

published psychological research literature, previous tests and test items, questionnaires and attitude studies. Assignments cover orientation to personnel program operations with special emphasis on areas of employee behavior amenable to research coverage. Problem areas and parameters are identified, literature search is conducted and research proposals drafted.

3. Studies Air Force civilian personnel system and policies evaluating operations and recommending research in problem areas.

4. Projects may be assigned are as follows:

- a. Identifications of Executive Potential.
- b. Nature and causes of employee appeals and grievances.
- c. Effects of rewards and incentives on employee productivity.
- d. Pros and cons of Management-By-Objectives.

Performs other related duties as required.

### III. CONTROLS OVER WORK:

Reports directly to the Assistant for Research, Plans Division. While assigned work has established parameters and standards, incumbent has latitude in developing ideas and innovative techniques in solving research problems.

### IV. OTHER SIGNIFICANT FACTS:

Environmental and Functional Factors - Pattern No. 3, HOI 40-339.

Travel by military and/or commercial air may be required.