



UNITED STATES AIR FORCE ARMSTRONG LABORATORY

DETERMINANTS OF ENLISTED WEAPONS DIRECTOR SUCCESS

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13. ABSTRACT (Maximum 200 words) The Weapons Director (WD) has played an integral part in the ability of the US Air Force to meet mission requirements. A great deal of interest has developed concerning the process by which prospective WDs are selected and trained. Until recently, the WD career field was limited to officers. A policy change in 1991 opened the field to enlisted personnel as well. Several problems were observed during this conversion, including higher than expected attrition and low job satisfaction for enlisted WDs. A research effort was undertaken to identify the personnel characteristics and organizational factors that influence training and job performance for the WD specialties of Aerospace Control and Warning System Surveillance Technician (1C5XX) and Airborne Warning Command and Control Systems Surveillance Technicians (1A4XX). Results varied by job specialties. Implications for enlisted weapons director selection and training are discussed.				
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PREFACE

This project was initiated in response to a request from the Air Education and Training Command (AETC/XO) in July 96 to conduct research regarding human systems needs for weapons directors and air traffic controllers. The weapons director selection portion was performed under Work Unit 1123-A1-13, Correlates of Success of Enlisted Weapons Directors. This technical paper is a distillation of a much more detailed contractor report prepared by Metrica, Inc. personnel (Contract F41624-95-D-5030, Delivery Order 0009).

We would like to thank Lt Col David McAfee (AETC/XO) for coordinating the survey effort. We also thank the 147 Air Force personnel in the Airborne Warning Command and Control Systems (1A4XX) and Aerospace Control and Warning Systems (1C5XX) specialties who took the time to complete and return the survey. Their time and inputs are greatly appreciated and form the basis for this report.

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