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AUTHOR Gould, R. Bruce
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ABSTRACT

As part of the United States Air Force Occupational Survey Program, this report summarizes the results of a study conducted to determine the dimensions of job satisfaction within and between career ladders as perceived by airmen. Surveyed on 97 career ladders were some 100,000 respondents. Findings include: (1) Most of the airmen surveyed found their jobs interesting and felt that their talents were being well utilized, (2) Extensive job satisfaction differences existed between career ladders and among individuals within ladders, and (3) Ladder by ladder studies are required in order to identify factors causing the differences and to evaluate the impact which work performed had on career decisions. (Author/SN)

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AIR FORCE HUMAN RESOURCES LABORATORY

REPORTED JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY AIRMEN IN 97 CAREER LADDERS

By

R. Bruce Gould

PERSONNEL RESEARCH DIVISION
Lackland Air Force Base, Texas

January 1972

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AIR FORCE SYSTEMS COMMAND

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FOREWORD

This research was completed under Project 7734, Development of Methods for Describing, Evaluating, and Structuring Air Force Occupations; Task 773405, Derivation of Methods to Provide for Career Progression and Development of Air Force Personnel.

The purpose of this study is to report general findings of the levels of job satisfaction in 97 career ladders. It is to serve as a point of departure for an extended series of studies into the nature of job satisfaction or dissatisfaction of specific career ladders. The ultimate goal of the series is to provide operational guidelines for managers in the improvement or maintenance of job satisfaction for the force in general and for specific career ladders. This report, however, is provided for use by personnel associated with behavioral science research and is not intended for use by operational or managerial personnel. The report is essentially descriptive in nature and provides a base line for making comparisons between career ladders, evaluating the changes within ladders across time, and identifying ladders for individual study.

Special appreciation and thanks are given to Dr. Raymond E. Christal for his technical suggestions and to Mrs. Joyce Giorgia for tabulating and verifying the data.

This report has been approved.

George K. Patterson, Colonel, USAF
Commander

ABSTRACT

The purpose of this study was to investigate the extent of differences in reported job satisfaction of over 100,000 airmen in 97 career ladders. The differences between career ladders and between individuals within career ladders were evaluated. Two seven-point scales measuring incumbents' job interest and feelings of how well their jobs make use of their talents and training have been included in inventories administered under the USAF Occupational Survey Program. Analyses of the responses indicated that while most airmen found their jobs interesting and felt well utilized, there were some extreme differences between career ladders and among individuals within ladders. Extensive ladder by ladder studies are warranted to identify factors relating to differences in job satisfaction.

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REPORTED JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY AIRMEN IN 97 CAREER LADDERS

I. INTRODUCTION AND DESCRIPTION OF THE DATA

Data on two dimensions of job satisfaction have been collected from airmen on a routine basis as part of the USAF Occupational Survey Program. This paper presents a summary of data collected thus far and describes findings concerning variations in job satisfaction among airmen within and between career ladders.

Scales measuring job interest and utilization have been placed in all Occupational Surveys administered since September 1966. By April 1971, data had been collected on over 100,000 respondents in 97 career ladders using standard occupational analysis procedures (Morsh & Archer, 1967). The 97 ladders surveyed are listed in the Appendix tables.

Respondents used 7-point scales to indicate their job interest ranging from "extremely dull" to "extremely interesting" and the extent to which their jobs utilize their talents and training with responses from "not at all" to "perfectly." Figure 1 illustrates the interest and utilization scales as they appeared in the Background Information section of the job inventories. Mean scale values for each career ladder were derived to permit ladder by ladder comparisons. The utilization scale was found to be especially effective for identifying specialty differences when respondents were dichotomized into those who reported their utilization as "very little" or "not at all" and those responding "fairly well" to "perfectly." The percentages of incumbents who reported very little or no utilization were then compared between and within all ladders by skill levels 3, 5, and 7.

II. RESULTS AND DISCUSSION

Comparing job satisfaction for the 97 career ladders in the data base, mean interest scores (Table 1) ranged from 3.23 to 6.17 with the average score being 4.82 for 3-level airmen. Most 3- and 5-level respondents indicated that their jobs were "so-so" to "fairly interesting." Perceived utilization of talents and training averaged "fairly well" to "quite well" at the 3- and 5-levels and "very well" at the 7-level. Several career ladders had average scale values which varied significantly from the population averages. These differences indicate there are ladders with very high or very low job satisfaction among incumbents. (Table 3 in the Appendix presents the means and standard deviations of the interest and utilization scales for each of the 97 ladders.) The numeric ratings of the utilization scale were generally about one point lower than the interest scale. The scale difference may have been essentially a function of the verbal description of the values and can not be interpreted to mean that interest was greater than self-reports of utilization.

The summary of reported interest and perceived utilization in Table 1 indicates that most airmen found their jobs interesting and felt that their talents and training were being well utilized. This finding, however, does not disguise the fact that some specialties had substantial numbers of airmen who were extremely satisfied or dissatisfied with their jobs. The differences can be effectively compared by use of the utilization scale.

Comparing percentages of airmen who felt poorly utilized, there were large differences between ladders, particularly at the 3- and 5-skill levels. If the ladders are arranged on a continuum of lowest to highest reported utilization, the percentages of those utilized "very little" or "not at all" at the 3, or semiskilled, level range from 63 percent in the 551X0, Pavements Maintenance Ladder, to zero percent in the 982X0, Dental Laboratory Ladder. Table 2 presents the ten ladders at each end of the continuum. (The percentages of airmen, including 9-levels, feeling poorly utilized in each of the 97 ladders are presented in Table 4 of the Appendix.) From Table 2, there is no apparent relationship between perceived utilization and type of career field. There are electronics, weapons maintenance, law enforcement, precision equipment maintenance, and medical career ladders represented at each end of the satisfaction continuum. Fields requiring very low and very high aptitudes for initial entry, ladders which traditionally receive highly and minimally educated personnel, and imbalanced specialties are also represented at each extreme.

Within-ladder differences were also apparent. As the skill levels increased, the degree of utilization increased substantially in all but a few ladders. A possible explanation is that those who feel poorly utilized tend to leave the service. Also, as skill levels increase, the tasks performed should become more demanding and hence better utilize talents and training. These explanations are now under study. For the 97 ladders, the average percentage of respondents who felt poorly utilized

YOUR RESPONSES TO THE FOLLOWING THREE ITEMS WILL BE HELD IN STRICT CONFIDENCE AND WILL BE USED FOR RESEARCH PURPOSES ONLY

I FIND MY JOB:	MY JOB UTILIZES MY TALENTS AND TRAINING:
1 ☐ EXTREMELY DULL	1 ☐ NOT AT ALL
2 ☐ VERY DULL	2 ☐ VERY LITTLE
3 ☐ FAIRLY DULL	3 ☐ FAIRLY WELL
4 ☐ SO-SO	4 ☐ QUITE WELL
5 ☐ FAIRLY INTERESTING	5 ☐ VERY WELL
6 ☐ VERY INTERESTING	6 ☐ EXCELLENTLY
7 ☐ EXTREMELY INTERESTING	7 ☐ PERFECTLY

Fig. 1. **Job satisfaction scales.**

Table 1. **Summary of Job Interest and Perceived Utilization for 97 Career Ladders**

Skill Level	N	Job Interest		Utilization	
		Grand Mean	Ladder Mean Score Range	Grand Mean	Ladder Mean Score Range
3-level	10,836	4.82	3.23–6.17	3.54	2.39–4.90
5-level	59,491	4.87	3.61–6.16	3.73	2.68–5.10
7-level	29,807	5.57	4.34–6.53	4.71	3.69–6.00

at the 3-, 5-, and 7-levels was 24, 22, and 10 percent, respectively.

When making comparisons between specific ladders, caution must be exercised because of differences in survey dates. The time interval of five years between the oldest and most recent survey makes direct comparisons of some ladders difficult. (Survey dates are given in Table 4 of the Appendix.) In two cases where ladders were resurveyed, there was a substantial increase in expressed dissatisfaction during the intervening time period. For the 671X3, Accounting Disbursement Ladder, expressed feelings of poor utilization increased from 30 to 58 percent at the 3-skill level and from 25 to 45 percent at the 5-level over a 30-month period. In the 421X3, Aerospace Ground Equipment Repair Ladder, dissatisfaction increased from 16 to 36 percent at the 3-skill level and from 19 to 34 percent at the 5-level over a 42-month period. The causes for increased feelings of poor utilization are not yet certain. The increase could be the result of general increases in dissatisfaction among enlistees during the time span, changes in tasks performed on the job, or changes in the aptitude and educational characteristics of the personnel assigned to these career fields during the past few years.

The interest and utilization data presented here were collected at the same time as factual data at the task performance level. It will now be possible to evaluate job content factors as they influence job satisfaction. Since it is known that there are extensive job satisfaction differences both between and within career fields, these differences can now be studied to identify associated factors and suggest remedial actions at the task, or performance, level.

Extensive studies are now being initiated for ladders which have high proportions of airmen who feel poorly utilized. Preliminary findings indicate that factors relating to feelings of utilization differ widely and are essentially unique for each ladder. This requires that individual studies be made on a ladder by ladder basis. Studies are also being planned which will follow individuals for a period of time and relate changes in jobs to changes in attitudes.

Table 2. **Career Ladders at Extremes of Rank-Ordering According to Percentage of Incumbents Indicating that Talents and Training Are Poorly Utilized**

AFSC	Career Ladder	3-level		5-level		7-level	
		N	%	N	%	N	%
551X0	Pavements Maintenance	218	63	728	54	113	15
671X3	Accounting Disbursement	167	58	1,187	45	N/A	N/A
402X0	Aerospace Photo Systems	-	-	209	56	52	35
611X0	Supply Services	155	53	482	36	312	12
303X3	Auto Tracking Radar Rpmn	49	51	353	39	259	20
234X0	Precision Photoprocessing	142	47	442	42	215	15
811X0	Security	682	46	2,312	36	623	9
443X0G	Minuteman Missile Rpmn	77	44	567	46	335	18
204X0	Intelligence Operations	151	43	393	39	322	20
915X0	Medical Materiel	126	43	581	26	273	7
811X0A	Dog Handler	70	10	438	24	51	2
361X4	Cable Splicer	20	10	182	14	96	7
903X0	Radiology	32	9	355	12	149	11
432X0	Jet Engine Mechanic	149	9	935	8	470	6
305X3	Elect Computer Rpmn	54	7	555	14	371	13
305X1	Elect Digital Data Process	55	7	537	18	381	9
324X0	Precision Measuring Equip	62	6	481	7	576	8
322X1	Weapons Control Sys Mech	105	5	704	6	411	3
272X0	Air Traffic Control	41	2	764	5	606	7
982X0	Dental Laboratory	30	0	270	6	148	3

Note.—A dash is used where the *N* is less than 20. N/A indicates skill level was not authorized at time of survey. Career ladders ordered on decreasing percent at 3-level.

III. CONCLUSIONS

Most airmen surveyed found their jobs interesting and felt their talents and training were well utilized. However, extensive job satisfaction differences existed between career ladders and among individuals within ladders. Ladder by ladder studies are required to identify factors causing these differences and to evaluate the impact which work performed has on career decisions.

REFERENCE

Morsh, J.E., & Archer, W.B. *Procedural guide for conducting surveys in the United States Air Force.* PRL-TR-67-11, AD-664 036. Lackland AFB, TX: Personnel Research Laboratory, Aerospace Medical Division, September 1967.

APPENDIX: STATISTICAL DATA

Table 3. **Means and Standard Deviations of Reported Job Interest and Perceived Utilization of Talents and Training**

		Reported Job Interest									Perceived Utilization[a]					
		3-Level			5-Level			7-Level			3-Level		5-Level		7-Level	
AFSC	Career Ladder	N	Mean	SD	N	Mean	SD	N	Mean	SD	Mean	SD	Mean	SD	Mean	SD
204X0	Intelligence Operations	151	4.79	1.49	393	4.69	1.61	322	5.27	1.52	3.17	1.55	3.25	1.50	4.15	1.65
206X0	Photo Interpretation	47	5.13	1.61	374	5.07	1.55	199	5.60	1.48	3.45	1.40	3.66	1.46	4.48	1.67
233X4	Still Photo Lab	98	4.82	1.67	518	4.80	1.60	158	5.28	1.42	3.33	1.43	3.61	1.52	4.24	1.61
234X0	Precision Photoprocessing	142	3.85	1.63	442	4.50	1.59	215	5.39	1.35	2.79	1.10	3.09	1.41	4.32	1.51
236X1	Still Photo Camera Spec	52	5.15	1.39	383	4.98	1.64	96	5.56	1.46	3.98	1.55	3.77	1.55	4.60	1.53
252X1	Weather Observer	105	4.73	1.24	1,050	4.48	1.58	276	5.51	1.22	3.52	1.38	3.41	1.41	4.60	1.48
253X0	Weather Forecaster	-	-	-	N/A	N/A	N/A	343	5.80	.98	-	-	N/A	N/A	4.92	1.25
272X0	Air Traffic Control	41	6.17	.75	764	6.16	1.00	606	6.18	1.07	4.90	1.12	4.99	1.43	5.25	1.51
273X0	Aerospace Control Systems	114	4.47	1.41	990	4.09	1.66	401	4.83	1.57	3.18	1.33	3.08	1.40	4.13	1.60
273X2	Operations	43	4.65	1.63	N/A	N/A	N/A	123	4.63	1.69	3.48	1.45	N/A	N/A	3.90	1.54
275X0	Operations	N/A	N/A	N/A	95	3.95	1.85	73	4.92	1.79	N/A	N/A	2.97	1.53	3.92	1.80
291X0	Communications Center	217	4.46	1.48	1,362	4.34	1.65	449	5.13	1.48	3.07	1.31	3.41	1.55	4.30	1.64
293X0	Ground Radio Operator	165	4.16	1.58	890	4.13	1.73	189	4.99	1.45	3.02	1.25	3.05	1.40	4.11	1.69
301X0	Aircraft Radio Repair	90	5.01	1.33	814	5.23	1.20	386	5.64	1.25	3.79	1.41	3.95	1.27	4.66	1.41
301X0A	Abn Comd Post Comm Eqp Rpmn	N/A	N/A	N/A	39	5.77	.80	39	6.21	.79	N/A	N/A	4.97	1.14	5.28	1.50
301X1	Acft Elect Nav Equip Repr	107	5.21	1.23	874	5.30	1.18	399	5.73	1.14	3.77	1.26	4.06	1.38	4.78	1.40
301X4	Acft Nav Sys Repair	86	5.61	1.24	671	5.63	1.11	240	5.98	1.06	4.21	1.41	4.25	1.36	5.05	1.42
303X2	AC&W Radar Repair	45	5.11	1.22	697	4.91	1.35	438	5.18	1.33	3.51	1.29	3.68	1.33	4.17	1.51
303X3	Auto Tracking Radar Repair	49	4.40	1.50	353	4.54	1.50	259	5.12	1.36	2.82	1.38	3.12	1.30	4.00	1.46
304X0	Radio Relay Equip Repair	43	4.88	1.10	467	4.45	1.57	196	5.21	1.39	3.19	1.26	3.41	1.41	4.17	1.51
304X1	Flight Facilities Eqp Repair	-	-	-	404	4.90	1.37	258	5.09	1.45	-	-	3.75	1.37	4.16	1.60
304X4	Ground Radio Comm Repair	54	4.72	1.43	816	4.65	1.51	397	5.34	1.17	3.52	1.34	3.52	1.38	4.32	1.44
305X1	Elect Digital Data Process	55	5.67	.92	537	5.14	1.42	381	5.52	1.24	4.51	1.37	3.99	1.47	4.66	1.46
305X3	Elect Computer Repair	54	5.81	1.09	555	5.64	1.32	371	5.69	1.30	4.57	1.34	4.37	1.48	4.72	1.56
307X0	Tele-Comm Sys Opr	53	4.89	1.29	674	4.93	1.45	397	5.21	1.49	3.28	1.16	3.67	1.42	4.25	1.60
317X0	Instrumentation Mech	-	-	-	361	4.64	1.48	229	5.46	1.29	-	-	3.26	1.37	4.28	1.55
321X0	Bomb Nav Sys Mech	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
321X0K	B-52 E/F/G/H	-	-	-	157	4.97	1.22	145	5.30	1.21	-	-	3.63	1.42	4.49	1.40
321X0L	B-52 C/D	-	-	-	93	4.80	1.27	104	5.21	1.16	-	-	3.65	1.24	4.42	1.30
321X0R	FB-111	-	-	-	22	5.05	1.49	30	5.77	1.02	-	-	3.68	1.46	4.77	1.17
322X1	Weapons Control Sys Mech	105	5.47	1.08	704	5.55	1.10	411	5.94	1.08	4.33	1.25	4.37	1.30	5.24	1.28
324X0	Precision Measuring Equip	62	5.59	1.26	481	5.21	1.30	576	5.40	1.18	4.50	1.24	4.31	1.33	4.59	1.34
325X0	Auto Flt Control Sys	-	-	-	271	4.92	1.43	180	5.78	1.18	-	-	3.62	1.37	4.82	1.46
325X0A	Auto Flt Control Sys	-	-	-	226	4.92	1.34	183	5.78	1.28	-	-	3.71	1.24	4.93	1.53
325X1	Avionics Instrument Sys	-	-	-	303	5.14	1.35	217	5.72	.98	-	-	3.95	1.48	4.86	1.33
422X0	Acft Instrument Rpmn	41	5.05	1.17	471	5.00	1.22	198	5.59	1.10	3.61	1.17	3.86	1.27	4.68	1.39
341X1	Instrument Trainer	-	-	-	233	4.90	1.48	97	5.20	1.60	-	-	3.74	1.53	4.14	1.66
342X0	Flight Simulator	36	4.97	1.40	404	5.37	1.25	232	5.94	1.02	3.89	1.45	4.13	1.33	5.06	1.26
342X0A	Flight Simulator	N/A	N/A	N/A	78	5.61	1.44	49	6.20	.75	N/A	N/A	4.33	1.52	5.39	1.34
361X3	Missile Sys Cable Splicing	-	-	-	78	4.71	1.34	28	5.39	1.08	-	-	3.44	1.46	4.29	1.69

Table 3 *(Continued)*

AFSC	Career Ladder	Reported Job Interest									Perceived Utilization[a]					
		3-Level			5-Level			7-Level			3-Level		5-Level		7-Level	
		N	Mean	SD	N	Mean	SD	N	Mean	SD	Mean	SD	Mean	SD	Mean	SD
361X4	Cable Splicing	20	5.40	1.32	182	5.30	1.26	96	5.54	1.28	3.95	1.16	4.24	1.52	5.10	1.40
362X4	Telephone Equip Repair	101	5.24	1.10	508	5.32	1.25	181	5.64	1.30	3.79	1.30	4.24	1.52	4.85	1.57
402X0	Aerospace Photo Systems	-	-	-	209	3.99	1.66	52	4.92	1.73	-	-	2.78	1.27	3.69	1.70
404X0	Precision Photo Systems	-	-	-	134	4.83	1.57	80	5.68	1.05	-	-	3.72	1.44	4.59	1.49
421X2	Acft Pneudraulic Repair	179	5.06	1.29	1,155	4.99	1.38	469	5.52	1.14	3.79	1.27	4.01	1.40	4.79	1.33
421X3	Aerosp Grnd Equip Repair[b]	173	4.98	1.09	853	4.93	1.35	415	5.70	1.21	3.60	1.22	3.76	1.40	4.97	1.47
421X3	Aerosp Grnd Equip Repair[c]	137	4.11	1.58	1,221	4.10	1.58	530	5.18	1.41	3.01	1.21	3.12	1.34	4.37	1.51
422X1	Acft Environmental Sys	74	5.05	1.23	866	5.08	1.25	284	5.55	1.14	3.59	1.15	4.04	1.37	4.76	1.38
423X0	Acft Electrical Rpmn	130	5.27	1.11	792	5.46	1.14	475	5.68	1.15	4.06	1.29	4.29	1.39	5.23	1.29
424X0	Acft Fuel Systems Mech	73	5.22	1.50	651	4.88	1.42	310	5.51	1.31	3.90	1.62	3.92	1.46	4.89	1.36
431X0A	Helicopter Mechanic	88	5.15	1.24	512	5.60	1.09	160	5.82	1.23	3.81	1.33	4.42	1.36	5.03	1.31
431X0B	Helicopter Mechanic	-	-	-	92	5.85	.87	52	5.86	1.08	-	-	4.98	1.24	5.08	1.09
431X0C	Helicopter Mechanic	-	-	-	63	5.76	.92	-	-	-	-	-	4.48	1.31	-	-
431X1A	Aircraft Maintenance	172	4.81	1.29	936	4.88	1.42	383	5.57	1.22	3.55	1.29	3.74	1.44	4.80	1.46
431X1C	Acft Maint Jet 1-2 Eng	438	4.93	1.35	2,097	5.02	1.37	1,086	5.67	1.17	3.59	1.30	3.91	1.45	4.86	1.50
431X1E	Acft Maint Jet over 2 Eng	306	4.75	1.48	1,576	4.85	1.41	655	5.50	1.28	3.48	1.33	3.72	1.46	4.76	1.44
431X1F	Acft Maint Turbo-prop	171	4.87	1.38	448	4.75	1.44	175	5.49	1.23	3.60	1.44	3.65	1.45	4.53	1.64
432X0	Jet Engine Mechanic	149	5.51	1.19	935	5.59	1.13	470	5.83	1.13	4.44	1.47	4.59	1.44	5.15	1.41
433X0	Maint Scheduling	568	4.82	1.57	N/A	N/A	N/A	1,081	5.19	1.51	3.59	1.48	N/A	N/A	4.21	1.59
435X0	Flight Engineer	-	-	-	130	5.22	1.50	184	5.81	1.06	-	-	3.88	1.66	4.73	1.58
435X0A	Flt Eng Turbo-prop	-	-	-	61	5.61	1.14	319	5.94	.97	-	-	4.48	1.50	5.24	1.26
435X0B	Flt Eng	N/A	N/A	N/A	69	5.84	.96	29	6.31	.70	N/A	N/A	4.32	1.48	5.31	1.05
435X0C	Flt Eng Performance Qual	N/A	N/A	N/A	-	-	-	686	6.13	.88	N/A	N/A	-	-	5.34	1.26
443X0G	Minuteman Msl Rpr	77	4.29	1.30	567	4.04	1.67	335	4.90	1.40	2.86	1.35	2.94	1.49	3.93	1.49
461X0	Munitions Maint	176	5.00	1.31	864	4.78	1.44	239	5.59	1.33	3.53	1.32	3.55	1.45	4.76	1.59
462X0	Weapons Maint	190	5.16	1.13	754	4.92	1.35	310	5.60	1.21	3.91	1.36	3.78	1.45	4.88	1.49
472X0	Vehicle Maintenance	33	5.06	1.54	192	5.12	1.32	N/A	N/A	N/A	3.67	1.68	3.93	1.66	N/A	N/A
472X1	Spec Veh Maint	51	5.04	1.37	255	5.11	1.33	82	5.94	1.01	3.92	1.37	4.18	1.56	5.10	1.57
473X0	Gen Purpose Veh Maint	128	5.09	1.23	584	5.06	1.35	N/A	N/A	N/A	3.66	1.46	3.90	1.62	N/A	N/A
473X1	Veh Body Repair	-	-	-	163	5.08	1.49	259	5.75	1.08	-	-	4.27	1.68	5.06	1.48
534X0	Airframe Repair	149	4.93	1.37	1,110	5.05	1.34	418	5.81	.98	3.84	1.34	4.02	1.41	5.13	1.30
543X0	Elect Power Production	135	5.11	1.27	897	5.35	1.30	278	5.87	1.21	3.61	1.31	4.04	1.51	4.88	1.54
545X0	Refrigeration & Air Cond	99	4.93	1.63	595	5.32	1.49	159	5.80	1.26	3.55	1.42	4.07	1.53	4.62	1.61
547X0	Heating Systems	68	4.63	1.50	305	4.76	1.50	57	5.68	1.09	3.25	1.37	3.69	1.54	4.72	1.60
547X0A	Systems Plant Operator	-	-	-	144	4.38	1.75	45	5.36	1.64	-	-	3.33	1.49	4.51	1.68
551X0	Pavements Maintenance	218	3.23	1.84	728	3.61	1.73	113	5.41	1.32	2.39	1.37	2.68	1.44	4.65	1.66
551X1	Const Equip Opr	163	4.37	1.60	586	4.68	1.66	88	5.60	1.53	3.05	1.51	3.41	1.57	4.49	1.68
563X0	Water & Waste Processor	160	4.74	1.45	482	5.09	1.35	109	6.05	1.05	3.40	1.40	3.79	1.48	5.04	1.56
566X0	Engineering Entomologist	36	4.58	1.69	140	5.06	1.64	29	5.79	1.54	3.25	1.23	3.79	1.53	4.55	1.52
571X0	Fire Protection	383	4.98	1.37	1,609	5.15	1.45	363	5.77	1.29	3.64	1.52	4.03	1.60	5.12	1.41
605X0	Air Passenger	119	4.79	1.54	539	4.81	1.62	202	5.69	1.22	3.24	1.48	3.45	1.63	4.50	1.54
605X1	Air Cargo	171	4.58	1.54	765	4.73	1.48	-	-	-	3.40	1.41	3.45	1.52	-	-
611X0	Supply Services	155	3.96	1.70	482	4.53	1.73	312	5.80	1.21	2.71	1.35	3.50	1.74	4.83	1.63

Table 3 *(Continued)*

AFSC	Career Ladder	Reported Job Interest									Perceived Utilization[a]					
		3-Level			5-Level			7-Level			3-Level		5-Level		7-Level	
		N	Mean	SD	N	Mean	SD	N	Mean	SD	Mean	SD	Mean	SD	Mean	SD
612X0	Meatcutter	-	-	-	118	5.28	1.48	46	5.83	.96	-	-	4.81	1.66	5.33	1.53
631X0A	Fuel Services	240	4.59	1.66	1,500	4.25	1.54	365	4.34	1.66	3.05	1.47	3.41	1.64	5.07	1.43
651X0	Procurement	49	5.27	1.24	360	5.13	1.48	329	5.69	1.35	3.69	1.54	3.75	1.50	4.59	1.58
671X1	Accounting General[b]	76	4.72	1.23	319	4.98	1.35	N/A	N/A	N/A	3.25	1.45	3.77	1.48	N/A	N/A
671X3	Accounting Disbursement	121	4.79	1.40	504	4.86	1.50	N/A	N/A	N/A	3.40	1.47	3.64	1.50	N/A	N/A
671X0	Accounting & Finance	N/A	N/A	N/A	N/A	N/A	N/A	312	5.67	1.13	N/A	N/A	N/A	N/A	5.00	1.44
671X1	Accounting General[c]	35	4.86	1.36	642	4.41	1.61	N/A	N/A	N/A	3.23	1.44	3.25	1.51	N/A	N/A
671X3	Accounting Disbursement	167	3.95	1.65	1,187	4.09	1.62	N/A	N/A	N/A	2.65	1.31	2.90	1.41	N/A	N/A
671X0	Accounting & Finance	N/A	N/A	N/A	N/A	N/A	N/A	906	5.27	1.39	N/A	N/A	N/A	N/A	4.42	1.58
681X0	Data Services	51	4.43	1.68	147	4.37	1.78	152	4.80	1.57	3.08	1.45	3.24	1.60	3.97	1.65
683X0	Data Services	48	5.27	1.73	N/A	N/A	N/A	143	5.45	1.53	4.35	1.59	N/A	N/A	4.41	1.62
685X0	Data Process Mach Opr	266	5.44	1.27	1,539	5.25	1.44	589	5.80	1.27	4.26	1.58	4.09	1.49	4.89	1.52
686X0	Data Sys Analysis & Design	28	5.54	1.55	N/A	N/A	N/A	161	5.71	1.48	4.14	1.68	N/A	N/A	4.56	1.62
687X0	Data Sys Programming	88	5.47	1.42	742	5.26	1.54	422	5.84	1.27	3.73	1.54	3.89	1.59	4.71	1.60
732X0	Personnel	-	-	-	440	5.31	1.44	433	5.64	1.36	-	-	3.62	1.29	4.29	1.16
733X0	Manpower	33	6.12	1.04	N/A	N/A	N/A	202	5.80	1.18	5.12	1.37	N/A	N/A	4.93	1.32
733X1	Management Engineering	84	5.98	1.01	N/A	N/A	N/A	369	5.83	1.23	4.74	1.37	N/A	N/A	4.79	1.36
751X0	Education Spec	26	5.42	1.01	88	5.33	1.38	61	5.85	1.42	3.77	1.50	4.02	1.67	4.95	1.73
751X2	Training Spec	287	5.80	1.21	N/A	N/A	N/A	758	5.88	1.26	4.81	1.47	N/A	N/A	4.95	1.54
811X0	Security Specialist	682	3.87	1.81	2,312	4.28	1.84	623	5.55	1.39	2.85	1.47	3.34	1.66	4.80	1.54
811X0A	Dog Handler	70	5.46	1.46	438	5.19	1.72	51	6.53	.89	4.30	1.52	4.02	1.82	6.00	1.24
811X1	Correction Spec	-	-	-	64	5.28	1.63	73	5.90	1.36	-	-	4.42	1.55	5.19	1.75
902X0	Medical Services	358	4.75	1.63	1,131	4.96	1.62	316	5.50	1.32	3.37	1.51	3.59	1.60		1.57
902X2	Operating Room	-	-	-	462	5.16	1.49	133	5.74	1.19	-	-	3.79	1.57		.45
903X0	Radiology	32	5.78	.82	355	5.57	1.34	149	5.81	1.42	4.63	1.45	4.48	1.65		3
906X0	Medical Admin	150	4.43	1.65	685	4.79	1.55	372	5.67	1.26	3.19	1.50	3.58	1.53		
907X0	Preventive Medicine	21	4.76	1.19	225	5.31	1.43	125	5.97	1.01	3.43	1.26	4.10	1.53		
908X0	Veterinary Services	63	5.29	1.00	297	5.00	1.39	181	5.99	1.01	3.63	1.12	3.76	1.44		
915X0	Medical Materiel	126	4.30	1.64	581	4.74	1.60	273	5.62	1.47	2.93	1.40	3.76	1.60		
922X0	Protective Equipment	-	-	-	960	4.05	1.68	342	5.19	1.45	-	-	3.01	1.52		
922X0B	Pressure Suit	-	-	-	32	4.91	1.59	48	5.72	1.35	-	-	3.94	1.73	4	
981X0	Dental Services	246	5.14	1.38	798	4.80	1.51	200	5.32	1.35	3.59	1.58	3.58	1.59	4	
981X1	Preventive Dentistry	114	5.77	1.24	N/A	N/A	N/A	65	5.78	1.28	4.87	1.52	N/A	N/A	4.68	1.66
982X0	Dental Laboratory	30	5.86	.97	270	5.94	1.13	148	6.35	.80	4.77	1.20	5.10	1.48	5.59	1.30

Note. — Data are not entered in cells containing an *N* of less than 20 as indicated by dashes. Skill levels which were not authorized for a career ladder at the time of survey are indicated by the entry N/A.

[a]Cell Ns are the same as those for Job Interest.

[b]Time 1.

[c]Time 2.

Table 4. **Percentage of Incumbents Indicating That Training and Talents Are Utilized "Very Little" or "Not At All"**

AFSC	Career Ladder	Date of Survey	N	Skill Level 3	5	7	9
204X0	Intelligence Operations	Aug 67	926	43	39	20	17
206X0	Photo Interpretation	Aug 67	642	26	26	16	5
233X4	Still Photo Lab	Dec 70	784	29	28	18	-
234X0	Precision Photoprocessing	Dec 70	836	47	42	15	19
236X1	Still Photo Camera Spec	Dec 70	535	17	24	13	-
252X1/90	Weather Observer	Nov 69	1,472	30	30	11	10
253X0	Weather Forecaster	Jun 68	432	-	N/A	4	4
272X0	Air Traffic Control	Sep 70	1,518	2	5	7	8
273X0	Aerospace Control Systems	Jun 69	1,505	32	40	19	N/A
273X2	Operations	Jun 69	228	26	N/A	26	19
275X0	Operations	Jun 69	185	N/A	47	29	-
291X0	Communications Center	Feb 70	2,092	37	31	18	13
293X0/92	Ground Radio Operator	Feb 70	1,265	38	42	22	5
301X0	Aircraft Radio Repair	Mar 68	1,379	16	12	9	12
301X0A	Abn Comd Post Comm Eqp Rpmn	Mar 68	78	N/A	3	5	N/A
301X1/90	Acft Elect Nav Equip Repr	Mar 68	1,472	15	13	7	5
301X4/90	Acft Nav Sys Repair	Nov 67	1,190	13	11	8	10
303X2	AC&W Radar Repair	Jan 70	1,231	24	20	17	22
303X3/90	Auto Tracking Radar Repair	Nov 68	708	51	39	20	4
304X0/95	Radio Relay Equip Repair	Jul 70	781	30	30	15	13
304X1/95	Flight Facilities Equip Repair	Mar 71	795	-	19	19	11
304X4/95	Ground Radio Comm Repair	Jul 70	1,332	24	28	14	2
305X1/93	Elect Digital Data Process	Jan 69	1,012	7	18	9	19
305X3	Elect Computer Repair	Aug 67	1,055	7	14	13	15
307X0	Tele-Comm Sys Opr	Apr 68	1,176	28	24	20	2
317X0	Instrumentation Mech	Jan 70	645	-	35	16	17
321X0	Bomb Nav Sys Mech	Nov 70	54	-	-	-	2
321X0K	B-52 E/F/G/H	Nov 70	302	-	20	9	-
321X0L	B-52 C/D	Nov 70	197	-	14	8	-
321X0R	FB-111	Nov 70	52	-	23	7	-
322X1/90	Weapons Control Sys Mech	Jul 67	1,285	5	6	3	8
324X0	Precision Measuring Equip	Mar 70	1,212	6	7	8	1
325X0/91	Auto Flt Control Sys	Apr 68	483	-	24	10	0
325X0A	Auto Flt Control Sys	Apr 68	419	-	15	9	N/A
325X1	Avionics Instrument Sys	Mar 69	555	-	19	6	4
422X0/92	Acft Instrument Rpmn	Mar 69	727	20	14	8	-
341X1	Instrument Trainer	Jan 71	349	-	24	21	-
342X0	Flight Simulator	Jun 68	760	19	11	2	2
342X0A	Flight Simulator	Jun 68	127	N/A	13	2	N/A
361X3	Missile Sys Cable Splicing	Mar 69	106	-	32	21	N/A
361X4	Cable Splicing	Mar 69	328	10	14	7	10
362X4/90	Telephone Equip Repair	Oct 69	815	12	14	12	16
402X0	Aerospace Photo Systems	Jul 70	261	-	56	35	-
404X0	Precision Photo Systems	Jul 70	214	-	22	13	-
421X2/93	Acft Pneudraulic Repair	Jan 70	1,857	15	14	4	9
421X3/90	Aerosp Grnd Equip Repair[a]	Mar 67	1,500	16	19	9	7
421X3	Aerosp Grnd Equip[b]	Oct 70	1,955	36	34	12	4
422X1/92	Acft Environmental Sys	Jan 69	1,246	18	12	6	5
423X0	Acft Electrical Rpmn	Jan 68	1,439	14	9	3	0
424X0	Acft Fuel System Mech	Feb 68	1,049	23	18	6	-
431X0A	Helicopter Mechanic	Mar 67	809	16	8	5	6
431X0B	Helicopter Mechanic	Mar 67	151	-	2	2	-
431X0C	Helicopter Mechanic	Mar 67	81	-	5	-	N/A
431X1A	Aircraft Maintenance	Feb 69	1,491	22	21	8	N/A
431X1C	Acft Maint Jet 1-2 Eng	Feb 69	3,621	21	16	7	N/A
431X1F	Acft Maint Jet over 2 Eng	Feb 69	2,537	25	21	7	N/A
431X1F	Acft Maint Turbo-prop	Feb 69	794	21	21	13	N/A
43191	Acft Maint Sup	Feb 69	583	N/A	N/A	N/A	5
432X0	Jet Engine Mechanic	Nov 66	1,622	9	8	6	3
433X0	Maint Scheduling	Apr 71	1,795	25	N/A	18	4

Table 4 *(Continued)*

AFSC	Career Ladder	Date of Survey	N	Skill Level 3	5	7	9
435X0	Flight Engineer	Feb 68	423	-	29	13	1
435X0A	Flt Eng Turbo-prop	Feb 68	380	-	11	3	N/A
435X0B	Flt Eng	Feb	98	N/A	14	0	N/A
435X0C	Flt Eng Performance Qual	[illegible]	693	N/A	-	2	N/A
443X0G/91	Minuteman Msl Rpr	Jan 71	1,032	44	46	18	15
461X0	Munitions Maint	[illegible] 67	1,279	22	26	11	N/A
462X0	Weapon Maint	Oct 67	1,343	16	22	8	3
472X0	Vehicle Maintenance	Jul 68	225	27	23	N/A	N/A
472X1	Spec Veh Maint	Jul 68	388	12	15	10	N/A
473X0	Gen Purpose Veh Maint	Jul 68	712	23	23	N/A	N/A
473X1	Veh Body Repair	Jul 68	473	-	18	8	0
534X0	Airframe Repair	Sep 69	1,744	15	13	5	6
543X0	Elect Power Production	Jun 67	1,336	18	17	10	8
545X0	Refrigeration & Air Cond	Aug 70	853	27	15	13	N/A
547X0	Heating Systems	Aug 70	450	28	23	12	10
547X0A	Systems Plant Operator	Aug 70	205	-	35	18	N/A
551X0	Pavement Maintenance	Jul 68	1,059	63	54	15	N/A
551X1	Const Equip Opr	Jul 68	876	42	33	19	-
563X0	Water & Waste Processor	May 68	751	29	21	8	N/A
566X0	Engineering Entomologist	May 68	213	31	23	10	-
571X0	Fire Protection	Apr 68	2,377	25	19	5	9
605X0	Air Passenger	Mar 68	878	35	33	13	-
605X1	Air Cargo	Mar 68	936	26	31	-	-
611X0	Supply Services	Jan 69	949	53	36	12	N/A
612X0	Meatcutter	Jan 69	232	-	14	7	11
631X0A/90	Fuel Services	Jan 69	2,151	40	34	7	2
651X0	Procurement	Feb 70	788	24	24	12	8
671X1	Accounting General[a]	May 67	395	34	21	N/A	N/A
671X3	Accounting Disbursement	May 67	625	30	25	N/A	N/A
671X0	Accounting & Finance	May 67	312	N/A	N/A	7	N/A
672X0	Accounting Budget	May 67	73	N/A	N/A	N/A	10
671X1	Accounting General[b]	Jan 70	677	40	36	N/A	N/A
671X3	Accounting Disbursement	Jan 70	1,354	58	45	N/A	N/A
671X0	Accounting & Finance	Jan 70	906	N/A	N/A	13	N/A
672X0	Accounting Budget	Jan 70	131	N/A	N/A	N/A	7
681X0	Data Services	Nov 67	350	39	39	23	N/A
683X0	Data Services	Nov 67	220	19	N/A	17	24
685X0	Data Process Mach Opr	Nov 67	2,394	15	16	9	N/A
686X0	Data Sys Analysis & Design	Nov 67	189	21	N/A	12	N/A
687X0	Data Sys Programming	Nov 67	1,510	28	26	12	10
732X0/91	Personnel	Jun 67	1,024	-	20	8	4
733X0	Manpower	Jul 67	235	3	N/A	7	N/A
773X1	Management Engineering	Jul 67	722	8	N/A	4	9
751X0	Education Spec	Feb 67	230	23	19	13	5
751X2	Training Spec	Feb 67	1,045	7	N/A	10	N/A
811X0	Security Specialist	Apr 68	3,617	46	36	9	N/A
811X0A	Dog Handler	Apr 68	559	10	24	2	N/A
811X1	Correction Spec	Apr 68	268	-	19	14	5
902X0/92	Medical Services	Jul 70	1,832	31	30	13	7
902X2	Operating Room	Jan 71	606	-	21	9	-
903X0	Radiology	Oct 67	548	9	12	11	-
906X0	Medical Admin	Nov 66	1,317	41	29	12	7
907X0	Preventive Medicine	Mar 67	375	29	14	9	-
908X0	Veterinary Services	Mar 67	541	14	19	7	N/A
915X0	Medical Materiel	Sep 66	1,022	43	26	7	2
922X0	Protective Equipment	Mar 70	1,358	-	43	13	5
922X0B	Pressure Suit	Mar 70	80	-	25	13	-
981X0	Dental Services	Nov 69	1,249	26	27	12	-
981X1	Preventive Dentistry	Nov 69	206	10	N/A	15	4
982X0	Dental Laboratory	May 67	486	0	6	3	16

Note.—Dash indicates an *N* of less than 20. Skill levels which were not authorized for a career ladder at the time of survey are indicated by the entry N/A. Cell *N*s by skill level can be determined from Table 3.

[a]Time 1.

[b]Time 2.

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13. ABSTRACT

The purpose of this study was to investigate the extent of differences in reported job satisfaction of over 100,000 airmen in 97 career ladders. The differences between career ladders and between individuals within career ladders were evaluated. Two seven-point scales measuring incumbents' job interest and feelings of how well their jobs make use of their talents and training have been included in inventories administered under the USAF Occupational Survey Program. Analyses of the responses indicated that while most airmen found their jobs interesting and felt well utilized, there were some extreme differences between career ladders and among individuals within ladders. Extensive ladder by ladder studies are warranted to identify factors relating to differences in job satisfaction.

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14. KEY WORDS	LINK A		LINK B		LINK C	
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