LEVEL II

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

AIRCRAFT ARMAMENT SYSTEMS SPECIALTY

AFSC 462X0

AFPT 90-462-418

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aircraft Armament Systems career field (AFS 462X0). The survey was requested at a Utilization and Training Conference held at Lowry AFB in September 1979. Authority for conducting specialty surveys is contained in AFR 35-2, paragraph 2-1. Computer outputs from which this report was produced are available for use by operating and training officials.

The Air Force Occupational Analysis Program has been in existence since 1956, when initial research was undertaken by the Air Force Human Resources Laboratory (AFHRL) (Air Force Systems Command) to develop a methodology for gathering and analyzing occupational information. In 1967 an operational occupational survey program was established within the Air Training Command and surveys were produced annually for 12 enlisted specialties. In 1972, the program was expanded to conduct occupational surveys covering 51 career ladders annually. In late 1976, the program was again expanded to include surveys of officer utilization fields, to accomplish special management application projects, and to support interservice or joint service occupational analyses.

The survey instrument used in the present project was developed by Captain Gary K. Patterson, Inventory Development Specialist. Captain Frederick W. Gibson and CMSgt Theodore R. Wilcox analyzed the survey data, and Captain Frederick W. Gibson wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Management Applications Section, Occupational Analysis Branch, USAF Occupational Measurement Center, Randolph AFB TX 78150.

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 Analysis Branch (OMY), Randolph AFB, TX 78150.

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Survey Coverage. Job inventory booklets were administered to Aircraft Armament Systems (AFSC 462X0) personnel worldwide. Survey results are based on the responses from 4,753 incumbents (42 percent of assigned personnel). A majority (92 percent) of the incumbents surveyed were assigned to TAC, USAFE, SAC, or PACAF.

2. Career Ladder Structure. DAFSC 462X0 personnel were found to be performing a wide variety of jobs. These jobs can be loosely grouped into two broad functional areas (General Armament Systems (Flightline), and Specialized Services) and eight major clusters (Shop Weapons Service Personnel, Heavy Aircraft Release Systems Personnel, Unit and Wing Level Supervisors, Munitions Controllers, Supply Personnel, Airborne Gunners, Training Personnel, and Command and Staff Personnel).

3. Career Ladder Progression: DAFSC 46230 personnel are primarily technicians, spending most of their time loading and unloading munitions and weapons, performing general tasks or tasks related to flightline inspections of equipment and systems. Five-skill level personnel also spend most of their job time on technical or general duty tasks, but spend slightly less time on tasks from these duties and slightly more time on supervisory and administrative duty tasks. Seven-skill level personnel are less technicians than supervisors, typically spending only 30 percent of their job time on tasks from technical or general duties and 52 percent of their job time on administrative and supervisory tasks. DAFSC 46290 and CEM Code 46200 personnel are the higher level supervisors and managers in the field. These incumbents spend almost all of their job time performing supervisory tasks and very little time performing maintenance or technical tasks.

4. Total Active Federal Military Service (TAFMS) Groups. The typical trend of increasing percentages of time spent on supervisory and managerial tasks with increasing months TAFMS was noted in this career field. This progression closely parallels those changes with increasing skill level summarized in paragraph 3 immediately above. First enlistment incumbents (1-48 months TAFMS) perform primarily a technical or maintenance job. Also, job satisfaction indicators for first enlistment 462X0 incumbents were significantly lower than those for first enlistment incumbents in other related career fields, although reenlistment intentions were about the same.

5. Career Ladder Documents. The 3-/5-, 7-, and 9-skill level specialty descriptions in AFR 39-1 were found to provide a relatively clear and accurate overview of the tasks performed by members of the 462X0 career ladder.

6. Analysis of CONUS Versus Overseas Groups. Very few differences exist in the types of tasks performed or the percent time spent on tasks between CONUS and Overseas 462X0 personnel. As expected, CONUS personnel are assigned primarily to TAC and SAC, while overseas personnel are assigned mainly to PACAF and USAFE. However, slightly more CONUS personnel operate tow type vehicles and Overseas 462X0 personnel seem slightly more involved with conventional munitions loading and unloading.

7. Major Commands Comparison. The jobs performed by 462X0 personnel vary somewhat with respect to MAJCOM of assignment. SAC was distinguished by its stress on heavy equipment and munitions, whereas TAF personnel worked more with internal guns and gun systems.

8. Reenlistment Trends. There is very little task performance difference between individuals who intend to reenlist and those who do not, regardless of TAFMS group. However, there is a slight trend in the data indicating that the performance of supervisory tasks enhances job incumbent's intentions to reenlist, especially in the lower TAFMS groups.

9. Implications. The 462X0 career field structure has changed somewhat, due to the introduction of the Production Oriented Maintenance Organization (POMO) concept in the tactical air forces (TAF). This change is most noteable in the General Armament Systems functional area. However, this does not seem to pose any special training or classification problems. Also, new weapons systems have been developed since the 1976 survey. This fact has shown up in the General Armament Systems functional area and several of the major clusters, where groups of individuals can be differentiated by airframe maintained or serviced. However, since channelized training (by aircraft) was initiated in January 1979, this change also does not pose any problems.

Several new major clusters have emerged in the career ladder structure when compared to that found in 1976. Three of these clusters (Armament Bay Door Service Personnel, Photoflash Equipment Service Personnel, and Rocket Launcher Service Personnel) are merely specialized equipment personnel. Their emergence in this survey seems to reflect increased detail in the current task list and new equipment rather than any utilization pattern changes. The fourth major cluster, Airborne Gunners, seems also to have emerged as a result of the increased specificity of the task inventory. This group is quite unique, and classification changes may be necessary to reflect this.

OCCUPATIONAL SURVEY REPORT
AIRCRAFT ARMAMENT SYSTEMS CAREER LADDER
(AFS 462X0)

INTRODUCTION

This is a report of an occupational survey of the Aircraft Armament Systems (AFS 462X0) specialty, completed by the Occupational Analysis Branch, USAF Occupational Measurement Center in June 1980. The survey was initiated as a result of a Training and Utilization Conference in September 1979. Since the last Occupational Survey Report (OSR) was written in 1976, utilization of the 462X0 resource has changed due to the introduction of the Production Oriented Maintenance Organization (POMO) concept in tactical air forces (TAF). Therefore, possible job structure and task performance changes were studied. Also, new weapons systems have been developed and training at the technical school was channelized by aircraft, beginning in January 1979 with class 790102. Thus, the feasibility of the shredout system as well as the adequacy of channelized training became concerns of the present report.

BACKGROUND

As outlined in the current AFR 39-1 Specialty Descriptions, Aircraft Armament Systems personnel are responsible for loading nuclear and non-nuclear munitions, explosives, and propellant devices on aircraft. These incumbents may also maintain, install, modify, inspect, and repair aircraft bomb, rocket, and missile release, launch, suspension and monitor systems, guns and gun mounts, and related air munitions handling, loading, and test equipment.

Historically, the 462X0 career ladder was created in 1951 as the Weapons Mechanic specialty, consisting of DAFSCs 46230, 46250, 46270, and 46280 (at the 9-skill level). In 1957, the 3- and 5-skill level personnel were subdivided into four shredouts. Each shred specialized in certain airframes, as follows:

462X0 A - Bomber
B - Fighter Bomber
C - Fighter Interceptor
D - Small Arms

These shreds were dropped in 1959, and in 1960 the 9-skill level designation was changed from 46280 to 46290. No major changes occurred in the career field until 1978, when the designation for DAFSC 462X0 personnel changed to Aircraft Armament Systems, which remains today. Also in 1978, 10 shreds were reinstituted for 3-skill level personnel, and the shreds were altered in 1980 with the following airframe responsibilities:

462X0A - B-52D
462X0B - A-7
462X0C - A-10
462X0D - F-4
462X0E - F-15
462X0F - F-16
462X0G - F-106
462X0H - F-111
462X0J - FB-111
462X0K - B-52G/H
462X0Z - Other Aircraft

This is the current structure of the field.

Personnel desiring to enter the 462X0 specialty are oriented to technical publications, maintenance management, hand tools, safety, security, principles of electricity and electrical troubleshooting, and then are instructed in the weapon system to which they will be initially assigned. All instruction is channelized by AFSC shred, and courses vary in academic day length as follows:

A (B-52D): 40 days
B (A-7): 39 days
C (A-10): 23 days
D (F-4): 44 days
E (F-15): 38 days
F (F-16): 25 days
G (F-106): 43 days
H (F-111): 32 days
J (FB-111): 51 days
K (B-52G/H): 38 days
Z (other aircraft): 26 days

This report is the third occupational analysis of the 462X0 career field. Previous occupational survey reports were published in March 1971 and November 1976. Comparisons throughout this survey report will be with the results found in the 1976 survey.

SURVEY METHODOLOGY

Inventory Development and Administration

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-462-418. 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 the relative amount of time spent on tasks performed in their current jobs. The latter section consisted of 674 tasks grouped under 20 duty headings. Thorough research of publications and directives and personal interviews with 48 subject-matter specialists at 14 bases contributed to the development of the survey instrument.

Consolidated base personnel offices at operational units worldwide received the inventory booklets for administration to 5863 job incumbents holding the DAFSC identified above. Survey administration took place from July 1980 through December 1980. Completed job inventories were received from 4,753 incumbents, which represents 42 percent of the total personnel in the career ladder. Special care was taken to insure accurate representation of skill levels, geographical areas, and major commands (MAJCOM). Table 1 lists the percentage of returns by MAJCOM.

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale, showing relative time spent on each task compared to all other tasks performed in the current job. Possible ratings ranged from 1 ("very small amount") through 5 ("about average") to 9 ("very large amount"). Verbal anchors were provided for each point on the scale. Respondents were instructed not to rate tasks which they did not perform in their current job.

In the development of the survey instrument, every effort was made to include all duties and tasks important to the accuracy and completeness of the survey. The possibility always exists, however, that one or more important duties or tasks will be omitted. To provide for such an eventuality, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this particular survey, no significant tasks or duties were written in by respondents.

Task Factor Administration

In addition to completing the job inventory, a group of senior DAFSC 462X0 personnel were requested to complete a second booklet dealing with either training emphasis or task difficulty. These second booklets were processed and analyzed separately from the job inventory. The resulting data were used in further analyses discussed in greater detail later in this report.

Task Difficulty. Each senior NCO who completed a task difficulty booklet was asked to rate all of the tasks in the inventory with regard to the relative difficulty of that task on a 9-point scale, from "extremely low" (1) to "extremely high" (9). Difficulty is here defined as the length of time it requires an average member of the 462X0 field to learn to do that task. Task difficulty data were independently solicited from experienced 7- or 9-skill level personnel stationed worldwide. Agreement for the 50 DAFSC 462X0 raters who returned booklets was high, and is useable by normal reliability criteria. Ratings for task difficulty were then adjusted so that tasks of average difficulty have a rating of 5.0. The resulting data are a rank ordering of tasks indicating a degree of difficulty for each task in the category. In general, tasks with ratings above 6.00 are difficult to teach to perform and tasks with ratings below 4.00 are easy to teach to perform.

Training Emphasis. NCO's who completed training emphasis booklets were asked to rate all inventory tasks on a 10-point scale, ranging from "No Training" required (0) to "Extremely Heavy Training" required (9). Training emphasis is a rating of tasks indicating where emphasis should be placed in

structured training for first-term personnel. Structured training is defined as training provided by resident training schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. Training emphasis data were independently solicited from experienced 7- or 9-skill level personnel stationed worldwide. Interrater agreement for these raters was very high and is considered useable.

Task difficulty and training emphasis ratings can give insight to the training requirements in a career field, when used in conjunction with other factors, such as percent members performing a task. The result may help validate the lengthening or shortening of specific units of instruction in order to refine various training programs.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE (N=4,753)

COMMAND	PERCENT OF ASSIGNED *	PERCENT OF SAMPLE
TAC	48	51
USAFE	19	17
SAC	15	16
PACAF	8	8
OTHER**	10	8
TOTAL	100	100

* AS OF DEC 1980
** INCLUDES MAC, AFLC, USAFA, AFELM PERSONNEL

TABLE 2

PAYGRADE REPRESENTATION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED *	PERCENT OF SAMPLE
AIRMAN	30	31
E-4	36	36
E-5	19	18
E-6	8	7
E-7	5	5
E-8	2	1
E-9	1	1
TOTAL	101**	99**

* AS OF 27 MAR 1981
** DUE TO ROUNDING

TABLE 3

DISTRIBUTION OF TAFMS GROUPS IN THE SURVEY SAMPLE

	MONTHS IN THE SERVICE					
	1-48	49-96	97-44	145-192	193-240	241+
NUMBER OF AFS 462X0 SAMPLE	2995	856	380	285	190	95
PERCENT OF AFS 462X0 SAMPLE	63%	18%	8%	6%	4%	2%

* LESS THAN 1%

CAREER LADDER STRUCTURE

The structure of jobs within the Aircraft Armament Systems career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of skill level or other background factors.

For the purpose of organizing individual jobs by similar work performed an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Programs (CODAP) package for job analysis. Each individual survey respondent's job description is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the inventory. First, the automated program locates the two job descriptions most similar in tasks performed and percent time ratings and combines them to form a composite job description. In successive stages, new members are added to the initial group or new groups are formed based on task performance similarities. This procedure is continued until all individuals and groups are combined to form a single composite representing the total survey sample. The analysis of the groups of jobs serves to identify: (1) the number and characteristics of the different jobs which exist within the career ladder; (2) the tasks which tend to be performed together by the same respondents; and (3) the breadth or narrowness of the jobs which exist within the field being studied.

The basic identifying group used in the hierarchical job structuring process is the Job Type, which is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is substantial similarity between two or more job types, they are grouped together and called a Cluster. There may also be specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

The jobs performed by Aircraft Armament Systems incumbents are illustrated in Figure 1. Based on the similarities in tasks performed and the amount of time spent performing each task, 16 clusters composed of 47 job types were identified. These clusters and job types are described on the following pages. Also, Appendix A lists representative tasks performed by members of each group.

A. GENERAL ARMAMENT SYSTEMS FUNCTIONAL AREA (FLIGHTLINE)

I. SENIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (GRP682, N=659)

a. Internal Guns and General Systems Personnel (GRP905, N=575)
b. Gun Pods Specialists (GRP829, N=72)

II. JUNIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (GRP552, N=437)

a. Internal Guns Oriented Junior Technicians (GRP777, N=142)
b. Conventional Munitions Oriented Junior Technicians (GRP841, N=161)
c. General Duty Junior Technicians (GRP698, N=117)

III. HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS (GRP398, N=110)

a. General Systems Personnel (GRP1109, N=45)
b Bomb Service Supervisors (GRP1040, N=58)

IV. HEAVY AIRCRAFT WEAPONS LOADERS (GRP252, N=672)

a. Nuclear and Conventional Munitions Loaders (GRP930, N=84)
b. Nuclear Munitions Specialists (GRP1112, N=23)
c. Conventional Munitions Specialists (GRP618, N=113)
d. Nuclear and General Duty Loaders (GRP644, N=140)
e. Flightline Bomb Loader Supervisors (GRP642, N=30)
f. Quality Assurance and Training Personnel (GRP297, N=262)

B. SPECIALIZED SERVICES FUNCTIONAL AREA

V. ARMAMENT BAY DOOR SERVICE PERSONNEL (GRP269, N=145)

a. Crew Chief Oriented Bay Door Service Personnel (GRP293, N=21)
b. Armament Bay Door Specialists (GRP352, N=124)

VI. PHOTOFLASH EQUIPMENT SERVICE PERSONNEL (GRP201, N=38)

a. Photoflash Specialists (GRP635, N=22)
b. Photoflash Service Supervisors (GRP656, N=13)

VII. CONVENTIONAL MUNITIONS LOADER PERSONNEL (GRP219, N=97)

a. Conventional Munitions and General Duty Personnel (GRP238, N=27)
b. Conventional Munitions Specialists (GRP271, N=50)
c. Conventional Munitions and Gun Pod Personnel (GRP454, N=20)

VIII. ROCKET LAUNCHER SERVICE PERSONNEL (GRP150, N=44)

a. Rocket Launcher and General Duty Personnel (GRP340, N=27)
b. Rocket Launcher Specialists (GRP637, N=14)

C. OTHER MAJOR JOB CLUSTERS

IX. SHOP WEAPONS SERVICE PERSONNEL (GRP112, N=750)

a. General Systems Shop Weapons Service Personnel (GRP343, N=463)
b. Gun Pods In-Shop Service Personnel (GRP344, N=38)
c. Shop Weapons Service Supervisors (GRP267, N=109)
d. Internal Guns In-Shop Service Personnel (GRP283, N=99)
e. In-Shop Bomb and Ejector Rack Service Personnel (GRP114, N=41)

X. HEAVY AIRCRAFT RELEASE SYSTEMS PERSONNEL (GRP127, N=67)

a. Release Systems Troubleshooting and Repair Personnel (GRP135, N=44)
b. Release Systems Operational Check Specialists (GRP180, N=23)

XI. UNIT AND WING LEVEL SUPERVISORS (GRP103, N=437)

a. Quality Assurance Personnel (GRP129, N=45)
b. Section Chiefs (GRP320, N=258)
c. Flightline Supervisors (GRP294, N=126)

XII. MUNITIONS CONTROLLERS (GRP071, N=83)

a. Controllers (GRP723, N=30)
b. Senior Controllers (GRP540, N=11)

XIII. SUPPLY PERSONNEL (GRP030, N=321)

a. Tool Crib Personnel (GRP486, N=98)
b. Mobility Equipment Coordinators (GRP638, N=13)
c. Supply Supervisors (GRP744, N=56)
d. Supply Monitors (GRP496, N=15)
e. Alternate Mission Equipment Personnel (GRP381, N=10)
f. Trailer Maintenance Personnel (GRP160, N=35)
g. Supply Clerks (GRP098, N=30)

XIV. AIRBORNE GUNNERS (GRP048, N=63)

a. Gunners (GRP1181, N=40)
b. Airborne Gunner Supervisors (GRP886, N=10)

XV. TRAINING PERSONNEL (GRP020, N=137)

a. Instructors (GRP102, N=54)
b. On-the-Job Training (OJT) Personnel (GRP092, N=34)
c. Publication Librarians (GRP052, N=29)

XVI. COMMAND AND STAFF PERSONNEL (GRP041, N=74)

a. MAJCOM Command and Staff Personnel (GRP164, N=47)
b. Squadron Command and Staff Personnel (GRP262, N=25)
c. Safety NCOs (GRP122, N=12)

Overview

Generally, this career ladder is quite heterogeneous, with a wide variety of jobs being performed by 462X0 personnel. Most of these jobs, however, can be grouped loosely into two functional areas and a group of major job clusters:

A. GENERAL ARMAMENT SYSTEMS (Includes four clusters)

B. SPECIALIZED SERVICES (Includes four clusters)

C. OTHER MAJOR JOB CLUSTERS (Includes eight clusters)

It is interesting to note that these functional areas are not major command specific. In other words, jobs which are performed by only TAC or USAFE personnel can be found in the same functional area. This seems to indicate that in certain cases various groups of major command personnel perform similar types of jobs. Further, the career ladder seems to have been affected by the institution of Production Oriented Maintenance Organizations (POMO) in the Tactical Air Forces (TAF), as will be demonstrated in the course of the following discussion. Finally, a large percentage of the field (61 percent) are in their first enlistment.

Brief descriptions of each functional area and the associated major clusters are presented below. In addition, there are three tables at the end of this section that provide additional information about the clusters. Table 4 shows the relative percent time spent on tasks from each duty by personnel in the job groups identified. Table 5 provides selected background information, such as DAFSCs, MAJCOMs, and average months TAFMS for job group members. Finally, Table 6 lists job satisfaction data for members of each major job group. Also included in this report is Appendix A which lists common tasks performed by members of each of the clusters identified.

GENERAL ARMAMENT SYSTEMS (FLIGHTLINE) FUNCTIONAL AREA

This functional area is the largest in the 462X0 career field and constitutes 40 percent (1,878 incumbents) of the survey respondents. There are four major clusters in this functional area. These personnel are involved primarily with Loading and Unloading Munitions or Weapons, Removing or Replacing Suspension, Launch, or Release Equipment, and Maintaining Gun Systems. However, individuals in this functional area are by no means specialists. They generally divide their job time up among many different types of tasks (for example, Perform operational checks versus Inspections) as well as different types of equipment and airframes. When a group is identified by a specific name (either in the preceding list or in the following summaries), this only serves to signify that members of that group spend slightly more relative job time on the named equipment or type of task than on the rest of the equipment or task types. Members in this functional area perform most of their tasks on the flightline; 80 percent of the incumbents report their maintenance level as such. Beyond this, the major distinctions among clusters in this functional area are whether the aircraft serviced are tactical or nontactical (e.g. F-4 versus B-52), or whether the job emphasis is on weapons servicing or weapons loading. Typical tasks performed by General Armament Systems personnel:

Arm or disarm aircraft armament systems
Remove or install impulse cartridges
Perform foreign object damage (FOD) prevention walks
Perform functional checks of aircraft armament circuits
Load conventional munitions other than ammunition onto aircraft
Remove or install pylons or adapters
Perform operational checks of jettison and emergency release systems
Remove or install bomb or ejector racks

Overall, 50 percent of the incumbents in this functional area belong to TAC and most (78 percent) are 5-skill level individuals. Further, General Armament Systems personnel are well satisfied with the extent to which their job utilizes their training (65 to 81 percent thought their training was utilized fairly well or better).

Senior Tactical Aircraft Armament Systems Technicians (GRP682). This cluster of 659 personnel is third largest in the 462X0 sample. Individuals in this cluster are primarily responsible for Loading and Unloading Munitions, Maintaining Gun Pods and Internal Gun Systems, and Performing Flightline Inspections of Suspension, Launch, and Release Systems. Members of this group service a wide variety of aircraft, but the four most commonly maintained airframes are the F-4E (39 percent), the F-4D (27 percent), the F-15A/B (18 percent), and the A-10A (16 percent). As the name suggests, these individuals are relatively senior, with 56 months TAFMS (compared to 36 months for members of the following cluster, GRP552). Consequently, these senior technicians perform a much higher average number of tasks, 97, than their counterparts in GRP552 who perform an average of only 45 tasks. Differentiating tasks for these senior technicians include:

Perform functional checks of aircraft armament circuits
Perform operational checks of jettison and emergency release systems
Load or unload ammunition into or from internal gun systems
Clean and lubricate gun systems
Remove or install gun pods
Perform operational checks of conventional bombing systems

Obviously, personnel in this cluster perform widely varied jobs; however, two job groups within this cluster were identified. These groups are Internal Guns and General Systems Personnel (GRP905) and Gun Pods Specialists (GRP829). Senior technicians are mostly assigned to TAC (63 percent) and 86 percent report working at the POMO flightline level of maintenance. Finally, these personnel are relatively well satisfied in comparison with the junior technicians (GRP552), as 80 percent perceive their job as utilizing their training fairly well or better and 68 percent plan to reenlist.

Junior Tactical Aircraft Armament Systems Technicians (GRP552). This cluster of 437 consists of those 462X0 airmen who are the junior counterparts of members of the previous cluster (GRP682). As mentioned above, these junior technicians perform less than half the tasks (45) the senior technicians do (97). Also, the average TAFMS for this group's members is only 38 months compared to 56 months for personnel in GRP682 above. Like the senior technician group, a majority (64 percent) belong to TAC, and most (74 percent) report working at the POMO flightline maintenance level. Unlike respondents in GRP682, however, apparently because of their junior status,

individuals in this cluster spend more time Loading and Unloading Munitions and Weapons and Performing General Duty Functions. However, a high percentage of time is also spent on Maintaining Gun Pods and Internal Gun systems. Differentiating tasks for members of this group include:

Load conventional munitions other than ammunition onto aircraft
Perform functional checks of aircraft armament circuits
Perform foreign object damage (FOD) prevention walks
Load or unload ammunition into or from internal gun systems
Clean facilities
Unload conventional munitions other than ammunition from aircraft
Perform loading inspections of aircraft gun ammunition

Further, the aircraft serviced by members of this cluster are similar to those serviced by the senior technicians (GRP682): namely, the F-4E, F4D, A-10A, F4G, and F-15A/B. This cluster is also comprised of three job groups: Internal Guns Oriented Junior Technicians (GRP777), Conventional Munitions Oriented Junior Technicians (GRP841), and General Duty Junior Technicians (GRP117). As with most junior airmen, these incumbents are relatively less satisfied with their jobs than the senior technicians, with only 30 percent finding their jobs interesting and only 36 percent planning to reenlist.

Heavy Aircraft Weapons Service Technicians (GRP398). The 110 incumbents in this cluster perform service activities on weapons for heavy aircraft; in this case, the F-111A, F-111E, F-111D, and F-111F. As with the previous two clusters, these individuals perform a wide variety of jobs and tasks, usually from areas like Removing and Replacing Aircraft Installed Components and Equipment, Performing Flightline Inspections of Aircraft, Components and Equipment, and Troubleshooting and Repairing that equipment. A fair amount of time is also spent loading and unloading munitions and weapons as well. Personnel in this cluster belong primarily to TAC (68 percent), but there is a slightly greater concentration of USAFE personnel (26 percent). Differentiating tasks for this cluster include:

Perform operational checks of conventional bombing systems
Remove or install bomb or ejector racks
Inspect external bomb or ejector rack electrical systems
Inspect pylon electrical systems
Remove or replace conventional bombing system electrical components
Perform functional checks of aircraft armament circuits

Maintenance performed by members of this cluster is more balanced between the POMO and Non-POMO flightline levels (56 and 33 percent, respectively), and these service personnel perform a fairly high average number of tasks (86) as well. Incumbents in this cluster are fairly dissatisfied with their jobs: only 65 percent are satisfied with the extent to which their jobs utilize their training, and only 41 percent intend to reenlist.

Heavy Aircraft Weapons Loaders (GRP252). Once again, this group is distinguished from the first two clusters in terms of airframes serviced; this cluster's personnel concern themselves with the B-52 (D, G, and H models), FB111A, and the F111E for the most part. However, some members of this

group also report maintaining the F-4D and F-4E. Also, members of this large (672 member) cluster are differentiated from members of the Heavy Aircraft Weapons Service cluster (GRP398) by the increased emphasis on tasks concerning Loading and Unloading Munitions and Weapons (26 percent of job time spent) and Transporting, Handling, and Storing Munitions (6 percent of job time spent). Also, members of this group spend less time Troubleshooting and Repairing Aircraft Installed Suspension, Launch, and Release Systems, as well as tasks related to Removing and Replacing Aircraft Installed Suspension, Launch, and Release Components and Equipment. Hence, this group spends more time as loaders and less time as service technicians. As suggested by the aircraft loaded, these personnel are primarily assigned to SAC. Also, as is typical of most weapon loader type groups, the average number of tasks performed is fairly low (56). Differentiating tasks include:

Load nuclear weapons or equivalent training items onto aircraft
Unload nuclear weapons or equivalent trainers from aircraft
Perform preparations for loading nuclear weapons or equivalent trainers onto aircraft
Perform functional checks of aircraft armament circuits
Preposition munitions prior to loading onto aircraft
Load conventional munitions other than ammunition onto aircraft
Perform conventional munitions preparations for loading onto aircraft

This Weapons Loader cluster can be more thoroughly understood by listing the job groups which make it up, such as: Nuclear and Conventional Munitions Loaders (GRP930), Nuclear Munitions Specialists (GRP1112), Conventional Munitions Specialists (GRP618), Nuclear and General Duty Loaders (GRP644), Flightline Bomb Loader Supervisors (GRP642), and Quality Assurance and Training Personnel (GRP297). Slightly more respondents in this cluster report working a day shift (43 percent); and again, as in GRP398, there is somewhat of a balance between personnel who report working POMO (23 percent) and those who report working at a non-POMO level (44 percent), although the vast majority still work on the flightline. Finally, satisfaction is again low; and although 81 percent feel their job utilizes their training fairly well or better, only 50 percent plan to reenlist.

SPECIALIZED SERVICES FUNCTIONAL AREA

The four major clusters that comprise this functional area consist of 328 personnel, or seven percent of the total sample. This area is quite heterogeneous, but is characterized by the fact that respondents in the major clusters specialize in servicing or loading a limited range of equipment or munitions. That is, while these airmen still perform a fairly wide range of tasks and are generally still working a POMO flightline level of maintenance, they also spend much more relative job time working with or on armament bay doors, photoflash equipment, conventional munitions, or rocket launchers than do the airmen in any of the previously discussed clusters. As with all of the previous clusters, there is still a fair amount of emphasis on General Duty and Munitions Loading tasks, although personnel here are more consistently involved in Performing Flightline Inspections of Suspension, Launch, and Release Equipment. Common tasks for incumbents in this functional area are:

Arm or disarm aircraft armament systems
Make entries on Maintenance Data Collection Record forms (AFTO Form 349)
Perform operational checks of jettison and emergency release systems
Operate light-alls
Initiate Reparable Item Processing Tag forms (AFTO Form 350)
Perform munitions post load inspections

Generally, Specialized Services incumbents are fairly junior, with an average TAFMS of 38 months. Additionally, these individuals are dissatisfied with their jobs: only 29 to 32 percent found their jobs interesting and only 31 to 50 percent planned to reenlist, depending on the specific job cluster involved.

Armament Bay Door Service Personnel (GRP269). The 145 respondents in this cluster are almost exclusively assigned to TAC (92 percent). They are primarily responsible for inspecting, troubleshooting, servicing, and checking armament bay doors and systems, and spend more than 12 percent of their job time on tasks in this area. Personnel in the cluster also perform more phase and periodic inspections of aircraft armament systems than members of other clusters. Armament Bay Door Service personnel are also distinguished by the airframes maintained, which are the F-106 (A and B models), T-33, and F-101B. Tasks which identify this cluster members are:

Remove or install impulse cartridges
Inspect armament bay door system pneumatic components
Remove or replace armament bay door system pneumatic components
Troubleshoot armament bay door pneumatic systems
Perform operational checks of armament bay door systems

Armament Bay Door Specialists perform a relatively large average number of tasks (91) as well, and most respondents report performing maintenance at the POMO flightline level. As a group, these specialists are one of the most dissatisfied, as 41 percent find their jobs dull, and only 36 percent plan to reenlist. Finally, almost all bay door specialists (97 percent) are assigned to CONUS locations.

Photoflash Equipment Service Personnel (GRP201). Personnel in this cluster are specialists. More than 15 percent of their total job time is spent on tasks associated with photoflash or closely related systems. These incumbents (58 percent of whom are in TAC) load, service, inspect, check, and troubleshoot photoflash systems, performing tasks such as:

Unload photoflash dispensers from aircraft
Load photoflash dispensers onto aircraft
Inspect chaff or flare ejector units
Perform operational checks of photoflash dispensing units
Inspect photoflash ejector units

Although primarily assigned to TAC, this cluster contains the highest concentration (21 percent) of personnel assigned to PACAF. Not surprisingly, 42 percent of the respondents are assigned overseas, one of the highest concentrations in the 462X0 sample. Although members of this group report servicing several types of aircraft, the representative airframes of this

group are the RF-4C, F-4C, F-4D, and F-4E. Like other clusters in this functional area, individuals here are fairly dissatisfied, as only 39 percent feel their job utilizes their talents fairly well or better.

Conventional Munitions Loader Personnel (GRP219). Although the 97 incumbents in this cluster spend 39 percent of their job time performing tasks dealing with Loading and Unloading Munitions and Weapons, they are distinguished from the other weapons loading cluster by way of their emphasis on conventional munitions tasks (where they spend more than 17 percent of their relative job time), and slightly more time spent on smaller tactical aircraft related tasks. Even so, personnel in this group load numerous types of aircraft, the most representative of which are the F-4 (D, E, C, and G models), the F-15 (A/B and C/D models), the F-16, and the A-7D. Further, individuals in this cluster are quite junior (averaging 30 months TAFMS, with 91 percent in their first enlistment) and perform one of the smallest average number of tasks (23) of any group in this 462X0 survey. Typical tasks performed are:

Load conventional munitions other than ammunition onto aircraft
Unload conventional munitions other than ammunition from aircraft
Perform conventional munitions preparations for loading onto aircraft
Perform munitions post load inspections
Load conventional munitions onto preload standards or racks

As with most clusters, this one is characterized by a majority (75 percent) of respondents being assigned to TAC. Incumbents in this cluster are also very dissatisfied: 40 percent find their jobs dull and 61 percent feel their job utilizes their talents not at all or very little. As a result, only 31 percent plan to reenlist. Further, very few incumbents (nine percent) report working rotating eight-hour shifts. Finally, this cluster consists of three job groups; namely, Conventional Munitions and General Duty Personnel (GRP238), Conventional Munitions Specialists (GRP271), and Conventional Munitions and Gun Pod Personnel (GRP454).

Rocket Launcher Service Personnel (GRP150). The 44 airmen in this cluster generally divide their job time between Performing General Duty tasks and Performing Flightline Inspections of Suspension, Launch, and Release Systems. Incumbents in this group are differentiated by the performance of rocket and rocket systems associated tasks where they spend 20 percent of their job time. Typical tasks include:

Perform operational checks of rocket firing systems
Troubleshoot rocket launcher electrical systems
Inspect external rocket launcher electrical systems
Inspect external rocket launcher structural components
Inspect, clean, and lubricate external rocket launcher mechanical components

These airmen are also fairly junior, averaging 35 months TAFMS with 86 percent in their first enlistment. More personnel in this cluster are assigned overseas than any other cluster in the sample (43 percent). Sixty-one percent of the Rocket Launcher personnel report working on 0-2A's, and 57 percent maintain systems on the OV-10A. Finally, as with most clusters

described thus far, satisfaction is low. Forty-three percent of the incumbents (the highest sample percentage) feel their jobs are dull; 66 percent are dissatisfied with the extent to which the job utilizes their talents (also the highest in the sample); and 57 percent feel the same way about the extent to which their job utilizes their training (again, the highest percentage of the sample).

OTHER MAJOR CLUSTERS

The following discussion describes other major 462X0 job clusters which do not lend themselves to grouping into either of the previous two functional areas. The existence of such a number of relatively independent clusters attests to the heterogeneity of the 462X0 field. With the exception of the Shop Weapons Service Personnel cluster (GRP112), these groups are characterized by small number of tasks performed and are in some respect(s) unique in task performance, background factors, or both.

Shop Weapons Service Personnel (GRP112). This is the largest Aircraft Armament Systems cluster, with 755 members (16 percent of the total sample). It is also the only major cluster where a majority (52 percent) of the incumbents perform primarily shop level maintenance tasks. This is illustrated by the fact that more job time is spent by members of this cluster on In-shop Maintenance of Suspension, Launch, and Release Systems (23 percent) and Gun Pods and Gun Systems (6 percent) than by members of any other group of 462X0 survey respondents. Also, no reportable amount of job time is spent by cluster members on loading or unloading munitions or weapons, unlike every preceding cluster. Typical tasks performed by these shop personnel are:

Assemble or disassemble bomb or ejector rack components
Bench check bomb racks
Clean and corrosion treat weapons release components
Overhaul bomb or ejector racks
Assemble or disassemble pylon components
Clean and corrosion treat gun system components

An extremely large number of aircraft are worked on by these incumbents, but the F-4 (E, D, and C, models), F-15 (A/B and C/D models), and A-10A are the most representative. The range of activities performed by members of this cluster is also indicated by the job groups which make up the cluster, which are: General Systems Shop Weapons Service Personnel (GRP343), Gun Pods In-Shop Service Personnel (GRP344), Shop Weapons Service Supervisors (GRP267), Internal Guns In-Shop Service Personnel (GRP283), and In-Shop Bomb and Ejector Rack Service Personnel (GRP114). Survey respondents in this cluster perform the largest average number of tasks (110), even though most are 5-skill level airmen, as with all preceding clusters. Also, shop personnel are more evenly distributed among the four major using commands (SAC, TAC, PACAF, and USAFE). In addition, all job satisfaction data for members of this cluster fall well within the limits defined by the other major clusters in this Survey.

Heavy Aircraft Release Systems Personnel (GRP127). The 67 respondents in this cluster work on weapons release systems for the B-52 (G and H models) and FB-111A; thus 93 percent are assigned to SAC. Job time for these respondents is fairly equally distributed among tasks related to: General Duty Functions; Performing Operational Checks of Suspension, Launch, and Release Systems; and troubleshooting and repairing those systems. Members of this group are quite different than the Heavy Aircraft Weapons Service Technicians cluster(GRP398), however. For one thing, personnel in this group (GRP127) do not perform the wide variety of tasks the Heavy Weapons Service Technicians do. Instead, they truly specialize on heavy aircraft release systems and spend nearly 25 percent of their time on tasks related to such equipment. Secondly, most incumbents (46 percent) report working at the non-POMO level compared to the Service Technicians, who are more balanced in that area. Typical tasks are:

Perform operational checks of aircraft nuclear weapons release systems
Perform operational checks of jettison and emergency release systems
Adjust emergency bomb release systems
Inspect mechanical bomb release riggings
Rig mechanical bomb release systems

Very few incumbents in this cluster are assigned overseas (3 percent). Cluster members perform an average of 52 tasks. Finally, the two job groups which comprise this cluster are Release Systems Troubleshooting and Repair Personnel (GRP135) and Release Systems Operational Check Specialists (GRP180).

Unit and Wing Level Supervisors (GRP103). This group of 437 survey respondents are the second line supervisors; that is, wing level or lower, shop and section chiefs or wing level quality assurance personnel. The duties which account for the bulk of group members' job time are Organizing and Planning, and Inspecting and Evaluating. Typical tasks for these supervisors include:

Counsel personnel on personal or military related matters
Prepare APRs
Plan work assignments
Supervise aircraft armament systems specialists (AFSC 46250)
Determine work priorities

As expected, these supervisors are mostly 7-skill level incumbents with an average TAFMS of 180 months (highest for any group in this section of the report). They are also well satisfied: 76 and 80 percent respectively feel their job uses their talents and training well; and 67 percent plan to reenlist. Basically, this cluster's members are grouped into three areas: Quality Assurance Personnel (GRP129); Section Chiefs (GRP320); and Flightline Supervisors (GRP294).

Munitions Controllers (GRP071). Members of this group are primarily concerned with coordinating weapons or munitions loading, delivery, and support operations and requirements. As such, these 83 incumbents spend 74

percent of their job time Organizing and Planning, Directing and Implementing, and Performing Administrative and Supply Functions. Also, individuals in this cluster perform an average of only 24 tasks, which is rather low. These incumbents are fairly senior personnel with an average of 105 months TAFMS. Typical tasks performed include:

Coordinate munitions delivery with weapons or missile personnel
Coordinate aircraft integrated systems checkout with other sections
Coordinate munitions loading support requirements with other sections
Coordinate weapons release support requirements with other sections
Coordinate maintenance of handling equipment with other sections

Personnel in this cluster are more equally distributed among the using MAJCOMS, with the smallest percentage (24 percent) assigned to TAC of any 462X0 cluster. Lastly, 17 percent of these controllers also work rotating eight-hour shifts, which is relatively high for this field.

Supply Personnel (GRP030). The 321 Supply Personnel are best characterized by their heavy emphasis on General Duty Functions (32 percent of job time), Administrative and Supply functions (20 percent of job time), and Maintaining Support and Munitions Handling Equipment (10 percent of job time). These survey respondents lead the total sample in percent time spent on all three of these duties. Members of this cluster are mostly concerned with supply related tasks and maintaining support equipment for the other 462X0 career field members. Typical tasks are:

Issue or receive tools
Maintain common hand tools
Inventory supplies, equipment, or tools
Issue or receive test equipment
Maintain bench stock parts or equipment levels

These airmen perform few tasks, on the average (only 30), and generally work a day shift (68 percent). As expected, supply personnel are fairly evenly distributed among the four major using commands. Relatively few (43 percent) report that their job utilizes their training fairly well or better. Supply personnel are grouped into: Tool Crib Personnel (GRP486); Mobility Equipment Coordinators (GRP638); Supply Supervisors (GRP744); Supply Monitors (GRP496); Alternate Mission Equipment Personnel (GRP381); Trailer Maintenance Personnel (GRP160); and Supply Clerks (GRP098).

Airborne Gunners (GRP48). This group of 63 individuals is located at Hurlburt Field in the 16th Special Operations Squadron. They spend an average of 51 percent of their job time Performing Airborne Gun Operations. Ninety-two percent are assigned to TAC. Thirty-three percent of the Airborne Gunners report maintaining the AC-130H, as expected. Typical tasks performed by Airborne Gunners are:

Monitor guns during training or airborne operations
Preflight aircraft for airborne gun operations
Load guns during training or airborne gun operations
Postflight aircraft after airborne gun operations
Load and position airborne gun operations munitions onto aircraft

Personnel in this group are unique in task performance, as well as in aircraft maintained. More than 50 percent of the job time of Airborne Gunners is taken up from tasks in the Airborne Gun Operations duty area, and no other job group personnel spend even one percent of their job time on tasks from that duty area.

Perhaps because of the limited scope of the job, airborne gunners perform an average of only 36 tasks. Most individuals in this cluster report working a day shift. Not surprisingly, airborne gunners are the most satisfied, with 84 percent finding their jobs interesting. More than 70 percent indicate that their jobs use their talents and training well and plan to reenlist.

Training Personnel (GRP020). These incumbents perform formal resident training and on-the-job training, as well as maintain the publications libraries for the Aircraft Armament System career field. As a result, 54 percent of these respondents' job time is spent on either Training functions or Performing Administrative and Supply functions. Trainers are typically involved in tasks such as:

Maintain training records, charts, or graphs
Conduct resident course classroom training
Maintain TOs
Counsel trainees on training progress
Demonstrate how to locate technical information
Administer tests

Overall, training personnel perform very few tasks (average 21), due to their specialization. As would be expected, 39 percent of the trainers are in MAJCOMs outside the four major 462X0 MAJCOM groups. Also, these respondents have a fairly high experience level, averaging 98 months TAFMS.

Command and Staff Personnel (GRP041). These 74 senior 462X0 individuals fill command or staff positions at all levels of assignment. Seventy-five percent of their job time is spent on tasks related to Organizing and Planning, Directing and Implementing, or Inspecting and Evaluating. Accordingly, 83 percent of these personnel hold a 7- or 9-skill level. Typical tasks include:

Write correspondence
Conduct briefings, meetings, or conferences
Write staff studies, surveys, or special reports
Prepare briefing, meeting, or conference agendas
Implement safety programs

Command and Staff personnel are second highest in seniority (averaging 176 months TAFMS), and almost exclusively work a day shift. These individuals are also satisfied with their jobs. Seventy-two percent find their jobs interesting, and 78 percent feel their jobs use their talents well. Similarly, 72 percent feel their job uses their training fairly well or better.

Summary

The Aircraft Armament System career ladder, like many labor-intensive fields, is quite heterogeneous. Only one-half of the major job clusters could be grouped into the functional areas, General Armament Systems and Specialized Services. Even then, the Specialized Services area was heterogeneous in and of itself.

As expected, the career ladder structure appears to have changed somewhat, due to the introduction of the Production Oriented Maintenance Organization (POMO) concept, and the presence or absence of POMO was a factor in the structure of the General Armament Systems functional area.

Job satisfaction and job interest data, like other data in Tables 4 through 6, vary with functional area and job cluster. However, as a whole, job satisfaction is not high for members of this career field. Within the 462X0 field, Airborne Gunners (GRP048) seem to be the most satisfied, followed by Command and Staff personnel (GRP041). On the other end of the spectrum, Heavy Aircraft Weapons Service Technicians (GRP398) and Rocket Launcher Service Personnel (GRP150) seem to be the least satisfied overall with their jobs.

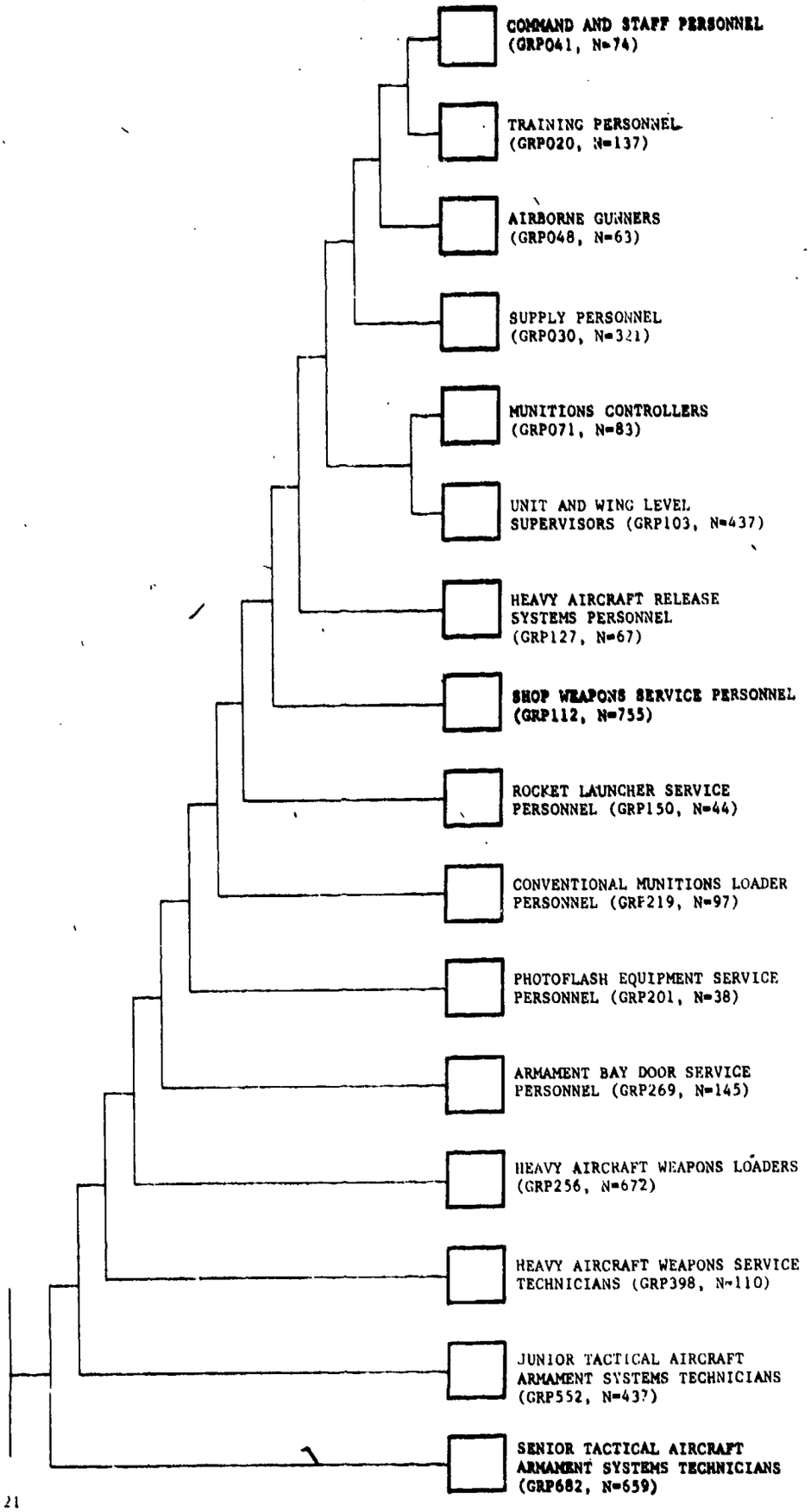


FIGURE 1

AIRCRAFT ARMAMENT SYSTEMS CAREER LADDER (AFSC 462X0)

FIGURE 2

GENERAL ARMAMENT SYSTEMS FUNCTIONAL AREA

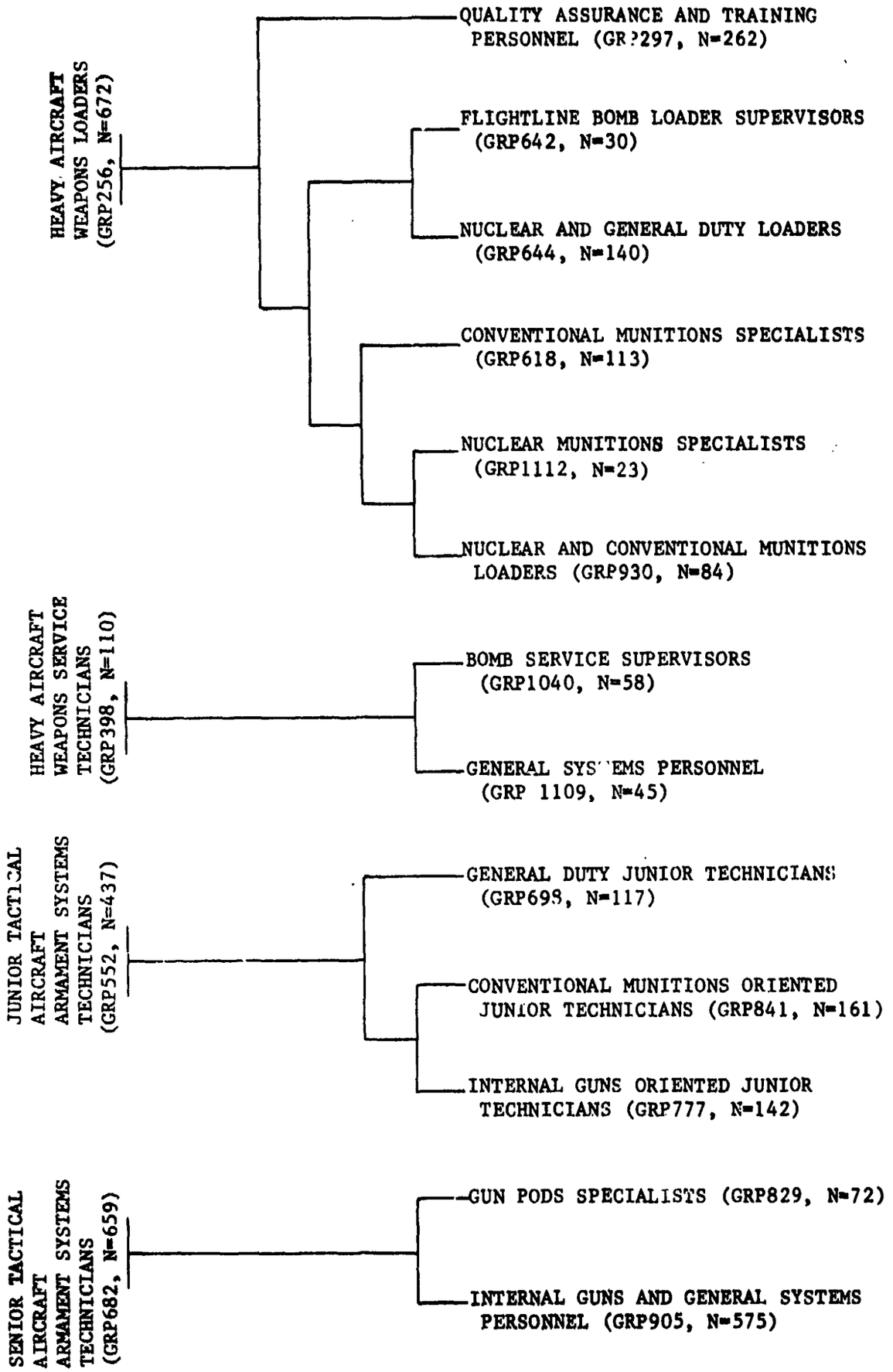


FIGURE 3

SPECIALIZED SERVICES FUNCTIONAL AREA

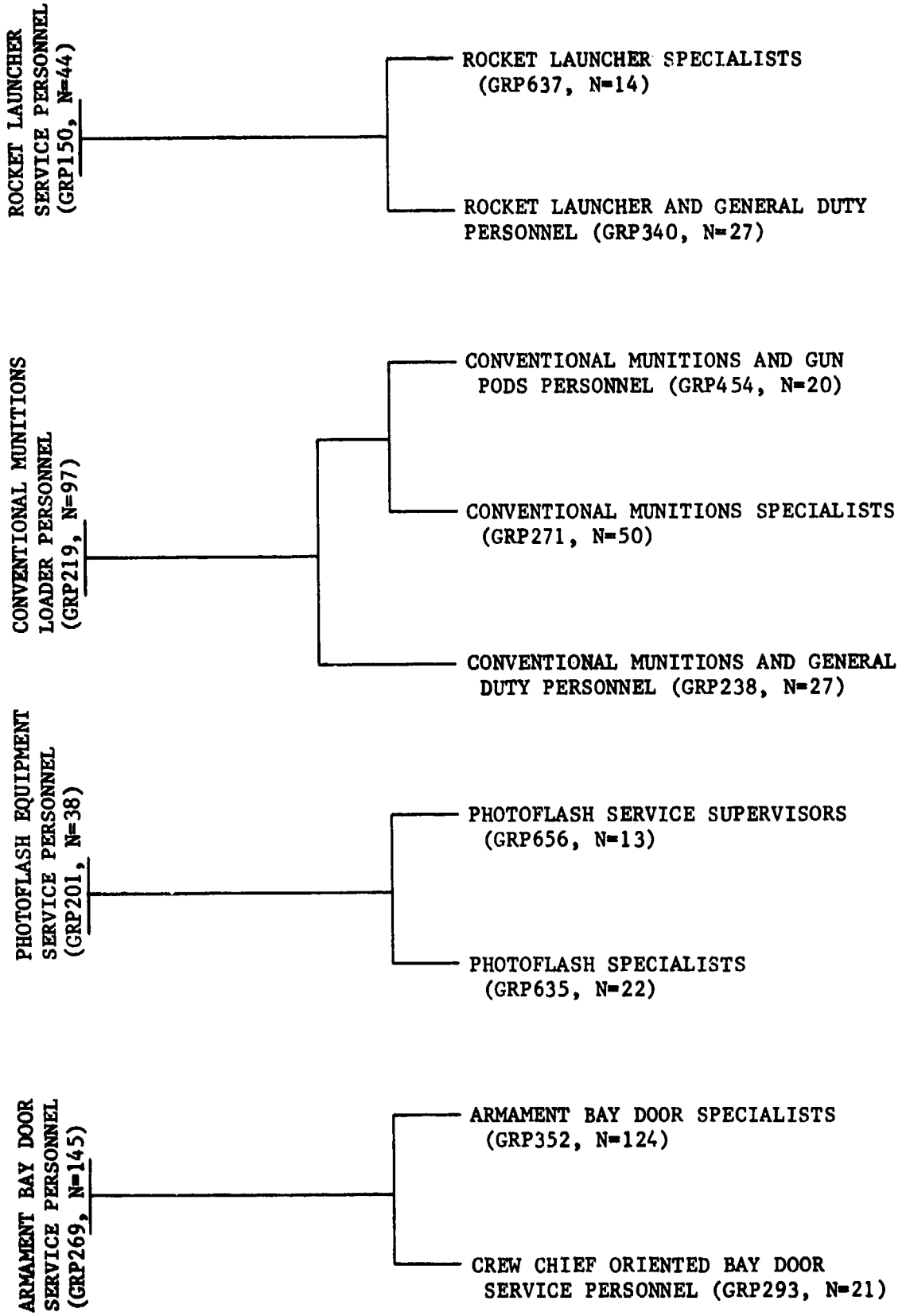


FIGURE 4

OTHER MAJOR 462X0 JOB CLUSTERS

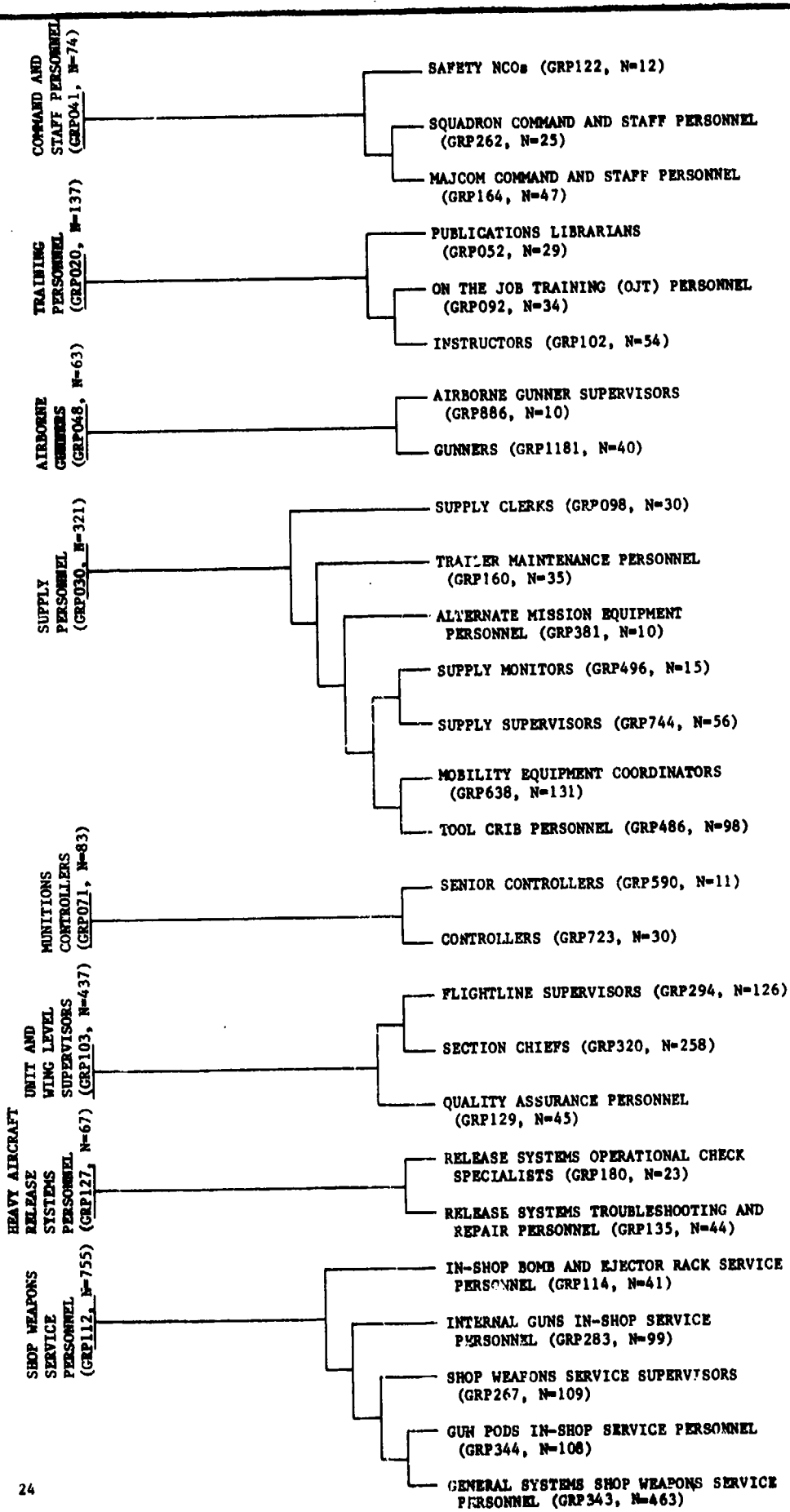
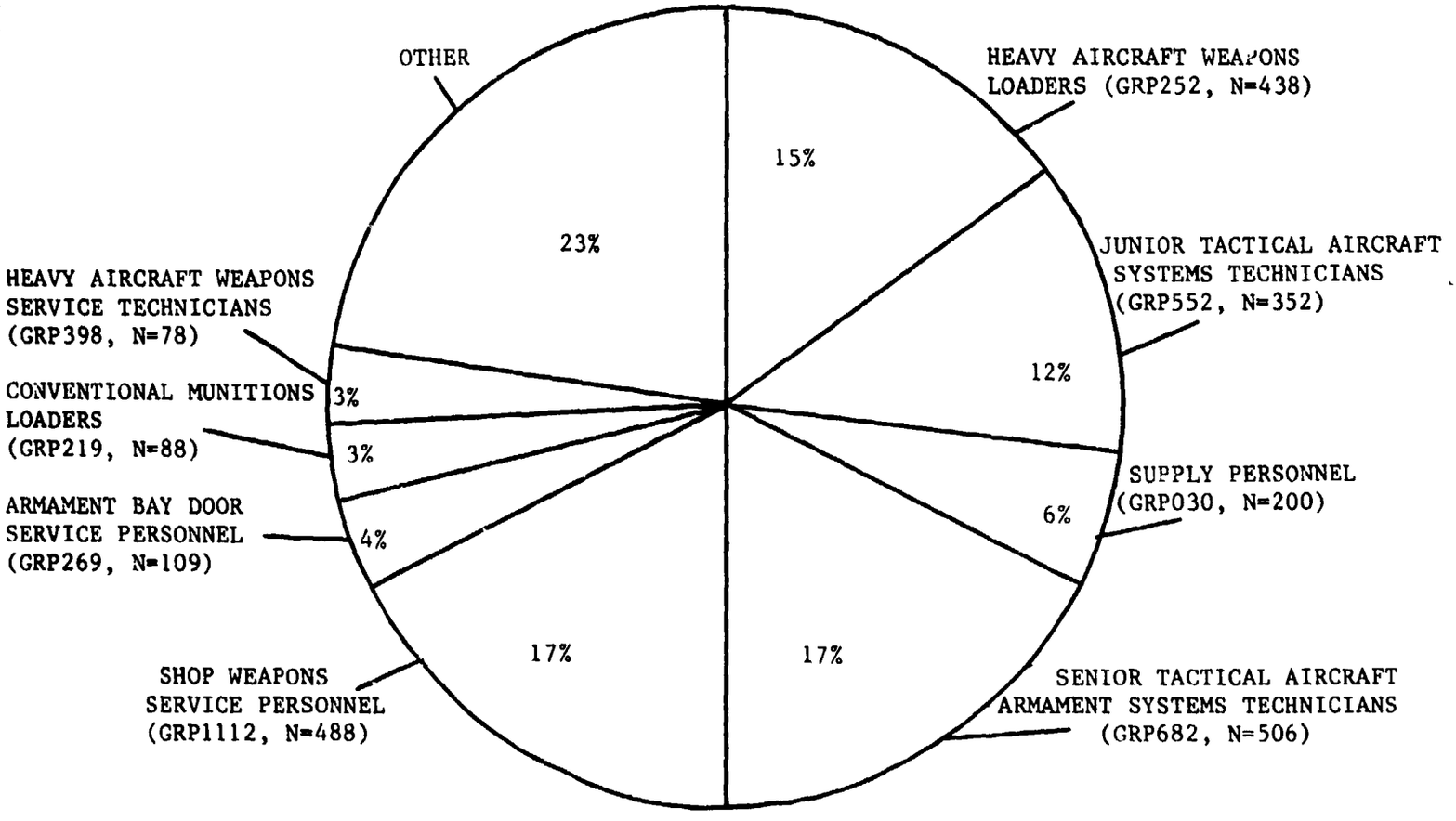


FIGURE 5

PERCENTAGES OF FIRST ENLISTMENT DAFSC 462X0 PERSONNEL IN JOBS IDENTIFIED IN THE CAREER LADDER STRUCTURE (TOTAL FIRST ENLISTMENT N=2914)



* GROUP N= NUMBER OF 1ST ENLISTMENT PERSONNEL IN GROUP

TABLE 4

RELATIVE TIME SPENT ON DUTIES BY PERSONNEL IN MAJOR CLUSTERS

DUTIES	PERCENT TIME SPENT						
	SENIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (N=659)	JUNIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (N=437)	HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS (N=110)	HEAVY AIRCRAFT WEAPONS LOADERS (N=672)	ARMAMENT BAY DOOR SERVICE PERSONNEL (N=149)	PHOTOFLASH EQUIPMENT SERVICE PERSONNEL (N=38)	CONVENTIONAL MUNITIONS LOADERS (N=97)
A ORGANIZING AND PLANNING	*	*	*	*	*	*	*
B DIRECTING AND IMPLEMENTING	*	*	*	4	*	3	*
C INSPECTING AND EVALUATING	*	*	*	5	*	3	*
D TRAINING	*	*	*	4	*	*	*
E WORKING WITH FORMS AND RECORDS	4	4	5	7	4	10	4
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	*	*	*	*	*	3	*
G PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	12	7	15	5	13	10	5
H PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	7	8	7	5	7	5
I TROUBLESHOOTING AND REPAIRING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	*	13	*	9	7	*
J REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	10	11	17	6	12	6	8
K PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	*	*	*	*	4	*	*
L MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	14	14	6	3	6	*	10
M PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	*	*	*	*	*	*	*
N PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	7	4	6	3	8	*	4
O MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	*	*	*	*	*	*	*
P LOADING AND UNLOADING MUNITIONS AND WEAPONS	15	26	10	26	13	17	39
Q PERFORMING AIRBORNE GUN OPERATIONS	*	*	*	*	*	*	*
R PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	4	*	*	*	5	9	*
S TRANSPORTING, HANDLING, AND STORING MUNITIONS	2	*	*	6	*	*	*
T PERFORMING GENERAL DUTY FUNCTIONS	11	14	.	1[illegible]	11	14	14

* LESS THAN ONE PERCENT

TABLE 4 (CONTINUED)

RELATIVE TIME SPENT ON DUTIES BY PERSONNEL IN MAJOR CLUSTERS

	PERCENT TIME SPENT								
	ROCKET LAUNCHER SERVICE PERSONNEL (N=44)	SHOP WEAPONS SERVICE PERSONNEL (N=755)	HEAVY A/C RELEASE SYSTEMS PERSONNEL (N=67)	UNIT/WING LEVEL SUPERVISORS (N=437)	MUNITIONS CONTROLLERS (N=83)	SUPPLY PERSONNEL (N=321)	AIRBORNE GUNNERS (N=63)	TRAINING PERSONNEL (N=137)	COMMAND/ STAFF PERSONNEL (N=74)
A ORGANIZING AND PLANNING	*	*	*	18	35	5	2	8	20
B DIRECTING AND IMPLEMENTING	*	3	*	16	24	4	3	9	25
C INSPECTING AND EVALUATING	*	*	*	18	4	3	*	7	30
D TRAINING	*	*	*	7	*	*	3	37	*
E WORKING WITH FORMS AND RECORDS	*	6	6	12	11	16	2	7	6
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	*	4	5	5	15	20	3	14	8
G PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	15	11	7	6	*	*	*	*	*
H PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	2	14	*	*	*	*	*	*
I TROUBLESHOOTING AND REPAIRING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	10	5	14	*	*	*	*	*	*
J REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	5	6	10	*	*	*	*	*	*
K PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	9	23	7	*	*	*	*	*	*
L MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	*	8	*	3	*	*	17	*	*
M PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	*	6	*	*	*	*	*	*	*
N PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	7	8	8	*	*	*	*	*	*
O MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	*	*	*	*	*	10	*	*	*
P LOADING AND UNLOADING MUNITIONS AND WEAPONS	10	*	3	*	*	*	3	3	*
Q PERFORMING AIRBORNE GUN OPERATIONS	*	*	*	*	*	*	51	*	*
R PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	6	*	*	*	*	*	*	*	*
S TRANSPORTING, HANDLING, AND STORING MUNITIONS	*	*	*	*	*	*	*	*	*
T PERFORMING GENERAL DUTY FUNCTIONS	16	8	15	4	*	32	6	6	*

* LESS THAN ONE PERCENT

TABLE 5

BACKGROUND INFORMATION FOR MAJOR CLUSTERS

	SENIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS	JUNIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS	HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS	HEAVY AIRCRAFT WEAPONS LOADERS	ARMAMENT BAY DOOR SERVICE PERSONNEL	PHOTOFLASH EQUIPMENT SERVICE PERSONNEL	CONVENTIONAL MUNITIONS LOADERS
AVERAGE NUMBER OF TASKS PERFORMED	97	45	86	56	91	65	23
PREDOMINANT PAYGRADE(S)	E-4	E-3,E-4	E-4	E-4	E-3,E-4	E-4	E-3,E-4
DAFSC:							
46230	12%	20%	6%	13%	12%	8%	34%
46250	79%	73%	78%	70%	77%	84%	63%
46270	9%	6%	15%	17%	10%	8%	2%
46290 OR CEM CODE 46200	-	-	-	-	-	-	-
MAJOR COMMAND:							
TAC	63%	64%	68%	26%	92%	58%	75%
USAFE	15%	19%	26%	21%	-	18%	6%
SAC	-	-	6%	47%	-	-	1%
PACAF	13%	9%	-	2%	3%	21%	6%
OTHER	9%	8%	-	4%	5%	3%	12%
AVERAGE NUMBER MONTHS TAFMS	56	38	51	51	44	42	30
PERSONNEL IN FIRST ENLISTMENT	77%	81%	71%	65%	75%	79%	91%
PERSONNEL ASSIGNED TO CONUS	76%	63%	72%	71%	97%	58%	85%
WORKING DAY SHIFT	36%	33%	29%	43%	39%	37%	36%
WORKING ROTATING EIGHT HOUR SHIFT	16%	21%	29%	23%	15%	29%	9%
WORKING 12 HOUR SHIFT	-	-	1%	1%	-	-	1%
LEVEL OF MAINTENANCE PERFORMED:							
FLIGHTLINE, POMO	86%	74%	56%	23%	58%	79%	50%
FLIGHTLINE, NON-POMO	4%	10%	33%	44%	14%	3%	13%
SHOP, POMO	2%	2%	3%	3%	14%	8%	5%
SHOP, NON-POMO	-	1%	1%	3%	4%	-	1%

TABLE 5 (CONTINUED)

BACKGROUND INFORMATION FOR MAJOR CLUSTERS

	ROCKET LAUNCHER SERVICE PERSONNEL	SHOP WEAPONS SERVICE PERSONNEL	HEAVY A/C RELEASE SYSTEMS PERSONNEL	UNIT/WING LEVEL SUPERVISORS	MUNITIONS CONTROLLERS	SUPPLY PERSONNEL	AIRBORNE GUNNERS	TRAINING PERSONNEL	COMMAND/STAFF PERSONNEL
AVERAGE NUMBER OF TASKS PERFORMED	43	110	52	65	24	30	36	21	17
PREDOMINANT PAYGRADE(S)	E-3,E-4	E-4	E-3,E-4	E-6,E-7	E-5	E-4	E-5	E-5	E-6,E-7
DAFSC:									
46230	25%	15%	21%	-	2%	13%	8%	2%	4%
46250	73%	65%	67%	8%	53%	66%	73%	53%	12%
46270	2%	20%	10%	68%	40%	20%	13%	44%	60%
46290 OR CEM CODE 46200	-	1%	-	24%	5%	1%	6%	2%	23%
MAJOR COMMAND:									
TAC	60%	51%	5%	47%	24%	38%	92%	29%	55%
USAFE	32%	19%	2%	20%	16%	20%	2%	21%	15%
SAC	-	11%	93%	17%	37%	27%	-	4%	7%
PACAF	7%	8%	-	9%	13%	8%	-	7%	7%
OTHER	1%	11%	-	7%	12%	7%	6%	39%	16%
AVERAGE MONTHS TAFMS	35	58	46	180	105	64	92	98	176
PERSONNEL IN FIRST ENLISTMENT	86%	65%	78%	3%	26%	62%	32%	29%	10%
PERSONNEL ASSIGNED TO CONUS	57%	64%	97%	66%	63%	66%	94%	66%	72%
WORKING DAY SHIFT	50%	45%	55%	59%	35%	68%	24%	67%	82%
WORKING ROTATING EIGHT HOUR SHIFT	18%	15%	12%	10%	17%	9%	-	4%	1%
WORKING 12 HOUR SHIFT	-	1%	2%	3%	2%	1%	-	1%	1%
LEVEL OF MAINTENANCE PERFORMED:									
FLIGHTLINE, POMO	68%	15%	16%	41%	15%	8%	6%	8%	10%
FLIGHTLINE, NON-POMO	7%	6%	46%	11%	11%	3%	3%	2%	3%
SHOP, POMO	7%	49%	2%	14%	1%	22%	2%	3%	-
SHOP, NON-POMO	2%	13%	12%	4%	6%	22%	3%	1%	-

TABLE 6

JOB SATISFACTION AND RELATED DATA FOR MAJOR CLUSTERS

	PERCENT MEMBERS RESPONDING						
	SENIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS	JUNIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS	HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS	HEAVY AIRCRAFT WEAPONS LOADERS	ARMAMENT BAY DOOR SERVICE PERSONNEL	PHOTOFLASH EQUIPMENT SERVICE PERSONNEL	CONVENTIONAL MUNITION LOADERS
I FIND MY JOB:							
DULL	29	37	34	28	41	40	40
SO-SO	34	32	29	28	29	32	31
INTERESTING	37	30	37	44	29	29	29
MY JOB UTILIZES MY TALENTS:							
NOT AT ALL TO VERY LITTLE	48	59	45	48	55	61	61
FAIRLY WELL OR BETTER	52	41	55	52	45	39	39
MY JOB UTILIZES MY TRAINING:							
NOT AT ALL TO VERY LITTLE	20	22	35	19	30	50	39
FAIRLY WELL OR BETTER	80	78	65	81	70	50	61
I PLAN TO REENLIST:*							
NO OR PROBABLY NO	32	64	57	49	61	50	65
YES OR PROBABLY YES	68	36	41	50	36	50	31

* FIGURES MAY NOT SUM TO 100 BECAUSE OF RETIREMENT RESPONSES

TABLE 6 (CONTINUED)

JOB SATISFACTION AND RELATED DATA FOR MAJOR CLUSTERS

	PERCENT MEMBERS RESPONDING								
	ROCKET LAUNCHER SERVICE PERSONNEL	SHOP WEAPONS SERVICE PERSONNEL	HEAVY A/C RELEASE SYSTEMS PERSONNEL	UNIT/WING LEVEL SUPERVISORS	MUNITIONS CONTROLLERS	SUPPLY PERSONNEL	AIRBORNE GUNNERS	TRAINING PERSONNEL	COMMAND/STAFF PERSONNEL
I FIND MY JOB:									
DULL	43	25	27	15	12	29	3	18	16
SO-SO	25	28	25	19	21	26	13	18	11
INTERESTING	32	47	48	65	68	45	84	63	72
MY JOB UTILIZES MY TALENTS:									
NOT AT ALL TO VERY LITTLE	66	37	39	24	35	53	29	29	22
FAIRLY WELL OR BETTER	34	63	61	76	65	47	71	71	78
MY JOB UTILIZES MY TRAINING:									
NOT AT ALL TO VERY LITTLE	57	26	34	20	37	57	30	32	28
FAIRLY WELL OR BETTER	43	74	66	80	63	43	70	68	72
I PLAN TO REENLIST:*									
NO OR PROBABLY NO	55	50	67	11	30	47	25	32	16
YES OR PROBABLY YES	45	50	33	67	60	48	71	60	54

* FIGURES MAY NOT SUM TO 100 BECAUSE OF RETIREMENT RESPONSES

ANALYSIS OF DAFSC GROUPS

The analysis of DAFSC groups helps identify task performance differences among personnel in the various skill level groups within the 462X0 specialty. It also aids in the analysis of career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS). The following section of this report discusses duties and tasks common to members of the 462X0 DAFSC groups, as well as tasks which best differentiate the 3-, 5-, 7-, 9-skill level incumbents and CEM Code 46200 personnel.

Skill Level Comparisons

As in most career ladders, the job performed by 3-skill level respondents is largely technical rather than supervisory in nature. These incumbents spend 50 percent of their job time on tasks from five separate duties (Performing Flightline Inspections of Aircraft Installed Systems; Removing and Replacing Aircraft Installed Components and Equipment; Maintaining Aircraft Installed Gun Pods and Systems; Performing In-Shop Maintenance of Aircraft Components and Equipment; and Loading and Unloading Munitions and Weapons), as listed in Table 7. Consistent with the job emphasis on technical tasks but also representative of the fact that 3-skill level personnel are not yet highly skilled technicians is the fact that they also spend 14 percent of their job time performing general duty tasks, such as perform foreign object damage (FOD) prevention walks, clean facilities, and operate light-alls.

Table 8 lists those tasks performed by the highest percentages of the 3-skill level respondents. These tasks are mostly technical, (with emphasis on bomb and ejector racks) or of a general duty nature, such as Performing foreign object damage (FOD) prevention walks, Removing or installing pylons or adapters, Arming or disarming aircraft armament systems, Removing or installing bomb or ejector racks, and Removing or installing impulse cartridges. This is in agreement with the career ladder structure, since most 3-skill level personnel fall within the clusters associated with the maintenance or technical areas (see Table 15).

Among the 5-skill level survey respondents, the percentages of time spent on tasks in the various job inventory duties changes somewhat. There is slightly less time spent on the technical and general duty tasks and slightly more time spent on tasks from the supervisory and administrative areas. As can be seen in Table 7 for the 3-skill level personnel, tasks from these six duties account for only nine percent of their job time, compared with 20 percent for 5-skill level personnel. There is, however, still a significant amount of time spent on the technical and general duty functions (64 percent for 3-skill level and 56 percent for 5-skill level incumbents). Here a slightly larger number of tasks are performed by 50 percent or more of the respondents. This is probably due to the fact that 5-skill level incumbents are maintaining their technical expertise, yet also are picking up supervisory and administrative responsibilities, as would a shop chief or load crew supervisor, for example. Representative tasks for 5-skill level incumbents include Performing foreign object damage (FOD) prevention walks, Cleaning facilities, Performing operational checks of jettison and emergency release systems, Removing or installing pylons or adapters, and Arming or disarming aircraft armament systems. Note that many of the tasks performed

by most DAFSC 46230 personnel are also performed by DAFSC 46250 personnel. Further, the heterogeneity of the DAFSC 462X0 career field is reflected in Tables 8 and 9, where less than 11 and 22 tasks are performed by 40 percent or more of the DAFSC 46230 and 46250 respondents, respectively.

Table 10 compares the tasks performed by 3- and 5-skill level personnel. The data here support the contention that DAFSC 46250 workers have jobs of broader scope, as all listed tasks are performed by a greater percentage of 5-skill level personnel than 3-skill level personnel. As discussed earlier, the DAFSC 46250 personnel are more involved with supervisory and administrative tasks, and Table 10 confirms this. Representative tasks from this list include Annotating maintenance discrepancy and work document forms, Preparing APRs, Conducting OJT, Supervising DAFSC 46250 personnel, and Maintaining training records, charts or graphs.

Seven-skill level personnel are involved in a more supervisory role, with personnel here spending 58 percent of their job time on supervisory and administrative tasks. Further, these airmen spend less job time (42 percent) on tasks from technical and general duties (89 and 75 percent, respectively) than 3- and 5-skill level workers (see Table 7). Representative tasks performed by survey respondents in the DAFSC 46270 group include Preparing APRs, Counseling personnel on personal or military related matters, Making entries on maintenance data collection record forms, Supervising DAFSC 46250 personnel, and Initiating reparable item processing tag forms (see Table 11). Like DAFSCs 46230 and 46250 personnel, the DAFSC 46270 group members seem to be performing a wide variety of jobs, with only 30 tasks being performed by 35 percent or more of the group.

Table 12 lists the tasks which best differentiate DAFSCs 46250 and 46270 personnel. Generally, technical tasks, such as Arming or disarming aircraft armament systems, Removing or installing impulse cartridges, and Performing functional checks of aircraft armament circuits are performed by greater percentages of the members of the DAFSC 46250 group. Supervisory and administrative tasks, such as Preparing APRs, Counseling personnel on personal or military related matters, and Planning work assignments, are more representative of DAFSC 46270 incumbents. These task trends are paralleled in the percentage of time spent on duties, as illustrated in Table 7, where DAFSC 46270 personnel spend 58 percent of their job time on tasks from the supervisory and administrative duties compared with nine percent for DAFSC 46230 and 20 percent for DAFSC 46250 incumbents.

Nine-skill level and CEM Code 46200 personnel are primarily higher level supervisors and managers, who spend 91 percent of their time on supervisory or administrative tasks, much higher than the members of other DAFSC groups, as shown in Table 7. In addition, Table 15 reveals further that these incumbents perform primarily supervisory jobs, with the majority being the Command and staff or Unit and Wing Level Supervisor clusters, described earlier in the Career Ladder Structure Section of this report.

Table 13 lists representative tasks performed by these survey respondents. Typical tasks for incumbents in this group include Counseling personnel on military or personal related matters, Writing correspondence, Preparing APRs, Assigning personnel to duty positions, and Indorsing airmen performance reports (APR). In addition, 9-skill level and CEM Code 46200

personnel seem to perform more similar jobs than do lower skill level incumbents. This is illustrated in part by Table 13, which shows that higher percentages of these job incumbents are performing the listed tasks, and that 25 tasks are performed by greater than 50 percent of this group of survey respondents.

Table 14 lists the tasks which best differentiate 7-skill level and 9-skill level or CEM Code 46200 personnel. As expected, technical and general duty tasks, such as Operating light-alls, Performing operational checks of jettison and emergency release systems, Removing or installing pylons or adapters, Cleaning facilities, and Making entries on maintenance data collection record forms, are more typical of DAFSC 46270 incumbents. Tasks which better represent DAFSC 46290 or DAFSC 46200 personnel are: Selecting personnel for temporary duty (TDY) requirements; Writing correspondence; Establishing policies, instructions or procedures; Assigning sponsors; and Assigning personnel to duty positions. This trend is supported by the percentage of time spent on duties, where the aforementioned 91 percent time spent on supervisory or administrative duties within the DAFSCs 46290 and 46200 groups far exceeds the 58 percent spent by DAFSC 46270 personnel.

Summary

An examination of the tasks and duties performed by members of the various 462X0 skill level groups reveals that a wide variety of jobs are performed by the personnel in this career ladder. Only personnel at the 9-skill level or CEM Code 46200 perform a substantial number of common tasks, which indicates that the senior supervisors and managers in this specialty perform similar jobs, while lower skill level incumbents were found to perform a wider range of jobs.

Three-skill level personnel are primarily technicians, spending approximately 64 percent of their job time on tasks from technical or general duties. DAFSC 46250 personnel also spend most of their job time on technical or general duty tasks, but spend slightly less time on tasks from these duties and slightly more time on supervisory and administrative duty tasks. Seven-skill level personnel are less technicians than supervisors, spending only 30 percent of job time on tasks from technical or general duties, and 52 percent on supervisory or administrative tasks. Finally, DAFSCs 46290 and 46200 personnel are the higher level supervisors and managers in the field, spending 91 percent of their job time on tasks from the supervisory and administrative duties.

TABLE 7

TIME SPENT ON DUTIES DISTRIBUTION BY DAFSC GROUPS

DUTIES	PERCENT TIME SPENT			
	DAFSC 46230 PERSONNEL (N=619)	DAFSC 46250 PERSONNEL (N=3007)	DAFSC 46270 PERSONNEL (N=955)	DAFSC 46290 OR CEM CODE 46200 PERSONNEL (N=157)
A ORGANIZING AND PLANNING	1	2	11	27
B DIRECTING AND IMPLEMENTING	1	3	12	23
C INSPECTING AND EVALUATING	1	2	10	22
D TRAINING	*	3	8	6
E WORKING WITH FORMS AND RECORDS	4	6	11	8
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	2	4	6	5
G PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH AND RELEASE SYSTEMS	10	8	6	2
H PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	5	2	*
I TROUBLESHOOTING AND REPAIRING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	4	4	3	*
J REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	8	7	4	*
K PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	8	6	3	1
L MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	8	8	4	1
M PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	2	2	1	*
N PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	7	5	2	*
O MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	3	2	1	*
P LOADING AND UNLOADING MUNITIONS AND WEAPONS	16	14	5	*
Q PERFORMING AIRBORNE GUN OPERATIONS	1	1	*	1
R PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	2	2	1	*
S TRANSPORTING, HANDLING, AND STORING MUNITIONS	3	2	1	*
T PERFORMING GENERAL DUTY FUNCTIONS	14	13	8	2

* DENOTES LESS THAN 1 PERCENT

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 46230 PERSONNEL

TASKS	PERCENT DAFSC 46230 PERSONNEL PERFORMING (N=619)
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	62
REMOVE OR INSTALL PYLONS OR ADAPTERS	58
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	57
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	55
REMOVE OR INSTALL IMPULSE CARTRIDGES	53
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	51
CLEAN FACILITIES	50
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	49
REMOVE OR INSTALL MISSILE LAUNCHERS	49
OPERATE LIGHT-ALLS	46
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	43
INSPECT BOMB OR EJECTOR RACKS	39
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	39
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	39
ISSUE OR RECEIVE TOOLS	39
MAINTAIN COMMON HAND TOOLS	36
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	35
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	35
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	34
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	34
PERFORM OPERATIONAL CHECKS OF MISSILE LAUNCH AND CONTROL SYSTEMS	34
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	34
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	34
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	32
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	31

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 46250 PERSONNEL

TASKS	PERCENT DAFSC 46250 PERSONNEL PERFORMING (N=3007)
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	63
CLEAN FACILITIES	61
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	60
REMOVE OR INSTALL PYLONS OR ADAPTERS	60
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	59
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	57
OPERATE LIGHT-ALLS	57
REMOVE OR INSTALL IMPULSE CARTRIDGES	56
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	55
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	54
REMOVE OR INSTALL MISSILE LAUNCHERS	51
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	49
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	47
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	45
PERFORM MUNITIONS POST LOAD INSPECTIONS	44
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	43
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	42
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	42
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	41
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	41
ISSUE OR RECEIVE TOOLS	40
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	40
ANNOTATE MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	39
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	39
PREPOSITION MUNITIONS PRIOR TO LOADING ONTO AIRCRAFT	39

TABLE 10

TASKS WHICH BEST DIFFERENTIATE DAFSC 46230 AND DAFSC 46250 PERSONNEL

TASKS	PERCENT OF DAFSC 46230 PERSONNEL PERFORMING	PERCENT OF DAFSC 46250 PERSONNEL PERFORMING	DIFFERENCE
ANNOTATE MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	16	39	-23
PREPARE APRs	-	22	-22
CONDUCT OJT	3	24	-21
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46250)	2	21	-19
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	1	19	-18
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	4	21	-17
OPERATE MAINTENANCE STANDS	19	35	-16
SUPERVISE APPRENTICE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46230)	3	19	-16
PERFORM MUNITIONS POST LOAD INSPECTIONS	28	44	-16
COUNSEL PERSONNEL ON MILITARY OR PERSONAL RELATED MATTERS	1	16	-15
COUNSEL TRAINEES ON TRAINING PROGRESS	1	16	-15
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	39	54	-15
LOCATE PARTS NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	24	38	-14
PERFORM DELAYED FLIGHT OR ALERT INSPECTIONS	11	25	-14
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	32	45	-13
MARSHAL AIRCRAFT	8	21	-13
ANNOTATE AEROSPACE VEHICLE FLIGHT DATA DOCUMENT FORMS (AFTO FORM 781)	13	25	-12
EVALUATE PERSONNEL ON QUALIFICATION TASKS	1	13	-12
DETERMINE WORK PRIORITIES	2	14	-12
CLEAN FACILITIES	49	61	-12
MAKE ENTRIES ON SPECIALIST DISPATCH CONTROL LOG FORMS (AF FORM 2430)	3	14	-11
OPERATE LIGHT-ALLS	46	57	-11
LOCATE PARTS FROM QUICK REFERENCE LISTS	13	24	-11
INVENTORY SUPPLIES, EQUIPMENT, OR TOOLS	14	25	-11
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	49	60	-11

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 46270 PERSONNEL

TASKS	PERCENT OF DAFSC 46270 PERSONNEL PERFORMING (N=955)
PREPARE APRs	71
COUNSEL PERSONNEL OR PERSONAL OR MILITARY RELATED MATTERS	65
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	64
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46250)	58
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	54
ANNOTATE MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	53
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	52
LOCATE PARTS NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	51
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	51
DETERMINE WORK PRIORITIES	50
PLAN WORK ASSIGNMENTS	48
COUNSEL TRAINEES ON TRAINING PROGRESS	47
CONDUCT OJT	45
OPERATE LIGHT-ALLS	43
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	43
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	43
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	42
ASSIGN PERSONNEL TO DUTY POSITIONS	39
EVALUATE PERSONNEL ON QUALIFICATION TASKS	39
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	39
MAKE ENTRIES ON SPECIALIST DISPATCH CONTROL LOG FORMS (AF FORM 2430)	38
MAKE ENTRIES ON ROUTING AND REVIEW OF QUALITY CONTROL REPORTS FORMS (AF FORM 2419)	37
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	37
SUPERVISE APPRENTICE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46230)	37
DEVELOP WORK METHODS OR PROCEDURES	37
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	37
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	36
INSPECT PYLON STRUCTURAL COMPONENTS	36
CLEAN FACILITIES	36
SCHEDULE LEAVES OR PASSES	35

TABLE 12

TASKS WHICH BEST DIFFERENTIATE DAFSC 46250 AND DAFSC 46270 PERSONNEL

TASKS	PERCENT OF DAFSC 46250 PERSONNEL PERFORMING	PERCENT OF DAFSC 46270 PERSONNEL PERFORMING	DIFFERENCE
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	59	31	+28
REMOVE OR INSTALL IMPULSE CARTRIDGES	56	28	+28
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	55	27	+28
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	47	19	+28
CLEAN FACILITIES	61	36	+25
PREPARE APRs	22	71	-49
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	16	65	-49
PLAN WORK ASSIGNMENTS	10	48	-38
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46250)	21	58	-37
DETERMINE WORK PRIORITIES	14	50	-36
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	8	43	-35
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	19	52	-33
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	10	42	-32
SCHEDULE LEAVES OR PASSES	3	34	-31
COUNSEL TRAINEES ON TRAINING PROGRESS	16	47	-31
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	21	51	-30
ASSIGN PERSONNEL TO DUTY POSITIONS	10	39	-29
WRITE CORRESPONDENCE	5	34	-29
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	8	36	-28
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	10	38	-28
MAKE ENTRIES ON ROUTING AND REVIEW OF QUALITY CONTROL REPORT FORMS (AF FORM 2419)	9	37	-28
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	5	33	-28
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (AFSC 46270)	3	30	-27
DEVELOP WORK METHODS OR PROCEDURES	11	37	-26
EVALUATE PERSONNEL ON QUALIFICATION TASKS	13	39	-26

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY DAFSC 46290 OR CEM CODE 46200 PERSONNEL

TASKS	PERCENT OF DAFSC 46290 OR CEM 46200 PERSONNEL PERFORMING (N=157)
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	82
WRITE CORRESPONDENCE	81
PREPARE APRs	79
ASSIGN PERSONNEL TO DUTY POSITIONS	76
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	76
SELECT PERSONNEL FOR TEMPORARY DUTY (TDY) REQUIREMENTS	73
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	70
SCHEDULE LEAVES OR PASSES	68
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	66
DETERMINE WORK PRIORITIES	66
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	66
ANALYZE WORKLOAD REQUIREMENTS	65
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	64
EVALUATE INSPECTION REPORTS OR PROCEDURES	63
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	62
EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	61
PREPARE BRIEFING, MEETING, OR CONFERENCE AGENDA	59
MAKE ENTRIES ON ROUTING AND REVIEW OF QUALITY CONTROL REPORT FORMS (AF FORM 2419)	57
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	57
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	55
DEVELOP WORK METHODS OR PROCEDURES	54
EVALUATE WORK SCHEDULES	54
DETERMINE UNIT PROCEDURES FOR SUPPORT OF SPECIAL MISSIONS, MOBILITY EXERCISES, TRAINING EXERCISES, OR WAR PLANS	52
PLAN WORK ASSIGNMENTS	52
EVALUATE SUGGESTIONS	52

TABLE 14

TASKS WHICH BEST DIFFERENTIATE DAFSC 46270 AND DAFSC 46290 OR CEM CODE 46200 PERSONNEL

TASKS	PERCENT OF DAFSC 46290 OR 46200 PERSONNEL PERFORMING	PERCENT OF DAFSC 46270 PERSONNEL PERFORMING	DIFFERENCE
SELECT PERSONNEL FOR TEMPORARY DUTY (TDY) REQUIREMENTS	73	20	+53
WRITE CORRESPONDENCE	81	34	+47
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	66	26	+40
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	62	24	+38
ASSIGN PERSONNEL TO DUTY POSITIONS	76	39	+37
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	70	33	+37
PREPARE BRIEFING, MEETING, OR CONFERENCE AGENDA	59	22	+37
INITIATE PERSONNEL ACTION REQUESTS	50	14	+36
EVALUATE INSPECTION REPORTS OR PROCEDURES	63	27	+36
DETERMINE UNIT PROCEDURES FOR SUPPORT OF SPECIAL MISSIONS, MOBILITY EXERCISES, TRAINING EXERCISES, OR WAR PLANS	52	16	+36
EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION OR RECLASSIFICATION	61	26	+35
SELECT PERSONNEL FOR MOBILITY TEAMS	46	12	+34
ANALYZE WORKLOAD REQUIREMENTS	65	31	+34
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	76	43	+33
SCHEDULE LEAVES OR PASSES	68	35	+33
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	41	9	+32
EVALUATE SUGGESTIONS	52	21	+31
PLAN LAYOUT OF FACILITIES	43	13	+30
EVALUATE WEAPONS SYSTEM MALFUNCTION REPORTS	47	17	+30
OPERATE LIGHT-ALLS	10	43	-33
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	4	37	-33
REMOVE OR INSTALL PYLONS OR ADAPTERS	5	38	-33
CLEAN FACILITIES	6	36	-30
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	34	63	-29

COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTION

Survey data for the 462X0 career field were compared with the AFR 39-1 specialty descriptions, dated 30 April 1980 (for DAFSCs 46210, 46230, and 46250) and 31 October 1979 (for DAFSCs 46270, 46290, and CEM CODE 46200). These 39-1 descriptions are intended to provide a broad overview of the duties and tasks required to be performed by the various skill level personnel. It was found that, in general, these job descriptions adequately captured the nature and scope of the jobs been performed by survey respondents in the various 462X0 skill levels.

ANALYSIS OF EXPERIENCE (TAFMS) GROUPS

This analysis helps to determine how jobs within a specialty vary depending on the experience of job incumbents and can help to describe the types of jobs junior 462X0 personnel may be performing in the future. TAFMS (Total Active Federal Military Service) groups are categorized by the number of months of service accumulated by the incumbents in each group. Accordingly, the most common TAFMS groups are: first enlistment (1-48 months TAFMS); second enlistment (49-96 months TAFMS); third enlistment (97-144 months TAFMS); fourth enlistment (145-192 months TAFMS); fifth enlistment, which is optional (193-240 months TAFMS); and career (241+ months TAFMS). As in many enlisted specialties, job changes seen with increasing TAFMS parallel changes in skill level.

Table 15 reveals several task performance patterns associated with TAFMS group membership. Generally, increasing time is spent on tasks from supervisory duties with increasing months TAFMS. This trend is best illustrated for tasks in the three supervisory and managerial duties: Organizing and Planning; Directing and Implementing; and Inspecting and Evaluating, which account for the bulk of the job time of career 462X0 incumbents (241+ months TAFMS). Conversely, more junior job incumbents spend a greater percentage of time on tasks from the maintenance and technical duties, such as Removing and Replacing Aircraft Installed Components and Equipment, Loading and Unloading Munitions and Weapons, Performing General Duty Functions, and Performing In-Shop Maintenance of Aircraft Suspension, Launch, and Release Components and Equipment. For more information on tasks performed by these individuals, see the "First Enlistment Personnel" section.

Several interesting patterns also appear in Table 15. For example, the relative percent time spent on tasks in the three administrative/supervisory duties (Training, Working with Forms and Records, and Performing Administrative and Supply Functions) drops off for members of the 241+ months TAFMS group. This is most readily explained by the fact that incumbents in this group spend a very large amount (71 percent) of time on tasks from the supervisory and managerial tasks. Thus, personnel in this group are more concerned with supervision and management than administrative types of duties.

Secondly, tasks from several duties (Performing In-Shop Maintenance of Gun Pods and Gun Systems, Maintaining Support Equipment and Munitions Handling Equipment, Performing Cross Utilization Training (CUT) Tasks, and Transporting, Handling, and Storing Munitions) account for a very small and nearly equal amount of relative time regardless of TAFMS group. The explanation for this is first, that these duties are more specialized than most of the others in the inventory, and as a result specific tasks are performed by very few incumbents in any TAFMS group. Therefore, a "basement effect" exists, whereby the relative percent time spent is so low (for even the incumbents in TAFMS groups performing tasks from these duties) that there is virtually no room for the percentages to decrease any further. In addition, the percentages remain relatively consistent perhaps because, once individuals in a junior TAFMS group are trained in jobs loaded high on tasks from these duties, they remain in these specialized jobs or groups for several enlistments due to manning or training considerations.

Finally, three duties (Performing Flightline Inspections, Maintaining Aircraft Installed Gun Pods and Gun Systems, and Performing Airborne Gun Operations) are characterized as containing tasks with more relative percent time spent on them by second or third enlistment personnel than first enlistment job incumbents in an otherwise declining percent time spent trend.

Table 16 reveals the distribution of TAFMS groups across the major job clusters identified in the Career Ladder Structure section. As expected, junior 462X0 incumbents are found primarily in the major clusters identified as maintenance or technically oriented. More senior incumbents, especially those with more than 193 months TAFMS, are found in either the Unit and Wing Level Supervisors or Command and Staff Personnel clusters.

TABLE 15

RELATIVE PERCENT TIME SPENT ON DUTIES BY TAFMS GROUPS*

DUTY	PERCENT TIME SPENT					
	1-48 MOS TAFMS	49-96 MOS TAFMS	97-144 MOS TAFMS	145-192 MOS TAFMS	193-240 MOS TAFMS	241+ MOS TAFMS
A ORGANIZING AND PLANNING	2	4	9	13	19	27
B DIRECTING AND IMPLEMENTING	1	6	9	13	18	22
C INSPECTING AND EVALUATING	1	5	7	13	17	22
D TRAINING	2	6	7	8	9	5
E WORKING WITH FORMS AND RECORDS	5	10	10	12	11	9
G PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	9	11	6	6	4	3
H PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	4	3	1	1	-
I TROUBLESHOOTING AND REPAIRING OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	4	3	3	3	2	-
J REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	8	6	4	3	1	-
K PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	7	4	3	3	1	-
L MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	8	12	6	3	2	-
M PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	2	1	1	1	-	-
N PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	6	4	3	2	1	-
O MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	2	2	2	1	1	-
P LOADING AND UNLOADING MUNITIONS AND WEAPONS	15	12	7	2	1	-
Q PERFORMING AIRBORNE GUN OPERATIONS	1	1	2	1	1	1
R PERFORMING CROSS-UTILIZATION TRAINING (CUT) TASKS	2	2	1	1	1	1
S TRANSPORTING, HANDLING, AND STORING MUNITIONS	3	2	1	1	-	-
T PERFORMING GENERAL DUTY FUNCTIONS	14	11	8	7	5	2

*FIGURES MAY NOT ADD UP TO 100 DUE TO ROUNDING ERROR

TABLE 16

DISTRIBUTION FOR MAJOR CLUSTER OF PERSONNEL IN EACH ENLISTMENT GROUP

JOB GROUPS	PERCENT OF CLUSTER MEMBERS					
	1-48 MOS TAFMS	49-96 MOS TAFMS	97-144 MOS TAFMS	145-192 MOS TAFMS	193-240 MOS TAFMS	241+ MOS TAFMS
SENIOR TACTICAL ACFT ARMAMENT SYSTEMS TECHNICIANS (N=659)	78	17	4	1	*	*
JR TACTICAL ACFT ARMAMENT SYSTEMS TECHNICIANS (N=437)	82	15	3	*	*	*
HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS (N=110)	73	18	7	2	*	*
HEAVY AIRCRAFT WEAPONS LOADERS (N=672)	68	22	7	3	*	*
HEAVY AIRCRAFT WEAPONS SERVICE PERSONNEL (N=145)	78	15	6	1	*	*
PHOTOFLASH EQUIPMENT SERVICE PERSONNEL (N=38)	82	13	3	3	*	*
CONVENTIONAL MUNITIONS LOADERS (N=97)	93	4	3	*	*	*
ROCKET LAUNCHER SERVICE PERSONNEL (N=44)	86	9	5	*	*	*
SHOP WEAPON SERVICE PERSONNEL (N=755)	66	19	8	5	2	*
HEAVY AIRCRAFT RELEASE SYSTEMS PERSONNEL (N=67)	79	10	5	3	2	*
UNIT AND WING LEVEL SUPERVISORS (N=437)	5	14	20	28	23	1
MUNITIONS CONTROLLERS (N=83)	29	29	29	6	4	*
SUPPLY PERSONNEL (N=321)	63	19	8	6	3	*
AIRBORNE GUNNERS (N=63)	35	27	24	6	5	2
TRAINING PERSONNEL (N=137)	30	36	19	7	8	*
COMMAND AND STAFF PERSONNEL (N=74)	11	12	12	26	28	3

* DENOTES LESS THAN ONE PERCENT

First Enlistment Personnel

Various types of background information for first enlistment personnel were examined and are presented in Table 17. These survey respondents perform an average of 61 tasks, 55 percent are assigned to TAC, 41 percent work a day shift, and 38 percent work swing or midshifts. As indicated in Table 18, analysis of test equipment usage indicates these respondents are likely to use torque wrenches, multimeters (AN/PSM-6 or AN/PSM-37), go/no-go gauges, and missile launcher test sets (ASM-11).

Responses from first enlistment personnel were also examined to determine common tasks performed and various background information. Table 19 lists those tasks performed by the greatest percentages of DAFSC 462X0 first enlistment incumbents. Generally, the most common tasks involve some of the simpler maintenance and technical functions (such as, Remove and install pylons or adapters, Arm or disarm aircraft armament systems, Perform operational checks of jettison and emergency release systems, and Remove or install bomb or ejector racks) as well as the general duty tasks (such as Perform Foreign Object Damage (FOD) prevention walks, Clean facilities, and Operate light-alls). Note also that these tasks are performed by similar percentages of DAFSC 462X0 incumbents with 49-96 months TAFMS.

Job Satisfaction Analyses

Job satisfaction indices for personnel in the first and second enlistment and career status were examined. Job interest, perceived utilization of talents and training, and reenlistment intentions are presented in Table 20 along with the same data for a comparative sample of personnel from related career fields analyzed during 1980. (The comparison career ladders include personnel in AFSCs 30XXX, 31XXX, 32XXX, 34XXX, 36XXX, 40XXX, 42XXX, 43XXX, and 44XXX.) When compared to these other career fields, DAFSC 462X0 personnel evidence dramatically lower job satisfaction, with 19 percent less of the total sample finding their job interesting, and 17 percent less perceiving their job as utilizing their talents fairly well or better. These figures are roughly the same for first enlistment personnel; among that group of survey respondents, 21 percent less DAFSC 462X0 personnel find their jobs interesting than do personnel in the comparison sample, and 15 percent less see their job as utilizing their talents fairly well or better. Also, fewer second enlistment DAFSC 462X0 personnel perceive their job as interesting than comparison personnel (13 percent less) and five percent less second enlistment DAFSC 462X0 incumbents perceive that their job utilizes their talents well than do members of the comparison group. It cannot be overemphasized that these figures are especially low; in fact, they are traditionally the lowest in a group of career ladders which is in itself characterized as having poorly satisfied job incumbents.

Not surprisingly, reenlistment intentions are not high for the DAFSC 462X0 field. Of the total sample, only 47 percent planned to reenlist, compared to 51 percent for the comparison sample, which is also considered quite low. Again, this fact should warrant attention, since low reenlistment usually results in low experience levels in a career field as well as high training costs and requirements.

Interestingly, DAFSC 462X0 incumbents indicate that their job utilizes their training well (65 percent) nearly as often as do personnel in the comparision group. This finding holds up as well for the first enlistment group. Also, more airmen in the second enlistment group see their job as utilizing their training fairly well or better (two percent more), and career personnel have relatively the same levels of job satisfaction as the comparative sample. Nevertheless, these facts do not offset the generally low satisfaction among personnel in the DAFSC 462X0 field. However, it may indicate that the institution of channelized training has had positive effects on the training and perceptions of new DAFSC 462X0 personnel.

TABLE 17

SELECTED BACKGROUND INFORMATION FOR FIRST ENLISTMENT
(1-48 MONTHS TAFMS) DAFSC 462X0 PERSONNEL

VARIABLE	DATA
AVERAGE NUMBER OF TASKS PERFORMED	61
PAYGRADE	E-3,E-4
MAJOR COMMAND DISTRIBUTION	
AAC	2%
MAC	-
PACAF	7%
AFLC	-
SAC	17%
AFSC	2%
TAC	55%
ATC	1%
USAFE	15%
WORKING DAY SHIFT	41%
WORKING SWING OR MID-SHIFT	38%
WORKING ROTATING EIGHT HOUR SHIFT	16%
WORKING 12 HOUR SHIFT	1%

TABLE 18

EQUIPMENT USED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT
(1-48 MONTHS TAFMS) DAFSC 462X0 PERSONNEL

TEST EQUIPMENT	PERCENT USING
TORQUE WRENCHES	83
MULTIMETERS, AN/PSM-6 OR AN/PSM-37	72
GO/NO-GO GAUGES	47
MISSILE LAUNCHER TEST SETS, ASM-11	33

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY DAFSC 462X0 FIRST ENLISTMENT (1-48 MONTHS TAFMS) AND SECOND ENLISTMENT (49-96 MONTHS TAFMS) PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING 1-48 MOS TAFMS (N=2914)	49-96 MOS TAFMS (N=784)
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	64	58
REMOVE OR INSTALL PYLONS OR ADAPTERS	61	55
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	60	55
CLEAN FACILITIES	59	59
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	59	57
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	58	52
REMOVE OR INSTALL IMPULSE CARTRIDGES	56	52
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	56	50
OPERATE LIGHT-ALLS	55	56
REMOVE OR INSTALL MISSILE LAUNCHERS	53	48
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	49	61
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	49	48
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	46	44
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	41	43
ISSUE OR RECEIVE TOOLS	41	33
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITIONS FROM AIRCRAFT	41	40
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	41	40
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	40	40
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	40	54
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	40	33
INSPECT BOMB OR EJECTOR RACKS	40	29
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	40	41
PERFORM MUNITIONS POST LOAD INSPECTIONS	39	51
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	38	37
MAINTAIN COMMON HAND TOOLS	38	38

TABLE 20

JOB SATISFACTION AND RELATED DATA FOR DAFSC 462X0 FIRST ENLISTMENT, SECOND ENLISTMENT, CAREER AND COMPARATIVE SAMPLE PERSONNEL*

	PERCENT MEMBERS RESPONDING**							
	TOTAL SAMPLE		1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	DAFSC 462X0 (N=4,753)	1980 COMP SAMPLE (N=555)	DAFSC 462X0 (N=2,903)	1980 COMP SAMPLE (N=1,374)	DAFSC 462X0 (N=780)	1980 COMP SAMPLE (N=853)	DAFSC 462X0 (N=1,028)	1980 COMP SAMPLE (N=1,426)
I FIND MY JOB:								
DULL	28	20	34	24	24	17	14	14
SO-SO	28	19	30	20	28	22	20	16
INTERESTING	44	63	35	56	48	61	65	70
NOT REPORTED	1	1	-	-	1	-	1	1
MY JOB UTILIZES MY TALENTS:								
NOT AT ALL TO VERY LITTLE	45	32	55	37	37	31	25	24
FAIRLY WELL TO VERY WELL	49	60	43	58	57	62	61	61
EXCELLENTLY OR PERFECTLY	5	11	5	5	5	7	14	15
NOT REPORTED	-	-	-	-	1	-	1	-
MY JOB UTILIZES MY TRAINING:								
NOT AT ALL TO VERY LITTLE	28	28	30	30	27	28	23	25
FAIRLY WELL TO VERY WELL	65	61	65	62	65	63	64	59
EXCELLENTLY OR PERFECTLY	7	12	5	7	7	8	13	15
NOT REPORTED	1	1	1	1	-	-	1	1
I PLAN TO REENLIST:								
NO OR PROBABLY NO	48	51	65	66	39	51	28	31
YES OR PROBABLY YES	47	51	35	33	60	48	72	67
NOT REPORTED	1	-	1	1	1	1	1	1

* INCLUDES PERSONNEL IN AFSCs 30XXX, 31XXX, 32XXX, 34XXX, 36XXX, 40XXX, 42XXX, 43XXX, and 44XXX CAREER FIELDS

**FIGURES MAY NOT ADD TO 100 DUE TO ROUNDING ERROR

Reenlistment Intentions of Survey Respondents in Total Active Federal Military Service (TAFMS) Groups

An analysis was performed of the stated reenlistment intentions of incumbents in the following three TAFMS groups: 1-48 months, 49-96 months, and 97-144 months (see Tables 22, 23, 24). Each group was then further divided into two subgroups: (1) those who intend to reenlist; and (2) those who do not intend to reenlist. Then, the task responses were examined to determine the percent members performing each task in each subgroup. Caution should be exercised in interpreting the results of this analysis, however. Any relationship between tasks performed and intention to reenlist is highly tentative. Variables other than actual tasks performed may act as satisfiers or dissatisfiers, complicating inferences about the incumbents' decisions on reenlistment. Further, the direction of causality is not known. It is uncertain whether the tasks performed are a whole or partial cause of reenlistment intentions, or whether reenlistment intentions affect job performed and thereby tasks performed.

Table 21 is a listing of representative tasks with percent members performing for personnel in the first enlistment group (1-48 months TAFMS). The upper part of the table lists tasks performed by larger percentages of incumbents who plan to reenlist, while the lower part of the table lists tasks performed by larger percentages of the incumbents not planning to reenlist. Interestingly, there are very few differences between the two reenlistment groups with respect to tasks performed. Only two tasks have between group differences of more than 20 percent members performing, and most differences lie near 12 percent. Thus, it may not be very meaningful to speak of trends, and any hypotheses offered should be viewed with skepticism. However, it does seem that those airmen performing more supervisory duties are somewhat more likely to intend to reenlist. On the other hand, this trend may also be viewed as an indicator that those airmen who intend to reenlist have managed to "self-select" or "earn" jobs involving more supervisory tasks.

The representative list of tasks performed by second enlistment personnel (49-96 months TAFMS) is shown in Table 22. It shows which tasks are most descriptive of the two reenlistment intention groups. The trend observed in the previous TAFMS group is here even more pronounced. As Table 22 illustrates, there are virtually no differences in tasks performed by members of the two groups, with only two tasks differentiating between them by as much as nine percent. Apparently, for first and second enlistment personnel at least, reenlistment intentions are dependent on some factor other than the tasks performed by the incumbents. However, the secondary hypothesis, that incumbent reenlistment intentions tend to vary with performance of supervisory tasks, is again weakly supported.

Finally, Table 23 lists representative tasks performed by reenlistment intentions for third enlistment survey represents (97-144 months TAFMS). The observations related to the first two enlistment groups are relevant here as well. First, there is very little difference among survey respondents in the reenlistment intention groups; only two tasks differentiate by 15 precent or more. Second, there is a very weak possibility that the performance of supervisory tasks affects, or is affected by, reenlistment intentions.

Conclusions

The data for personnel in these three TAFMS groups (1-48 months, 49-96 months, 97-144 months) lead to several tentative conclusions. First, very few differences exist in task performance between job incumbents who plan to reenlist and those who do not plan to reenlist within a given TAFMS group. In a heterogeneous career field such as 462X0, this may mean either that reenlistment intentions are dependent on factors other than task performance, or that the various job groups all contain a common thread or core of task types, which may here be the maintenance orientation of the career field.

Second, there seems to be a weak trend associated with the data showing that incumbents who perform supervisory tasks are slightly more likely to reenlist. As stated earlier, this may mean either that the performance of such tasks positively affects one's intentions to reenlist, such as through higher job satisfaction, or that individuals who intend to reenlist find themselves in positions requiring or affording the opportunity to perform more supervisory tasks. Although the data do not explain why such reenlistment intentions are affected, or how, the data may have task design implications.

The third conclusion is that enriching the 462X0 job by inclusion of supervisory tasks may have positive implications for retention of personnel in this career field.

Summary

The data on the reenlistment intentions and tasks performed by members of the first three enlistment groups indicated some trends. There is very little task performance difference within TAFMS groups divided by reenlistment retentions, indicating either a lack of relationship between the factors, or a commonality among DAFSC 462X0 job groups. There is a weak trend in the data that the performance of supervisory tasks enhances job incumbents' intentions to reenlist. Providing DAFSC 462X0 personnel with greater opportunities to perform tasks of a supervisory nature may increase retention in the career field.

TABLE 21

REPRESENTATIVE TASKS DISCRIMINATING BETWEEN
FIRST-TERM AIRMEN (1-48 MONTHS TAFMS)
WHO DO INTEND TO REENLIST AND WHO DO NOT INTEND TO REENLIST

TASKS	PERCENT MEMBERS PERFORMING: DO INTEND TO REENLIST (N=1061)	DO NOT INTEND TO REENLIST (N=1868)	DIFFERENCE
PREPARE APRs	41	18	+23
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	36	13	+23
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS SPECIALIST (AFSC 46250)	34	17	+17
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	32	15	+17
DETERMINE WORK PRIORITIES	28	12	+16
COUNSEL TRAINEES ON TRAINING PROGRESS	28	12	+16
PLAN WORK ASSIGNMENTS	24	9	+15
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	32	17	+15
INTERPRET POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES	23	9	+14
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	21	7	+14
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	22	8	+14
EVALUATE PERSONNEL ON QUALIFICATION TASKS	23	10	+13
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	19	7	+12
DEVELOP WORK METHODS OR PROCEDURES	21	9	+12
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	17	5	+12
ASSIGN PERSONNEL TO DUTY POSITIONS	21	9	+12
MAKE ENTRIES ON ROUTING AND REVIEW OF QUALITY CONTROL REPORTS FORMS (AF FORM 2419)	20	8	+12
SCHEDULE LEAVES OR PASSES	15	3	+12
CONDUCT OJT	31	20	+11
WRITE CORRESPONDENCE	16	5	+11
REMOVE OR INSTALL IMPULSE CARTRIDGES	43	55	-12
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	47	59	-12
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	48	59	-11
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	43	54	-11
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	46	57	-11

TABLE 22

REPRESENTATIVE TASKS DISCRIMINATING BETWEEN
SECOND-TERM AIRMEN (49-96 MONTHS TAFMS)
WHO DO INTEND TO REENLIST AND WHO DO NOT INTEND TO REENLIST

TASKS	PERCENT MEMBERS PERFORMING		
	DO INTEND TO REENLIST (N=469)	DO NOT INTEND TO REENLIST (N=304)	DIFFERENCE
MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	21	12	+9
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	47	38	+9
EVALUATE PERSONNEL ON QUALIFICATION TASKS	27	19	+8
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	45	37	+8
EVALUATE TRAINING METHODS OR TECHNIQUES	14	7	+7
CLEAN FACILITIES	56	64	-8
MAINTAIN COMMON HAND TOOLS	35	42	-7
SPLICE OR REPLACE DEFECTIVE AIRCRAFT INSTALLED WIRING	22	29	-7
INSPECT PYLON STRUCTURAL COMPONENTS	37	43	-6
BORESIGHT GUN SYSTEMS	26	32	-6

TABLE 23

REPRESENTATIVE TASKS DISCRIMINATING BETWEEN
THIRD-TERM AIRMEN (97-144 MONTHS TAFMS)
WHO DO INTEND TO REENLIST AND WHO DO NOT INTEND TO REENLIST

TASKS	PERCENT MEMBERS PERFORMING: DO INTEND TO REENLIST (N=341)	DO NOT INTEND TO REENLIST (N=60)	DIFFERENCE
INITIATE TRAINING REQUEST AND COMPLETION NOTIFICATION FORMS (AF FORM 2426)	19	7	+12
COORDINATE MUNITIONS DELIVERY WITH WEAPONS OR MISSILE PERSONNEL	23	12	+11
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	33	22	+11
DETERMINE WORK PRIORITIES	46	35	+11
COORDINATE AIRCRAFT INTEGRATED SYSTEMS CHECKOUT WITH OTHER SECTIONS	22	12	+10
COORDINATE MAINTENANCE OF HANDLING EQUIPMENT WITH OTHER SECTIONS	17	7	+10
COORDINATE MUNITIONS LOADING SUPPORT REQUIREMENTS WITH OTHER SECTIONS	23	13	+10
INITIATE ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	28	18	+10
PREPARE INSPECTION CHECKLISTS	12	2	+10
MAINTAIN TOs	23	13	+10
REMOVE OR REPLACE INTERNAL GUN SYSTEMS	19	35	-16
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	23	38	-15
CLEAN AND LUBRICATE AIRCRAFT GUN COMPARTMENTS, GUN BAYS, OR BLAST FAIRINGS	19	33	-14
LOAD PRELOADED CONVENTIONAL MUNITIONS ONTO AIRCRAFT	9	23	-14
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	26	40	-14
TROUBLESHOOT INTERNAL GUN MECHANICAL SYSTEMS	18	32	-14
TROUBLESHOOT CONVENTIONAL BOMBING ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	20	33	-13
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	25	38	-13
UNLOAD CHAFF DISPENSERS FROM AIRCRAFT	10	23	-13
UNLOAD COVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	24	37	-13
PERFORM OPERATIONAL CHECKS OF INTERNAL GUN SYSTEMS	21	33	-12
CLEAN FACILITIES	42	53	-11
RECONFIGURE SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	26	37	-11
INSPECT, CLEAN, AND LUBRICATE EXTERNAL MISSILE LAUNCHER MECHANICAL COMPONENTS	12	23	-11
REMOVE OR INSTALL IMPULSE CARTRIDGES	33	43	-10

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

A comparison was made of the tasks performed and the background data for DAFSC 46250 respondents assigned within the CONUS versus those at overseas locations. Generally, the tasks performed and the time spent performing tasks is extremely similar for the two groups. Tables 24 lists representative tasks performed by CONUS and overseas personnel, respectively. Close inspection of these two lists reveals that they are nearly identical. Not only are the members of CONUS and overseas 5-skill level groups similar to each other, Table 24 also illustrates that they are fairly homogeneous as groups in their own right. In each assignment group, there are at least 11 tasks performed by 50 percent or more of the sample, and all 25 tasks listed for both CONUS and overseas assignments are performed by 38 percent or more of the DAFSC 46250 incumbents.

Table 25 lists the tasks which best differentiate CONUS and overseas respondents. It supports the observation that the two groups are basically similar, as there are only four tasks on which the percent personnel performing for the groups differs by even as little as 11 percent or more. However, it can be said that marginally more CONUS personnel operate tow type vehicles, such as MB-4 Coleman tow vehicles, and tugs. On the other hand, overseas 46250 personnel seem marginally more involved with conventional munitions loading and unloading.

As expected, and as shown in Table 26, CONUS personnel are assigned mainly to TAC and SAC, while overseas personnel are assigned mainly to USAFE and PACAF. It seems reasonable to suggest, therefore, that the differences between the CONUS and overseas groups are driven by the fact that different MAJCOMs are represented by the two groups. Hence, CONUS-overseas differences are really an artifact of the SAC/TAC-PACAF/USAFE distinction. Overseas personnel are slightly more satisfied with their jobs and 12 percent more indicate they will definitely or probably reenlist.

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY DAFSC 46250 PERSONNEL ASSIGNED OVERSEAS AND CONUS

TASKS	PERCENT CONUS MEMBERS PERFORMING (N=2054)	PERCENT OVERSEAS MEMBERS PERFORMING (N=948)
REMOVE OR INSTALL PYLONS OR ADAPTERS	57	66
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	58	64
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	62	63
OPERATE LIGHT-ALLS	54	61
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	59	61
REMOVE OR INSTALL IMPULSE CARTRIDGES	54	60
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	54	58
CLEAN FACILITIES	62	58
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	52	58
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	57	56
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	47	54
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITIONS ONTO AIRCRAFT	45	52
REMOVE OR INSTALL MISSILE LAUNCHERS	52	51
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	39	49
INITIATE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	43	49
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	40	47
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	40	45
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	39	45
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	40	44
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	38	44
ANNOTATE MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	38	43

TABLE 25

TASKS WHICH BEST DIFFERENTIATE DAFSC 46250 CONUS AND OVERSEAS PERSONNEL

TASK	PERCENT OF CONUS PERSONNEL RESPONDING	PERCENT OF OVERSEAS PERSONNEL RESPONDING	DIFFERENCE
OPERATE MB-4 COLEMAN TOW VEHICLES	18	7	+11
CONVOY NUCLEAR WEAPONS OR NUCLEAR WEAPONS SHAPES	12	3	+ 9
PERFORM OPERATIONAL CHECKS OF CLIP-IN WEAPONS SYSTEMS	12	4	+ 8
OPERATE AIR CONDITIONERS	19	11	+ 8
PERFORM OPERATIONAL CHECKS OF ROCKET FIRING SYSTEMS	15	7	+ 8
OPERATE TUGS	15	7	+ 8
LOAD PRELOADED CONVENTIONAL MUNITIONS ONTO AIRCRAFT	16	37	-21
UNLOAD PRELOADED CONVENTIONAL MUNITIONS FROM AIRCRAFT	13	30	-17
PERFORM DELAYED FLIGHT OR ALERT INSPECTIONS	21	33	-12
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	36	46	-10
INSPECT PYLON STRUCTURAL COMPONENTS	34	44	-10
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	39	49	-10
INSPECT MULTIPLE EJECTOR RACKS (MERS), TRIPLE EJECTOR RACKS (TERS), OR BOMB RELEASE UNITS (BRUS)	22	32	-10
UNLOAD CONVENTIONAL MUNITIONS FROM RACKS ON PRELOAD STANDS	12	22	-10

TABLE 26

AVERAGE NUMBER TASKS PERFORMED AND SELECTED BACKGROUND INFORMATION FOR CONUS AND OVERSEAS GROUPS

	DAFSC 46250 CONUS PERSONNEL (N=2,054)	DAFSC 46250 OVERSEAS PERSONNEL (N=948)
AVERAGE NUMBER OF TASKS PERFORMED	65	67
MAJOR COMMAND DISTRIBUTION		
TAC	72%	7%
USAFE	*	54%
SAC	22%	5%
PACAF	*	23%
FIND THEIR JOB INTERESTING:	36%	40%
PERCEIVE THEIR TALENTS UTILIZED AT LEAST FAIRLY WELL:	47%	51%
PERCEIVE THEIR TRAINING UTILIZED AT LEAST FAIRLY WELL:	69%	73%
PLAN TO REENLIST:	37%	49%
COMMONLY USED EQUIPMENT:		
MJ1 BOMB LIFT TRUCKS	63%	77%
GO/NO GO GAUGES	43%	54%
MJ1A BOMB LIFT TRUCKS	41%	50%
BORESIGHTING EQUIPMENT	35%	35%
MISSILE LAUNCHER TEST SETS	30%	36%
GUN SYSTEMS HANDLING ADAPTERS	28%	31%
WORKING DAY SHIFT:	44%	34%
WORKING ROTATING EIGHT HOUR SHIFT:	10%	34%
WORKING TWELVE HOUR SHIFT:	1%	1%
WORKING SWING OR MID SHIFTS:	35%	26%
OTHER OR NOT REPORTED	10%	5%

* DENOTES LESS THAN ONE PERCENT

TRAINING ANALYSIS

Occupational surveys contain numerous sources of information which can be used to help make training programs more valid and relevant to students. Some of the analyses available in occupational surveys which can be used in evaluating training include the following: percent of first enlistment members performing a task; utilization in the field of equipment available at the technical school for training; task difficulty ratings; and training emphasis ratings. These factors can be used to evaluate the Specialty Training Standard (STS) and Plan of Instruction (POI) for the 462X0 Specialty. Technical school personnel at Lowry AFB, Colorado, matched inventory tasks to subject areas of the STS, dated December 1978 and block of instruction in the POI for course G3ABR46230Z dated 2 January 1980. A complete computer listing of the percent members performing, task difficulty and training emphasis ratings for each task statement, along with the STS and POI matchings, will be forwarded to the technical school for their use in reviewing training documents.

Analysis of Task Difficulty

From a listing of the group of airmen identified in the 462X0 job survey, incumbents in the 7- and 9- skill levels from various commands and locations were selected to rate the difficulty of each task in the job inventory. Difficulty was defined as the length of time it takes an average incumbent to learn to do the task. Interrater agreement among the 50 raters who returned booklets was very high and the data are internally consistent and reliable. Ratings were adjusted so that tasks of average difficulty had a rating of 5.00. Table 27 presents a command representation of 462X0 task difficulty raters.

Tasks rated highest in difficulty regardless of the numbers of first-term airmen performing them are listed in Table 28. These tasks are almost exclusively composed of troubleshooting procedures associated with various armament systems and components Generally, the other tasks in this difficulty category are supervisory in nature and include Writing staff studies and papers, Drafting budgets, and Directing mobility exercises or operations.

Table 29 lists those tasks rated below average in difficulty. It is evident that the majority of below average difficulty tasks consist of general duty functions, general weapons loading and release, or administrative functions.

Analysis of Training Emphasis

The relative training emphasis for each task in the job inventory was collected through ratings by 77 experienced 7- and 9- skill level Aircraft Armament Systems NCO's (see Table 30). Training in this case refers to structured training, such as, formal class room instruction, OJT, FTD or mobile training team. The average values for these ratings were then arranged

to produce an ordered listing of all tasks in terms of the recommended training emphasis for first enlistment personnel. Specifically, these tasks had an average rating of 3.1. The agreement among raters was sufficiently high to indicate the values were reliable and valid.

In Table 31 are listed those tasks which senior DAFSC 462X0 personnel rated as most needing to be trained. Generally, these tasks constitute the basic job performance of armament systems operations and maintenance personnel. Common among these tasks are performing various systems checks, loading weapons or munitions, removing or installing basic systems components, bench checks, and common systems inspections. Most noteworthy is that among the tasks receiving high training emphasis ratings, bomb and ejector racks and nuclear weapons or equivalent training items were the most common. Consistent with the high task emphasis ratings is the fact that most tasks listed are performed by significant percentages of first enlistment personnel. The range of these percentages is 18 to 61 percent, but most of these tasks are performed by well over 30 percent of the incumbents. This is especially noteworthy given the heterogeneity of the 462X0 field, and suggests a core of tasks that cut across several highly dissimilar aircraft armament systems jobs.

Analysis of Channelized Training

To examine the impact of channelized training, we noted the percentages of graduates of each of the courses working on the aircraft for which they were trained. In this way we could determine whether the training system was being used as intended. One shortcoming of this analysis is that DAFSC 462X0 personnel lose their shred upon attaining the 5-skill level, and as a result, sample sizes were not very large. Nevertheless, some tentative conclusions are possible.

As can be seen in Table 32, some personnel do maintain or service aircraft trained in the course which awards the corresponding shredout. For example, 85 percent of the individuals with a C-shred maintain the A-10A, and 10 percent maintain the A-10B. Further, 73 percent of E-shred personnel maintain the F-15A/B and 53 percent maintain the F-15C/D. Shredouts such as these therefore seem to be well utilized.

Other shreds, however, are not as clearly used and are not generally system specific, as shown in Table 33. Thirty-eight percent of the B-shred personnel maintain the A-10A and 38 percent maintain the F-4D, although this shred is responsible for the A-7. By the same token 37 percent of the F-shred individuals maintain the F-4D, although this shred is concerned with the F-16.

Therefore, two considerations make the utilization of DAFSC 462X0 shreds a questionable issue: first, sample sizes for individuals maintaining a shred are not large, and therefore conclusions based on such individuals must remain tentative; second, personnel in several shreds maintain aircraft other than those for which the shred is associated. As a result, although the trend seems to indicate that the channelized training system works, it is still not certainly so, and perhaps channelization by aircraft family may be appropriate.

TABLE 27

COMMAND REPRESENTATION OF DAFSC 462X0 TASK DIFFICULTY RATERS
(N=58)

COMMAND	PERCENT OF ASSIGNED PERSONNEL	PERCENT OF TASK DIFFICULTY RATERS
TAC	48	47
USAFE	19	21
SAC	15	14
PACAF	8	3
ATC	1	9
OTHER	9	7
TOTAL	100	101*

* DUE TO ROUNDING

TABLE 28

TASKS RATED ABOVE AVERAGE IN DIFFICULTY BY 7- AND 9-SKILL LEVEL DAFSC 462X0 RESPONDENTS

TASK	TASK DIFFICULTY INDEX	PERCENT FIRST ENLISTMENT PERSONNEL PERFORMING
TROUBLESHOOT AIRCRAFT NUCLEAR WEAPONS MONITOR AND CONTROL SOLID STATE CIRCUIT SYSTEMS	7.63	6
TROUBLESHOOT MISSILE LAUNCH AND CONTROL SOLID STATE CIRCUIT SYSTEMS	7.62	5
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.41	1
TROUBLESHOOT ARMAMENT BAY DOOR SOLID STATE CIRCUIT SYSTEMS	7.41	1
TROUBLESHOOT FAULT ISOLATION RECORD TAPE (FIRT) SYSTEMS	7.28	1
TROUBLESHOOT FLARE, PHOTOFLASH, OR CHAFF DISPENSING SOLID STATE CIRCUIT SYSTEMS	7.23	1
TROUBLESHOOT CONVENTIONAL BOMBING SOLID STATE CIRCUIT SYSTEMS	7.22	9
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.20	1
TROUBLESHOOT CHEMICAL RELEASE SOLID STATE CIRCUIT SYSTEMS	7.19	1
DIRECT MOBILITY EXERCISES OR OPERATIONS	7.19	1
TROUBLESHOOT MISSILE COOLING SYSTEMS	7.18	2
TROUBLESHOOT RELEASE PULSE INDICATOR ELECTRICAL SYSTEMS	7.18	6
TROUBLESHOOT DISPENSER SOLID STATE CIRCUIT SYSTEMS	7.11	2
TROUBLESHOOT AIRCRAFT NUCLEAR WEAPONS MONITOR AND CONTROL ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	7.10	13
TROUBLESHOOT JETTISON OR EMERGENCY RELEASE SOLID STATE CIRCUIT SYSTEMS	7.08	9

TABLE 29

TASKS RATED BELOW AVERAGE IN DIFFICULTY
BY 7- AND 9-SKILL LEVEL DAFSC 462X0 PERSONNEL

TASK	TASK DIFFICULTY	PERCENT FIRST ENLISTMENT PERSONNEL PERFORMING (N=2914)
PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	1.36	64
CLEAN FACILITIES	1.63	59
OPERATE MAINTENANCE STANDS	1.87	32
CLEAN BOMB LIFT TRUCKS	2.01	6
CLEAN MUNITIONS SUPPORT EQUIPMENT	2.16	9
CLEAN MUNITIONS HANDLING TRAILERS	2.19	8
TRANSPORT TEST EQUIPMENT OR UNITS TO OR FROM FLIGHTLINE	2.19	19
PLACE PLACARDS OR WARNINGS ON MUNITIONS TRANSPORT OR HANDLING EQUIPMENT	2.26	16
OPERATE LIGHT-ALLS	2.27	55
TOW NONPOWERED AGE	2.38	20
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	2.67	2
MAINTAIN COMMON HAND TOOLS	2.71	38
ISSUE OR RECEIVE TOOLS	2.76	41
OPERATE HEATERS	2.78	24
INITIATE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	2.80	9

TABLE 30

COMMAND REPRESENTATION OF DAFSC 462X0 TRAINING EMPHASIS RATERS
(N=80)

COMMAND	PERCENT OF 462X0 ASSIGNED PERSONNEL	PERCENT OF 462X0 TASK DIFFICULTY RATERS
TAC	48	53
USAFE	19	23
SAC	15	16
PACAF	8	*
ATC	1	4
OTHER	9	5
TOTAL	100	101**

*LESS THAN ONE PERCENT

**DUE TO ROUNDING ERROR

TABLE 31

TASKS RATED THE HIGHEST IN TRAINING EMPHASIS
BY 7- AND 9-SKILL LEVEL DAFSC 462X0 PERSONNEL

TASKS	TRAINING EMPHASIS	PERCENT OF FIRST ENLISTMENT PERSONNEL PERFORMING (N=2914)
MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	6.79	49
LOCATE PARTS NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	6.75	34
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	6.58	59
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	6.55	49
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	6.53	56
REMOVE OR INSTALL PYLONS OR ADAPTERS	6.47	61
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	6.43	33
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	6.38	60
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	6.36	58
REMOVE OR REPLACE AIRCRAFT NUCLEAR WEAPONS RELEASE SYSTEM MECHANICAL COMPONENTS	6.30	19
BENCH CHECK BOMB RACKS	6.25	18
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	6.22	40
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	6.20	46
RECONFIGURE SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	6.18	34
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	6.17	41
ANNOTATE MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	6.14	31
ASSEMBLE OR DISASSEMBLE BOMB OR EJECTOR RACK COMPONENTS	6.14	21
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	6.14	38
REMOVE OR INSTALL IMPULSE CARTRIDGES	6.14	56
CLEAR MALFUNCTIONED OR JAMMED INTERNAL GUN SYSTEMS	6.12	28
REMOVE OR REPLACE AIRCRAFT NUCLEAR WEAPONS MONITOR, CONTROL, OR RELEASE SYSTEM ELECTRICAL COMPONENTS	6.10	18
PERFORM MUNITIONS POST LOAD INSPECTIONS	6.09	39
REMOVE OR INSTALL MISSILE LAUNCHERS	6.07	53
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	6.04	40
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	6.04	41

TABLE 32

DAFSC 462X0 SHREDS WHOSE PERSONNEL MAINTAIN SHRED SPECIFIC SYSTEMS

SHRED	SYSTEMS MAINTAINED
C	85% A-10A, 10% A-10B
H	54% F-111E, 32% F-111D, 25% F-111F
J	78% FB-111A
K	73% B-52G, 27% B-52H
D	53% F-4E, 38% F-4D, 16% F-4C
E	73% F-15A/B, 53% F-15C/D

TABLE 33

DAFSC 462X0 SHREDS WHOSE PERSONNEL DO NOT MAINTAIN SHRED SPECIFIC SYSTEMS

SHRED	SYSTEMS MAINTAINED
A	50% B-52D, 39% B-52G, 22% B-52H
B	62% A-7D, 38% A-10A, 38% F-4D, 38% F-16
F	67% F-16, 37% F-4D, 15% F-4E
G	79% F-106A, 79% F-106B, 29% F-101B, 21% T-33

ANALYSIS OF MAJCOM GROUPS

This section analyzes the tasks and duties performed by DAFSC 46250 personnel in two MAJCOM groups: the Tactical Air Forces (TAF consisting of TAC, PACAF, and USAFE), and SAC. This section also provides a cursory analysis of selected background items. As in many specialties, the tasks performed by members of these two major groups did not vary greatly, although the aircraft worked on generally did vary. However, there were some notable differences, which will be discussed along with the similarities, below.

To aid in the analysis of the MAJCOM groups, the four tables at the end of this section provide job and background information for members of the MAJCOM groups identified above. For an overview of how the jobs vary among group personnel, Table 34 shows the relative time spent performing tasks in job inventory duties. Notice here that for incumbents in both MAJCOM groups, job time is relatively evenly distributed among the duties. Only the tasks in two (Loading and Unloading Munitions and Weapons, and Performing General Duty Functions) out of the 20 duties in the job inventory accounted for an average of ten percent or more of respondents' duty time.

Further, the relative percent job time spent on tasks from the various duties is also fairly similar between the two groups. However, five duties differentiate the two MAJCOM groups by four to six percent job time. More specifically, TAF personnel spend slightly more time on tasks related to Performing Flightline Inspections of Aircraft Installed Suspension, Launch and Release Systems, and Maintaining Aircraft Installed Gun Pods and Internal Gun Systems. On the other hand, SAC personnel spend slightly more job time on tasks related to: Maintaining Support Equipment and Munitions Handling Equipment; Transporting, Handling, and Storing Munitions; and Performing General Duty Functions. Thus it seems that differences thus far between the MAJCOM groups may be traceable to TAF personnel working on guns and gun systems versus SAC personnel working more on heavy munitions.

Table 35 lists representative tasks which best differentiate the MAJCOM groups and most clearly illustrates the nature of the differences which exist between the two groups. The top twelve tasks are those performed primarily by TAF personnel. Of these, eight involve guns and gun systems, such as:

Perform functional checks of internal gun electrical systems
Clean and lubricate gun systems
Boresight gun systems
Remove or replace internal gun systems
Perform operational checks of internal gun systems

Note also that of these eight tasks involving gun systems, none are performed by more than one percent of SAC survey respondents. Clearly, the presence or absence of work with gun systems is a major factor which separates TAF from SAC DAFSC 462X0 personnel.

Further, the bottom eight tasks in Table 35 represent those the SAC personnel place the greater emphasis on. Five of these involve nuclear weapons, such as:

Convoy nuclear weapons or nuclear weapon shapes
Load nuclear weapons or equivalent training items onto aircraft
Unload nuclear weapons or equivalent trainers from aircraft

It is just as obvious, then, that work with nuclear weapons and nuclear weapons shapes or training items is the second important factor which separates the two MAJCOM groups. These two factors (guns for TAF and nuclear weapons for SAC) seem quite consistent with the respective missions and weapon systems of the two MAJCOM groups. The earlier contention that SAC personnel perform more general duty tasks is also supported, since two of the tasks from Table 35 (Operate tugs, and Operate MB-4 Coleman tow vehicles) fall in this differentiating category. Thus, the suggestions of Table 34 seem validated by this further evidence.

Selected background information items for the MAJCOM groups are presented in Table 36. Several differences of interest between the groups are present. First, TAF personnel perform a larger average number of tasks than do SAC personnel (69 compared to 52). Also, more SAC individuals (56 percent) work a day shift, whereas more TAF personnel (36 percent) report working a swing shift or mid shift. Finally, the common equipment used by the MAJCOM groups serves, also, to separate the groups. Equipment used mostly by TAF personnel are MJ1 bomb lift trucks, go/no go gauges, MJ1A bomb lift trucks, boresighting equipment, missile launcher test sets, and gun systems handling adapters. SAC personnel, however, tend to use more flare no-voltage testers, high density bay test sets, armament system testers, bomb loading trailers, diode testers, and stores release testers.

Finally, Table 37 displays job satisfaction data for the MAJCOM groups. Surprisingly, the TAF and SAC groups are quite similar in all facets of job satisfaction, never differing by more than five percentage points. Further, as discussed in an earlier section, the job satisfaction is low in all cases, culminating in a low reported reenlistment intention rate (41 percent for TAF, 39 percent for SAC individuals).

Summary

Task performance differences between TAF and SAC DAFSC 46250 airmen are driven mainly by mission and weapon system differences. For TAF personnel this means great emphasis on internal guns and gun systems; for SAC individuals, the emphasis is on nuclear weapons, nuclear weapons shapes and trainers and general duty function tasks. This mission and weapon system dichotomy also explains other differences between the groups, such as the various types of equipment used. Finally, TAF and SAC personnel were quite similar in terms of reported job satisfaction, with individuals from both groups exhibiting low levels of satisfaction and generally negative reenlistment intentions.

TABLE 34

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 46250 PERSONNEL IN TWO MAJCOM GROUPINGS

DUTIES		PERCENT TIME SPENT: TAF DAFSC 46250 PERSONNEL (N=2,295)	PERCENT TIME SPENT: SAC DAFSC 46250 PERSONNEL (N=488)
A	ORGANIZING AND PLANNING	2	4
B	DIRECTING AND IMPLEMENTING	2	4
C	INSPECTING AND EVALUATING	2	3
D	TRAINING	2	2
E	WORKING WITH FORMS AND RECORDS	6	6
F	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	5
G	PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	9	5
H	PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	7
I	TROUBLESHOOTING AND REPAIRING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	4	4
J	REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	8	6
K	PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	6	5
L	MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	9	1
M	PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	2	*
N	PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	6	4
O	MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	1	6
P	LOADING AND UNLOADING MUNITIONS AND WEAPONS	14	15
Q	PERFORMING AIRBORNE GUN OPERATIONS	1	1
R	PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	2	1
S	TRANSPORTING, HANDLING, AND STORING MUNITIONS	2	6
T	PERFORMING GENERAL DUTY FUNCTIONS	12	17

* DENOTES LESS THAN ONE PERCENT

TABLE 35

REPRESENTATIVE TASKS WHICH BEST DIFFERENTIATE DAFSC 46250 PERSONNEL IN MAJCOM GROUPINGS

TASKS	PERCENT MEMBERS PERFORMING: TAF PERSONNEL	SAC PERSONNEL	DIFFERENCE
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	46	*	46
CLEAN AND LUBRICATE GUN SYSTEMS	41	*	41
BORESIGHT GUN SYSTEMS	39	1	38
REMOVE OR REPLACE INTERNAL GUN SYSTEMS	38	1	37
REMOVE OR INSTALL IMPULSE CARTRIDGES	62	28	34
PERFORM OPERATIONAL CHECKS OF INTERNAL GUN SYSTEMS	36	2	34
CLEAN AND LUBRICATE AIRCRAFT GUN COMPARTMENTS, GUN BAYS, OR BLAST FARINGS	34	*	34
CLEAR MALFUNCTIONED OR JAMMED INTERNAL GUN SYSTEMS	34	*	34
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	45	13	32
REMOVE OR INSTALL PYLONS OR ADAPTERS	65	34	31
INSPECT EXTERNAL MISSILE LAUNCHER STRUCTURAL COMPONENTS	37	7	30
INSPECT INTERNAL GUN SYSTEM MECHANICAL COMPONENTS	30	1	29
CONVOY NUCLEAR WEAPONS OR NUCLEAR WEAPON SHAPES	1	47	-46
PERFORM OPERATIONAL CHECKS OF CLIP-IN WEAPONS SYSTEMS	2	45	-43
OPERATE TUGS	7	39	-32
OPERATE MB-4 COLEMAN TOW VEHICLES	10	40	-30
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	30	59	-29
UNLOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINERS FROM AIRCRAFT	27	55	-28
PERFORM PREPARATIONS FOR LOADING NUCLEAR WEAPONS OR EQUIVALENT TRAINERS ONTO AIRCRAFT	26	49	-23
INSPECT NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS	12	32	-20

* DENOTES LESS THAN ONE PERCENT

TABLE 36

BACKGROUND INFORMATION FOR DAFSC 46250 PERSONNEL IN MAJCOM GROUPINGS

	TAF DAFSC 46250 PERSONNEL (N=2,295)	SAC DAFSC 46250 PERSONNEL (N=488)
AVERAGE NUMBER OF TASKS PERFORMED:	69	52
AVERAGE MONTHS TAFMS:	43	43
PREDOMINANT PAYGRADES:	E-3,4,5	E-3,4,5
WORKING DAY SHIFT:	37%	56%
WORKING ROTATING EIGHT-HOUR SHIFT:	17%	14%
WORKING TWELVE-HOUR SHIFT:	*	2%
WORKING SWING OR MID-SHIFT:	36%	20%
SELECTED COMMON EQUIPMENT USED:		
MJ1 BOMB LIFT TRUCKS	73%	34%
GO/NO GO GAUGES	51%	17%
MJ1A BOMB LIFT TRUCKS	48%	18%
BORESIGHTING EQUIPMENT	42%	2%
MISSILE LAUNCHER TEST SETS	38%	2%
GUN SYSTEMS HANDLING ADAPTERS	35%	1%
FLARE NO VOLTAGE TESTERS	3%	53%
HIGH DENSITY BAY TEST SETS	1%	41%
ARMAMENT SYSTEM TESTERS	5%	25%
BOMB LOADING TRAILERS	32%	57%
DIODE TESTERS	1%	29%
STORES RELEASE TESTERS	1%	29%

TABLE 37

JOB SATISFACTION DATA FOR DAFSC 46250 PERSONNEL IN MAJCOM GROUPINGS

	PERCENT MEMBERS RESPONDING	
	TAF DAFSC 46250 PERSONNEL	SAC DAFSC 46250 PERSONNEL
I FIND MY JOB:		
DULL	32	34
SO-SO	32	29
INTERESTING	36	37
MY JOB UTILIZES MY TALENTS:		
NOT AT ALL TO VERY LITTLE	52	52
FAIRLY WELL TO VERY WELL	45	45
EXCELLENTLY OR PERFECTLY	3	3
MY JOB UTILIZES MY TRAINING:		
NOT AT ALL TO VERY LITTLE	29	33
FAIRLY WELL TO VERY WELL	65	60
EXCELLENTLY OR PERFECTLY	6	6
I PLAN TO REENLIST:		
NO OR PROBABLY NO	58	60
YES OR PROBABLY YES	41	39
OTHER OR NO RESPONSE	1	1

ANALYSIS OF MAINTENANCE LEVEL

Overview

An examination of the four most frequently reported maintenance levels (POMO flightline, non-POMO flightline, POMO shop, and non-POMO shop) reveals that personnel working at these different levels perform somewhat different jobs, but that some background data are fairly similar across levels. Also, some expected differences between POMO and non-POMO groups in background variables and in some duty and task performance indices did not materialize. For example, there are no appreciable differences among maintenance level groups for any of the job satisfaction indicators, including perceived utilization of training. However, this may be due, at least in part, to the fact that satisfaction for the members of the 462X0 career field in general is quite low. The percentages of DAFSC 462X0 incumbents finding their jobs interesting in the four maintenance levels ranged only from 39 to 49 percent. Therefore dissatisfaction as a result of the introduction of POMO into the Tactical Air Forces (TAF) was not conclusively shown.

Further, in the area of relative percent time spent on tasks from the job inventory duties (see Table 38), very few differences exist. Additionally these differences are due to the flightline versus shop dichotomy equally often as they are due to the POMO versus non-POMO classification. For example, only two duty areas differentiate between the flightline and shop levels: Performing In-Shop Maintenance of Aircraft Suspension, Launch, and Release System Components and Equipment; and Loading and Loading Munitions and Weapons. The former duty is more characteristic of the shop personnel and the letter duty is performed more by flightline individuals.

However, as mentioned, the POMO/non-POMO distinction. In this case, POMO personnel spend slightly more time Maintaining Aircraft Installed Gun Pods and Internal Gun Systems Including Floor Mounted Guns and Pintle Mounted Weapons. Non-POMO individuals, on the other hand spend a bit more time Performing General Duty Functions.

POMO versus non-POMO differences are also noteable in some of the background variables. First, POMO personnel are primarily assigned to the TAF while non-POMO personnel are assigned primarily to SAC, but this is no surprise. Also, POMO individuals perform a higher average number of tasks than do non-POMO individuals, as would be expected due to cross utilization of personnel. Finally, POMO incumbents have a higher average number of months TAFMS than non-POMO incumbents.

In order to help classify some of the job differences existing among the four maintenance level groups, three tables are provided at the end of this section. Table 38 provides the relative percent time spent performing tasks in the duties in the job inventory and reveals which duty areas the various maintenance level personnel tend to concentrate on. Table 39 lists some of the tasks which best differentiate work shift groups and when combined with Table 38 can provide additional insight as to the types of jobs maintenance level personnel perform. Finally, Table 40 displays job satisfaction and background information for incumbents at each maintenance level identified, such as the average number of tasks performed, MAJCOM, percent finding their job interesting, and work shift.

POMO Flightline Personnel

As shown in Table 38, incumbents at this level of maintenance concentrate the greatest amount of their job time on tasks in four duty areas: Loading and Unloading Munitions and Weapons; Performing General Duty Functions; Performing Flightline Inspections of Aircraft Installed Suspension, Launch, and Release Systems; and Maintaining Aircraft Installed Gun Pods and Internal Gun Systems Including Floor Mounted Guns and Pintle Mounted Weapons. However, this parallels the duties performed by non-POMO flightline incumbents. Personnel at the POMO Flightline maintenance level are more distinguished, though, by some of the specific tasks performed, as illustrated in Table 39. As may be noted, this group works a bit more with gun systems and ammunition (three tasks) and performs some miscellaneous flightline duties, such as Remove or install impulse cartridges or missile launchers, and Marshal aircraft. Several background and satisfaction variables also distinguish this group: They have the highest percentage assigned to TAC (64 percent) and have the least amount of incumbents reporting that they find their jobs interesting (39 percent).

Non-POMO Flightline Personnel

Personnel in this group perform basically the same profile of duties as the POMO flightline group. However, they spend less job time than the POMO flightline group performing tasks related to Maintaining Aircraft Installed Gun Pods and Systems. Further, they spend relatively more time on tasks dealing with Transporting, Handling, and Storing Munitions. Non-POMO Flightline personnel are also quite distinct in their emphasis on loading, unloading, and convoying nuclear weapons or nuclear weapons shapes (Table 39). This is not surprising, since this maintenance level has the greatest percentage of personnel assigned to SAC (49 percent). Additionally, incumbents in this maintenance level group perform the lowest average number of tasks (55), and more of these individuals (26 percent) work a rotating eight-hour shift than any other group. Finally, Non-POMO Flightline individuals (as with the POMO Flightline group) exhibit relatively low job satisfaction. Only 41 percent find their job interesting, and only 50 percent feel that their talents are well utilized, the lowest of the maintenance level groups.

POMO Shop Personnel

Personnel at this maintenance level have quite a different profile of job time spent on tasks in the different job inventory duties than members of the previous two maintenance level groups. Tasks from two duties receive most of the relative job time of these incumbents: Performing In-Shop Maintenance of Aircraft Suspension, Launch, and Release System Components and Equipment; and Performing General Duty Function. These personnel are also distinguished by the nature of the specific tasks they perform. It can be seen in Table 39 that they perform several shop type tasks on bomb (or ejector) racks and release components, such as bench check, clean and corrosion treat, assemble or disassemble, and isolate mechanical malfunctions. POMO Shop personnel perform the highest average number of tasks (80). Perhaps because of the experience and expertise required to work at this maintenance level, personnel in this group have the highest average months

TAFMS (69) and the highest percentages of DAFSC 46250 personnel (20 percent) and DAFSC 46290 or CEM Code 46200 personnel (four percent) of the maintenance level groups. As might be expected, personnel in this group are primarily assigned to TAC (61 percent).

Non-POMO Shop Personnel

The relative percent time spent on tasks from job inventory duties by personnel in this group basically parallels that of the POMO Shop personnel, with a few exceptions. First, the non-POMO shop incumbents spend less time on tasks associated with Performing In-Shop Maintenance of Aircraft Suspension, Launch, and Release System Components and Equipment, and they spend slightly more relative job time on tasks related to Performing General Duty Functions. In terms of task performance, non-POMO Shop individuals are slightly more involved with inventories of supplies, equipment, or tools and more of these personnel maintain, corrosion treat, and modify munitions handling trailers. The distinctions here, however, are not as great as for the other maintenance level groups. A large percentage of non-POMO Shop personnel are assigned to SAC (45 percent) and this group also has the highest percentage of DAFSC 46270 individuals (72 percent). Satisfaction data for members of this group are conflicting. Although this group has the highest percentage of incumbents who find their jobs interesting (49 [illegible]ent), it also has the fewest individuals who think their training is well [illegible]d (65 percent) and who plan to reenlist (42 percent). Finally, 62 [illegible]t work a day shift, the highest percentage of the maintenance level [illegible]ps.

Summary

There are minor differences between the POMO and non-POMO maintenance level groups in both tasks performed and amount of relative time spent on tasks and duties and in background variables. Only two duties distinguished between these two main groups: Maintaining Aircraft Installed Gun Pods and Systems; and Performing General Duty Functions. POMO personnel are primarily assigned to the TAF, whereas non-POMO personnel are assigned mostly to SAC. Also, POMO individuals perform a higher average number of tasks than do non-POMO individuals and have a higher average number of than non-POMO incumbents.

On the other hand, there are several similarities among the POMO and non-POMO maintenance level groups. In the areas of time spent on tasks in the job inventory duties, there are as many duties that differentiate between the Flightline and Shop groups as there are duties that illustrate the POMO - non-POMO dichotomy (two). Additionally, there are no appreciable differences among the groups on any of the satisfaction indices.

The four main maintenance level groups were also examined. As a group, POMO Flightline personnel work more with gun systems and ammunition, have the highest percentage assigned to TAC, and have the lowest percentage perceiving their job as interesting. Non-POMO Flightline personnel taken together are distinguished by their emphasis on loading, evaluating, and convoying nuclear weapons or shapes, and perform the lowest

average number of tasks. These individuals are the most dissatisfied in terms of finding their jobs interesting or using their talents well. POMO Shop individuals are distinct in their emphasis on bomb and ejector racks and perform the highest average number of tasks of any of the maintenance level groups. This group also has the highest average number of months TAFMS. Finally, Non-POMO Shop personnel are distinguished by their emphasis on munitions handling trailers, and although many personnel in this group find their job interesting, few think that their training is well utilized, and few plan to reenlist.

TABLE 38

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAINTENANCE LEVEL GROUPS

DUTIES	FLIGHTLINE POMO PERSONNEL (N=1,946)	FLIGHTLINE NON-POMO PERSONNEL (N=699)	SHOP POMO PERSONNEL (N=634)	SHOP NON-POMO PERSONNEL (N=256)
A ORGANIZING AND PLANNING	3	4	4	4
B DIRECTING AND IMPLEMENTING	4	4	4	3
C INSPECTING AND EVALUATING	3	4	3	3
D TRAINING	2	2	3	2
E WORKING WITH FORMS AND RECORDS	6	6	8	8
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	2	2	5	8
G PERFORMING FLIGHTLINE INSPECTIONS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	10	7	9	8
H PERFORMING OPERATIONAL CHECKS OF AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	7	2	3
I TROUBLESHOOTING AND REPAIRING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	5	4	4	4
J REMOVING AND REPLACING AIRCRAFT INSTALLED SUSPENSION, LAUNCH, AND RELEASE COMPONENTS AND EQUIPMENT	9	7	5	4
K PERFORMING IN-SHOP MAINTENANCE OF AIRCRAFT SUSPENSION, LAUNCH, AND RELEASE SYSTEM COMPONENTS AND EQUIPMENT	2	2	18	14
L MAINTAINING AIRCRAFT INSTALLED GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	10	4	7	3
M PERFORMING IN-SHOP MAINTENANCE OF GUN PODS AND INTERNAL GUN SYSTEMS INCLUDING FLOOR MOUNTED GUNS AND PINTLE MOUNTED WEAPONS	1	1	5	3
N PERFORMING PHASE AND PERIODIC INSPECTIONS OF AIRCRAFT ARMAMENT SYSTEMS ON OR OFF EQUIPMENT	5	5	7	5
O MAINTAINING SUPPORT EQUIPMENT AND MUNITIONS HANDLING EQUIPMENT	1	2	2	7
P LOADING AND UNLOADING MUNITIONS AND WEAPONS	15	19	3	4
Q PERFORMING AIRBORNE GUN OPERATIONS	*	*	*	*
R PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	3	1	1	1
S TRANSPORTING, HANDLING, AND STORING MUNITIONS	2	5	*	2
T PERFORMING GENERAL DUTY FUNCTIONS	11	13	10	14

*DENOTES LESS THAN ONE PERCENT

TABLE 39

REPRESENTATIVE TASKS WHICH BEST DIFFERENTIATE MAINTENANCE LEVEL GROUPS (PERCENT MEMBERS PERFORMING)

TASKS	FLIGHTLINE POMO PERSONNEL	FLIGHTLINE NON-POMO PERSONNEL	SHOP POMO PERSONNEL	SHOP NON-POMO PERSONNEL
REMOVE OR INSTALL IMPULSE CARTRIDGES	72	49	16	14
REMOVE OR INSTALL MISSILE LAUNCHERS	65	35	40	23
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	52	34	18	12
BORESIGHT GUN SYSTEMS	45	11	19	15
PERFORM LOADING INSPECTIONS OF AIRCRAFT GUN AMMUNITION	40	15	9	8
MARSHAL AIRCRAFT	31	9	5	2
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	30	55	9	13
UNLOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINERS FROM AIRCRAFT	28	53	8	12
PERFORM PREPARATIONS FOR LOADING NUCLEAR WEAPONS OR EQUIVALENT TRAINERS ONTO AIRCRAFT	26	48	7	11
CONVOY NUCLEAR WEAPONS OR NUCLEAR WEAPONS SHAPES	3	28	1	9
ASSEMBLE OR DISASSEMBLE BOMB OR EJECTOR RACK COMPONENTS	10	8	60	38
BENCH CHECK BOMB RACKS	5	10	58	37
CLEAN AND CORROSION TREAT WEAPONS RELEASE COMPONENTS	17	11	55	32
CLEAN AND CORROSION TREAT GUN SYSTEM COMPONENTS	9	5	46	20
BENCH CHECK MISSILE LAUNCHERS	3	1	41	15
ISOLATE MECHANICAL MALFUNCTIONS IN BOMB OR EJECTOR RACKS	11	7	50	30
INVENTORY SUPPLIES, EQUIPMENT, OR TOOLS	21	19	37	45
REMOVE OR REPLACE MUNITIONS HANDLING TRAILER MECHANICAL COMPONENTS	1	1	3	11
CORROSION TREAT MUNITIONS HANDLING TRAILERS	2	2	4	12
PERFORM TO MODIFICATIONS OF MUNITIONS HANDLING TRAILERS	1	1	3	10

TABLE 40

JOB SATISFACTION AND BACKGROUND INFORMATION FOR MAINTENANCE LEVEL GROUPS

	POMO FLIGHTLINE PERSONNEL	NON-POMO FLIGHTLINE PERSONNEL	POMO SHOP PERSONNEL	NON-POMO SHOP PERSONNEL
AVERAGE NUMBER OF TASKS PERFORMED:	72	55	80	61
AVERAGE PAYGRADE:	E-3,E-4	E-3,E-4	E-3,E-4	E-3,E-4
AVERAGE MONTHS TAFMS:	61	56	69	56
PERCENT IN MAJOR COMMAND:				
TAC	64	20	61	24
USAFE	16	20	20	20
SAC	4	49	3	45
PACAF	10	2	9	5
PERCENT FINDING THEIR JOB INTERESTING:	39	41	46	49
PERCENT PERCEIVING THEIR TALENTS ARE UTILIZED AT LEAST FAIRLY WELL:	51	50	59	58
PERCENT PERCEIVING THEIR TRAINING IS UTILIZED AT LEAST FAIRLY WELL:	76	74	71	65
PERCENT PLANNING TO REENLIST:	45	47	46	42
DAFSC:				
46230	12	16	14	14
46250	67	68	61	72
46270	18	14	20	13
46290 OR CEM CODE 46200	3	2	4	1
PERCENT WORKING DAY SHIFT:	39	43	47	62
PERCENT WORKING ROTATING EIGHT-HOUR SHIFT:	17	26	14	11
PERCENT WORKING ROTATING 12-HOUR SHIFT:	1	1	1	*

* DENOTES LESS THAN ONE PERCENT

COMPARISON TO PREVIOUS SURVEY

The results of this DAFSC 462X0 survey were compared to those of a previous Occupational Survey Report, AFPT 90-46X-052 dated 30 November 1976. These comparisons can help to identify changes in the career field, in addition to identifying changes due to different management regulations or other policies, new operational equipment, and the like. Generally, the two studies reported relatively different findings, with differences appearing in the several areas.

A review of the 462X0 career ladder structure reveals several job changes over the last five years. To begin with, there are several new major job clusters that did not appear in the 1976 report: Photoflash Equipment Service Personnel; Armament Bay Door Service Personnel; Rocket Launcher Service Personnel; and Airborne Gunners. With regard to these groups, their identification in this report may be due to factors other than the development of new jobs in the career ladder. For example, there has been an increase in the number of tasks in the DAFSC 462X0 inventory from 527 to 674, or an increase of 28 percent. This increase enables an occupational analyst to identify jobs with more specificity. Further, the scale points in the inventory have been increased from seven to nine, which further enhances the specificity of the 1981 report.

A more radical change in the 462X0 career ladder structure seems to have been brought about by the introduction into the Tactical Air Forces (TAF) of the Production Oriented Maintenance Organization (POMO) concept. As a result, the Flightline Armament Systems functional area is loosely structured according to the presence or absence of the POMO concept as a driving force behind the tasks performed by incumbents. The major influence, however, seems to be on the relative percent time spent on tasks. In theory, personnel now must balance their job time on tasks other than those strictly related to their specialty or job assignment. Yet, the job groups making up the clusters in this functional area still perform jobs that are in essence similar to those reported in the previous survey. In addition, the Flightline Armament Systems functional area, as expected, is the only one where task performance is significantly affected by POMO.

Despite some differences in earlier format, a comparison was made in terms of satisfaction between the two time periods. Although the 462X0 career ladder structure has changed somewhat, job satisfaction for job incumbents remains relatively stable at a fairly low level. Forty-nine percent of the sample in 1976, thought their job was interesting, compared to 44 percent at present. Sixty-seven percent of the earlier sample thought their job utilized their talents and training well. The talents and training items were combined in the 1975 job inventory for DAFSC 462X0 personnel. This value (67 percent) corresponds fairly well to the present analysis; now, 54 percent perceive their talents well utilized and 72 percent feel their training is well utilized. One area of improvement seems to be reenlistment intentions, since 47 percent of the DAFSC 462X0 incumbents in this current survey plan to reenlist compared to 73 percent for the previous sample.

Summary

The DAFSC 462X0 career field remains relatively heterogeneous, which may be expected in any labor intensive area such as this. The 1976 study reported the career ladder structure as consisting of seven clusters and six independent job types. The present structure breaks down most meaningfully into sixteen job clusters. This increased heterogeneity appears to result from a longer task list, a longer time rating scale, and the introduction of POMO into the TAF.

IMPLICATIONS

The Aircraft Armament Systems career ladder is fairly heterogeneous, with a wide variety of jobs performed by DAFSC 462X0 personnel, and career ladder jobs have remained fairly stable since the last survey in 1976. These jobs can be loosely grouped into two functional areas (Flightline Armament Systems and Specialized Services) and eight other major job clusters. These functional areas are not MAJCOM oriented, since all the major users of DAFSC 462X0 personnel (TAC, SAC, PACAF, and USAFE) are represented in both functional areas and most of the other major job clusters. There are, however, a number of other issues concerning the career field which are worthy of discussion.

One issue is the concern voiced over the possible impact of the introduction of the Production Oriented Maintenance Organization (POMO) into the TAF. It was feared that the use of POMO would result in widespread job dissatisfaction. However, this intention was not supported by data collected in this survey. Personnel assigned to POMO groups exhibit nearly identical job satisfaction profiles as personnel assigned to the non-POMO groups. It does seem that in some cases the introduction of POMO has altered somewhat the career ladder structure, especially in the Flightline Armament Systems functional area. However, to keep these alterations in perspective, it should be noted that: (1) these differences are quantitative more than qualitative, in that POMO has not altered the basic career ladder structure or nature of the incumbents' jobs as much as it has changed (slightly) the time spent on various duties and tasks; and (2) there are as many task and duty performance differences resulting from the Flightline versus Shop dichotomy as there are due to the POMO versus non-POMO distinctions. Therefore, the increased use of POMO in the 462X0 career field does not seem cause for great concern in and of itself.

An area of warranted concern, though, is that of job satisfaction. DAFSC 462X0 personnel in the last two surveys have shown low satisfaction in all indicators. (This may be one reason why the introduction of POMO did not noticeably lower satisfaction; that is, it was low already.) As might be expected, this inevitably results in low reenlistment intention figures, as shown in the present survey. One possible solution to this problem may be to make changes in the job itself to involve incumbents with more supervisory tasks. This seems to improve reenlistment intentions, especially for first term DAFSC 462X0 airmen. Such a job redesign is generally not costly and may save substantially in the area of training of new DAFSC 462X0 airmen.

A word on channelized training seems appropriate at this point. On the whole, the concept of channelization seems to adequately anticipate and meet the requirements of different airframes on the training of DAFSC 462X0 airmen. However, the introduction of POMO tends in theory to homogenize to some extent, the nature of the jobs performed by armament systems personnel involved with the different airframes; thus, the distinctions between the jobs become blurred. Therefore, channelized training may be more meaningful and beneficial for non-POMO units. To the extent that it is not possible or feasible to further compartmentalize training, the system as it now exists should probably be kept. One indicator of the benefit of channelized training is that DAFSC 462X0 respondents consistently felt that utilization of training was good. This is especially noteworthy, given that almost all satisfaction indicators for the field were quite low.

Finally, attention should be given to the Airborne Gunner personnel. It is evident that these individuals perform jobs that are quite different from all other DAFSC 462X0 personnel. Consideration should be given to creating a shredout to identify those individuals assigned to airborne gunner duties, or, more appropriately, to reclassify them to, for example, the Aircrew Operations (11XXX) career field.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY SENIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS

TASKS	PERCENT MEMBERS PERFORMING (N=659)
REMOVE OR INSTALL PYLONS OR ADAPTERS	97
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	97
REMOVE OR INSTALL IMPULSE CARTRIDGES	95
REMOVE OR INSTALL MISSILE LAUNCHERS	95
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	93
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	92
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	90
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	82
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	82
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	81
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	80
INSPECT EXTERNAL MISSILE LAUNCHER STRUCTURAL COMPONENTS	78
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	78
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	77
CLEAN AND LUBRICATE GUN SYSTEMS	77
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	77
PERFORM OPERATIONAL CHECKS OF MISSILE LAUNCH AND CONTROL SYSTEMS	76
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	76
PERFORM MUNITIONS POST LOAD INSPECTIONS	76
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	76

REPRESENTATIVE AIRCRAFT:

- F-4E
- F-4D
- F-15 A/B
- A-10A
- F-4C
- F-4G
- F-16
- A-7D
- F-15C/D

REPRESENTATIVE TASKS PERFORMED BY JUNIOR TACTICAL AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS

TASKS	PERCENT MEMBERS PERFORMING (N=437)
REMOVE OR INSTALL IMPULSE CARTRIDGES	97
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	97
REMOVE OR INSTALL PYLONS OR ADAPTERS	89
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	85
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	84
REMOVE OR INSTALL MISSILE LAUNCHERS	82
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	81
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	73
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	73
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	70
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	68
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	67
PERFORM FUNCTIONAL CHECKS OF INTERNAL GUN ELECTRICAL SYSTEMS	63
PERFORM MUNITIONS POST LOAD INSPECTIONS	54
PERFORM OPERATIONAL CHECKS OF MISSILE LAUNCH AND CONTROL SYSTEMS	54
REMOVE OR REPLACE INTERNAL GUN SYSTEMS	51
RECONFIGURE SUSPENSION, LAUNCH, AND RELEASE SYSTEMS	46
PREPOSITION MUNITIONS PRIOR TO LOADING ONTO AIRCRAFT	43
PERFORM LOADING INSPECTIONS OF AIRCRAFT GUN AMMUNITION	42
LOAD PRELOADED CONVENTIONAL MUNITIONS ONTO AIRCRAFT	39

REPRESENTATIVE AIRCRAFT:

F-4E
F-4D
F-15A/B
F-4G
F-16
A-7D
F-4C
F-15C/D
A-10A

REPRESENTATIVE TASKS PERFORMED BY HEAVY AIRCRAFT WEAPONS SERVICE TECHNICIANS

TASKS	PERCENT MEMBERS PERFORMING (N=110)
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	95
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS RELEASE SYSTEMS	94
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	92
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	92
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS MONITOR AND CONTROL SYSTEMS	91
PERFORM OPERATIONAL CHECKS OF ARMAMENT BAY DOOR SYSTEMS	90
REMOVE OR INSTALL ARMAMENT BAY DOORS	89
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	85
INSPECT PYLON ELECTRICAL SYSTEMS	82
REMOVE OR REPLACE AIRCRAFT NUCLEAR WEAPONS MONITOR, CONTROL, OR RELEASE SYSTEM ELECTRICAL COMPONENTS	82
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	81
REMOVE OR REPLACE CONVENTIONAL BOMBING SYSTEM ELECTRICAL COMPONENTS	78
REMOVE OR REPLACE CONVENTIONAL BOMBING SYSTEM MECHANICAL COMPONENTS	78
INSPECT ARMAMENT BAY DOOR ELECTRICAL SYSTEMS	77
REMOVE OR REPLACE ARMAMENT BAY DOOR SYSTEM HYDRAULIC COMPONENTS	74
INSPECT EXTERNAL BOMB OR EJECTOR RACK STRUCTURAL COMPONENTS	73
INSPECT, CLEAN, AND LUBRICATE EJECTOR UNITS	73
REMOVE OR REPLACE CONVENTIONAL BOMBING SYSTEM ELECTRONIC COMPONENTS	73
INSPECT PYLON STRUCTURAL COMPONENTS	72
TROUBLESHOOT CONVENTIONAL BOMBING ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	71

REPRESENTATIVE AIRCRAFT:

- F-111A
- F-111E
- F-111D
- F-111F
- FB-111A
- F-4E

REPRESENTATIVE TASKS PERFORMED BY HEAVY AIRCRAFT WEAPONS LOADERS

TASKS	PERCENT MEMBERS PERFORMING (N=672)
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	82
UNLOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINERS FROM AIRCRAFT	80
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	79
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	79
PERFORM PREPARATIONS FOR LOADING NUCLEAR WEAPONS OR EQUIVALENT TRAINERS ONTO AIRCRAFT	76
PERFORM MUNITIONS POST LOAD INSPECTIONS	73
PRE-POSITION MUNITIONS PRIOR TO LOADING ONTO AIRCRAFT	72
REMOVE OR INSTALL IMPULSE CARTRIDGES	69
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	66
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	65
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	64
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	61
REMOVE OR INSTALL PYLONS OR ADAPTERS	60
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	60
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS RELEASE SYSTEMS	58
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS MONITOR AND CONTROL SYSTEMS	53
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	50
OPERATE MAINTENANCE STANDS	50
REMOVE OR INSTALL MISSILE LAUNCHERS	46
DOCUMENT LOAD TRAINING AND CERTIFICATION DOCUMENT FORM (AF FORM 2435)	44

REPRESENTATIVE AIRCRAFT:

B-52G
F-4E
F-4D
B-52H
FB-111A
F-111E
B-52D
F-111F

REPRESENTATIVE TASKS PERFORMED BY ARMAMENT BAY DOOR SERVICE PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=145)
REMOVE OR INSTALL MISSILE LAUNCHERS	93
REMOVE OR INSTALL IMPULSE CARTRIDGES	91
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	88
REMOVE OR INSTALL ARMAMENT BAY DOORS	84
TROUBLESHOOT ARMAMENT BAY DOOR PNEUMATIC SYSTEMS	83
INSPECT ARMAMENT BAY DOOR SYSTEM PNEUMATIC COMPONENTS	83
REMOVE OR REPLACE ARMAMENT BAY DOOR SYSTEM PNEUMATIC COMPONENTS	80
PERFORM OPERATIONAL CHECKS OF ARMAMENT BAY DOOR SYSTEMS	79
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	77
INSPECT MISSILE LAUNCHERS	73
LOAD NUCLEAR WEAPONS OR EQUIVALENT TRAINING ITEMS ONTO AIRCRAFT	70
BORESIGHT MISSILE LAUNCHERS	68
INSPECT MISSILE LAUNCH SYSTEM PNEUMATIC COMPONENTS	66
INSPECT ARMAMENT BAY DOORS	66
REMOVE OR REPLACE MISSILE LAUNCH AND CONTROL SYSTEM PNEUMATIC COMPONENTS	65
PERFORM ARMAMENT BAY DOOR CLEARANCE CHECKS	63
INSPECT, CLEAN, AND LUBRICATE ARMAMENT BAY DOOR SYSTEM MECHANICAL COMPONENTS	62
INSPECT ARMAMENT BAY DOOR ELECTRICAL SYSTEMS	62
REMOVE OR REPLACE ARMAMENT BAY DOOR SYSTEM MECHANICAL COMPONENTS	60
TROUBLESHOOT ARMAMENT BAY DOOR MECHANICAL SYSTEMS	58

REPRESENTATIVE AIRCRAFT:

- F-106A
- F-106B
- T-33
- F-101B
- F-4D

REPRESENTATIVE TASKS PERFORMED BY PHOTOFLASH EQUIPMENT SERVICE PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=38)
REMOVE OR INSTALL IMPULSE CARTRIDGES	97
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	92
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	89
UNLOAD PHOTOFLASH DISPENSERS FROM AIRCRAFT	87
LOAD PHOTOFLASH DISPENSERS ONTO AIRCRAFT	87
PERFORM OPERATIONAL CHECKS OF PHOTOFLASH DISPENSING UNITS	87
UNLOAD CHAFF DISPENSERS FROM AIRCRAFT	87
LOAD CHAFF DISPENSERS ONTO AIRCRAFT	84
INSPECT CHAFF OR FLARE EJECTOR UNITS	82
INSPECT PHOTOFLASH EJECTOR UNITS	79
PERFORM OPERATIONAL CHECKS OF CHAFF OR FLARE DISPENSING SYSTEMS	76
TROUBLESHOOT FLARE, PHOTOFLASH, OR CHAFF DISPENSING ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	76
TROUBLESHOOT FLARE, PHOTOFLASH, OR CHAFF DISPENSING MECHANICAL SYSTEMS	76
REMOVE OR REPLACE PHOTOFLASH SYSTEM MECHANICAL COMPONENTS	74
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	68
REMOVE OR INSTALL AIRCRAFT PANELS	66
LAUNCH OR RECOVER AIRCRAFT	63
REMOVE OR REPLACE PHOTOFLASH SYSTEM ELECTRICAL COMPONENTS	58
INSPECT, CLEAN, AND LUBRICATE EJECTOR UNITS	53
PERFORM OPERATIONAL CHECKS OF ROCKET FIRING SYSTEMS	45

REPRESENTATIVE AIRCRAFT:

RF-4C
F-4C
F-4D
F-4E

REPRESENTATIVE TASKS PERFORMED BY CONVENTIONAL MUNITIONS LOADERS

TASKS	PERCENT MEMBERS PERFORMING (N=97)
REMOVE OR INSTALL IMPULSE CARTRIDGES	90
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	87
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	66
LOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION ONTO AIRCRAFT	62
REMOVE OR INSTALL PYLONS OR ADAPTERS	59
UNLOAD CONVENTIONAL MUNITIONS OTHER THAN AMMUNITION FROM AIRCRAFT	56
REMOVE OR INSTALL MISSILE LAUNCHERS	46
PERFORM CONVENTIONAL MUNITIONS PREPARATIONS FOR LOADING ONTO AIRCRAFT	43
PERFORM MUNITIONS POST LOAD INSPECTIONS	34
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	34
LOAD CONVENTIONAL MUNITIONS ONTO PRELOAD STANDS OR RACKS	28
PREPOSITION MUNITIONS PRIOR TO LOADING ONTO AIRCRAFT	25
LOAD PRELOADED CONVENTIONAL MUNITIONS ONTO AIRCRAFT	24
UNLOAD CONVENTIONAL MUNITIONS FROM RACKS OR PRELOAD STANDS	19

REPRESENTATIVE AIRCRAFT:

F-4D
F-4E
F-15A/B
F-16
F-4C
F-15C/D
A-7D
F-111D
F-4G

REPRESENTATIVE TASKS PERFORMED BY ROCKET LAUNCHER SERVICE PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=44)
PERFORM OPERATIONAL CHECKS OF ROCKET FIRING SYSTEMS	80
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	75
TROUBLESHOOT ROCKET LAUNCHER ELECTRICAL SYSTEMS	75
INSPECT EXTERNAL ROCKET LAUNCHER ELECTRICAL SYSTEMS	68
INSPECT EXTERNAL ROCKET LAUNCHER STRUCTURAL COMPONENTS	64
INSPECT ROCKET LAUNCHERS	61
PERFORM OPERATIONAL CHECKS OF ROCKET LAUNCHER ELECTRICAL SYSTEMS	55
TROUBLESHOOT ROCKET LAUNCHER MECHANICAL SYSTEMS	55
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	55
PERFORM FUNCTIONAL CHECKS OF AIRCRAFT ARMAMENT CIRCUITS	55
INSPECT, CLEAN, AND LUBRICATE EXTERNAL ROCKET LAUNCHER MECHANICAL COMPONENTS	52
REMOVE OR INSTALL PYLONS OR ADAPTERS	52
REMOVE OR REPLACE AIRCRAFT INSTALLED SWITCHES	52
REMOVE OR REPLACE AIRCRAFT INSTALLED RELAYS	50
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	34
TROUBLESHOOT ROCKET LAUNCHER ELECTRICAL COMPONENTS	34
INSPECT, CLEAN, AND LUBRICATE INTERNAL ROCKET LAUNCHER MECHANICAL COMPONENTS	30
INSPECT INTERNAL ROCKET LAUNCHER STRUCTURAL COMPONENTS	27
ASSEMBLE OR DISASSEMBLE ROCKET LAUNCHER COMPONENTS	27
INSPECT INTERNAL ROCKET LAUNCHER ELECTRICAL SYSTEMS	25

REPRESENTATIVE AIRCRAFT:

- O-2A
- OV-10A

REPRESENTATIVE TASKS PERFORMED BY SHOP WEAPONS SERVICE PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=755)
BENCH CHECK BOMB RACKS	76
ASSEMBLE OR DISASSEMBLE BOMB OR EJECTOR RACK COMPONENTS	76
LOCATE PARTS NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	76
CLEAN AND CORROSION TREAT WEAPONS RELEASE COMPONENTS	72
INSPECT BOMB OR EJECTOR RACKS	68
REMOVE OR INSTALL BOMB OR EJECTOR RACKS	67
ISOLATE MECHANICAL MALFUNCTIONS IN BOMB OR EJECTOR RACKS	67
REMOVE OR INSTALL PYLONS OR ADAPTERS	66
ASSEMBLE OR DISASSEMBLE PYLON COMPONENTS	66
INSPECT, CLEAN, AND LUBRICATE EXTERNAL BOMB OR EJECTOR RACK MECHANICAL COMPONENTS	65
TROUBLESHOOT BOMB OR EJECTOR RACK ELECTRICAL COMPONENTS	62
OVERHAUL BOMB OR EJECTOR RACKS	61
BENCH CHECK PYLONS	61
BENCH CHECK MULTIPLE EJECTOR RACKS, TRIPLE EJECTOR RACKS, OR BOMB RELEASE UNITS (MERS, TERS, BRUS)	58
CLEAN AND LUBRICATE GUN SYSTEMS	57
INSPECT EXTERNAL BOMB OR EJECTOR RACK ELECTRICAL SYSTEMS	56
CLEAN AND CORROSION TREAT GUN SYSTEM COMPONENTS	56
INSPECT, CLEAN, AND LUBRICATE EJECTOR UNITS	56
INSPECT PYLONS OR ADAPTERS	55
ASSEMBLE OR DISASSEMBLE ARMAMENT SYSTEMS MECHANICAL ACCESSORIES	52

REPRESENTATIVE AIRCRAFT.

F-4E
F-4D
F-4C
A-10A
F-15 A/B
F-15 C/D
A-7D
B-52D
F-16
T-33

REPRESENTATIVE TASKS PERFORMED BY HEAVY AIRCRAFT RELEASE SYSTEMS PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=67)
PERFORM OPERATIONAL CHECKS OF JETTISON AND EMERGENCY RELEASE SYSTEMS	76
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS RELEASE SYSTEMS	75
PERFORM OPERATIONAL CHECKS OF CONVENTIONAL BOMBING SYSTEMS	67
PERFORM OPERATIONAL CHECKS OF AIRCRAFT NUCLEAR WEAPONS MONITOR AND CONTROL SYSTEMS	64
ADJUST EMERGENCY BOMB RELEASE SYSTEMS	64
REMOVE OR REPLACE AIRCRAFT INSTALLED CIRCUIT BREAKERS	63
REMOVE OR REPLACE AIRCRAFT NUCLEAR WEAPONS MONITOR, CONTROL, OR RELEASE SYSTEM ELECTRICAL COMPONENTS	61
TROUBLESHOOT AIRCRAFT NUCLEAR WEAPONS RELEASE MECHANICAL SYSTEMS	60
REMOVE OR REPLACE AIRCRAFT INSTALLED CANNON PLUGS	60
TROUBLESHOOT AIRCRAFT NUCLEAR WEAPONS RELEASE ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	55
INSPECT MECHANICAL BOMB RELEASE RIGGINGS	54
PERFORM OPERATIONAL CHECKS OF CLIP-IN WEAPONS SYSTEMS	54
REMOVE OR REPLACE AIRCRAFT NUCLEAR WEAPONS RELEASE SYSTEM MECHANICAL COMPONENTS	54
RIG MECHANICAL BOMB RELEASE RIGGINGS	52
TROUBLESHOOT JETTISON OR EMERGENCY RELEASE ELECTRICAL SYSTEMS OTHER THAN SOLID STATE	52
TROUBLESHOOT JETTISON OR EMERGENCY RELEASE MECHANICAL SYSTEMS	51
CLEAN AND CORROSION TREAT WEAPONS RELEASE COMPONENTS	43
PERFORM OPERATIONAL CHECKS OF BOMB RELEASE ELECTRICAL SYSTEMS	42
PERFORM OPERATIONAL CHECKS OF RELEASE PULSE INDICATORS	37
PERFORM OPERATIONAL CHECKS OF MISSILE LAUNCH AND CONTROL SYSTEMS	21

REPRESENTATIVE AIRCRAFT:

B-52G
B-52H
FB-111A
B-52D

REPRESENTATIVE TASKS PERFORMED BY UNIT AND WING LEVEL SUPERVISORS

TASKS	PERCENT MEMBERS PERFORMING (N=437)
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	85
PREPARE APRs	84
INDORSE AIRMEN PERFORMANCE REPORTS (APR)	71
PLAN WORK ASSIGNMENTS	70
DETERMINE WORK PRIORITIES	70
ASSIGN PERSONNEL TO DUTY POSITIONS	67
SCHEDULE LEAVES OR PASSES	65
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	61
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS SPECIALISTS (AFSC 46250)	60
MAKE ENTRIES ON ROUTING AND REVIEW OF QUALITY CONTROL REPORTS FORMS (AF FORM 2419)	59
ANALYZE WORKLOAD REQUIREMENTS	59
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	57
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	55
WRITE CORRESPONDENCE	54
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	53
INSPECT AIRCRAFT LOADING AREAS	53
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	53
SUPERVISE AIRCRAFT ARMAMENT SYSTEMS TECHNICIANS (AFSC 46270)	51
EVALUATE INSPECTION REPORTS OR PROCEDURES	50
EVALUATE PERSONNEL ON QUALIFICATION TASKS	47

REPRESENTATIVE TASKS PERFORMED BY MUNITIONS CONTROLLERS

TASKS	PERCENT MEMBERS PERFORMING (N=83)
COORDINATE MUNITIONS DELIVERY WITH WEAPONS OR MISSILE PERSONNEL	76
COORDINATE AIRCRAFT INTEGRATED SYSTEMS CHECKOUT WITH OTHER SECTIONS	72
COORDINATE WEAPONS RELEASE SUPPORT REQUIREMENTS WITH OTHER SECTIONS	70
COORDINATE MUNITIONS LOADING SUPPORT REQUIREMENTS WITH OTHER SECTIONS	67
COORDINATE MAINTENANCE OF HANDLING EQUIPMENT WITH OTHER SECTIONS	64
DETERMINE WORK PRIORITIES	63
COORDINATE MUNITIONS CONVOYS WITH OTHER ORGANIZATIONS	55
OPERATE COMPUTER REMOTE TERMINALS	48
MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	46
DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, CHARTS, OR GRAPHS	46
DIRECT TRANSPORTATION OF CONVENTIONAL MUNITIONS	46
COORDINATE GUN SERVICES SUPPORT REQUIREMENTS WITH OTHER SECTIONS	46
DIRECT TRANSPORTATION OF NUCLEAR WEAPONS OR EQUIVALENT TRAINERS	36
DIRECT MUNITIONS PRODUCTION OR CONTROL FUNCTIONS	35
DIRECT MUNITIONS SERVICES FUNCTIONS	34
DIRECT AIRCRAFT MAINTENANCE BRANCH OR UNIT FUNCTIONS	33
DIRECT HANDLING OR STORAGE OF CONVENTIONAL MUNITIONS	31
DIRECT HANDLING OR STORAGE OF NUCLEAR WEAPONS SHAPES OR NUCLEAR WEAPONS	30
DIRECT ARMAMENT SYSTEM SHOP FUNCTIONS	24
SUPERVISE USAF PERSONNEL WITH AFSCs OTHER THAN 462X0	18

REPRESENTATIVE TASKS PERFORMED BY SUPPLY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=321)
LOCATE PARTS NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	64
ISSUE OR RECEIVE TOOLS	63
MAINTAIN COMMON HAND TOOLS	63
INVENTORY SUPPLIES, EQUIPMENT, OR TOOLS	62
ISSUE OR RECEIVE TEST EQUIPMENT	53
MAINTAIN BENCH STOCK PARTS OR EQUIPMENT LEVELS	51
LOCATE PARTS FROM QUICK REFERENCE LISTS	48
INITIATE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	46
INITIATE ISSUE/TURN IN REQUEST FORMS (AF FORM 2005)	42
MAINTAIN PORTABLE POWER TOOLS	41
ASSEMBLE MOBILITY EQUIPMENT	38
MAINTAIN MOBILITY EQUIPMENT	38
VERIFY DUE-IN FROM MAINTENANCE (DIFM) DOCUMENT LISTINGS	32
VERIFY SUPPLY DUE-OUT LISTINGS (D18 REPORT)	32
LABEL MOBILITY EQUIPMENT	31
MAINTAIN DAILY DOCUMENT REGISTER AND ITEM SURVEILLANCE LISTS (D04 REPORT)	31
MAINTAIN PRECISION MEASUREMENT EQUIPMENT (PME) CALIBRATION SCHEDULES	30
MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	29
ANNOTATE SUPPLY CONTROL LOG FORMS (AF FORM 2413)	29
INSPECT MUNITIONS SUPPORT EQUIPMENT	23

REPRESENTATIVE TASKS PERFORMED BY AIRBORNE GUNNERS

TASKS	PERCENT MEMBERS PERFORMING (N=63)
PREFLIGHT AIRCRAFT FOR AIRBORNE GUN OPERATIONS	90
POSTFLIGHT AIRCRAFT AFTER AIRBORNE GUN OPERATIONS	89
MONITOR GUNS DURING TRAINING OR AIRBORNE OPERATIONS	87
LOAD GUNS DURING TRAINING OR AIRBORNE OPERATIONS	86
LOAD AND POSITION AIRBORNE GUN OPERATION MUNITIONS ONTO AIRCRAFT	86
UNLOAD AIRBORNE GUN OPERATIONS MUNITIONS FROM AIRCRAFT	83
DETECT AND CLEAR GUN MALFUNCTIONS DURING TRAINING OR AIRBORNE OPERATIONS	81
PLACE 40MM OR 105MM AMMUNITION INTO AMMUNITION STORAGE RACKS	78
PERFORM AIRCRAFT SCANNING FUNCTIONS	78
LOAD AMMUNITION CONTAINERS	78
MAINTAIN GUNS DURING TRAINING OR AIRBORNE OPERATIONS	75
PERFORM PREFLIGHT INSPECTIONS OF LIFE SUPPORT EQUIPMENT	75
PARTICIPATE IN AIRBORNE GUN OPERATION PREDEPARTURE BRIEFINGS	70
FIRE GUNS DURING AIRBORNE OPERATIONS	70
PERFORM PREFLIGHT ARMAMENT SYSTEM INSPECTIONS	57
PERFORM POSTFLIGHT ARMAMENT SYSTEM INSPECTIONS	57
INSPECT AMMUNITION STORAGE DRAWERS	49
CLEAR MALFUNCTIONED OR JAMMED INTERNAL GUN SYSTEMS	48
LOAD OR UNLOAD AMMUNITION INTO OR FROM INTERNAL GUN SYSTEMS	43
ARM OR DISARM AIRCRAFT ARMAMENT SYSTEMS	43

REPRESENTATIVE AIRCRAFT:

AC-130H
UH-1N

REPRESENTATIVE TASKS PERFORMED BY TRAINING PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=137)
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	54
COUNSEL TRAINEES ON TRAINING PROGRESS	50
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	46
ADMINISTER TESTS	45
SCORE TESTS	42
MAINTAIN TOs	38
CONDUCT RESIDENT COURSE CLASSROOM TRAINING	35
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	33
WRITE TEST QUESTIONS	33
PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	31
MAINTAIN TECHNICAL ORDER DISTRIBUTION RECORD FORMS (AFTO FORM 110)	27
EVALUATE TRAINING METHODS OR TECHNIQUES	27
EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	26
DIRECT OR IMPLEMENT TRAINING PROGRAMS OTHER THAN OJT	26
MAINTAIN STANDARD AIR FORCE PUBLICATIONS, REGULATIONS, OR MANUALS OTHER THAN TECHNICAL ORDERS (TOs)	23
DETERMINE OJT TRAINING REQUIREMENTS	23
CONDUCT OJT	23
ANNOTATE TODO/TECHNICAL ORDER PUBLICATION REQUIREMENT TABLE FORMS (AFTO FORM 187)	21
INITIATE TRAINING REQUEST AND COMPLETION NOTIFICATION FORMS (AF FORM 2426)	21
EVALUATE LOAD CREWS	15

REPRESENTATIVE TASKS PERFORMED BY COMMAND AND STAFF PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=74)
CONDUCT BRIEFINGS, MEETINGS, OR CONFERENCES	76
WRITE CORRESPONDENCE	70
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	58
PREPARE BRIEFING, MEETING, OR CONFERENCE AGENDA	57
IMPLEMENT SAFETY PROGRAMS	36
PREPARE INSPECTION CHECKLISTS	36
EVALUATE SAFETY PROGRAMS	35
EVALUATE INSPECTION REPORTS OR PROCEDURES	35
INSPECT AIRCRAFT LOADING AREAS	34
PLAN SAFETY PROGRAMS	32
DEVELOP EVALUATION PROGRAMS	30
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	27
EVALUATE WEAPONS SYSTEM MALFUNCTION REPORTS	26
INVESTIGATE ACCIDENTS OR INCIDENTS	26
INSPECT EQUIPMENT STORAGE FACILITIES	26
COORDINATE SECTION SAFETY PROGRAM WITH SAFETY DIRECTORS	24
EVALUATE SUGGESTIONS	23
INSPECT MUNITIONS ASSEMBLY OR MAINTENANCE AREAS	22
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	20
ANALYZE WORKLOAD REQUIREMENTS	18