORY
.07	.1.			-12	.16	.17		.01	:			.25	.16	•		.00	.16	.16		10.	.02	;	.03	10.				:	.02	.0.	.19		.79	10.	.19		•	.22	.39	.35	.09		.23	.02		.70	-02	.72	.02		.10	10.		.20		ESOURCES
.15	.13	:	:	.13	-12	.16		•		. 16		.29	.13				.21	.17		.07	.04	3	.00			•	27	•	.07				.63	.06	:		•0•	.22	.29	.27	-10		.1.	.03		-58	•	.52	.03		.08	.01		.1.		LABORAT
08	02	-	.05	01	.04	.01		2002		.01		0.	.03			- 04	05	00		06	10.	:	03				2	.02	0	03	.03		.1.	04	.00		00	00	.11	.07	01		.07	01		.12	02	.20	10.		.02	01		.12		DRY
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			:		AF HUMAN RESOURCES LABORATORY	ESOURCES	ABORAT	OR Y	
DIFFERENCES	BETWEEN	N SPCOOZ AND SPCOO3 6DIF1	PAGE	*3	AIR FORC	E SYSTEMS	COMMAN		
	13	DETERMINE ITEMS REQUIRING MODIFICATION OR ACTION UNDER	19.08	24.32	-5.25	. 32	.42	09	
	,	TIME COMPLIANCE TECHNICAL ORDERS (TCTO)	;	:		,	;	;	-
	- 1	ASSEMBLE DOCUMENTATION RECORDS FOR MOBILIZATION		11.26	5.30	.05	::	1.07	
r	12		3.35	9.46	-6.13	.03	.12	09	
<b>m</b>	00	PROPOSALS	32.49	38.74	-6.24			2	
1	7	CONDUCT DEBRIEFINGS SUCH AS AIRCREN DEBRIEFINGS	8.11	14.41	-6.31	.17	=	-01	
*		COMPUTE HOURS TO MEXT PHASE	18.87	25.23	-6.36	. 39	.36	.03	
	-	ANALYZE REQUIREMENTS FOR SECTION OR UNIT PERSONNEL, EQUIP-	32.15	38.74	-6.59	:	:	.05	
c	12	POST AEROSPACE VEHICLE FLYING TIMES ON FLIGHT STATUS RECORDS	7.76	14.41	-6.66	-12	.21	09	
r	•	CODDITIONS FURNIT STATUS REGISTER FORMS (AF FORM 2012)	2.11		-7.15	2			
		FUNCTIONAL MANAGERS, OR OTHER ANALYSTS							
œ	-	CLARIFY DIRECTIVES, POLICIES, OR PROCEDURES FOR	39.62	16.85	-7.22	.75	.70	.05	
-	•	LOAD LAIT TRAINING REGUIREMENTS INTO SYSTEM RECORDS	2.17	9.46	-7.29	.01	.07	- 05	
-	17	REVISE OR EDIT INPUTS TO DIRECTIVES, MANUALS, SUPPLEMENTS	12.58	20.27	-7.69	:	.1.	.04	
	30	PARTICIPATE IN MONTHLY TOTO KIT RECONCILLIATION MEETINGS	11.53	19.37	-7.84		. 30	-	
	19	WAITE, DEVELOP OR PROVIDE INPUTS TO DIRECTIVES SUCH AS	11.95	19.82	-7.07	.13	.14	03	
	<b>u</b>	CONDUCT SYSTEMS STUDIES	2.03	9.91	-7.88	•02	.13	::	
	-	MAINTAIN UNCLASSIFIED ADMINISTRATIVE FILES	17.19	25.23	-8.03	.27	.34	07	
		(AFTO FORE 100)				•	:		=
- 0		NAMES TORY COLLEGE TROTATORS TO STATE OF THE PROPERTY OF THE P	21.45	29.73	-8.28	22	.32		
	•	USING REMOTE DEVICES	:			:	-		
	12	ERRITE INSPECTION REPORTS OF REPLIES	19.57	27.93	-8.36	27	35		
-	13	RECORDS RECORDS ON INDIVIDUALS INTO SYSTEM	2.45	10.81	-8.36	.01	. 08	07	
<b>&gt;</b>	w	COORDINATE MANAGEMENT, OPERATIONAL OR FUNCTIONAL PROBLEMS	47.59	56.31	-8.72	11.11	1.03	.09	
	17	PREDAME OF MAINTAIN ACCESSORY REPLACEMENT RECORD FORES	5.59	14.06	-9.27	.10	.26	-	
	•	(AFTO FORM 100A)		,,		3	:		
	72 .	PRESENT LECTURES OR DENOESTRATIONS	7.76	17.12	-9.36	. 0 0	2:	12	=
•	•	RECORDS,	23.97	33.33	-9.36	. 45	.53	08	
	7	CONDUCT MANUAL RECORDS REVIEWS	17.54	27.48	-9.94		:	. 00	
	•	LOAD DISCREPANCIES INTO SYSTEM RECORDS	22.05	32.08	-10.03	:	.5	.12	
	6	REVIEW AEROSPACE VEHICLE EQUIPMENT STATUS OR INVENTORY	16.56	27.03	-10.47	.32	:		
_	23	REVIEW OR ROWLTON DAILY STATUS OF TOTO PROGRAMS	14.40	25.23	-10.83	.27	.47	20	
	. ~	DEVELOP OR IMPROVE HORK METHODS OR PROCEDURES	17.66	58.56	-10.90	. 93	:		
,		OR LOCAL REGULATIONS		17.57	-10.73	• • • •	:		
	•	INITIATE OR MAINTAIN MASTER IDENTIFICATION LISTINGS	18.66	29.73	-11.07		.51	05	=
. T	10	TEST PROBRAMS IN MAICS	2.80	13.96	-11-17	.02	:	:	
	13	PREPARE, REVIEW OR EDIT IMPUTS FOR RECURRING STATISTICAL DEPOSTS	17.96	29.73	-11.77	.2.			

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REMOTE DEVICES	FORECAST INSPECTION OR TIME CHANGE REQUIREMENTS USING	UPDATE TOTO STATUS INFORMATION USING REMOTE DEVICES	SOILD OR OFDATE LOCAL OR OFTIONAL FRANCS	CONTROL REGULARIES THE CONTROL RECORDS	CONTRACTOR OF THE CALL CALL AND CONTRACTOR OF THE CALL CALL CALL CALL CALL CALL CALL CAL	TOWATELT AN OWNER BANK ARRES LANGUES IN THE TRANSPORT	VEDIEV OD INDATE AITOMATED TOTO STATUS BEDOOMS	PREPARE "DUE TIME" ON MENTY ADDED TIME CHARGE TEMS	POST AEROSPACE VEHICLE FLYING TIMES USING MAICS	CONVERSIONS SUCH AS MONTHLY RELEASES OR SANS	REVIEW IMPLEMENTATION OF SYSTEM MODIFICATIONS, CHANGES, OR	ORDER (TO) FILES SUCH AS MANUALS OR REGULATIONS	MAINTAIN FILES OF PUBLICATIONS OTHER THAN TECHNICAL	EQUIPMENT USING RENOTE DEVICES	INPUT OR UPDATE CURRENT CONDITION STATUS OF ASSIGNED	UPDATE CURRENT STATUS OF OPERATIONAL EVENTS USING	CONTROL SCHOOL SUCCESSION STATES	DIVICIA TENENTED DECORDE DEFICE	ANALYSE SUITE FROM STRICTS ICAID SUCH AS EMPLROMNEMIAL	STATE ARTER TOOL CONTRES TROTS SINK AS PROTOBLESTA	CAN CALL TOUR CALVES 19000 NO LEATING REMEDICATION THAT		TOTABLITCE BIBLITCA TTOMS DROCTOREREYS	MATNIATH TEST ADVISORY MOTICE FILES (TAMS)	FOUITMENT OTHER THAN PRECISION MEASURING FOUITMENT (PMF)		PREPARE, REVIEW OR EDIT IMPUTS FOR RECURRING STATUS REPORTS	SET UP AIRCRAFT RECORD JACKETS	UPDATE TOTO CHANGES OR REPORTS	REVIEW TOTO STATUS REPORTS	FROM AUTOMATED SYSTEMS	EXTRACT MOBILIZATION RECORDS ON PERSONNEL OR EQUIPMENT	INITIATE TIME CHANGE ACTIONS	TOTAL TENTOCIAL TRANSPORT	LOAD CARDS ON START DEVICES TO PROCESS AUTOMATIC DIGITAL			•		TATALAN OF THE CONTRACTOR OF T	CVINETINE FOREV REGULARISES	CARPORIC SCHOOL PROPERTY	CHARLOL ON MEATON MATERIALE CLEAR THE THREE CHARLES INCLINED.	STATE OF THE POST	PROPERTY OR EXPERIENCE MINISTER PROPERTY OF AN ALGEBRA TOWN	MARKITAE PROPOSARY OR SOSSESSIONS FOR STRICK PROST CRITICAL	OR MODIFICAT STREET, LESCHTORY OR CTICINATION	TRETARE OR TAINIAL RECHARICED REPORTS ON ACROSPACE VEHICLE		COAD PERSONNEL CATA LATO STATEM ACCORDS	CPUNIC DISCREPANCY DATA USING REMOTE DEVICES	SECTIONS CALLINATION SECTIONS OF THE SECTIONS OF THE SECTION S	MAINTAIN EQUIPMENT UTILIZATION RECORDS SUCH AS		N SPCODZ AND SPCOD3
	•	11	3				5	7	10		w		20		10.	10		:						>		13	22	7	12	17		2	.=	:	2	,	15	:	*	14	3			:	11			10		. 2	12	:	7		
	9.92	11.11	3.63	42.6		20010		7.90	0.20		3.07		20.06		10.62	10.34	20.00	:	17.0	:	10.07			2.17		13.14	22.43	7.20	12.30	17.26	1	2.45	11.11	:	2.73	:	15.14	;	7.30	19.78	34.94	14.55	20.00	:	11.00	3.21	:	18.03	24.95	2.87	25.12	3	14.61		PAGE
	11.89	.0.54	31.08	36.49	0000	300		31.08	33.33		26.13		12.34		31.98	31.00		:	16.77	3	79.67	1000		71.17		31.98	+0.5.	24.77	29.73	34.68		18.92	27.03		18.47		90.10	:	24.32		49.55	20.50			25.23	10.07		31.08	27.93	15.32	33.78	:	26.58		:
	-31.97	-29.43	-27.45	-27.19	60.63	24.65		-23.18	-23-13		-23.05		-22.29		-21.36	-20.70	06.02	30 14	-14.70	1		10.70		-19.00		-11.11	-18.11	-17.58	-17.43	-17.42		-16.47	-15.92		-15.74	:	47.6T-		-14.90	-14.91	-14.61	-14.05		:	-13.62	-13.45		-13.05	14.71	-12.45	-12.20		-11.97		AF HUMAN R
	.21	.26	.03	.22		3.6	3 1		.21		.02		.28		.25	.19	:		20.	3	.40		,			.29	:	.15	.26	.34		.02	•2•	:	.01	:	.37	:	. 10	. 30					. 50	.05		. 39	. 32	.02	. 60	;	-27		AF HUMAN RESOURCES LABORATORY
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	53		29						32		0		26		23	25	***	:	25					23		20	27	22	30	28	:	10	20		25		03		15	211	04	13	00		-1.	19		34	15		.00		12		TORY

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23	•	•	20	31	•		0	9	-	5	25		:	12	21	35		•	w	25	•	-	•	:	22	2	. ;	23	7	22	32	-	۰	BETHEEN
INSTRUCT SYSTEM OPERATORS ON SYSTEM CHANGES OR PROBLEMS SUCH AS EXTENDED DOWN TIME PROCEDURES		COORDINATE OPERATION OR SCHEDULISS OF REMOTE LINE	PROGRAMS SUCH AS FILE UPDATE (FUD) OR "PSEUDO" PROGRAMS INITIATE PERIODIC OFF-BASE REPORTS SUCH AS AUTOMATED	PROCESS TRANSACTIONS TO OBTAIN PRINTS OF SUBSYSTEM RECORDS PREPARE OR MAINTAIN EXECUTION CARDS FOR SPECIALIZED	PROGRAMS OF ROUTINES	PAINTERS	PERFORM OPERATOR MAINTENANCE ON SYSTEM HARDWARE SUCH AS	INITIATE FILE SEGMENTATION OF RESEQUENTATION (SEG/SGG)	ANDLY75 PROTESTED PORTOR (POD) FILE DESKITY PRODUTS	BUILD OR UPDATE FILES MAINTENANCE CONTROL RECORDS (SUCH		INITIATE DELETE MINIORY PROCEDURES (DLW)	TANAGEMENT INTEGRATY	COORDINATE WITH FUNCTIONAL MANAGERS TO INSURE SYSTEM	IZITIATO, PROPARO, OR REVIEW DIFFICULTY REPORTS (DIREPS)	SCHEDULE ON-LINE TIME FOR COMPUTER DIRECTED TRAINING	REVIEW OR VALIDATE PROPOSALS OR REQUESTS FOR RELOCATION OF RMICS MARDWARE	: RJP) TO IDENTIFY AREAS REQUIRING TRAINING	AMALYZE SYSTEMS REJECT REPORTS (TRANSACTION IDENTIFIER	DEVELOP PROCEDURES FOR REPORTING SUSPECTED MAINTENANCE MAN-	PROCESS TRANSFER OF PERSONNEL OR EQUIPMENT USING	ASSEMBLE BACK-UP INFORMATION FOR USE DURING RECOVERY	LOAD INITIAL INSPECTION OR TIME CHANGE REQUIREMENTS	USING REMOTE DEVICES	INITIATE, PREPARE, OR REVIEW DATA AUTOMATION REQUESTS (DAR)	REPORTS		EQUIPMENT USING REMOTE DEVICES	INPUT OR UPDATE CURRENT INVENTORY DATA ON ASSIGNED	CPOATE EQUIPMENT OPERATING TIMES USING REMOTE DEVICES	PREPARE OR SUBMIT LOCAL DATA AUTOMATION REQUIREMENTS OR	EVALUATE RECOIDES FOR MEE PRODUCTS OR RODIFICATIONS TO	DRAFT CORRESPONDENCE, SUCH AS LETTERS, FORMS, MESSAGES OR	EEN SPCOOZ AND SPCOO3
5.03	-	6.27	6.29	*.51	5.66		1.61	3.35	. 13	1.82	3.98	•••	:	1.05	•••	3.20	*.*	:	3.00	3.98	6.50	6.01	11-11			5.87		13.70	7.48	12.79	3.91	2.80	18.85	3944
67-12	67.17	67.57	67.12	65.32	65.77		62.61	60.81	60.81	61.26	60.36	60.01		58.56	59.01	57.21	58.11	:	56.31	54.95	54.50	51.35	54.05		:	**.5		50.00	43.69	47.75	36.49	35.10	81.08	*
-62.09	-63-00	-61.35	-60.83	-60.66	-60.11		-58.00	-57.46	-56.48	-56.44	-56.38	-56.20		-54.51	-54.40	-53.92	-53.64		-52.46	-50.97	-48.01	-95.34	-42.94	-40.54	-39.25	-30.72		-17-20	-36.22	-34.96	-32.57	-32.34	-32.23	AF HUMAN RESOURCES LABORATORY
95		.07	.07	.09	.05		.05	.03	9	.06	•		;	•	•	.02	.0.	,	.03	.03	.0.	•	.29			.07	:			. 32	.0.	•01	.96	SYSTEM
1.26		1.33	1.27	1.02	1.11				1.0.	:	;	:		1.00	. 75	.76	.70	!	;			:	1.11		.51	.77	:	•	.70	.75	.50	=	1.33	COMMAN
1.21	-1-09	-1.26	-1.19	-1.32	-1.06			87	-1.00	:				-1.0	- 7:	75	66		82		79	79	82	****	:	70	:		57			07	37	9

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BETWEEN	3 6	<b>~</b> ö		29	=	28	26	17	13	
DIFFERENCES BETWEEN SPC002 AND SPC003	COORDINATE RECOVERY PROCEDURES WITH OPI OR USERS	COORDINATE CONFUTER TIME WITH DATA PROCESSING INSTALLATIONS	TIONS (DPI) OR COMPUTER ROOMS	PERFORM LIMMAGE VERIFICATIONS OR LIMMAGE CHECKS	COORDINATE SYSTEM MARDWARE PROBLEMS OR REPAIR WITH DPI OR USERS	NOTIFY SYSTEM USERS OF STATUS OF UNSCHEDULED DOWNTIME FOR SYSTEMS SUCH AS MMICS	MAINTAIN SYSTEMS ADVISORY NOTICE FILES (SANS)	IDENTIFY OR ANALYZE INTERNAL FILE ERRORS	CORRECT INTERNAL FILE ERRORS	
14109					1 09	FOR				
3974		6.50	***	**	5.52	5.52	1.61			
•	67.57	69.82		70.72	73.42	73.42	72.52	70.77	77.93	
AF HUMAN RESOURCES LABORATORY AIR FORCE SYSTEMS COMMAND	-63.10	-63.32	-	-66.32	-67.90	-67.90	-47.01		-	
SOURCES SYSTEMS	•	2:		•06	.05	.07	2		.13	
COMMA	1.1.	1.35	1.51	1.52	1.43	1.47				
TORY	-1.15	-1.24	-1.30	-1.46	-1.30	-1.40			-1.52	
	,	-	-						,	