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*Management Systems; *Manpower Utilization;
Mathematical Models; *Personnel Management; Planning;
Program Development

ABSTRACT

This bibliography contains 58 selected abstracts of research reports dating back to 1964 on the general subject of manpower management. It was prepared from a search of the National Technical Information Service data base of more than 300,000 documents submitted by agencies of the Federal Government and also by private organizations or individuals with Federal grants or contracts. The abstracts include studies on model simulations, job analysis, projection methods, statistical processes, and program development. Each computer printout indicates the availability of the document. (MF)

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Human Resource Management: Parts I-VII

Social Development Corp., Washington, D.C.

AUTHOR: Wilson, Michael, Lundberg, James W., McClure, Joseph H., Bunn, Warren

A5313D2 FLD: 5I, 70D USGRDR7222

Feb 71 182p

CONTRACT: DL-11-1-0401-000

ABSTRACT: A volume of seven parts describes various approaches to be used with public agencies in order to convince them to implement New Careers concepts. The procedures for conducting human resource management are spelled out. Charts and graphic presentations of career ladders and task analysis techniques are included. All parts of the volume deal with Human Resource Management activities. Merit systems are explained conceptually and in relation to New Careers. The role of Public Service Careers in updating and opening local merit systems is detailed. Parts include sections on union involvement; job redesign; recruitment; testing; training; role playing; evaluation questions. A glossary of Civil Service Terms and bibliographies are included. The title of each of the 7 parts is self explanatory as to content.

DESCRIPTORS: (*Personnel development, Public administration), (*Manpower utilization, Project planning), Community relations, Management planning, Job analysis, Industrial training, Civil service, Personnel management

IDENTIFIERS: Job development, *New careers, Disadvantaged groups, *Human resources, Career development, Merit systems

PB-212 076 NTIS Prices: PC\$3.00/MF\$0.95

Analysis of (Modern Voluntary Army) Actions Impact on Soldiers
Attitudes Toward the Army and on Retention. Volume I. Study Results

System Development Corp Santa Monica Calif (339900)

Final rept. for FY 72

AUTHOR: Talbert, G. E.

A5273K3 FLD: 5I, 70D USGRDR7222

15 Sep 72 181p

REPT NO: SDC-TM-4886/003/00

CONTRACT: DAHC19-72-C-0002

See also Volume 2, AD-749 356.

ABSTRACT: The overall objective of the VOLAR Evaluation Project is to analyze the effectiveness of the MVA/VOLAR actions and to develop associated information on soldiers' attitudes toward the Army and on retention. It identifies which MVA/VOLAR actions are having the most positive effects on attitudes and retention. Primary data sources were an evaluation questionnaire administered to 48,000 officers and enlisted men, in-depth interviews, follow-up studies, and the results of evaluations conducted by VOLAR-72 installations to determine which actions have been most effective. (Author)

DESCRIPTORS: (*Army personnel, *Attitudes), (*Recruiting, Army personnel), Manpower studies, Questionnaires, Management planning, Motivation, Job analysis, Data processing systems, Effectiveness

IDENTIFIERS: Interviews, *VOLAR project, Evaluation

AD-749 355 NTIS Prices: PC\$3.00/MF\$0.95

Community Organization for Allied Health Manpower. Monograph Number
Four

Human Services Manpower Career Center, Chicago, Ill.

Final rept.

AUTHOR: Kassel, Myrna Bordelon

A4443E1 FLD: 6E, 5I, 57U, 70D USGRDR7213

Dec 71 133p

CONTRACT: DL-82-15-70-22

See also PB-209 206 and PB-209 208.

ABSTRACT: The report covers steps in establishing the organization, guidelines for allied health manpower planning derived from past year's experience, examples of the work of task forces, projections for the future of the organization, and a statement regarding the use of physician's assistants in Illinois, plus a study of 25 barriers that restrict effective recruitment, training and utilization manpower. A sample hospital job vacancy study is given.

DESCRIPTORS: (*Public health, *Manpower utilization), State government, Services, Management planning, Organizations, Objectives, Personnel management, Medical personnel, Problem solving, Job analysis, Community relations

IDENTIFIERS: Physicians assistants, Management information systems, Chicago (Illinois)

PB-209 207 NTIS Prices: PC\$3.00/MF\$0.95

Quality Improvement of the TOE System. Phase II.

Army Combat Developments Command Fort Belvoir Va (037200)

A4403K4 FLD: 5A, 15E, 70B USGRDR7213

30 Mar 72 163p

See also Phase I, AD-741 885.

ABSTRACT: It has been decided to expand the review of the TOE system that was initiated in February 1971. The first phase of the study was completed in June 1971. The second phase of the study includes an examination of specific areas identified but not addressed in Phase I, evaluates recommendations for improving the quality of the TOE system, and identifies ways of further automating the development and processing of TOE.

DESCRIPTORS: (*Army operations, Documentation), (*Military organizations, *Management planning), Logistics, Manpower studies, Programming(Computers), Job analysis, Quality control

IDENTIFIERS: Logistics management

AD-741 886 NTIS Prices: PC\$3.00/MF\$0.95

Manpower for the Human Services. An Overview of the Work Progress Report. Monograph Number One

Human Services Manpower Career Center, Chicago, Ill.

Final rept.

AUTHOR: Kassel, Myra B.

A4351L3 FLD: 5K, 56N, 70D USGRDR7212

Jun 71 43p*

CONTRACT: DL-82-15-70-22

ABSTRACT: The document contains a brief history of the origins, objectives and staffing of the Center, acknowledgements of outside input to the work of the Center, the conceptual framework for defining human services and occupational inventory using this framework. Summaries of the contents of the monographs in this series include an overview of the work progress report, career systems in state human services agencies, a core curriculum for entry and middle level workers in human services agencies, community organization for allied health manpower, and neighborhood based child care services for the inner city. Conclusions are presented which have emerged from the work of the Center, and the relevance of these developmental efforts to comprehensive manpower planning for the human services is discussed. Unresolved questions are noted as the Center worked with both state and city government. Appendices include listing of the jobs included in an occupational inventory of the human services in the Chicago SMSA.

DESCRIPTORS: (*Social welfare, *Manpower utilization), Job analysis, Personnel development, Surveys, Reviews, Specialized training, Programmed instruction, Information systems, Management planning

IDENTIFIERS: *Human service careers, Chicago (Illinois), Management information systems

PB-209 004 NTIS Prices: PC\$3.00/MF\$0.95

The Questionnaire as a Manpower Planning Tool

Naval Personnel Research and Development Lab Washington D C (404585)
AUTHOR: Hutchins, Elmer S. Jr

A3701D2 FLD: 5I, 70D USGRDR7206

Nov 71 483p

REPT NO: WRR-72-6

ABSTRACT: The use of a questionnaire as a means of validating and forecasting manpower requirements as a function of workload at a Naval Shore Activity down to and including the billet level of detail is covered in this report. An examination of the activity organization and functional structure is performed and a scenario of operational output requirements is considered. Manpower requirements by rate, rating, grade, skill level, special qualification (NEC, NOBC, Civilian Specialty) are determined through this process and subjected to separate analysis. Findings indicate that it is feasible to forecast manpower requirements as a function of workload utilizing a questionnaire approach.

DESCRIPTORS: (*Questionnaires, Personnel management), (*Manpower, Military requirements), (*Personnel management, Navy), Naval shore establishments, Management planning, Job analysis, Mathematical prediction, Organizations, Classification, Feasibility studies

IDENTIFIERS: *Manpower utilization, Recommendations

AD-736 611 NTIS Prices: PC\$6.00 MF\$0.95

Identification of Knowledge and Skills and Investigation of Thought Processing

Human Resources Research Organization Alexandria Va (405260)

AUTHOR: DeLuca, Arthur J., Powers, Theodore R.

A309484 FLD: 5I, 70D USGRDR7123

1971 201p

ABSTRACT: At the request of the U. S. Army Infantry School (USAIS), Work Unit CAMBCOM conducted research that identified the knowledge, skills, and investigated the thought processing of battalion commanders in six types of maneuver battalion. USAIS will use this work to validate that portion of the Infantry Officers Advanced Course that deals with the battalion commander, to serve as a basis for the development of student performance objectives of the USAIS, and to revise USAIS student literature where appropriate. The detailed results of this research are reported in this document. (Author)

DESCRIPTORS: (*Officer personnel, Military requirements), (*Personnel management, Army), Leadership, Manpower studies, Background, Personality, Statistical data, Psychometrics, Army training, Decision making, Management planning, Job analysis, Questionnaires

IDENTIFIERS: *Battalion commanders

AD-731 305 NTIS Prices: PC\$3.00 MF\$0.95

Program Definition Study for the Navy Manpower Planning System

Orkand Corp Silver Spring Md (389785)

A2854B1 FLD: 5I, 70D USGRDR7120

30 Jun 71 494p

REPT NO: TR-71W-001

CONTRACT: N00032-71-C-0024

ABSTRACT: The report includes an Executive Summary that highlights the need for manpower planning system improvements, the system concept and examples of its uses, and the recommended implementation plan. The four main chapters contain more detail on the material contained in the Executive Summary, organized in essentially the same sequence. The first three of seven appendices provide detailed descriptions of the current Navy manpower planning process and pertinent aspects of the planning techniques and information systems supporting the process. The fourth and fifth appendices deal with the details of the NMPS users and uses and of major factors that enter into the design and evaluation of a manpower planning system. The last two appendices consist of a bibliography and a glossary of terms. (Author)

DESCRIPTORS: (*Naval personnel, Personnel management), (*Manpower, Naval shore establishments), Management planning, Systems engineering, Factor analysis, Job analysis, Statistical processes, Logistics

IDENTIFIERS: *Manpower planning systems, Navy manpower planning system

AD-729 297 NTIS Prices: PC\$6.00 MF\$0.95

An Evaluation of Area Skill Surveys as a Basis for Manpower Policies
Wisconsin Univ., Madison. Dept. of Economics.

Final rept. 1966-71

AUTHOR: Moser, Collette Helen

A2315G4 FLD: 5I, 70E USGRDR7114

Apr 71 268p

GRANT: DL-91-53-66-10, DL-91-53-67-16

Doctoral thesis.

ABSTRACT: The discussions of this dissertation concern area skill surveys which can provide the kind of occupational information needed by manpower planners; area skill surveys which give less prediction loss than no-change forecasts; forecasts of numerically large and growing occupations which are understated by employers and could be adjusted by using a naive model; vocational educators which should work with the public Employment Service in the conduct and implementation of the Area Skill Surveys. Statistical data were derived from re-surveying employers who had projected in 1964 for 1966 their employment in about 200 occupational titles. The Area Skill Surveys evaluated were in Roanoke, Virginia, and in Petersburg, Virginia. The prediction losses associated with the area skill survey projections were compared with those obtained from using a naive 7% growth model. (DLMA abstract)

DESCRIPTORS: (*Manpower, Demand (Economics)), (*Employment, Economic forecasting), (*Aptitudes, Economic surveys), Job analysis, Labor relations, Vocational guidance, Management planning, Statistical analysis, Information systems, Industrial relations, Theses

IDENTIFIERS: *Area skill surveys

PE-199 444 NTIS Prices: PC\$3.00 MF\$0.95

Mathematical Models for Manpower and Personnel Planning

Carnegie-Mellon Univ Pittsburgh Pa Management Sciences Research Group
(403426)

Research rept.

AUTHOR: Charnes, A., Cooper, W. W., Niehaus, R. J.

A2211A3 PLD: 5I, 5A, 70E USGRDR7113

10 Feb 71 37p*

REPT NO: RR-234

CONTRACT: N00014-67-A-0314-0007

ABSTRACT: Current work in mathematical modeling for manpower planning and personnel administration is reviewed with special reference to selected cases in the U. S. Navy. This includes (1) assignment models and their dynamic extensions (2) stochastic models with special reference to Markoff processes, including OCMM's goal programming extensions, (3) input-output and activity analysis models and (4) combinations and extensions, with mathematical programming relations delineated. Evaluations of existing developments are also delineated along with possible paths for future development strategies. Potentials for science as well as management are explored. (Author)

DESCRIPTORS: (*Manpower, *Management planning), (*Personnel management, Mathematical models), Reviews, Naval operations, Stochastic processes, Statistical processes, Linear programming

IDENTIFIERS: Markov processes, Evaluation

AD-723 839 NTIS Prices: PC\$3.00 MF\$0.95

Mathematical Models for Manpower and Personnel Planning

Texas Univ Austin Center for Cybernetic Studies (406197)

Research rept.

AUTHOR: Charnes, A., Cooper, W. W., Niehaus, R. J.

A2105D1 FLD: 5I, 70E USGDR7112

Feb 71 32p*

REPT NO: CS-51

CONTRACT: N00014-67-A-0126-0008, N00014-67-A-0126-0009

Prepared in cooperation with Carnegie-Mellon Univ., Pittsburgh, Pa.

ABSTRACT: Current work in mathematical modeling for manpower planning and personnel administration is reviewed with special reference to selected cases in the U.S. Navy. This includes (1) assignment models and their dynamic extensions (2) stochastic models with special reference to Markoff processes, including OCMM's goal programming extensions (3) input-output and activity analysis models, and (4) combinations and extensions with mathematical programming relations delineated. Evaluations of existing developments are delineated with possible paths for future strategies. Potentials for science as well as management are explored. (Author)

DESCRIPTORS: (*Personnel management, Mathematical models), (*Manpower, Management planning), Statistical processes, Linear programming, Stochastic processes, Classification, Reviews

IDENTIFIERS: Objectives

AD-722 699 NTIS Prices: PC\$3.00 MF\$0.95

The Critical Path Method: Its Fundamentals

Naval Postgraduate School, Monterey, Calif. (251 450)

Master's thesis

AUTHOR: Mercier, Arthur G., Nunnally, Roy S.

A 1665G4. FLD: 5A, 70A USGRDR7107

1965 51p

Distribution Limitation now Removed.

ABSTRACT: The Critical Path Method is a modern technique for the making and updating of business decisions in connection with the analyzing, planning, scheduling, and monitoring of large and complex projects. The intent of the research paper is to provide a fundamental treatise, written in the language of the layman, for the use of a businessman or project manager seeking a management technique of potential use to him. (Author)

DESCRIPTORS: (*Management control systems, Time studies), (*Management engineering, Operations research), Management planning, Programming(Computers), Personnel management, Production control, Mathematical analysis, Computers, Manpower studies, Monte Carlo method, Scheduling, Decision making, Effectiveness, Analysis, Mathematical models, Navy, Algorithms, Job analysis, Theses

IDENTIFIERS: PERT, CPM(Critical Path Method), Critical Path Method

AD-475 339 NTIS Prices: PC\$3.00 MF\$0.95

Development of a Ship Simulation Model for Application to Personnel Research Problems. Volume II. Users' Manual

Serendipity Inc Arlington Va (405867)

Final rept.

AUTHOR: Smith, Larry A., Kolkowitz, Hyman
A1605A2 PLD: 5I, 9B, 70E, 62B USGRDR7106

1 Oct 70 538p

CONTRACT: N00022-69-C-0060

See also Volume 1, AD-717 620.

ABSTRACT: A digital simulation model of the DDG-2 class ship was developed for the purpose of conducting research on personnel-related factors and their relationships to total ship readiness and effectiveness measures. The report describes the results of reprogramming the model to incorporate refinements in several simulated functions (such as in the manner of assigning individual rates/ratings/NECs to equipment maintenance, facilities maintenance, support, and administrative jobs), and the results of a training program in which Navy personnel analysts achieved a capability to develop, utilize, and modify input data, model program, and output data. Volume II contains detailed use information: instructions for preparing input forms, descriptions of model variable arrays and subroutines, and descriptions of model output forms and data. An appendix contains 210 computer flow charts for the 28 subroutines which comprise the simulation model. The model is programmed in FORTRAN IV; applications to date have been run on the CDC 3800 computer. The imminent event structure and modularity of the program facilitate application for various purposes to various type ships.
(Author)

DESCRIPTORS: (*Ships, Personnel management), (*Personnel management, Models(Simulations)), (*Manpower, Ships), (*Computer programs, Instruction manuals), Data processing systems, Management planning, Subroutines, Reports

IDENTIFIERS: DDG 2 glass vessels, Simulation models, Data collection forms, Computerized simulation

AD-717 621 NTIS Prices: PC\$6.00 MF\$0.95

Review Analysis and Documentation of Twenty Rural Manpower Programs
Development Associates, Inc., Washington, D.C.

Final rept.

A1542L3 FLD: 5I, 70E USGRDR7105

Dec 70 140p*

CONTRACT: OEO-B00-5187

ABSTRACT: The purpose of the study was to collect and analyze selected examples of successful approaches, innovations, and techniques of rural manpower programs in order to give new organizations blueprints of workable program operations. (OEO abstract)

DESCRIPTORS: (*Manpower utilization, *Rural areas), Surveys, Economic analysis, Industrial training, Personnel development, Job analysis, Methodology, Organizations, Management planning

IDENTIFIERS: Innovations, Community action agencies, On job training

PB-196 530 NTIS Prices: PC\$3.00 MF\$0.95

HUMAN RESOURCES MANAGEMENT SYSTEM AND PROGRAM INITIATION. MANUAL
A-MODEL 1.1

Ozarks Regional Commission.

Final rept.

A1161L2. PLD: 5I, 5A, 9B, 53E, 70E, 62B USGRDR7024

Sep 70 93p

Prepared in cooperation with United Dynamics, Inc.

ABSTRACT: The human resources management system is one of the component subsystems for economic development. The HRMS is designed as a comprehensive system or framework to assist the Commission allocate its funds towards maximizing the economic growth opportunities in the region. The component modules aid in identifying, recruiting, and referring people to jobs and/or training opportunities within their immediate geographic area, as well as providing a framework for community evaluation and improvement. The HRMS is comprised of six reports. The first of which is Manual A. The manual is divided into two major parts; part one presents the overall HRM System design and concepts and data processing applications. Part two deals with the implementation module of the HRMS. The purposes of part two are to identify and define the groups within the region and community who may lend assistance in improving factors affecting industrial development, including the labor force. (Author)

DESCRIPTORS: (*Economic development, *Regional planning), (*Income, Management planning), (*Manpower utilization, *Manuals), Mathematical models, Flow charts, Classifications, Computer programs, Job analysis, Coding, Data processing, Cost analysis, Arkansas, Kansas, Missouri, Oklahoma

IDENTIFIERS: *Ozarks region, *Human resources

PB-195 033 NTIS Prices: HC\$3.00 MF\$0.95

A MANPOWER DELIVERY SYSTEM: IMPLICATIONS FOR CURRICULUM DEVELOPMENT

Human Resources Research Organization Alexandria Va (4 05 260)

AUTHOR: Smith, Robert G. Jr

A1135D2 FLD: 5I, 70E, 56E USGRDR7024

Jun 70 11p*

REPT NO: HUMRRO professional paper-19-70

Presented at the Invitation Conference on Curriculum Development and Vocational Education, Minneapolis, Minnesota, Mar 70.

ABSTRACT: A simplified and abstract model of a manpower delivery system is presented. The relationships among the functions of occupational demands, guidance activities, placement work, occupational barriers, and interests of the job-seeker are discussed. The model points out to educational and training planners the principal aspects to consider when conducting a system analysis for vocational or professional education. (Author)

DESCRIPTORS: (*Manpower, Industrial relations), (*Personnel management, Mathematical models), Abundance, Industrial training, Job analysis, Systems engineering, Programmed instruction, Management planning, Factor analysis, Data processing systems

IDENTIFIERS: Vocational guidance

AD-713 499 CPSTI Prices: HC\$3.00 MF\$0.95

A SIMULATION OF MANPOWER ALLOCATION POLICIES AT A MAINTENANCE DEPOT

Florida Univ Gainesville Dept of Industrial and Systems Engineering
(404399)

Technical rept.

AUTHOR: Burns, J. F., Downey, J. C.

A1132L4 PLD: 5I, 70E USGRDR7024

Jun 70 116p*

REPT NO: THEMIS-UF-TR-44

CONTRACT: DAHC04-68-C-0002

ABSTRACT: A study is reported of the dynamic nature of manpower allocation at a military maintenance depot. The investigation was simulated using some of the basic principles of industrial dynamics. DYNAMO 2 (DYNAMIC MODELS) is used as the simulation language. The results of the investigation indicate that, within the given organization, manpower planning and allocation are related to meeting schedule demands and maintaining reasonable levels of cost in producing a product or service. This report also shows that the industrial dynamics technique can be utilized effectively to present various alternatives in manpower planning to management. The basic structure of the model presented may be adapted to a variety of military and industrial systems. (Author)

DESCRIPTORS: (*Manpower, Optimization), (*Personnel management, Mathematical models), (*Supply depots, Maintenance personnel), Simulation, Maintenance, Industrial relations, Management planning, Systems engineering, Cost effectiveness, Programming(Computers), Job analysis, Flow charting

IDENTIFIERS: Policymaking, *Manpower allocation models, Management information systems, Themis project, Dynamo 2 programming language

AD-713 389 CFSTI Prices: HC\$3.00 MF\$0.95

A GENERALIZED NETWORK MODEL FOR TRAINING AND RECRUITING DECISIONS IN
MANPOWER PLANNING

Carnegie-Mellon Univ Pittsburgh Pa Management Sciences Research Group
(403426)

Research rept.

AUTHOR: Charnes, A., Cooper, W. W., Niehaus, R. J.

A0955I2 FLD: 5I, 5A, 70E USGRDR7022

12 May 70 76p

REPT NO: RR-206

CONTRACT: Nonr-760(24)

Prepared in cooperation with Texas Univ., Austin, Center for
Cybernetic Studies, Contract N00014-67-A-0126-0008, Proj. NR-047-021.
Sponsored in part by Office of Civilian Manpower Management,
Washington, D. C.

ABSTRACT: Models for manpower planning previously devised for the U.
S. Navy's Office of Civilian Manpower Management have all utilized
goal programming constructs with embedded Markoff processes. These
models--referred to as 'OCMM Models'--are here extended to include
training elements along with related constraints. (Author)

DESCRIPTORS: (*Manpower studies, *Decision making), (*Training,
Decision making), (*Recruiting, Decision making), Civilian personnel,
Naval research, Naval training, Linear programming, Job analysis, Cost
effectiveness, Statistical processes, Matrix algebra, Management
planning

IDENTIFIERS: Constraints, Objectives

AD-711 836 CFSTI Prices: HC\$3.00 MF\$0.95

REFINEMENT OF THE NAVY OFFICER CLASSIFICATION SYSTEM

Naval Personnel Research and Development Lab Washington D C (404585)

AUTHOR: Pugh, Jack M.

A0894F2 PLD: 5I, 70E USGRDR7021

Aug 70 59p

REPT NO: WRM-71-12

ABSTRACT: The efficient management of Navy officer personnel manpower resources requires complete and explicit information to achieve the correlation of officer inventory to billet requirements. The objective of the research is to provide recommendations for the refinement of the Navy officer classification coding system in order to improve the Navy officer personnel system. (Author)

DESCRIPTORS: (*Naval personnel, Classification), (*Officer personnel, Personnel management), Job analysis, Manpower studies, Correlation techniques, Coding, Management planning, Naval research, Reviews

IDENTIFIERS: *Personnel classification systems, Management information systems

AD-711 600 CFSTI Prices: HC\$3.00 MF\$0.95

PERSONAL AND BEHAVIORAL FACTORS AFFECTING THE SUPPLY OF THE
SELF-EMPLOYED

Wisconsin Univ., Madison. (380 100)

Doctoral thesis

AUTHOR: Snyder, Jack Howard

A0853K3 FLD: 5I, 70E USGRDR7020

1969 185p

Sponsored in part by Office of Manpower Policy, Washington, D.C.

ABSTRACT: The general problem of the dissertation was to identify personal and behavioral variables peculiar to self-employed workers and to use the variables to estimate the supply of self-employed workers. This meant breaking down the general problem into more limited research objectives and constricting these to the measurement of a sample in time and space. The first objective was to investigate a sample of self-employed workers for significant differences among them. The second was to identify personal and behavioral variables differentiating self-employed retail managers from wage and salaried retail managers. The final objective was to develop a supply function to predict the number of self-employed retail managers from a general population of retail managers. (Author)

DESCRIPTORS: (*Employment, Manpower studies), (*Management planning, Leadership), Research program administration, Behavior, Personality, Analysis of variance, Statistical processes, Mathematical prediction, Attitudes, Reviews, Questionnaires, Theses

IDENTIFIERS: Self employment, Retail managers

PB-193 789 NTIS Prices: HC\$3.00 MF\$0.95

INTERNAL LABOR MARKETS AND MANPOWER ANALYSIS

Harvard Univ., Cambridge, Mass. (163 700)

AUTHOR: Doeringer, Peter B., Piore, Michael J.

A0702E3 FLD: 5I, 5C, 70E USGRDR7018

May 70 345p*

Prepared in cooperation with Massachusetts Inst. of Tech., Cambridge.
Sponsored in part by Department of Labor, Washington, D.C.

ABSTRACT: The volume is the outgrowth of a series of labor market studies conducted over the last six years which reflect the variety of policy concerns of the 1960's--structural unemployment, technological change and automation, inflation, racial discrimination, and the employment and training of disadvantaged workers. A number of variables are identified and incorporated into a more comprehensive approach to labor market analysis than that provided by the competitive labor market model. (Author)

DESCRIPTORS: (*Labor, Problem solving), (*Economics, Manpower studies),
Reviews, Employment, Transformations, Automation, Personnel
management, Factor analysis, Mathematical models, Management planning,
Industrial training, Employee relations, Theory, Job analysis

IDENTIFIERS: *Internal labor markets, Ethnic groups, Unemployment

PB-193 079 CFSTI Prices: HC\$3.00 MF\$0.95

OCCUPATIONAL TRAINING INFORMATION SYSTEM

Oklahoma State Univ., Stillwater. Research Foundation. (267 800)

Final rept.

AUTHOR: Braden, Paul V., Harris, James L., Paul, Krishan K.

A0702E2 PLD: 5I, 5B, 70E, 70D USGRDR7018

30 Jun 70 348p

REPT NO: OKSU-RF-70-01

Report on System Documentation.

ABSTRACT: The overall purpose of the project was to develop and initiate a continuous and detailed Occupational Training Information System (OTIS), to provide a better data base for encouraging necessary changes in Oklahoma's State Plan for Vocational Education and in consequent patterns of occupational offerings and enrollments. (Author)

DESCRIPTORS: (*Manpower, *Oklahoma), (*Personnel management, Documentation), (*Training, *Employment), Job analysis, Management planning, Labor, Costs

IDENTIFIERS: Occupational training information systems, *Information systems

PE-193 678 CPSTI Prices: HC\$3.00 MF\$0.95

MANPOWER, ADJUSTMENT, AND THE SYSTEM

System Development Corp., Santa Monica, Calif. (339 900)

Technical memo., Apr 67-Jul 69

AUTHOR: Adelson, Marvin

A0632A4 FLD: 5I, 70E USGRDR7017

21 May 70 94p*

REPT NO: SDC-TM-4358/000/01

CONTRACT: DL-81-05-68-28

ABSTRACT: A point of view is developed toward the 'national manpower adjustment system,' based on transition-making by individuals rather than on jobs or training per se. The system is defined in terms of five subsystems. Suggestions are made for data gathering and organization. A proposal is made for allocating costs of improving the pattern of career transition-making. A number of recommendations are derived. (Author)

DESCRIPTORS: (*Manpower studies, Industrial training), (*Labor, Mobility), Adjustment (Psychology), Organizations, Optimization, Management planning, Employee relations, Job analysis

IDENTIFIERS: *Career transitions

PB-192 678 CFSTI Prices: HC\$3.00 MF\$0.95

NEW WORKERS IN THE BANKING INDUSTRY: A MINORITY REPORT

New York Univ., N.Y. Dept. of Sociology.

AUTHOR: Corwin, R. David

A0624J3 PLD: 5I, 5C, 70E, 65F USGRDR7017

Jun 70 140p*

CONTRACT: DL-81-34-69-02

Errata sheet inserted.

ABSTRACT: The motivation for the research emerged from the equal employment opportunity hearings on white-collar employment held in New York during January 1968. The hearings made it clear that within particular industries there was substantial variation in equal employment opportunity policy and practice. It seemed reasonable that an examination of those firms with the best records might produce something of value for the development of EEO programs. This, in turn, led to an examination of employment practice in selected New York City banks. (Author)

DESCRIPTORS: (*Banking, *New York), (*Employment, Reviews), Manpower studies, Management planning, Job analysis, Sociometrics, Labor, Statistical data, Personnel management, Attitudes

IDENTIFIERS: Minority groups, Social change, Hiring, Interviews

PB-192.569 CFSTI Prices: HC\$3.00 MF\$0.95

THE POLICE DEPARTMENT IN NATURAL DISASTER OPERATIONS

Ohio State Univ Columbus Disaster Research Center (387540)
AUTHOR: Brooks, J. Michael, Vargo, Stephen M., Kennedy, Will C.
A0522I4 FLD: 5A, 15C, 56C, 74E USGRDR7016
Sep 69 85p
REPT NO: DRC-Ser-6
CONTRACT: OCD-PS-64-46

ABSTRACT: The report describes the involvement of the police department in natural disaster operations. The organization of such departments in terms of time, function, and authority is initially discussed as are the implications of these variables for the department's involvement in disaster tasks. Several different forms of organizational adaptation to disaster demands are indicated: assigning priority to demands, reallocating personnel internally, redeploying and recalling field personnel, and reducing and delaying normal tasks. The consequences of these adaptations for the authority structure, the decision-making process, and channels of communication are discussed. The relationship of the police to other organizations in emergency action is also elaborated. (Author)

DESCRIPTORS: (*Civil defense systems, Management planning), (*Police, Countermeasures), Scheduling, Personnel management, Deployment, Job analysis, Manpower studies

IDENTIFIERS: *Natural disasters, *Disaster planning

AD-707 937 CFSTI Prices: HC\$3.00 MF\$0.95

HUMAN RESOURCES DEVELOPMENT FOR OAKLAND: PROBLEMS AND POLICIES

Oakland City Planning Dept., Calif.

AUTHOR: Mayall, Donald

A0462G3 FLD: 13B, 5K, 53G USGRDR7015

Dec 68 74p

REPT NO: OCPD-185

Prepared in cooperation with Stanford Research Inst., Menlo Park, Calif.

ABSTRACT: The report focuses on the high level of joblessness among residents of Oakland. The study addresses the unemployment problems in economic terms involving the misuse of human resources. In addition to analyzing the extent, causes, and probable outlook for the problem, the report concerns itself with programs for dealing with unemployment and proposes additional policies and programs for the City of Oakland.

DESCRIPTORS: (*Manpower studies, *California), (*Employment, *Urban areas), Reviews, Inequalities, Statistical data, Management planning, Problem solving, Economics, Job analysis, Population

IDENTIFIERS: Unemployment, *Area planning and development, Human resources, *Oakland(California), Policy making

PB-191 844 CFSTI Prices: HC\$3.00 MF\$0.95

EAST BAY MANPOWER SURVEY: ALAMEDA COUNTY 1966-1971

Oakland City Planning Dept., Calif.
A0462B4 FLD: 5I, 5A, 53E, 70E USGRDR7015
Jul 67 83p
REPT NO: OCPD-175

ABSTRACT: The study was designed to develop a detailed occupational profile of the economy of Alameda County, for purposes of directing vocational education and manpower program policies affecting the core city of Oakland and its residents. The study sought to describe the specific manpower skills currently utilized in the area, to identify the kinds of future job opportunities that are likely to occur, and to provide information on employer hiring specifications. (Author)

DESCRIPTORS: (*Employment, *California), (*Manpower, Statistical data), (*Job analysis, Reports), Industrial training, Reviews, Predictions, Labor, Urban areas, Management planning

IDENTIFIERS: *Alameda County (California), Regional planning, *Unemployment

PB-191 825 CPSTI Prices: HC\$3.00 MF\$0.95

SOME LINEAR PROGRAMMING MODELS FOR FORECASTING MANPOWER REQUIREMENTS
OF NAVAL SHORE ACTIVITIES

Naval Postgraduate School Monterey Calif (251450)

Master's thesis

AUTHOR: Sheridan, Thomas Russell

A0305B3 FLD: 5A, 5I, 70E USGRDR7013

Oct 69 61p

ABSTRACT: The problem of forecasting Naval shore station manning requirements is examined by considering the flow of goods and services. The approach of process analysis, which combines alternative productive processes, is used. Linear models are formulated for centralized planning at various management levels, from the operation of a single shore station to that of a command composed of several such stations. The application of the decomposition principle as a solution technique for centralized planning is further developed into a methodology for decentralized planning. (Author)

DESCRIPTORS: (*Naval shore establishments, Manpower studies), (*Manpower studies, *Linear programming), Mathematical models, Management planning, Job analysis, Labor, Algorithms, Theses

IDENTIFIERS: *Decomposition method

AD-706 068 CFSTI Prices: HC\$3.00 MF\$0.95

OCCUPATIONAL PROJECTIONS FOR IOWA, 1975

Iowa State Univ., Ames. Industrial Relations Center.

AUTHOR: Palomba, Catherine A.

7484H3 FLD: SI, 907 USGRDR7009

Feb 68 59p

GRANT: DL-91-17-66-61

ABSTRACT: In Iowa, the need for accurate manpower information is important because of a displacement of employment opportunities in agriculture, the emergence of new opportunities in manufacturing and the service sectors, and investment of public funds in the recently-established area vocational schools. The document presents a first attempt to make employment projections for Iowa within the context of nationwide economic developments. (Author)

DESCRIPTORS: (*Employment, Predictions), (*Industries, *Iowa), Pattern recognition, Manpower studies, Management planning, Transformations, Economics, Job analysis, Statistical data, Mathematical prediction, Regression analysis

IDENTIFIERS: *Job vacancies, Employment trends

PB-190 059 CFSTI Prices: HC\$6.00 MF\$0.95

JOB'S AND BUSINESS OPPORTUNITIES

Rural Affairs Study Commission, Richmond, Va.

AUTHOR: Griffis, Robert J.

7421K2 FLD: 5C, 942 USGRDR7008

20 Oct 69 89p

See also Summary report, PB-189 727.

ABSTRACT: The report analyzes jobs and business opportunities in Virginia with particular reference to the 'most rural counties' and the 'counties and cities of lesser urban influence.' The method of analysis employed is to: (1) look at the economic and demographic trends in each of the four groupings of counties and cities in the State; (2) examine each of the four major program areas related to jobs and business opportunities with special reference to the rural areas; (3) describe and evaluate each of the major program areas and sub-programs as they relate to rural areas in particular; (4) make recommendations related to the major program and sub-program areas where deemed feasible. (Author)

DESCRIPTORS: (*Economics, *Virginia), (*Commerce, *Rural areas), Employment, Statistical data, Education, Manpower studies, Population, Wages, Education, Industrial training, Urban areas, Industries, Management planning, Job analysis

IDENTIFIERS: *Business opportunities

PB-189 726 CFSTI Prices: HC\$6.00 MF\$0.95

APPLICATION AND DEMONSTRATION OF NAS SAUFLEY MANPOWER ALLOCATION AND
PRODUCTIVITY MEASUREMENT MODEL

Litton Systems Inc Monterey Calif Mellonics Systems Development Div
(404350)

Final rept.

737511 FLD: 5I, 5A, 907, 918 USGRDR7008

15 Jan 70 56p

CONTRACT: N00022-69-C-0100

ABSTRACT: The study involves the application of the manpower allocation model (MAM) and the productivity measurement model (PMM) for Naval Air Station Saufley in addressing six typical Navy management questions. It was the first opportunity to demonstrate some of the model capabilities in addressing manpower management questions which may typically develop in the Department of Defense planning programming and budgeting system (PPBS) dialogue. The demonstration indicated that the models are capable of being used in responding to each of the six proposed management questions. Recommendations were formulated concerning input data requirements; model output, structure and validity analysis which would improve the usefulness of the models. (Author)

DESCRIPTORS: (*Naval shore establishments, Naval aviation), (*Naval aviation, Manpower studies), (*Pilots, *Naval training), Mathematical models, Management planning, Budgets, Job analysis, Personnel management, Problem solving, Costs

IDENTIFIERS: Saufley Naval Air Station, Manpower allocation models, *Management information systems, Productivity measurement models

AD-701 303 CFSTI Prices: HC\$6.00 MF\$0.95

NAVAL AIR TECHNICAL TRAINING COMMAND: MANPOWER ALLOCATION AND
PRODUCTIVITY MEASUREMENT MODELS

Litton Systems Inc Monterey Calif Mellonics Systems Development Div
(404350)

Final rept.

7375H2 FLD: 5I, 907 USGRDR7008

15 Dec 69 110p

CONTRACT: N00022-69-C-0100

ABSTRACT: A manpower allocation model (MAM) and a productivity measurement model (PMM) were developed to provide Navy management with tools for improved manpower planning, programming and budgeting. Development of the models included investigation of the available data and an analysis of the processes which take place at the various training facilities. After the models were formulated, computer programs were written, tested and run using available data. The MAM provides a quantitative means of examining manpower requirements to support various student training rates at the two naval air stations, four naval air technical training centers, one naval air maintenance training group, and one naval air technical training unit, as well as its command headquarters staff. (Author)

DESCRIPTORS: (*Naval training, Management planning), (*Students, Military requirements), (*Manpower, *Naval aviation), Mathematical models, Data processing systems, Programming (Computers), Students, Naval air stations, Maintenance personnel, Personnel management, Research program administration, Job analysis, Statistical distributions

IDENTIFIERS: Technical training centers, Manpower allocation models, Productivity measurement models

AD-701 300 CPSTI Prices: HC\$6.00 MF\$0.95

NEW MANPOWER RESEARCHERS CONFERENCE SEPTEMBER 18-19, 1969

National Manpower Policy Task Force, Washington, D. C.

7003F4 PLD: 5I, 5B, 907 USGRDR7002

Oct 69 53p

CONTRACT: DL-81-09-70-03

ABSTRACT: The report describes the third in a series of conferences for manpower researchers. In an effort to broaden their perspective on manpower policy issues, each year the recipients of Ph.D. dissertation grants meet to discuss their research findings. The report describes the objectives and planning mechanism for carrying out the conference, the general format of the conference, a summary of the various sessions held, and an evaluation of the program. (Author)

DESCRIPTORS: (*Manpower, Research program administration), (*Symposia, *Manpower studies), Reports, Reviews, Management planning, Attitudes, Professional personnel, Mobility, Labor, Urban areas, Problem solving, Motivation, Job analysis, Organizations

IDENTIFIERS: Job satisfaction

PB-187 701 CPSTI Prices: HC\$6.00 MF\$0.95

UTILIZATION OF NEGRO MANPOWER IN THE ARMY: A 1951 STUDY

Research Analysis Corp Mclean Va (302750)

AUTHOR: Hausrath, Alfred H.

682212 FLD: 5I, 5J, 5K, 907 USGRDR6924

Jul 67 669p

Prepared in cooperation with Johns Hopkins Univ., Baltimore, Md.
Operations Research Office.

ABSTRACT: One of the most pressing problems continuously confronting the nation is the efficient and effective utilization of its manpower resources. At the time of this study Negroes generally had been employed at lower levels of productiveness than other available manpower. This study was designed to explore Negro manpower resources in terms of qualifications, fitness, educational background, skills, leadership and training requirements, attitudes and morale, adaptability for various assignments, performance of military duties, and the social and administrative problems engendered. As these various facets of the problem of utilizing Negroes with maximum effectiveness were explored, it became obvious that segregation greatly restricted the efficient disposition of this component of Army manpower. An assessment of the effects of the integration underway in Korea therefore became of primary importance. (Author)

DESCRIPTORS: (*Army personnel, Manpower studies), (*Culture, Military organizations), (*Attitudes, Reviews), Job analysis, Group dynamics, Management planning, Behavior, Optimization, Leadership, Training, Adjustment (Psychology), Interactions, Morale, Combat readiness, Problem solving, South Korea

IDENTIFIERS: Racial integration, *Negro soldiers, *Manpower utilization

AD-695 677 CFSTI Prices: HC\$6.00 MF\$0.95

A STUDY OF FACTORS INFLUENCING THE CHOICE OF ENLISTMENT OPTIONS

George Washington Univ Alexandria Va Human Resources Research Office
(173200)

Technical rept. Jul-Sep 65

AUTHOR: Kubala, Albert L., Christensen, Harold E.

675213 FLD: 51, 907 USGRDR6923

Jun 69 59p

REPT NO: HUMRRO-TR-19-10

CONTRACT: DAHC19-69-C-0018, DA-44-188-ARO-2

ABSTRACT: A study was made of various administrative and personnel factors in the recruiting process, such as recruiting policies, recruiter background, and geographical differences, that were felt to be related to the recruiting of men into enlistment options in technical occupational areas. Data were collected by questionnaire. (Author)

DESCRIPTORS: (*Recruiting, Inequalities), (*Army training, Classification), (*Army personnel, Attitudes), Questionnaires, Job analysis, Research program administration, Manpower studies, Statistical data, Correlation techniques, Management planning, Factor analysis

IDENTIFIERS: Military occupations, Enlistment options, Enlisted personnel, Recruiters

AD-695 139 CFSTI Prices: HC\$6.00 MF\$0.95

A STUDY DESIGN FOR A COMPREHENSIVE PLANNING PROGRAM IN THE DENVER REGION

Denver Regional Council of Governments, Colo.
6551D1 PLD: 13B, 5A, 903, 918 US3RDR6920
Dec 68 158p
REPT NO: 6808

ABSTRACT: The document is a framework for carrying out a comprehensive planning process in the Denver Metropolitan Area. It has been prepared to assist the Council of Governments in carrying out a continuing, cooperative, coordinated and effective comprehensive planning program. The document is organized to identify the planning process, describe the decisions that are required for needed actions, present the type of information useful in making these decisions, describes the studies required and indicates the manpower, financial and management requirements to carry out the program. It lists the studies required as the total urban system, land use and land activities, transportation, sewer and water, recreation and open space, social and governmental, and subarea environmental design. The report details more than one hundred specific tasks required to accomplish the goals with each task broken down into a description of the task, available data, objective, time requirement and staff skills necessary to complete it. (Author)

DESCRIPTORS: (*Urban planning, *Colorado), Management planning, Decision making, Budgets, Manpower studies, Transportation, Sanitary engineering, Water supplies, Recreation, Sociology, Job analysis, Time studies, Costs, Scheduling, Government employees, Organizations, Documentation, Urban areas

IDENTIFIERS: *Denver (Colorado), *Regional planning and development, *Project planning, Local government, Management information systems, Final management, Land use

PB-185 410 CFSTI Prices: HC\$6.00 MF\$0.95

SHORT-TERM MANPOWER PROJECTION METHODS FOR SELECTED SERVICES
INDUSTRIES IN THE VENTURA COUNTY STANDARD METROPOLITAN STATISTICAL
AREA

Claremont Graduate School, Calif. Dept. of Economics.

AUTHOR: Lawson, William H.

6375F3 FLD: 5C, 5I, 912, 942 USGRDR6917

Apr 69 201p

GRANT: DL-91-05-68-49

ABSTRACT: Manpower projections for specific occupations in the labor markets are needed for better educational planning, counseling, and career guidance. Inadequate projections have caused an information gap for educational institutions, and this, in turn, has led to a skill gap in the labor market. The dissertation considers and identifies effective short-term manpower projection methods for two services industries in a rapidly growing SMSA. (Author)

DESCRIPTORS: (*Manpower, Mathematical prediction), (*Industries, Management planning), Labor, Technicians, Professional personnel, Employment, Research program administration, Statistical data, Models (Simulations), California, Theses

IDENTIFIERS: Ventura County (California), Manpower projection methods, Standard metropolitan statistical areas, Personal services, Health services, Medical services

PB-184 793 CFSTI Prices: HC\$6.00 MF\$0.95

ECONOMIC DEVELOPMENT PROGRAM: ST. LOUIS. VOLUME II. AN ECONOMIC
PROFILE OF A ST. LOUIS POVERTY AREA

Management and Economics Research, Inc., Palo Alto, Calif.

6125E1 FLD: 13B, 5C USGRDR6913

Jul 68 182p

CONTRACT: C-8-35031

See also Volume 1, PB-183 817.

ABSTRACT: Contents: Socioeconomic characteristics; Industrial
development; Business climate; Labor force and employment;
Unemployment; Occupational training programs and facilities; Land use
and industrial facilities.

DESCRIPTORS: (*Urban planning, *Missouri), (*Economics, Urban planning
) , Management planning, Sociology, Statistical data, Industries,
Commerce, Population, Education, Housing, Buildings, Wages, Money,
Labor, Employment, Industrial training, Manpower studies, Site
selection, Transportation, Job analysis, Students

IDENTIFIERS: *St

PB-183 818 CFSTI Prices: HC\$6.00 MF\$0.95

**JOBS, EDUCATION, AND TRAINING: RESEARCH OF A PROJECT COMBINING
ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED**

State Univ. of New York, Buffalo. Dept. of Industrial Relations.

Final rept. on Phase 1

AUTHOR: Drotning, John E., Lipsky, David B., Fottler, Myron D.

6053I4 FLD: 5I USGRDR6912

1969 49p*

CONTRACT: DL-41-8-005-34

ABSTRACT: The report summarizes four areas of activity. First is the development of a research methodology, the implementation of a study design, and the construction of questionnaires for employers participating in Project JET and JET trainees. Second is consideration of several general problems encountered. Third is an outline of some of our tentative conclusions about the operation of Project JET. Fourth is an outline of the objective and procedure suggested as major activities for consideration in future work. (Author)

DESCRIPTORS: (*Industrial training, Effectiveness), Employment, Manpower studies, Management planning, Education, Job analysis, Research program administration, Questionnaires, Attitudes, Problem solving, Recruiting, Reviews, Applied psychology

IDENTIFIERS: Jet project, Disadvantaged groups

PB-183 331 CFSTI Prices: PC\$6.00 MF\$0.95

LET US HAVE SCIENTIFIC BASES FOR PLANNING

Foreign Technology Div Wright-Patterson AFB Ohio (141600)

AUTHOR: Arefev, V., Blagodarnyi, A.

5791B2 FLD: 5A USGRDR6909

28 Aug 68 9p

REPT NO: FTD-HT-23-600-68

Edited trans. from Izvestiya (USSR) p3, 5 Apr 68, by R. Moore.

ABSTRACT: The authors consider where the 'planners' fit in, in the scheme of things, and why so much is written on collaboration of science and industry. They feel planning should have a place in industry and that there should be an organized long term plan which would help scientists and industry. In doing so they say research could move at a sharper pace and excel in new experiments; in this way more economy for the country could be realized.

DESCRIPTORS: (*Industrial research, *Management planning), Manpower studies, Scientific research, Optimization, Inequalities, Costs, Scheduling, USSR, Job analysis

IDENTIFIERS: Cooperation, Translations

AD-683 142 CPSTI Prices: PC\$3.00 MF\$0.95

THE FEASIBILITY OF A DIRECT METHOD OF OBTAINING MANPOWER DEMAND DATA.
REPORT FOR DISCUSSION-PHASE I

Upjohn (W. E.) Inst. for Employment Research, Washington, D. C.

AUTHOR: Fine, Sidney A.

563464 FLD: 51 USGRDR6906

8 Nov 68 141p*

CONTRACT: DL-81-09-67-22

ABSTRACT: The problem to which the study addresses itself is the use of current manpower statistics as a basis for arriving at estimates of educational and training requirements for jobs in the United States. This is a fundamental use in manpower planning. From the estimates lead times are determined for the development vocational and professional skills. These lead times serve as a basis for anticipating shortages or surpluses of labor and thus influence the allocation of public funds for vocational and professional education. (Author)

DESCRIPTORS: (*Manpower studies, Employment), Labor, Statistical data, Correlation techniques, Education, Industrial training, Reports, Predictions, Reliability, Federal budgets, Research program administration, Job analysis, Management planning, Questionnaires, Sampling, Tables

IDENTIFIERS: Surpluses, Shortages, Interviews, Estimates, Lead time

PB-182 146 CFSTI Prices: PC\$6.00 MF\$0.95

SAFETY SPECIALIST MANPOWER. MANPOWER REQUIREMENTS. VOLUME I

Booz-Allen and Hamilton, Inc., Washington, D. C. (388 331)
5624A2 FLD: 5I, 13L USGRDR6906

14 Oct 68 614p

CONTRACT: FH-11-6496

See also Volume 2, PB-182 069; Volume 3, PB-182 070 and Volume 4,
PB-182 071.

ABSTRACT: Manpower requirements are presented by job title within program area for each year in the period 1968 to 1977 for each state and in national aggregate. Thirty-six generalized job titles and job descriptions are presented, together with a table of equivalencies showing which actual job title in each state matches each generalized job title. Major findings presented in Volume I are: (1) About 65,000 state safety specialists are currently employed in highway safety programs. (2) State officials expect requirements for about 95,000 state safety specialists in 1977. (3) A maximum requirement is estimated of about 250,000 state safety specialists in 1977. (4) A minimum requirement is estimated of about 87,000 state safety specialists in 1977. (Author)

DESCRIPTORS: (*Safety, Manpower studies), (*Roads, Safety), Motor vehicle operators, Training, Instructors, Engineering personnel, Traffic, Management planning, Manpower studies, Police, Job analysis

IDENTIFIERS: *Safety specialists

PB-182 068 CFSTI Prices: PC\$6.00 MF\$0.95

A PRELIMINARY BIBLIOGRAPHY OF STUDIES OF THE ECONOMIC EFFECTS OF
DEFENSE POLICIES AND EXPENDITURES

Research Analysis Corp Mclean Va (302750)

Technical paper

AUTHOR: Sica, Geraldine P.

5422D1 FLD: 5C, 5A USGRDR6903

Oct 68 71p*

REPT NO: RAC-TP-314

CONTRACT: DA-44-188-ARO-1

ABSTRACT: This preliminary bibliography presents the references assembled to aid researchers and others in reviewing the available body of literature relevant to analysis of the economic effects of defense and disarmament programs. The references are listed under the following categories: National and interregional (input-output models, fiscal policy, and general surveys and statistical references); regional and local (case studies of community impact and adjustment, economic base studies and regional multipliers, regional and community interindustry models, industrial location studies, and general surveys and statistical references); international; structural and institutional (industry studies, manpower and occupation, defense procurement, and defense research and development); and bibliographies. Listings by geographic area and by author are also included. (Author)

DESCRIPTORS: (*Federal budgets, Impact), Bibliographies, Department of Defense, Management planning, Government procurement, Models(simulations), Industrial production, Site selection, Manpower studies, Economics, Job analysis, Employment, Disarmament, Statistical data, Sociometrics

IDENTIFIERS: International relations, Economic research

AD-679 038 CFSTI Prices: PC\$6.00 MF\$0.95

JOB VACANCIES IN THE FIRM AND THE LABOR MARKET

National Industrial Conference Board, Inc., New York.

AUTHOR: Myers, John G.

5261D1 FLD: 5I USGRDR6824

Sep 68 115p*

CONTRACT: DL-81-34-66-13

ABSTRACT: A discussion of job vacancies is made in relation to labor supply and efficiency, training and hiring costs, and factors influencing management decision making.

DESCRIPTORS: (*Employment, Statistical data), (*Manpower studies, Personnel management), Anomalies, Labor, Management planning, Decision making, Industrial training, Costs, Optimization, Models (Simulations), Analysis, Research program administration

IDENTIFIERS: Job vacancies

PB-179 864 CFSTI Prices: PC\$6.00 MF\$0.95

A CROSS-CULTURAL STUDY OF THE RELATIONSHIPS BETWEEN PERSONAL VALUES AND MANAGERIAL BEHAVIOR

Rochester Univ N Y Management Research Center (404113)

Technical rept.

AUTHOR: Thiagarajan, Karumuthu M.

5235J1 FLD: 5K, 5J USGRDR6824

May 68 165p

REPT NO: TR-23

CONTRACT: N00014-67-A-0398

Prepared in cooperation with Pittsburgh Univ., Pa. Graduate School of Business. Doctoral thesis.

ABSTRACT: Cross-cultural research studies belong to two categories: (a) studies to demonstrate 'cultural relativity' and (b) studies to test patterns of relationships between variables. The first type of studies attempt to understand how a particular phenomenon is exemplified in the various cultures that are of interest. The second type of studies probe for patterns of relationships between variables that are universal in nature; even though the behavior exemplified in each culture may be different. In such studies, the cultures being studied become a sample for the world population of cultures. The present study belongs to the second category of cross-cultural research, although the sample is limited to two cultures. (Author)

DESCRIPTORS: (*Culture, Psychometrics), (*Manpower studies, Interactions), Pattern recognition, Supervisory personnel, Students, United States, India, Behavior, Attitudes, Sociology, Statistical distributions, Great Britain, Models(Simulations), Management planning, Group dynamics, Probability, Theses

IDENTIFIERS: Cross cultural studies

AD-676 521 CFSTI Prices: PC\$6.00 MF\$0.95

ECONOMIC PROSPECTS, PROBLEMS AND POLICIES: FALLS OF THE OHIO METROPOLITAN AREA

Hammer, Greene, Siler Associates, Washington, DC.

5025G3 PLD: 13B, 5C, 5A USGRDR6820

Apr 68 226p*

Prepared in cooperation with Department of Housing and Urban Development, Atlanta, Ga., and Falls of the Ohio Metropolitan Council of Governments.

ABSTRACT: This report summarizes the findings of an economic study that was undertaken for the Council of Governments. The scope of services included in this contract essentially covered two major work elements: a fresh look at the regional economy, and an evaluation of the public policy implications of the economic development prospects of the Falls Region. (Author)

DESCRIPTORS: (*Urban planning, Statistical analysis), Urban areas, Industries, Employment, Economics, Distribution (Economics), Industrial production, Education, Population, Job analysis, Management planning, Manpower studies, Advanced planning, Natural resources, Rivers, Housing, Universities, Recreation, Kentucky, Indiana

IDENTIFIERS: Standard metropolitan statistical areas, Tourism, Urban planning and development, Ohio river

PB-179 284 CFSTI Prices: PC\$6.00 MF\$0.95

ENTRY INTO THE LABOR FORCE: A SURVEY OF LITERATURE ON THE EXPERIENCES
OF NEGRO AND WHITE YOUTHS

Michigan Univ., Ann Arbor. Inst. of Labor and Industrial Relations.

AUTHOR: Piker, Jeffrey

4912E4 FLD: 5I USGRDR6818

Mar 68 298p*

CONTRACT: DL-91-24-67-24

Prepared in cooperation with Wayne State Univ., Detroit, Mich.

ABSTRACT: The document covers a review of the literature on the relative availability of immediate employment on Negro and white youth, and differences in attitudes of the youth.

DESCRIPTORS: (*Adolescents, Employment), State-of-the-art reviews, Manpower studies, Job analysis, Wages, Education, Training, Inequalities, Attitudes, Management planning, Background, Economics, Urban areas, Research program administration, Delinquency

IDENTIFIERS: Ethnic groups, Families, Ghettos, Apprenticeships, Poverty

PB-178 900 CFSTI Prices: PC\$6.00 MF\$0.95

CONFERENCE ON UNSKILLED WORKERS IN THE LABOR FORCE: PROBLEMS AND PROSPECTS - PROCEEDINGS

New York Univ., NY. School of Commerce.

AUTHOR: Gitlow, Abraham L.

4795L3 FLD: 51 USGRDR6816

29 Sep 66 36p

GRANT: DL-91-34-66-67

Prepared in cooperation with the President's Committee on Employment of the Handicapped.

ABSTRACT: Addresses made during the conference referred to the classes of persons most unemployed and their prospects, means by which employers can enlarge the employment of the unskilled worker, and the need for utilizing all available resources of the nation.

DESCRIPTORS: (*Employment, Symposia), (*Manpower studies, Symposia), Adolescents, Adults, Mental disorders, Training, Management planning, Retraining, Automation, Job analysis, Recruiting, Group dynamics, Factories, Agriculture, Physical fitness, Attitudes, Money, Law, Specifications

IDENTIFIERS: Ethnic groups, Apprenticeships

PB-178 416 CPSTI Prices: PC\$6.00 MF\$0.95

A STUDY TO DEVELOP AN ACTION PLAN FOR THE ECONOMIC AND INDUSTRIAL
DEVELOPMENT OF RHODE ISLAND

Marcom, Inc., New York.

4682H3 FLD: 5A, 5C USGRDR6814

Feb 68 192p*

CONTRACT: EDA-7-35207

ABSTRACT: This study had two primary objectives: to identify economic development action programs for Rhode Island; and to describe possible mechanisms for planning and program implementation. The scope of the work concerned all aspects of industrial and economic development and the study was designed to examine trends, patterns of change and the forces which could have impact on Rhode Island's future growth. A broad analysis and evaluation of the economy and of the factors which appear to be shaping it form the basis for a set of recommendations covering both general and specific action programs. These recommendations are characterized by requirements for integrated efforts at state, local and private levels and point to the desirability of revisions in the approaches to state planning and development. (Author)

DESCRIPTORS: (*Urban areas, *Management planning), (*Economics, Industrial production), Manpower studies, Population, Industries, Mobilization, Job analysis, Employment, Site selection, Statistical analysis, Recreation, Natural resources, Environment, Advanced planning, United States, Rhode Island

IDENTIFIERS: Tourism

PB-177 761 CFSTI Prices: PC\$6.00 MF\$0.95

LONG-TERM MANPOWER PROJECTIONS

California Univ., Berkeley. Inst. of Industrial Relations.

AUTHOR: Gordon, R. A.

4633J3 FLD: 51 USGADR6813

1965 66p

CONTRACT: MDTA-32-64

Proceedings of a conference conducted by the Research Program on Unemployment and the American Economy, California Univ., Berkeley, held at Washington, D. C., 25-26 Jun 64.

ABSTRACT: The special conference reported on here reflects the rapidly growing interest in the need for reliable long-term projections of the demand for and supply of labor. Meetings extending over several months with the makers and users of such projections, both in and out of the federal government, suggested that the time was ripe to bring together a group of specialists to discuss how manpower projections are now made and how the methods of making such projections might be improved.

DESCRIPTORS: (*Manpower studies, Predictions), Employment, Job analysis, Population, Education, Industrial relations, Wages, Industries, Labor, Statistical analysis, Industrial production, Symposia, United States Government, Management planning, Management control systems, Economics

IDENTIFIERS: Cross national product

PB-177 432 CPSTI Prices: PC\$6.00 MF\$0.95

MANPOWER REQUIREMENTS FOR NATIONAL OBJECTIVES IN THE 1970'S

National Planning Association, Washington, D. C. Center for Priority Analysis.

AUTHOR: Lecht, Leonard A.

4624G4 FLD: 5I, 5C, 5A USGRDR6813

Feb 68 469p

Prepared in cooperation with Department of Labor, Washington, D. C. Manpower administration.

ABSTRACT: Contents: Goals analysis and manpower needs; The economic framework for the manpower projections; The overall manpower requirements for achieving national goals; The pursuit of national objectives and employment opportunities for nonwhites; Manpower implications of the pursuit of individual goals -- some comparisons and highlights for each goal; Implications for education and job training; Manpower requirements, national goals, and manpower research needs in the perspective of the next decade; Estimating manpower requirements for national objectives -- procedures and problems; Abstract of standards for goals and statistical tables.

DESCRIPTORS: (*Manpower studies, Economics), (*Manpower, Advanced planning), Employment, Education, Industrial training, Predictions, Management planning, Personnel management, Job analysis, Costs, United States Government, Labor, Civilian personnel, Statistical analysis, Tables

PB-177 821 CFSTI Prices: PC\$6.00 MF\$0.95

MANUFACTURING INDUSTRIES; PROJECTIONS OF LOCATIONAL DECISIONS

Regional Planning Council, Baltimore, Md.

Technical record.

4544K1 FLD: 13E, 5C, 5A USGRDR6811

Jul 67 102p

Research supported in part by Department of Housing and Urban Development, Washington, D. C.

ABSTRACT: New industry comes to the Baltimore Region; new plants are constructed to house the new and to replace the old. Firms are moving to the suburbs where more land is available, taxes are lower, and modern facilities can be constructed. Among the new small enterprises begun last year within Baltimore City, possibly 20% will survive to become substantial contributors to the region's diversifying industrial base. Countless small events, both successes and failures, seemingly unrelated and even contradictory, are continuously giving new directions to the regional pattern of industrial employment and land use. (Author)

DESCRIPTORS: (*Urban planning, Manpower studies), (*Industries, Site selection), Advanced planning, Employment, Urban areas, Growth, Mobility, Predictions, Analysis, Maryland, Models(Simulations), Decision making, Pattern recognition, Management planning, Economics, Classification, Distribution

IDENTIFIERS: Baltimore(Maryland), Baltimore Regional Planning Council

E-177 808 CFSII Prices: PC\$6.00 MF\$0.95

A GOAL PROGRAMMING MODEL FOR MANPOWER PLANNING

Carnegie-Mellon Univ Pittsburgh Pa Management Sciences Research Group
(403426)

Management sciences research rept.

AUTHOR: Charnes, A., Cooper, W. W., Niehaus, R. J.

4275L2 FLD: 5A, 5I, 12A USGRDR6806

5 Dec 67 26p

REPT NO: MSRR-115

CONTRACT: Nonr-760(24), DA-31-124-ARO(D) -322

ABSTRACT: A goal programming model is formulated for guiding and controlling manpower planning at the level of the Office of Civilian Manpower Management of the U. S. Navy. Markov elements are used to trace through the effects of initial and subsequent personal commitments and budgeting constraints, personnel ceilings, etc., form parts of the total (Multi-dimensional) goals considered. Further extensions will include training, environmental factors, etc., after clarification is secured concerning the pertinence of such a line of development. (Author)

DESCRIPTORS: (*Manpower studies, Management planning), (*Personnel management, Mathematical models), Civilian personnel, Budgets, Linear programming, Statistical processes, Navy

AD-664 501 CFSTI Prices: PC\$6.00 MF\$0.95

DEVELOPING STAFFING PATTERNS FOR THE CAP REGIONAL OFFICES

McKinsey and Co., Inc., Washington, D. C.

4101E1 PLD: 5C, 5A USGRDR6802

May 67 120p

CONTRACT: OEO-2378

ABSTRACT: An attempt was made to determine accurately the CAP regional staffing requirements through a detailed analysis of five major action steps: (1) Defining specific action steps in each management process; (2) Assigning responsibility for carrying out each step; (3) Estimating the average time needed to perform each step effectively; (4) Developing regional office work-load projections; (5) Calculating the total time required of each organizational unit to perform the projected work.

DESCRIPTORS: (*Economics, Employment), (*Organizations, Manpower studies), Management planning, Personnel management, Professional personnel, Supervisory personnel, Efficiency, Job analysis, Operations research

IDENTIFIERS: Community Action Program

PS-176 413 CFSTI Prices: PC\$6.00 MF\$0.95

A STUDY OF PERSONNEL DEMANDS AND AVAILABILITIES FOR POSTATTACK
COUNTERMEASURE SYSTEMS

Human Sciences Research Inc Mclean V (173250)

Final rept., Feb 65-Jun 66.

AUTHOR: Pendleton, William W.

2791B1 FLD: 5H, 15B USGRDR6620

Jun 66 2p

REPT NO: HSR-RR-66/11-Mh

CONTRACT: ocd-PS-65-52

ABSTRACT: The report presents some of the issues related to the use and assignment of manpower to postattack countermeasure systems. Assuming that counter-measure systems must be able to utilize all potentially available manpower and that different systems must avoid competing with each other for the small pools of manpower ordinarily available for emergency action, the report uses the concept of organization to examine the quality and size of potential pools of manpower and suggests that the same concept is paramount in considering the means of assigning manpower to countermeasure systems. On the basis of an examination of fourteen general organizational groupings, it is concluded, first, that the capacity of the population to generate potential manpower for emergencies is enormous and, second, that the ability to organize manpower for emergency operations, though in some respects great, is not distributed through the society in the same way as is the potential manpower. From an examination of thirteen areas of need that would characterize the postattack society, the report suggests several principles for assigning manpower. The report concludes with a description of the kinds of research that are suggested by the investigation. (Author)

DESCRIPTORS: (*Civil defense personnel, *Manpower studies), Civil defense systems, Personnel management, Countermeasures, Nuclear warfare, Job analysis, Management planning, Population, Sociology, Statistical data

IDENTIFIERS: Postattack operations

AD-637 833 CPSTI Prices: PC\$3.00 MF\$0.95

USE OF AIR FORCE ADPS EXPERIENCE IN JUDGING PROPOSALS FOR NEW
AUTOMATION

Planning Research Corp Los Angeles Calif Information Systems Div (000000)

Technical rept.

AUTHOR: Gradwohl, Alan J., Lackner, Michael R., Rosen, William A., Shelton, Wayne V.

1921A3 USGRDR6517

Mar 65 2p

CONTRACT: AF19 628 4979

ABSTRACT: The objectives of this study were (1) synthesis of a concept for using Air Force ADPS experience to aid Air Force management in judging proposals for new automation, and (2) specification of an implementation plan for validating and refining the concept by application to a subset of Air Force ADP systems during Phase II. This report satisfies the above objectives. The key assumption underlying the concept developed is that the workload of the ADPS (e.g., volume and variety of inputs, size and complexity of data base, response time) is the primary casual factor for the cost and development time of the ADPS. A distillation of Air Force ADPS experience will be provided to Air Force management for validating performance, cost, and development time estimates in proposals for new automation. This compendium of ADPS experience will contain (1) highly distilled quantitative and qualitative summaries giving the current status and implementation/ operations histories of ADP systems with workloads similar to that of the proposed automation, and (2) general ADPS planning factors showing the quantitative relationships between ADPS workload, costs, and development time. (Author)

DESCRIPTORS: (*Management planning, Air Force), (*Data processing systems, Air Force), (*Air Force, Data processing systems), Automation, Systems engineering, Decision making, Costs, Manpower studies, Job analysis, Air force personnel, Mathematical models, Effectiveness, Information retrieval, Classification, Abstracting, Measurement

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EXECUTIVE SELECTION, DEVELOPMENT, AND RETENTION PRACTICES OF RAPIDLY GROWING SMALL BUSINESS

New Mexico Univ Albuquerque Bureau of Business Research (000000)

Small Business Management Research Repts.

AUTHOR: Finston, Howard V., Christman, Karl

173212 USGRDR6508

May 64 2p

Available from Bureau of Business Research, the University of New Mexico, Albuquerque, \$2.00. Copies not available to DDC or Clearinghouse customers.

ABSTRACT: Contents Problem and Procedure Initial contacts Organizational structure of the small firm Practices of recruitment and selection Development, evaluation, and retention of managerial personnel Communication environment The small-business view of the future: Planning for growth Small business and the business school--partners or strangers.

DESCRIPTORS: (*COMMERCE, PERSONNEL MANAGEMENT), (*PERSONNEL MANAGEMENT , DECISION MAKING), (*SUPERVISORY PERSONNEL, SELECTION), MANPOWER STUDIES, TRAINING, JOB ANALYSIS, SOCIAL COMMUNICATION, PERFORMANCE (HUMAN), NEW MEXICO, MANAGEMENT PLANNING, UNIVERSITIES, MANAGEMENT ENGINEERING

AD-612 405

SOME ANALYTICAL TECHNIQUES FOR PERSONNEL PLANNING

Rand Corp Santa Monica Calif (000000)
AUTHOR: Gorham, W.
1732D2 USGRDR6508
14 Mar 60 2p
REPT NO: P-1942

ABSTRACT: Analytical methods are presented for determining the relative contribution of Air Force personnel of different experience composition.

DESCRIPTORS: (*PERSONNEL MANAGEMENT, AIR FORCE PERSONNEL), (*AIR FORCE PERSONNEL, EFFECTIVENESS), (*MANAGEMENT PLANNING, AIR FORCE RESEARCH), JOB ANALYSIS, COSTS, WAGES, SCALE, TIME, OPTIMIZATION, MANPOWER STUDIES, DISTRIBUTION, DECISION MAKING, OFFICER PERSONNEL, OPERATIONS RESEARCH

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