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**OCCUPATIONAL SURVEY REPORT**

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RECREATION SERVICES CAREER LADDER  
AFSC 741X1 •

AFPT 90-71-390 ✓

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DECEMBER 1979

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OCCUPATIONAL SURVEY BRANCH  
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 Recreation Services career ladder (AFSCs 74131, 74151, 74171, 74191, and CEM Code 74100). This project was directed by USAF Program Technical Training, Volume 2, dated October 1978. 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.

This survey instrument was developed by Lieutenant Robert Landry, Inventory Development Specialist. Lieutenant Kathy L. Johnson analyzed the survey data and wrote 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, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services 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 to the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF  
Commander  
USAF Occupational Measurement  
Center

WALTER E. DRISKILL, Ph.D.  
Chief, Occupational Survey Branch  
USAF Occupational Measurement  
Center

## SUMMARY OF RESULTS

1. Survey Methodology: The Recreation Services USAF job inventory was administered to a representative worldwide sample. The 960 survey respondents represent 81 percent of the personnel assigned to the 741X1 career ladder.
2. Career Ladder Structure: Twenty-two job groups were identified and are described in the CAREER LADDER STRUCTURE section of this report. The majority of these were involved with athletic programs, recreation centers, and recreation services, such as hobby shops, bowling alleys, marinas, swimming pools, and recreation sites.
3. DAFSC Differences: Three- and 5-skill level personnel performed a variety of tasks pertaining to the day-to-day operation of recreation centers and athletic facilities. Seven-skill level personnel also performed many general recreation services tasks. In addition, they performed some supervisory and managerial tasks. Personnel in the 9-skill level spent the majority of their job time performing supervisory and managerial tasks.
4. CONUS Versus Overseas Differences: CONUS 74151 personnel were involved more with grounds and facilities maintenance tasks than were overseas 74151 personnel. Overseas personnel were involved more with the movement of equipment and personnel than were CONUS respondents.
5. AFR 39-1 Review: Overall, AFR 39-1 specialty descriptions gave a thorough and descriptive picture of the 741X1 career ladder.
6. Comparison to Previous Survey: The results of this survey were remarkably similar to those found in the 1974 survey. This similarity indicates that the 741X1 career ladder is stable, and that the career ladder merger which occurred in 1976 had a negligible effect on the jobs being performed.
7. Implications: The 22 job groups identified in this study suggest a very diverse career ladder where some jobs have very little in common. Many jobs are very specialized to a particular area, such as auto hobby shops, base gyms, or off-base recreation sites. A substantial percentage of incumbents, even at the higher skill levels, are involved in maintenance or custodial activities (policing areas, mowing, trimming, etc.). Overall, morale appears satisfactory although some job groups, particularly those which focus on area cleanliness (such as Athletic Facilities Maintenance Specialists) have very low job satisfaction.

OCCUPATIONAL SURVEY REPORT  
RECREATION SERVICES CAREER LADDER  
(AFSC 741X1)

INTRODUCTION

↘ This is a report of an occupational survey of the Recreation Services career ladder (AFSCs 74131, 74151, 74171, 74191, and CEM Code 74100) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in December 1979. ↘

The Recreation Services career ladder (AFSC 741X1) was initially established in 1951 and included two ladders--772X1 (Recreation Specialist) and 772X0 (Athletic Specialist). In 1954, the two ladders were changed to 741X1 and 741X0, respectively. The 741X1 ladder was composed of two skill levels--74131 (Apprentice Recreation Services Specialist) and 74151 (Recreation Services Specialist). The 741X0 ladder consisted of AFSCs 74130 (Physical Conditioning Specialist), 74150 (Physical Conditioning Specialist), and 74170 (Special Services Supervisor). In 1969, the 7- and 9-skill levels were added to the 741X1 ladder and given the titles Special Services Supervisor and Special Services Superintendent, respectively. That same year, the 7- and 9-skill levels of the 741X0 ladder were changed to 74171 (Special Services Supervisor) and 74191 (Special Services Superintendent). In October of 1976, the 741X0 and 741X1 ladders were merged.

Incumbents enter the career ladder via direct duty assignments (DDA) since there is no entry level technical training course. There is, however, a 7-skill level course available for career Recreation Services personnel.

↘ The current survey was requested by the Keesler Technical Training personnel in order to determine the effects of the career ladder merger. Of additional importance were the CONUS/overseas job differences which might exist in this ladder. ↗

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-741-390. The task list used in an occupational survey of the Special Services career ladder in August 1974 (AFPT 90-741-135) served as the starting point for development of

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the new job inventory. The previous task list was expanded and refined after interviews with nine subject matter specialists at three bases. The final task list was composed of 696 tasks grouped under 16 duty headings. A background section, which solicited information about each respondent, such as grade, total active federal military service (TAFMS), and job interest, was included in the inventory booklet.

### Survey Administration

During the period April through July 1979, consolidated base personnel offices in units all over the world administered the booklets to personnel holding the Recreation Services DAFSCs. These personnel were selected from the February 1979 Uniform Airman Record.

Each person participating in this survey first completed an identification and biographical information section, then checked each task performed in his or her current job. These tasks were then rated on a nine-point scale indicating relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent). All of a respondents' ratings are assumed to account for 100 percent of his or her time spent on the job. These ratings are summed, each rating is 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 performing each task.

### Survey Sample

Personnel were selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of personnel assigned to the career ladder as of February 1979. This table also presents the percentage distribution of respondents in the final survey sample.

Table 2 presents the paygrade distribution of the survey sample; Table 3 presents the TAFMS distribution. Overall, the survey sample represents the 741X1 career ladder as a whole.



TABLE 1

## COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	19	22
ATC	17	16
TAC	15	15
USAFE	12	11
MAC	10	9
PACAF	7	8
ADCOM	6	5
AFSC	4	4
AAC	4	4
AFLC	2	3
USAFA	2	2
AFCS	*	*
USAFSS	*	*
OTHER	1	1

TOTAL ASSIGNED - 1,187  
TOTAL SAMPLED - 960  
PERCENT SAMPLED - 81%

\* INDICATES LESS THAN ONE PERCENT

TABLE 2  
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-2 & E-3	29%	21%
E-4	22%	25%
E-5	25%	28%
E-6	13%	14%
E-7	8%	8%
E-8	2%	3%
E-9	1%	1%

TABLE 3  
TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS TIME IN SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-230</u>	<u>241+</u>
NUMBER IN SAMPLE	292	224	152	83	130	78
PERCENT OF SAMPLE	30%	23%	16%	9%	14%	8%

## CAREER LADDER STRUCTURE

One important function of the USAF occupational analysis program is to examine the existing structure of career ladders -- what people in the field are actually doing, as opposed to what official career documents say they should be doing. This analysis is accomplished through the use of the Comprehensive Occupational Data Analysis Programs (CODAP), which generate a number of statistical products. The primary product used in the analysis of career ladders is a hierarchical clustering of all jobs based on the similarity of tasks performed and the relative amount of time spent performing these tasks. This clustering allows identification of the major types of work being performed by the career ladder members, and is analyzed in terms of the job description and background data of each type of job.

### Structure Overview

Based on task similarity and relative percent time spent on these tasks, the jobs which comprise this career ladder are listed below. The GRP number appearing after each title refers to a reference system generated by the CODAP clustering program.

- I. RECREATION SERVICES SUPERINTENDENTS (N=27, GRP074)
- II. ATHLETIC PERSONNEL
  - a. Athletic Programs Supervisors (N=174, GRP282)
  - b. Athletic Programs Workers (N=52, GRP285)
  - c. Sports Programs Workers (N=8, GRP090)
  - d. Athletic Facilities Maintenance Specialists (N=28, GRP194)
  - e. Base Gym Supervisors (N=9, GRP122)
  - f. NCOICs Base Gym (N=9, GRP188)
  - g. Base Gym Workers (N=35, GRP181)
  - h. Physical Conditioning Specialists (N=7, GRP207)
  - i. Indoor Facilities Maintenance Specialists (N=67, GRP186)
- III. RECREATION CENTER PERSONNEL
  - a. Recreation Center Supervisors (N=45, GRP326)
  - b. Recreation Center Directors (N=19, GRP279)
  - c. Recreation Center Workers (N=58, GRP118)
  - d. Recreation Center Snack Bar Helpers (N=20, GRP360)

#### IV. RECREATION SERVICES PERSONNEL

- a. Recreation Services Supervisors (N=25, GRP079)
- b. NCOICs Recreation Services (N=95, GRP149)
- c. Arts and Crafts Hobby Shop Workers (N=47, GRP111)
- d. Golf Shop and Bowling Alley Workers (N=20, GRP069)
- e. Auto Hobby Shop Workers (N=6, GRP234)
- f. Recreation Site Operators (N=25, GRP163)
- g. Marina Operators (N=10, GRP064)
- h. Swimming Pool Operators (N=9, GRP035)

As may be seen from Figure 1, the job groups identified in this survey were of three basic types: those involved with athletic facilities, those involved with recreation centers, and those involved with recreation services. In addition, there was one group, Recreation Services Superintendents, who managed the activities of personnel in the previously mentioned three groups. A discussion of representative tasks performed and background information for each job group is presented below with additional details given in Appendix A.

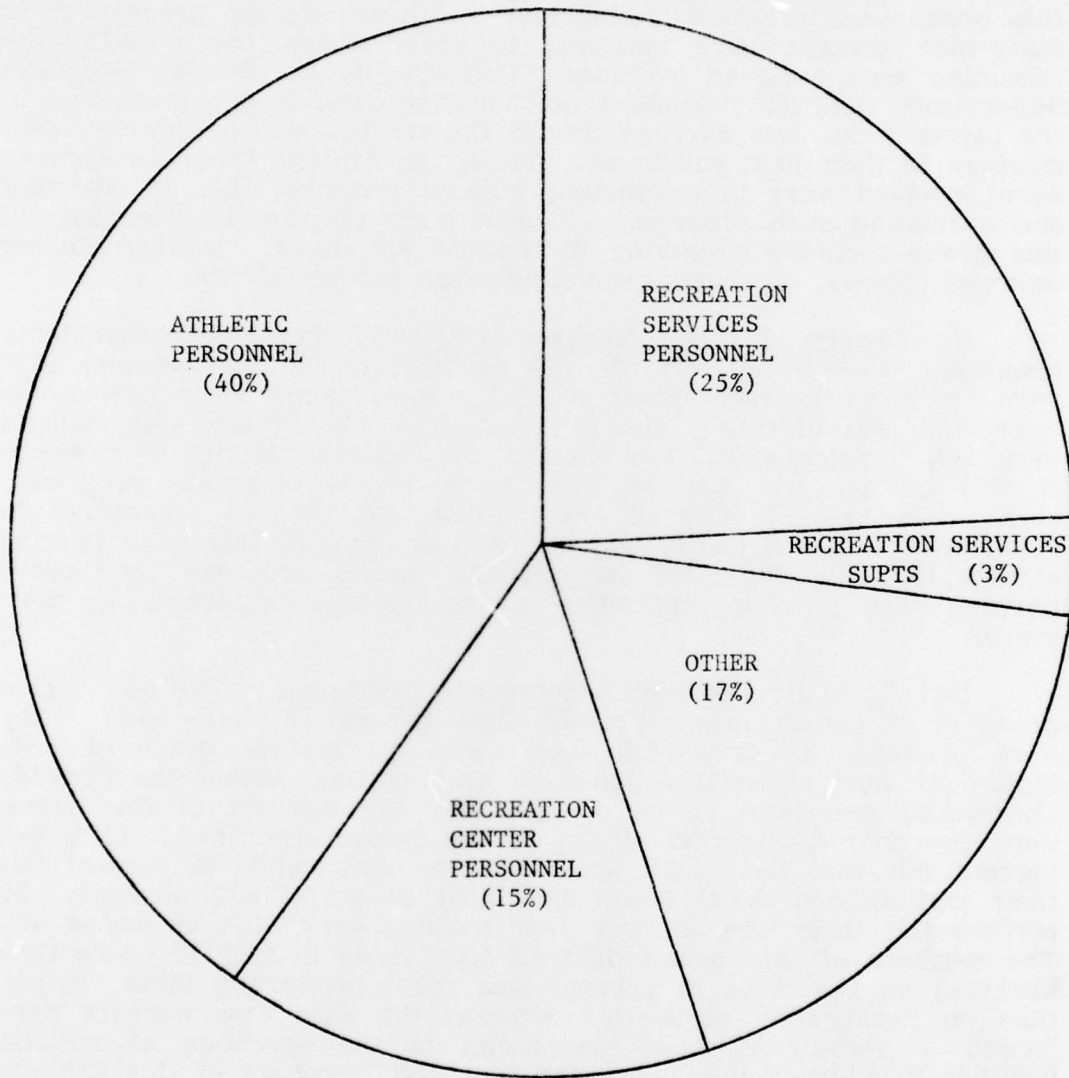
Approximately 83 percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the groups listed above. The remaining 17 percent of the sample included respondents whose jobs were different from those described above, as well as different from each other. Examples of job titles given by these respondents included: Superintendent, Lead Instructor, Safety NCO, Acting Recreation Specialist, Publicity Director, Chief Writer MWR CDC, Instructor/Supervisor MWR Training, and NCOIC Outside Crew.

#### Group Descriptions

I. Recreation Services Superintendents (GRP074). The 27 respondents comprising this group had the highest average grade (E-7) of any of the groups described, with none of them being in their first enlistment. Eighteen of the 27 members were assigned to a head-quarters function. Eighty-two percent found their jobs to be interesting. Only 50 percent felt their jobs utilized their talents very well to fairly well while perceived utilization of training was 52 percent. Compared to the other Recreation Services groups, members of this group performed a much higher level job. Examples of tasks performed included preparing special reports, writing staff studies, surveys, or special reports, and evaluating budgeting and financial requirements.

IIa. Athletic Programs Supervisors (GRP282). The 174 members of this job group comprised the largest group (18.1 percent) of this sample. Ninety-five percent of the personnel were 5- or 7-skill level. They were assigned to various major commands, with 70 percent located within the CONUS. Concerning job satisfaction, 82 percent found their jobs to be interesting; only 18 percent felt their jobs were so-so or dull. The members of this group spent most of their job time planning,

FIGURE 1



implementing, and evaluating athletic programs. Typical tasks included evaluating athletic programs, evaluating officiating in athletic programs; conducting drawings for positions in athletic tournaments, meets, or league play; and issuing athletic equipment or supplies.

I**ib.** Athletic Programs Workers (GRP285). The 52 members of this group were primarily 5-skill level, with an average grade of E-4. Sixty-nine percent were assigned to units within the CONUS; the remaining were assigned overseas. Compared to the Athletic Programs Supervisors (GRP282), members of this group had less average time in the career field, less average time in the service, and a larger percent members in their first enlistment. Thus, the Athletic Programs Workers were involved more in conducting athletic programs than in planning and evaluating such programs. Typical tasks performed by members of this group included preparing tournament schedules, cleaning athletic uniforms, towels, or sheets, and conducting coaches clinics.

I**ic.** Sports Programs Workers (GRP090). The eight respondents comprising this group were 5- (75 percent) or 7- (25 percent) skill level, with an average grade of E-5. Most found their jobs to be interesting (88 percent), and felt that their jobs utilized their talents very well to fairly well (75 percent). The tasks performed by members of this group dealt with implementing a variety of sports programs, such as basketball, baseball, racquetball, and softball. Examples of these tasks included maintaining handicap or standing boards or charts, establishing procedures for implementing sports programs, and coordinating with base transportation on movement of equipment or personnel.

I**id.** Athletic Facilities Maintenance Specialists (GRP194). This group of 28 respondents comprised three percent of the sample. They were primarily 3- or 5-skill level, with an average grade of E-4. Eighty-six percent were assigned to units located within the CONUS. Concerning indicators of job satisfaction, the members of this group were the most dissatisfied of any of the groups described. Fifty-two percent felt that their jobs were so-so or dull, while 46 percent felt their jobs utilized their talents very little or not at all. Similarly, 57 percent felt their jobs utilized their training very little or not at all. The members of this group differed from those in GRP181 (Base Gym Workers) on the basis of percent time spent performing tasks, rather than on background variables. Whereas the Base Gym Workers performed a variety of tasks pertaining to the operation of athletic facilities in addition to maintenance functions, members of this Athletic Facilities Maintenance Specialists group dealt exclusively with the maintenance of athletic facilities. Examples of tasks performed by the members of this group included watering grounds, maintaining dugouts, and mowing or edging grassy areas.

I**ie.** Base Gym Supervisors (GRP122). These nine incumbents were 5- and 7-skill level personnel assigned to ATC (75 percent) and USAFA (25 percent). Sixty-seven percent felt their jobs were interesting, and 78 percent felt that their jobs utilized their talents very

well to fairly well. The members of this group differed from the NCOICs Base Gym group primarily because of the percent time spent performing maintenance tasks, and also because the NCOICs had a lower average time in career field, and service, as well as more percent members in their first enlistment. These incumbents spent the majority of their job time performing supervisory as well as maintenance functions. Typical tasks included conducting OJT, directing maintenance or utilization of equipment, and maintaining athletic floor surfaces.

IIf. NCOICs Base Gym (GRP188). This group of nine incumbents were 5- and 7-skill level, with an average grade of E-5. Fifty-six percent were assigned to units located within the CONUS; 44 percent were assigned to units located overseas. Concerning indicators of job satisfaction, 78 percent found their job to be interesting, and 22 percent found their jobs to be dull or so-so. The members of this group performed a variety of tasks pertaining to the management of base gyms, including planning base intramural sports programs and varsity sports programs, supervising officials for sports, and inspecting supplies, equipment, or facilities.

IIG. Base Gym Workers (GRP181). These 35 group members comprised four percent of the sample. They had an average grade of E-4, with 63 percent holding the 5-skill level. Most were assigned to units located within the CONUS (66 percent). Fifty-nine percent felt that their jobs were interesting, with the remaining 41 percent indicating that their jobs were so-so or dull. The members of this group spent most of their job time performing maintenance and general duty functions, such as dragging ball fields, preparing tournament schedules, and assigning lockers.

Iih. Physical Conditioning Specialists (GRP207). The seven members of this group had the lowest average grade (2.6) and highest percent members in first enlistment (86 percent) of any of the groups described. They were assigned to ATC (71 percent), MAC (14 percent), and TAC (15 percent) units located within the CONUS. The majority of the group members (57 percent) found their jobs to be interesting; 71 percent felt that their jobs utilized their talents very well to fairly well. Typical tasks included demonstrating exercises, advising patrons on conditioning or corrective exercises, and instructing personnel on weightlifting, boxing, or wrestling.

Iii. Indoor Facilities Maintenance Specialists (GRP186). The 67 respondents in this group comprised seven percent of the sample. They were primarily 3- or 5-skill level, with an average grade of E-4. Fifty-eight percent of the group members were in their first enlistment. Almost half of the incumbents found their jobs to be interesting. Concerning utilization of talents and training, 51 percent felt their talents were being utilized very well to fairly well; 54 percent felt their training was being utilized very well to fairly well. This group is different from GRP194, Athletic Facilities Maintenance Specialists, because the former performed more tasks pertaining to the maintenance of indoor gym facilities, such as saunas, athletic floors, and latrines.

Typical tasks performed by these respondents included maintaining athletic floor surfaces, sanitizing latrines other than outdoor, and maintaining indoor surfaces, such as walls or floors.

IIIa. Recreation Center Supervisors (GRP326). The 45 members of this group comprised five percent of the total sample. Over three-fourths of the respondents (76 percent) were assigned to units located within the CONUS. Personnel in this group are distinguished from GRP279 (Recreation Center Directors) because the Supervisors have a lower average grade, time in career field, time in service, and more percent members in their first enlistment. The two groups are also differentiated by the fact that Recreation Center Supervisors, compared to Recreation Center Directors, have less involvement in staff work, such as budgeting, special reports, and briefings. The tasks performed by respondents in the Recreation Center Supervisors group included inspecting recreation centers or equipment, preparing activity calendars, and evaluating the extent of participation in recreation programs.

IIIb. Recreation Center Directors (GRP279). The 19 people in this group were assigned primarily to ADCOM (47 percent) and USAFE (38 percent). Forty-seven percent were 5-skill level, with the remaining 53 percent being 7-skill level; their average grade was E-5. Most of the members of this group (63 percent) felt that their talents and training were being utilized very well to fairly well; 79 percent found their jobs interesting. Personnel belonging to this group spent most of their job time directing various activities within recreation centers, particularly budgeting and resource management. The tasks performed by respondents in this group included directing recreation programs, directing maintenance or utilization of equipment, determining work priorities, and preparing requisitions for supplies or equipment.

IIIc. Recreation Center Workers (GRP118). The 58 respondents in this group held a DAFSC of 74131 (25 percent), 74151 (70 percent), or 74171 (five percent). Their average grade was E-4, with 69 percent of the group members being in their first enlistment. Most of the incumbents (88 percent) were assigned to units located within the CONUS. Only 53 percent found their jobs interesting; 47 percent felt that their jobs utilized their talents very well to fairly well. This group is differentiated from GRP360, Recreation Center Snack Bar Helpers, because the former had a higher average grade, average time in career field and service, and fewer percent members in their first enlistment. In addition, the Recreation Center Workers, as compared to the Recreation Center Snack Bar Helpers, performed very few tasks pertaining to the operation of snack bars or selling of food items. Typical tasks performed by members of this group included selling bingo cards, counting ticket stubs, and date stamping bingo cards.

IIId. Recreation Center Snack Bar Helpers (GRP360). Members of this group were of the 3- or 5-skill level, and had an average grade of E-3. Eighty percent were assigned to units located within the CONUS; 20 percent worked overseas. Concerning indicators of job satisfaction,



60 percent felt their jobs were dull or so-so, while only 40 percent found their jobs to be interesting. Most of the job time of these group members involved the day-to-day operation of recreation centers and snack bars located in recreation centers. Typical tasks included serving food items, removing or replacing cue stick tips, and setting up or taking down tables, chairs, cots, or partitions.

IVa. Recreation Services Supervisors (GRP079). The majority of respondents in this group were 7-skill level, with an average grade of E-6. Most of the members (64 percent) felt that their talents were being utilized very well to fairly well on their jobs; 76 percent found their jobs to be interesting. This group is different from GRP149, NCOICs Recreation Services, because the former group members have a lower average grade, time in career field, time in service, and more percent members in their first enlistment. In addition, the members of GRP079 were less involved in budget and staff work than were the Recreation Services NCOICs. Some of the tasks typically performed by members of this group included coordinating with base information office on base recreation activities, picking up supplies from MWR supply, and maintaining time cards.

IVb. NCOICs Recreation Services (GRP149). Members of this cluster were primarily of the 5- or 7-skill level, with an average grade of E-6. Although 90 percent found their jobs to be interesting, only 46 percent felt that their jobs utilized their training very well to fairly well. For perceived utilization of talents, the corresponding statistic was 42 percent. This cluster was comprised of personnel responsible for a variety of MWR functions, such as safety and budget, as well as for specific recreation services, such as bowling lanes, golf courses, base gyms, and swimming pools. They performed a variety of management type tasks, such as preparing Nonappropriated Fund (NAF) budgets, preparing special reports, and evaluating budgeting and financial requirements.

IVc. Arts and Crafts Hobby Shop Workers (GRP111). The 47 members of this group were primarily 5- or 7-skill level, with an average grade of E-5. Most of the personnel in this group found their jobs interesting (84 percent), and felt that their talents were being utilized very well to fairly well (57 percent). Only 48 percent, on the other hand, felt that their jobs utilized their training very well to fairly well. Typical tasks included collecting fees or charges for firing or renting of ceramic molds, loading or unloading kilns, instructing patrons in ceramic techniques, and inventorying hobby shop retail merchandise.

IVd. Golf Shop and Bowling Alley Workers (GRP069). The 20 respondents in this group were primarily 5- or 7-skill level, and had an average grade of E-4. Half were assigned to units located within the CONUS; 40 percent were in their first enlistment. Fifty percent found their jobs to be interesting, while 65 percent felt that their jobs utilized their talents very well to fairly well. Typical tasks performed by the members of this group included operating cash registers, counting change funds, waiting on patrons, and selling food items.

IVe. Auto Hobby Shop Workers (GRP234). The six members of this group were 5- and 7-skill level, with an average grade of E-4. Five of the six respondents were assigned to units located within the CONUS. Fifty percent felt that their jobs utilized their talents very little or not at all, while the corresponding statistic for perceived utilization of training was 67 percent. Common tasks performed involved assigning auto shop areas or stalls, inspecting auto hobby shop areas or equipment for cleanliness or condition, and demonstrating how to locate information in auto repair manuals.

IVf. Recreation Site Operators (GRP163). The 25 members of this group were primarily 5- or 7-skill level with an average grade of E-5. Most were assigned to units located within the CONUS (76 percent). Common tasks involved operating cash registers, instructing patrons in safe use of equipment, and issuing camping or fishing equipment.

IVg. Marina Operators (GRP064). Eight of the ten members of this group were 5- or 7-skill level; 70 percent were assigned to units located within the CONUS. Ninety percent felt that their jobs were interesting, while 80 percent indicated that their jobs utilized their talents very well to fairly well. The members of this group performed a variety of tasks pertaining to marinas, such as inspecting boats or docks, maintaining boat moorings, and building marina facilities.

IVh. Swimming Pool Operators (GRP035). Seven of these nine group members were 5- or 7-skill level, with an average grade of E-4. Four of the respondents were in their first enlistment. The members of this group seemed to be relatively dissatisfied with their jobs -- 44 percent felt that their jobs utilized their talents very little or not at all; 56 percent indicated that their jobs utilized their training very little or not at all. Some of the tasks commonly performed by the members of this group included cleaning swimming pool decks, vacuuming swimming pools, and acting as lifeguard.

#### Summary

Twenty-two groups were identified which accounted for 83 percent of the survey respondents. The members of these groups performed a wide variety of general recreational duties, as well as specialized duties pertaining to the operation of bowling alleys, golf courses, auto hobby shops, arts and crafts hobby shops, base gyms, marinas, swimming pools, and snack bars. The remaining 17 percent of the sample performed jobs which were different from those defined in the groups, as well as different from each other. These findings suggest a very diverse (heterogeneous) career ladder where many jobs have very little in common.

## ANALYSIS OF DAFSC GROUPS

DAFSC 74131 and 74151. Three- and 5-skill level personnel seemed to perform essentially the same jobs. As may be seen from Table 4, which presents percent time spent performing duties by DAFSC groups, the majority of their time was spent managing MWR programs and facilities, and performing indoor or outdoor maintenance functions.

Despite this similarity, there were some important differences between 3- and 5-skill level personnel which should be noted. For example, 3-skill level personnel spent more time performing indoor or outdoor maintenance functions than did 5-skill level personnel (31 percent time spent versus 22 percent time spent, respectively). Similarly, 74151 personnel were involved in directing and implementing (Duty B) and inspecting and evaluating (Duty C) more than were 74131 personnel.

Tables 5 and 6 present tasks most frequently performed by 3- and 5-skill level personnel, respectively. These tasks primarily involve general maintenance and administrative functions. Note that the two tasks lists are almost identical, differing mostly in terms of percent members performing each task rather than in terms of tasks performed.

DAFSC 74171. Seven-skill level personnel are similar to 3- and 5-skill level personnel in that they spent almost one third of their time managing MWR programs and facilities. Unlike 74131 and 74151 personnel, however, 74171 personnel spent a great deal of time performing supervisory functions, such as organizing and planning (Duty A), directing and implementing (Duty B), inspecting and evaluating (Duty C), and training (Duty D).

Since there is a 7-skill level technical training course for the 741X1 career ladder, it is particularly important to examine the tasks performed by this group. Table 7 presents the tasks most frequently performed by 7-skill level personnel, in addition to the difficulty rating for each task. As may be seen from this table, 74171 personnel performed maintenance tasks, such as policing immediate work areas and inventorying supplies, in addition to managerial tasks, such as determining work priorities and planning work assignments. An examination of the difficulty ratings for these managerial tasks indicates that most are of above average difficulty.

Some of the tasks which differentiate between 5- and 7-skill level personnel are presented in Table 8. This table indicates that the performance of supervisory tasks increased with the award of the 7-skill level. For example, only 40 percent of 5-skill level personnel indicated that they prepared work schedules, versus 69 percent for the 7-skill level personnel. Similarly 60 percent of 74171 personnel reported preparing APRs, while the corresponding statistic for 74151 personnel was only 16 percent.

DAFSC 74191. Nine-skill level personnel spent the majority of their time (about 60 percent) performing supervisory and managerial duties, as may be seen from Table 4. All of the tasks performed by the largest percentages of 9-skill level personnel fell within these duties (see Table 9).

Compared to 74171 personnel, 74191 personnel performed few maintenance type tasks, and many managerial tasks. Table 10 lists some of the tasks which differentiate between 7- and 9-skill level personnel. As may be seen from this table, these two groups differed a great deal in terms of the percent members performing specific managerial functions with more 9-skill level personnel being involved in planning, staffing, and evaluating tasks.

TABLE 4

## PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTY	TOTAL SAMPLE (N=960)	DAFSC 74131 (N=88)	DAFSC 74151 (N=502)	DAFSC 74171 (N=304)	DAFSC 74191 (N=44)
E MANAGING MWR PROGRAMS AND FACILITIES	31	32	32	31	26
F PERFORMING INDOOR OR OUTDOOR MAINTENANCE FUNCTIONS	18	31	22	10	3
B DIRECTING AND IMPLEMENTING	14	8	12	19	27
C INSPECTING AND EVALUATING	8	3	5	11	20
G OFFICIATING, INSTRUCTING, AND MANAGING ATHLETICS	7	9	8	5	2
A ORGANIZING AND PLANNING	6	3	4	8	11
J OPERATING RECREATION CENTERS AND SNACK BARS	4	6	5	3	1
H OPERATING AND MAINTAINING SWIMMING POOLS AND OUTDOOR RECREATION FACILITIES	3	3	3	4	3
D TRAINING	3	1	1	4	3
I OPERATING SNACK BARS AND PREPARING FOOD	2	2	3	2	1
P PERFORMING SMALL CRAFT AND CERAMIC HOBBY SHOP FUNCTIONS	1	1	1	1	*
K OPERATING HOBBY SHOP RETAIL STORES	1	*	1	1	*
N OPERATING AUTO HOBBY SHOPS	1	*	1	*	*
O OPERATING PHOTOGRAPHY HOBBY SHOPS	*	*	*	*	*
M OPERATING WOOD HOBBY SHOPS	*	*	*	*	*
L OPERATING FINE ARTS HOBBY SHOPS	*	*	*	*	*

\* INDICATES LESS THAN ONE PERCENT TIME SPENT

TABLE 5

## EXAMPLE OF TASKS PERFORMED BY DAFSC 74131 PERSONNEL

<u>TASK</u>	<u>PERCENT PERFORMING</u>
POLICE IMMEDIATE WORK AREAS	86
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	82
REMOVE OR REPLACE LIGHTS, SUCH AS BULBS OR SPOTLIGHT LAMPS	80
PICK UP LITTER AROUND BASES OR ASSIGNED LOCATIONS	73
MOW OR EDGE GRASSY AREAS	61
COUNT CHANGE FUNDS	61
PREPARE BANK DEPOSIT SLIPS	60
DEPOSIT MONIES IN BANKS	60
PICK UP SUPPLIES FROM MWR SUPPLY	60
COLLECT FEES FOR SERVICES OR RENTALS OTHER THAN CERAMICS	59
ISSUE ATHLETIC EQUIPMENT OR SUPPLIES	56
MAINTAIN DAILY ATTENDANCE LOGS	55
INSTRUCT PATRONS IN SAFE USE OF EQUIPMENT	52
LINE ATHLETIC FIELDS, TRACKS, OR COURSES	52
CLEAN ATHLETIC UNIFORMS, TOWELS, OR SHEETS	49

TABLE 6

## EXAMPLE OF TASKS PERFORMED BY DAFSC 74151 PERSONNEL

<u>TASK</u>	<u>PERCENT PERFORMING</u>
POLICE IMMEDIATE WORK AREAS	75
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	70
PICK UP SUPPLIES FROM MWR SUPPLY	69
REMOVE OR REPLACE LIGHTS, SUCH AS BULBS OR SPOTLIGHT LAMPS	68
DEPOSIT MONIES IN BANKS	64
COLLECT FEES FOR SERVICES OR RENTALS OTHER THAN CERAMICS	63
INSPECT SUPPLIES, EQUIPMENT, OR FACILITIES	61
PREPARE BANK DEPOSIT SLIPS	60
PICK UP LITTER AROUND BASES OR ASSIGNED LOCATIONS	59
COUNT CHANGE FUNDS	59
ISSUE ATHLETIC EQUIPMENT OR SUPPLIES	57
MAINTAIN TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	57
MOW OR EDGE GRASSY AREAS	55
LINE ATHLETIC FIELDS, TRACKS, OR COURSES	48
CLEAN ATHLETIC UNIFORMS, TOWELS, OR SHEETS	46

TABLE 7

## EXAMPLE OF TASKS PERFORMED BY DAFSC 74171 PERSONNEL

TASK	PERCENT PERFORMING	TASK DIFFICULTY RATING
INSPECT SUPPLIES, EQUIPMENT, OR FACILITIES	81	5.10
DETERMINE WORK PRIORITIES	78	5.91
PARTICIPATE IN STAFF MEETINGS	77	4.44
COORDINATE WITH CIVIL ENGINEERING OR OTHER SECTIONS ON MAINTENANCE OF FACILITIES, GROUNDS, OR EQUIPMENT	72	5.54
DEVELOP WORK METHODS OR PROCEDURES	71	6.11
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIP- MENT, OR SUPPLIES	71	6.32
PREPARE WORK SCHEDULES	69	5.03
PREPARE REQUISITIONS FOR SUPPLIES OR EQUIPMENT	69	5.44
PLAN WORK ASSIGNMENTS	67	5.52
POLICE IMMEDIATE WORK AREAS	64	2.41
PLAN RECREATION PROGRAMS	64	6.35
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	63	6.19
INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES OTHER THAN AUTO HOBBY SHOP	62	4.75
COLLECT FEES FOR SERVICES OR RENTALS OTHER THAN CERAMICS	57	4.09
DRAFT CORRESPONDENCE	56	5.80

TABLE 8

TASKS WHICH DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	5-SKILL LEVEL	7-SKILL LEVEL	DIFFERENCE
PREPARE APRs	16	60	-44
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	27	63	-36
DETERMINE WORK PRIORITIES	44	78	-34
PLAN WORK ASSIGNMENTS	37	67	-30
DRAFT CORRESPONDENCE	26	56	-30
PREPARE WORK SCHEDULES	40	69	-29
DEVELOP WORK METHODS OR PROCEDURES	46	71	-25
PREPARE REQUISITIONS FOR SUPPLIES OR EQUIPMENT	46	69	-23
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	48	71	-23
PARTICIPATE IN STAFF MEETINGS	56	77	-21
INSPECT SUPPLIES, EQUIPMENT, OR FACILITIES	61	81	-20
COORDINATE WITH CIVIL ENGINEERING OR OTHER SECTIONS ON MAINTENANCE OF FACILITIES, GROUNDS, OR EQUIPMENT	59	72	-13

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 74191 PERSONNEL

TASK	PERCENT PERFORMING
PARTICIPATE IN STAFF MEETINGS	89
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	86
PREPARE SPECIAL REPORTS	82
DRAFT CORRESPONDENCE	82
INSPECT SUPPLIES, EQUIPMENT, OR FACILITIES	80
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	80
EVALUATE INSPECTION REPORTS OR PROCEDURES	77
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	77
PLAN BRIEFINGS	75
DEVELOP WORK METHODS OR PROCEDURES	75
DETERMINE WORK PRIORITIES	75
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	73
REVIEW NAF BUDGETS	73
COORDINATE WITH CIVIL ENGINEERING OR OTHER SECTIONS ON MAINTENANCE OF FACILITIES, GROUNDS, OR EQUIPMENT	73
EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	73



TABLE 10

TASKS WHICH DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	7-SKILL LEVEL	9-SKILL LEVEL	DIFFERENCE
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	26	73	-47
PLAN BRIEFINGS	39	75	-36
EVALUATE INSPECTION REPORTS OR PROCEDURES	45	78	-33
PREPARE SPECIAL REPORTS	52	82	-30
PREPARE BRIEFINGS	41	68	-27
DRAFT CORRESPONDENCE	56	82	-26
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	63	86	-23
REVIEW NAF MINUTES, SUCH AS SPORTS COUNCIL OR ADVISORY COMMITTEES	51	73	-22
EVALUATE SAFETY PRACTICES IN ATHLETIC PROGRAMS	45	66	-21
EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	53	73	-20
REVIEW PERIODIC FINANCIAL STATEMENTS	54	73	-19
PLAN SAFETY PROGRAMS	46	64	-18
REVIEW APPROPRIATED FUND BUDGETS	52	66	-14
REVIEW BCE WORK REQUEST FORMS (AF FORM 332)	49	62	-13
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	65	78	-13

## ANALYSIS OF TAFMS GROUPS

Table 11 presents the percent time spent performing duties by TAFMS groups. As may be seen from this table, there was an increase in the amount of time spent performing supervisory duties with increasing years AFMS, along with a decrease in the amount of time spent performing technical duties. Thus first enlistment personnel spent only 16 percent of their time performing supervisory duties and 83 percent of their time performing technical duties. Fourth enlistment personnel, on the other hand, spent 43 percent of their time on supervisory duties and 56 percent of their time on technical duties.

Table 12 presents indicators of job satisfaction for TAFMS groups as compared to responses from TAFMS groups surveyed in all career ladders during 1978. As may be seen from this table, 741X1 personnel do not differ substantially from the comparative sample on any of the indices of job satisfaction.

Within the 741X1 career ladder, however, there were differences in job satisfaction among the TAFMS groups. In general, job interest, perceived utilization of talents, and perceived utilization of training increased favorably with increased time in the service.

TABLE 11

## PERCENT TIME SPENT PERFORMING DUTIES BY AFMS GROUPS

DUTY	MONTHS AFMS					
	1-48 (N=291)	49-96 (N=224)	97-144 (N=152)	145-192 (N=83)	193-240 (N=130)	241+ (N=78)
<u>MANAGEMENT, SUPERVISION, AND TRAINING</u>						
ORGANIZING AND PLANNING	3	5	6	9	8	10
DIRECTING AND IMPLEMENTING	9	13	16	18	19	23
INSPECTING AND EVALUATING	3	6	8	11	12	16
TRAINING	1	2	2	5	5	4
<u>TECHNICAL</u>						
MANAGING MWR PROGRAMS AND FACILITIES	32	33	32	30	29	28
PERFORMING INDOOR OR OUTDOOR MAINTENANCE FUNCTIONS	27	20	15	10	10	6
OFFICIATING, INSTRUCTING, AND MANAGING ATHLETICS	8	8	8	6	5	3
OPERATING AND MAINTAINING SWIMMING POOLS AND OUTDOOR RECREATION FACILITIES	3	3	3	3	5	2
OPERATING SNACK BARS AND PREPARING FOOD	3	2	2	1	2	1
OPERATING RECREATION CENTERS AND SNACK BARS	6	5	4	3	1	*
OPERATING HOBBY SHOP RETAIL STORES	1	*	1	1	*	*
OPERATING FINE ARTS HOBBY SHOPS	*	*	*	*	*	*
OPERATING WOOD HOBBY SHOPS	*	1	*	1	1	*
OPERATING AUTO HOBBY SHOPS	1	*	1	*	*	*
OPERATING PHOTOGRAPHY HOBBY SHOPS	*	*	*	*	*	*
PERFORMING SMALL CRAFT AND CERAMIC HOBBY SHOP FUNCTIONS	2	1	1	1	1	2

TABLE 12

COMPARISON OF JOB SATISFACTION INDICES FOR AFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 AFMS		49-96 AFMS		97+ AFMS	
	741X1 (N=291)	COMP SAMPLE** (N=13,480)	741X1 (N=224)	COMP SAMPLE** (N=6,363)	741X1 (N=443)	COMP SAMPLE** (N=11,591)
<u>EXPRESSED JOB INTEREST:</u>						
NOT REPORTED	2	3	1	2	2	4
DULL	18	16	13	14	8	9
SO-SO	20	18	17	17	12	12
INTERESTING	60	63	69	67	78	75
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
NOT REPORTED	0	1	2	1	2	1
LITTLE OR NOT AT ALL	38	30	23	26	18	17
FAIRLY WELL TO VERY WELL	52	62	57	65	52	62
EXCELLENTLY OR PERFECTLY	10	7	18	8	28	20
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
NOT REPORTED	1	1	2	1	1	1
LITTLE OR NOT AT ALL	32	25	30	25	21	19
FAIRLY WELL TO VERY WELL	56	64	41	63	53	60
EXCELLENTLY OR PERFECTLY	11	10	17	11	25	20
<u>REENLISTMENT INTENTIONS:</u>						
NOT REPORTED	0	2	0	3	2	3
NO OR PROBABLY NO	50	54	26	37	30	26
YES OR PROBABLY YES	50	44	74	60	68	71

\* BASED ON RESPONSES FROM TOTAL SAMPLE OF TAFMS GROUPS SURVEYED IN 1978

## CONUS VERSUS OVERSEAS DIFFERENCES

Of particular interest in this survey is an analysis of the differences between the jobs performed by CONUS and overseas 74151 personnel. As may be seen from Table 13, which presents percent time spent performing duties by 5-skill level CONUS and overseas groups, these personnel spent approximately the same amounts of time in the various duties. The exception to this rule is that overseas 74151 personnel spent slightly more time managing MWR programs and facilities (35 percent time spent versus 31 percent time spent for CONUS 74151 personnel), and less time performing indoor and outdoor maintenance functions than CONUS 74151 personnel (19 percent time spent versus 23 percent time spent, respectively).

A comparison of tasks performed by the two groups, however, reveals many differences. Table 14 lists some of the tasks which differentiate between CONUS and overseas 74151 personnel. In general, CONUS 5-skill level personnel seemed to be involved more with the performance of maintenance functions, such as watering grounds and mowing or edging grassy areas, than were overseas respondents. The latter group, however, performed more tasks pertaining to the coordination and movement of personnel and equipment than did the former.

An examination of background variables (see Table 15) indicated that there were few differences between the two groups in terms of average grade, average time in service and career field, job interest, and perceived utilization of talents and training. Concerning indicators of job satisfaction, for example, 71 percent of 74151 overseas personnel found their jobs interesting versus 65 percent for 74151 CONUS personnel which does not appear to be a substantial difference.

TABLE 13

PERCENT TIME SPENT PERFORMING TASKS WITHIN DUTIES  
BY 74151 CONUS AND OVERSEAS GROUPS

DUTY	OVERSEAS (N=126)	CONUS (N=376)
MANAGING MWR PROGRAMS AND FACILITIES	35	31
PERFORMING INDOOR OR OUTDOOR MAINTENANCE FUNCTIONS	19	22
DIRECTING AND IMPLEMENTING	13	11
OFFICIATING, INSTRUCTING, AND MANAGING ATHLETICS	9	8
INSPECTING AND EVALUATING	6	5
ORGANIZING AND PLANNING	4	4
OPERATING RECREATION CENTERS AND SNACK BARS	4	5
OPERATING AND MAINTAINING SWIMMING POOLS AND OUTDOOR RECREATING FACILITIES	3	3
OPERATING SNACK BARS AND PREPARING FOOD	3	3
TRAINING	1	2
PERFORMING SMALL CRAFT AND CERAMIC HOBBY SHOP FUNCTIONS	1	3
OPERATING HOBBY SHOP RETAIL STORES	1	1
OPERATING AUTO HOBBY SHOPS	*	1
OPERATING FINE ARTS HOBBY SHOPS	*	*
OPERATING WOOD HOBBY SHOPS	*	*
OPERATING PHOTOGRAPHY HOBBY SHOPS	*	*

\* INDICATES LESS THAN ONE PERCENT MEMBERS PERFORMING

TABLE 14

TASKS WHICH DIFFERENTIATE BETWEEN CONUS AND OVERSEAS 74151 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	CONUS (N=376)	OVERSEAS (N=126)	DIFFERENCE
MOW OR EDGE GRASS AREAS	59	43	+16
SUPERVISE AFSC 74131 PERSONNEL	30	17	+13
WATER GROUNDS	41	29	+12
CONDUCT OJT	26	14	+12
ADMINISTER PHYSICAL APTITUDE TESTS FOR AIR FORCE ACADEMY APPLICANTS	25	14	+11
RAKE LEAVES OR CLIPPINGS	27	17	+10
ISSUE EQUIPMENT, SUCH AS POOL BALLS, PLAYING CARDS, OR MUSICAL INSTRUMENTS	27	17	+10
COORDINATE WITH BASE TRANSPORTATION ON MOVEMENT OF EQUIPMENT OR PERSONNEL	31	56	-25
PARTICIPATE IN STAFF MEETINGS	50	73	-23
SUPERVISE FOREIGN NATIONALS	5	28	-23
COORDINATE WITH BILLETING ON HOUSING OF PERSONNEL	22	43	-21
COORDINATE WITH TEAM MANAGERS OR MEMBERS ON TRANSPORTATION OF EQUIPMENT	15	36	-21
DISTRIBUTE SPORTS INFORMATION TO OPPOSING TEAMS	26	45	-19
COLLECT FEES FOR SERVICES OR RENTALS OTHER THAN CERAMICS	59	77	-18

TABLE 15

COMPARISON OF CONUS AND OVERSEAS 74151 PERSONNEL ON  
BACKGROUND VARIABLES

<u>VARIABLES</u>	CONUS (N=376)	OVERSEAS (N=126)
AVERAGE GRADE	3.9	4.1
AVERAGE TIME IN CAREER FIELD (MONTHS)	57.2	60.8
AVERAGE TIME IN SERVICE (MONTHS)	72.1	69.7
<u>JOB INTEREST:</u>		
INTERESTING	65%	71%
SO-SO	20%	19%
DULL	15%	10%
<u>PERCEIVED UTILIZATION OF TALENTS:</u>		
EXCELLENTLY TO PERFECTLY	14%	17%
VERY WELL TO FAIRLY WELL	55%	57%
LITTLE OR NOT AT ALL	31%	26%
<u>PERCEIVED UTILIZATION OF TRAINING:</u>		
EXCELLENTLY TO PERFECTLY	12%	17%
VERY WELL TO FAIRLY WELL	56%	56%
LITTLE OR NOT AT ALL	32%	27%



## ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for the 741X1 job survey, 51 incumbents in the 7- and 9-skill levels 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 in difficulty, with difficulty being defined as the length of time it takes an average career ladder member to learn to do the task. The interrater reliability (as assessed through components of variance of group means) among the 51 raters was .95. These ratings were adjusted so that tasks of average difficulty had ratings of 5.00.

Tasks rated as above average in difficulty were of three basic types: those associated with budget preparation and approval, those associated with instructing patrons on auto repair in an auto hobby shop, and those associated with producing plays or drama. These tasks included preparing five year capital expenditure budget plan, preparing incoming expense budgets, demonstrating body and fender repair techniques, instructing auto hobby shop patrons in use of diagnostic machines, writing scripts, and editing scripts. As may be seen from Table 16, the budget tasks were performed by relatively large percentages of 741X1 personnel, whereas the auto repair tasks and play production tasks were performed by only a few 741X1 respondents.

Those tasks which were rated as being least difficult primarily pertained to janitorial or maintenance functions, such as watering grounds, spreading dirt on lawns, and removing snow or ice from walks or doorways. These below average difficulty tasks were performed by large percentages of the 741X1 personnel (see Table 17).

TABLE 16

## THE 15 TASKS RATED AS MOST DIFFICULT FOR DAFSC 741X1 PERSONNEL

TASKS	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=960)
WRITE SCRIPTS	7.68	2
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.13	18
DIRECT PLAYS OR PRODUCTIONS	7.13	2
PREPARE FIVE YEAR CAPITAL EXPENDITURE BUDGET PLAN	7.09	24
EDIT SCRIPTS	7.08	1
DEMONSTRATE BODY AND FENDER REPAIR TECHNIQUES	7.05	*
PREPARE NONAPPROPRIATED FUND (NAF) BUDGET	6.97	34
PREPARE INCOMING EXPENSE BUDGETS	6.95	24
PREPARE JUSTIFICATION FOR APPROPRIATED FUND BUDGET REQUESTS	6.90	24
DIRECT CHILD CARE CENTER ACTIVITIES	6.82	5
INSTRUCT AUTO HOBBY SHOP PATRONS IN USE OF DIAGNOSTIC MACHINES	6.72	*
OPERATE BOAT MOTOR REPAIR SHOPS	6.72	2
PREPARE DRAFTS OF BUDGETS	6.68	40
INSTRUCT AUTO HOBBY SHOP PATRONS IN WELDING OR CUTTING TECHNIQUES	6.66	*
DEMONSTRATE USE OF VALVE GRINDING EQUIPMENT	6.64	*

\* INDICATES LESS THAN ONE PERCENT MEMBERS PERFORMING

TABLE 17

THE 15 TASKS RATED AS LEAST DIFFICULT FOR DAFSC 741X1 PERSONNEL

TASKS	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=960)
MAKE DISTRIBUTION RUNS	2.76	51
TRIM OR PRUNE HEDGES, SHRUBBERY, OR TREES	2.76	22
REMOVE OR REPLACE NETTING ON GOALS OR CAGES	2.68	37
SPREAD DIRT ON LAWNS	2.68	12
REMOVE OR REPLACE NAILS ON INDOOR PLAYING SURFACES	2.61	28
PICK UP LITTER AROUND BASES OR ASSIGNED LOCATIONS WATER GROUNDS	2.57	53
REMOVE SNOW OR ICE FROM WALKS OR DOORWAYS	2.56	32
POLICE IMMEDIATE WORK AREAS	2.53	34
REMOVE OR REPLACE LIGHTS, SUCH AS BULBS OR SPOTLIGHT LAMPS	2.41	70
RAKE LEAVES OR CLIPPINGS	2.40	61
BAG ICE FOR SALE	2.39	32
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	2.38	2
WASH WINDOWS	2.34	61
POLISH FURNITURE	2.33	34
	2.28	21

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

A comparison of the 741X1 specialty descriptions contained in AFR 39-1 (1 June 1977) with the survey data indicated that the descriptions were descriptive in outlining the general duties performed by 741X1 personnel. The specialty descriptions for 3- and 5-skill level personnel depict the functions of planning, organizing, and conducting recreation and athletic activities. The specialty descriptions for 7- and 9-skill level personnel outline the functions of planning, organizing, and supervising the various aspects of MWR programs. Examination of the data revealed substantial percentages of personnel performing tasks related to these functions.

## COMPARISON OF CURRENT SURVEY TO THE 1974 SURVEY

The results of this survey were compared to those of the Occupational Survey Report (AFPT 90-741-135) dated 20 August 1974. Overall, the survey findings were very similar. In this survey, as in the previous, two basic types of job groups were found: those pertaining to recreation services and those pertaining to athletics or sports programs. Many of the groups found in the current survey were identified to those found in the 1974 survey (Gym Supervisor, Athletic Facilities Maintenance Specialist, Swimming Pool Manager/Operator, Athletic Supervisor, NCOIC Base Gym, Arts and Crafts Hobby Shop Worker, Recreation Center Supervisor, Recreation Center Worker, and Marina Operator). Thus, it would appear that the 741X0/741X1 career ladder merger had little effect on the jobs performed by Recreation Services personnel.

## IMPLICATIONS

Twenty-two distinct jobs were identified in this study. The differences between some groups involve only differing levels of management and supervisors. In other cases, there are very few common tasks between some groups due to the very specialized activities they are performing (auto hobby shop, ceramics hobby shop, recreation site operators, etc.) which may be isolated from other MWR activities and sometimes are remote from any base or installation. These specializations make for a very diverse career ladder at the apprentice and specialist level; supervisory and management level jobs appear less diverse since all involve overseeing athletic and MWR functions, supervising military and civilian personnel, handling funds, and planning or evaluating MWR programs.

A substantial percentage of Recreation Services personnel are involved in maintenance and custodial tasks, such as policing athletic or gym areas, trimming or mowing grass, etc. This is true even at the supervisor and manager levels. While job interest is fairly good for many job groups, those jobs where a substantial amount of time is spent on custodial or policing tasks have low job interest and incumbents perceive that their talents are not being used.

A review of differences between CONUS and overseas jobs revealed few differences. A comparison with the previous survey (1974) suggested that the jobs have remained very stable over time. The merger of Recreation Services (741X1) and Physical Conditioning (741X0) into a single ladder in 1976 has apparently had very little impact on most of the jobs performed.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP074 - RECREATION SERVICES SUPERINTENDENTS

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 2.8%

MAJOR COMMAND DISTRIBUTION: AAC (4%), USAFA (4%), ADCOM (19%), USAFE (21%), ATC (11%),  
AFRES (4%), MAC (4%), PACAF (7%), SAC (11%), TAC (15%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 74171 (41%), 74191 (37%), CEM CODE 74100 (22%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 220.3 MOS

AVERAGE TIME IN SERVICE: 239.4 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (11%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 46%  
VERY WELL TO FAIRLY WELL 50%  
LITTLE OR NOT AT ALL 4%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 41%  
VERY WELL TO FAIRLY WELL 52%  
LITTLE OR NOT AT ALL 7%

AVERAGE NUMBER OF TASKS PERFORMED: 48

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

EVALUATE RECREATION PROGRAMS  
PREPARE SPECIAL REPORTS  
EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS  
EVALUATE INSPECTION REPORTS OR PROCEDURES  
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS  
PREPARE BRIEFINGS



GROUP ID NUMBER AND TITLE: GRP282 - ATHLETIC PROGRAMS SUPERVISORS

NUMBER IN GROUP: 174

PERCENT OF SAMPLE: 18.1%

MAJOR COMMAND DISTRIBUTION: AAC (3%), USAF (.5%), ADCOM (6%), USAFE (16%), AFLC (3%),  
ACIS (.5%), AFSC (3%), ATC (8%), AU (.5%), MAC (7%),  
PACAF (7%), SAC (26%), TAC (19%), HQ COMD SPEC ACTY (.5%)

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

DAFSC DISTRIBUTION: 74131 (4%), 74151 (53%), 74171 (42%), 74191 (1%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 100.6 MOS

AVERAGE TIME IN SERVICE: 121.8 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 19%

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (13%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 26%  
VERY WELL TO FAIRLY WELL 58%  
LITTLE OR NOT AT ALL 16%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 24%  
VERY WELL TO FAIRLY WELL 60%  
LITTLE OR NOT AT ALL 16%

AVERAGE NUMBER OF TASKS PERFORMED: 206

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

COORDINATE WITH CIVIL ENGINEERING OR OTHER SECTIONS ON MAINTENANCE  
OF FACILITIES, GROUNDS, OR EQUIPMENT  
ESTABLISH PROCEDURES FOR IMPLEMENTING SPORTS PROGRAMS  
INSPECT SUPPLIES, EQUIPMENT, OR FACILITIES  
PLAN PURCHASE OF AWARDS OR TROPHIES  
PLAN RECREATION PROGRAMS  
EVALUATE ATHLETIC PROGRAMS

GROUP ID NUMBER AND TITLE: GRP285 - ATHLETIC PROGRAMS WORKERS

NUMBER IN GROUP: 52

PERCENT OF SAMPLE: 5.4%

MAJOR COMMAND DISTRIBUTION: AAC (2%), USAFA (2%), USAFE (17%), ATC (6%), MAC (13%), PACAF (6%), SAC (31%), TAC (23%)

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

DAFSC DISTRIBUTION: 74131 (12%), 74151 (73%), 74171 (15%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 60.1 MOS

AVERAGE TIME IN SERVICE: 80.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 35%

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (8%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 13%  
VERY WELL TO FAIRLY WELL 77%  
LITTLE OR NOT AT ALL 10%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 16%  
VERY WELL TO FAIRLY WELL 67%  
LITTLE OR NOT AT ALL 17%

AVERAGE NUMBER OF TASKS PERFORMED: 105

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

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SCHEDULE OFFICIALS FOR ATHLETIC COMPETITIONS  
PREPARE SIGN-UP SHEETS FOR TOURNAMENTS OR CONTESTS  
MAINTAIN TOURNAMENT STATUS BOARDS  
PLAN COACHES' CLINICS  
CONDUCT COACHES' CLINICS  
PLAN OFFICIALS' CLINICS

GROUP ID NUMBER AND TITLE: GRP090 - SPORTS PROGRAMS WORKERS

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: .8%

MAJOR COMMAND DISTRIBUTION: ADCOM (13%), USAFE (13%), AFLC (13%), ATC (12%), MAC (24%), PACAF (12%), USAFSS (13%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 74151 (75%), 74171 (25%)

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 92.0 MOS

AVERAGE TIME IN SERVICE: 101.0 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 12%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (12%), INTERESTING (88%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 75%  
LITTLE OR NOT AT ALL 25%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 75%  
LITTLE OR NOT AT ALL 25%

AVERAGE NUMBER OF TASKS PERFORMED: 72

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

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MAINTAIN HANDICAP OR STANDINGS BOARDS OR CHARTS  
MAINTAIN FILES OR SPORTS RULES AND SPORTS RULES CHANGES  
DIRECT ATHLETIC PROGRAMS OTHER THAN BOXING OR GOLF  
EVALUATE OFFICIATING IN ATHLETIC PROGRAMS  
ESTABLISH PROCEDURES FOR IMPLEMENTING SPORTS PROGRAMS  
COORDINATE WITH BASE TRANSPORTATION ON MOVEMENT OF EQUIPMENT OR PERSONNEL

GROUP ID NUMBER AND TITLE: GRP194 - ATHLETIC FACILITIES MAINTENANCE SPECIALISTS

NUMBER IN GROUP: 28

PERCENT OF SAMPLE: 2.9%

MAJOR COMMAND DISTRIBUTION: AAC (4%), USAFA (11%), USAFE (7%), AFSC (7%),  
ATC (3%), MAC (7%), PACAF (4%), SAC (14%), TAC (7%)

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

DAFSC DISTRIBUTION: 74131 (25%), 74151 (64%), 74171 (11%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 51.4 MOS

AVERAGE TIME IN SERVICE: 67.4 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 43%

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (22%), INTERESTING (48%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 11%  
VERY WELL TO FAIRLY WELL 43%  
LITTLE OR NOT AT ALL 46%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 7%  
VERY WELL TO FAIRLY WELL 36%  
LITTLE OR NOT AT ALL 57%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

#### TASKS

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LINE ATHLETIC FIELDS, TRACKS, OR COURSES  
POLICE IMMEDIATE WORK AREAS  
PICK UP LITTER AROUND BASES OR ASSIGNED LOCATIONS  
MOW OR EDGE GRASSY AREAS  
DRAG BALL FIELDS  
WATER GROUNDS  
MAINTAIN DUGOUTS

GROUP ID NUMBER AND TITLE: GRP122 - BASE GYM SUPERVISORS

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

MAJOR COMMAND DISTRIBUTION: USAF (25%), ATC (75%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 74151 (33%), 74171 (67%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 96.3 MOS

AVERAGE TIME IN SERVICE: 121.6 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

EXPRESSED JOB INTEREST: DULL (22%), SO-SO (11%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 11%  
VERY WELL TO FAIRLY WELL 78%  
LITTLE OR NOT AT ALL 11%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 11%  
VERY WELL TO FAIRLY WELL 56%  
LITTLE OR NOT AT ALL 33%

AVERAGE NUMBER OF TASKS PERFORMED: 88

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT  
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES  
CONDUCT OJT  
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES  
MAINTAIN ATHLETIC FLOOR SURFACES  
MOW OR EDGE GRASSY AREAS

GROUP ID NUMBER AND TITLE: GRP188 - NCOICs BASE GYM

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: .9%

MAJOR COMMAND DISTRIBUTION: USAFE (33%), AFLC (11%), MAC (11%), PACAF (11%),  
SAC (22%), TAC (12%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 74151 (44%), 74171 (56%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 94.9 MOS

AVERAGE TIME IN SERVICE: 138.6 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (11%), INTERESTING (78%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 78%  
LITTLE OR NOT AT ALL 22%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 22%  
VERY WELL TO FAIRLY WELL 56%  
LITTLE OR NOT AT ALL 22%

AVERAGE NUMBER OF TASKS PERFORMED: 89

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

PLAN BASE INTRAMURAL SPORTS PROGRAMS  
ESTABLISH PROCEDURES FOR IMPLEMENTING SPORTS PROGRAMS  
PLAN VARSITY SPORTS PROGRAMS  
SUPERVISE OFFICIALS FOR SPORTS  
PLAN WORK ASSIGNMENTS  
ISSUE ATHLETIC EQUIPMENT OR SUPPLIES

GROUP ID NUMBER AND TITLE: GRP181 - BASE GYM WORKERS

NUMBER IN GROUP: 35

PERCENT OF SAMPLE: 3.6%

MAJOR COMMAND DISTRIBUTION: USAFA (3%), ADCOM (3%), USAFE (23%), AFLC (3%), ATC (11%),  
MAC (17%), PACAF (6%), SAC (14%), TAC (20%)

LOCATION: CONUS (66%), OVERSEAS (34%)

DAFSC DISTRIBUTION: 74131 (23%), 74151 (63%), 74171 (14%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 51.5 MOS

AVERAGE TIME IN SERVICE: 65.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 49%

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (26%), INTERESTING (59%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 9%  
VERY WELL TO FAIRLY WELL 64%  
LITTLE OR NOT AT ALL 27%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 12%  
VERY WELL TO FAIRLY WELL 61%  
LITTLE OR NOT AT ALL 27%

AVERAGE NUMBER OF TASKS PERFORMED: 67

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

#### TASKS

LINE ATHLETIC FIELDS, TRACKS, OR COURSES  
DRAG BALL FIELDS  
CLEAN ATHLETIC UNIFORMS, TOWELS, OR SHEETS  
FILL HOLES ON ATHLETIC FIELDS  
ASSIGN LOCKERS  
MAINTAIN TOURNAMENT STATUS BOARDS

GROUP ID NUMBER AND TITLE: GRP207 - PHYSICAL CONDITIONING SPECIALISTS

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

MAJOR COMMAND DISTRIBUTION: ATC (71%), MAC (14%), TAC (15%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 74131 (29%), 74151 (71%)

AVERAGE GRADE: 2.6

AVERAGE TIME IN CAREER FIELD: 19.6 MOS

AVERAGE TIME IN SERVICE: 32.0 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 86%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (29%), INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 71%  
LITTLE OR NOT AT ALL 29%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 86%  
LITTLE OR NOT AT ALL 14%

AVERAGE NUMBER OF TASKS PERFORMED: 49

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

DEMONSTRATE EXERCISES

ADVISE PATRONS ON CONDITIONING OR CORRECTIVE EXERCISES

OPERATE SAUNA OR STEAM ROOMS

SANITIZE PHYSICAL CONDITIONING AREAS, SUCH AS STEAM ROOMS, SAUNA ROOMS, OR SHOWERS

INSTRUCT PERSONNEL ON LIFETIME SPORTS, SUCH AS RAQUETBALL OR HANDBALL

INSTRUCT PERSONNEL ON WEIGHTLIFTING, BOXING, OR WRESTLING



GROUP ID NUMBER AND TITLE: GRP186 - INDOOR FACILITIES MAINTENANCE SPECIALISTS

NUMBER IN GROUP: 67

PERCENT OF SAMPLE: 6.9%

MAJOR COMMAND DISTRIBUTION: AAC (2%), ADCOM (2%), USAFE (12%), AFLC (6%), AFSC (6%),  
ATC(15%), MAC (11%), PACAF (2%), SAC (32%), TAC (12%)

DAFSC DISTRIBUTION: 74131 (21%), 74151 (70%), 74171 (9%)

AVERAGE GRADE: 3.7

AVERAGE TIME IN CAREER FIELD: 52.5 MOS

AVERAGE TIME IN SERVICE: 63.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

EXPRESSED JOB INTEREST: DULL (26%), SO-SO (24%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 6%  
VERY WELL TO FAIRLY WELL 51%  
LITTLE OR NOT AT ALL 43%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 10%  
VERY WELL TO FAIRLY WELL 54%  
LITTLE OR NOT AT ALL 36%

AVERAGE NUMBER OF TASKS PERFORMED: 76.3

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

CLEAN ATHLETIC UNIFORMS, TOWELS, OR SHEETS  
REMOVE OR REPLACE LIGHTS, SUCH AS BULBS OR SPOTLIGHT LAMPS  
MAINTAIN ATHLETIC FLOOR SURFACES  
SANITIZE LATRINES OTHER THAN OUTDOOR  
REPAIR ATHLETIC EQUIPMENT, SUCH AS BY REPLACEMENT OF PARTS  
MAINTAIN INDOOR SURFACES, SUCH AS WALLS OR FLOORS

GROUP ID NUMBER AND TITLE: GRP326 - RECREATION CENTER SUPERVISORS

NUMBER IN GROUP: 45

PERCENT OF SAMPLE: 4.7%

MAJOR COMMAND DISTRIBUTION: AAC (4%), USAFE (9%), AFLC (2%), AFSC (4%), ATC (18%),  
MAC (9%), PACAF (8%), SAC (24%), TAC (22%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 74131 (2%), 74151 (42%), 74171 (56%)

AVERAGE GRADE: 4.8

AVERAGE TIME IN CAREER FIELD: 88.8 MOS

AVERAGE TIME IN SERVICE: 114.6 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (4%), INTERESTING (87%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 31%  
VERY WELL TO FAIRLY WELL 56%  
LITTLE OR NOT AT ALL 13%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 20%  
VERY WELL TO FAIRLY WELL 62%  
LITTLE OR NOT AT ALL 18%

AVERAGE NUMBER OF TASKS PERFORMED: 152

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

INSPECT RECREATION CENTERS OR EQUIPMENT  
ISSUE RECREATION EQUIPMENT, SUCH AS POOL BALLS, PLAYING CARDS, OR MUSICAL  
INSTRUMENTS  
PREPARE ACTIVITY CALENDARS  
PREPARE ROOM RESERVATION SCHEDULES  
EVALUATE EXTENT OF PARTICIPATION IN RECREATION PROGRAMS  
INSTRUCT PATRONS IN RULES OR TECHNIQUES OF VARIOUS RECREATIONAL GAMES, SUCH AS  
CARD GAMES, BOARD GAMES, OR POOL

GROUP ID NUMBER AND TITLE: GRP279 - RECREATION CENTER DIRECTORS

NUMBER IN GROUP: 19

PERCENT OF SAMPLE: 1.9%

MAJOR COMMAND DISTRIBUTION: ADCOM (47%), USAFE (38%), AFSC (5%), HQ USAF (5%),  
PACAF (5%)

LOCATION: CONUS (53%), OVERSEAS (47%)

DAFSC DISTRIBUTION: 74151 (47%), 74171 (53%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 120.3 MOS

AVERAGE TIME IN SERVICE: 133.8 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (5%), INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 21%  
VERY WELL TO FAIRLY WELL 63%  
LITTLE OR NOT AT ALL 16%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 21%  
VERY WELL TO FAIRLY WELL 63%  
LITTLE OR NOT AT ALL 16%

AVERAGE NUMBER OF TASKS PERFORMED: 144

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

#### TASKS

DIRECT RECREATION PROGRAMS

COORDINATE NONAPPROPRIATED FUNDS (NAF) ACTIVITIES WITH MWR OFFICER OR  
INSTALLATION COMMANDER

RECRUIT WORKERS FOR RECREATION PROGRAMS

MAINTAIN ACCOUNTABILITY RECORDS OF NAF FUNDS

PREPARE SIGN-UP SHEETS FOR TOURNAMENTS OR CONTESTS

DISTRIBUTE PUBLICITY MATERIALS

ESTABLISH CHECK IN OR CHECK OUT PROCEDURES

GROUP ID NUMBER AND TITLE: GRP118 - RECREATION CENTER WORKERS

NUMBER IN GROUP: 58

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: ADCOM (5%), USAFE (3%), AFLC (2%), AFSC (7%), ATC (17%),  
MAC (12%), PACAF (7%), SAC (34%), TAC (13%)

LOCATION: CONUS (88%), OVERSEAS (12%)

DAFSC DISTRIBUTION: 74131 (25%), 74151 (70%), 74171 (5%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 42.8 MOS

AVERAGE TIME IN SERVICE: 49.1 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 69%

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (28%), INTERESTING (53%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 46%  
VERY WELL TO FAIRLY WELL 47%  
LITTLE OR NOT AT ALL 7%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 12%  
VERY WELL TO FAIRLY WELL 56%  
LITTLE OR NOT AT ALL 32%

AVERAGE NUMBER OF TASKS PERFORMED: 61

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

SELL BINGO CARDS  
PRESENT AWARDS TO BINGO WINNERS  
MAINTAIN DAILY ATTENDANCE LOGS  
COUNT TICKET STUBS  
DATE STAMP BINGO CARDS

GROUP ID NUMBER AND TITLE: GRP360 - RECREATION CENTER SNACK BAR HELPERS

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 2.1%

MAJOR COMMAND DISTRIBUTION: AAC (10%), ADCOM (10%), USAFE (5%), AFLC (5%),  
AFSC (5%), ATC (20%), SAC (30%), TAC (15%)

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

DAFSC DISTRIBUTION: 74131 (20%), 74151 (70%), 74171 (10%)

AVERAGE GRADE: 3.4

AVERAGE TIME IN CAREER FIELD: 37.1 MOS

AVERAGE TIME IN SERVICE: 52.1 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 75%

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (40%), INTERESTING (40%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 10%  
VERY WELL TO FAIRLY WELL 50%  
LITTLE OR NOT AT ALL 40%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 5%  
VERY WELL TO FAIRLY WELL 60%  
LITTLE OR NOT AT ALL 35%

AVERAGE NUMBER OF TASKS PERFORMED: 142

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS  
SET UP OR TAKE DOWN TABLES, CHARTS, COTS, OR PARTITIONS  
REMOVE OR REPLACE CUE STICK TIPS  
WASH UTENSILS, GLASSES, OR PLATES  
SERVE FOOD ITEMS  
DISPENSE BEVERAGES  
MAINTAIN TABLE ITEMS, SUCH AS NAPKIN HOLDERS, SALT SHAKERS, OR SUGAR DISPENSERS

GROUP ID NUMBER AND TITLE: GRP079 - RECREATION SERVICES SUPERVISORS

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 2.6%

MAJOR COMMAND DISTRIBUTION: AAC (4%), USAFA (4%), ADCOM (4%), USAFE (4%), AFLC (4%),  
ATC (8%), MAC (8%), PACAF (28%), SAC (20%), TAC (16%)

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 74151 (28%), 74171 (60%), 74191 (12%)

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 143.9 MOS

AVERAGE TIME IN SERVICE: 174.8 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 16%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (76%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 16%  
VERY WELL TO FAIRLY WELL 64%  
LITTLE OR NOT AT ALL 20%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 20%  
VERY WELL TO FAIRLY WELL 56%  
LITTLE OR NOT AT ALL 24%

AVERAGE NUMBER OF TASKS PERFORMED: 85

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

DRAFT CORRESPONDENCE  
DETERMINE WORK PRIORITIES  
COORDINATE WITH BASE INFORMATION OFFICE ON BASE RECREATION ACTIVITIES  
PICK UP SUPPLIES FROM MWR SUPPLY  
PREPARE REQUISITIONS FOR SUPPLIES OR EQUIPMENT  
MAINTAIN TIME CARDS

GROUP ID NUMBER AND TITLE: GRP149 - NCOICs RECREATION SERVICES

NUMBER IN GROUP: 95

PERCENT OF SAMPLE: 9.9%

MAJOR COMMAND DISTRIBUTION: AAC (7%), USAFA (4%), ADCOM (4%), USAFE (12%), AFLC (2%),  
AFSC (4%), ATC (7%), MAC (7%), PACAF (12%), SAC (24%),  
TAC (16%), USAFSS (1%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 74151 (15%), 74171 (55%), 74191 (27%), CEM CODE 74100 (3%)

AVERAGE GRADE: 6.4

AVERAGE TIME IN CAREER FIELD: 160.4 MOS

AVERAGE TIME IN SERVICE: 206.3 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 2%

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (7%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 42%  
VERY WELL TO FAIRLY WELL 42%  
LITTLE OR NOT AT ALL 16%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 40%  
VERY WELL TO FAIRLY WELL 46%  
LITTLE OR NOT AT ALL 14%

AVERAGE NUMBER OF TASKS PERFORMED: 129

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

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PREPARE NONAPPROPRIATED FUND (NAF) BUDGET  
DETERMINE WORK PRIORITIES  
PREPARE SPECIAL REPORTS  
EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS  
EVALUATE INSPECTION REPORTS OR PROCEDURES  
DEVELOP WORK METHODS OR PROCEDURES

GROUP ID NUMBER AND TITLE: GRP111 - ARTS AND CRAFTS HOBBY SHOP WORKERS

NUMBER IN GROUP: 47

PERCENT OF SAMPLE: 4.9%

MAJOR COMMAND DISTRIBUTION: AAC (4%), USAFA (3%), USAFE (4%), AFSC (7%),  
ATC (20%), MAC (9%), PACAF (13%), SAC (20%), TAC (20%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 74131 (2%), 74151 (57%), 74171 (41%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 102.0 MOS

AVERAGE TIME IN SERVICE: 116.1 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 30%

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (13%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 34%  
VERY WELL TO FAIRLY WELL 57%  
LITTLE OR NOT AT ALL 9%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 24%  
VERY WELL TO FAIRLY WELL 48%  
LITTLE OR NOT AT ALL 28%

AVERAGE NUMBER OF TASKS PERFORMED: 108

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

COLLECT FEES OR CHARGES FOR FIRING OR RENTING OF CERAMIC MOLDS  
LOAD OR UNLOAD KILNS  
CHECK IN GREENWARE OR BISQUE TO FIRING ROOMS  
SELL HOBBY ITEMS OR MATERIALS  
INSTRUCT PATRONS IN CERAMIC TECHNIQUES  
INVENTORY HOBBY SHOP RETAIL MERCHANDISE



GROUP ID NUMBER AND TITLE: GRP069 - GOLF SHOP AND BOWLING ALLEY WORKERS

NUMBER IN GROUP: 20 PERCENT OF SAMPLE: 2.1%

MAJOR COMMAND DISTRIBUTION: AAC (10%), USAFE (20%), ATC (10%), PACAF (20%),  
SAC (30%), TAC (10%)

LOCATION: CONUS (50%), OVERSEAS (50%)

DAFSC DISTRIBUTION: 74131 (50%), 74151 (55%), 74171 (40%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 57.4 MOS

AVERAGE TIME IN SERVICE: 104.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (35%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 5%  
VERY WELL TO FAIRLY WELL 65%  
LITTLE OR NOT AT ALL 30%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 10%  
VERY WELL TO FAIRLY WELL 65%  
LITTLE OR NOT AT ALL 25%

AVERAGE NUMBER OF TASKS PERFORMED: 75

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

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OPERATE CASH REGISTERS  
COUNT CHANGE FUNDS  
DISPENSE BEVERAGES  
WAIT ON PATRONS  
SELL FOOD ITEMS  
DISPLAY ITEMS SUCH AS CHIPS, NUTS OR CANDY FOR SALE

GROUP ID NUMBER AND TITLE: GRP234 - AUTO HOBBY SHOP WORKERS

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

MAJOR COMMAND DISTRIBUTION: AAC (17%), AFSC (17%), ATC (17%), MAC (33%), TAC (16%)

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

DAFSC DISTRIBUTION: 74151 (83%), 74171 (17%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 71.8 MOS

AVERAGE TIME IN SERVICE: 91.5 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (0%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 33%  
VERY WELL TO FAIRLY WELL 17%  
LITTLE OR NOT AT ALL 50%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 33%  
VERY WELL TO FAIRLY WELL 0%  
LITTLE OR NOT AT ALL 67%

AVERAGE NUMBER OF TASKS PERFORMED: 61

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

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ISSUE AUTO HOBBY SHOP EQUIPMENT, SUCH AS HAND TOOLS, RAGS, OR TEST EQUIPMENT  
ASSIGN AUTO SHOP AREAS OR STALLS  
INSPECT AUTO HOBBY SHOP AREAS OR EQUIPMENT FOR CLEANLINESS OR CONDITION  
DEMONSTRATE HOW TO LOCATE INFORMATION IN AUTO REPAIR MANUALS  
INSTRUCT AUTO HOBBY SHOP PATRONS ON MINOR REPAIRS  
CLEAN AUTO HOBBY SHOP EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP163 - RECREATION SITE OPERATORS

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 2.6%

MAJOR COMMAND DISTRIBUTION: AAC (12%), USAFA (4%), ADCOM (16%), USAF (4%), ATC (12%),  
AU (4%), MAC (8%), PACAF (4%), SAC (28%), TAC (8%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 74131 (4%), 74151 (60%), 74171 (28%), 74191 (4%),  
CEM CODE 74100 (4%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 116.2 MOS

AVERAGE TIME IN SERVICE: 147.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (76%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 32%  
VERY WELL TO FAIRLY WELL 48%  
LITTLE OR NOT AT ALL 20%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 32%  
VERY WELL TO FAIRLY WELL 52%  
LITTLE OR NOT AT ALL 16%

AVERAGE NUMBER OF TASKS PERFORMED: 268

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

#### TASKS

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INSTRUCT PATRONS IN SAFE USE OF EQUIPMENT  
OPERATE CASH REGISTERS  
ESTABLISH RULES OR POLICIES ON THE USE OF RECREATIONAL ACTIVITIES  
REPORT UNSAFE ACTS OR CONDITIONS  
ISSUE CAMPING OR FISHING EQUIPMENT  
ADVISE PATRONS ON WEATHER CONDITIONS  
INSPECT BOATS OR DOCKS

GROUP ID NUMBER AND TITLE: GRP064 - MARINA OPERATORS

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AAC (10%), ADCOM (10%), USAFE (10%), AFLC (10%),  
AFSC (20%), ATC (20%), PACAF (10%), TAC (10%)

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

DAFSC DISTRIBUTION: 74131 (20%), 74151 (50%), 74171 (30%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 69.8 MOS

AVERAGE TIME IN SERVICE: 93.3 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (10%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 10%  
VERY WELL TO FAIRLY WELL 80%  
LITTLE OR NOT AT ALL 10%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 0%  
VERY WELL TO FAIRLY WELL 90%  
LITTLE OR NOT AT ALL 10%

AVERAGE NUMBER OF TASKS PERFORMED: 72

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN  
BY OTHERS)

TASKS

MAINTAIN MARINA FACILITIES, SUCH AS BOAT STALLS, FISHING DOCKS, OR PIERS  
INSPECT BOATS OR DOCKS  
INSPECT BOAT MOORINGS  
MAINTAIN BOAT MOORINGS  
BUILD MARINA FACILITIES, SUCH AS BOAT STALLS, FISHING DOCKS, OR PIERS  
MAINTAIN RESCUE OR PICK UP BOATS

GROUP ID NUMBER AND TITLE: GRP035 - SWIMMING POOL OPERATORS

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: .9%

MAJOR COMMAND DISTRIBUTION: AAC (33%), AFSC (11%), ATC (22%), MAC (12%), SAC (22%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 74131 (22%), 74151 (33%), 74171 (45%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 57.0 MOS

AVERAGE TIME IN SERVICE: 98.0 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 44%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (33%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: EXCELLENTLY TO PERFECTLY 12%  
VERY WELL TO FAIRLY WELL 44%  
LITTLE OR NOT AT ALL 44%

PERCEIVED UTILIZATION OF TRAINING: EXCELLENTLY TO PERFECTLY 11%  
VERY WELL TO FAIRLY WELL 33%  
LITTLE OR NOT AT ALL 56%

AVERAGE NUMBER OF TASKS PERFORMED: 40

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

VACUUM SWIMMING POOLS  
CLEAN SWIMMING POOL DECKS  
ESTABLISH DUTIES FOR LIFEGUARDS  
BRIEF PATRONS ON SWIMMING POOL RULES  
ACT AS LIFEGUARD  
SANITIZE SWIMMING POOL BATHHOUSE FACILITIES