

Table B-4

Years of Experience

General Secretaries	N ^a	Mean No. of Years'	SD	Range of Years	
				Least	Most
Worked at Present Job	116	4.79	4.99	0	27
Worked in Secretarial Field	114	9.54	7.38	1	33

^aNumber of secretaries providing usable responses.

Table B-5
Location Contexts^a

Type of Business Operation	Workers	Supervisors
Federal Service	4	1
State Service	12	9
Local Service	5	4
Private Business Firm	24	13
University or College ²	3	1
Education	12	10
Other	6	3
Unknown	54	39
<u>Size of Business</u>		
Small	9	9
Moderate	5	3
Large	31	16
Unknown	75	52
<u>City Size</u>		
Metropolitan	50	23
Moderate/Remote	17	13
Unknown	63	44

^aData provided by supporting state agencies for 120 workers (secretaries) and 80 supervisors.

APPENDIX C

TASK INVENTORY DATA

Appendix C contains a detailed presentation of the task inventory data in computer printout form. Each table is preceded by a description of the questions and response categories that are reported on that table.

<u>Table</u>	<u>Description</u>
C-1	Task Occurrence (Q1, Q2, and Q6)
C-2	Task Importance (Q8 and Q9)
C-3	Extent Task Is Part of the Job (Q6)
C-4	Frequency of Task Performance (Q3 and Q4)
C-5	Time to Qualify (Q7)
C-6	Learning Location (Q12 and Q13)
C-7	Supervisor Suggestions (Q10 and Q11)
C-8	Summary of Tasks by Percent of Workers Performing
C-9	Summary of Tasks by Percent of Supervisors Desiring Performance

Table C-1

Task Occurrence (Q1, Q2, and Q6)^a

Question 1: Task Occurrence (Workers)

During the last year or so in your present job position as a General Secretary, which of the activities have you performed?

Response: Check mark for each task performed.

Question 2: Task Occurrence (Supervisors)

From your experience as a supervisor of one or more General Secretaries, indicate which of the activities should be performed by General Secretaries in your operation; that is, by such employees under your supervision in your office or firm. . Indicate which tasks your General Secretaries should be doing as part of their job, even if only done once.

Response: Check mark for each task that secretaries are expected to do.

Question 6: Extent Task Is Part of the Position (Workers)

Answer this question so as to give the best description you can. For each task statement, rate how significant a part of your job it is. Consider and weigh its importance, frequency of occurrence, relevance, and any other factor which you think determines to what extent the task is part of your position. In your own mind, combine these factors into a single rating of how significant a part of your job it represents.

^aIn Table C-1, positive (checked) responses are reported for Q1 and Q2. A composite response composed of any selection of scale ratings 1 through 7 is reported for Q6. The results indicate that Q6 is a more sensitive measure of minor tasks than the checklist used in Q1 and Q2. Because the group of workers responding to Q6 rated each task, the data provided by Q6 appear to include those they might do on some remote occasion.

Table C-1 - Continued

Categories and Values of the Response Scale:

- 0 = Definitely not a part of my job
- 1 = Under unusual circumstances may be a minor part of my job
- 2 = (not defined)
- 3 = (not defined)
- 4 = A substantial part of my job
- 5 = (not defined)
- 6 = (not defined)
- 7 = A most significant part of my job

Each of the 10 columns of Table C-1 is identified below.

- Column 1: Number of Group 1 workers who checked (Question 1) that the task is performed.
- Column 2: Percent of Group 1 workers checking the task (Question 1).
- Column 3: Number of Group 2 workers who rated the task as being some part of the job (Question 6).
- Column 4: Percent of Group 2 workers rating the task 1-7 (Question 6).
- Columns 5 and 6: Composite of Column 1-4 data.
- Column 7: Difference between worker groups responding to the task (Column 2 minus Column 4).
- Column 8: Number of combined Groups 1 and 2 supervisors who checked (Question 2) that the task should be performed by secretaries.
- Column 9: Percent of all supervisors checking the task (Question 2).
- Column 10: Difference between workers and supervisors responding to the task (Column 2 minus Column 9).

TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 1: TASK OCCURRENCE

TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		D:Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
1	2	3.3	5	8.5	7	5.9			12	15.0		
2	13	21.7	32	53.3	45	37.5	-5.1		22	27.3	-11.7	
3	16	26.7	30	50.8	46	38.7	-31.7		41	51.3	-5.8	
4	15	25.0	31	51.7	46	38.3	-24.2		22	27.5	-24.6	
5	21	35.0	35	58.3	56	46.7	-26.7		34	42.5	-2.5	
6	34	56.7	45	77.6	79	66.9	-23.3		52	65.0	-8.3	
7	36	60.0	50	83.3	86	71.7	-20.9		54	67.5	-7.5	
8	6	10.0	15	25.0	21	17.5	-23.3		11	13.8	-3.8	
9	8	13.3	25	41.7	33	27.5	-15.0		26	32.5	-19.2	
10	3	5.0	10	16.7	13	10.8	-28.3		13	16.3	-11.3	
11	21	35.0	42	70.0	63	52.5	-11.7		42	52.5	-17.5	
12	9	15.0	26	43.3	35	29.2	-35.0		17	21.3	-6.3	
13	1	1.7	9	15.0	10	8.3	-28.3		14	17.5	-15.8	
14	7	11.7	13	21.7	20	16.7	-13.3		13	16.3	-4.6	
15	24	40.0	36	60.0	60	50.0	-10.0		47	58.8	-18.8	
16	31	51.7	50	83.3	81	67.5	-20.0		50	62.5	-10.8	
17	25	41.7	38	63.3	63	52.5	-31.7		37	46.3	-4.6	
18	13	21.7	28	46.7	41	34.2	-21.7		24	30.0	-8.3	
19	11	18.3	14	23.7	25	21.0	-25.0		9	11.3	7.1	
20	12	20.0	36	60.0	48	40.0	-5.4		27	33.8	-13.8	
21	5	8.3	14	23.3	19	15.8	-40.0		15	18.8	-10.4	
22	9	15.0	27	45.0	36	30.0	-15.0		24	30.0	-15.0	
23	3	5.0	29	48.3	32	26.7	-30.0		17	21.3	-16.3	
24	0	0.0	15	25.0	15	12.5	-43.3		11	13.8	-13.8	
25	17	28.3	34	56.7	51	42.5	-25.0		31	38.8	-10.4	
26	18	30.0	30	50.0	48	40.0	-28.3		24	30.0	0.0	
27	38	63.3	52	86.7	90	75.0	-20.0		62	77.5	-14.2	
28	3	5.0	6	10.0	9	7.5	-23.3		5	6.3	11.3	
29	15	25.0	25	41.7	40	33.3	-5.0		15	18.8	6.3	
30	12	20.0	22	36.7	34	28.3	-16.7		18	22.5	-2.5	

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PERFORMED BY WOKKENS.

DESIRED BY ALL SUPERVISORS

TASK	01(+)			06(1-7)			01+06			0:01-06			02(+)			0:01-02		
	N	Z		N	Z		N	Z		N	Z		N	Z		N	Z	
31	10	16.7		14	23.3		24	20.0			-6.7		11	13.8			2.9	
32	8	13.3		9	15.3		17	14.3			-1.9		10	12.5			0.8	
33	9	15.0		24	40.7		33	27.7			-25.7		21	26.3			-11.3	
34	38	63.3		54	91.5		92	77.3			-28.2		49	61.3			7.1	
35	6	10.0		15	25.0		21	17.5			-15.0		16	20.0			-10.0	
36	29	48.3		40	67.8		69	58.0			-19.5		36	45.0			3.3	
37	26	43.3		47	78.3		73	60.8			-35.0		38	47.5			-4.2	
38	48	80.0		59	98.3		107	89.2			-18.3		64	80.0			0.0	
39	23	38.3		41	68.3		64	53.3			-30.0		24	30.0			8.3	
40	8	13.3		18	30.0		26	21.7			-16.7		18	22.5			-9.2	
41	4	6.7		5	8.3		9	7.5			-1.7		10	12.5			-5.8	
42	13	21.7		17	31.7		32	26.7			-10.0		11	13.8			7.9	
43	10	16.7		19	28.3		27	22.5			-11.7		18	22.5			-5.8	
44	23	38.3		38	63.3		61	50.8			-25.0		31	38.8			-0.4	
45	5	8.3		14	23.3		19	15.8			-15.0		11	13.8			-5.4	
46	2	3.3		4	6.7		6	5.0			-3.3		7	8.8			-5.4	
47	7	11.7		15	25.0		22	18.3			-13.3		8	10.0			1.7	
48	39	65.0		51	85.0		90	75.0			-20.0		50	62.5			2.5	
49	10	16.7		19	31.7		29	24.2			-15.0		24	30.0			-13.3	
50	12	20.0		22	36.7		34	28.3			-16.7		26	32.5			-12.5	
51	2	3.3		10	16.7		12	10.0			-13.3		14	17.5			-14.2	
52	6	10.0		4	6.7		10	8.3			3.3		12	15.0			-5.0	
53	1	1.7		7	11.7		8	6.7			-10.0		10	12.5			-10.8	
54	8	13.3		9	15.0		17	14.2			-1.7		6	7.5			5.8	
55	3	5.0		10	16.7		13	10.8			-11.7		8	10.0			-5.0	
56	9	15.0		11	18.3		20	16.7			-3.3		11	13.8			1.3	
57	1	1.7		9	15.0		10	8.3			-13.3		12	15.0			-13.3	
58	7	11.7		24	40.7		31	26.1			-29.0		25	31.3			-19.6	
59	14	23.3		26	43.3		40	33.3			-20.0		29	36.3			-12.9	
60	3	5.0		5	8.3		8	6.7			-3.3		6	7.5			-2.5	
61	31	51.7		47	78.3		78	65.0			-26.7		56	70.0			-18.3	
62	43	71.7		54	90.0		97	80.8			-18.3		51	63.8			7.9	
63	18	30.0		31	52.5		49	41.2			-22.5		29	36.3			-6.3	
64	16	6.7		16	27.1		20	16.8			-20.5		6	7.5			-0.8	
65	9	15.0		32	53.3		41	34.2			-38.3		20	25.0			-10.0	

DESIRED BY ALL SUPERVISORS

PERFORMED BY WORKERS

D:Q1-Q2

D:Q1-Q6

Q1(+)

Q6(1-7)

Q1(+)

Q2(+)

Σ

TASK	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		Σ
	N	Σ	N	Σ	N	Σ	N	Σ	N	Σ	
66	0	0.0	6	10.0	6	5.0		-10.0	8	10.0	-10.0
67	1	1.7	5	8.3	6	5.0		-6.7	8	10.0	-8.3
68	0	0.0	3	2.5	3	2.5		-5.0	4	5.0	-5.0
69	1	1.7	6	10.0	7	5.8		-8.3	11	13.8	-12.1
70	0	0.0	9	15.0	9	7.5		-15.0	3	3.8	-3.8
71	1	1.7	2	3.3	3	2.5		-1.7	4	5.0	-3.3
72	20	32.3	23	38.3	43	35.8		-5.0	36	45.0	-11.7
73	1	1.7	11	18.3	12	10.0		-16.7	7	8.8	-7.1
74	15	25.0	40	66.7	55	45.8		-41.7	36	45.0	-20.0
75	29	48.3	50	83.3	79	65.8		-35.0	51	63.8	-15.4
76	25	41.7	33	55.0	58	48.3		-13.3	48	60.0	-18.3
77	28	46.7	40	66.7	68	56.7		-20.0	47	58.8	-12.1
78	35	58.3	47	79.7	82	68.9		-21.3	57	71.3	-12.9
79	8	13.3	20	33.9	28	23.5		-20.6	9	11.3	2.1
80	4	6.7	12	20.0	16	13.3		-13.3	10	11.5	-5.8
81	5	8.3	13	21.7	18	15.0		-13.3	17	21.3	-12.9
82	14	23.3	35	58.3	49	40.8		-35.0	33	41.3	-17.9
83	24	40.0	41	69.5	65	54.6		-29.5	25	31.3	8.8
84	34	56.7	47	78.3	81	67.5		-21.7	39	48.8	7.9
85	4	6.7	3	5.0	7	5.8		1.7	7	8.8	-2.1
86	40	66.7	51	85.0	91	75.8		-18.3	63	78.8	-12.1
87	2	3.3	5	8.3	7	5.8		-5.0	7	8.8	-5.4
88	11	18.3	16	27.1	27	22.7		-8.8	13	19.3	2.1
89	9	15.0	26	44.1	35	29.4		-29.1	16	20.0	-5.0
90	22	36.7	34	56.7	56	46.7		-20.0	22	27.5	9.2
91	7	11.7	5	8.3	12	10.0		3.3	9	11.3	0.4
92	33	55.0	54	90.0	87	72.5		-35.0	42	52.5	2.5
93	3	5.0	17	28.8	20	16.8		-23.8	7	8.8	-3.8
94	4	6.7	6	10.2	10	8.4		-3.5	3	3.8	2.9
95	8	13.3	21	35.0	29	24.2		-21.7	12	15.0	-1.7
96	38	63.3	55	91.7	93	77.5		-28.3	55	68.8	-5.4
97	13	21.7	20	46.7	41	34.2		-25.0	14	17.5	4.2
98	14	23.3	24	40.0	38	31.7		-16.7	21	26.3	-2.9
99	13	21.7	30	50.0	43	35.8		-28.3	15	18.8	2.9
100	27	45.0	46	76.7	73	60.8		-31.7	37	46.3	-1.3



TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		Q2(+)		Q1-Q2		Σ	
	N	Σ	N	Σ	N	Σ	N	Σ	N	Σ		
101	6	10.0	15	25.0	21	17.5	13	16.3	13	16.3	-6.3	
102	2	3.3	6	10.0	8	6.7	10	12.5	10	12.5	-9.2	
103	0	0.0	1	1.7	1	0.8	6	7.5	6	7.5	-7.5	
104	17	28.3	43	71.7	60	50.0	39	48.8	39	48.8	-20.4	
105	11	18.3	30	50.0	41	34.2	20	25.0	20	25.0	-6.7	
106	1	1.7	1	1.7	2	1.7	2	2.5	2	2.5	-0.8	
107	21	35.0	36	60.0	57	47.5	33	41.3	33	41.3	-6.3	
108	10	16.7	25	41.7	35	29.2	17	21.3	17	21.3	-4.6	
109	7	11.9	15	25.0	22	18.5	28	35.0	28	35.0	-23.1	
110	8	13.6	16	26.7	24	20.2	21	26.3	21	26.3	-12.7	
111	3	5.1	4	6.7	7	5.9	11	13.8	11	13.8	-8.7	
112	7	11.9	15	25.0	22	18.5	20	25.0	20	25.0	-13.1	
113	16	27.1	36	60.0	52	43.7	40	50.0	40	50.0	-22.9	
114	0	0.0	18	30.0	18	15.1	13	16.3	13	16.3	-16.3	
115	12	20.3	27	45.0	39	32.8	16	20.0	16	20.0	0.3	
116	9	15.3	23	38.3	32	26.9	26	32.5	26	32.5	-17.2	
117	1	1.7	10	16.7	11	9.2	8	10.0	8	10.0	-8.3	
118	24	40.7	35	58.3	59	49.6	30	37.5	30	37.5	3.2	
119	19	32.2	30	50.0	49	41.2	22	27.5	22	27.5	4.7	
120	32	54.2	48	80.0	80	67.2	46	57.5	46	57.5	-3.3	
121	29	49.2	54	90.0	83	69.7	41	51.3	41	51.3	-2.1	
122	3	5.1	6	13.3	11	9.2	6	10.0	6	10.0	-4.9	
123	18	30.5	30	50.0	48	40.3	27	33.8	27	33.8	-3.2	
124	2	3.4	6	10.0	8	6.7	4	5.0	4	5.0	-1.6	
125	23	39.0	44	73.3	67	56.3	35	43.8	35	43.8	-4.8	
126	29	49.2	49	81.7	78	65.5	37	46.3	37	46.3	2.9	
127	11	18.6	17	28.3	28	23.5	13	16.3	13	16.3	2.4	
128	44	73.3	59	98.3	103	85.8	58	72.5	58	72.5	0.8	
129	11	18.3	34	56.7	45	37.5	20	25.0	20	25.0	-6.7	
130	4	6.7	8	13.3	12	10.0	4	5.0	4	5.0	1.7	
131	3	5.0	20	33.3	23	19.2	11	13.8	11	13.8	-6.8	
132	6	13.3	22	36.7	30	25.0	12	15.0	12	15.0	-1.7	
133	14	23.3	26	43.3	40	33.3	16	20.0	16	20.0	3.3	
134	3	5.0	13	21.7	16	13.3	1	1.3	1	1.3	3.8	
135	34	56.7	51	85.0	85	70.8	43	53.8	43	53.8	2.9	

TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		O:Q1-Q6		Q2(+)		O:Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
136	0	0.0	6	10.0	6	5.0			3	3.8		-3.8
137	3	5.0	6	10.2	9	7.6			2	2.5		2.5
138	37	61.7	51	86.4	88	73.9			48	60.0		1.7
139	7	11.7	23	38.3	30	25.0			7	8.8		2.9
140	4	6.7	19	31.7	23	19.2			10	12.5		-5.8
141	12	20.0	34	56.7	46	38.3			17	21.3		-1.3
142	18	30.0	43	71.7	61	50.8			27	33.8		-3.8
143	2	3.3	12	20.0	14	11.7			5	6.3		-2.9
144	9	15.0	16	26.7	25	20.8			14	17.5		-2.5
145	0	0.0	2	3.3	2	1.7			2	2.5		-2.5
146	4	6.7	22	36.7	26	21.7			6	7.5		-0.8
147	35	58.3	47	78.3	82	68.3			36	45.0		13.3
148	10	16.7	17	28.3	27	22.5			6	7.5		9.2
149	39	65.0	51	85.0	90	75.0			29	36.3		28.8
150	2	3.3	2	3.3	4	3.3			1	1.3		2.1
151	3	5.0	6	10.0	9	7.5			3	3.8		1.3
152	11	18.3	20	33.3	31	25.8			17	21.3		-2.9
153	36	60.0	50	84.7	86	72.3			43	53.8		6.3
154	24	40.0	50	83.3	74	61.7			35	43.8		-3.8
155	7	11.7	28	46.7	35	29.2			18	22.5		-10.8
156	4	6.7	14	23.3	18	15.0			20	25.0		-18.3
157	17	28.3	38	63.3	55	45.8			24	30.0		-1.7
158	0	0.0	13	21.7	13	10.8			9	11.3		-11.3
159	15	25.0	29	48.3	44	36.7			15	18.8		6.3
160	8	13.3	27	45.0	35	29.2			15	18.8		-5.4
161	18	30.0	40	66.7	58	48.3			21	26.3		3.8
162	4	6.7	17	28.3	21	17.5			9	11.3		-6.6
163	24	40.0	34	56.7	58	48.3			27	33.8		6.3
164	17	28.3	30	50.0	47	39.2			18	22.5		5.8
165	5	8.3	11	18.3	16	13.3			9	11.3		-2.9
166	7	11.7	23	38.3	30	25.0			11	13.8		-2.1
167	6	10.0	16	26.7	22	18.3			8	10.0		0.0
168	6	10.0	5	8.5	11	9.2			6	7.5		2.5
169	1	1.7	12	20.0	13	10.8			10	12.5		-10.8
170	5	8.3	5	8.3	10	8.3			12	15.0		-6.7



TASK	PERFORMED BY WORKERS				DESIRED BY ALL SUPERVISORS						
	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		D:Q1-Q2
	N	Z	N	Z	N	Z	N	Z	N	Z	
171	3	5.0	21	35.0	24	20.0	27	33.8	27	33.8	-28.8
172	15	25.0	26	43.3	41	34.2	28	35.0	28	35.0	-10.0
173	4	6.7	25	41.7	29	24.2	14	17.5	14	17.5	-10.8
174	10	16.7	8	13.3	18	15.0	3	3.3	14	17.5	-0.8
175	21	35.0	41	68.3	62	51.7	35	43.8	35	43.8	-8.8
176	18	30.0	19	31.7	37	30.8	23	28.8	23	28.8	1.3
177	3	5.0	14	23.3	17	14.2	11	13.8	11	13.8	-8.8
178	1	1.7	2	3.3	3	2.5	7	8.8	7	8.8	-7.1
179	49	81.7	59	98.3	108	90.0	56	70.0	56	70.0	11.7
180	44	73.3	59	98.3	103	85.8	57	71.3	57	71.3	2.1
181	27	45.0	36	60.0	63	52.5	44	55.0	44	55.0	-10.0
182	13	21.7	24	40.0	37	30.8	28	35.0	28	35.0	-13.3
183	1	1.7	4	6.7	5	4.2	5	6.3	5	6.3	-4.6
184	11	18.3	21	35.6	32	26.9	18	22.5	18	22.5	-4.2
185	39	65.0	39	67.2	78	64.1	49	61.3	49	61.3	3.8
186	30	50.0	43	71.7	73	60.8	45	56.3	45	56.3	-6.3
187	34	56.7	52	88.1	86	72.3	51	63.8	51	63.8	-7.1
188	4	6.7	0	10.2	10	8.4	11	13.8	11	13.8	-7.1
189	36	60.0	51	86.4	87	73.1	55	68.8	55	68.8	-8.8
190	41	68.3	51	86.4	92	77.3	53	66.3	53	66.3	2.1
191	14	23.3	36	62.1	50	42.4	31	38.8	31	38.8	-15.4
192	44	73.3	55	85.2	99	83.2	62	77.5	62	77.5	-4.2
193	35	58.3	50	84.7	85	71.4	48	60.0	48	60.0	-1.7
194	11	18.3	5	8.5	16	13.4	10	12.5	10	12.5	5.8
195	3	5.0	4	6.9	7	5.9	5	6.3	5	6.3	-1.3
196	14	23.3	15	25.4	29	24.4	19	23.8	19	23.8	-0.4
197	7	11.7	9	15.3	16	13.4	6	7.5	6	7.5	4.2
198	13	21.7	21	35.6	34	28.6	19	23.8	19	23.8	-2.1
199	5	8.3	5	8.5	10	8.4	7	8.8	7	8.8	-0.4
200	4	6.7	2	3.4	6	5.0	2	2.5	2	2.5	4.2
201	2	3.3	4	6.8	6	5.0	2	2.5	2	2.5	0.8
202	4	6.7	3	5.1	7	5.9	4	5.0	4	5.0	1.7
203	6	10.0	15	25.4	21	17.6	7	8.8	7	8.8	1.3
204	4	6.7	6	10.2	10	8.4	3	3.8	3	3.8	2.9
205	8	13.3	4	6.8	12	10.1	1	1.3	1	1.3	12.1



PERFORMED BY WORKERS

DESIRED BY ALL SUPERVISORS

PERFORMED BY WORKERS

DESIRED BY ALL SUPERVISORS

TASK	Q1(+)		U6(1-7)		Q1+Q6		Q1-Q6		Q2(+)		Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
206	9	15.0	5	8.6	14	11.9	6.4	6.4	5	6.3	8.8	8.8
207	5	8.3	10	16.9	15	12.6	-8.6	-8.6	6	7.5	0.8	0.8
208	19	31.7	31	52.5	50	42.0	-2.9	-2.9	20	25.0	6.7	6.7
209	3	5.0	8	13.6	11	9.2	-3.4	-3.4	1	1.3	3.8	3.8
210	2	3.3	4	6.8	6	5.0	-3.4	-3.4	1	1.3	2.1	2.1
211	2	3.3	1	1.7	3	2.5	1.6	1.6	1	1.3	2.1	2.1
212	2	3.3	2	3.4	4	3.4	-0.1	-0.1	3	3.8	-0.4	-0.4
213	14	23.3	6	10.0	20	16.7	13.3	13.3	4	10.0	13.3	13.3
214	2	3.3	3	5.0	5	4.2	-1.7	-1.7	2	2.5	0.8	0.8
215	7	11.7	4	6.7	11	9.2	5.0	5.0	6	7.5	4.2	4.2
216	2	3.3	5	8.3	7	5.8	-5.0	-5.0	7	8.8	-5.4	-5.4
217	1	1.7	2	3.3	3	2.5	-1.7	-1.7	3	3.8	-2.1	-2.1
218	6	10.0	4	6.7	10	8.3	3.3	3.3	7	8.8	1.3	1.3
219	13	21.7	12	20.0	25	20.8	1.7	1.7	15	18.8	2.9	2.9
220	3	5.0	1	1.7	4	3.3	3.3	3.3	1	1.3	5.8	5.8
221	7	11.7	4	6.7	11	9.2	5.0	5.0	9	11.3	0.4	0.4
222	2	3.3	1	1.7	3	2.5	1.7	1.7	3	3.8	-0.4	-0.4
223	1	1.7	1	1.7	2	1.3	0.0	0.0	1	1.3	0.4	0.4
224	3	5.0	6	10.0	9	7.5	-5.0	-5.0	4	5.0	0.0	0.0
225	1	1.7	3	5.0	4	3.3	-3.3	-3.3	2	2.5	-0.8	-0.8
226	2	3.3	6	10.0	8	6.7	-6.7	-6.7	7	8.8	-5.4	-5.4
227	1	1.7	1	1.7	2	1.7	0.0	0.0	1	1.3	0.4	0.4
228	8	13.3	7	11.7	15	12.5	1.7	1.7	3	3.8	9.6	9.6
229	21	35.0	29	49.2	50	42.0	-14.2	-14.2	26	32.5	2.5	2.5
230	10	16.7	13	22.0	23	19.3	-5.4	-5.4	12	15.0	1.7	1.7
231	23	38.3	50	63.3	73	60.8	-45.0	-45.0	46	57.5	-19.2	-19.2
232	4	6.7	8	13.6	12	10.1	-6.9	-6.9	7	8.8	-2.1	-2.1
233	21	35.0	31	52.5	52	43.7	-17.5	-17.5	24	30.0	5.0	5.0
234	6	6.7	6	10.2	10	8.4	-3.5	-3.5	2	2.5	4.2	4.2
235	8	13.3	9	15.0	17	14.2	-1.7	-1.7	5	6.3	7.1	7.1
236	5	8.3	6	10.0	11	9.2	-1.7	-1.7	5	6.3	2.1	2.1
237	21	35.0	35	58.3	56	46.7	-23.3	-23.3	40	50.0	-15.0	-15.0
238	0	0.0	2	3.3	2	1.7	-3.3	-3.3	2	2.5	-2.5	-2.5
239	13	21.7	15	25.0	28	23.3	-3.3	-3.3	17	21.3	0.4	0.4
240	6	10.0	6	10.0	12	10.0	0.0	0.0	2	2.5	7.5	7.5



TASK	Q1(+)			Q6(1-7)			Q1+Q6			D:Q1-Q6			DESIRED BY ALL SUPERVISORS			D:Q1-Q2			
	N	Z	X	N	Z	X	N	Z	X	N	Z	X	N	Z	X	N	Z	X	
241	1	1.7	1.7	1	1.7	1.7	2	1.7	1.7	0.0	3	3.8	3.8	3	3.8	3.8	3.8	3.8	-2.1
242	7	11.7	6.7	4	6.7	6.7	11	9.2	9.2	5.0	3	3.8	3.8	3	3.8	3.8	3.8	3.8	7.9
243	6	10.0	5.1	3	5.1	5.1	9	7.6	7.6	4.8	2	2.5	2.5	2	2.5	2.5	2.5	2.5	7.5
244	6	10.0	8.5	5	8.5	8.5	11	9.2	9.2	1.5	2	2.5	2.5	2	2.5	2.5	2.5	2.5	7.5
245	5	8.3	3.4	2	3.4	3.4	7	5.9	5.9	4.9	3	3.8	3.8	3	3.8	3.8	3.8	3.8	4.6
246	0	0.0	3.4	2	3.4	3.4	2	1.7	1.7	-3.4	2	2.5	2.5	2	2.5	2.5	2.5	2.5	-2.5
247	2	3.3	6.8	6	6.8	6.8	6	5.0	5.0	-3.4	2	2.5	2.5	2	2.5	2.5	2.5	2.5	0.8
248	4	6.7	5.1	3	5.1	5.1	7	5.9	5.9	1.6	1	1.3	1.3	1	1.3	1.3	1.3	1.3	5.4
249	9	15.0	11.9	7	11.9	11.9	16	13.4	13.4	3.1	4	5.0	5.0	4	5.0	5.0	5.0	5.0	10.0
250	6	10.0	27.1	16	27.1	27.1	22	18.5	18.5	-17.1	7	8.8	8.8	7	8.8	8.8	8.8	8.8	1.3
251	11	16.3	18.6	11	18.6	18.6	22	18.5	18.5	-6.3	10	12.5	12.5	10	12.5	12.5	12.5	12.5	5.8
252	3	5.0	20.3	12	20.3	20.3	13	12.6	12.6	-15.3	9	11.3	11.3	9	11.3	11.3	11.3	11.3	-6.3
253	1	1.7	5.1	3	5.1	5.1	4	3.4	3.4	-3.4	3	3.8	3.8	3	3.8	3.8	3.8	3.8	-2.1
254	10	16.7	40.7	24	40.7	40.7	34	28.6	28.6	-24.0	23	28.8	28.8	23	28.8	28.8	28.8	28.8	-12.1
255	2	3.3	28.8	17	28.8	28.8	19	16.0	16.0	-29.5	10	12.5	12.5	10	12.5	12.5	12.5	12.5	-9.2
256	2	3.3	10.2	6	10.2	10.2	8	6.7	6.7	-6.8	3	3.8	3.8	3	3.8	3.8	3.8	3.8	-0.4
257	4	6.7	20.3	12	20.3	20.3	16	13.4	13.4	-13.7	7	8.8	8.8	7	8.8	8.8	8.8	8.8	-2.1
258	1	1.7	5.1	3	5.1	5.1	4	3.4	3.4	-3.4	3	3.8	3.8	3	3.8	3.8	3.8	3.8	-4.6
259	2	3.3	6.8	6	6.8	6.8	6	5.0	5.0	-3.4	5	7.5	7.5	5	7.5	7.5	7.5	7.5	-0.4
260	5	8.3	15.3	9	15.3	15.3	14	11.8	11.8	-6.9	6	7.5	7.5	6	7.5	7.5	7.5	7.5	0.8
261	0	0.0	6.8	4	6.8	6.8	4	3.4	3.4	-6.8	6	7.5	7.5	6	7.5	7.5	7.5	7.5	-7.5
262	10	16.7	15.3	9	15.3	15.3	19	16.0	16.0	1.4	4	5.0	5.0	4	5.0	5.0	5.0	5.0	11.7
263	7	11.7	6.9	4	6.9	6.9	11	9.3	9.3	4.8	2	2.5	2.5	2	2.5	2.5	2.5	2.5	9.2
264	6	10.0	32.2	19	32.2	32.2	25	21.0	21.0	-22.2	10	12.5	12.5	10	12.5	12.5	12.5	12.5	-2.5
265	5	8.3	6.8	4	6.8	6.8	9	7.6	7.6	1.6	2	2.5	2.5	2	2.5	2.5	2.5	2.5	5.8
266	0	0.0	5.1	3	5.1	5.1	3	3.5	3.5	-5.1	1	1.3	1.3	1	1.3	1.3	1.3	1.3	-1.3
267	6	10.0	15.3	9	15.3	15.3	15	12.6	12.6	-5.3	6	7.5	7.5	6	7.5	7.5	7.5	7.5	2.5
268	3	5.0	5.1	6	5.1	5.1	6	5.0	5.0	-0.1	3	3.8	3.8	3	3.8	3.8	3.8	3.8	1.3
269	4	6.7	8.5	5	8.5	8.5	9	7.6	7.6	-1.8	5	6.3	6.3	5	6.3	6.3	6.3	6.3	0.4
270	3	5.0	6.8	4	6.8	6.8	7	5.9	5.9	-1.8	8	10.0	10.0	8	10.0	10.0	10.0	10.0	-5.0
271	4	6.7	6.7	4	6.7	6.7	8	6.7	6.7	0.0	4	5.0	5.0	4	5.0	5.0	5.0	5.0	1.7
272	4	6.7	6.7	4	6.7	6.7	8	6.7	6.7	0.0	4	5.0	5.0	4	5.0	5.0	5.0	5.0	1.7
273	0	0.0	5.1	3	5.1	5.1	3	2.5	2.5	-5.1	2	2.5	2.5	2	2.5	2.5	2.5	2.5	-2.5
274	7	11.7	37.3	22	37.3	37.3	29	24.4	24.4	-25.6	12	15.0	15.0	12	15.0	15.0	15.0	15.0	-3.3
275	6	10.0	27.1	16	27.1	27.1	22	18.5	18.5	-17.1	7	8.8	8.8	7	8.8	8.8	8.8	8.8	1.3



PERFORMED BY WORKERS

DESIRED BY ALL SUPERVISORS

41(1)

TASK

TASK	66(1-7)			01-06			02(+)			0:01-02		
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
276	6	10.0	9	15.3	15	12.6			5	6.3		3.8
277	1	1.7	2	5.1	4	3.4			2	2.5		-0.8
278	1	1.7	2	3.4	3	2.5			1	1.3		0.4
279	21	35.0	33	55.9	54	45.4			23	28.8		6.3
280	4	6.7	3	5.1	7	5.9			1	1.3		5.4
281	1	1.7	1	1.7	2	1.7			6	7.5		-5.8
282	8	13.3	15	25.4	23	19.3			11	13.8		-0.4
283	3	5.0	3	5.0	6	5.0			5	6.3		-1.5
284	26	43.3	20	33.3	46	38.3			32	40.0		3.3
285	7	11.7	5	8.5	12	10.1			12	15.0		-3.3
286	1	1.7	2	3.4	3	2.5			3	3.8		-2.1
287	2	3.4	2	3.4	4	3.4			1	1.3		2.1
288	5	8.3	7	12.1	12	10.2			5	6.3		2.1
289	4	6.7	16	27.1	20	16.8			10	12.5		-5.8
290	9	15.0	14	23.7	23	19.3			11	13.8		1.3
291	1	1.7	1	1.7	2	1.7			3	3.8		-2.1
292	2	3.4	1	1.7	3	2.5			1	1.3		2.1
293	3	5.0	2	3.4	5	4.2			3	3.8		1.3
294	2	3.4	6	10.0	8	6.7			4	5.0		-1.7
295	14	23.3	17	28.3	31	25.8			20	25.0		-1.7
296	31	51.7	44	74.6	75	63.0			43	53.8		-2.1
297	3	5.0	9	15.3	12	10.1			4	5.0		0.0
298	4	6.7	10	16.9	14	11.8			8	10.0		-3.3
299	4	6.7	1	1.7	5	4.2			8	10.0		-3.3
300	1	1.7	1	1.7	2	1.7			1	1.3		0.4
301	1	1.7	4	6.8	5	4.2			6	7.5		-5.8
302	4	6.7	6	10.2	10	8.4			10	12.5		-5.8
303	10	16.7	20	33.9	30	25.2			21	26.3		-9.6
304	6	10.0	2	3.4	8	6.7			5	6.3		3.8
305	1	1.7	0	0.0	1	0.8			1	1.3		0.4
306	3	5.0	3	5.1	6	5.0			3	3.8		1.3
307	5	8.3	4	6.7	9	7.5			5	6.3		2.1
308	1	1.7	3	5.1	4	3.4			3	3.8		-2.1
309	3	5.0	1	1.7	4	3.4			3	3.8		1.3
310	0	0.0	2	3.4	2	1.7			1	1.3		-1.3



TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		D:Q1-Q2	
	N	%	N	%	N	%	%	N	%	%		
311	11	18.3	11	18.3	22	18.3	0.0	11	13.8	4.6		
312	7	11.7	4	6.7	11	9.2	5.0	1	1.3	10.4		
313	5	8.3	12	20.0	17	14.2	-11.7	8	10.0	-1.7		
314	7	11.7	22	37.9	29	24.6	-26.3	20	25.0	-13.3		
315	8	13.3	29	49.2	37	31.1	-35.8	18	22.5	-9.2		
316	8	13.3	19	32.2	27	22.7	-18.9	15	18.8	-5.4		
317	2	3.3	5	8.5	7	5.9	-5.1	10	12.5	-9.2		
318	5	8.3	24	40.7	29	24.4	-32.3	19	23.8	-15.4		
319	9	15.0	19	32.2	28	23.5	-17.2	20	25.0	-10.0		
320	28	46.7	44	74.6	72	60.5	-27.9	51	63.8	-17.1		
321	3	5.0	18	31.0	21	17.8	-26.0	6	7.5	-2.5		
322	17	28.3	33	55.9	50	42.0	-27.6	35	43.8	-15.4		
323	14	23.3	28	47.5	42	35.3	-24.1	25	31.3	-7.9		
324	12	20.0	23	39.0	35	29.4	-19.0	15	18.8	1.3		
325	25	41.7	43	71.7	68	56.7	-30.0	39	48.8	-7.1		
326	16	26.7	27	45.0	43	35.8	-18.3	13	16.3	10.4		
327	59	98.3	60	100.0	119	99.2	-1.7	74	92.5	5.8		
328	15	25.0	15	25.0	30	25.0	0.0	6	7.5	17.5		
329	39	65.0	50	83.3	89	74.2	-18.3	46	57.5	7.5		
330	53	88.3	54	90.0	107	89.2	-1.7	64	80.0	8.3		
331	37	61.7	45	76.3	82	68.9	-14.6	47	58.8	2.9		
332	3	5.0	7	11.7	10	8.3	-6.7	6	7.5	-2.5		
333	51	85.0	57	95.0	108	90.0	-10.0	65	81.3	3.8		
334	25	41.7	30	50.8	55	46.2	-9.2	30	37.5	4.2		
335	21	35.0	32	54.2	53	44.5	-19.2	29	36.3	-1.3		
336	38	63.3	52	86.7	90	75.0	-23.3	45	56.3	7.1		
337	20	33.3	40	67.8	60	50.4	-34.5	37	46.3	-12.9		
338	53	88.3	58	96.7	111	92.5	-8.3	73	91.3	-2.9		
339	56	93.3	60	100.0	116	96.7	-6.7	71	88.8	4.6		
340	47	78.3	60	100.0	107	89.2	-21.7	72	90.0	-11.7		
341	29	48.3	44	73.3	73	60.8	-25.0	40	50.0	-1.7		
342	37	61.7	50	83.3	87	72.5	-21.7	46	57.5	4.2		
343	48	80.0	58	96.7	106	88.3	-16.7	64	80.0	0.0		
344	54	90.0	57	98.3	111	94.1	-8.3	71	88.8	1.3		
345	51	85.0	58	100.0	109	92.4	-15.0	67	83.8	1.3		

TASK	PERFORMED BY WORKERS				DESIRED BY ALL SUPERVISORS				
	Q1(+)		Q6(1-7)		Q1+Q6		Q2(+)		D:Q1-Q2
	N	Z	N	Z	N	Z	N	Z	
346	54	90.0	60	100.0	114	95.0	68	85.0	5.0
347	41	68.3	57	95.0	98	-81.7	60	75.0	-6.7
348	56	93.3	60	100.0	116	96.7	76	95.0	-1.7
349	46	76.7	54	90.0	100	83.3	54	67.5	9.2
350	15	25.0	21	35.0	36	30.0	12	15.0	10.0
351	42	70.0	48	80.0	90	75.0	50	62.5	7.5
352	47	78.3	58	96.7	105	87.5	66	82.5	-4.2
353	39	65.0	60	100.0	99	82.5	52	65.0	0.0
354	27	45.0	45	75.0	72	60.0	36	45.0	0.0
355	7	11.7	18	30.0	25	20.8	12	15.0	-3.3
356	53	88.3	60	100.0	113	94.2	69	86.3	2.1
357	9	15.0	10	16.7	19	15.8	7	8.8	6.3
358	17	28.3	26	43.3	43	35.8	17	21.3	7.1
359	29	48.3	52	86.7	81	67.5	47	58.8	-10.4
360	46	76.7	57	95.0	103	85.8	62	77.5	-0.8
361	54	90.0	60	100.0	114	95.0	68	85.0	5.0
362	54	90.0	60	100.0	114	95.0	68	85.0	5.0
363	39	65.0	55	91.7	94	78.3	56	70.0	-5.0
364	4	6.7	3	5.0	7	5.8	4	5.0	1.7
365	19	31.7	22	36.7	41	34.2	19	23.8	7.9
366	38	63.3	47	78.3	85	70.8	43	53.8	9.6
367	56	93.3	59	96.3	115	95.8	72	90.0	3.3
368	6	10.0	11	18.3	17	14.2	5	6.3	3.8
369	2	3.3	6	10.0	8	6.7	3	3.8	-0.4
370	5	8.3	10	16.7	15	12.5	10	12.5	-4.2
371	1	1.7	2	3.3	3	2.5	4	5.0	-3.3
372	2	3.3	4	6.7	6	5.0	6	7.5	-4.2
373	7	11.7	7	11.7	14	11.7	10	12.5	-0.8
374	1	1.7	2	3.3	3	2.5	6	7.5	-5.8
375	44	73.3	51	85.0	95	79.2	52	65.0	8.3
376	47	78.3	55	91.7	102	85.0	55	68.8	9.6
377	16	26.7	14	23.3	30	25.0	21	26.3	0.4
378	23	38.3	14	23.3	37	30.8	24	30.0	8.3
379	5	8.3	6	10.0	11	9.2	13	16.3	-7.9
380	34	56.7	44	73.3	78	65.0	45	56.3	0.4



TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		Q1-Q6		Q2(+)		Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
381	8	13.3	17	28.8	25	21.0		-15.5	25	31.3		-17.9
382	12	20.0	22	36.7	34	28.3		-16.7	19	25.8		-3.8
383	2	3.3	10	16.7	12	10.0		-13.3	5	6.3		-2.9
384	56	93.3	60	100.0	116	96.7		-6.7	74	92.5		0.8
385	2	3.2	3	5.2	5	4.2		-1.8	3	3.8		-0.4
386	39	65.0	41	68.3	80	66.7		-3.3	45	56.3		8.8
387	5	8.3	8	13.3	13	10.8		-5.0	5	6.3		2.1
388	8	13.3	19	31.7	27	22.5		-18.3	11	13.8		-0.4
389	46	76.7	57	95.0	103	85.8		-18.3	60	75.0		1.7
390	39	65.0	53	89.8	92	77.3		-24.8	55	68.8		-3.8
391	33	55.0	45	76.3	78	65.5		-21.3	44	55.0		0.0
392	57	95.0	59	98.3	116	96.7		-3.3	70	87.5		7.5
393	49	81.7	57	95.0	106	88.3		-13.3	61	76.3		5.4
394	53	88.3	53	88.3	106	88.3		0.0	55	68.8		14.6
395	55	91.7	57	95.0	112	93.3		-3.3	71	88.8		2.9
396	8	13.3	26	43.3	34	28.3		-30.0	28	35.0		-21.7
397	12	20.0	12	20.0	24	20.0		0.0	23	28.8		-8.8
398	31	51.7	19	32.2	50	42.0		19.5	31	38.8		12.9
399	34	56.7	47	78.3	81	67.5		-21.7	42	52.5		4.2
400	15	25.0	28	46.7	43	35.8		-21.7	25	31.3		-4.3
401	58	96.7	59	98.3	117	97.5		-1.7	74	92.5		4.2
402	54	90.0	59	98.3	113	94.2		-8.3	69	86.3		3.8
403	9	15.0	34	56.7	43	35.8		-41.7	18	22.5		-7.5
404	43	71.7	55	91.7	98	81.7		-20.0	61	76.3		-4.6
405	10	16.7	23	38.3	33	27.5		-21.7	10	12.5		4.2
406	27	45.0	42	70.0	69	57.5		-25.0	49	61.3		-16.3
407	51	85.0	59	94.3	110	91.7		-13.3	69	86.3		-1.3
408	19	31.7	45	75.0	64	53.3		-43.3	29	36.3		-4.6
409	44	73.3	55	91.7	99	82.5		-18.3	52	65.0		8.3
410	4	6.7	12	20.3	16	13.4		-13.7	9	11.3		-4.6
411	46	76.7	53	88.3	99	82.5		-11.7	64	80.0		-3.3
412	8	13.3	18	30.5	26	21.8		-17.2	5	6.3		7.1
413	5	8.3	12	20.3	17	14.3		-12.0	4	5.0		3.3
414	13	21.7	11	18.6	24	20.2		3.0	9	11.3		10.4
415	9	15.0	6	10.2	15	12.6		4.8	10	12.5		2.5



TASK	PERFORMED BY WORKERS				DESIRED BY ALL SUPERVISORS						
	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		Q:Q1-Q2
	N	Z	N	Z	N	Z	N	Z	N	Z	
416	5	8.3	7	11.9	12	10.1		-3.5	7	6.0	-0.4
417	40	66.7	53	89.8	93	78.2		-23.2	52	65.0	1.7
418	45	75.0	57	96.6	102	85.7		-11.6	70	87.5	-12.5
419	7	11.7	8	13.6	15	12.6		1.9	5	6.3	5.4
420	52	86.7	53	89.8	105	88.2		-3.2	63	78.8	7.2
421	3	5.0	4	6.8	7	5.9		-1.8	3	3.8	1.3
422	3	5.0	7	12.1	10	8.5		-7.1	10	12.5	-7.5
423	40	66.7	50	84.7	90	75.6		-18.1	57	71.3	-4.6
424	40	66.7	53	89.8	93	78.2		-23.2	57	71.3	-4.6
425	4	6.7	12	20.3	16	13.4		-13.7	11	13.8	-7.1
426	11	18.3	19	32.2	30	25.2		-13.9	11	13.8	4.6
427	17	11.7	18	30.5	25	21.0		-18.8	11	13.8	-2.1
428	9	15.0	15	25.4	24	20.2		-10.4	8	10.0	5.0
429	14	23.3	24	40.7	38	31.9		-17.3	19	23.8	-0.4
430	43	71.7	50	84.7	93	78.2		-13.1	52	65.0	6.7
431	5	8.3	15	25.4	20	16.8		-17.1	15	18.8	-10.4
432	13	21.7	32	54.2	45	37.8		-32.6	15	18.8	2.9
433	43	71.7	54	91.5	97	81.5		-19.9	59	73.8	-2.1
434	11	18.3	27	46.6	38	32.2		-28.2	20	25.0	-6.7
435	13	21.7	26	44.1	39	32.8		-22.4	27	33.8	-12.1
436	0	0.0	10	17.2	10	6.5		-17.2	5	6.3	-6.3
437	48	80.0	57	96.6	105	88.2		-14.6	65	81.3	-1.3
438	56	93.5	58	98.3	114	95.8		-5.0	63	78.8	14.6
439	39	65.0	47	79.7	86	72.3		-14.7	51	63.8	1.3
440	32	53.3	45	76.3	77	64.7		-22.9	52	65.0	-11.7
441	3	5.0	11	18.6	14	11.6		-13.6	9	11.3	-6.3
442	34	56.7	51	87.9	85	72.0		-31.3	40	50.0	6.7
443	14	23.3	30	51.7	44	37.3		-28.4	25	31.3	-7.9
444	9	15.0	18	31.0	27	22.9		-16.0	17	21.3	-6.3
445	47	78.3	55	93.2	102	85.7		-14.8	60	75.0	3.3
446	4	6.7	8	13.6	12	10.1		-6.9	10	12.5	-5.8
447	41	66.3	56	94.9	97	81.5		-26.6	58	72.5	-4.2
448	16	26.7	39	67.2	55	46.6		-40.6	26	32.5	-5.8
449	43	71.7	54	91.5	97	81.5		-19.9	53	66.3	5.4
450	6	10.0	12	20.3	18	15.1		-10.3	10	12.5	-2.5



TASK	PERFORMED BY WORKERS						DESIRED BY ALL SUPERVISORS					
	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		D:Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
451	1	1.7	8	13.6	9	7.6	-11.9	-4.6	5	6.3	5	6.3
452	23	38.3	45	76.3	68	57.1	-37.9	-14.2	42	52.5	42	52.5
453	6	10.0	22	37.3	28	23.5	-27.3	-1.3	9	11.3	9	11.3
454	0	0.0	1	1.7	1	0.8	-1.7	0.0	0	0.0	0	0.0
455	0	0.0	5	8.5	5	4.2	-8.5	-3.8	3	3.8	3	3.8
456	12	20.0	22	37.3	34	28.6	-17.3	-1.3	17	21.3	17	21.3
457	16	26.7	13	22.4	29	24.6	4.3	2.9	19	23.8	19	23.8
458	43	71.7	47	79.7	90	75.6	-8.0	9.2	50	62.5	50	62.5
459	30	50.0	36	61.0	66	55.5	-11.0	-6.3	45	56.3	45	56.3
460	45	75.0	50	84.7	95	79.8	-9.7	8.8	53	66.3	53	66.3
461	17	28.3	18	30.5	35	29.4	-2.2	7.1	17	21.3	17	21.3
462	47	78.3	53	89.8	100	84.0	-11.5	8.3	56	70.0	56	70.0
463	14	23.3	19	32.2	33	27.7	-8.9	4.6	15	18.8	15	18.8
464	32	53.3	39	66.1	71	59.7	-12.8	3.3	40	50.0	40	50.0
465	7	11.7	16	27.1	23	19.3	-15.5	-3.3	12	15.0	12	15.0
466	49	81.7	51	87.9	100	84.7	-6.3	22.9	47	58.8	47	58.8
467	18	30.0	33	55.9	51	42.9	-25.9	-12.5	34	42.5	34	42.5
468	6	10.0	17	28.8	23	19.3	-18.8	-6.3	13	16.3	13	16.3
469	19	31.7	36	61.0	55	46.2	-29.4	6.7	20	25.0	20	25.0
470	52	86.7	57	95.0	109	90.8	-6.3	6.7	64	80.0	64	80.0
471	14	23.3	16	27.1	30	25.2	-3.8	-1.7	20	25.0	20	25.0
472	3	5.0	4	6.8	7	5.9	-1.8	-13.8	15	18.8	15	18.8
473	4	6.7	4	6.8	8	6.7	-0.1	1.7	4	5.0	4	5.0
474	3	5.0	5	8.5	8	6.7	-3.5	-8.8	11	13.8	11	13.8
475	22	36.7	34	57.6	56	47.1	-21.0	-2.1	31	38.8	31	38.8
476	32	53.3	40	66.7	72	60.0	-13.3	-2.9	45	56.3	45	56.3
477	29	48.3	34	58.7	63	52.5	-8.3	3.3	36	45.0	36	45.0
478	4	6.7	18	16.9	14	11.8	-10.3	-8.3	12	15.0	12	15.0
479	19	31.7	41	68.3	60	50.0	-36.7	-10.8	34	42.5	34	42.5
480	28	46.7	34	57.6	62	52.1	-11.0	1.7	36	45.0	36	45.0
481	46	76.7	52	86.7	98	81.7	-10.0	7.9	55	68.8	55	68.8
482	31	51.7	20	33.9	51	42.9	17.8	14.2	30	37.5	30	37.5
483	31	51.7	49	81.7	80	66.7	-30.0	-3.3	44	55.0	44	55.0
484	37	61.7	49	81.7	86	71.7	-20.0	11.7	40	50.0	40	50.0
485	35	58.3	49	81.7	84	70.0	-23.3	-5.4	51	63.8	51	63.8

PERFORMED BY WORKERS

DESIRED BY ALL SUPERVISORS

TASK	Q1(+)		Q6(1-7)		Q1+Q6		D:Q1-Q6		Q2(+)		D:Q1-Q2	
	N	Z	N	Z	N	Z	N	Z	N	Z	N	Z
486	17	28.3	19	31.7	36	30.0		-3.3	21	26.3		2.1
487	6	10.0	26	43.3	32	26.7		-33.3	14	17.5		-7.5
488	2	3.3	9	15.0	11	9.2		-11.7	6	7.5		-4.2
489	41	68.3	56	93.3	97	80.8		-25.0	60	75.0		-6.7
490	14	23.3	15	25.0	29	24.2		-1.7	23	28.8		-5.4
491	24	40.0	19	31.7	43	35.8		8.3	27	33.8		6.3
492	35	58.3	38	63.3	73	60.8		-5.0	41	51.3		7.1

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Table C-2

Task Importance (Q8 and Q9)^a

Question 8: Task Importance to Job (Workers)

What degree of importance would you assign to each job activity you perform? Judge the importance of each activity in regard to its contribution to effective operations in your office or firm.

Categories and Values of the Response Scale:

- 1 = Low importance (relatively unimportant part of the job).
- 2 = Moderate importance (important but not essential).
- 3 = High importance (essential part of the job that decisively influences the effectiveness of the office operations).

Question 9: Task Importance to Job (Supervisors)

Based upon your supervisory experience in your present operations, what degree of importance would you assign to each job activity that is appropriate for your General Secretaries? Judge the importance of each activity in regard to its contribution to effective operations in your office or firm.

Categories and Values of the Response Scale: Identical to those of Question 8.

Each of the 22 columns of Table C-2 is identified below.

- Column 11: Average (mean) of worker ratings, considering only those who checked (Question 1) that the task was performed.
- Column 12: Standard deviation showing degree of response variability.
- Column 13: Number of workers who rated the task 1-3 (Question 8).

^aQuestions 8 and 9 were answered only for those tasks checked on Q1 or Q2.

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Table C-2 - Continued

- Columns 14, 15 and 16: Average, standard deviation, and number of supervisors who rated the task (Question 9), considering only those who checked (Question 2) that the task should be performed.
- Column 17: Difference between worker and supervisor average ratings (Column 11 minus Column 14).
- Columns 18 through 24: Same as Columns 11 through 17, except the average ratings were computed across all persons in each group. Persons not checking the task (Questions 1 or 2) were included in the average by considering their rating to be a value of "0."

Note: The Column 18-24 summaries may be of value in providing greater comparability with Question 6 ratings as given in Table C-3. Columns 18-24 denote a task's rating with respect to job importance for the entire occupation that is represented in the survey. On the other hand, columns 11-17 denote a task's job importance only in regard to those in an occupation who do or should perform that task. Thus, a task might only be required of a very few workers but for them it could be highly important. Extremely difficult tasks, involving great skill and experience, could be of this nature.

- Columns 25, 26, 27, and 28: Number of surveyed workers using each level of the importance scale. Column 25 (None) is the complement of the number of workers checking the task on Question 1, as recorded in Column 1 on Table C-1.

- Columns 29 through 32: Same as Columns 25 through 28, but for supervisors' ratings. Column 29 (None) is the complement of that portion of Column 8 (Table C-1) represented by the 40 supervisors in Group 1.

TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 2: TASK IMPORTANCE
(OB & O9)

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK						ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS						DISTRIBUTION OF WORKER RESPONSES						DISTRIBUTION OF SUPERVISOR RESPONSES											
	WORKERS			SUPERVISORS			WORKERS			SUPERVISORS			U-H-S			D:M-S			NONE			LOW			MED			HIGH		
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	NONE	LOW	MED	HIGH	NONE	LOW	MED	HIGH	
1	3.0	0.0	2	2.2	0.7	6	0.8	0.1	0.5	0.6	0.3	0.8	40	-0.2	58	0	2	34	1	3	2									
2	2.2	0.8	13	2.3	0.6	13	-0.1	0.5	1.0	0.8	1.1	40	-0.3	47	3	4	27	1	7	5										
3	2.3	0.7	16	2.2	0.7	25	0.2	0.6	1.1	0.6	1.2	40	-0.7	44	2	7	15	5	11	9										
4	1.4	0.5	15	1.7	0.7	9	-0.3	0.3	0.7	0.6	0.4	40	-0.0	45	9	6	31	4	4	1										
5	2.0	0.7	21	2.4	0.6	14	-0.3	0.7	1.1	0.8	1.2	40	-0.1	39	5	10	26	1	7	6										
6	2.7	0.4	32	2.7	0.5	26	-0.0	1.5	1.4	1.8	1.4	39	-0.3	26	0	9	13	1	5	20										
7	2.5	0.5	36	2.7	0.5	29	-0.2	1.5	1.3	1.9	1.3	40	-0.4	24	0	19	11	0	10	19										
8	2.7	0.5	6	2.6	0.5	5	0.1	0.3	0.8	0.3	0.9	40	-0.1	54	0	2	4	35	0	2	3									
9	2.1	0.9	8	2.3	0.7	8	0.1	0.3	0.8	0.6	0.9	40	-0.2	52	3	1	4	32	1	4	3									
10	3.0	0.0	5	2.3	0.8	4	0.8	0.1	0.7	0.2	0.7	40	-0.1	57	0	0	3	36	1	1	2									
11	1.8	0.8	19	2.4	0.8	19	-0.6	0.6	0.9	1.1	1.3	40	-0.5	39	8	7	21	4	4	11										
12	2.0	0.5	19	2.1	0.6	7	-0.1	0.3	0.7	0.6	0.9	40	-0.1	51	1	7	33	1	4	2										
13	1.0	0.0	1	2.6	0.7	8	-1.6	0.0	0.1	0.5	1.1	40	-0.5	59	1	0	32	1	1	6										
14	2.4	0.7	7	2.9	0.3	7	-0.4	0.3	0.8	0.6	0.5	40	-0.2	53	1	2	33	0	1	6										
15	2.0	0.6	24	2.3	0.5	23	-0.3	0.6	1.1	1.3	1.2	40	-0.5	36	4	15	17	0	15	8										
16	2.4	0.7	30	2.6	0.5	22	-0.2	1.2	1.3	1.4	1.3	40	-0.2	29	4	11	18	0	9	13										
17	2.2	0.6	25	2.5	0.6	13	-0.3	0.9	1.2	0.8	1.2	40	0.1	35	3	13	27	1	4	8										
18	2.0	0.6	13	2.3	0.7	8	-0.3	0.4	0.9	0.6	0.9	40	-0.0	47	2	9	32	1	4	3										
19	2.6	0.5	11	2.7	0.5	6	-0.0	0.5	1.0	0.4	1.0	40	0.1	49	0	4	34	0	2	4										
20	2.2	0.6	11	2.5	0.5	8	-0.3	0.4	0.9	0.5	1.0	40	-0.1	48	1	7	32	0	4	4										
21	3.0	0.0	4	2.5	0.5	6	0.5	0.2	0.8	0.4	0.9	40	-0.2	55	0	0	34	0	3	3										
22	2.4	0.5	8	2.1	0.7	10	0.3	0.3	0.8	0.5	1.0	40	-0.2	51	0	5	30	2	5	3										
23	2.3	0.5	3	2.2	0.4	5	0.1	0.1	0.5	0.3	0.7	40	-0.2	57	0	2	35	0	4	1										
24	0.0	0.0	0	2.8	0.4	6	-2.8	0.0	0.0	0.6	1.0	40	-0.4	60	0	0	34	0	1	5										
25	2.0	0.6	17	2.1	0.6	17	-0.1	0.6	1.0	0.9	1.1	40	-0.3	43	3	11	23	3	10	4										
26	1.8	0.5	17	2.0	0.7	11	-0.2	0.5	0.9	0.5	1.0	40	-0.0	42	5	11	29	3	5	3										
27	2.5	0.5	37	2.6	0.5	32	-0.1	1.6	1.3	2.1	1.2	40	-0.5	22	1	15	8	1	10	21										
28	1.7	0.9	3	2.0	1.0	2	-0.3	0.1	0.4	0.1	0.5	40	-0.0	57	2	0	38	1	0	1										
29	2.1	0.5	14	1.8	0.8	4	0.3	0.5	0.9	0.2	0.6	40	0.3	45	1	11	36	2	1	1										
30	1.7	0.6	12	1.3	0.7	7	0.4	0.3	0.7	0.2	0.6	40	0.1	48	5	6	33	6	0	0										

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES										
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D:W-S		MEAN		NONE		LOW		MED		HIGH				
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N		
31	2.2	0.7	10	2.6	0.8	5	-0.4	0.4	0.9	60	0.3	0.9	40	0.0	0.0	50	2	4	4	35	1	0	4
32	2.3	0.7	8	2.0	0.9	5	0.3	0.3	0.8	60	0.3	0.7	40	0.0	0.0	52	1	4	3	25	2	1	2
33	2.1	0.8	8	1.4	0.5	9	0.7	0.3	0.8	59	0.3	0.6	40	-0.0	-0.0	51	2	3	3	31	5	4	0
34	2.4	0.8	36	2.5	0.5	24	-0.0	1.5	1.3	58	1.5	1.3	40	0.0	0.0	22	6	9	21	16	0	13	11
35	2.2	0.7	5	1.8	0.8	8	0.4	0.2	0.7	59	0.3	0.8	40	-0.2	-0.2	54	1	2	2	32	4	2	2
36	2.6	0.7	27	2.7	0.5	21	-0.1	1.2	1.4	58	1.4	1.4	40	-0.2	-0.2	31	3	4	20	19	0	6	15
37	2.4	0.5	24	2.4	0.6	17	0.0	1.0	1.2	58	1.0	1.2	40	-0.0	-0.0	34	0	15	9	23	1	9	7
38	2.7	0.5	46	2.9	0.3	30	-0.2	2.1	1.2	58	2.1	1.3	40	-0.0	-0.0	12	2	10	34	10	0	4	26
39	2.3	0.7	20	2.4	0.6	11	-0.1	0.8	1.2	57	0.6	1.1	40	0.2	0.2	37	3	8	9	29	1	5	5
40	1.9	0.8	8	2.6	0.5	8	0.8	0.3	0.7	60	0.5	1.1	40	-0.3	-0.3	52	3	3	2	32	0	3	5
41	2.0	0.7	4	3.0	0.0	3	-1.0	0.1	0.5	60	0.2	0.8	40	-0.1	-0.1	56	1	2	1	37	0	0	3
42	1.9	0.6	12	2.5	0.5	4	-0.6	0.4	0.8	59	0.3	0.8	40	0.1	0.1	47	3	7	2	36	0	2	2
43	2.5	0.5	10	3.0	0.0	5	-0.5	0.4	1.0	60	0.4	1.0	40	0.0	0.0	50	0	5	5	35	0	2	5
44	1.7	0.6	23	1.2	0.4	11	0.5	0.6	0.9	60	0.3	0.6	40	0.3	0.3	37	9	12	2	29	9	2	0
45	2.0	0.6	5	2.8	0.4	4	-0.8	0.2	0.6	60	0.3	0.8	40	-0.1	-0.1	55	1	3	1	36	0	1	3
46	2.5	0.5	2	2.7	0.5	3	-0.2	0.1	0.5	60	0.2	0.7	40	-0.1	-0.1	58	0	1	1	37	0	1	2
47	1.4	0.5	7	2.0	0.0	1	-0.6	0.2	0.5	60	0.0	0.3	40	0.2	0.2	53	4	3	0	39	0	1	0
48	2.5	0.7	38	2.5	0.6	23	-0.0	1.6	1.3	59	1.4	1.3	40	0.1	0.1	21	5	10	23	17	1	10	12
49	1.8	0.9	10	1.5	0.7	8	0.3	0.3	0.8	60	0.3	0.7	40	0.0	0.0	50	5	2	3	32	5	2	1
50	2.1	0.8	12	1.6	0.6	13	0.5	0.4	0.9	60	0.5	0.8	40	-0.1	-0.1	48	3	5	4	27	6	6	1
51	1.5	0.5	2	2.1	0.8	7	-0.6	0.0	0.3	60	0.4	0.9	40	-0.3	-0.3	58	1	1	0	33	2	2	3
52	2.5	0.8	6	1.2	0.4	5	1.3	0.3	0.8	60	0.1	0.4	40	0.1	0.1	54	1	1	4	35	4	1	0
53	3.0	0.0	1	2.0	0.7	4	1.0	0.0	0.4	60	0.2	0.6	40	-0.1	-0.1	59	0	0	1	31	0	2	3
54	2.5	0.7	8	1.5	0.5	2	1.0	0.3	0.9	60	0.1	0.3	40	0.3	0.3	52	1	2	5	36	1	2	1
55	2.3	0.5	3	3.0	0.0	2	-0.7	0.1	0.5	60	0.1	0.7	40	-0.0	-0.0	57	0	2	1	38	1	1	0
56	2.3	0.5	9	1.5	0.5	6	0.8	0.3	0.9	60	0.2	0.6	40	0.1	0.1	51	0	6	3	34	3	3	0
57	3.0	0.0	1	2.6	0.5	5	0.4	0.0	0.4	60	0.3	0.9	40	-0.3	-0.3	59	0	0	1	35	0	2	3
58	1.5	0.8	6	2.0	0.7	9	-0.5	0.2	0.5	59	0.4	0.9	40	-0.3	-0.3	53	4	1	1	31	2	5	2
59	2.3	0.5	13	2.6	0.6	16	-0.3	0.5	1.0	59	1.0	1.3	40	-0.5	-0.5	46	0	9	4	24	1	5	10
60	2.0	0.8	3	2.0	0.0	1	0.0	0.1	0.5	60	0.0	0.3	40	0.0	0.0	57	1	1	1	39	0	1	0
61	2.4	0.5	30	2.5	0.7	30	-0.1	1.2	1.2	59	1.8	1.2	40	-0.6	-0.6	29	1	17	12	10	3	10	17
62	2.2	0.7	43	2.5	0.7	22	-0.3	1.6	1.2	60	1.4	1.3	40	0.2	0.2	17	7	16	17	18	2	7	13
63	2.2	0.8	18	2.1	0.8	13	0.1	0.6	1.1	60	0.7	1.1	40	-0.0	-0.0	42	5	5	8	27	4	4	5
64	3.0	0.0	4	3.0	0.0	1	0.0	0.2	0.7	60	0.1	0.5	40	0.1	0.1	56	0	0	4	39	0	0	1
65	2.1	0.8	8	2.6	0.5	5	-0.5	0.3	0.8	59	0.3	0.9	40	-0.0	-0.0	51	2	3	3	35	0	2	3



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES					
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D:M-S		NONE		LOW		MED		HIGH	
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N
66	0.0	0.0	0	2.4	0.5	5	-2.4	0.0	0.0	60	0.3	0.8	40	-0.3	60	0	0	0
67	3.0	0.0	1	2.0	0.8	3	1.0	0.0	0.4	60	0.1	0.6	40	-0.1	59	0	0	1
68	0.0	0.0	0	3.0	0.0	1	-3.0	0.0	0.0	60	0.1	0.5	40	-0.1	60	0	0	1
69	2.0	0.0	1	2.5	0.9	4	-0.5	0.0	0.3	60	0.3	0.8	40	-0.2	59	0	1	0
70	0.0	0.0	0	2.0	0.0	1	-2.0	0.0	0.0	60	0.0	0.3	40	-0.0	60	0	0	0
71	3.0	0.0	1	2.0	1.0	2	1.0	0.0	0.4	60	0.1	0.5	40	-0.0	59	0	1	0
72	1.8	0.9	20	1.6	0.7	18	0.3	0.6	1.0	60	0.7	0.9	40	-0.1	40	10	3	7
73	1.0	0.0	1	1.8	0.4	4	-0.8	0.0	0.1	60	0.2	0.5	40	-0.2	59	1	0	5
74	2.3	0.6	15	2.2	0.5	15	0.1	0.6	1.0	60	0.8	1.1	40	-0.3	45	1	9	5
75	2.5	0.6	29	2.4	0.6	25	0.0	1.2	1.3	60	1.5	1.3	40	-0.3	31	2	11	16
76	1.9	0.8	25	1.8	0.6	25	0.1	0.8	1.1	60	1.1	1.0	40	-0.3	35	10	8	7
77	2.4	0.7	28	2.1	0.7	20	0.3	1.1	1.3	60	1.1	1.2	39	0.0	32	3	10	15
78	3.0	0.2	35	2.9	0.3	28	0.1	1.7	1.5	60	2.0	1.4	40	-0.3	25	0	1	34
79	2.1	0.6	7	2.5	0.5	4	-0.4	0.3	0.7	59	0.3	0.8	40	0.0	52	1	4	2
80	2.3	0.8	4	2.5	0.9	4	-0.3	0.1	0.6	60	0.3	0.8	40	-0.1	56	1	1	2
81	2.2	1.0	5	2.4	0.5	5	-0.2	0.2	0.7	60	0.3	0.8	40	-0.1	55	2	0	3
82	2.4	0.7	14	2.1	0.9	15	0.2	0.8	1.1	60	0.8	1.2	40	-0.3	46	2	5	7
83	2.0	0.6	24	2.0	0.7	15	0.0	0.8	1.1	60	0.8	1.1	40	0.0	36	5	14	5
84	2.1	0.7	34	2.1	0.8	14	0.0	1.2	1.2	60	0.7	1.1	40	0.5	26	8	15	11
85	1.8	0.4	4	2.5	0.5	2	-0.8	0.1	0.5	60	0.1	0.6	40	-0.0	56	1	3	0
86	2.1	0.7	39	2.1	0.6	29	0.0	1.4	1.1	59	1.5	1.1	40	-0.1	20	9	34	12
87	3.0	0.0	2	1.5	0.5	2	1.5	0.1	0.5	60	0.1	0.3	40	0.0	58	0	0	2
88	2.3	0.7	11	3.0	0.0	4	-0.7	0.4	0.9	60	0.3	0.9	40	0.1	49	2	4	5
89	2.7	0.5	9	2.9	0.3	7	-0.2	0.4	1.0	60	0.5	1.1	40	-0.1	51	0	3	6
90	2.4	0.7	20	2.5	0.5	8	-0.1	0.8	1.2	58	0.5	1.0	40	0.3	38	2	8	10
91	2.4	0.9	7	1.8	0.4	4	0.7	0.3	0.8	60	0.2	0.5	40	0.1	23	2	0	5
92	2.5	0.6	33	2.7	0.5	18	-0.2	1.3	1.3	60	1.2	1.4	40	0.1	27	2	14	17
93	2.7	0.5	3	2.7	0.5	3	0.0	0.1	0.6	60	0.2	0.7	40	-0.1	57	0	1	2
94	2.5	0.9	4	3.0	0.0	1	-0.5	0.2	0.7	60	0.1	0.5	40	0.1	56	1	0	3
95	2.3	0.5	7	2.7	0.5	3	-0.4	0.3	0.8	59	0.2	0.7	40	0.1	52	0	5	2
96	2.2	0.7	37	2.3	0.7	23	-0.1	1.4	1.2	59	1.3	1.3	40	0.0	22	6	18	13
97	2.4	0.8	12	2.8	0.4	4	-0.3	0.5	1.0	59	0.3	0.8	40	0.2	47	2	3	7
98	2.4	0.6	13	2.1	0.9	11	0.3	0.5	1.0	59	0.6	1.0	40	-0.0	46	1	6	6
99	2.2	0.8	13	2.2	0.7	5	-0.0	0.5	1.0	60	0.3	0.8	40	0.2	47	3	5	5
100	2.6	0.6	25	2.4	0.9	17	0.2	1.1	1.4	58	1.0	1.3	40	0.1	33	2	6	17



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES									
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D:W-S		WORKER		SUPERVISOR									
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	NONE	LOW	MED	HIGH	NONE	LOW	MED	HIGH				
101	2.7	0.5	6	2.7	0.5	3	0.0	0.0	60	0.2	0.7	40	0.1	0.1	54	0	2	4	37	0	1	2
102	1.5	0.5	2	2.2	0.7	5	-0.7	0.0	60	0.3	0.8	40	-0.2	-0.2	58	1	1	0	35	1	2	2
103	0.0	0.0	0	2.3	0.9	3	-2.3	0.0	60	0.2	0.7	40	-0.2	-0.2	60	0	0	0	37	1	0	2
104	2.2	0.8	17	2.8	0.7	15	-0.0	0.0	60	0.6	1.1	60	0.8	1.2	43	4	5	8	25	2	7	6
105	1.7	0.6	11	1.7	0.5	9	0.1	0.1	60	0.3	0.7	40	-0.1	-0.1	49	4	6	1	31	3	6	0
106	3.0	0.0	1	3.0	0.0	1	0.0	0.0	60	0.0	0.4	60	0.0	0.0	59	0	0	1	39	0	0	1
107	1.6	0.7	20	1.7	0.6	15	-0.1	0.0	59	0.6	0.9	40	-0.1	-0.1	39	10	7	3	25	5	9	1
108	2.4	0.5	10	2.1	0.6	9	0.3	0.3	60	0.4	0.9	40	-0.1	-0.1	50	0	6	4	31	1	6	2
109	2.6	0.5	7	2.8	0.4	13	-0.2	0.0	59	0.9	1.3	40	-0.6	-0.6	52	0	3	4	27	0	3	10
110	2.8	0.4	8	2.8	0.4	10	-0.0	0.0	59	0.7	1.2	40	-0.3	-0.3	51	0	2	6	30	0	2	8
111	2.7	0.5	3	2.0	0.0	3	0.7	0.0	59	0.1	0.5	40	-0.0	-0.0	56	0	1	2	37	0	3	0
112	2.0	0.9	7	2.1	0.6	8	-0.1	0.0	59	0.4	0.9	40	-0.2	-0.2	52	3	1	3	32	1	5	2
113	2.1	0.7	16	2.3	0.7	21	-0.2	0.0	59	1.2	1.2	40	-0.6	-0.6	43	4	7	5	19	3	9	9
114	0.0	0.0	0	1.8	0.8	4	-1.8	0.0	59	0.2	0.6	40	-0.2	-0.2	59	0	0	0	36	2	1	1
115	2.5	0.5	12	2.8	0.4	8	-0.3	0.0	59	0.5	1.1	40	-0.0	-0.0	47	0	6	6	32	0	2	6
116	1.6	0.5	8	2.2	0.6	12	-0.5	0.0	58	0.6	1.0	40	-0.4	-0.4	50	3	5	0	28	1	8	3
117	3.0	0.0	1	2.7	0.5	3	0.3	0.0	59	0.2	0.7	40	-0.1	-0.1	58	0	0	1	37	0	1	2
118	2.1	0.8	24	2.1	0.7	15	0.1	0.0	59	0.8	1.1	40	0.1	0.1	35	9	3	12	25	1	8	4
119	2.1	0.8	19	2.1	0.6	8	-0.0	0.0	59	0.4	0.9	40	0.3	0.3	40	5	7	7	32	1	5	2
120	1.8	0.9	32	2.0	0.8	23	-0.3	0.0	59	1.1	1.2	40	-0.2	-0.2	27	17	6	9	17	8	7	8
121	2.3	0.7	28	2.7	0.6	15	-0.4	0.0	58	1.1	1.4	39	0.1	0.1	30	4	11	13	24	1	2	12
122	2.3	0.9	3	2.3	0.8	4	0.1	0.0	59	0.2	0.7	40	-0.1	-0.1	56	1	0	2	36	1	1	2
123	1.8	0.7	18	1.7	0.6	10	0.1	0.0	59	0.4	0.8	40	0.1	0.1	41	7	8	3	30	4	5	1
124	1.5	0.5	2	3.0	0.0	1	-1.5	0.0	59	0.1	0.5	40	-0.0	-0.0	57	1	1	0	39	0	0	1
125	2.5	0.6	23	2.8	0.4	14	-0.3	0.0	59	1.0	1.4	40	-0.0	-0.0	36	1	10	12	26	0	3	11
126	2.4	0.7	29	2.9	0.3	14	-0.5	0.0	59	1.0	1.4	40	0.2	0.2	30	4	10	15	34	0	2	12
127	2.5	0.8	11	2.0	0.7	4	-0.5	0.0	59	0.2	0.6	40	0.3	0.3	48	2	2	7	36	1	2	1
128	2.8	0.5	44	2.6	0.6	24	0.1	0.0	60	1.6	1.4	40	0.4	0.4	16	2	7	35	16	2	5	17
129	1.7	0.6	11	1.6	0.6	11	0.1	0.0	60	0.4	0.8	40	-0.1	-0.1	49	4	8	1	29	5	5	1
130	1.5	0.5	4	1.0	0.0	1	0.5	0.0	60	0.0	0.2	40	0.1	0.1	56	2	2	0	39	1	0	0
131	1.7	0.5	3	1.7	0.9	3	0.0	0.0	60	0.1	0.5	40	-0.0	-0.0	57	1	2	0	37	2	0	1
132	2.1	0.8	8	2.4	0.8	5	-0.3	0.0	60	0.3	0.8	40	-0.0	-0.0	52	2	3	3	35	1	1	3
133	1.8	0.7	14	1.4	0.5	9	0.3	0.0	60	0.3	0.6	40	0.1	0.1	46	5	7	2	31	5	4	0
134	1.3	0.5	3	0.0	0.0	0	1.3	0.0	60	0.0	0.0	40	0.1	0.1	57	2	1	0	40	0	0	0
135	2.6	0.6	34	2.5	0.7	20	0.1	0.0	60	1.3	1.4	40	0.2	0.2	26	2	8	24	20	2	3	13



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK					ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS					DISTRIBUTION OF WORKER RESPONSES					DISTRIBUTION OF SUPERVISOR RESPONSES						
	WORKERS		SUPERVISORS		DEVIATION	WORKERS		SUPERVISORS		DEVIATION	WORKERS		SUPERVISORS		NONE	LOW	MED	HIGH	NONE	LOW	MED	HIGH
	MEAN	SD	N	MEAN		SD	N	MEAN	SD		N	MEAN	SD	N								
136	0.0	0.0	0	0.0	0.0	60	0.0	0.0	40	0.0	0.0	60	0.0	0.0	40	0.0	0.0	40	0	0	0	0
137	2.0	0.8	3	0.0	0.0	60	0.1	0.5	60	0.0	0.0	60	0.0	0.0	40	0.1	1.1	1	1	1	1	0
138	2.4	0.7	37	2.4	0.6	22	1.5	1.3	60	0.2	1.3	60	1.3	1.3	40	0.2	4	13	20	18	2	10
139	2.0	0.8	7	1.0	0.0	1	0.2	0.7	60	0.2	0.2	60	0.0	0.2	40	0.2	2	3	2	39	1	0
140	2.0	0.7	4	2.3	0.9	3	-0.3	0.1	0.5	60	0.2	0.7	40	-0.0	0.0	40	0.2	1	2	1	1	0
141	2.8	0.4	12	2.8	0.4	9	-0.0	0.5	1.1	60	0.6	1.2	40	-0.1	0.0	40	0.0	3	9	1	0	2
142	2.5	0.5	18	2.5	0.6	13	-0.0	0.8	1.2	60	0.8	1.2	40	-0.1	0.0	40	0.0	9	9	1	4	8
143	3.0	0.0	2	0.0	0.0	0	3.0	0.1	0.5	60	0.0	0.0	40	0.1	0.0	40	0.0	0	2	1	0	0
144	1.7	0.7	9	1.5	0.5	4	0.2	0.3	0.6	60	0.1	0.5	40	0.1	0.0	40	0.1	4	4	1	36	2
145	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	60	0.0	0.0	40	0.0	0.0	40	0.0	0	0	1	40	0
146	2.0	0.7	4	2.5	0.5	2	-0.5	0.1	0.5	60	0.1	0.6	40	0.0	0.0	40	0.0	1	2	1	38	0
147	2.6	0.6	35	2.6	0.6	17	-0.0	1.5	1.3	60	1.1	1.3	39	0.4	0.0	40	0.4	2	11	22	22	1
148	1.3	0.6	10	2.0	1.0	2	-0.7	0.2	0.6	60	0.1	0.5	40	0.1	0.0	40	0.1	8	1	1	38	1
149	1.9	0.7	39	1.8	0.7	10	0.1	1.3	1.1	60	0.4	0.9	40	0.8	0.0	40	0.8	11	19	9	30	4
150	1.0	0.0	2	0.0	0.0	0	1.0	0.0	0.2	60	0.0	0.0	40	0.0	0.0	40	0.0	2	0	0	40	0
151	1.7	0.9	3	3.0	0.0	1	-1.3	0.1	0.4	60	0.1	0.5	40	0.0	0.0	40	0.0	2	0	1	39	0
152	1.4	0.6	11	1.3	0.5	6	0.0	0.3	0.6	60	0.2	0.5	40	0.1	0.0	40	0.1	8	2	1	34	4
153	1.7	0.8	35	1.9	0.7	20	-0.3	1.0	1.0	59	1.0	1.1	40	0.0	0.0	40	0.0	19	8	8	20	5
154	2.6	0.6	24	2.6	0.5	13	-0.0	1.0	1.3	60	0.9	1.3	39	0.2	0.0	40	0.2	36	1	8	26	0
155	2.1	0.8	7	2.7	0.5	7	-0.6	0.3	0.7	60	0.5	1.0	40	-0.2	0.0	40	-0.2	53	2	2	33	0
156	2.8	0.4	4	2.7	0.5	9	0.1	0.2	0.7	60	0.6	1.1	40	-0.4	0.0	40	-0.4	56	0	1	31	0
157	2.4	0.5	17	2.3	0.7	9	0.0	0.7	1.1	60	0.5	1.0	40	0.1	0.0	40	0.1	43	0	11	31	1
158	0.0	0.0	0	2.8	0.4	5	-2.8	0.0	0.0	60	0.3	0.9	40	-0.3	0.0	40	-0.3	60	0	0	35	0
159	2.6	0.6	15	2.9	0.3	8	-0.3	0.6	1.2	60	0.6	1.2	40	0.1	0.0	40	0.1	45	1	4	32	0
160	2.6	0.5	8	2.8	0.4	6	-0.2	0.3	0.9	60	0.4	1.0	40	-0.1	0.0	40	-0.1	52	0	3	34	0
161	2.7	0.4	18	2.8	0.4	9	-0.1	0.8	1.3	60	0.6	1.2	39	0.2	0.0	40	0.2	42	0	5	30	0
162	2.3	0.4	4	2.4	0.8	5	-0.1	0.1	0.6	60	0.3	0.8	40	-0.1	0.0	40	-0.1	56	0	3	35	1
163	2.5	0.6	23	2.5	0.5	12	-0.0	1.0	1.3	59	0.8	1.2	40	0.2	0.0	40	0.2	36	1	10	28	0
164	2.1	0.8	17	2.3	0.7	6	-0.3	0.6	1.0	60	0.3	0.9	40	0.2	0.0	40	0.2	43	5	6	34	1
165	2.8	0.4	5	1.7	0.5	3	1.1	0.2	0.8	60	0.1	0.5	40	0.1	0.0	40	0.1	55	0	1	37	1
166	2.7	0.7	7	2.3	0.5	3	0.4	0.3	0.9	60	0.2	0.6	40	0.1	0.0	40	0.1	53	1	0	37	0
167	2.7	0.7	6	3.0	0.0	1	-0.3	0.3	0.8	60	0.1	0.5	40	0.2	0.0	40	0.2	54	1	0	39	0
168	2.8	0.4	6	2.7	0.5	3	0.2	0.3	0.9	60	0.2	0.7	40	0.2	0.0	40	0.2	54	0	1	37	0
169	2.0	0.0	1	2.3	0.8	4	-0.3	0.0	0.3	60	0.2	0.7	40	-0.2	0.0	40	-0.2	59	0	1	36	1
170	1.6	0.8	5	1.9	1.0	7	-0.3	0.1	0.5	60	0.3	0.8	40	-0.2	0.0	40	-0.2	55	3	1	33	4



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES									
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D-M-S		WORKER RESPONSES		SUPERVISOR RESPONSES		D-M-S		WORKER RESPONSES		SUPERVISOR RESPONSES			
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	NONE	LOW	MED	HIGH
171	2.3	0.9	3	2.6	0.7	10	-0.3	0.1	0.6	60	0.6	1.2	40	-0.5	57	1	0	2	30	1	2	7
172	1.9	0.9	15	2.4	0.6	14	-0.5	0.5	0.9	60	0.8	1.2	40	-0.4	45	6	4	5	26	1	6	7
173	2.3	0.4	4	2.7	0.5	3	-0.4	0.1	0.6	60	0.2	0.7	40	-0.1	56	0	3	1	37	0	1	2
174	2.2	0.7	10	2.1	0.8	7	0.1	0.4	0.9	60	0.4	0.9	40	-0.0	50	2	4	4	33	2	2	3
175	2.4	0.7	21	2.7	0.4	15	-0.4	0.8	1.2	60	1.0	1.4	40	-0.2	39	3	7	11	25	0	4	11
176	2.2	0.8	18	2.2	0.7	12	0.0	0.6	1.1	60	0.6	1.1	40	0.0	42	5	5	8	28	2	6	4
177	2.0	0.8	3	3.0	0.0	5	-1.0	0.1	0.5	60	0.4	1.0	40	-0.3	57	1	1	1	35	0	0	5
178	1.0	0.0	1	2.7	0.5	3	-1.7	0.0	0.1	60	0.2	0.7	40	-0.2	59	1	0	0	37	0	1	2
179	2.5	0.6	49	2.7	0.5	23	-0.2	2.0	1.1	60	1.5	1.4	40	0.5	11	2	21	26	17	0	7	16
180	2.6	0.6	44	2.8	0.4	21	-0.2	1.9	1.2	60	1.5	1.4	40	0.4	16	2	15	27	17	0	4	17
181	2.0	0.8	27	2.5	0.7	22	-0.5	0.9	1.1	60	1.4	1.4	40	-0.5	33	8	10	9	18	3	5	14
182	2.2	0.7	11	2.6	0.8	12	-0.4	0.4	0.9	58	0.8	1.3	40	-0.4	47	2	5	4	28	2	1	9
183	3.0	0.0	1	2.7	0.5	3	0.3	0.0	0.4	60	0.2	0.7	40	-0.1	59	0	0	1	37	0	1	2
184	2.9	0.3	11	2.3	0.7	11	0.6	0.5	1.1	60	0.6	1.1	40	-0.1	49	0	1	10	29	2	4	5
185	2.3	0.8	39	2.6	0.6	22	-0.3	1.5	1.3	60	1.4	1.4	40	0.1	21	7	13	19	18	2	4	16
186	2.1	0.7	30	2.2	0.8	18	-0.1	1.0	1.2	60	1.0	1.2	39	0.0	30	6	15	9	21	4	7	7
187	2.1	0.7	34	2.1	0.8	17	0.0	1.2	1.2	60	0.9	1.2	38	0.3	26	7	15	12	21	5	5	7
188	2.8	0.4	4	2.1	0.8	7	0.6	0.2	0.7	60	0.4	0.9	40	-0.2	56	0	1	3	33	2	2	3
189	2.6	0.7	35	2.4	0.8	23	0.2	1.5	1.4	59	1.4	1.3	40	0.1	24	4	6	25	17	4	5	14
190	2.4	0.6	41	2.6	0.5	21	-0.2	1.6	1.2	60	1.4	1.3	38	0.2	19	3	20	18	17	0	9	12
191	2.4	0.7	14	2.6	0.5	11	-0.2	0.6	1.1	60	0.7	1.2	40	-0.2	46	2	4	8	29	0	4	7
192	2.6	0.7	44	2.4	0.7	26	0.1	1.9	1.3	60	1.7	1.3	38	0.2	16	4	11	29	12	3	9	14
193	2.4	0.6	34	2.3	0.8	18	0.1	1.4	1.3	59	1.0	1.3	40	0.3	25	3	14	17	22	4	4	10
194	2.2	0.7	11	2.5	0.8	6	-0.3	0.4	0.9	60	0.4	0.9	40	0.0	49	2	5	4	34	1	1	1
195	3.0	0.0	3	2.0	0.8	3	1.0	0.1	0.7	60	0.1	0.6	40	0.0	57	0	0	3	37	1	1	1
196	2.1	0.8	14	2.0	0.8	9	0.1	0.5	1.0	60	0.4	0.9	40	0.1	46	4	4	6	31	3	3	3
197	2.0	0.8	7	1.0	0.0	1	1.0	0.2	0.7	60	0.0	0.2	40	0.2	53	2	3	2	39	0	0	0
198	2.5	0.8	13	2.4	0.5	7	0.1	0.5	1.1	60	0.4	0.9	40	0.1	47	3	0	10	33	0	4	3
199	3.0	0.0	5	3.0	0.0	3	0.0	0.3	0.8	60	0.2	0.8	39	0.0	55	0	0	5	36	0	0	3
200	2.8	0.4	4	0.0	0.0	0	2.8	0.2	0.7	60	0.0	0.0	40	0.2	56	0	1	3	40	0	0	0
201	2.5	0.5	2	0.0	0.0	0	2.5	0.1	0.5	60	0.0	0.0	40	0.1	58	0	1	1	40	0	0	0
202	2.8	0.4	4	0.0	0.0	0	2.8	0.2	0.7	60	0.0	0.0	40	0.2	56	0	1	3	40	0	0	0
203	2.5	0.5	6	2.5	0.5	4	0.0	0.3	0.8	60	0.3	0.8	40	0.0	54	0	3	3	36	0	2	2
204	3.0	0.0	4	2.0	0.0	1	1.0	0.2	0.7	60	0.0	0.3	40	0.1	56	0	0	4	39	0	1	0
205	2.8	0.4	8	0.0	0.0	0	2.8	0.4	0.9	60	0.0	0.0	40	0.4	52	0	2	6	40	0	0	0



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK					ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS					DISTRIBUTION OF WORKER RESPONSES					DISTRIBUTION OF SUPERVISOR RESPONSES						
	WORKERS		SUPERVISORS		D:W-S MEAN	WORKERS		SUPERVISORS		D:W-S MEAN	MOME	LOW	MED	HIGH	MOME	LOW	MED	HIGH				
	MEAN	SD	N	SO		MEAN	SD	N	SO										MEAN	SO	N	
206	2.7	0.5	9	2.3	0.5	3	0.3	0.4	1.0	60	0.2	0.6	40	0.2	51	0	3	6	37	0	2	1
207	3.0	0.0	5	2.7	0.5	3	0.3	0.3	0.8	60	0.2	0.7	40	0.1	55	0	0	5	37	0	1	2
208	2.7	0.4	19	2.5	0.5	8	0.2	0.9	1.3	60	0.5	1.0	40	0.4	41	0	5	14	32	0	4	4
209	2.0	0.0	3	0.0	0.0	0	2.0	0.1	0.4	60	0.0	0.0	40	0.1	57	0	3	0	40	0	0	0
210	2.5	0.5	2	0.0	0.0	0	2.5	0.1	0.5	60	0.0	0.0	40	0.1	58	0	1	1	40	0	0	0
211	2.5	0.5	2	0.0	0.0	0	2.5	0.1	0.5	60	0.0	0.0	40	0.1	58	0	1	1	40	0	0	0
212	2.0	1.0	2	2.0	0.0	2	0.0	0.1	0.4	60	0.1	0.4	40	-0.0	58	1	0	1	38	0	2	0
213	2.9	0.3	14	3.0	0.0	6	-0.1	0.7	1.2	60	0.4	1.1	40	0.2	46	0	2	12	34	0	0	6
214	3.0	0.0	2	3.0	0.0	1	0.0	0.1	0.5	60	0.1	0.5	40	0.0	58	0	0	2	39	0	0	1
215	2.3	0.9	7	2.0	0.0	2	0.3	0.3	0.8	60	0.1	0.4	40	0.2	53	2	1	4	38	0	2	0
216	2.5	0.5	2	3.0	0.0	2	-0.5	0.1	0.5	60	0.1	0.7	40	-0.1	58	0	1	1	38	0	0	2
217	3.0	0.0	1	3.0	0.0	2	0.0	0.0	0.4	60	0.1	0.7	40	-0.1	59	0	0	1	38	0	0	2
218	3.0	0.0	6	3.0	0.0	3	0.0	0.3	0.9	60	0.2	0.8	40	0.1	54	0	0	6	37	0	0	3
219	2.4	0.7	13	2.8	0.4	6	-0.4	0.5	1.0	60	0.4	1.0	40	0.1	47	2	4	7	34	0	1	5
220	2.7	0.5	3	0.0	0.0	0	2.7	0.1	0.6	60	0.0	0.0	40	0.1	57	0	1	2	40	0	0	0
221	2.1	0.8	7	2.3	0.8	4	-0.1	0.3	0.7	60	0.2	0.7	40	0.0	53	2	2	3	36	1	1	2
222	2.0	1.0	2	2.0	0.0	1	0.0	0.1	0.4	60	0.0	0.3	40	0.0	58	1	0	1	39	0	1	0
223	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	59	0	0	1	40	0	0	0
224	3.0	0.0	3	2.0	0.0	1	1.0	0.1	0.7	60	0.0	0.3	40	0.1	57	0	0	3	39	0	1	0
225	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	59	0	0	1	40	0	0	0
226	3.0	0.0	2	2.0	1.0	2	1.0	0.1	0.5	60	0.1	0.5	40	0.0	58	0	0	2	38	1	0	1
227	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	59	0	0	1	40	0	0	0
228	2.8	0.4	8	2.0	0.0	1	0.8	0.4	0.9	60	0.0	0.3	40	0.3	52	0	2	6	39	0	1	0
229	2.7	0.5	20	2.5	0.5	13	0.2	0.9	1.3	59	0.8	1.2	40	0.1	39	0	6	14	27	0	6	7
230	2.8	0.4	10	2.7	0.7	6	0.1	0.5	1.1	60	0.4	1.0	40	0.1	50	0	2	8	34	1	0	5
231	2.0	0.8	23	2.0	0.8	23	0.0	0.8	1.1	60	1.2	1.2	40	-0.4	37	6	10	7	17	6	10	7
232	2.5	0.5	4	2.5	0.5	4	0.0	0.2	0.6	60	0.3	0.8	40	-0.1	56	0	2	2	36	0	2	2
233	2.9	0.3	21	2.5	0.7	11	0.3	1.0	1.4	60	0.7	1.2	40	0.3	39	0	3	18	29	1	3	7
234	2.8	0.4	4	3.0	0.0	1	-0.3	0.2	0.7	60	0.1	0.5	40	0.1	56	0	1	3	39	0	0	1
235	2.8	0.4	8	2.3	0.8	4	0.5	0.4	0.9	60	0.2	0.7	40	0.1	52	0	2	6	36	1	1	2
236	2.8	0.4	4	3.0	0.0	2	-0.3	0.2	0.7	59	0.1	0.7	40	0.0	55	0	1	3	38	0	0	2
237	2.3	0.8	21	1.9	0.9	16	0.5	0.8	1.2	60	0.8	1.1	40	0.1	39	4	6	11	24	7	4	5
238	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	60	0.0	0.0	40	0.0	60	0	0	0	40	0	0	0
239	2.5	0.6	13	2.1	0.9	8	0.4	0.5	1.1	60	0.4	0.9	40	0.1	47	1	4	8	32	3	1	4
240	2.5	0.5	6	0.0	0.0	0	2.5	0.3	0.8	60	0.0	0.0	40	-0.3	54	0	3	3	40	0	0	0



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES									
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D:M-S		WORKER RESPONSES		SUPERVISOR RESPONSES									
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	NONE	LOW	MED	HIGH	NONE	LOW	MED	HIGH				
241	2.0	0.0	1	2.0	0.0	1	0.0	0.0	60	0.0	0.3	40	-0.0	59	0	1	40	39	0	1	0	
242	2.7	0.5	7	2.0	0.0	1	0.7	0.3	60	0.0	0.3	40	0.3	53	0	2	5	34	0	1	0	
243	2.6	0.5	5	0.0	0.0	0	2.6	0.2	59	0.0	0.0	40	0.2	54	0	2	3	40	0	0	0	
244	2.7	0.5	6	2.0	0.0	1	0.7	0.3	60	0.0	0.3	40	0.2	54	0	2	4	39	0	1	0	
245	2.8	0.4	5	0.0	0.0	0	2.8	0.2	60	0.0	0.0	40	0.2	55	0	1	4	40	0	0	0	
246	0.0	0.0	0	2.0	0.0	1	-2.0	0.0	60	0.0	0.3	40	-0.0	60	0	0	0	39	0	1	0	
247	3.0	0.0	2	3.0	0.0	1	0.0	0.1	60	0.1	0.5	40	0.0	58	0	0	2	34	0	0	1	
248	2.5	0.5	4	0.0	0.0	0	2.5	0.2	60	0.0	0.0	40	0.2	56	0	2	2	40	0	0	0	
249	2.9	0.3	9	3.0	0.0	1	-0.1	0.4	60	0.1	0.5	40	0.4	51	0	1	8	39	0	0	1	
250	2.2	0.7	6	2.7	0.5	3	-0.5	0.2	60	0.2	0.7	40	0.0	54	1	3	2	37	0	1	2	
251	2.9	0.3	11	2.6	0.7	7	0.3	0.5	1.1	60	0.4	1.0	40	0.1	49	0	1	10	33	1	1	5
252	2.0	0.8	3	0.0	0.0	0	2.0	0.1	0.5	60	0.0	0.0	40	0.1	57	1	1	1	40	0	0	0
253	3.0	0.0	1	2.0	0.0	1	1.0	0.0	0.4	60	0.0	0.3	40	0.0	59	0	0	1	39	0	1	0
254	2.5	0.5	10	2.4	0.5	9	0.1	0.4	1.0	60	0.5	1.0	40	-0.1	50	0	5	5	31	0	5	4
255	3.0	0.0	2	1.5	0.5	2	1.5	0.1	0.5	60	0.1	0.3	40	0.0	58	0	0	2	38	1	1	0
256	3.0	0.0	2	0.0	0.0	0	3.0	0.1	0.5	60	0.0	0.0	40	0.1	58	0	0	2	40	0	0	0
257	2.3	0.4	4	3.0	0.0	2	-0.8	0.1	0.6	60	0.1	0.7	40	0.0	56	0	3	1	38	0	0	2
258	3.0	0.0	1	3.0	0.0	2	0.0	0.0	0.4	60	0.1	0.7	40	-0.1	59	0	0	1	34	0	0	2
259	2.5	0.5	2	3.0	0.0	1	-0.5	0.1	0.5	60	0.1	0.5	40	0.0	58	0	1	1	39	0	0	1
260	2.6	0.5	5	1.8	0.4	4	0.8	0.2	0.7	60	0.2	0.5	40	0.0	55	0	2	3	36	1	3	0
261	0.0	0.0	0	2.0	0.0	2	-2.0	0.0	0.0	60	0.1	0.4	40	-0.1	60	0	0	0	38	0	2	0
262	2.7	0.5	10	2.0	0.0	2	0.7	0.4	1.0	60	0.1	0.4	40	0.4	50	0	3	7	38	0	2	0
263	2.6	0.7	7	3.0	0.0	1	-0.4	0.3	0.9	60	0.1	0.5	40	0.2	53	1	1	5	39	0	0	1
264	2.5	0.5	6	2.7	0.5	6	-0.2	0.3	0.8	60	0.4	1.0	40	-0.1	54	0	3	3	34	0	2	4
265	2.0	0.6	5	0.0	0.0	0	2.0	0.2	0.6	60	0.0	0.0	40	0.2	55	1	3	1	40	0	0	0
266	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	60	0.0	0.0	40	0.0	60	0	0	0	40	0	0	0
267	2.3	0.5	6	2.5	0.5	2	-0.2	0.2	0.7	60	0.1	0.6	39	0.1	54	0	4	2	37	0	1	1
268	2.7	0.5	3	0.0	0.0	0	2.7	0.1	0.6	60	0.0	0.0	40	0.1	57	0	1	2	40	0	0	2
269	2.5	0.5	4	3.0	0.0	2	-0.5	0.2	0.6	60	0.2	0.7	39	0.0	56	0	2	2	37	0	0	2
270	3.0	0.0	3	2.5	0.5	4	0.5	0.1	0.7	60	0.2	0.8	40	-0.1	57	0	0	3	36	0	2	2
271	2.8	0.4	4	3.0	0.0	1	-0.3	0.2	0.7	60	0.1	0.5	40	0.1	56	0	1	3	39	0	0	1
272	3.0	0.0	4	3.0	0.0	2	0.0	0.2	0.7	60	0.1	0.7	40	0.1	56	0	0	4	38	0	0	2
273	0.0	0.0	0	3.0	0.0	1	-3.0	0.0	0.0	60	0.2	0.5	40	-0.1	60	0	0	5	39	0	0	1
274	2.7	0.5	7	2.0	1.0	4	0.7	0.3	0.9	60	0.2	0.7	39	0.1	53	0	2	5	35	2	0	2
275	2.5	0.8	6	2.0	0.0	1	0.5	0.3	0.8	60	0.0	0.3	40	0.2	54	1	1	4	39	0	1	0

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK						ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS						DISTRIBUTION OF WORKER RESPONSES						DISTRIBUTION OF SUPERVISOR RESPONSES													
	WORKERS			SUPERVISORS			WORKERS			SUPERVISORS			D:M-S			MEAN			NONE			LOW			MED			HIGH				
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD
276	3.0	0.0	6	2.5	0.5	2	0.5	0.3	0.9	60	0.1	0.6	40	0.2	0.2	54	0	6	38	0	1	1										
277	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	0.0	59	0	1	40	0	0	0										
278	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	0.0	59	0	1	40	0	0	0										
279	2.4	0.7	20	2.5	0.7	10	-0.1	0.8	1.2	59	0.6	1.1	39	0.2	0.2	39	3	5	29	1	3	6										
280	2.3	0.4	4	0.0	0.0	0	2.3	0.1	0.6	60	0.0	0.0	40	0.1	0.1	56	0	3	40	0	0	0										
281	3.0	0.0	1	2.3	0.9	3	0.7	0.0	0.4	60	0.2	0.7	40	-0.1	-0.1	59	0	1	37	1	0	2										
282	1.9	0.6	8	1.5	0.8	6	0.4	0.3	0.7	60	0.2	0.6	40	0.0	0.0	52	2	5	34	4	1	1										
283	3.0	0.0	3	2.3	0.9	3	0.7	0.1	0.7	60	0.2	0.7	40	-0.0	-0.0	57	1	3	37	1	0	2										
284	1.7	0.8	26	1.6	0.7	20	0.1	0.7	1.0	60	0.8	0.9	40	-0.1	-0.1	34	13	8	20	10	8	2										
285	2.7	0.5	7	2.0	0.8	6	0.7	0.3	0.9	60	0.3	0.8	40	0.0	0.0	53	0	2	34	-2	2	2										
286	3.0	0.0	1	2.5	0.5	2	0.5	0.0	0.4	60	0.1	0.6	40	-0.1	-0.1	59	0	1	38	0	1	1										
287	3.0	0.0	2	0.0	0.0	0	3.0	0.1	0.5	60	0.0	0.0	40	0.1	0.1	58	0	2	40	0	0	0										
288	2.0	0.9	5	2.0	0.0	1	0.0	0.2	0.6	60	0.0	0.3	40	0.1	0.1	55	2	1	39	0	1	0										
289	2.3	0.8	4	2.0	0.6	6	0.3	0.1	0.6	60	0.3	0.7	40	-0.1	-0.1	56	1	1	34	1	4	1										
290	2.6	0.7	8	3.0	0.0	1	-0.4	0.4	0.9	59	0.1	0.5	39	0.3	0.3	51	1	1	38	0	0	1										
291	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	0.0	59	0	1	38	0	0	0										
292	2.5	0.5	2	0.0	0.0	0	2.5	0.1	0.5	60	0.0	0.0	40	0.1	0.1	58	0	1	40	0	0	0										
293	2.7	0.5	3	0.0	0.0	0	2.7	0.1	0.6	60	0.0	0.0	40	0.1	0.1	57	0	1	40	0	0	0										
294	2.0	1.0	2	3.0	0.0	2	-1.0	0.1	0.4	60	0.1	0.7	40	-0.1	-0.1	58	1	0	38	0	0	2										
295	2.5	0.6	14	2.3	0.7	9	0.2	0.6	1.1	60	0.5	1.0	39	0.0	0.0	46	1	5	30	1	4	4										
296	2.0	0.8	30	2.2	0.6	18	-0.2	1.0	1.1	59	1.0	1.2	40	0.0	0.0	29	9	13	22	2	11	5										
297	2.0	1.0	2	1.0	0.0	1	1.0	0.1	0.4	59	0.0	0.2	40	0.0	0.0	57	1	0	39	1	0	0										
298	2.8	0.4	4	2.3	0.8	4	0.5	0.2	0.7	60	0.2	0.7	40	-0.0	-0.0	56	0	1	36	1	1	2										
299	2.5	0.5	4	2.3	0.8	4	0.3	0.2	0.6	60	0.2	0.7	40	-0.1	-0.1	56	0	2	36	1	1	2										
300	2.0	0.0	1	0.0	0.0	0	2.0	0.0	0.3	60	0.0	0.0	40	0.0	0.0	59	0	1	40	0	0	0										
301	2.0	0.0	1	2.0	1.0	4	0.0	0.0	0.3	60	0.2	0.7	40	-0.2	-0.2	59	0	1	36	2	0	2										
302	2.3	0.4	4	2.0	1.0	4	0.3	0.1	0.6	60	0.2	0.7	40	-0.1	-0.1	56	0	3	36	2	0	2										
303	2.3	0.5	9	2.3	0.7	9	0.0	0.4	0.9	59	0.5	1.0	40	-0.2	-0.2	50	0	6	31	1	4	4										
304	2.5	0.5	6	0.0	0.0	0	2.5	0.3	0.8	60	0.0	0.0	40	0.3	0.3	54	0	3	40	0	0	0										
305	3.0	0.0	1	0.0	0.0	0	3.0	0.0	0.4	60	0.0	0.0	40	0.0	0.0	59	0	0	40	0	0	0										
306	2.3	0.9	3	2.0	0.0	2	0.3	0.1	0.6	60	0.1	0.4	40	0.0	0.0	57	1	0	38	0	2	0										
307	2.8	0.4	5	3.0	0.0	3	-0.2	0.2	0.8	60	0.2	0.8	40	0.0	0.0	55	0	1	37	0	0	3										
308	2.0	0.0	1	3.0	0.0	1	-1.0	0.0	0.3	60	0.1	0.5	40	-0.0	-0.0	59	0	1	39	0	0	1										
309	2.3	0.5	5	3.0	0.0	1	-0.7	0.1	0.5	60	0.1	0.5	40	0.0	0.0	57	0	2	39	0	0	1										
310	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	60	0.0	0.0	40	0.0	0.0	60	0	0	40	0	0	0										

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK					ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS					DISTRIBUTION OF WORKER RESPONSES					DISTRIBUTION OF SUPERVISOR RESPONSES				
	WORKERS		SUPERVISORS		D:W-S	WORKERS		SUPERVISORS		D:W-S	WORKER RESPONSES		SUPERVISOR RESPONSES		NONE	LOW	MED	HIGH		
	MEAN	SD	N	MEAN		SD	N	MEAN	SD		N	MEAN	SD	N					MEAN	SD
311	2.5	0.7	11	2.0	1.0	4	0.5	0.5	60	0.2	0.7	40	0.3	0.3	49	1	3	7		
312	2.9	0.3	7	0.0	0.0	0	2.9	0.3	60	0.0	0.0	40	0.3	0.3	53	0	1	6		
313	2.8	0.4	5	2.2	0.7	5	0.6	0.2	60	0.3	0.8	40	-0.0	-0.0	55	0	1	4		
314	2.4	0.5	7	2.1	0.6	7	0.3	0.8	60	0.4	0.9	40	-0.1	-0.1	53	0	4	3		
315	2.6	0.5	8	2.8	0.4	6	-0.2	0.3	60	0.4	1.0	40	-0.1	-0.1	52	0	3	5		
316	2.0	0.5	8	1.8	1.0	8	0.3	0.3	60	0.3	0.8	40	-0.1	-0.1	52	1	6	1		
317	1.0	0.0	2	2.3	0.9	3	-1.3	0.0	60	0.2	0.7	40	-0.1	-0.1	58	2	0	0		
318	2.6	0.5	5	2.4	0.7	7	0.2	0.2	60	0.4	1.0	40	-0.2	-0.2	55	0	2	3		
319	2.0	0.7	9	1.9	0.9	12	0.1	0.3	60	0.6	1.0	40	-0.3	-0.3	51	2	5	2		
320	2.9	0.4	27	2.7	0.5	23	0.2	1.3	59	1.5	1.4	40	-0.2	-0.2	32	0	4	23		
321	2.0	0.8	3	0.0	0.0	0	2.0	0.1	60	0.0	0.0	40	0.1	0.1	57	1	1	1		
322	2.5	0.8	17	2.5	0.7	15	-0.0	0.7	60	0.9	1.3	40	-0.2	-0.2	43	3	2	12		
323	2.2	0.7	14	2.2	0.8	12	0.0	0.5	60	0.6	1.1	40	-0.1	-0.1	46	2	7	5		
324	2.1	0.6	12	2.3	0.9	6	-0.3	0.4	60	0.3	0.9	40	0.1	0.1	48	2	7	3		
325	2.3	0.8	25	2.1	0.8	21	0.2	0.9	60	1.1	1.2	39	-0.2	-0.2	35	5	8	12		
326	2.0	0.7	16	1.7	0.9	3	0.3	0.5	60	0.1	0.5	39	0.4	0.4	44	4	8	4		
327	2.7	0.5	59	2.9	0.3	33	-0.1	2.7	60	2.5	1.0	38	0.2	0.2	1	3	10	46		
328	1.6	0.7	15	1.7	0.9	3	0.4	0.4	60	0.1	0.5	39	0.3	0.3	45	8	5	2		
329	1.6	0.8	39	1.3	0.6	20	0.3	1.1	60	0.6	0.8	40	0.4	0.4	21	22	9	8		
330	2.2	0.8	50	2.2	0.7	27	0.0	2.0	57	1.6	1.2	38	0.4	0.4	7	10	18	22		
331	2.4	0.6	35	2.4	0.7	20	-0.0	1.5	58	1.2	1.3	40	0.2	0.2	23	2	16	17		
332	1.3	0.5	3	2.3	0.5	3	-1.0	0.1	60	0.2	0.6	40	-0.1	-0.1	57	2	1	0		
333	2.5	0.7	51	2.4	0.7	29	0.2	2.1	60	1.7	1.2	40	0.4	0.4	9	5	14	32		
334	2.3	0.8	25	2.1	0.6	13	0.2	0.9	60	0.7	1.0	40	0.3	0.3	35	5	8	12		
335	2.0	0.9	21	2.4	0.8	10	-0.4	0.7	60	0.6	1.1	40	0.1	0.1	39	8	5	8		
336	2.3	0.7	37	2.4	0.7	20	-0.1	1.4	59	1.2	1.3	40	0.2	0.2	22	6	15	16		
337	2.1	0.7	20	2.1	0.8	19	-0.0	0.7	60	1.6	1.2	40	-0.3	-0.3	40	4	10	6		
338	2.6	0.6	53	2.6	0.6	34	0.0	2.3	60	2.2	1.1	40	0.1	0.1	7	2	17	34		
339	2.6	0.6	56	2.9	0.4	32	-0.3	2.4	60	2.3	1.2	40	0.1	0.1	4	5	12	39		
340	2.3	0.6	47	2.4	0.6	32	-0.2	1.8	60	1.9	1.1	40	-0.2	-0.2	13	5	24	18		
341	2.3	0.7	29	2.3	0.6	20	0.0	1.1	60	1.1	1.2	40	-0.0	-0.0	31	4	13	12		
342	2.5	0.7	37	2.6	0.6	21	-0.0	1.6	60	1.4	1.4	40	0.2	0.2	23	4	9	24		
343	2.2	0.7	48	2.3	0.6	31	-0.1	1.8	60	1.8	1.1	40	-0.0	-0.0	12	9	21	18		
344	2.3	0.7	54	2.4	0.7	33	-0.1	2.1	60	2.0	1.1	40	0.1	0.1	6	7	22	25		
345	2.1	0.8	51	2.2	0.7	30	-0.1	1.9	60	1.6	1.2	40	0.1	0.1	9	13	20	18		



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES										
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D:M-S		MEAN		D:M-S		NONE		LOW		MED		HIGH		
	MEAN	SD	N		MEAN	SD	N		MEAN	SD	N		MEAN	SD	N		LOW	MED	HIGH	NONE	LOW	MED	HIGH
346	1.9	0.8	54	1.9	0.8	31	0.0	0.0	1.8	0.9	60	1.5	1.1	39	0.2	6	18	21	15	8	12	10	9
347	2.5	0.6	41	2.6	0.5	30	-0.1	-0.1	1.7	1.3	60	2.0	1.2	40	-0.3	19	3	14	24	10	1	9	20
348	2.9	0.4	56	2.9	0.2	35	-0.1	-0.1	2.7	0.8	60	2.6	0.9	39	0.0	4	1	5	50	4	0	2	33
349	2.0	0.8	46	1.9	0.9	23	0.0	0.0	1.5	1.1	60	1.1	1.2	40	0.4	14	14	20	12	17	11	3	9
350	1.6	0.7	15	1.6	0.5	5	0.0	0.0	0.4	0.8	60	0.2	0.6	40	0.2	45	8	5	2	35	2	3	0
351	1.6	0.6	42	1.6	0.7	26	0.1	0.1	1.1	0.9	60	1.0	0.9	40	0.1	18	19	19	4	14	14	9	3
352	1.9	0.8	47	2.0	0.6	29	-0.1	-0.1	1.5	1.0	60	1.5	1.0	39	-0.0	13	18	17	12	10	6	17	6
353	2.7	0.5	39	2.6	0.6	23	0.1	0.1	1.7	1.3	60	1.5	1.4	40	0.2	21	0	13	26	17	1	7	15
354	2.3	0.7	27	2.3	0.6	14	0.0	0.0	1.0	1.2	60	0.9	1.2	37	0.2	33	3	12	12	23	1	8	5
355	2.6	0.7	7	2.5	0.9	4	0.1	0.1	0.3	0.9	60	0.3	0.8	40	0.0	53	1	1	5	36	1	0	3
356	2.0	0.8	52	2.0	0.8	31	-0.1	-0.1	1.7	1.0	59	1.7	1.1	38	0.1	7	19	15	18	7	10	10	11
357	2.7	0.5	9	2.2	0.7	5	0.5	0.5	0.4	1.0	60	0.3	0.8	40	0.1	51	0	3	6	35	1	2	2
358	1.7	0.7	17	1.5	0.8	6	0.2	0.2	0.5	0.8	60	0.2	0.6	40	0.3	43	7	8	2	34	4	1	1
359	2.9	0.3	29	2.6	0.6	20	0.2	0.2	1.4	1.5	60	1.3	1.4	40	0.1	31	0	4	25	20	1	5	14
360	2.1	0.7	46	2.1	0.7	29	-0.0	-0.0	1.6	1.1	60	1.5	1.1	40	0.1	14	11	20	15	11	6	14	9
361	2.0	0.8	54	2.2	0.7	30	-0.3	-0.3	1.8	0.9	60	1.7	1.1	39	0.0	6	17	22	15	9	5	13	12
362	2.5	0.6	54	2.5	0.5	31	0.0	0.0	2.3	1.0	60	2.0	1.1	39	0.3	6	4	17	33	8	0	15	16
363	2.7	0.5	39	2.6	0.6	30	0.1	0.1	1.8	1.3	60	1.9	1.2	40	-0.2	21	0	12	27	10	1	11	18
364	2.5	0.5	4	3.0	0.0	1	-0.5	-0.5	0.2	0.6	60	0.1	0.5	40	0.1	56	0	2	2	39	0	0	1
365	2.5	0.7	19	2.6	0.7	8	-0.1	-0.1	0.8	1.2	60	0.5	1.1	39	0.3	41	2	5	12	31	1	1	6
366	2.2	0.8	39	2.3	0.6	19	-0.1	-0.1	1.4	1.2	60	1.1	1.2	40	0.3	22	9	13	16	21	2	10	7
367	2.1	0.7	55	2.3	0.7	32	-0.3	-0.3	1.9	0.9	59	1.9	1.1	39	0.0	4	13	24	18	7	5	11	16
368	2.3	0.7	6	2.0	0.7	4	0.3	0.3	0.2	0.7	60	0.2	0.6	40	0.0	54	1	2	3	36	1	2	1
369	3.0	0.0	2	1.0	0.0	1	2.0	2.0	0.1	0.5	60	0.0	0.2	40	0.1	58	0	0	2	39	1	0	0
370	2.2	1.0	5	1.8	0.8	4	0.4	0.4	0.2	0.7	60	0.2	0.6	40	0.0	55	2	0	3	36	2	1	1
371	3.0	0.0	1	3.0	0.0	1	0.0	0.0	0.0	0.4	60	0.1	0.5	40	-0.0	59	0	0	1	39	0	0	1
372	3.0	0.0	2	2.0	0.8	3	1.0	1.0	0.1	0.5	60	0.1	0.6	40	-0.1	37	0	0	2	37	1	1	1
373	2.0	0.8	7	2.0	0.7	4	0.0	0.0	0.2	0.7	60	0.2	0.6	40	0.0	53	2	3	2	36	1	2	1
374	2.0	0.0	1	1.7	0.5	3	0.3	0.3	0.0	0.5	60	0.1	0.5	40	-0.1	59	0	1	0	37	1	2	0
375	1.4	0.6	44	1.6	0.7	23	-0.2	-0.2	1.0	0.8	60	0.9	0.9	39	0.1	16	31	9	4	16	13	7	3
376	1.4	0.6	47	1.7	0.8	26	-0.3	-0.3	1.1	0.8	60	1.1	1.0	39	-0.0	13	34	9	4	13	14	7	5
377	2.1	0.7	16	2.4	0.7	8	-0.3	-0.3	0.6	1.0	60	0.5	1.0	40	0.1	44	4	7	5	32	1	3	4
378	1.9	0.7	23	2.3	0.8	12	-0.4	-0.4	0.7	1.0	60	0.7	1.2	40	0.0	37	6	13	4	28	3	2	4
379	2.2	0.7	5	1.0	0.0	1	1.2	1.2	0.2	0.6	60	0.0	0.2	40	0.2	55	1	2	2	39	1	0	0
380	1.9	0.8	32	2.3	0.7	22	-0.4	-0.4	1.1	1.1	58	1.3	1.3	40	-0.2	24	12	11	9	18	3	9	10



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES												
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		DIN-S		WORKER RESPONSES		SUPERVISOR RESPONSES		NONE		LOW		MED		HIGH				
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	
381	2.1	0.8	8	2.1	0.6	9	0.0	0.3	0.8	60	0.5	0.9	40	-0.2	52	2	3	3	31	1	6	2			
382	1.8	0.7	12	2.1	0.8	8	-0.4	0.3	0.8	60	0.4	0.9	39	-0.1	48	5	2	2	31	2	3	3			
383	3.0	0.0	2	1.0	0.0	1	2.0	0.1	0.5	60	0.0	0.2	40	0.1	58	0	0	2	39	1	0	0			
384	2.9	0.3	56	2.9	0.4	34	0.0	2.7	0.8	60	2.5	1.0	39	0.2	4	1	2	53	5	1	1	32			
385	2.5	0.5	2	2.0	0.0	1	0.5	0.1	0.5	60	0.0	0.3	40	0.0	58	0	1	1	39	0	1	0			
386	1.9	0.9	39	1.6	0.8	22	0.3	1.2	1.1	60	0.9	1.0	40	0.3	21	17	9	13	18	12	6	4			
387	2.6	0.5	5	2.5	0.5	4	0.1	0.2	0.7	60	0.3	0.8	40	-0.0	55	0	2	3	36	0	2	2			
388	2.6	0.5	8	2.7	0.5	3	-0.0	0.3	0.9	60	0.2	0.7	40	0.1	52	0	3	5	37	0	1	2			
389	2.7	0.6	46	2.7	0.4	26	-0.1	2.0	1.2	60	1.8	1.3	39	0.2	14	2	11	33	13	0	7	19			
390	1.7	0.7	39	1.6	0.5	23	0.2	1.1	1.0	60	0.9	0.9	39	0.2	21	16	17	6	16	10	13	0			
391	2.4	0.7	33	2.5	0.7	21	-0.1	1.3	1.3	60	1.3	1.3	40	0.0	27	5	11	17	19	2	7	12			
392	2.7	0.5	59	2.6	0.4	30	-0.1	2.6	0.8	60	2.2	1.2	39	0.4	3	3	9	45	9	0	6	24			
393	1.8	0.7	49	1.8	0.8	27	-0.0	1.4	0.9	60	1.2	1.1	40	0.2	11	19	23	7	13	12	9	6			
394	1.6	0.7	53	1.9	0.9	27	-0.3	1.4	0.9	60	1.1	1.2	39	0.3	7	31	14	8	16	10	3	8			
395	2.1	0.7	55	2.3	0.7	32	-0.3	1.9	0.9	60	1.8	1.1	40	0.0	5	14	24	17	8	5	12	15			
396	2.5	0.5	8	2.5	0.6	13	-0.0	0.3	0.9	60	0.8	1.2	40	-0.5	52	0	4	4	27	1	4	8			
397	2.2	0.8	12	2.5	0.7	8	-0.3	0.4	0.9	60	0.5	1.0	40	-0.1	48	3	4	5	32	1	2	5			
398	2.2	0.7	31	2.4	0.7	15	-0.2	1.1	1.2	60	0.9	1.2	40	0.2	29	5	16	12	25	2	5	6			
399	2.4	0.7	34	2.4	0.7	17	0.0	1.3	1.3	60	1.0	1.3	39	0.3	26	4	14	16	22	2	7	8			
400	2.5	0.6	15	2.3	0.7	9	0.2	0.6	1.1	60	0.5	1.0	40	0.1	45	1	5	9	31	1	4	4			
401	2.9	0.4	58	2.9	0.2	33	-0.1	2.8	0.6	60	2.5	1.1	39	0.3	2	1	6	51	6	0	2	31			
402	2.7	0.8	54	2.6	0.5	29	0.1	2.4	1.0	60	1.9	1.2	40	0.5	6	4	10	40	11	0	12	17			
403	2.1	0.7	9	2.3	0.5	3	-0.2	0.3	0.8	60	0.2	0.4	40	0.1	51	2	4	3	37	0	2	1			
404	1.9	0.6	42	2.3	0.7	26	-0.4	1.4	1.0	59	1.5	1.2	40	-0.1	17	9	28	5	14	3	13	10			
405	2.1	0.8	10	2.2	0.7	5	-0.1	0.3	0.9	60	0.3	0.8	40	0.1	50	3	3	4	35	1	2	2			
406	2.1	0.6	27	2.4	0.6	16	-0.3	0.9	1.1	60	1.0	1.3	39	-0.1	33	4	16	7	23	1	7	8			
407	2.7	0.5	50	3.0	0.2	28	-0.2	2.3	1.1	59	2.1	1.3	39	0.2	9	2	9	39	11	0	1	27			
408	1.6	0.7	19	2.0	0.7	13	-0.4	0.5	0.9	60	0.6	1.0	40	-0.1	41	10	6	3	27	3	7	3			
409	2.1	0.7	44	2.5	0.6	23	-0.4	1.5	1.1	60	1.4	1.3	40	0.1	16	10	19	15	17	1	9	13			
410	2.0	1.0	4	2.0	0.0	2	0.0	0.1	0.6	60	0.1	0.4	40	0.0	56	2	0	2	38	0	2	0			
411	1.6	0.7	46	2.2	0.8	26	-0.6	1.2	0.9	60	1.4	1.2	39	-0.2	14	26	14	6	13	7	11	0			
412	2.8	0.7	8	1.0	0.0	1	1.8	0.4	1.0	60	0.0	0.2	40	0.3	52	1	0	7	39	1	0	0			
413	3.0	0.0	5	1.0	0.0	1	2.0	0.3	0.8	60	0.0	0.2	40	0.2	55	0	0	5	39	1	0	0			
414	2.5	0.6	13	1.5	0.5	2	1.0	0.5	1.1	60	0.1	0.5	40	0.5	47	1	4	8	38	1	1	0			
415	2.7	0.7	9	1.7	0.5	3	1.0	0.4	1.0	60	0.1	0.5	40	0.3	51	1	1	7	37	1	1	2			

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK					ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS					DISTRIBUTION OF WORKER RESPONSES					DISTRIBUTION OF SUPERVISOR RESPONSES						
	WORKERS		SUPERVISORS		D:M:S	WORKERS		SUPERVISORS		D:M:S	WORKERS		SUPERVISORS		WORKER RESPONSES		SUPERVISOR RESPONSES					
	MEAN	SD	N	MEAN		SD	N	MEAN	SD		N	MEAN	SD	N	MEAN	SD	N	NONE	LOW	MED	HIGH	
416	2.8	0.4	5	1.0	0.0	1	1.8	0.2	0.8	60	0.0	0.2	40	0.2	55	0	1	4	39	1	0	0
417	2.8	0.4	40	2.8	0.5	22	-0.0	1.8	1.3	60	1.5	1.4	40	0.3	20	0	10	30	18	1	3	18
418	2.8	0.5	45	2.7	0.5	31	0.1	2.1	1.3	60	2.2	1.2	39	-0.1	15	1	8	36	8	0	9	22
419	2.6	0.7	7	1.0	0.0	2	1.6	0.3	0.9	60	0.0	0.2	40	0.2	53	1	1	5	38	2	0	0
420	2.3	0.7	52	2.4	0.6	25	-0.1	2.0	1.0	60	1.5	1.3	40	0.5	8	7	21	24	15	2	10	13
421	2.3	0.9	3	1.5	0.5	2	0.8	0.1	0.6	60	0.1	0.3	40	0.0	57	1	0	2	38	1	1	0
422	3.0	0.0	3	2.3	0.4	4	0.8	0.1	0.7	60	0.2	0.7	40	-0.1	57	0	0	3	36	0	3	1
423	2.5	0.8	40	2.6	0.6	25	-0.1	1.6	1.3	60	1.6	1.3	40	0.1	20	2	17	21	15	2	7	16
424	2.3	0.7	40	2.6	0.5	22	-0.3	1.5	1.2	60	1.4	1.3	40	0.1	20	5	19	16	18	0	9	13
425	2.0	0.7	4	3.0	0.0	4	-1.0	0.1	0.5	60	0.3	0.9	40	-0.2	56	1	2	1	36	0	0	4
426	2.5	0.7	11	2.3	0.5	3	0.2	0.5	1.0	60	0.2	0.6	40	0.3	49	1	3	7	37	0	2	1
427	1.9	0.6	7	2.2	0.4	5	-0.3	0.2	0.6	60	0.3	0.7	40	-0.1	53	2	4	1	35	0	4	1
428	1.9	0.9	9	2.0	0.7	4	-0.1	0.3	0.8	60	0.2	0.6	40	0.1	51	4	2	3	36	1	2	1
429	1.6	0.7	14	1.4	0.6	13	0.3	0.4	0.7	60	0.4	0.7	40	-0.1	46	7	5	2	27	9	3	1
430	2.8	0.4	42	2.6	0.6	25	0.2	2.0	1.3	59	1.6	1.3	40	0.3	17	0	10	32	15	1	8	16
431	2.0	0.6	5	2.4	0.5	5	-0.4	0.2	0.6	60	0.3	0.8	40	-0.1	55	1	3	1	35	0	3	2
432	2.3	0.6	13	2.6	0.5	5	-0.3	0.5	1.0	60	0.3	0.9	40	0.2	47	1	7	5	35	0	2	3
433	2.8	0.4	43	2.8	0.4	29	0.1	2.0	1.3	60	2.0	1.3	40	0.0	17	0	8	35	11	0	7	22
434	1.9	0.8	11	2.1	0.3	9	-0.2	0.3	0.8	60	0.5	0.9	40	-0.1	49	4	4	3	31	0	8	1
435	2.0	0.8	13	2.4	0.7	10	-0.4	0.4	0.9	60	0.6	1.1	40	-0.2	47	4	5	4	30	1	4	5
436	0.0	0.0	0	2.3	0.5	3	-2.3	0.0	0.0	60	0.2	0.6	40	-0.2	60	0	0	0	37	0	2	1
437	2.4	0.7	48	2.7	0.5	32	-0.3	1.9	1.1	60	2.1	1.2	40	-0.2	12	5	17	26	8	0	10	22
438	2.6	0.6	56	2.8	0.4	27	-0.2	2.4	0.8	60	1.9	1.4	40	0.5	4	2	18	36	13	0	5	22
439	2.8	0.4	39	2.9	0.4	20	-0.1	1.8	1.4	60	1.4	1.5	40	0.4	21	0	8	31	20	1	0	19
440	2.1	0.7	32	2.3	0.7	24	-0.2	1.1	1.1	60	1.3	1.2	40	-0.3	28	6	18	8	16	3	12	9
441	2.7	0.5	3	1.6	0.5	5	1.1	0.1	0.6	60	0.2	0.6	40	-0.1	57	0	1	2	35	2	3	0
442	2.1	0.7	34	2.6	0.6	16	-0.4	1.2	1.2	60	1.0	1.3	40	0.2	26	6	17	11	24	1	5	10
443	2.1	0.6	14	1.4	0.5	10	0.7	0.5	1.0	60	0.3	0.7	40	0.2	46	2	8	4	30	6	4	0
444	2.2	0.4	9	2.2	0.7	5	0.0	0.3	0.8	60	0.3	0.8	40	0.1	51	0	7	2	35	1	2	2
445	2.6	0.6	47	2.9	0.3	25	-0.3	2.0	1.2	60	1.8	1.4	40	0.3	13	2	14	31	15	0	1	22
446	2.5	0.5	4	1.8	0.8	4	0.8	0.2	0.6	60	0.2	0.6	40	-0.0	56	0	2	2	36	2	1	1
447	2.0	0.8	41	2.3	0.7	24	-0.3	1.4	1.1	60	1.4	1.3	40	-0.0	19	13	15	13	16	3	10	11
448	1.8	0.7	16	1.9	0.7	10	-0.1	0.5	0.8	60	0.5	0.9	40	-0.0	44	6	8	2	30	3	5	2
449	2.2	0.8	43	2.3	0.6	20	-0.1	1.6	1.2	60	1.1	1.2	40	0.4	17	10	15	18	20	2	10	8
450	1.5	0.5	6	1.5	0.5	2	0.0	0.1	0.5	60	0.1	0.3	40	0.1	54	3	3	0	38	1	1	0



TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK				ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS				DISTRIBUTION OF WORKER RESPONSES				DISTRIBUTION OF SUPERVISOR RESPONSES					
	WORKERS		SUPERVISORS		WORKERS		SUPERVISORS		D=M-S		NONE		LOW		HIGH			
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N
451	1.0	0.0	1	0.0	0.0	0	1.0	0.0	60	0.0	0.0	40	0.0	0.0	59	1	0	0
452	1.7	0.7	23	2.2	0.7	13	-0.5	0.9	60	0.7	1.1	40	-0.1	0.1	37	11	8	4
453	2.0	0.6	6	2.0	1.0	2	0.0	0.6	60	0.1	0.5	40	0.1	0.1	54	1	4	1
454	0.0	0.0	0	0.0	0.0	0	0.0	0.0	60	0.0	0.0	40	0.0	0.0	60	0	0	0
455	0.0	0.0	0	3.0	0.0	1	-3.0	0.0	60	0.0	0.1	40	-0.1	0.1	60	0	0	1
456	1.9	0.6	12	1.7	0.7	6	0.3	0.8	60	0.4	0.7	40	0.1	0.1	48	4	5	3
457	2.1	0.7	16	2.2	0.6	10	-0.1	1.0	60	0.5	1.0	40	0.0	0.0	44	4	7	5
458	2.6	0.7	43	2.5	0.7	23	0.1	1.3	60	1.4	1.3	40	0.4	0.4	17	4	11	28
459	1.8	0.5	30	1.9	0.8	22	-0.0	1.0	60	1.0	1.1	40	-0.1	0.1	30	7	21	2
460	2.4	0.7	43	2.6	0.6	26	-0.2	1.2	58	1.7	1.3	40	0.1	0.1	15	6	15	22
461	1.8	0.6	16	2.0	0.9	8	-0.3	0.8	59	0.4	0.9	40	0.1	0.1	43	5	10	1
462	2.2	0.8	46	2.2	0.6	26	-0.0	1.2	59	1.4	1.2	40	0.3	0.3	13	12	13	21
463	2.2	0.7	12	2.1	0.8	7	0.0	0.9	58	0.4	0.9	40	-0.1	0.1	46	2	6	4
464	2.3	0.7	32	2.2	0.7	20	0.1	1.2	60	1.1	1.2	40	0.1	0.1	28	5	14	13
465	2.3	0.8	4	2.6	0.8	5	-0.3	0.6	57	0.3	0.9	40	-0.2	0.2	53	1	1	2
466	2.3	0.6	46	2.7	0.6	22	-0.4	1.1	57	1.5	1.4	40	0.4	0.4	11	4	23	19
467	2.0	0.7	17	2.4	0.8	15	-0.4	1.0	59	0.9	1.2	40	-0.3	0.3	42	4	9	4
468	2.3	0.7	6	2.0	0.8	6	0.3	0.7	60	0.3	0.8	40	-0.1	0.1	54	1	2	3
469	2.1	0.8	19	2.6	0.5	9	-0.5	1.0	60	0.6	1.1	40	0.1	0.1	41	5	8	6
470	2.7	0.5	50	2.7	0.6	30	-0.0	2.3	58	2.0	1.3	40	0.3	0.3	8	0	16	34
471	1.8	0.9	14	1.9	0.7	10	-0.1	0.4	60	0.5	0.9	40	-0.1	0.1	46	7	3	4
472	2.0	1.0	2	2.3	0.7	8	-0.3	0.4	59	0.4	0.9	40	-0.4	0.4	57	1	0	1
473	2.0	0.7	4	1.0	0.0	1	1.0	0.5	60	0.0	0.2	40	0.1	0.1	56	1	0	1
474	2.3	0.5	3	2.0	0.8	6	0.3	0.1	60	0.3	0.8	40	0.2	0.2	57	0	2	1
475	2.0	0.8	21	2.0	0.9	16	0.0	0.7	59	0.8	1.1	40	-0.1	0.1	38	6	8	7
476	2.4	0.7	31	2.5	0.6	25	-0.1	1.3	59	1.6	1.3	40	-0.3	0.3	28	3	12	16
477	2.5	0.6	28	2.6	0.5	19	-0.1	1.2	59	1.2	1.3	40	-0.1	0.1	31	1	13	14
478	1.3	0.4	4	1.8	0.7	6	-0.6	0.1	60	0.3	0.7	40	-0.2	0.2	56	3	1	0
479	2.4	0.6	18	2.3	0.7	17	0.2	0.7	59	1.0	1.2	40	-0.2	0.2	41	1	8	9
480	2.0	0.8	28	2.0	0.7	20	-0.0	0.9	60	1.1	1.2	39	-0.1	0.1	32	8	11	9
481	2.3	0.7	44	2.3	0.6	27	0.0	1.7	58	1.5	1.2	40	0.2	0.2	14	7	17	20
482	1.5	0.8	30	1.8	0.8	16	-0.2	0.8	59	0.7	1.0	40	0.1	0.1	29	19	6	5
483	2.2	0.7	31	1.9	0.8	17	0.3	1.1	60	0.8	1.1	40	0.3	0.3	29	5	15	11
484	1.9	0.7	37	2.5	0.7	17	-0.5	1.2	60	1.0	1.3	40	0.2	0.2	23	10	19	8
485	1.8	0.8	35	2.0	0.8	21	-0.3	1.0	60	1.1	1.2	40	-0.0	0.0	25	15	13	7

TASK	RESPONDENTS CITING WORKER PERFORMANCE OF A TASK						ALL RESPONDENTS, INCLUDING NON-PERFORMANCE CITATIONS						DISTRIBUTION OF WORKER RESPONSES						DISTRIBUTION OF SUPERVISOR RESPONSES								
	WORKERS			SUPERVISORS			WORKERS			SUPERVISORS			D:M-S			NONE			LOW			MED			HIGH		
	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N
486	1.9	0.8	17	1.9	0.9	9	0.1			0.5	1.0	60	0.4	0.9	40	0.1			43	6	6	5	31	4	2	3	
487	2.2	0.7	6	2.4	0.5	7	-0.3			0.2	0.7	60	0.4	1.0	39	-0.2			54	1	3	2	32	0	4	3	
488	2.5	0.5	2	2.7	0.5	3	-0.2			0.1	0.5	60	0.2	0.7	39	-0.1			58	0	1	1	36	0	1	2	
489	1.9	0.8	41	1.9	0.7	26	-0.0			1.3	1.1	60	1.3	1.1	40	0.0			19	14	17	10	14	8	12	6	
490	1.9	0.7	14	2.1	0.5	14	-0.3			0.4	0.9	60	0.8	1.1	40	-0.3			46	5	6	3	26	1	10	3	
491	1.9	0.8	23	2.0	0.7	13	-0.1			0.7	1.1	59	0.6	1.0	40	0.1			36	9	7	7	27	3	7	3	
492	1.5	0.7	34	1.7	0.8	18	-0.2			0.9	0.9	59	0.8	1.0	40	0.1			25	21	9	4	22	9	5	4	

TOTALS: 21494 1467 2774 3670 14695 809 1722 2455

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Table C-3

Extent Task Is Part of the Job (Q6)^a

Question 6: Extent Task Is Part of the Position (Workers)

Answer this question so as to give the best description you can of what you do in your present job as a General Secretary. For each task statement, rate how significant a part of your job it is. Consider and weigh its importance, frequency of occurrence, relevance, and any other factor which you think determines to what extent the task is part of your position. In your own mind, combine these factors into a single rating of how significant a part of your job it represents.

Categories and Values of the Response Scale:

- 0 = Definitely not a part of my job
- 1 = Under unusual circumstances may be a minor part of my job
- 2 = (not defined)
- 3 = (not defined)
- 4 = A substantial part of my job
- 5 = (not defined)
- 6 = (not defined)
- 7 = A most significant part of my job

Each of the 13 columns of Table C-3 is identified below.

- Column 33: Average (mean) of worker ratings.
- Column 34: Standard deviation showing degree of response variability.
- Column 35: Number of workers who rated the task 0-7.
- Columns 36 through 43: Number of surveyed workers using each level of the scale.
- Column 44: Percent of surveyed workers who rated the task as part of their job. That is, they used a rating level other than "0."

^aQuestion 6 was answered by workers in Group 2 for all tasks in the inventory.

Table C-3 - Continued

Column 45: Percent of surveyed workers who rated the task as at least a "substantial part" of their job. That is, they used a rating level of "4" or higher, indicating it was a reasonably significant part of the job. (This would seem to be a useful indicator of a task's actual relevance to an occupation, serving to differentiate between two occupations where workers in both may at times perform the same task.)

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TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 3: EXTENT TASK IS PART OF THE JOB (Q6)

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOB	Σ SIG PART		
				0	1	2	3	4	5	6			7	
1	0.20	0.95	59	54	3	1	0	0	0	0	0	1	8.5	1.7
2	1.37	1.71	60	28	11	6	7	5	1	1	1	1	53.3	13.3
3	1.10	1.40	59	29	13	6	5	5	1	0	0	0	50.8	10.2
4	1.12	1.48	60	29	14	7	4	5	0	0	1	1	51.7	10.0
5	1.22	1.34	60	25	15	4	8	6	0	0	0	0	58.3	10.0
6	2.64	2.16	58	13	8	10	5	12	2	4	4	4	77.6	37.9
7	3.13	2.29	60	10	9	5	11	8	5	5	7	7	83.3	41.7
8	0.58	1.32	60	45	7	3	2	1	0	2	0	0	25.0	5.0
9	1.05	1.72	60	35	12	2	4	4	1	1	0	2	41.7	11.7
10	0.43	1.23	60	50	4	2	1	2	0	0	1	1	16.7	5.0
11	1.77	1.71	60	18	13	12	6	7	2	1	1	1	70.0	18.3
12	1.15	1.74	60	34	9	5	5	4	1	0	0	2	43.3	11.7
13	0.50	0.86	60	51	5	1	1	2	0	0	0	0	15.0	3.3
14	0.62	1.43	60	47	4	3	0	5	0	0	1	1	21.7	10.0
15	1.90	2.02	60	24	7	8	5	9	4	4	2	2	60.0	26.7
16	2.57	2.00	60	10	10	13	10	9	0	4	4	4	83.3	28.3
17	2.30	2.39	60	22	7	5	9	7	1	2	7	7	63.3	28.3
18	1.48	2.00	60	32	7	4	5	6	2	3	1	1	46.7	20.0
19	0.56	1.27	59	45	5	4	3	1	0	0	1	1	23.7	8.4
20	1.32	1.77	60	24	19	8	3	2	0	0	3	3	60.0	10.0
21	0.53	1.31	60	46	8	1	2	1	1	0	1	1	23.3	5.0
22	0.70	0.99	60	33	18	5	3	2	0	0	0	0	45.0	9.3
23	1.55	2.09	60	31	7	5	3	8	1	0	4	1	48.3	21.7
24	0.67	1.42	60	41	5	3	2	4	0	0	1	1	25.0	8.3
25	1.62	1.92	60	26	8	10	5	7	1	1	3	3	56.7	18.3
26	1.58	2.05	60	30	7	6	4	8	1	1	3	3	50.0	21.7
27	3.00	2.04	60	8	7	10	12	13	1	3	6	6	86.7	38.3
28	0.12	0.37	60	54	5	1	0	0	0	0	0	0	10.0	0.0
29	0.92	1.46	60	35	11	7	2	3	1	1	0	1	41.7	8.3
30	1.13	1.98	60	38	7	5	2	3	0	2	3	3	36.7	13.3



TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	SIG PART	
				0	1	2	3	4	5	6			
31	0.68	1.57	60	46	4	4	1	3	0	0	2	23.3	8.3
32	0.24	0.67	59	50	6	2	0	1	0	0	0	15.3	1.7
33	1.32	1.92	59	35	6	2	3	9	2	1	1	40.7	22.0
34	3.19	2.16	59	5	12	6	13	9	4	1	9	91.5	39.0
35	0.57	1.30	60	45	8	1	3	2	0	0	1	25.0	5.0
36	2.17	2.23	59	19	11	8	2	12	1	0	6	67.8	32.2
37	3.00	2.33	60	13	7	6	7	13	4	2	6	78.3	45.0
38	5.00	1.87	60	1	2	2	8	14	4	9	20	98.3	78.3
39	2.40	2.37	60	19	10	6	4	10	3	1	7	68.3	35.0
40	1.23	2.22	60	42	3	1	4	4	0	1	5	30.0	16.7
41	0.12	0.45	60	55	4	0	1	0	0	0	0	8.3	0.0
42	0.78	1.57	60	41	10	2	1	3	1	1	1	31.7	10.0
43	0.75	1.51	60	43	6	3	4	3	0	1	1	28.3	6.7
44	1.97	2.08	60	22	7	9	11	5	1	0	5	63.3	18.3
45	0.55	1.42	60	46	8	2	1	1	0	0	2	23.3	5.0
46	0.18	0.94	60	56	2	1	0	0	0	0	1	6.7	1.7
47	0.47	0.94	60	45	7	4	3	1	0	0	0	25.0	1.7
48	3.33	2.31	60	9	6	9	8	11	3	5	9	85.0	46.7
49	0.95	1.75	60	41	4	7	1	3	2	0	2	31.7	11.7
50	0.87	1.59	60	38	11	3	3	3	0	0	2	36.7	8.3
51	0.47	1.30	60	50	4	1	1	3	0	0	1	16.7	6.7
52	0.30	1.16	60	56	0	0	1	1	1	0	0	6.7	5.0
53	0.13	0.39	60	53	6	1	0	0	0	0	0	11.7	0.0
54	0.40	1.27	60	51	4	2	1	0	0	1	1	15.0	3.3
55	0.45	1.31	60	50	4	2	2	0	0	1	1	16.7	3.3
56	0.47	1.26	60	49	5	1	2	2	0	0	1	18.3	5.0
57	0.28	0.98	60	51	6	2	0	0	0	0	1	15.0	1.7
58	1.10	1.74	59	35	8	5	4	4	1	0	2	40.7	11.9
59	0.93	1.42	60	34	11	8	2	4	0	0	1	43.3	8.3
60	0.17	0.66	60	55	3	0	1	1	0	0	0	8.3	1.7
61	3.10	2.43	60	13	6	7	9	9	3	3	10	78.3	41.7
62	3.43	2.08	60	6	6	8	11	13	3	7	6	90.0	48.3
63	1.64	2.09	59	28	7	8	5	4	2	2	3	52.5	18.6
64	0.54	1.14	59	43	9	2	3	0	0	0	0	27.1	3.6
65	1.63	1.97	60	28	7	7	5	9	0	0	2	53.3	21.7

TASK	MEAN	SD	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART	
			0	1	2	3	4	5	6			7
66	0.17	0.55	54	3	2	1	0	0	0	0	10.0	0.0
67	0.17	0.61	55	2	1	2	0	0	0	0	8.3	0.0
68	0.17	0.78	57	0	1	1	0	0	0	0	5.0	1.7
69	0.23	0.76	54	1	3	1	1	1	0	0	10.0	1.7
70	0.33	0.96	51	4	2	1	1	1	0	0	15.0	3.3
71	0.03	0.18	58	2	0	0	0	0	0	0	3.3	0.0
72	0.92	1.46	37	9	4	5	3	1	1	0	38.3	8.3
73	0.28	0.71	49	7	3	0	1	0	0	0	18.3	1.7
74	1.65	1.70	20	15	7	8	7	1	1	1	66.7	16.7
75	2.76	2.04	10	11	5	11	12	5	2	4	83.3	38.3
76	1.37	1.92	27	17	3	5	4	4	0	0	55.0	13.3
77	2.02	2.19	20	13	8	4	6	2	3	4	66.7	25.0
78	3.14	2.25	12	5	6	6	16	5	2	7	79.7	50.8
79	0.90	1.54	39	5	6	4	3	1	0	1	33.9	8.3
80	0.60	1.54	48	5	1	1	3	0	0	2	20.0	8.3
81	0.58	1.35	47	3	5	1	3	0	0	1	21.7	6.7
82	1.73	2.10	25	10	8	5	7	0	0	5	58.3	20.0
83	2.37	2.15	16	7	7	7	11	4	1	4	69.5	33.9
84	2.55	2.24	13	13	6	10	7	2	3	6	78.3	30.0
85	0.20	0.87	57	0	0	0	3	0	0	0	5.0	5.0
86	3.65	2.26	9	4	6	4	17	6	5	9	85.0	61.7
87	0.15	0.68	55	4	0	0	0	1	0	0	8.3	1.7
88	0.58	1.30	43	9	3	1	1	1	0	1	27.1	5.1
89	1.15	1.76	33	10	6	1	6	1	0	2	44.1	15.3
90	1.60	2.01	26	11	8	4	6	1	0	4	56.7	18.3
91	0.27	0.91	55	0	1	2	2	0	0	0	8.3	3.3
92	4.30	2.29	6	3	5	5	13	5	8	15	90.0	48.3
93	0.75	1.48	42	6	4	2	3	1	0	1	28.8	8.5
94	0.29	1.06	53	1	3	1	0	0	0	1	10.2	1.7
95	1.13	1.96	39	7	1	4	4	2	0	3	35.0	15.0
96	3.47	2.03	5	6	8	12	13	6	2	8	91.7	48.3
97	1.27	1.67	32	10	6	4	4	1	0	3	46.7	13.3
98	1.22	2.09	36	10	3	3	2	1	0	5	40.0	13.3
99	1.12	1.70	30	16	4	6	1	0	0	3	50.0	6.7
100	2.67	2.14	14	8	6	9	14	1	4	4	76.7	38.3

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TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOB	Σ SIG PART	
				0	1	2	3	4	5	6			7
101	0.43	0.90	60	45	8	5	0	2	0	0	0	25.0	3.3
102	0.13	0.46	60	54	5	0	1	0	0	0	0	10.0	0.0
103	0.02	0.15	60	59	1	0	0	0	0	0	0	1.7	0.0
104	2.15	2.00	60	17	10	7	14	6	1	1	4	71.7	20.0
105	1.25	1.78	60	30	11	8	5	3	0	0	3	50.0	10.0
106	0.03	0.26	60	59	0	1	0	0	0	0	0	1.7	0.0
107	1.37	1.61	60	24	15	9	4	6	0	1	1	60.0	13.3
108	0.87	1.36	60	35	13	4	4	1	3	0	0	41.7	6.7
109	0.53	1.22	60	45	7	4	2	1	0	0	1	25.0	3.3
110	0.53	1.16	60	44	9	3	1	2	0	1	0	26.7	5.0
111	0.20	0.83	60	56	1	0	2	0	1	0	0	6.7	1.7
112	0.65	1.44	60	45	6	3	1	3	1	0	1	25.0	8.3
113	2.32	2.57	60	24	8	5	3	7	3	1	9	60.0	33.3
114	0.75	1.62	60	42	9	4	0	2	0	1	2	30.0	8.3
115	1.67	2.39	60	33	5	8	0	5	1	2	4	45.0	23.3
116	1.40	2.24	60	37	5	4	3	4	1	1	5	38.3	18.3
117	0.38	1.05	60	50	5	1	2	1	0	1	0	16.7	3.3
118	1.57	1.94	60	25	14	4	8	4	1	1	3	58.3	15.0
119	1.42	1.88	60	30	10	3	8	5	1	1	2	50.0	15.0
120	2.22	1.86	60	12	13	11	11	8	0	2	3	80.0	21.7
121	3.75	2.26	60	6	6	7	7	13	5	5	11	90.0	56.7
122	0.32	1.07	60	52	4	1	2	0	0	0	1	13.3	1.7
123	1.37	1.73	60	30	8	6	7	7	0	1	1	50.0	15.0
124	0.30	1.27	60	54	4	0	0	0	0	0	2	10.0	3.3
125	2.20	2.14	60	16	15	5	8	8	1	3	4	73.3	26.7
126	2.68	1.98	60	11	6	11	14	10	2	1	5	81.7	30.0
127	1.03	2.12	60	43	7	0	1	3	1	0	5	28.3	15.0
128	4.75	2.26	60	1	6	8	2	11	2	7	23	98.3	71.7
129	1.77	2.19	60	26	12	2	7	6	2	0	5	56.7	21.7
130	0.42	1.32	60	52	3	1	1	0	2	0	1	13.3	5.0
131	1.07	1.85	60	40	5	3	3	6	0	1	2	33.3	15.0
132	1.23	2.06	60	38	7	1	3	7	0	0	4	36.7	18.3
133	1.73	2.40	60	34	4	3	3	8	1	1	6	43.3	26.7
134	0.43	1.04	60	47	7	3	0	2	1	0	0	21.7	5.0
135	3.17	2.25	60	9	8	9	7	11	4	5	7	85.0	45.0

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY										% PART OF JOB	% SIG PART
				0	1	2	3	4	5	6	7				
136	0.27	1.03	60	54	2	2	1	0	0	0	0	1	10.0	1.7	
137	0.24	1.00	59	53	4	0	1	0	0	0	1	10.2	1.7		
138	3.80	2.59	59	8	6	10	5	5	3	6	16	86.4	50.8		
139	1.38	2.23	60	37	5	3	7	1	0	2	5	38.3	13.3		
140	1.08	2.15	60	41	9	1	0	2	0	3	4	31.7	15.0		
141	1.90	2.25	60	26	9	5	4	7	3	2	4	56.7	26.7		
142	2.53	2.66	60	17	12	6	4	7	4	2	8	71.7	35.0		
143	0.32	0.74	60	48	8	1	3	0	0	0	0	20.0	0.0		
144	0.57	1.32	60	44	10	2	0	2	1	0	1	26.7	6.7		
145	0.10	0.54	60	58	0	0	2	0	0	0	0	3.3	0.0		
146	0.78	1.34	60	38	11	4	2	4	0	1	0	36.7	8.3		
147	3.05	2.51	60	13	10	5	5	10	5	1	11	78.3	45.0		
148	0.50	1.15	60	43	12	2	1	1	0	0	1	28.3	3.3		
149	2.43	1.87	60	9	15	10	8	8	7	1	2	85.0	30.0		
150	0.03	0.18	60	58	2	0	0	0	0	0	0	3.3	0.0		
151	0.25	1.01	60	54	3	1	1	0	0	0	1	10.0	1.7		
152	0.55	1.07	60	40	14	3	1	1	0	1	0	33.3	3.3		
153	2.83	2.09	59	9	9	11	8	11	4	1	6	84.7	37.3		
154	3.25	2.20	60	10	6	4	11	14	6	1	8	83.3	44.3		
155	1.25	1.64	60	32	7	7	6	5	2	1	0	46.7	13.3		
156	0.55	1.33	60	46	7	3	0	2	1	0	1	23.3	6.7		
157	2.13	2.13	60	22	3	14	4	10	0	4	3	63.3	28.3		
158	0.35	0.77	60	47	8	2	3	0	0	0	0	21.7	0.0		
159	1.37	1.78	60	31	7	8	2	10	0	1	1	48.3	20.0		
160	1.55	2.28	60	33	8	4	2	6	0	2	5	45.0	21.7		
161	1.73	1.98	60	20	18	6	3	8	0	2	3	66.7	21.7		
162	1.02	2.00	60	43	4	3	1	5	0	0	4	28.3	15.0		
163	1.70	1.86	60	26	7	6	8	9	2	1	1	56.7	21.7		
164	1.35	1.73	60	30	5	13	5	4	1	0	2	50.0	11.7		
165	0.50	1.32	60	49	4	2	2	1	1	0	1	18.3	5.0		
166	1.07	1.72	60	37	8	3	4	5	1	1	1	38.3	13.3		
167	0.78	1.69	60	44	7	2	0	3	1	2	1	26.7	11.7		
168	0.19	0.83	59	54	3	1	0	0	0	1	0	8.5	1.7		
169	0.42	1.07	60	48	7	1	2	0	2	0	0	20.0	3.3		
170	0.25	0.99	60	55	2	0	1	1	0	1	0	8.3	3.3		



TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOBS	Σ SIG PART		
				0	1	2	3	4	5	6			7	
171	0.83	1.34	60	39	7	4	6	3	1	0	0	0	35.0	6.7
172	0.78	1.28	60	34	17	3	5	1	0	0	0	1	43.3	3.3
173	0.95	1.50	60	35	12	2	4	5	0	0	0	1	41.7	10.0
174	0.30	0.92	60	52	4	1	0	1	0	0	0	0	13.3	5.0
175	1.52	1.59	60	19	18	10	4	2	2	0	0	1	68.3	15.0
176	0.72	1.32	60	41	9	3	1	2	1	0	0	0	31.7	10.0
177	0.30	0.67	60	46	12	1	0	1	0	0	0	0	23.3	1.7
178	0.03	0.18	60	58	2	0	0	0	0	0	0	0	3.3	0.0
179	4.08	1.99	60	1	5	11	6	13	6	8	8	10	98.3	61.7
180	4.67	1.99	60	1	6	2	4	18	11	11	11	15	98.3	78.3
181	1.98	2.19	60	24	7	6	31	41	1	1	3	4	60.0	20.0
182	1.18	1.95	60	36	9	3	4	3	1	1	1	3	40.0	13.3
183	0.07	0.25	60	56	4	0	0	0	0	0	0	0	6.7	0.0
184	1.31	2.16	59	38	5	3	1	5	2	2	2	3	35.6	10.3
185	2.21	2.28	58	19	10	6	9	5	0	0	4	5	67.2	24.1
186	1.77	1.86	60	17	18	10	4	5	2	2	2	2	71.7	18.2
187	2.46	1.96	59	7	17	13	6	5	5	3	3	3	88.1	27.1
188	0.17	0.61	59	53	4	1	0	1	0	0	0	0	10.2	1.7
189	4.31	2.51	59	8	3	4	5	12	2	2	5	20	86.4	66.1
190	3.31	2.32	59	8	9	9	4	11	3	3	8	7	86.4	49.2
191	2.10	2.23	58	22	9	4	5	10	1	1	4	3	62.1	21.0
192	4.88	2.31	59	4	3	4	4	10	4	5	5	25	93.2	74.6
193	3.75	2.60	59	9	7	6	7	6	2	2	7	15	84.7	50.8
194	0.34	1.24	59	54	1	0	0	3	0	0	0	1	8.5	6.8
195	0.21	0.94	58	54	2	0	0	1	0	0	0	0	6.9	3.4
196	0.86	1.78	59	44	3	3	2	4	0	0	1	2	25.4	11.9
197	0.36	1.04	59	50	5	0	1	2	1	0	0	0	15.3	5.1
198	0.85	1.56	59	38	11	1	2	4	0	1	1	1	35.6	10.2
199	0.10	0.35	59	54	4	1	0	0	0	0	0	0	6.5	0.0
200	0.24	1.27	59	57	0	0	0	0	0	0	0	2	3.4	3.4
201	0.20	0.99	59	55	2	0	1	0	0	0	0	1	6.8	1.7
202	0.24	1.18	59	56	1	0	0	0	0	1	1	1	5.1	3.4
203	0.69	1.53	59	44	7	0	3	3	0	0	1	1	25.4	8.5
204	0.39	1.38	59	53	1	1	2	0	0	0	0	2	10.2	3.4
205	0.39	1.55	59	55	0	1	0	0	0	0	0	3	6.8	5.1

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOB	Σ SIG PART	
				0	1	2	3	4	5	6			7
206	0.33	1.29	58	53	2	0	0	1	0	1	1	8.6	5.2
207	0.42	1.26	59	49	6	0	0	1	1	0	1	16.9	5.1
208	1.41	1.78	59	28	6	13	6	2	1	1	2	52.5	10.2
209	0.34	1.13	59	51	4	1	1	1	0	0	1	13.6	3.4
210	0.07	0.25	59	55	4	0	0	0	0	0	0	6.2	0.0
211	0.02	0.13	59	58	1	0	0	0	0	0	0	1.7	0.0
212	0.03	0.18	59	57	2	0	0	0	0	0	0	3.4	0.0
213	0.52	1.64	60	54	0	0	2	0	1	1	1	10.0	6.7
214	0.25	1.26	60	57	1	0	0	0	0	0	2	5.0	3.3
215	0.20	0.96	60	56	1	2	0	0	0	0	1	6.7	1.7
216	0.35	1.36	60	55	1	1	0	0	1	0	2	8.3	5.0
217	0.03	0.18	60	58	2	0	0	0	0	0	0	3.3	0.0
218	0.30	1.31	60	56	1	0	0	1	0	0	2	6.7	3.3
219	0.57	1.48	60	48	4	4	0	2	0	0	2	20.0	6.7
220	0.02	0.13	60	59	1	0	0	0	0	0	0	1.7	0.0
221	0.27	1.14	60	56	1	0	0	0	2	0	0	6.7	5.0
222	0.02	0.13	60	59	1	0	0	0	0	0	0	1.7	0.0
223	0.02	0.13	60	59	1	0	0	0	0	0	0	1.7	0.0
224	0.33	1.27	60	54	3	0	0	1	0	1	1	10.0	5.0
225	0.20	0.93	60	57	0	1	0	0	0	2	0	5.0	3.3
226	0.13	0.43	60	54	4	2	0	0	0	0	0	10.0	0.0
227	0.02	0.13	60	59	1	0	0	0	0	0	0	1.7	0.0
228	0.35	1.06	60	53	2	0	1	4	0	0	0	11.7	6.7
229	1.36	1.76	59	30	9	5	4	8	2	0	1	49.2	18.6
230	0.64	1.46	59	46	4	2	1	5	0	0	1	22.0	10.2
231	2.87	2.10	60	10	9	6	13	12	2	2	2	83.3	36.7
232	0.36	1.18	59	51	4	1	0	2	0	0	1	13.6	5.1
233	2.12	2.51	59	28	4	5	4	7	2	2	7	52.5	30.5
234	0.36	1.34	59	53	2	1	1	0	0	0	2	10.2	3.4
235	0.52	1.49	60	51	2	2	1	2	0	0	2	15.0	6.7
236	0.30	1.12	60	54	2	1	1	1	0	0	1	10.0	3.3
237	2.20	2.53	60	25	8	5	4	6	2	2	8	58.3	30.0
238	0.23	1.26	60	58	0	0	0	0	0	0	2	3.3	3.3
239	0.87	1.75	60	45	1	5	3	2	2	0	2	25.0	10.0
240	0.32	1.16	60	54	2	1	0	2	0	0	1	10.0	5.0



TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOB	Σ SIG PART	
				0	1	2	3	4	5	6			7
241	0.05	0.38	60	59	0	0	1	0	0	0	0	1.7	0.0
242	0.35	1.56	60	56	1	0	0	0	1	2	2	6.7	5.0
243	0.34	1.47	59	56	0	0	0	0	0	1	2	5.1	5.1
244	0.39	1.45	59	54	1	0	1	0	1	0	2	8.5	5.1
245	0.14	0.91	59	57	1	0	0	0	0	0	1	3.4	1.7
246	0.14	0.91	59	57	1	0	0	0	0	0	1	3.4	1.7
247	0.20	0.82	59	55	1	0	1	2	0	0	0	6.8	3.4
248	0.17	0.94	59	56	1	1	0	0	0	0	1	5.1	1.7
249	0.51	1.57	59	52	1	1	0	2	1	0	2	11.9	8.5
250	0.75	1.47	59	43	4	4	3	4	0	0	1	27.1	8.5
251	0.93	2.13	59	48	0	2	1	2	1	0	5	18.6	13.4
252	0.61	1.55	59	47	5	1	1	3	0	0	2	20.3	8.5
253	0.24	1.13	59	56	0	1	0	0	1	0	1	5.1	3.4
254	1.49	2.09	59	35	2	4	5	8	2	0	3	40.7	22.0
255	0.63	1.31	59	42	9	2	3	2	0	0	1	28.8	5.1
256	0.37	1.33	59	53	2	0	1	1	0	1	1	10.2	5.1
257	0.49	1.24	59	47	5	2	3	1	0	0	1	20.3	3.4
258	0.10	0.54	59	56	2	0	0	1	0	0	0	5.1	1.7
259	0.25	1.10	59	55	1	0	1	1	0	0	1	6.8	3.4
260	0.36	0.97	59	50	4	0	3	2	0	0	0	15.3	3.4
261	0.24	0.89	59	55	0	0	2	2	0	0	0	6.8	3.4
262	0.73	1.95	59	50	2	0	0	2	1	0	0	15.3	11.9
263	0.33	1.37	58	54	1	0	0	1	0	0	2	6.9	5.2
264	1.10	1.88	59	40	2	5	4	4	1	1	2	22.2	13.6
265	0.29	1.29	59	55	1	1	0	0	0	0	2	15.3	3.4
266	0.05	0.22	59	56	3	0	0	0	0	0	0	5.1	0.0
267	0.42	1.24	59	50	4	1	0	2	1	1	0	15.3	6.8
268	0.14	0.79	59	56	2	0	0	0	0	1	0	5.1	1.7
269	0.36	1.26	59	54	0	1	0	3	0	0	1	8.5	6.8
270	0.25	0.98	59	55	0	1	0	2	1	0	0	6.8	5.1
271	0.27	1.14	60	56	1	0	0	2	0	0	1	6.7	5.0
272	0.32	1.23	60	56	0	0	0	3	0	0	1	6.7	6.7
273	0.15	0.92	59	56	2	0	0	0	0	0	1	5.1	1.7
274	1.49	2.20	59	37	0	4	7	5	1	1	4	37.3	18.6
275	1.07	2.10	59	43	3	3	1	3	0	0	3	27.1	45.3

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							Σ PART OF JOB	Σ SIG PART		
				0	1	2	3	4	5	6			7	
276	0.53	1.38	59	50	1	1	3	3	0	0	0	1	15.3	6.8
277	0.15	0.92	59	56	2	0	0	0	0	0	0	1	5.1	1.7
278	0.14	0.91	59	57	1	0	0	0	0	0	0	1	3.4	1.7
279	1.81	2.09	59	26	5	9	6	7	1	2	3	0	55.9	22.0
280	0.14	0.65	59	56	1	0	1	1	0	0	0	0	5.1	1.7
281	0.02	0.13	59	58	1	0	0	0	0	0	0	0	1.7	0.0
282	0.73	1.39	59	44	3	3	2	7	0	0	0	0	25.4	11.9
283	0.17	0.82	60	57	1	0	0	1	1	0	0	0	5.0	3.3
284	0.87	1.54	60	40	7	4	3	4	1	0	1	1	33.2	10.0
285	0.34	1.30	59	54	1	1	0	1	0	1	1	1	8.5	5.1
286	0.12	0.78	59	57	1	0	0	0	0	0	1	0	3.4	1.7
287	0.14	0.81	59	57	0	1	0	0	0	0	1	0	3.4	1.7
288	0.45	1.38	58	51	1	0	4	0	0	0	1	1	12.1	3.4
289	0.75	1.50	59	43	3	7	2	2	0	0	1	1	27.1	6.8
290	1.20	2.38	59	45	1	1	2	2	0	0	2	6	23.7	16.9
291	0.05	0.39	59	58	0	0	1	0	0	0	0	0	1.7	0.0
292	0.07	0.52	59	58	0	0	0	1	0	0	0	0	1.7	1.7
293	0.19	1.03	59	57	0	0	0	1	0	0	0	1	3.4	3.4
294	0.33	1.16	60	54	1	1	2	1	0	0	0	1	10.0	3.3
295	0.73	1.46	60	43	7	1	4	4	0	0	1	1	28.3	8.3
296	2.75	2.21	59	15	6	6	7	14	4	2	5	1	74.6	42.4
297	0.44	1.29	59	50	4	0	1	3	0	0	1	1	15.2	6.8
298	0.73	1.85	59	49	2	1	0	2	1	2	2	1	16.9	11.9
299	0.02	0.13	59	58	1	0	0	0	0	0	0	0	1.7	0.0
300	0.02	0.13	59	58	1	0	0	0	0	0	0	0	1.7	0.0
301	0.22	1.04	59	55	2	0	0	1	0	0	1	1	6.8	3.4
302	0.42	1.45	59	53	1	1	0	2	0	0	2	1	10.2	6.8
303	0.88	1.53	59	39	6	5	5	1	2	2	0	1	33.9	6.8
304	0.17	0.92	59	57	0	0	0	1	0	1	0	1	3.4	3.4
305	0.0	0.0	59	59	0	0	0	0	0	0	0	0	0.0	0.0
306	0.25	1.27	59	56	1	0	0	0	0	0	2	1	5.1	3.4
307	0.27	1.14	60	56	1	0	0	2	0	0	0	1	6.7	5.0
308	0.24	1.18	59	56	1	0	0	0	0	0	1	1	5.1	3.4
309	0.12	0.90	59	58	0	0	0	0	0	0	0	1	1.7	1.7
310	0.14	0.91	59	57	1	0	0	0	0	0	1	1	3.4	1.7

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART		
				0	1	2	3	4	5	6			7	
311	0.65	1.61	60	49	2	2	1	4	0	0	0	2	18.3	10.0
312	0.27	1.26	60	56	2	0	0	0	0	0	0	2	6.7	3.3
313	0.37	0.86	60	48	6	3	2	1	0	0	0	0	20.0	1.7
314	0.90	1.42	58	36	8	5	4	4	0	1	0	0	37.9	8.6
315	1.15	1.55	59	30	9	10	6	2	0	0	1	1	49.2	6.8
316	0.56	0.98	59	40	11	3	4	1	0	0	0	0	32.2	1.7
317	0.12	0.42	59	54	3	2	0	0	0	0	0	0	8.5	0.0
318	0.90	1.39	59	35	10	6	3	4	0	0	1	0	40.7	8.5
319	0.54	0.93	59	40	10	6	2	1	0	0	0	0	32.2	1.7
320	2.88	2.31	59	15	6	6	5	12	6	4	4	5	74.6	45.8
321	0.72	1.34	58	40	7	4	3	3	0	0	1	0	31.0	6.9
322	1.98	2.12	59	26	3	6	6	13	1	1	1	3	55.9	30.5
323	1.56	2.09	59	31	6	7	1	7	3	2	2	2	47.5	23.7
324	1.08	1.68	59	36	6	4	8	2	1	1	1	1	39.0	8.5
325	1.68	1.81	60	17	20	8	6	4	2	2	0	3	71.7	15.0
326	0.87	1.20	60	33	13	6	6	1	1	1	0	0	45.0	3.3
327	6.02	1.45	60	0	0	1	4	9	2	7	7	37	100.0	91.7
328	0.50	1.24	60	45	10	2	0	1	1	0	0	1	25.0	5.0
329	1.93	1.57	60	10	21	9	8	9	2	0	0	1	83.3	20.0
330	3.23	2.15	60	6	7	12	12	8	1	4	2	9	90.0	38.3
331	2.92	2.37	59	14	6	8	5	13	4	4	0	9	76.3	44.1
332	0.20	0.65	60	53	4	2	0	1	0	0	0	0	11.7	1.7
333	3.92	2.13	60	3	4	9	12	14	2	1	1	15	95.0	53.3
334	1.46	2.03	59	29	11	6	3	3	3	1	1	3	50.8	16.9
335	1.83	2.29	59	27	8	5	6	6	0	0	1	6	54.2	22.0
336	2.65	2.04	60	8	13	11	11	6	5	5	0	6	86.7	28.3
337	3.15	2.72	59	19	2	6	4	9	2	2	5	12	67.8	47.5
338	5.23	1.87	60	2	0	2	6	15	3	3	7	25	96.7	83.3
339	5.72	1.71	60	0	2	1	3	13	2	2	5	34	100.0	90.0
340	4.72	1.80	60	0	1	7	9	13	7	7	7	16	100.0	71.7
341	2.33	2.20	60	16	14	3	8	11	1	1	2	5	73.3	31.7
342	3.75	2.62	60	10	8	3	6	9	2	2	7	15	83.3	55.0
343	4.28	2.07	60	2	5	6	6	17	4	4	6	14	96.7	68.3
344	5.19	1.79	58	1	2	0	5	16	3	6	6	22	94.3	84.2
345	5.02	1.76	58	0	2	2	7	17	3	3	8	19	100.0	81.0

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART
				0	1	2	3	4	5	6		
346	4.70	1.77	60	0	2	4	10	15	9	3	100.0	73.3
347	4.38	2.00	60	3	3	4	7	17	6	7	95.0	71.7
348	5.93	1.53	60	0	1	0	4	10	3	6	100.0	91.7
349	3.88	2.21	60	6	6	1	12	15	2	7	90.0	58.3
350	0.85	1.62	60	39	11	2	3	2	0	0	35.0	8.3
351	2.38	1.89	60	12	11	7	15	10	1	0	80.0	25.0
352	3.87	1.78	60	2	2	9	13	17	5	4	96.7	56.7
353	4.78	1.91	60	0	2	6	9	14	4	5	100.0	71.7
354	2.63	2.33	60	15	8	9	10	5	4	1	75.0	30.0
355	0.87	1.66	60	42	5	4	3	4	0	0	30.0	10.0
356	4.58	1.88	60	0	3	6	7	19	5	2	100.0	73.3
357	0.53	1.49	60	50	3	2	1	2	0	0	16.7	6.7
358	1.08	1.71	60	34	3	6	5	2	0	1	43.3	8.3
359	4.10	2.47	60	8	5	7	7	13	4	3	86.7	63.3
360	4.04	2.15	60	3	4	8	10	13	4	3	95.0	58.3
361	4.83	1.92	60	0	1	8	9	11	5	5	100.0	70.0
362	4.73	1.93	60	0	3	6	7	15	6	3	100.0	73.3
363	3.78	2.23	60	5	6	6	10	15	3	1	91.7	55.0
364	0.13	0.69	60	57	1	1	0	0	1	0	5.0	1.7
365	1.43	2.85	60	38	5	1	0	2	1	1	36.7	26.7
366	2.58	2.10	60	13	9	8	9	14	1	0	78.3	35.0
367	4.83	1.83	60	1	2	3	6	17	8	5	98.3	80.0
368	0.32	0.79	60	49	6	3	1	1	0	0	18.3	1.7
369	0.23	0.97	60	54	3	2	0	0	0	0	10.0	1.7
370	0.35	1.08	60	50	6	1	2	0	0	0	16.7	1.7
371	0.05	0.28	60	58	1	1	0	0	0	0	3.3	0.0
372	0.07	0.25	60	56	4	0	0	0	0	0	6.7	0.0
373	0.18	0.62	60	53	5	1	0	1	0	0	11.7	1.7
374	0.08	0.53	60	58	1	0	0	1	0	0	3.3	1.7
375	2.07	1.67	60	9	17	16	7	6	2	1	85.0	18.3
376	2.72	1.76	60	5	12	15	6	13	5	2	91.7	36.7
377	0.58	1.31	60	46	6	1	4	1	1	0	23.3	5.0
378	0.55	1.20	60	46	6	2	2	3	0	0	23.3	6.7
379	0.22	0.78	60	54	3	1	0	2	0	0	10.0	3.3
380	2.25	2.09	60	16	13	5	8	12	1	0	73.3	20.0

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART	
				0	1	2	3	4	5	6			7
381	0.80	1.63	59	42	6	4	2	2	1	0	2	28.6	8.5
382	0.98	1.68	60	38	8	4	4	2	2	1	1	36.7	10.0
383	0.48	1.31	60	50	3	2	1	3	0	0	1	16.7	6.7
384	6.63	0.84	60	0	0	0	0	4	2	6	48	100.0	100.0
385	0.07	0.31	58	55	2	1	0	0	0	0	0	5.2	0.0
386	2.18	2.04	60	19	10	3	9	14	1	1	3	68.3	31.7
387	0.88	0.90	60	52	4	2	0	1	1	0	0	13.3	3.3
388	0.88	1.55	60	41	6	3	3	6	0	0	1	31.7	11.7
389	4.83	2.06	60	3	2	3	5	15	5	7	20	95.0	78.3
390	3.61	2.28	59	6	6	8	10	11	3	3	12	89.8	49.2
391	2.97	2.41	59	14	7	5	8	11	3	2	9	76.3	42.4
392	5.13	1.90	60	1	2	3	5	14	4	8	23	98.3	81.7
393	3.17	1.86	60	3	9	10	17	9	3	4	5	95.0	35.0
394	3.03	2.18	60	7	9	14	7	9	4	2	8	88.2	38.3
395	4.13	1.98	60	3	3	4	14	14	4	7	11	95.0	60.0
396	1.67	2.40	60	34	5	4	4	4	1	2	6	43.3	21.7
397	0.48	1.27	60	48	5	4	0	1	1	0	1	20.0	5.0
398	0.73	1.35	59	40	8	5	2	2	1	1	0	32.2	6.8
399	2.98	2.22	60	13	5	8	8	9	8	5	4	78.3	43.3
400	1.53	2.16	60	32	10	1	3	7	2	2	3	46.7	23.3
401	5.57	1.65	60	1	0	1	3	16	3	8	28	98.3	91.7
402	5.32	1.83	60	1	1	2	5	15	4	5	27	98.3	85.0
403	1.65	2.03	60	26	10	7	7	4	2	0	4	56.7	16.7
404	2.95	1.69	60	5	5	15	14	13	3	2	3	91.7	35.0
405	0.75	1.37	60	37	15	2	2	2	1	0	1	38.3	6.7
406	2.27	2.06	60	18	8	7	11	7	3	4	2	70.0	26.7
407	5.12	1.86	60	1	2	0	9	15	4	5	24	98.3	80.0
408	1.95	1.81	60	15	12	15	9	4	1	1	3	75.0	15.0
409	2.98	1.94	60	5	12	10	8	13	4	5	3	91.7	41.7
410	0.58	1.43	59	47	4	2	3	1	0	1	1	20.3	5.1
411	2.92	1.92	60	7	6	15	11	11	2	4	4	88.3	35.0
412	0.64	1.30	59	41	9	4	2	2	0	0	1	30.5	5.1
413	0.46	1.23	59	47	6	3	1	0	1	0	1	20.3	3.4
414	0.44	1.12	59	48	4	3	2	1	0	1	0	18.6	3.4
415	0.27	0.92	59	53	1	3	0	1	1	0	0	10.2	3.4



TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART	
				0	1	2	3	4	5	6			7
416	0.27	0.86	59	52	3	1	1	2	0	0	0	11.9	3.4
417	3.69	1.82	59	6	3	2	9	23	8	4	4	89.8	66.1
418	4.85	1.82	59	2	0	4	5	18	5	9	16	96.6	81.4
419	0.31	0.94	59	51	4	1	1	1	1	0	0	13.6	3.4
420	3.34	1.77	59	6	1	8	18	16	3	2	5	89.8	44.1
421	0.19	0.77	59	55	1	1	0	2	0	0	0	6.8	3.4
422	0.24	0.86	58	51	5	0	0	1	1	0	0	12.1	3.4
423	2.88	1.97	59	9	5	10	17	8	3	2	5	84.7	30.5
424	3.00	1.89	59	6	9	7	15	11	5	2	4	89.8	37.3
425	0.56	1.33	59	47	3	3	3	2	0	0	1	20.3	5.1
426	0.76	1.31	59	40	6	5	4	3	1	0	0	32.2	6.8
427	0.66	1.35	59	41	10	3	1	1	2	1	0	30.5	6.8
428	0.78	1.76	59	44	6	3	0	1	2	1	2	25.4	10.2
429	0.80	1.31	59	35	14	4	1	4	0	1	0	40.7	8.5
430	3.88	2.50	59	8	3	7	7	10	4	2	17	84.7	55.9
431	0.81	1.69	59	44	3	4	2	3	1	0	2	25.4	10.2
432	1.49	1.92	59	27	12	4	6	6	0	2	2	54.2	16.9
433	4.44	2.16	59	5	1	2	11	15	4	3	18	91.5	67.8
434	1.43	2.04	58	31	8	5	4	4	2	1	3	46.6	17.2
435	1.58	2.16	59	33	5	2	6	7	1	2	3	44.1	22.0
436	0.43	1.07	58	48	3	2	2	3	0	0	0	17.2	5.2
437	4.15	1.77	59	2	0	7	13	18	4	5	10	96.6	62.7
438	5.05	1.78	59	1	0	3	8	15	4	8	20	98.3	79.7
439	3.71	2.66	59	12	6	3	3	13	2	4	16	79.7	59.3
440	2.53	2.11	59	14	10	5	10	12	0	5	3	76.3	33.9
441	0.21	1.27	59	48	2	4	3	1	0	0	1	18.6	3.4
442	3.26	1.97	58	7	3	12	9	13	5	5	4	87.9	46.6
443	1.33	1.76	58	28	9	9	6	3	0	1	2	51.7	10.3
444	1.05	1.98	58	40	5	4	0	3	3	0	3	31.0	15.5
445	4.66	2.06	59	4	1	2	7	17	5	5	18	93.2	76.3
446	0.25	0.75	59	51	4	2	1	1	0	0	0	13.6	1.7
447	2.88	1.83	59	3	11	17	8	10	2	5	3	94.9	33.9
448	1.57	1.58	58	19	12	15	5	3	2	2	0	67.2	12.1
449	3.73	1.97	59	5	4	8	5	17	8	7	5	91.5	62.7
450	0.64	1.42	59	47	2	2	2	5	0	1	0	20.3	10.2



TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							PART OF JOB	SIG PART	
				0	1	2	3	4	5	6			7
451	0.42	1.15	59	51	1	2	0	5	0	0	0	13.6	8.5
452	2.49	2.11	59	14	5	17	6	7	2	4	4	76.3	28.8
453	0.73	1.23	59	37	11	6	2	2	0	1	0	37.3	5.1
454	0.02	0.13	59	58	1	0	0	0	0	0	0	1.7	0.0
455	0.36	1.36	59	54	1	0	2	0	0	0	2	8.5	3.4
456	0.85	1.41	59	37	9	6	2	3	1	1	0	37.3	8.5
457	0.43	1.13	58	45	8	3	0	1	0	0	1	22.4	3.4
458	2.63	2.07	59	12	6	14	7	14	1	2	5	79.7	33.9
459	1.95	2.09	59	23	6	8	10	6	1	1	4	61.0	28.3
460	3.08	2.07	59	9	6	6	13	15	1	3	6	84.7	42.4
461	0.71	1.33	59	41	7	4	7	3	0	1	0	30.5	6.8
462	2.73	1.89	59	6	10	16	7	13	1	1	5	89.8	33.9
463	0.61	1.25	59	40	12	3	1	2	0	0	1	32.2	5.1
464	1.56	1.60	59	20	15	8	6	9	0	0	1	66.1	16.9
465	0.75	1.99	59	43	4	5	2	3	1	0	1	27.1	8.5
466	3.38	2.07	58	7	4	7	13	14	2	4	7	87.9	46.6
467	1.88	2.17	59	26	5	8	6	8	0	2	4	55.9	23.7
468	0.81	1.60	59	42	5	3	2	2	1	1	1	28.8	8.5
469	1.92	1.99	59	23	7	8	4	12	2	1	2	61.0	28.8
470	4.23	2.16	60	3	5	3	13	13	1	7	15	95.0	60.0
471	0.73	1.54	59	43	7	1	3	3	0	1	1	27.1	8.5
472	0.24	1.06	59	55	1	1	0	1	0	0	0	6.8	3.4
473	0.20	0.82	59	55	1	0	1	2	0	0	0	6.8	3.4
474	0.25	1.07	59	54	2	1	0	1	0	0	1	8.5	3.4
475	1.59	1.94	59	25	10	10	4	4	3	0	3	57.6	16.9
476	2.03	1.90	60	20	7	8	10	11	1	1	2	66.7	25.0
477	2.13	2.29	60	26	4	4	6	13	1	1	5	56.7	33.3
478	0.22	0.52	59	49	7	3	0	0	0	0	0	16.9	0.0
479	2.40	2.24	60	19	8	6	5	12	3	3	4	68.3	36.7
480	1.66	2.08	59	25	11	7	7	3	0	2	4	57.6	15.3
481	2.88	2.07	60	8	8	14	9	10	2	3	6	86.7	35.0
482	0.71	1.34	59	39	10	4	4	0	1	0	1	33.9	3.4
483	3.12	2.46	60	11	12	4	4	13	3	3	10	81.7	48.3
484	2.72	2.07	60	11	9	9	8	15	1	2	5	81.7	38.3
485	2.52	2.18	60	11	14	12	3	10	2	2	6	81.7	33.3

TASK	MEAN	SD	N	NUMBER OF RESPONSES PER CATEGORY							% PART OF JOB	% SIG PART	
				0	1	2	3	4	5	6			7
486	0.47	0.81	60	41	12	6	0	1	0	0	0	31.7	1.7
487	0.67	0.99	60	34	18	5	0	3	0	0	0	43.3	5.0
488	0.33	1.11	60	51	6	0	1	1	0	0	1	15.0	9.3
489	2.93	1.73	60	4	9	13	10	18	1	1	4	93.3	40.0
490	0.57	1.28	60	45	7	3	2	2	0	0	1	25.0	5.0
491	0.55	1.18	60	41	14	1	2	1	0	0	1	31.7	3.3
492	1.52	1.87	60	22	19	6	3	5	2	0	3	63.3	16.7

TOTALS: 17339 2818 1896 1772 2398 600 633 1838

Table C-4

Frequency of Task Performance (Q3 and Q4)^a

Question 3: Frequency of Performance (Workers)

How often have you been performing each of the activities done by you (as checked in Question 1)?

Categories and Values of the Response Scale:

- | | |
|--|--|
| 1 = Have done, but don't normally do (0+). | } on the average, over the last several months |
| 2 = Less than once a year (Y-). | |
| 3 = Once a year (1Y). | |
| 4 = Once a month (1M). | |
| 5 = Once a week (1W). | |
| 6 = Once a day (1D). | |
| 7 = Several times each work day (D+). | |

Question 4: Frequency of Performance (Supervisors)

From your experience as a supervisor of one or more General Secretaries, judge about how often a typical General Secretary in your operation should perform each of the activities you checked (in Question 2).

Categories and Values of the Response Scale: Identical to those of Question 3.

Each of the 27 columns of Table C-4 is identified below.

- Column 46: Average (median) of worker ratings, considering only those who checked (Question 1) that the task was performed.
- Column 47: Quartile deviation showing degree of response variability.
- Column 48: Number of workers rating the task (Question 3).
- Columns 49 and 51: Average, quartile deviation, and number of supervisors rating the task (Question 4), considering only those who checked (Question 2) that the task should be performed.

^aQuestions 3 and 4 were answered only for those tasks checked on Q1 and Q2.

Table C-4 - Continued

- Column 52: Difference between worker and supervisor average ratings (Column 46 minus Column 49).
- Columns 53 through 60: Number of workers using each level of the frequency scale. Column 53 (None) is the complement of the number of workers checking the task on Question 1, as recorded in Column 1 on Table C-1.
- Column 61: Percent of workers who do the task (Question 1), but report it performed less frequently than once a year (combining scale categories Y- and 0+).
- Column 62: Percent of workers who do the task (Question 1) and report it performed once a week or more often (combining scale categories 1W, 1D, and D+).
- Columns 63 through 72: Same as Columns 53 through 62, but for supervisors' ratings. Column 63 (None) is the complement of that portion of Column 8 (Table C-1) represented by the 40 supervisors in Group 2.

TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 4: FREQUENCY OF TASK
(Q3 & Q4)
PERFORMANCE

TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D:M-S	DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE					PERF <IY >=IM	X	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY					DES DES <IY >=IM									
	MDN	Q	MDN	Q		NONE	0+	Y-	IM	IM			10	D+	X	NONE	0+		Y-	IM	IM	D+	X				
1	4.5	0.5	2	4.5	0.6	6	0.0	0	0	1	1	0	0	0.0	50.0	34	1	0	0	2	3	0	0	16.7	50.0		
2	3.9	0.7	13	3.9	1.6	9	1.7	1	1	2	6	3	0	0	15.4	25.1	31	3	2	0	2	0	0	0	55.6	22.2	
3	3.7	1.6	16	3.5	0.9	16	0.2	4	5	2	5	2	1	1	31.3	25.0	24	2	1	5	4	1	0	3	18.8	25.0	
4	2.4	0.6	15	2.4	0.6	13	-0.0	4	2	6	1	0	0	0	53.3	0.0	27	0	7	4	2	0	0	0	53.8	0.0	
5	3.4	0.6	20	3.5	0.7	20	-0.1	3	1	0	10	8	0	0	5.0	5.0	20	4	0	6	9	0	1	0	20.0	5.0	
6	5.4	0.9	32	6.2	1.1	25	-0.8	2	0	1	7	9	8	7	0.0	75.0	15	0	0	0	5	4	5	11	0.0	80.0	
7	4.1	0.6	36	4.3	0.6	24	-0.1	2	2	0	6	16	10	2	0	33.3	15	2	0	1	12	7	1	1	8.3	37.5	
8	4.8	1.1	5	3.9	0.3	5	0.9	5	0	0	2	0	2	0	0.0	60.0	34	1	0	0	4	0	0	0	20.0	0.0	
9	3.0	1.3	8	4.0	1.3	18	-1.0	5	3	0	2	3	0	0	37.5	0.0	22	3	2	0	8	2	0	3	27.8	27.8	
10	6.3	0.4	3	6.7	0.8	8	-0.4	5	0	0	0	0	2	1	0.0	99.9	31	0	0	0	1	1	1	5	0.0	87.5	
11	4.9	1.1	21	6.5	1.1	22	-1.6	3	2	0	2	4	6	4	3	9.5	61.9	17	2	0	0	2	4	3	11	9.1	81.8
12	3.0	0.5	9	3.8	0.7	19	-0.8	5	1	1	5	2	0	0	22.2	0.0	30	1	0	5	4	1	0	1	10.0	20.0	
13	2.0	0.3	1	3.8	0.6	6	-1.8	0	1	0	0	0	0	0	99.9	0.0	34	1	0	1	4	0	0	0	16.7	0.0	
14	3.3	1.3	7	3.9	0.3	6	-0.6	5	1	1	2	1	1	0	28.6	28.6	34	0	0	1	5	0	0	0	0.0	0.0	
15	4.1	0.5	24	4.3	0.6	24	-0.2	3	1	1	2	13	6	0	8.3	29.2	16	0	2	1	11	8	1	1	8.3	41.7	
16	3.9	0.6	31	4.0	1.0	28	-0.1	2	2	5	15	3	2	2	12.9	22.6	12	3	2	3	11	3	2	4	17.9	32.1	
17	3.9	0.6	25	3.8	0.8	22	0.1	3	1	3	3	13	1	3	16.0	20.0	16	2	0	7	7	3	0	3	9.1	27.3	
18	3.2	0.7	13	3.0	1.0	16	0.2	4	2	1	5	5	0	0	23.1	0.0	24	1	6	2	5	1	1	0	43.8	12.5	
19	3.3	0.5	17	3.3	0.4	3	0.0	0	0	0	7	3	1	0	0.0	9.1	37	0	0	2	1	0	0	0	0.0	0.0	
20	2.7	0.7	12	2.8	0.8	18	-0.1	4	2	3	5	2	0	0	41.7	0.0	21	4	2	10	2	0	0	0	33.3	9.8	
21	3.3	0.6	5	3.6	0.6	9	-0.4	1	0	2	2	0	0	0	20.0	0.0	31	1	0	3	4	0	0	1	11.1	11.1	
22	3.0	0.5	9	3.1	0.5	14	-0.1	2	0	5	2	0	0	0	22.2	0.0	26	1	1	8	2	1	0	1	14.3	14.3	
23	3.0	1.8	3	2.1	0.4	12	0.9	0	1	1	0	0	1	0	33.3	33.3	28	2	7	2	1	0	0	0	75.0	0.0	
24	0.0	0.0	0	1.8	0.6	5	-1.8	0	0	0	0	0	0	0	0.0	0.0	35	2	2	1	0	0	0	0	80.0	0.0	
25	3.6	1.1	17	3.5	0.8	14	0.1	3	3	2	7	2	0	0	35.3	11.8	26	1	2	4	5	1	0	1	21.4	16.3	
26	4.1	1.1	18	3.3	1.4	13	0.8	4	0	2	5	5	2	0	22.2	36.9	27	3	2	2	3	3	0	0	38.5	23.1	
27	4.1	0.5	38	4.2	0.7	29	-0.2	4	0	4	19	9	1	1	10.5	28.9	10	1	1	3	13	7	2	2	6.9	37.9	
28	4.0	1.3	3	5.0	1.8	3	-1.0	0	1	1	1	0	0	0	0.0	33.3	37	0	0	1	0	1	0	1	0.0	66.7	
29	3.1	0.5	15	3.0	1.3	11	0.1	4	2	8	2	0	0	2	20.0	13.3	29	3	1	3	3	0	0	1	36.4	9.1	
30	3.7	0.6	12	3.4	0.7	11	0.3	1	0	4	6	1	0	0	8.3	8.3	29	1	1	4	4	1	0	0	18.2	9.1	

TASK	ACTUAL WORKER FREQUENCY				SUPERVISOR FREQUENCY DESIRE				D:M-S	DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE										PERF <1Y >1M	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY										DES <1Y >1M			
	MON		TUE		WED		THUR			NONE	0+		1Y		IM		ID		0+		NONE		0+		1Y		IM		ID			0+		
	Q	N	Q	N	Q	N	Q	N			Q	N	Q	N	Q	N	Q	N	Q		N	Q	N	Q	N	Q	N	Q	N	Q		N	Q	N
31	3.0	1.6	10	4.5	1.5	6	-1.5	50	4	0	2	2	1	0	1	0	1	40.0	20.0	34	0	1	0	2	0	1	2	16.7	50.0					
32	6.0	1.8	7	4.0	2.6	5	7.0	52	1	0	1	1	0	1	3	14.3	57.1	35	2	0	0	1	0	1	1	40.0	40.0							
33	3.0	0.3	9	3.5	0.7	12	-0.5	51	1	0	7	0	1	0	0	11.1	11.1	28	2	0	4	5	1	0	0	16.7	8.3							
34	4.1	0.6	37	4.3	0.8	24	-0.0	22	0	1	0	23	8	4	1	2.7	35.1	15	3	1	1	9	6	3	1	16.7	41.7							
35	3.5	0.8	6	4.2	0.7	8	-0.7	54	1	0	2	2	1	0	0	16.7	16.7	32	1	0	4	3	3	0	0	12.5	37.5							
36	6.0	0.7	29	6.1	0.8	14	-0.1	31	0	0	1	2	6	12	8	0.0	89.7	25	0	0	0	2	2	5	5	0.0	45.7							
37	4.1	0.9	26	3.4	1.2	20	0.7	34	1	1	5	10	4	5	0	7.7	34.6	19	3	1	7	1	5	1	2	20.0	40.0							
38	6.4	0.5	47	6.6	0.5	32	-0.2	12	1	0	0	1	25	20	2.1	97.9	6	0	0	0	1	1	13	17	0.0	96.9								
39	4.1	0.5	22	4.3	0.5	12	-0.2	37	3	0	1	12	5	1	0	13.6	27.3	27	0	0	0	8	3	0	1	0.0	35.3							
40	3.5	0.5	8	4.3	0.7	10	-0.8	52	0	0	4	4	0	0	0	0.0	0.0	30	0	1	1	4	3	1	0	10.0	40.0							
41	3.8	0.3	4	4.0	0.2	7	-0.2	56	0	0	1	3	0	0	0	0.0	0.0	33	0	0	2	3	1	0	1	0.0	28.6							
42	2.6	1.0	13	4.3	2.6	13	-1.7	47	4	2	5	1	0	0	1	46.2	7.7	33	2	0	0	2	1	0	2	28.6	42.9							
43	4.5	1.0	10	6.7	1.2	7	-2.2	30	1	0	1	3	2	2	1	10.0	50.0	27	0	0	0	3	2	0	8	0.0	76.9							
44	3.1	0.3	23	3.1	0.5	20	-0.1	57	1	0	18	4	0	0	0	4.3	0.0	20	2	1	11	4	2	0	0	15.0	10.0							
45	1.3	1.0	5	2.8	0.4	7	-1.5	55	3	0	2	0	0	0	0	60.0	0.0	33	1	1	5	0	0	0	0	28.6	0.0							
46	1.5	2.0	2	4.0	1.5	4	-7.5	58	1	0	0	0	1	0	0	50.0	50.0	36	1	0	0	2	0	0	1	25.0	25.0							
47	3.7	1.0	7	3.3	0.6	7	0.3	53	1	1	1	3	1	0	0	28.6	14.3	33	1	0	3	3	0	0	0	14.3	0.0							
48	5.7	1.1	39	6.5	1.0	27	-0.8	21	1	0	0	9	8	8	13	2.6	74.4	13	1	1	0	2	5	4	14	7.4	85.2							
49	3.1	0.3	10	3.1	0.4	16	-0.1	50	0	0	0	9	1	0	0	0.0	0.0	24	1	0	11	3	1	0	0	6.3	6.3							
50	3.4	0.5	12	3.6	0.6	13	-0.2	48	0	0	7	4	1	0	0	0.0	8.3	27	0	0	6	5	0	0	2	0.0	15.4							
51	3.5	0.5	2	4.0	0.4	6	-0.5	58	0	0	1	1	0	0	0	0.0	0.0	33	0	0	1	4	0	0	1	0.0	16.7							
52	6.8	1.1	6	4.0	2.4	7	2.8	54	0	0	0	1	1	0	4	0.0	83.3	33	2	0	1	1	0	2	1	28.6	42.9							
53	3.0	0.3	1	3.8	0.7	6	-0.8	59	0	0	1	0	0	0	0	0.0	0.0	34	0	1	1	3	1	0	0	16.7	16.7							
54	2.5	1.0	8	2.2	0.3	4	0.3	52	3	1	3	0	1	0	0	50.0	12.5	36	0	3	1	0	0	2	0	75.0	0.0							
55	5.0	1.8	3	5.0	0.8	6	0.0	57	0	0	1	0	1	0	1	0.0	66.7	34	0	0	0	2	2	2	0	0.0	66.7							
56	3.8	1.1	9	4.0	0.4	5	-0.3	51	2	0	2	2	3	0	0	22.2	33.3	35	0	1	0	3	1	0	0	20.0	20.0							
57	0.0	0.0	0	4.0	1.7	7	-4.0	53	0	0	0	0	0	0	0	0.0	0.0	33	0	2	1	1	1	1	1	28.6	42.9							
58	3.3	0.6	7	2.8	0.9	16	0.5	59	0	1	3	3	0	0	0	14.3	0.0	27	1	6	3	5	0	0	1	43.8	6.3							
59	5.3	0.8	14	6.2	0.7	13	-0.9	48	1	0	0	2	5	4	2	7.1	78.6	24	0	0	1	2	0	5	5	0.0	76.9							
60	2.3	0.4	3	1.3	1.2	5	0.9	57	0	2	1	0	0	0	0	66.7	0.0	35	3	0	1	1	0	0	0	60.0	0.0							
61	3.9	0.4	31	4.1	0.5	26	-0.2	29	1	1	6	19	4	0	0	6.5	12.9	14	0	2	2	15	5	2	0	7.7	26.9							
62	5.4	1.2	41	6.1	0.9	29	-0.6	17	3	1	3	5	9	8	12	9.8	70.7	11	0	1	0	2	7	8	11	3.4	89.7							
63	4.3	1.0	18	4.3	0.8	16	-0.0	42	2	0	3	5	4	1	3	11.1	44.4	35	1	1	1	6	4	1	2	12.5	43.8							
64	6.8	1.3	4	3.0	2.6	5	3.8	56	0	0	1	0	0	0	0	0.0	75.0	25	1	1	1	1	0	0	2	40.0	40.0							
65	2.9	0.3	8	3.0	0.3	15	-0.1	51	0	1	7	0	0	0	0	12.5	0.0	25	0	0	14	1	0	0	0	0.0	0.0							

TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D:W-S		DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE						PERF PER		DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY						DES DES					
	MDN	Q	MDN	Q	MDN	Q	N	NONE	O+	Y-	Y	IM	ID	D+	%	%	NONE	O+	Y-	Y	IM	ID	D+	%	%	
66	0.0	0.0	3.8	0.9	3	-3.8	60	0	0	0	0	0	0	0	0.0	0.0	37	0	1	0	2	0	0	33.3	0.0	
67	5.0	0.3	4.3	0.5	5	0.7	59	0	0	0	0	1	0	0	0.0	99.9	35	0	0	1	3	2	0	0	0.0	40.0
68	0.0	0.0	3.0	1.8	3	-3.0	59	0	0	0	0	0	0	0	0.0	0.0	37	1	0	1	0	1	0	0	33.3	33.3
69	1.0	0.3	3.4	0.9	7	-2.4	59	1	0	0	0	0	0	0	99.9	0.0	33	0	0	4	1	1	0	1	0.0	28.6
70	0.0	0.0	1.5	1.0	2	-1.5	60	0	0	0	0	0	0	0	0.0	0.0	38	1	0	1	0	0	0	0	50.0	0.0
71	3.0	0.3	1.5	1.0	2	1.5	59	0	0	1	0	0	0	0	0.0	0.0	38	1	0	1	0	0	0	0	50.0	0.0
72	3.2	1.4	4.2	1.1	18	-1.0	40	5	1	6	4	2	0	2	30.0	20.0	22	0	1	6	3	4	2	2	5.6	44.4
73	0.0	0.0	1.3	0.4	3	-1.3	59	0	0	0	0	0	0	0	0.0	0.0	37	2	1	0	0	0	0	0	99.9	0.0
74	4.0	0.3	3.9	0.9	21	0.1	45	0	0	2	11	1	1	0	0.0	13.3	19	1	1	6	7	3	0	3	9.5	28.6
75	4.8	0.8	4.9	1.2	25	-0.1	31	1	0	2	8	9	3	4	3.7	59.3	14	2	0	0	9	4	4	6	8.0	56.0
76	3.8	0.6	4.1	0.7	23	-0.3	35	2	0	6	12	2	1	1	8.3	16.7	17	3	0	3	9	6	1	1	13.0	34.8
77	5.5	1.2	5.8	1.0	26	-0.3	32	1	1	1	5	6	6	8	7.1	71.4	14	0	0	1	4	6	6	9	0.0	80.8
78	6.6	0.8	6.6	1.2	29	-0.0	25	1	0	0	3	5	6	19	2.9	88.2	11	2	0	1	4	1	4	17	6.9	75.9
79	5.5	1.3	4.8	1.3	5	0.8	52	0	1	1	1	1	3	1	12.5	62.5	35	0	1	1	0	2	0	1	20.0	60.0
80	3.5	0.8	2.5	1.0	6	1.0	56	0	0	2	1	1	0	0	0.0	25.0	34	2	1	2	0	0	0	1	50.0	16.7
81	3.0	1.4	3.5	1.3	12	-0.5	55	2	0	1	2	0	0	0	40.0	0.0	28	1	4	1	3	2	0	1	41.7	25.0
82	3.8	2.6	4.0	1.5	18	-0.2	46	4	1	1	3	0	1	4	35.7	35.7	22	2	4	2	2	6	0	2	33.3	44.4
83	5.1	0.9	4.8	1.1	10	0.3	36	0	1	1	5	7	5	4	4.3	69.6	30	1	1	0	2	3	1	2	20.0	60.0
84	3.9	0.5	3.8	0.8	25	-0.1	26	1	1	7	17	5	0	1	6.3	18.8	15	3	3	3	13	3	0	0	24.0	12.0
85	6.2	0.3	5.0	2.9	5	1.2	56	0	0	0	0	0	3	1	0.0	99.9	35	2	0	0	0	1	0	2	40.0	60.0
86	4.3	0.6	4.6	0.5	34	-0.3	20	1	0	2	21	13	2	1	2.5	40.0	6	1	0	0	15	16	1	1	2.9	52.9
87	3.5	2.0	3.7	0.7	5	-0.2	58	0	0	1	0	0	0	1	0.0	50.0	35	0	1	1	3	0	0	0	20.0	0.0
88	3.0	1.4	2.0	1.2	9	1.0	49	3	2	1	3	0	2	0	45.5	18.2	31	4	1	2	0	1	0	1	55.6	22.2
89	4.7	0.7	4.9	0.6	9	-0.2	51	0	0	0	4	3	2	0	0.0	55.6	31	0	0	0	3	4	1	1	0.0	66.7
90	4.1	0.6	4.2	0.7	14	-0.1	38	2	1	2	10	7	0	0	13.6	31.8	26	2	1	0	6	3	1	1	21.4	35.7
91	2.8	2.6	2.5	0.5	4	0.3	53	2	1	2	0	0	0	2	42.9	28.6	35	0	2	2	0	0	0	0	50.0	0.0
92	5.1	0.7	6.1	1.2	24	-1.0	27	1	0	0	5	17	4	6	0.0	84.4	16	1	1	1	2	3	5	10	8.3	75.0
93	3.8	1.4	3.5	1.3	4	-1.8	57	1	0	0	2	0	0	0	33.3	0.0	36	0	0	1	0	1	2	0	0.0	75.0
94	3.5	1.0	4.5	2.0	2	2.0	56	0	0	2	0	2	0	0	0.0	50.0	38	1	0	0	0	1	0	0	50.0	50.0
95	3.5	1.0	4.0	2.1	9	-0.5	52	1	1	2	2	1	1	0	25.0	25.0	31	2	1	0	3	0	2	1	33.3	33.3
96	4.3	0.6	4.7	0.5	32	-0.4	22	1	0	3	18	11	3	1	2.7	40.5	8	1	0	0	12	17	2	0	3.1	59.4
97	3.8	0.9	3.9	0.6	10	-0.1	47	1	2	2	5	3	0	0	23.1	23.1	30	1	0	2	5	2	0	0	10.0	20.0
98	4.3	0.9	4.5	1.2	10	-0.2	46	0	0	3	5	3	1	2	0.0	42.9	30	1	1	1	2	3	1	1	20.0	50.0
99	3.6	0.8	3.8	1.7	10	-0.3	47	3	0	3	6	0	0	1	23.1	7.7	50	3	1	0	3	2	1	0	40.0	30.0
100	6.0	1.0	5.3	1.1	20	0.8	33	2	0	1	2	6	5	11	7.4	81.5	20	2	0	1	4	4	5	4	10.0	65.0



TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D=WS		DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE						PERF PERP <IY >IW		DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY						DES DES <IY >IW							
	MDN	Q	MDN	Q	N	MDN	N	NONE	O+	Y-	Y	IM	IM	ID	D+	\$	%	NONE	O+	Y-	Y	IM	IM	ID	D+	\$	%	
101	4.5	0.6	6	5.0	1.6	10	-0.5	54	1	0	0	2	3	0	0	16.7	50.0	30	2	0	1	1	2	2	2	20.0	60.0	
102	3.5	0.5	2	4.3	0.8	5	-0.8	58	0	0	1	1	0	0	0	0.0	0.0	35	0	1	0	2	1	0	1	20.0	40.0	
103	0.0	0.0	0	3.0	2.3	3	-3.0	60	0	0	0	0	0	0	0	0.0	0.0	37	1	0	1	0	0	1	0	33.3	33.3	
104	4.2	0.5	17	3.9	0.3	24	0.2	43	1	0	0	11	3	2	0	5.9	29.4	16	1	0	0	3	18	2	0	4.2	8.3	
105	2.4	0.6	11	2.3	0.8	11	0.0	49	2	4	5	0	0	0	0	54.5	0.0	29	3	3	3	5	0	0	0	54.5	0.0	
106	3.0	0.3	1	1.0	0.3	1	2.0	59	0	0	1	0	0	0	0	0.0	0.0	39	1	0	0	0	0	0	0	99.9	0.0	
107	3.2	0.5	21	3.4	0.6	18	-0.1	39	1	0	13	7	0	0	0	4.8	0.0	22	1	1	8	8	0	0	0	11.1	0.0	
108	4.0	0.4	10	4.0	1.9	8	0.0	50	0	0	2	6	2	0	0	0.0	20.0	32	3	0	0	2	2	0	1	37.5	37.5	
109	6.1	0.5	7	6.1	0.5	15	0.1	52	1	0	0	0	0	4	2	14.3	85.7	25	1	0	0	1	1	8	4	6.7	86.7	
110	4.0	2.5	8	6.3	0.5	11	-2.3	51	2	0	1	2	0	1	2	25.0	37.5	29	1	0	0	0	0	6	4	9.1	90.9	
111	5.0	2.8	3	4.5	1.3	8	0.5	56	1	0	0	1	0	0	1	33.3	66.7	32	0	0	1	3	1	1	2	0.0	50.0	
112	5.6	1.1	7	5.5	1.0	10	0.1	52	1	0	0	2	0	4	0	14.3	57.1	28	0	0	1	1	3	2	3	0.0	80.0	
113	5.4	0.8	15	6.1	0.6	19	-0.7	43	1	0	0	2	5	4	3	6.7	80.0	21	0	0	0	0	4	9	6	0.0	99.9	
114	0.0	0.0	0	4.6	0.6	9	-4.6	59	0	0	0	0	0	0	0	0.0	0.0	31	1	0	0	0	3	4	1	0.0	55.6	
115	5.2	0.9	12	4.5	0.6	8	0.7	47	0	0	1	3	3	4	1	0.0	66.7	32	0	0	0	0	4	3	0	1	0.0	50.0
116	5.0	0.7	7	4.8	0.7	14	0.2	50	0	1	0	1	3	2	0	14.3	71.4	26	1	1	0	0	3	6	1	2	14.3	64.3
117	7.0	0.3	1	6.7	0.5	5	0.3	58	0	0	0	0	0	1	0	0.0	99.9	35	0	0	0	0	2	3	0	0.0	99.9	
118	3.7	1.3	23	3.9	0.9	15	-0.2	35	5	2	3	7	6	0	0	30.4	26.1	25	3	0	0	2	6	3	0	1	20.0	26.7
119	3.5	1.1	18	3.5	1.5	14	0.0	40	3	2	4	5	4	0	0	27.8	22.2	26	4	0	3	4	3	0	0	28.6	21.4	
120	4.0	1.1	29	4.2	0.7	20	-0.2	27	6	0	2	13	1	7	0	20.7	27.6	17	1	1	1	2	9	4	1	2	10.8	35.0
121	5.8	1.0	28	6.3	0.9	25	-0.5	30	1	1	0	3	7	7	9	7.1	82.1	15	0	0	0	2	6	6	11	0.0	92.0	
122	1.3	2.4	3	1.5	1.3	4	-0.3	56	2	0	0	0	1	0	0	66.7	33.3	36	2	0	1	1	0	0	0	50.0	0.0	
123	2.9	1.1	18	3.6	0.6	17	-0.6	41	5	1	7	3	2	0	0	33.3	11.1	23	0	1	7	8	1	0	0	5.9	5.9	
124	4.0	0.3	2	4.3	0.4	3	-0.3	57	0	0	0	2	0	0	0	0.0	0.0	37	0	0	0	2	1	0	0	0.0	33.3	
125	4.3	0.7	23	4.9	0.6	20	-0.6	36	1	0	3	9	8	1	1	4.3	43.5	19	1	0	1	4	9	3	2	5.0	70.0	
126	5.2	1.2	29	5.6	1.0	23	-0.4	30	4	0	2	2	9	5	7	13.8	72.4	17	1	0	0	3	7	4	8	4.3	82.6	
127	5.7	1.3	11	4.6	0.8	9	1.0	48	0	0	0	5	0	3	3	0.0	54.5	31	2	0	0	2	4	1	0	22.2	55.6	
128	6.1	0.7	44	6.6	0.5	34	-0.4	16	0	0	0	6	17	16	0.0	88.6	6	0	0	0	0	0	1	15	18	0.0	99.9	
129	3.6	0.6	11	3.6	0.7	9	0.0	49	0	1	4	5	0	0	1	9.1	9.1	31	1	1	1	2	5	0	0	22.2	0.0	
130	4.5	2.3	4	3.0	1.3	3	1.5	56	1	0	0	1	0	2	0	25.0	50.0	37	1	0	1	1	0	0	0	33.3	0.0	
131	2.8	0.4	3	3.2	1.3	8	-0.4	57	0	1	2	0	0	0	0	33.3	0.0	32	2	0	3	2	0	1	0	25.0	12.5	
132	6.3	0.5	8	5.9	0.5	7	0.4	52	0	0	0	1	4	3	3	0.0	99.9	33	1	0	0	0	1	4	1	14.3	45.7	
133	4.5	1.0	14	3.3	1.0	7	1.2	46	0	0	2	5	2	4	1	0.0	50.0	33	1	0	3	1	1	1	0	14.3	28.6	
134	2.8	0.4	3	1.0	0.3	1	1.8	57	0	1	2	0	0	0	0	33.3	0.0	39	1	0	0	0	0	0	0	99.9	0.0	
135	6.0	1.1	33	6.4	0.8	23	-0.4	26	2	0	1	4	7	5	14	6.1	78.8	17	2	0	0	4	6	11	8	8.7	91.3	

TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D ₁ -S	DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE					PERF <Y >=IM	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY					DES <Y >=IM								
	MDN	Q	N	MDN		Q	N	MDN	Q	N		MDN	Q	N	MDN	Q		N	DES						
136	0.0	0.0	0	1.3	1.4	3	-1.3	60	0	0	0	0	0.0	0.0	0	37	2	0	0	0	0	0	46.7	0.0	
137	3.8	1.4	3	2.3	2.0	2	0.4	57	1	0	0	0	33.3	0.0	38	1	0	0	1	0	0	50.0	50.0		
138	3.9	0.5	37	4.0	0.7	26	-0.2	23	2	1	8	20	8.1	16.2	14	3	0	4	11	7	1	0	11.5	30.8	
139	1.4	1.1	7	2.9	0.3	6	-1.5	53	4	0	2	1	0	0	34	1	0	5	0	0	0	0	16.7	0.0	
140	1.5	1.0	4	2.3	0.9	7	-0.8	56	2	0	2	0	0	0	33	2	2	2	1	0	0	0	57.1	0.0	
141	6.1	0.4	12	6.2	0.3	8	-0.0	48	0	0	0	1	0	8	3	0	0	0	0	0	0	6	2	0.0	99.9
142	4.3	0.6	17	3.9	1.2	14	0.4	42	0	0	3	7	6	0	1	0	2	1	5	4	0	0	0	28.6	28.6
143	1.0	0.3	2	1.0	0.3	4	0.0	58	2	0	0	0	0	0	0	35	4	0	0	0	0	0	0	99.9	0.0
144	2.9	1.1	9	3.1	0.3	10	-0.3	51	3	0	4	2	0	0	0	30	0	0	8	1	0	0	0	0.0	10.0
145	0.0	0.0	0	1.0	0.3	2	-1.0	60	0	0	0	0	0	0	0	38	2	0	0	0	0	0	0	99.9	0.0
146	5.5	0.8	4	1.5	2.3	4	4.0	56	0	0	0	1	1	2	0	36	2	0	0	0	1	1	0	50.0	50.0
147	6.6	0.5	34	6.8	0.5	18	-0.1	25	0	0	1	2	0	12	19	22	1	0	0	1	0	4	12	5.6	88.9
148	3.5	1.8	10	1.5	3.8	4	2.0	50	4	0	1	2	3	0	0	36	2	1	0	1	0	0	0	75.0	0.0
149	5.4	1.0	37	4.6	0.9	19	0.8	21	3	0	0	7	9	9	21	3	0	0	6	5	2	3	15.8	52.6	
150	6.0	0.3	1	1.0	0.3	1	5.0	58	0	0	0	0	0	1	0	39	1	0	0	0	0	0	0	99.9	0.0
151	2.8	0.9	3	1.5	1.5	2	1.3	57	1	0	2	0	0	0	0	38	1	0	0	1	0	0	0	50.0	0.0
152	2.8	0.6	11	2.4	0.6	11	0.4	49	1	3	6	0	1	0	0	29	2	4	5	0	0	0	0	54.5	0.0
153	3.1	0.6	34	3.4	0.7	23	-0.3	24	3	5	15	9	2	0	0	17	0	2	11	6	1	2	1	8.7	17.4
154	6.1	1.0	23	6.3	0.8	21	-0.1	36	1	0	0	2	6	4	10	19	1	0	0	1	4	6	9	4.8	90.5
155	4.0	0.8	7	4.7	1.0	11	-0.7	53	0	1	1	3	1	1	0	29	1	0	1	3	3	1	2	9.1	54.5
156	4.5	2.0	4	3.9	1.4	11	0.6	56	1	0	0	1	1	0	1	29	1	1	2	4	0	2	1	18.2	27.3
157	5.8	1.1	17	2.9	1.7	15	2.9	43	1	0	0	4	2	6	4	25	4	0	1	1	1	2	1	40.0	26.7
158	0.0	0.0	0	4.5	2.5	4	-4.5	60	0	0	0	0	0	0	0	36	1	0	0	1	0	1	1	25.0	50.0
159	5.3	0.6	14	4.3	1.7	7	1.1	45	0	0	0	2	6	5	1	33	1	1	0	2	1	2	0	28.6	42.9
160	4.0	1.0	8	4.3	0.9	9	-0.3	52	1	0	2	2	1	0	0	31	0	0	2	3	2	1	1	0.0	44.4
161	4.5	0.8	18	4.8	1.4	11	-0.3	42	1	0	2	6	5	3	1	29	2	0	1	2	2	2	2	18.2	54.5
162	5.5	0.8	4	4.5	2.5	4	1.0	56	0	0	0	1	1	2	0	36	1	0	0	1	0	1	1	25.0	50.0
163	4.4	0.6	24	4.1	0.4	15	0.3	36	0	0	0	13	7	4	0	25	1	0	1	9	4	0	0	6.7	26.7
164	3.9	0.4	16	4.8	0.9	12	-0.9	43	2	0	2	9	3	0	0	28	0	0	0	5	3	3	1	0.0	58.3
165	5.8	1.1	5	5.0	1.6	5	0.8	55	0	0	0	2	0	2	1	34	1	0	0	1	1	0	2	20.0	60.0
166	3.2	0.7	6	3.9	0.4	8	-0.7	53	0	1	3	1	1	0	0	32	1	0	1	5	1	0	0	12.5	12.5
167	3.0	0.4	5	3.7	0.7	7	-0.7	54	0	1	3	1	0	0	0	33	1	0	2	3	1	0	0	14.3	14.3
168	3.8	0.5	6	4.0	0.3	3	-0.2	54	0	0	2	3	1	0	0	37	0	0	0	3	0	0	0	0.0	0.0
169	3.0	0.3	1	3.5	1.5	6	-0.5	59	0	0	1	0	0	0	0	34	2	0	1	2	0	1	0	33.3	16.7
170	1.1	0.3	5	6.7	1.7	5	-5.5	55	4	0	0	0	0	0	1	35	1	0	0	1	0	0	3	20.0	60.0

TASK	ACTUAL WORKER FREQUENCY				SUPERVISOR FREQUENCY DESIRE				U-M-S				DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE								PERF PERF <Y >=IM				DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY								DES DES <Y >=IM			
	MDN		Q		N		M		D		S		NONE	O+	Y-	1Y	1M	1D	1D+	O+	Y-	1Y	1M	1D	1D+	Z	Z	Z	Z							
	Q	N	Q	N	Q	N	M	D	S	NONE	O+	Y-	1Y	1M	1D	1D+	Z	Z	NONE	O+	Y-	1Y	1M	1D	1D+	Z	Z	Z	Z							
171	3.3	1.4	3	3.3	1.2	17	0.0		57	0	0	2	0	0	1	0	0.0	33.3	23	3	1	6	2	2	2	1	23.5	29.4								
172	3.1	0.6	14	4.0	1.7	14	-0.9		45	2	1	7	2	0	0	0	21.4	14.3	29	3	1	2	3	2	2	1	28.6	42.9								
173	4.0	0.5	4	3.5	1.2	10	0.5		56	0	0	1	2	1	0	0	0.0	25.0	26	2	1	2	3	0	1	37.0	20.0									
174	4.0	2.3	10	6.0	2.8	7	-2.0		50	3	0	1	2	1	1	2	30.0	40.0	33	2	0	0	1	0	1	28.6	57.1									
175	2.9	0.8	21	3.1	0.8	19	-0.2		39	5	1	11	2	2	0	0	28.6	9.5	20	3	2	7	4	2	0	1	26.3	15.8								
176	3.6	0.6	18	3.7	0.9	11	-0.1		42	2	0	6	8	2	0	0	11.1	11.1	29	2	1	1	7	0	0	0	27.3	0.0								
177	3.3	1.9	3	3.5	1.0	6	-0.3		57	0	0	2	0	0	0	1	0.0	33.3	34	1	1	1	3	0	0	0	33.3	0.0								
178	2.0	0.3	1	3.5	1.5	4	-1.5		59	0	1	0	0	0	0	0	99.9	0.0	36	1	0	1	1	0	1	0	25.0	25.0								
179	5.1	1.3	49	6.2	1.0	33	-1.1		11	5	0	3	8	14	6	13	10.2	67.3	7	1	0	2	4	3	9	14	3.0	78.8								
180	6.2	0.9	44	6.6	0.7	36	-0.3		16	2	0	0	2	10	11	19	4.5	90.9	4	2	0	0	4	2	9	19	5.6	83.3								
181	4.8	2.1	27	5.5	1.2	22	-0.8		33	6	1	2	4	2	5	7	25.9	51.9	18	1	0	1	4	5	3	8	4.5	72.7								
182	5.5	1.2	12	5.8	1.6	16	-0.3		47	2	0	0	1	3	1	5	16.7	75.0	24	3	0	1	2	1	4	5	18.8	62.5								
183	7.0	0.3	1	1.5	2.5	2	5.5		59	0	0	0	0	0	0	1	0.0	99.9	38	1	0	0	0	0	1	0	50.0	50.0								
184	4.0	0.3	11	4.1	0.5	7	-0.1		49	0	0	1	9	1	0	0	0.0	9.1	33	1	0	0	0	4	2	0	14.3	28.6								
185	5.3	1.6	38	5.2	1.4	26	0.1		21	6	1	2	6	5	6	12	18.4	60.5	13	4	0	1	4	6	3	8	15.4	65.4								
186	4.0	1.2	30	4.7	1.4	25	-0.7		30	4	2	5	8	5	2	4	20.0	36.7	14	4	2	1	4	8	3	3	24.0	56.0								
187	3.9	1.0	33	4.5	1.5	32	-0.6		26	6	0	6	11	6	2	2	18.2	30.3	8	5	3	0	8	8	6	2	25.0	50.0								
188	1.5	1.8	4	5.5	2.5	4	-4.0		56	2	0	0	1	0	0	1	50.0	25.0	36	1	0	0	1	1	1	1	25.0	75.0								
189	5.8	1.1	36	6.1	1.1	32	-0.4		24	1	0	3	4	9	4	15	2.8	77.8	8	2	0	1	4	4	8	13	6.3	78.1								
190	4.2	0.5	40	4.2	0.6	30	-0.0		19	0	1	3	22	13	1	0	2.5	35.0	10	3	0	1	15	9	1	1	10.0	36.7								
191	3.8	1.2	14	3.8	0.6	19	0.1		46	3	1	1	6	2	0	1	28.6	21.4	20	3	0	4	10	1	0	1	15.8	10.5								
192	6.1	1.1	44	6.6	0.8	33	-0.5		16	1	0	2	6	8	8	19	2.3	79.5	6	2	1	0	1	5	6	18	9.1	87.9								
193	4.4	1.0	35	5.3	1.3	29	-0.8		25	5	0	3	10	8	3	6	14.3	48.6	10	3	2	0	4	7	4	9	17.2	69.0								
194	4.1	1.3	11	4.5	2.5	4	-0.4		49	2	0	1	4	1	1	2	18.2	36.4	36	1	0	0	1	0	1	1	25.0	50.0								
195	5.0	2.8	3	1.5	2.5	2	3.5		57	1	0	0	0	1	0	1	33.3	66.7	38	1	0	0	0	0	1	0	50.0	50.0								
196	5.2	1.3	14	6.0	1.1	10	-0.8		46	1	0	1	3	3	2	4	7.1	64.3	30	2	0	0	0	2	2	4	20.0	80.0								
197	4.0	1.0	7	4.3	0.6	5	-0.3		53	1	0	2	1	3	0	0	14.3	42.9	35	1	0	0	2	2	0	0	20.0	40.0								
198	5.9	0.9	13	4.6	0.6	11	1.3		47	1	0	1	0	3	4	4	7.7	84.6	28	0	0	0	5	4	2	0	0.0	54.5								
199	6.7	1.2	5	1.5	2.5	2	5.2		55	1	0	0	0	1	0	3	20.0	80.0	37	1	0	0	0	0	1	0	50.0	50.0								
200	4.2	0.3	4	4.0	0.3	2	0.2		56	0	0	0	3	1	0	0	0.0	25.0	38	0	0	0	2	0	0	0	0.0	0.0								
201	1.5	1.0	2	4.0	0.3	2	-2.5		58	1	0	1	0	0	0	0	50.0	0.0	38	0	0	0	2	0	0	0	0.0	0.0								
202	3.5	0.8	4	1.5	1.3	4	2.0		56	0	0	2	1	1	0	0	0.0	25.0	36	2	0	1	1	0	0	0	50.0	0.0								
203	3.5	1.4	6	4.3	0.4	3	-0.8		54	0	1	1	1	2	0	0	33.3	33.3	37	0	0	0	2	1	0	0	0.0	33.3								
204	3.5	0.5	4	3.0	0.3	2	0.5		56	0	0	2	2	0	0	0	0.0	0.0	38	0	0	0	2	0	0	0	0.0	0.0								
205	4.3	0.5	8	1.0	0.3	1	3.3		52	0	1	0	4	3	0	0	12.5	37.5	39	1	0	0	2	0	0	0	99.9	0.0								

TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D=N-S		DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE							PERF PERF <1Y >=1M		DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY							DES DES <1Y >=1M				
	MON	Q	N	MON	G	N	MON	NONE	O+	Y-	1Y	1M	1D	ID	D+	%	%	NONE	O+	Y-	1Y	1M	1D	ID	D+	%	%
206	3.5	0.6	8	1.5	1.5	2	2.0	51	1	0	3	4	0	0	0	12.5	0.0	38	1	0	0	1	0	0	0	50.0	0.0
207	4.2	0.3	4	5.0	2.8	3	-0.8	55	0	0	0	3	0	1	0	0.0	25.0	37	1	0	0	1	0	1	0	33.3	66.7
208	4.3	0.6	19	4.1	0.4	11	0.1	41	1	0	1	10	6	1	0	5.3	36.8	28	0	0	1	7	2	1	0	0.0	27.3
209	4.3	0.4	3	1.0	0.3	1	3.3	57	0	0	0	2	1	0	0	0.0	33.3	39	1	0	0	0	0	0	0	99.9	0.0
210	3.5	0.5	2	1.0	0.3	1	2.5	58	0	0	1	1	0	0	0	0.0	0.0	39	1	0	0	0	0	0	0	99.9	0.0
211	3.5	0.5	2	1.0	0.3	1	2.5	58	0	0	1	1	0	0	0	0.0	0.0	39	1	0	0	0	0	0	0	99.9	0.0
212	4.5	1.5	2	1.0	0.3	1	3.5	58	0	0	0	1	0	0	1	0.0	50.0	39	1	0	0	0	0	0	0	99.9	0.0
213	3.9	0.4	14	1.5	2.0	2	2.4	46	1	0	2	9	2	0	0	7.1	14.3	38	1	0	0	1	0	0	0	50.0	50.0
214	4.0	0.3	2	1.0	0.3	1	3.0	58	0	0	0	2	0	0	0	0.0	0.0	39	1	0	0	0	0	0	0	99.9	0.0
215	3.8	1.6	7	1.5	1.8	4	2.3	53	2	1	0	2	2	0	0	42.9	28.6	36	2	0	0	1	1	0	0	50.0	25.0
216	4.5	0.5	2	1.3	1.7	5	3.2	58	0	0	0	1	1	0	0	0.0	50.0	35	3	0	0	1	1	0	0	60.0	20.0
217	7.0	0.3	1	1.0	0.3	1	6.0	59	0	0	0	0	0	0	1	0.0	99.9	39	1	0	0	0	0	0	0	99.9	0.0
218	4.0	2.3	5	5.5	2.3	4	-1.5	54	0	0	1	0	1	1	40.0	40.0	36	1	0	0	0	1	2	0	0	25.0	75.0
219	4.9	2.2	13	5.0	0.9	9	-0.1	47	4	0	0	1	4	3	1	30.8	61.5	31	1	0	0	2	3	2	1	11.1	66.7
220	4.0	1.8	3	1.0	0.3	1	3.0	57	1	0	0	1	1	0	0	33.3	33.3	39	1	0	0	0	0	0	0	99.9	0.0
221	4.8	2.1	7	5.3	0.8	5	-0.5	53	2	0	0	1	2	2	0	28.6	57.1	35	0	0	1	0	2	1	1	0.0	80.0
222	3.0	0.3	2	1.0	0.3	2	2.0	58	0	0	2	0	0	0	1	0.0	0.0	38	2	0	0	0	0	0	0	99.9	0.0
223	7.0	0.3	1	1.0	0.3	1	6.0	59	0	0	0	0	0	0	1	0.0	99.9	39	1	0	0	0	0	0	0	99.9	0.0
224	7.0	0.3	3	4.0	2.8	3	3.0	57	0	0	0	0	0	3	0.0	99.9	37	1	0	0	1	0	0	1	33.3	33.3	
225	7.0	0.3	1	1.5	1.0	2	5.5	59	0	0	0	0	0	0	1	0.0	99.9	38	1	0	1	0	0	0	0	50.0	0.0
226	1.5	1.0	2	3.0	1.6	5	-1.5	58	1	0	1	0	0	0	0	50.0	0.0	35	2	0	1	1	0	1	0	40.0	20.0
227	4.0	0.3	1	1.0	0.3	1	3.0	59	0	0	0	1	0	0	0	0.0	0.0	39	1	0	0	0	0	0	0	99.9	0.0
228	4.0	1.5	8	4.5	1.0	2	-0.5	52	2	0	0	4	0	0	2	25.0	25.0	38	0	0	0	1	0	1	0	0.0	50.0
229	5.1	1.2	21	4.9	1.1	13	0.3	39	0	0	1	7	4	4	5	0.0	61.9	27	0	0	0	5	4	1	3	0.0	61.5
230	6.0	1.0	9	6.3	0.5	5	-0.3	50	1	0	0	1	1	3	3	11.1	77.8	34	0	0	0	0	0	3	2	0.0	99.9
231	4.1	0.3	23	4.3	0.4	23	-0.2	37	1	0	0	18	4	0	0	4.3	17.4	17	0	0	0	15	8	0	0	0.0	34.8
232	4.3	0.4	3	3.8	1.4	3	0.5	56	1	0	0	2	1	0	0	0.0	33.3	37	1	0	0	2	0	0	0	33.3	0.0
233	5.7	1.1	21	5.9	0.9	13	-0.2	39	1	0	0	6	2	8	4	4.8	66.7	27	0	0	0	2	3	4	0	0.0	84.6
234	5.0	0.5	4	4.0	0.3	1	1.0	56	0	0	0	1	2	0	1	0.0	75.0	39	0	0	0	1	0	0	0	0.0	0.0
235	5.5	0.7	8	4.0	0.3	1	1.5	52	1	0	0	0	3	3	1	12.5	87.5	39	0	0	0	1	0	0	0	0.0	0.0
236	5.3	0.5	5	4.8	0.4	3	0.6	55	0	0	0	0	3	2	0	0.0	99.9	37	0	0	0	1	2	0	0	0.0	66.7
237	5.8	0.6	21	5.9	0.3	24	-0.1	39	2	0	0	2	3	13	1	9.5	81.0	16	0	0	0	2	2	20	0	0.0	91.7
238	0.0	0.0	0	1.5	1.0	2	-1.5	60	0	0	0	0	0	0	0	0.0	0.0	38	1	0	1	0	0	0	0	50.0	0.0
239	5.3	0.6	13	5.3	1.0	9	0.0	47	1	0	0	1	6	4	1	7.7	84.6	31	1	0	0	2	3	1	0	11.1	66.7
240	4.3	0.9	6	1.5	2.5	2	2.8	54	0	0	0	4	0	2	0	0.0	33.3	36	1	0	0	0	0	1	0	50.0	50.0

TASK	ACTUAL WORKER FREQUENCY				SUPERVISOR FREQUENCY DESIRE				D:W-S				DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE				PERF <Y >=1M	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY				DES DES <Y >=1M					
	MDN		Q N		MDN		Q N		MDN		Q N		NONE		O+			Y-		IM		ID		D+		Σ	Σ
	MDN	Q	N		MDN	Q	N		NONE	O+	Y-	IM	ID	D+	Σ	Σ		Σ	Σ	Σ	Σ	Σ	Σ	Σ	Σ		
241	4.0	0.3	1	1.5	2.0	2	2.5	1	1.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	50.0	
242	4.1	0.5	7	1.5	1.0	2	2.6	1	2.6	1	4	2	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
243	4.2	0.5	6	1.5	1.0	2	2.7	1	2.7	1	3	2	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
244	4.0	0.4	6	4.0	0.3	1	0.0	1	4	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	
245	3.8	1.3	5	4.0	1.8	3	-0.3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	
246	0.0	0.0	0	1.0	0.3	1	-1.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
247	4.5	1.5	2	4.0	0.3	1	0.5	1	0.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	
248	4.0	0.3	4	1.0	0.3	1	3.0	1	3.0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
249	4.1	0.3	9	3.0	1.3	3	1.1	1	1.1	1	8	1	0	0	0	0	0	0	0	0	0	0	0	0	33.3	0.0	
250	3.5	0.6	6	2.5	1.0	4	1.0	1	1.0	1	3	2	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
251	4.0	0.3	11	4.0	0.3	3	0.0	1	0	0	1	9	1	0	0	0	0	0	0	0	0	0	0	0	33.3	33.3	
252	3.8	1.4	3	4.0	0.8	9	-0.3	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	33.3	
253	4.0	0.3	1	1.5	1.5	2	2.5	1	2.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
254	4.2	0.5	10	4.1	0.3	14	0.0	1	6	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	21.4	
255	4.5	0.5	2	4.5	1.3	8	2.0	1	2.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25.0	50.0	
256	1.5	1.5	2	6.0	2.8	3	-4.5	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	33.3	66.7	
257	3.5	1.3	4	4.3	0.8	5	-0.8	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	40.0	
258	4.0	0.3	1	5.8	2.4	3	-1.8	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35.3	66.7	
259	6.5	0.5	2	1.5	2.5	2	5.0	1	5.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	50.0	
260	3.9	0.3	5	1.0	0.3	2	2.9	1	2.9	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
261	0.0	0.0	0	3.5	2.0	4	-3.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25.0	50.0	
262	4.0	0.3	10	1.5	1.5	2	2.5	1	2.5	1	10	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
263	3.0	0.3	7	1.0	0.3	1	2.0	1	2.0	1	5	1	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
264	4.0	0.3	6	3.8	0.3	4	0.2	1	0.2	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	
265	6.5	0.8	4	5.0	0.3	1	1.5	1	1.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	
266	0.0	0.0	0	1.0	0.3	1	-1.0	1	-1.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
267	1.5	2.9	6	5.8	0.9	3	-4.3	1	-4.3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	66.7	
268	6.5	0.5	2	5.8	2.4	3	0.8	1	0.8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33.3	66.7	
269	1.5	1.8	4	1.5	3.0	2	0.0	1	0.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	50.0	
270	6.0	1.3	3	4.5	2.8	4	1.5	1	1.5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25.0	50.0	
271	3.8	1.3	4	3.8	1.4	3	0.1	1	0.1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33.3	0.0	
272	4.0	0.3	4	1.5	1.5	2	2.5	1	2.5	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	50.0	0.0	
273	0.0	0.0	0	1.0	0.3	1	-1.0	1	-1.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.9	0.0	
274	3.9	0.5	7	4.0	0.3	7	-0.1	1	-0.1	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0.0	14.3	
275	5.0	0.4	6	3.8	0.7	6	1.2	1	1.2	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	16.7	16.7	



TASK	ACTUAL WORKER FREQUENCY			SUPERVISOR FREQUENCY DESIRE			D:W-S			DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE					PERF PER <Y>=1W					DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY					DES DES <Y>=1W		
	MDN	Q	N	MDN	Q	N	MDN	Q	N	NONE	O+	Y-	1Y	1M	1D	D+	Z	%	NONE	O+	Y-	1Y	1M	1D	D+	Z	%
276	4.5	1.0	6	6.0	2.0	3	-1.5	3	54	1	0	0	2	1	2	0	16.7	50.0	37	1	0	0	0	1	1	33.3	66.7
277	4.0	0.3	1	1.5	1.5	2	2.5	2	59	0	0	0	1	0	0	0	0.0	0.0	38	1	0	0	1	0	0	50.0	50.0
278	1.0	0.3	1	1.0	0.3	1	0.0	1	59	1	0	0	0	0	0	0	99.9	0.0	39	1	0	0	0	0	0	99.9	0.0
279	5.1	0.8	20	5.1	1.1	11	-0.5	11	39	0	0	0	6	7	6	1	0.0	70.0	28	1	0	0	2	4	1	9.1	72.7
280	3.5	0.5	4	4.0	0.3	1	-0.5	1	56	0	0	2	2	0	0	0	0.0	0.0	39	0	0	0	1	0	0	0.0	0.0
281	1.0	0.3	1	6.0	2.8	3	-5.0	3	59	1	0	0	0	0	0	0	99.9	0.0	37	1	0	0	0	0	1	33.3	66.7
282	3.8	0.8	8	4.5	1.8	4	-0.7	4	52	1	0	2	3	2	0	0	12.5	25.0	35	1	0	0	1	2	0	25.0	50.0
283	6.0	0.3	3	1.5	2.5	2	4.5	2	57	0	0	0	0	0	3	0	0.0	99.9	38	1	0	0	0	1	0	50.0	50.0
284	3.8	0.6	26	4.0	0.4	12	-0.2	12	34	3	0	6	13	3	1	0	11.5	15.4	28	2	0	0	8	2	0	16.7	16.7
285	3.9	0.3	7	4.0	0.3	5	-0.1	5	53	1	0	0	6	0	0	0	14.3	0.0	34	0	0	0	5	0	0	0.0	0.0
286	1.0	0.3	1	1.0	0.3	1	0.0	1	59	1	0	0	0	0	0	0	99.9	0.0	39	1	0	0	0	0	0	99.9	0.0
287	1.5	2.5	2	1.0	0.3	1	0.5	1	58	1	0	0	0	0	1	0	50.0	50.0	39	1	0	0	0	0	0	99.9	0.0
288	6.1	0.3	5	6.0	2.5	4	0.1	4	55	0	0	0	0	0	4	1	0.0	99.9	36	1	0	0	0	0	2	25.0	75.0
289	3.5	0.8	4	3.5	1.5	4	0.0	4	56	0	0	2	1	1	0	0	0.0	25.0	36	1	0	1	1	0	1	25.0	25.0
290	4.9	0.7	9	5.0	0.3	9	-0.1	9	51	0	1	0	2	4	2	0	11.1	66.7	31	1	0	0	0	7	1	11.1	88.9
291	1.0	0.3	1	1.0	0.3	1	0.0	1	59	1	0	0	0	0	0	0	99.9	0.0	39	1	0	0	0	0	0	99.9	0.0
292	1.5	1.5	2	1.0	0.3	1	0.5	1	58	1	0	0	1	0	0	0	50.0	0.0	39	1	0	0	0	0	0	99.9	0.0
293	3.0	1.3	3	3.0	1.3	3	0.0	3	57	1	0	1	0	0	0	0	33.3	0.0	37	1	0	1	1	0	0	33.3	0.0
294	2.5	2.5	2	1.0	0.3	2	1.5	2	58	0	1	0	0	0	0	1	50.0	50.0	38	2	0	0	0	0	0	99.9	0.0
295	2.7	1.1	14	4.1	0.5	10	-1.4	10	46	5	1	5	1	1	1	0	42.9	14.3	30	2	0	0	5	3	0	20.0	30.0
296	4.0	0.4	30	4.1	0.4	24	-0.1	24	29	3	1	1	20	4	1	0	13.3	16.7	15	0	0	3	16	5	0	0.0	20.8
297	3.8	1.4	3	3.8	1.4	3	0.0	3	57	1	0	0	2	0	0	0	33.3	0.0	37	1	0	0	2	0	0	33.3	0.0
298	4.2	0.3	4	4.0	1.5	4	0.2	4	56	0	0	3	1	0	0	0.0	25.0	36	1	0	0	2	0	0	1	25.0	25.0
299	6.5	1.3	4	5.5	0.8	4	1.0	4	56	0	0	0	1	0	1	2	0.0	75.0	36	1	0	0	0	2	1	0.0	99.9
300	3.0	0.3	1	4.0	0.3	1	-1.0	1	59	0	0	1	0	0	0	0	0.0	0.0	39	0	0	0	1	0	0	0.0	0.0
301	6.0	0.3	1	4.5	0.5	2	1.5	2	59	0	0	0	0	0	1	0	0.0	99.9	38	0	0	0	1	0	0	0.0	50.0
302	4.5	2.0	10	5.0	0.9	6	-0.5	6	56	1	0	0	1	1	1	0	25.0	50.0	34	0	0	0	2	1	1	0.0	66.7
303	3.3	0.6	4	3.7	0.5	12	-0.4	12	50	0	1	5	3	1	0	0	10.0	10.0	28	0	0	5	6	1	0	0.0	8.3
304	4.5	0.8	6	4.1	0.3	5	0.4	5	54	1	0	0	2	2	1	0	16.7	50.0	35	0	0	0	4	1	0	0.0	20.0
305	7.0	0.3	1	1.0	0.3	1	6.0	1	59	0	0	0	0	0	0	1	0.0	99.9	39	1	0	0	0	0	0	99.9	0.0
306	5.0	1.8	3	5.0	0.3	1	0.0	1	57	0	0	1	0	1	0	1	0.0	66.7	39	0	0	0	0	1	0	0.0	99.9
307	4.3	0.6	5	1.5	3.0	2	2.8	2	55	1	0	0	2	2	0	0	20.0	40.0	38	1	0	0	0	0	1	50.0	50.0
308	6.0	0.3	1	1.5	2.5	2	4.5	2	59	0	0	0	0	0	1	0	0.0	99.9	38	1	0	0	0	0	1	50.0	50.0
309	3.3	0.4	3	3.0	0.3	2	0.3	2	57	0	0	2	1	0	0	0	0.0	0.0	38	0	0	2	0	0	0	0.0	0.0
310	0.0	0.0	0	1.0	0.3	1	-1.0	1	60	0	0	0	0	0	0	0	0.0	0.0	39	1	0	0	0	0	0	99.9	0.0



TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D=M-S	DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE					PERF <1Y >=1M	%	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY					DES <1Y >=1M	%								
	MDN	Q	MDN	Q		NONE	0+	Y-	1Y	1M			1W	1D	D+	NONE	0+			Y-	1Y	1M	1D	D+			
346	6.5	0.9	54	6.4	0.8	36	0.1	6	0	0	5	11	11	27	0.0	90.7	4	0	0	0	11	8	17	0.0	99.9		
347	6.2	0.8	41	6.5	0.7	30	-0.3	19	1	0	4	6	13	17	2.4	87.8	10	1	0	0	5	9	15	3.3	96.7		
348	6.9	0.3	56	6.9	0.3	40	-0.0	4	0	0	1	0	7	48	0.0	98.2	0	0	0	0	0	1	4	35	0.0	99.9	
349	6.1	0.3	46	6.1	0.3	31	-0.0	14	1	0	1	1	0	35	2.2	93.5	9	0	0	0	0	0	25	6	0.0	99.9	
350	4.3	0.5	15	3.9	1.5	7	0.4	45	1	0	0	8	6	0	6.7	40.0	33	2	0	0	4	1	0	0	28.6	14.3	
351	4.2	0.5	42	4.6	0.6	24	-0.4	18	1	0	5	22	12	1	2.4	33.3	16	2	0	0	0	0	0	0	6.3	54.2	
352	5.8	0.5	47	6.0	0.3	36	-0.2	13	1	0	4	10	27	5	2.1	89.4	4	0	0	0	0	0	0	0	0.0	99.9	
353	6.5	0.5	39	6.4	0.6	29	0.1	21	0	0	1	2	16	20	0.0	97.4	11	2	0	0	0	2	10	14	6.9	89.7	
354	4.9	0.9	27	4.6	1.4	19	0.3	33	1	0	0	10	7	8	3.7	59.3	21	4	0	2	0	0	0	3	21.1	52.6	
355	6.0	0.7	7	5.2	0.7	8	0.8	53	0	0	0	1	1	3	0.0	85.7	32	1	0	0	0	0	0	0	12.5	75.0	
356	6.8	0.4	52	6.9	0.3	35	-0.1	7	0	0	1	0	13	38	0.0	98.1	4	0	0	0	1	4	29	0.0	97.1		
357	4.3	1.3	9	1.0	0.3	2	3.3	51	2	0	1	2	2	1	22.2	44.4	38	2	0	0	0	0	0	0	99.9	0.0	
358	2.8	1.0	17	2.9	0.8	11	-0.1	43	5	1	9	2	0	0	35.3	0.0	29	1	3	4	3	0	0	0	36.4	0.0	
359	6.2	0.6	29	6.4	0.5	27	-0.2	31	1	0	0	1	3	13	3.4	93.1	13	0	0	0	1	0	14	12	0.0	96.3	
360	5.5	0.6	46	5.4	0.7	33	0.1	14	0	0	3	21	17	5	0.0	93.5	7	0	0	0	6	12	11	4	0.0	81.8	
361	5.1	0.8	54	5.3	1.0	37	-0.2	6	0	0	3	11	11	8	0.0	74.1	3	0	0	1	9	11	7	9	0.0	73.0	
362	6.8	0.4	54	6.9	0.3	34	-0.1	6	0	0	0	0	14	37	0.0	99.9	4	1	0	0	0	1	5	27	2.9	97.1	
363	6.1	0.6	39	6.0	0.9	25	0.1	21	2	0	0	2	5	17	5.1	89.7	14	2	0	1	2	3	9	8	8.0	80.0	
364	2.0	0.5	4	3.8	1.4	3	-1.8	56	1	2	0	0	0	0	75.0	25.0	37	1	0	0	2	0	0	0	33.3	0.0	
365	6.9	0.3	19	6.8	0.6	10	0.1	41	2	0	0	1	1	15	10.5	89.5	30	2	0	0	0	0	1	7	20.0	80.0	
366	5.3	1.3	37	5.3	1.2	24	0.0	22	4	1	1	5	9	6	13.5	70.3	16	2	0	1	4	6	4	7	8.3	70.8	
367	6.9	0.3	56	6.8	0.4	39	0.0	4	0	0	1	3	8	44	0.0	98.2	1	1	0	0	2	1	6	29	2.6	92.3	
368	6.0	0.9	6	1.0	0.3	1	5.0	54	0	0	1	1	2	2	0.0	83.3	39	1	0	0	0	0	0	0	99.9	0.0	
369	6.5	0.5	2	7.0	0.3	2	-0.5	58	0	0	0	0	1	1	0.0	99.9	38	0	0	0	0	0	0	2	0.0	99.9	
370	4.0	1.1	5	5.5	1.0	6	-1.5	55	0	0	2	1	1	0	0.0	40.0	34	1	0	0	0	0	2	1	2	16.7	83.3
371	5.0	0.3	1	5.0	2.8	3	0.0	59	0	0	0	1	0	0	0.0	99.9	37	1	0	0	0	1	0	1	33.3	66.7	
372	5.5	1.0	2	6.8	0.9	3	-1.3	58	0	0	0	1	0	1	0.0	99.9	37	0	0	0	0	1	0	2	0.0	99.9	
373	4.3	2.2	7	4.5	2.8	6	0.0	53	1	1	0	2	0	1	28.6	42.9	34	2	0	0	0	1	0	2	33.3	50.0	
374	1.0	0.3	1	4.8	0.4	3	-3.8	59	1	0	0	0	0	0	99.9	0.0	37	0	0	0	1	2	0	0	0.0	66.7	
375	4.8	0.7	44	4.5	0.8	28	0.3	16	3	0	2	11	18	4	6.8	63.6	12	5	0	1	8	9	4	1	17.9	50.0	
376	5.8	0.9	47	5.9	1.2	28	-0.1	13	1	0	1	7	11	14	2.1	80.9	12	3	0	0	4	5	5	11	10.7	75.0	
377	4.3	0.8	15	4.8	0.8	13	-0.5	44	2	0	1	6	3	0	13.3	40.0	27	2	0	0	3	5	2	1	15.4	61.5	
378	3.8	0.5	20	4.4	0.6	11	-0.5	37	0	0	6	12	1	0	0.0	10.0	28	2	0	0	4	3	0	2	18.2	45.5	
379	5.8	0.8	5	5.0	1.8	12	0.8	55	0	0	0	1	1	2	0.0	80.0	28	2	1	1	1	1	2	3	25.0	58.3	
380	5.0	1.3	34	5.7	1.2	23	-0.7	26	3	1	2	7	8	4	11.8	61.8	17	1	0	1	1	4	5	3	4.3	73.9	

TASK	ACTUAL WORKER FREQUENCY			SUPERVISOR FREQUENCY DESIRE			D:W-S	DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE							PERF <1Y>=1M	DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY							DES <1Y>=1M	DES DES <1Y>=1M				
	MDN	Q	N	MDN	Q	N		NONE	0+	Y-	1Y	1M	1D	1D+		%	NONE	0+	Y-	1Y	1M	1D			1D+	%	%	%
381	5.8	0.8	8	5.8	1.6	15	0.1	52	1	0	0	2	3	2	12.5	87.5	24	1	0	2	3	1	2	6	6.7	60.0		
382	3.9	0.4	12	4.7	0.9	9	-0.8	48	1	1	8	1	0	0	16.7	83.3	30	2	0	0	2	3	2	0	22.2	55.6		
383	7.0	0.3	2	6.5	0.5	4	0.5	58	0	0	0	0	0	2	0.0	99.9	36	1	0	0	0	0	2	2	0.0	99.9		
384	7.0	0.3	54	7.0	0.3	38	-0.0	4	0	0	0	0	1	53	0.0	99.9	1	0	0	0	0	0	0	0	0.0	99.9		
385	7.0	0.3	1	1.5	2.5	2	5.5	58	0	0	0	0	0	1	0.0	99.9	38	1	0	0	0	0	1	0	50.0	50.0		
386	5.2	0.9	39	5.1	0.6	21	0.1	21	2	1	0	8	12	10	6	7.7	71.8	17	0	0	0	5	9	6	1	0.0	76.2	
387	6.0	2.1	5	7.0	0.3	1	-1.0	55	1	0	1	0	1	2	20.0	60.0	39	0	0	0	0	0	0	1	1	0.0	99.9	
388	6.5	0.8	8	4.6	0.8	8	1.7	52	0	0	1	0	1	2	0.0	87.5	32	1	0	0	2	3	1	1	12.5	62.5		
389	6.6	0.7	45	6.7	0.5	32	-0.1	14	0	0	2	8	10	25	0.0	95.6	7	1	0	0	1	1	9	20	3.1	93.8		
390	5.2	1.3	39	6.4	0.7	28	-1.2	21	0	0	3	11	8	6	11	0.0	64.1	9	0	0	0	3	3	9	13	0.0	89.3	
391	4.4	0.6	33	4.3	0.6	23	0.1	27	1	1	2	14	13	2	6.1	45.5	17	3	0	0	0	11	8	1	0	13.0	39.1	
392	6.9	0.3	57	6.8	0.4	38	0.1	3	0	0	2	1	8	46	0.0	96.5	1	1	1	0	0	1	2	6	28	2.6	94.7	
393	6.1	1.1	48	6.2	0.7	33	-0.2	11	3	1	5	9	9	20	8.3	79.2	6	1	0	0	4	3	12	13	3.0	84.8		
394	6.8	0.4	52	6.8	0.4	30	-0.0	7	1	0	2	11	37	1.9	96.2	9	0	0	0	0	0	2	6	22	0.0	99.9		
395	6.9	0.3	54	6.9	0.3	38	0.0	5	0	0	2	1	4	47	0.0	96.3	1	0	0	0	0	0	1	5	32	0.0	99.9	
396	4.3	1.4	8	5.3	1.0	14	-1.0	52	0	0	1	4	9	1	0.0	37.5	25	1	0	0	0	3	4	3	3	7.1	71.4	
397	4.3	0.8	12	4.5	1.0	14	-0.2	48	0	0	1	6	2	0	0.0	37.5	25	1	0	0	0	0	2	4	1	7.1	50.0	
398	4.5	1.2	30	4.6	0.8	15	-0.1	29	2	2	4	7	6	6	13.3	50.0	24	0	0	1	6	4	2	1	0.0	33.3		
399	4.8	0.6	33	4.9	0.8	22	-0.0	26	2	0	1	8	16	3	6.1	66.7	16	2	0	0	1	5	8	3	9.1	63.6		
400	3.9	0.7	14	4.0	1.2	15	-0.1	45	2	1	1	7	1	2	21.4	21.4	24	1	1	2	7	0	1	3	13.3	26.7		
401	6.9	0.3	57	6.9	0.3	38	0.1	2	0	0	0	1	6	50	0.0	99.9	0	0	0	0	0	0	1	7	30	0.0	99.9	
402	6.9	0.3	54	6.9	0.3	39	0.1	6	0	0	1	2	2	49	0.0	98.1	0	0	0	0	0	0	8	31	0.0	99.9		
403	3.8	2.0	9	3.9	2.3	14	-0.1	51	3	0	1	2	1	1	33.3	33.3	25	4	0	1	5	0	1	3	28.6	28.6		
404	4.9	0.9	43	5.4	1.1	33	-0.6	17	0	0	17	12	7	7	0.0	60.5	5	0	0	0	0	7	10	4	12	0.0	78.8	
405	3.0	1.4	9	3.3	1.2	5	-0.3	50	3	1	1	3	0	0	4.4	11.1	35	0	0	0	3	0	1	1	0	0.0	40.0	
406	5.0	0.8	27	4.8	1.1	31	0.3	33	0	0	1	7	11	3	0.0	70.4	8	3	1	1	9	6	6	5	12.9	54.8		
407	5.9	0.8	50	6.3	0.6	38	-0.4	9	0	0	1	3	15	15	0.0	92.0	0	0	0	0	2	4	16	16	0.0	94.7		
408	4.1	0.8	19	4.6	1.4	15	-0.5	41	1	0	5	6	7	10	5.3	36.8	24	1	0	2	4	4	0	4	6.7	53.3		
409	4.5	0.7	43	4.8	0.8	28	-0.3	16	0	0	6	15	14	4	0.0	51.2	11	1	0	4	6	10	3	4	3.6	60.7		
410	3.5	2.0	4	4.3	1.8	7	-0.8	56	1	0	1	0	1	1	25.0	50.0	33	1	0	1	2	0	0	3	14.3	42.9		
411	5.0	0.6	45	5.6	1.0	36	-0.6	14	0	0	2	10	20	8	0.0	73.3	3	0	1	1	5	10	7	12	2.8	80.6		
412	4.5	2.5	8	1.3	1.4	3	3.3	52	2	0	1	1	1	2	25.0	50.0	36	2	0	0	1	0	0	0	0	66.7	0.0	
413	6.7	2.2	5	1.5	1.5	2	5.2	55	10	0	1	0	0	0	20.0	60.0	37	1	0	0	1	0	0	0	0	50.0	0.0	
414	3.8	0.7	13	1.5	1.4	6	2.3	47	0	0	5	5	0	1	0.0	23.1	23	3	0	1	2	0	0	0	0	50.0	0.0	
415	2.8	2.1	9	2.8	1.0	6	-0.1	51	4	0	2	0	1	0	4.4	33.3	33	2	0	3	0	1	0	0	0	33.3	16.1	



TASK	ACTUAL WORKER FREQUENCY				SUPERVISOR FREQUENCY DESIRE				DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE				PERF. PERF. <1Y >1M				DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY				DES. DES. <1Y >1M								
	MON	Q	N	N	MON	Q	N	N	NONE	0+	Y-	1Y	1M	1D	0+	3	2	NONE	0+	Y-	1Y	1M	1D	0+	3	2	1	0	
	3.0	2.6	1.5	6	1.5	2.9	6	6	55	2	0	1	0	0	1	40.0	40.0	34	3	0	0	0	0	0	1	2	50.0	50.0	34
416	3.0	2.6	1.5	6	1.5	2.9	6	6	55	2	0	1	0	0	1	40.0	40.0	34	3	0	0	0	0	0	1	2	50.0	50.0	
417	4.8	0.6	3.9	4.3	0.7	3.0	3.0	20	1	0	0	14	17	3	4	2.6	61.5	10	1	1	2	14	7	1	4	6.7	40.0		
418	6.5	0.9	4.4	6.0	0.7	3.0	3.0	15	0	0	0	3	10	9	22	0.0	93.2	2	0	0	0	2	8	15	11	70.0	94.4		
419	5.0	1.9	7	4.8	1.9	3	3	53	1	1	1	0	1	2	1	28.6	57.1	37	1	0	0	0	2	0	0	33.3	66.7		
420	5.5	0.9	51	6.1	0.9	38	38	8	0	0	2	7	16	13	13	0.0	82.4	2	0	0	0	0	2	12	9	15	0.0	94.7	
421	6.8	0.9	3	1.0	0.3	1	1	57	1	0	0	0	0	0	2	33.3	66.7	34	1	0	0	0	0	0	0	0	99.9	0.0	
422	6.3	0.4	3	5.0	2.8	6	6	57	0	0	0	2	1	0	0	0.0	33.3	34	2	0	0	0	2	0	2	33.3	66.7		
423	6.1	1.0	39	6.5	1.0	32	32	20	0	0	4	11	7	17	8	0.0	89.7	5	2	0	0	3	5	6	16	6.3	84.4		
424	6.1	1.0	40	6.6	0.8	34	34	20	1	0	0	6	8	9	16	2.5	82.5	8	1	0	1	3	4	7	18	2.9	85.3		
425	3.5	2.3	4	5.0	2.6	7	7	56	0	1	1	0	0	0	2	25.0	50.0	33	2	0	0	1	1	1	2	28.6	57.1		
426	4.8	1.0	11	5.5	1.2	8	8	49	0	0	0	5	2	2	2	0.0	54.5	32	1	0	0	1	2	1	3	12.5	75.0		
427	5.6	0.8	7	5.5	0.6	6	6	53	0	0	2	1	4	0	0	0.0	71.4	34	0	0	0	0	3	2	1	0.0	99.9		
428	5.0	0.9	8	5.5	1.0	4	4	51	0	0	0	3	2	2	1	0.0	62.5	36	0	0	0	1	1	1	1	0.0	75.0		
429	4.1	0.6	14	4.7	0.7	5	5	46	1	0	2	7	2	2	0	7.1	28.6	34	0	0	1	1	3	0	0	0.0	60.0		
430	6.1	0.8	42	6.3	0.6	27	27	17	0	1	0	3	9	13	16	2.4	90.5	13	1	0	1	2	1	11	11	3.7	85.2		
431	4.8	0.8	5	4.7	1.1	10	10	55	1	0	0	1	2	1	0	20.0	60.0	30	0	2	1	1	5	1	0	20.0	60.0		
432	5.4	0.9	13	5.5	1.0	10	10	47	0	1	0	2	4	3	3	7.7	76.9	30	0	0	1	2	2	3	2	0.0	70.0		
433	6.2	0.7	41	6.2	0.7	30	30	17	0	0	1	9	14	16	0	0.0	95.1	10	1	0	1	1	4	11	12	3.3	90.0		
434	3.9	0.9	11	4.2	0.6	11	11	49	2	0	2	4	3	0	0	18.2	27.3	29	0	0	2	5	3	1	0	0.0	36.4		
435	4.2	0.7	13	4.2	0.6	17	17	47	2	0	1	5	5	0	0	15.4	38.5	23	1	0	2	8	4	1	1	5.9	35.3		
436	0.0	0.0	0	3.0	0.3	2	2	60	0	0	0	0	0	0	0	9.0	0.0	38	0	0	2	0	0	0	0	0.0	0.0		
437	6.7	0.7	47	6.8	0.5	33	33	12	0	0	1	10	7	7	29	0.0	97.9	7	0	0	1	0	1	9	22	0.0	97.0		
438	6.2	0.7	55	6.4	0.6	36	36	4	0	0	2	11	20	22	0	0.0	96.4	4	0	0	0	1	3	16	16	0.0	97.2		
439	5.9	1.0	39	5.9	1.1	31	31	21	1	0	0	6	8	10	14	2.6	82.9	9	1	0	1	5	7	4	13	3.2	77.4		
440	5.3	1.0	31	6.1	0.6	28	28	28	1	1	0	8	7	8	6	6.5	67.7	12	1	0	0	1	5	11	10	3.6	92.9		
441	5.8	0.9	3	3.5	2.3	4	4	57	0	0	0	1	0	2	0	0.0	66.7	36	1	0	1	0	0	2	0	25.0	50.0		
442	3.9	0.7	34	3.3	0.6	24	24	26	0	2	10	13	5	3	1	5.9	26.5	16	1	0	14	6	1	0	2	4.2	12.5		
443	3.5	0.7	14	3.8	0.7	15	15	46	1	0	6	4	3	0	0	7.1	21.4	25	1	1	4	6	2	0	1	13.3	20.0		
444	3.8	1.4	9	3.0	1.0	12	12	51	0	1	3	2	0	3	0	11.1	33.3	28	3	0	6	1	0	0	2	25.0	16.7		
445	6.0	0.7	46	6.4	0.6	35	35	13	0	0	0	1	13	18	14	0.0	97.8	5	0	0	0	1	3	15	16	0.0	97.1		
446	4.0	1.5	4	4.0	0.4	5	5	56	1	0	0	2	0	1	0	25.0	25.0	34	1	0	0	3	1	0	0	20.0	20.0		
447	4.2	0.9	39	4.3	1.2	34	34	19	5	1	5	12	11	2	3	15.4	41.0	6	4	1	3	11	4	7	4	14.7	44.1		
448	4.4	0.7	46	4.1	0.4	16	16	44	1	0	0	8	4	2	1	6.3	43.8	24	2	0	0	10	4	0	0	12.5	25.0		
449	5.9	0.7	12	4.1	0.5	33	33	17	0	0	0	11	16	12	0	0.0	92.9	7	0	0	0	0	6	17	10	0.0	99.9		
450	4.0	1.8	6	4.5	0.7	8	8	54	2	0	0	2	2	0	0	33.3	33.3	32	1	0	0	0	3	1	0	12.5	50.0		



TASK	ACTUAL WORKER FREQUENCY		SUPERVISOR FREQUENCY DESIRE		D:W-S		DISTRIBUTION OF WORKER FREQUENCY OF TASK PERFORMANCE				PERF PER <IY >=1W				DISTRIBUTION OF SUPERVISOR DESIRES FOR TASK FREQUENCY				DES DES <IY >=1M							
	MON	Q	N	MON	Q	N	MON	Q	N	Y-	IY	IM	ID	D+	%	%	NONE	O+	Y-	IY	IM	ID	D+	%	%	
486	4.6	1.5	17	3.3	1.6	5	1.4	43	4	0	0	4	5	0	23.5	52.9	28	1	0	2	0	0	2	0	20.0	40.0
487	3.5	1.0	6	1.0	0.3	1	2.5	54	1	1	3	0	0	0	33.3	0.0	34	1	0	0	0	0	0	0	99.9	0.0
488	7.0	0.3	2	1.0	0.3	1	6.0	58	0	0	0	0	2	0	0.0	99.9	38	1	0	0	0	0	0	0	99.9	0.0
489	5.7	0.8	40	5.7	0.8	11	0.0	19	0	0	7	10	15	8	0.0	82.5	6	0	0	0	1	4	3	3	0.0	90.9
490	4.0	1.1	14	4.8	1.3	5	-0.8	46	2	0	3	4	2	2	14.3	35.7	34	1	0	1	0	2	0	1	20.0	60.0
491	4.5	1.9	24	6.0	1.8	7	-1.5	36	6	1	0	5	7	4	29.2	50.0	26	1	0	1	1	0	1	3	14.3	57.1
492	3.7	0.8	35	4.3	0.9	9	-0.6	25	7	0	8	13	3	3	20.0	20.0	17	2	0	0	3	2	0	2	22.2	44.4

TOTALS: 21494 514 -138 753 1677 1300 1347 2160
 13294 527 160 521 1211 916 986 1760

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Table C-5

Time to Qualify (Q7)^a

Question 7: Time to Qualify (Supervisors)

By your standards as a supervisor of one or more General Secretaries, when do you expect that a new General Secretary employee should be capable of satisfactorily performing each of the activities you checked? That is, how soon after beginning employment as a General Secretary do you feel that employees should be able to do each activity with reasonable competency?

Categories and Values of the Response Scale:

- 1 = Competent performance is never necessary (0).
- 2 = Some number of years beyond the first 3 (Y+).
- 3 = Within the first 3 years (3Y).
- 4 = Within the first year (Y).
- 5 = Within the first 6 months (6M).
- 6 = Within the first 3 months (3M).
- 7 = Within the first month (M).
- 8 = Within the first week on the job (W).

Each of the 14 columns of Table C-5 is identified below.

Column 73: Average (median) of supervisor ratings, considering only those who checked (Question 2) that the task should be performed.

Column 74: Quartile deviation showing degree of response variability.

Column 75: Number of supervisors rating the task (Question 7).

Columns 76 through 84: Number of supervisors using each level of the time scale. Column 76 (None) is the complement of that portion of Column 8 (Table C-1) represented by the 40 supervisors in Group 1.

^aQuestion 7 was answered only for those tasks checked on Q2.

Table C-5 - Continued

Column 85: Percent of supervisors, of those indicating the task should be done (Question 2), who do not expect competent performance during a worker's first year of job experience (combining scale categories 3Y, Y+, and 0).

Column 86: Percent of supervisors, of those indicating the task should be done (Question 2), who expect competent performance within a worker's first three months of job experience (combining scale categories 3M, M, and W).

TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 5: TIME TO QUALIFY
(Q7)

TASK	MDM	Q	M	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS										3 NOT EXP IN 1ST YR	3 EXP 3 MOS OR LESS
					0	Y+	3Y	Y	6M	3M	M	W				
1	6.17	0.54	6	34	0	0	0	0	1	3	2	0	0	0.0	83.3	
2	6.75	1.52	13	27	0	0	1	3	1	0	6	2	2	7.7	61.5	
3	6.29	1.05	25	15	0	0	1	1	5	7	5	6	1	4.0	72.0	
4	4.75	1.63	9	31	0	0	2	2	2	0	2	1	1	22.2	33.3	
5	5.25	1.00	14	26	0	0	1	3	4	3	0	3	1	7.1	62.9	
6	5.40	1.28	27	13	0	0	3	6	5	5	7	1	1	11.1	48.1	
7	4.89	0.96	28	11	0	0	0	5	6	8	8	1	1	0.0	60.7	
8	4.75	0.81	5	35	0	1	0	1	2	1	0	0	0	20.0	20.0	
9	6.50	1.00	8	32	0	0	1	0	1	2	2	2	1	12.5	75.0	
10	6.50	2.25	4	36	0	1	0	0	0	1	2	0	0	25.0	75.0	
11	6.79	0.78	18	21	0	0	0	2	1	4	7	4	1	0.0	83.3	
12	5.33	0.69	7	33	0	0	1	0	3	2	1	0	0	14.3	42.9	
13	5.00	1.42	8	32	0	0	3	0	2	2	1	0	0	37.5	37.5	
14	5.67	1.19	7	33	0	0	1	2	0	3	1	0	0	14.3	57.1	
15	5.72	0.85	22	17	0	0	0	1	4	9	3	1	1	4.5	59.1	
16	4.64	0.75	22	18	0	0	2	8	7	2	2	1	1	9.1	22.7	
17	5.63	0.93	13	27	0	0	1	2	3	4	2	1	1	7.7	53.8	
18	6.00	1.67	8	32	0	0	0	3	0	2	1	0	2	0.0	62.5	
19	4.00	1.00	6	34	0	1	1	2	1	1	0	0	0	33.3	16.7	
20	5.50	1.00	8	32	0	0	0	2	2	2	1	1	1	0.0	50.0	
21	5.50	1.25	6	34	0	0	0	2	1	1	2	0	0	0.0	50.0	
22	4.00	0.75	10	30	0	1	2	4	2	1	0	0	0	30.0	10.0	
23	5.75	1.13	5	35	0	0	2	2	0	2	1	0	0	0.0	60.0	
24	6.50	1.13	6	34	0	0	0	1	1	1	2	1	1	0.0	66.7	
25	5.80	0.85	17	23	0	0	0	2	5	5	5	0	0	0.0	58.8	
26	5.75	1.27	11	29	0	0	1	2	2	2	3	1	1	9.1	54.5	
27	6.39	0.85	32	8	0	0	0	6	2	9	10	5	1	0.0	75.0	
28	4.00	0.25	2	38	0	0	0	2	0	0	0	0	0	0.0	0.0	
29	5.50	0.75	4	36	0	0	0	1	1	2	0	0	0	0.0	0.0	
30	6.63	0.49	7	33	0	0	0	0	0	3	4	0	0	0.0	100.0	

TASK	DISTRIBUTION OF SUPERVISOR EXPECTATIONS											% NOT EXP IN 1ST YR	% EXP 3 MOS OR LESS	
	MDN	U	N	NONE	0	Y+	3Y	Y	6M	3M	M			M
31	4.00	0.88	5	35	0	0	2	1	2	0	0	0	40.0	0.0
32	6.75	0.63	5	35	0	0	0	0	0	2	2	1	0.0	100.0
33	7.17	0.67	8	31	0	0	0	1	0	1	3	3	0.0	87.5
34	6.31	0.72	23	16	0	0	0	1	4	8	8	2	0.0	78.3
35	5.70	0.55	8	32	0	0	1	0	2	5	0	0	12.5	62.5
36	5.70	1.60	20	19	0	0	5	1	3	5	5	1	25.0	55.0
37	5.79	0.76	16	23	0	0	0	3	3	7	1	2	0.0	62.5
38	6.06	1.16	29	10	0	0	0	6	4	8	6	5	0.0	65.5
39	5.75	0.94	11	29	0	0	0	1	4	2	4	0	0.0	54.5
40	5.50	1.25	8	32	0	0	1	2	1	2	2	0	12.5	50.0
41	5.00	0.25	3	37	0	0	0	0	3	0	0	0	0.0	0.0
42	4.50	0.75	4	36	0	0	1	1	2	0	0	0	25.0	0.0
43	4.25	0.63	5	35	0	0	1	2	2	0	0	0	20.0	0.0
44	7.58	0.65	11	29	0	0	0	1	0	1	3	6	0.0	90.9
45	4.00	0.50	4	36	0	0	1	2	1	0	0	0	25.0	0.0
46	6.25	0.44	3	37	0	0	0	0	0	2	1	0	0.0	100.0
47	4.00	0.25	1	39	0	0	0	1	0	0	0	0	0.0	0.0
48	7.06	0.95	23	17	0	0	0	1	4	2	8	8	0.0	78.3
49	6.00	1.00	8	32	0	0	1	0	2	2	2	1	12.5	62.5
50	7.00	0.46	13	27	0	0	0	1	0	2	7	3	0.0	92.3
51	4.13	0.53	7	33	0	0	1	4	1	0	0	1	14.3	14.3
52	7.25	0.63	5	35	0	0	0	0	0	1	2	2	0.0	100.0
53	4.00	0.50	4	36	0	0	1	2	0	1	0	0	25.0	25.0
54	7.00	0.25	2	38	0	0	0	0	0	0	2	0	0.0	100.0
55	6.90	0.90	2	38	0	0	0	0	0	1	1	0	0.0	100.0
56	7.50	0.63	6	34	0	0	0	0	1	0	2	3	0.0	83.3
57	4.75	1.31	5	35	0	1	1	0	2	1	0	0	40.0	20.0
58	5.40	0.90	9	31	0	0	0	0	5	1	3	0	0.0	44.4
59	5.00	1.42	16	24	0	1	4	2	2	5	0	2	31.3	43.8
60	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0.0	100.0
61	5.90	1.02	30	10	0	0	2	5	4	10	9	0	6.7	63.3
62	6.90	1.14	20	18	0	0	0	4	1	3	5	7	0.0	75.0
63	5.50	1.33	12	27	0	0	2	3	1	3	2	1	16.7	50.0
64	0.0	0.0	0	39	0	0	0	0	0	0	0	0	0.0	0.0
65	4.33	0.67	5	35	0	0	0	3	1	1	0	0	0.0	20.0



TASK	MDN	Q	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS										Σ NOT EXP IN 1ST YR	Σ EXP 3 MOS OR LESS
					0	Y+	3Y	Y	6M	3M	M	W				
66	4.00	0.42	5	35	0	0	1	3	0	1	0	0	0	20.0	20.0	
67	5.00	0.75	3	37	0	0	0	1	1	1	0	0	0	0.0	33.3	
68	4.00	0.25	1	39	0	0	0	1	0	0	0	0	0	0.0	0.0	
69	4.50	1.75	4	36	0	0	1	1	0	0	2	0	0	25.0	50.0	
70	0.0	0.0	0	39	0	0	0	0	0	0	0	0	0	0.0	0.0	
71	2.50	0.50	2	38	0	1	1	0	0	0	0	0	0	100.0	0.0	
72	7.17	0.80	18	22	0	0	1	1	1	2	6	7	5.6	83.3	83.3	
73	6.50	2.50	4	36	0	1	0	0	0	1	1	1	25.0	75.0	75.0	
74	6.00	0.97	15	25	0	0	0	2	4	3	6	0	0.0	60.0	60.0	
75	6.20	0.95	23	15	0	0	0	2	6	5	8	2	0.0	65.2	65.2	
76	6.79	0.76	23	15	0	0	0	1	4	3	12	3	0.0	78.3	78.3	
77	6.33	0.90	18	19	0	0	1	2	1	6	4	4	5.6	77.8	77.8	
78	6.86	0.98	27	12	0	0	2	0	3	6	7	9	7.4	81.5	81.5	
79	5.50	1.00	4	36	0	0	0	1	1	1	1	0	0.0	50.0	50.0	
80	3.25	0.44	3	36	0	0	2	1	0	0	0	0	66.7	0.0	0.0	
81	3.33	0.98	5	35	0	0	3	0	2	0	0	0	60.0	0.0	0.0	
82	6.90	0.75	14	25	0	0	1	0	0	4	5	4	7.1	92.9	92.9	
83	7.67	0.67	15	25	0	0	0	1	0	2	3	9	0.0	93.3	93.3	
84	6.83	0.83	14	26	0	0	1	2	0	2	6	3	7.1	78.6	78.6	
85	7.50	0.50	2	38	0	0	0	0	0	0	1	1	0.0	100.0	100.0	
86	6.63	0.78	27	11	0	0	0	1	5	6	12	3	0.0	77.8	77.8	
87	3.50	2.00	2	38	0	0	1	0	0	0	1	0	50.0	50.0	50.0	
88	6.50	0.75	4	36	0	0	0	0	0	2	1	1	0.0	100.0	100.0	
89	6.08	0.29	7	33	0	0	0	0	0	0	1	0	0.0	100.0	100.0	
90	5.83	1.00	8	32	0	0	1	1	1	3	1	1	12.5	62.5	62.5	
91	7.00	0.50	4	36	0	0	0	0	0	1	2	1	0.0	100.0	100.0	
92	5.50	1.24	18	22	0	0	0	2	7	2	3	4	0.0	50.0	50.0	
93	5.00	1.25	3	37	0	0	0	1	1	0	1	0	0.0	33.3	33.3	
94	5.00	0.25	1	39	0	0	0	0	1	0	0	0	0.0	0.0	0.0	
95	6.00	0.75	3	37	0	0	0	0	1	1	1	0	0.0	66.7	66.7	
96	6.83	0.96	22	17	0	0	0	0	4	5	6	7	0.0	81.8	81.8	
97	5.50	1.25	4	36	0	0	0	1	1	0	2	4	0.0	50.0	50.0	
98	7.13	0.70	11	29	0	0	0	0	0	3	4	0	0.0	100.0	100.0	
99	6.00	1.06	5	35	0	0	0	0	2	1	1	1	0.0	60.0	60.0	
100	7.33	1.61	17	23	0	0	0	4	1	1	3	8	0.0	70.6	70.6	

TASK	DISTRIBUTION OF SUPERVISOR EXPECTATIONS										Σ NOT EXP IN 1ST YR	Σ EXP 3 MOS OR LESS		
	MDN	Q	N	NONE	0	Y+	3Y	Y	6M	3M			M	W
101	5.00	1.25	3	37	0	0	1	0	1	1	0	0	33.3	33.3
102	3.25	0.81	5	35	0	1	2	1	0	1	0	0	60.0	20.0
103	4.00	1.25	3	37	0	1	0	1	1	0	0	0	33.3	0.0
104	5.38	0.94	15	25	0	0	0	4	4	3	0	0	0.0	46.7
105	4.13	1.16	9	31	0	1	1	4	0	2	1	0	22.2	33.3
106	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	100.0
107	7.56	0.83	15	25	0	0	0	1	1	2	3	8	0.0	86.7
108	6.00	0.88	9	31	0	1	0	0	2	3	2	1	11.1	66.7
109	4.17	1.08	12	27	1	1	2	3	3	0	1	1	33.3	16.7
110	4.17	1.00	10	30	0	1	2	3	2	0	1	1	30.0	20.0
111	5.00	0.75	3	37	0	0	0	1	1	1	0	0	0.0	33.3
112	5.17	0.75	8	32	0	0	0	2	3	2	1	0	0.0	37.5
113	5.63	1.19	17	19	0	0	1	4	3	4	4	1	5.9	52.9
114	4.83	0.83	4	36	0	0	1	0	3	0	0	0	25.0	0.0
115	5.25	0.88	8	32	0	0	0	1	4	1	2	0	0.0	37.5
116	5.10	0.75	12	28	0	0	2	1	5	2	1	1	16.7	33.3
117	4.00	1.25	3	37	0	1	0	1	1	0	0	0	33.3	0.0
118	7.00	0.78	15	25	0	1	0	0	0	4	5	5	6.7	93.3
119	6.83	0.67	8	32	0	0	0	0	0	3	3	2	0.0	100.0
120	7.25	0.87	23	17	0	0	2	0	1	4	6	10	8.7	87.0
121	5.30	0.80	16	24	0	0	0	4	5	5	2	0	0.0	43.8
122	6.00	0.50	4	36	0	0	0	0	1	2	1	0	0.0	75.0
123	6.00	1.13	10	30	0	0	0	2	2	2	3	1	0.0	60.0
124	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0.0	100.0
125	6.00	1.42	13	26	1	0	1	1	3	1	3	3	15.4	53.8
126	5.50	1.19	14	26	0	0	2	1	4	2	3	2	14.3	50.0
127	7.83	1.33	4	36	0	0	0	0	1	0	0	3	0.0	75.0
128	7.55	0.89	21	16	0	0	1	0	2	3	4	11	4.8	85.7
129	6.83	1.67	10	29	0	0	0	3	0	1	3	3	0.0	70.0
130	5.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	0.0
131	6.75	0.44	3	37	0	0	0	0	0	1	2	0	0.0	100.0
132	6.50	2.00	4	35	0	0	1	0	0	1	1	1	25.0	75.0
133	7.75	0.69	9	31	0	0	0	0	0	2	1	6	0.0	100.0
134	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
135	7.21	0.69	20	20	0	0	0	0	2	3	7	8	0.0	90.0

TASK	MDN	U	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS							X NOT EXP IN 1ST YR	X EXP 3 MOS OR LESS	
					0	Y+	3Y	Y	6M	3M	M			
136	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
137	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
138	6.90	0.60	22	18	0	0	0	0	1	6	10	5	0.0	95.5
139	5.00	0.25	1	39	0	0	0	0	0	0	0	0	0.0	0.0
140	6.00	1.25	3	37	0	0	0	0	0	1	0	1	0.0	66.7
141	7.08	0.38	9	31	0	0	0	0	0	1	6	2	0.0	100.0
142	7.07	0.43	12	27	0	0	0	0	2	0	7	3	0.0	83.3
143	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
144	8.00	0.25	4	36	0	0	0	0	0	0	0	4	0.0	100.0
145	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
146	5.50	1.00	2	38	0	0	0	0	1	0	1	0	0.0	50.0
147	6.33	0.41	18	22	0	0	1	1	2	6	5	3	5.6	77.8
148	7.50	0.50	2	38	0	0	0	0	0	0	1	1	0.0	100.0
149	7.25	1.09	9	30	0	0	1	1	0	1	2	4	11.1	77.8
150	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
151	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	100.0
152	6.00	1.25	6	34	0	0	0	2	0	2	2	0	0.0	66.7
153	5.00	1.47	19	20	1	2	2	3	3	4	3	1	26.3	42.1
154	5.88	1.31	13	26	0	0	1	2	2	4	1	3	7.7	61.5
155	5.25	1.69	7	33	0	1	1	0	2	1	2	0	28.6	42.9
156	5.00	1.63	9	31	0	1	2	1	1	2	1	1	33.3	44.4
157	5.67	0.75	9	31	0	0	0	1	3	3	1	1	0.0	55.6
158	4.50	0.75	4	35	0	0	0	2	0	0	0	1	0.0	25.0
159	6.83	0.75	8	32	0	0	0	0	1	2	3	2	0.0	87.5
160	5.50	0.50	6	34	0	0	0	0	3	3	0	0	0.0	50.0
161	6.00	1.13	10	30	0	0	0	2	2	2	3	1	0.0	60.0
162	7.25	0.63	5	35	0	0	0	0	0	1	2	2	0.0	100.0
163	6.08	0.50	11	28	0	0	0	1	1	6	2	1	0.0	81.8
164	7.00	0.88	6	34	0	0	0	0	1	1	2	2	0.0	83.3
165	6.00	2.25	3	37	0	1	0	0	0	1	1	0	33.3	66.7
166	5.00	1.25	3	37	0	0	1	0	1	1	0	0	33.3	33.3
167	5.00	0.25	1	39	0	0	0	0	1	0	0	0	0.0	0.0
168	5.00	1.75	3	37	0	0	1	0	1	0	1	0	33.3	33.3
169	4.00	1.00	4	36	0	1	0	2	1	0	0	1	25.0	0.0
170	6.67	0.69	7	33	0	0	0	0	1	2	3	1	0.0	85.7

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DISTRIBUTION OF SUPERVISOR EXPECTATIONS

TASK	MDN	Q	N	NONE	0	Y+	3Y	Y	6M	3M	M	W	% NOT EXP IN 1ST YR	% EXP 3 MOS OR LESS
171	4.25	0.69	10	30	0	0	2	4	3	1	0	0	20.0	10.0
172	5.17	1.04	14	26	0	0	0	3	6	1	3	1	0.0	35.7
173	6.00	1.25	3	37	0	0	0	0	1	1	0	1	0.0	66.7
174	6.25	1.33	7	33	0	0	1	0	1	2	0	3	14.3	71.4
175	4.80	0.77	15	25	0	0	1	5	5	3	1	0	6.7	26.7
176	6.50	0.55	12	28	0	0	0	0	1	5	6	0	0.0	91.7
177	6.00	1.38	5	35	0	0	0	2	0	1	2	0	0.0	60.0
178	3.25	0.44	3	37	0	0	2	1	0	0	0	0	66.7	0.0
179	5.75	0.91	23	17	0	0	1	2	7	6	6	1	4.3	56.5
180	6.71	0.86	21	19	0	0	2	0	2	5	7	5	9.5	81.0
181	7.83	0.33	20	18	0	0	0	0	0	1	4	15	0.0	100.0
182	7.64	0.62	12	28	0	1	0	0	0	1	3	7	8.3	91.7
183	8.00	0.25	3	37	0	0	0	0	0	0	0	3	0.0	100.0
184	5.33	1.60	11	29	0	1	0	2	3	1	1	3	9.1	45.5
185	7.92	0.29	21	18	0	0	0	0	0	2	1	18	0.0	100.0
186	7.25	0.87	18	21	0	0	0	0	1	5	4	8	0.0	94.4
187	7.17	1.03	18	21	0	0	0	0	3	4	3	8	0.0	83.3
188	7.63	0.91	7	33	0	0	0	0	1	1	1	4	0.0	85.7
189	7.77	0.69	22	17	0	0	1	0	2	2	2	15	4.5	86.4
190	7.54	0.64	23	17	0	0	0	0	2	2	7	12	0.0	91.3
191	7.00	0.67	11	29	0	0	0	0	2	1	5	3	0.0	81.8
192	7.92	0.29	28	12	0	0	0	0	1	1	2	24	0.0	96.4
193	7.50	0.70	18	22	0	0	0	0	2	2	5	9	0.0	88.9
194	6.83	1.04	6	34	0	0	0	0	2	0	3	1	0.0	66.7
195	4.00	2.25	3	37	0	0	1	1	0	0	0	1	33.3	33.3
196	5.67	1.25	9	31	0	0	1	3	0	3	2	0	11.1	55.6
197	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0.0	100.0
198	6.13	0.47	7	33	0	0	1	0	0	4	2	0	14.3	85.7
199	7.00	0.50	4	36	0	0	0	0	0	1	2	1	0.0	100.0
200	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
201	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
202	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
203	6.00	0.50	4	36	0	0	0	0	1	2	1	0	0.0	75.0
204	5.00	0.25	1	39	0	0	0	0	0	0	0	0	0.0	0.0
205	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0



TASK	MDN	Q	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS							2 NOT EXP IN 1ST YR	3 EXP 3 MOS OR LESS	
					0	Y+	3Y	Y	6M	3M	M			W
206	6.75	0.94	3	37	0	0	0	0	1	0	2	0	0.0	66.7
207	7.00	1.25	3	37	0	0	0	0	1	0	1	1	0.0	66.7
208	5.50	1.00	8	32	0	0	0	2	2	2	2	0	0.0	50.0
209	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
210	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
211	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
212	7.00	0.25	2	38	0	0	0	0	0	0	2	0	0.0	100.0
213	6.50	0.63	6	34	0	0	1	0	0	2	3	0	16.7	83.3
214	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
215	8.00	0.25	2	38	0	0	0	0	0	0	0	2	0.0	100.0
216	7.00	0.25	2	38	0	0	0	0	0	0	2	0	0.0	100.0
217	6.50	0.50	2	38	0	0	0	0	0	1	1	0	0.0	100.0
218	7.75	0.44	3	37	0	0	0	0	0	0	1	2	0.0	100.0
219	7.75	0.54	6	34	0	0	0	0	0	1	3	2	0.0	100.0
220	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
221	7.83	2.33	4	36	0	0	1	0	0	0	0	3	25.0	75.0
222	5.00	0.25	1	39	0	0	0	0	1	0	0	0	0.0	0.0
223	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
224	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
225	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
226	5.00	0.25	2	38	0	0	0	0	2	0	0	0	0.0	0.0
227	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
228	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	100.0
229	6.71	0.78	13	27	1	0	0	0	2	7	1	1	7.7	76.9
230	7.50	0.63	6	34	0	0	0	0	1	0	2	3	0.0	83.3
231	6.86	0.56	22	17	0	0	0	0	1	6	11	4	0.0	95.5
232	5.50	0.75	4	36	0	0	0	0	2	1	1	0	0.0	50.0
233	6.33	1.44	11	29	1	0	0	2	0	3	3	2	9.1	72.7
234	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	100.0
235	7.00	0.50	4	36	0	0	0	0	0	1	2	1	0.0	100.0
236	6.50	0.50	2	38	0	0	0	0	0	1	1	0	0.0	100.0
237	7.67	0.57	15	24	0	0	1	0	1	0	4	9	6.7	86.7
238	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
239	7.00	1.00	8	32	0	0	0	1	1	0	4	2	0.0	75.0
240	0.0	0.0	80	40	0	0	0	0	0	0	0	0	0.0	0.0



TASK	MDM	Q	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS										% NOT EXP IN 1ST YR	% EXP 3 MOS OR LESS
					0	Y+	3Y	Y	6M	3M	M	W				
241	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0	0.0	100.0
242	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0	0	0.0	100.0
243	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
244	0.0	0.0	0	39	0	0	0	0	0	0	0	0	0	0.0	0.0	
245	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
246	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0	0.0	100.0	
247	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0	0.0	100.0	
248	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
249	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0.0	100.0	
250	7.75	1.44	3	37	0	0	0	0	1	0	0	2	0	0.0	66.7	
251	6.83	0.67	6	33	0	0	0	0	1	1	3	1	1	0.0	83.3	
252	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
253	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0.0	100.0	
254	7.00	0.45	9	31	0	0	0	0	0	2	5	2	2	0.0	100.0	
255	7.00	0.25	2	38	0	0	0	0	0	0	2	0	0	0.0	100.0	
256	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
257	7.00	0.25	2	38	0	0	0	0	0	0	2	0	0	0.0	100.0	
258	7.50	0.50	2	38	0	0	0	0	0	0	1	1	1	0.0	100.0	
259	8.00	0.25	1	39	0	0	0	0	0	0	0	1	1	0.0	100.0	
260	7.00	0.25	4	36	0	0	0	0	0	0	4	0	0	0.0	100.0	
261	7.50	0.50	2	38	0	0	0	0	0	0	1	1	1	0.0	100.0	
262	8.00	0.25	2	38	0	0	0	0	0	0	0	2	0	0.0	100.0	
263	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0	0.0	100.0	
264	6.50	1.25	6	34	0	0	0	0	2	1	1	2	0	0.0	66.7	
265	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
266	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
267	7.75	0.44	3	37	0	0	0	0	0	0	1	2	0	0.0	100.0	
268	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0.0	0.0	
269	5.00	1.75	3	37	0	0	0	1	1	0	0	1	0	0.0	33.3	
270	5.50	1.25	4	36	0	0	0	1	1	0	2	0	0	0.0	50.0	
271	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0.0	100.0	
272	5.50	1.00	2	38	0	0	0	0	1	0	1	0	0	0.0	50.0	
273	6.00	0.25	1	39	0	0	0	0	0	1	0	0	0	0.0	100.0	
274	6.25	0.63	5	35	0	0	0	1	0	2	2	0	0	0.0	80.0	
275	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0.0	100.0	

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TASK	MDN	Q	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS										% NOT EXP IN 1ST YR	% EXP 3 MOS DR LESS
					0	Y+	3Y	Y	6M	3M	M	W				
276	5.50	0.50	2	38	0	0	0	0	1	1	0	0	0	0	0.0	50.0
277	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
278	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
279	6.60	0.70	11	29	0	0	0	1	1	3	5	1	1	0	0.0	81.8
280	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
281	7.25	0.44	3	37	0	0	0	0	0	0	2	1	1	0	0.0	100.0
282	6.50	0.75	6	34	0	0	1	0	0	2	2	2	1	0	16.7	83.3
283	8.00	0.25	3	37	0	0	0	0	0	0	0	3	1	0	0.0	100.0
284	7.83	0.33	20	20	0	0	0	0	1	0	4	15	0	0	0.0	95.0
285	7.50	0.63	6	34	0	0	0	1	0	0	2	3	0	0	0.0	83.3
286	7.50	0.50	2	38	0	0	0	0	0	0	1	1	1	0	0.0	100.0
287	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
288	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0	0.0	100.0
289	6.10	0.30	6	34	0	0	0	0	0	5	0	1	1	0	0.0	100.0
290	7.50	0.50	2	38	0	0	0	0	0	0	1	1	1	0	0.0	100.0
291	6.00	0.25	1	38	0	0	0	0	0	1	0	0	0	0	0.0	100.0
292	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
293	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
294	6.50	0.50	7	38	0	0	0	0	0	1	1	0	0	0	0.0	100.0
295	5.83	1.21	10	30	0	0	0	3	1	3	2	1	1	0	0.0	60.0
296	7.00	0.67	18	22	0	0	0	1	2	2	8	5	0	0	0.0	83.3
297	5.00	0.25	1	39	0	0	0	0	1	0	0	0	0	0	0.0	0.0
298	7.00	0.50	4	36	0	0	0	0	1	2	2	1	1	0	0.0	100.0
299	3.50	2.00	4	36	0	0	2	0	0	0	2	0	0	0	50.0	50.0
300	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
301	6.50	1.75	4	36	0	0	1	0	0	1	2	0	0	0	25.0	75.0
302	6.50	1.75	4	36	0	0	1	0	0	1	2	0	0	0	25.0	75.0
303	6.25	1.13	9	31	0	0	0	1	2	2	2	2	0	0	0.0	66.7
304	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
305	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0
306	6.50	0.50	2	38	0	0	0	0	0	1	1	0	0	0	0.0	100.0
307	7.75	1.94	3	37	0	0	1	0	0	0	0	2	0	0	0.0	66.7
308	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0	0	0.0	100.0
309	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0	0	0.0	100.0
310	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0	0	0.0	0.0

DISTRIBUTION OF SUPERVISOR EXPECTATIONS

TASK	MUN	Q	N	NONE	0	Y+	3Y	Y	6M	3M	M	W	% NOT- EXP IN 1ST YR	% EXP 3 MOS OR LESS
311	6.83	1.83	4	36	0	0	1	0	0	0	3	0	25.0	75.0
312	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
313	4.25	0.81	5	35	0	1	0	2	1	1	0	0	20.0	20.0
314	5.00	1.13	7	33	0	1	0	2	1	2	1	0	14.3	42.9
315	6.83	1.54	6	34	0	0	0	2	0	0	3	1	0.0	66.7
316	7.00	0.33	8	32	0	0	0	0	1	0	6	1	0.0	87.5
317	7.25	0.44	3	37	0	0	0	0	0	0	2	1	0.0	100.0
318	5.00	0.63	7	33	0	0	0	2	3	2	0	0	0.0	28.6
319	7.00	0.50	12	28	0	0	0	0	1	2	6	3	0.0	91.7
320	7.77	0.94	22	17	0	0	0	0	4	2	1	15	0.0	81.8
321	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
322	5.83	0.96	14	25	0	0	0	2	4	3	5	0	0.0	57.1
323	6.50	0.67	12	28	0	0	0	0	2	4	5	1	0.0	83.3
324	6.00	1.25	6	34	0	0	0	0	2	2	0	2	0.0	66.7
325	6.33	0.79	22	18	0	0	1	2	3	8	6	2	4.5	72.7
326	6.00	0.50	4	36	0	0	0	0	1	2	1	0	0.0	75.0
327	7.90	0.30	35	5	1	0	0	0	0	1	4	29	2.9	97.1
328	6.83	0.33	4	36	0	0	0	0	0	1	3	0	0.0	100.0
329	7.17	0.94	20	20	0	0	1	4	2	2	6	8	5.0	80.0
330	7.04	0.56	28	11	0	0	0	1	2	4	13	8	0.0	89.3
331	7.10	0.53	20	20	0	0	0	0	1	3	10	6	0.0	95.0
332	5.75	0.94	3	37	0	0	0	1	0	2	10	0	0.0	66.7
333	7.69	0.49	29	11	0	0	0	0	1	0	10	18	0.0	96.6
334	6.38	1.06	13	27	0	0	1	1	1	4	2	4	7.7	76.9
335	7.67	0.54	10	30	0	0	0	0	0	1	3	6	0.0	100.0
336	7.50	0.75	20	20	0	0	0	0	2	3	5	10	0.0	90.0
337	7.94	0.28	19	21	0	0	0	0	0	0	2	17	0.0	100.0
338	7.91	0.29	33	6	0	0	0	0	0	2	3	28	0.0	100.0
339	7.97	0.27	32	8	0	0	0	0	0	0	2	30	0.0	100.0
340	7.66	0.52	32	8	0	0	0	0	2	0	11	19	0.0	93.8
341	7.43	0.61	19	20	0	0	0	1	1	1	7	9	0.0	89.5
342	7.20	0.58	22	18	0	0	0	0	0	4	10	8	0.0	100.0
343	7.93	0.29	31	9	0	0	0	0	0	0	4	27	0.0	100.0
344	7.97	0.27	32	7	0	0	0	0	0	0	2	30	0.0	100.0
345	7.74	0.51	29	10	0	0	0	0	1	2	7	19	0.0	96.6



TASK	DISTRIBUTION OF SUPERVISOR EXPECTATIONS											% NOT EXP IN 1ST YR	% EXP 3 MOS OR LESS	
	MDN	Q	N	NONE	0	Y+	3Y	Y	6M	3M	M			
346	7.95	0.28	32	8	1	0	0	0	0	0	2	29	3.1	86.9
347	6.93	0.63	30	10	0	0	0	0	5	14	7	7	0.0	86.7
348	7.83	0.33	36	4	0	0	0	0	0	7	27	27	0.0	94.4
349	7.98	0.26	23	17	1	0	0	0	0	0	0	22	4.3	95.7
350	7.67	0.67	5	35	0	0	0	0	1	1	3	3	0.0	100.0
351	7.82	0.37	26	14	0	0	0	0	1	6	19	19	0.0	100.0
352	7.90	0.30	29	10	0	0	0	0	0	5	24	24	0.0	100.0
353	7.78	0.41	23	17	0	0	0	0	0	7	16	16	0.0	100.0
354	6.69	0.70	17	23	0	0	1	0	2	4	8	2	5.9	82.4
355	6.83	0.33	4	36	0	0	0	0	1	3	0	0	0.0	100.0
356	7.98	0.26	31	7	1	0	0	0	0	0	0	30	3.2	96.6
357	6.67	0.67	5	35	0	0	1	0	1	3	0	0	20.0	80.0
358	7.50	0.63	6	34	0	0	0	0	1	2	3	3	0.0	100.0
359	7.59	0.61	20	20	1	0	0	0	2	6	11	11	5.0	95.0
360	7.53	0.60	29	11	0	0	0	0	4	10	15	15	0.0	100.0
361	7.72	0.47	31	9	0	0	0	0	1	10	20	20	0.0	100.0
362	7.91	0.30	32	8	0	0	0	0	0	5	27	27	0.0	100.0
363	7.03	0.44	30	10	0	0	0	0	3	17	7	0	0.0	90.0
364	7.00	0.25	1	39	0	0	0	0	0	0	1	0	0.0	100.0
365	7.60	0.57	9	31	1	0	0	0	0	3	5	5	11.1	88.9
366	7.55	0.50		21	0	0	0	0	0	9	10	10	0.0	100.0
367	7.87	0.32	33	7	0	0	0	0	0	7	26	26	0.0	100.0
368	6.50	1.00	4	36	0	0	0	0	2	0	2	0	0.0	100.0
369	8.00	0.25	1	39	0	0	0	0	0	0	1	0	0.0	100.0
370	7.17	0.33	4	36	0	0	0	0	0	3	1	1	0.0	100.0
371	8.00	0.25	1	39	0	0	0	0	0	0	1	1	0.0	100.0
372	7.25	0.44	3	37	0	0	0	0	0	2	2	2	0.0	100.0
373	7.50	0.50	4	36	0	0	0	0	1	2	0	0	0.0	100.0
374	6.75	0.44	3	37	0	0	0	0	0	0	0	0	0.0	100.0
375	7.98	0.26	23	16	0	0	0	0	0	1	22	22	0.0	100.0
376	7.92	0.27	26	13	0	0	0	0	0	2	24	24	0.0	100.0
377	7.93	0.29	8	32	0	0	0	0	0	1	7	7	0.0	100.0
378	7.50	0.63	12	28	1	0	0	1	0	4	5	5	8.3	83.3
379	7.00	0.25	1	39	0	0	0	0	0	1	0	0	0.0	100.0
380	7.81	0.39	22	18	0	0	0	0	1	4	16	16	0.0	95.5

TASK	DISTRIBUTION OF SUPERVISOR EXPECTATIONS											2 NOT EXP IN 1ST YR	3* EXP 3 MOS OR LESS	
	MDW	Q	N	NONE	0	Y+	3Y	Y	6M	3M	M			W
381	7.75	0.69	9	31	0	0	0	0	0	2	1	6	0.0	100.0
382	7.70	0.55	8	31	0	0	0	0	0	1	2	5	0.0	100.0
383	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
384	8.00	0.25	5	39	0	0	0	0	0	0	0	35	0.0	100.0
385	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
386	7.92	0.29	22	18	0	0	1	0	0	0	2	19	0.0	95.5
387	5.50	1.25	4	36	0	0	1	1	0	0	0	0	0.0	50.0
388	7.00	0.25	3	37	0	0	0	0	0	0	3	0	0.0	100.0
389	7.15	0.69	27	13	0	0	1	1	0	4	10	10	3.7	88.9
390	7.95	0.27	24	16	0	0	0	0	0	0	2	22	0.0	100.0
391	6.96	0.38	20	19	0	0	0	0	0	3	13	3	0.0	95.0
392	7.80	0.40	31	9	0	0	0	0	0	1	8	22	0.0	100.0
393	7.93	0.28	26	13	1	0	0	0	0	1	1	23	3.8	96.2
394	7.93	0.29	24	16	3	0	0	0	0	0	0	21	12.5	87.5
395	7.98	0.26	32	8	0	0	0	0	0	0	1	31	0.0	100.0
396	7.57	0.61	13	27	0	0	0	0	0	1	4	7	0.0	92.3
397	7.85	0.33	8	32	0	0	0	0	0	0	0	6	0.0	100.0
398	7.75	0.44	15	25	0	0	0	0	0	0	5	10	0.0	100.0
399	7.38	0.56	18	22	0	0	0	0	0	1	8	8	0.0	94.4
400	6.75	0.54	8	31	0	0	0	0	0	3	4	1	0.0	100.0
401	7.87	0.32	33	6	0	0	0	0	0	0	5	26	0.0	100.0
402	7.92	0.29	29	11	0	0	0	0	0	1	3	25	0.0	100.0
403	6.75	0.44	3	37	0	0	0	0	0	1	2	0	0.0	100.0
404	7.93	0.28	25	14	0	0	0	0	0	1	0	22	0.0	99.0
405	7.00	0.42	35	35	0	0	0	0	0	1	3	1	0.0	100.0
406	7.93	0.28	17	29	0	0	0	0	0	0	2	15	0.0	100.0
407	7.80	0.39	28	11	0	0	0	0	0	0	8	20	0.0	100.0
408	7.96	0.27	13	27	0	0	0	0	0	0	1	12	0.0	100.0
409	7.82	0.26	23	17	0	0	0	0	0	0	5	17	0.0	95.7
410	7.50	0.50	2	36	0	0	0	0	0	0	1	1	0.0	100.0
411	7.98	0.26	27	13	0	0	0	0	0	0	1	26	0.0	100.0
412	4.00	0.25	1	39	0	0	0	1	0	0	0	0	0.0	0.0
413	4.00	0.25	1	39	0	0	0	0	0	0	0	0	0.0	0.0
414	4.50	1.50	2	38	0	0	0	1	0	0	1	0	0.0	50.0
415	4.00	1.25	3	37	0	0	0	0	0	1	1	0	0.0	66.7

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DISTRIBUTION OF SUPERVISOR EXPECTATIONS

TASK	MDN	Q	N	NONE	0	Y+	3Y	Y	6M	3M	M	H	% NOT EXP. IN 1ST YR	% EXP. 3 MOS OR LESS
416	4.00	0.25	1	39	0	0	0	1	0	0	0	0	0.0	0.0
417	7.30	0.57	22	18	0	0	0	1	2	0	10	9	0.0	86.4
418	7.91	0.30	32	8	0	0	0	0	1	1	3	27	0.0	96.9
419	4.50	1.50	2	38	0	0	0	0	0	0	1	0	0.0	50.0
420	7.87	0.22	24	15	0	0	0	0	0	1	4	19	0.0	100.0
421	4.50	2.00	2	38	0	0	0	1	0	0	0	1	0.0	50.0
422	7.17	0.33	4	36	0	0	0	0	0	0	3	1	0.0	100.0
423	7.96	0.27	25	15	0	0	0	0	0	0	2	23	0.0	100.0
424	7.30	0.57	22	18	0	0	0	0	0	3	10	9	0.0	100.0
425	6.50	1.00	4	36	0	0	0	0	1	1	1	1	0.0	75.0
426	6.75	0.94	3	37	0	0	0	0	1	0	2	0	0.0	66.7
427	6.88	0.31	5	35	0	0	0	0	1	0	4	0	0.0	80.0
428	7.00	0.25	4	36	0	0	0	0	0	0	4	0	0.0	100.0
429	6.81	0.55	13	27	0	0	0	1	1	2	8	1	0.0	84.6
430	5.69	0.68	27	15	0	0	1	4	6	8	4	2	4.0	56.0
431	5.75	0.81	5	35	0	0	1	0	1	2	1	0	20.0	60.0
432	5.25	1.31	5	35	0	0	0	1	2	0	1	1	0.0	40.0
433	6.00	1.05	29	11	0	0	2	3	6	7	8	3	6.9	62.1
434	6.50	0.58	8	31	0	0	0	0	0	4	3	1	0.0	100.0
435	6.67	0.92	10	30	0	0	0	1	2	1	6	0	0.0	70.0
436	5.25	0.44	3	37	0	0	0	0	2	1	0	0	0.0	33.3
437	6.69	0.54	32	8	0	0	0	0	0	13	16	3	0.0	100.0
438	7.25	0.57	26	13	0	0	0	0	0	4	12	10	0.0	100.0
439	5.67	1.17	20	20	1	0	2	3	3	6	5	0	15.0	55.0
440	6.81	0.63	24	16	0	0	0	1	3	4	13	3	0.0	83.3
441	6.67	0.67	5	35	0	0	0	1	0	1	3	0	0.0	80.0
442	5.36	0.66	16	24	0	0	0	2	7	5	2	0	0.0	43.8
443	6.50	1.04	10	30	0	0	0	1	2	2	3	2	0.0	70.0
444	5.00	0.42	5	35	0	0	0	1	3	0	0	1	0.0	20.0
445	6.88	0.82	24	15	0	0	0	0	3	6	8	7	0.0	87.5
446	6.50	0.75	4	36	0	0	0	0	1	1	2	0	0.0	75.0
447	6.85	0.69	23	16	0	0	0	0	2	5	10	5	0.0	87.0
448	7.00	0.71	10	30	0	0	0	0	1	2	4	3	0.0	90.0
449	7.21	0.69	20	20	0	0	0	0	1	4	7	8	0.0	95.0
450	7.50	0.50	2	38	0	0	0	0	0	0	1	1	0.0	100.0



DISTRIBUTION OF SUPERVISOR EXPECTATIONS

TASK	MDN	Q	M	NONE	O	Y+	3Y	Y	6M	3M	M	W	% NOT EXP IN 1ST YR	% EXP 3 MOS OR LESS
451	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
452	5.42	1.00	15	27	0	0	1	0	6	2	2	2	7.7	46.2
453	6.50	1.00	2	38	0	0	0	0	0	0	0	0	0.0	100.0
454	0.0	0.0	0	40	0	0	0	0	0	0	0	0	0.0	0.0
455	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
456	7.25	0.44	6	34	0	0	0	0	0	0	4	2	0.0	100.0
457	7.94	0.28	10	30	0	0	0	0	0	0	1	9	0.0	100.0
458	7.98	0.26	23	17	1	0	0	0	0	0	0	22	4.3	95.7
459	7.65	0.54	22	18	1	0	0	0	0	1	7	13	4.5	95.5
460	7.82	0.38	26	14	0	0	0	0	0	2	5	19	0.0	100.0
461	7.30	0.47	8	32	0	0	0	0	0	0	5	3	0.0	100.0
462	7.69	0.65	26	14	0	0	0	0	1	4	5	16	0.0	96.2
463	7.25	0.77	7	33	0	0	0	0	0	2	2	3	0.0	100.0
464	7.83	0.35	20	20	1	0	0	0	0	0	4	15	5.0	95.0
465	7.33	0.48	5	35	0	0	0	0	0	0	3	1	0.0	100.0
466	7.85	0.32	27	18	0	0	0	0	0	0	5	17	0.0	100.0
467	6.20	0.84	15	25	0	0	0	2	2	5	4	2	0.0	73.3
468	7.00	0.88	6	34	1	0	0	0	0	1	2	2	16.7	83.3
469	6.67	0.75	9	31	0	0	0	0	1	3	3	2	0.0	88.9
470	7.41	0.62	30	10	1	0	0	1	2	1	11	14	3.3	86.7
471	7.88	0.31	10	30	0	0	0	0	0	0	2	8	0.0	100.0
472	7.50	0.50	8	32	0	0	0	0	0	0	4	4	0.0	100.0
473	8.00	0.25	1	39	0	0	0	0	0	0	0	1	0.0	100.0
474	7.90	0.30	6	34	0	0	0	0	0	0	1	5	0.0	100.0
475	7.97	0.27	16	24	0	0	0	0	0	0	1	15	0.0	100.0
476	7.61	0.62	25	15	0	0	0	0	2	2	7	14	0.0	92.0
477	7.64	0.52	19	21	0	0	0	0	0	1	7	11	0.0	100.0
478	7.00	0.38	6	34	0	0	0	0	0	0	4	1	0.0	100.0
479	7.79	0.42	17	23	0	0	0	0	0	1	4	12	0.0	100.0
480	7.69	0.53	21	19	0	0	0	0	0	2	6	13	0.0	100.0
481	7.75	0.47	27	13	0	0	0	0	2	0	7	18	0.0	92.6
482	7.88	0.31	16	24	2	0	0	0	0	0	1	13	12.5	87.5
483	7.93	0.28	17	23	1	0	0	0	0	0	1	15	5.9	94.1
484	7.85	0.33	17	23	0	0	0	0	0	0	4	13	0.0	100.0
485	8.00	0.25	21	19	0	0	0	0	0	0	0	21	0.0	100.0

DISTRIBUTION OF SUPERVISOR EXPECTATIONS

TASK	MDN	S	N	NONE	DISTRIBUTION OF SUPERVISOR EXPECTATIONS						Z MOI EXP IN 1ST YR	Z EXP 3 MOS OR LESS	
					0	Y+	3Y	Y	6M	3M			M
486	8.00	0.25	9	31	0	0	0	0	0	0	0	0.0	100.0
487	7.50	0.50	8	32	0	0	0	0	0	4	4	0.0	100.0
488	8.00	0.25	4	36	0	0	0	0	0	0	4	0.0	100.0
489	7.96	0.27	26	14	0	0	0	0	0	1	24	0.0	100.0
490	7.96	0.27	14	26	0	0	0	0	0	1	13	0.0	100.0
491	7.96	0.27	13	27	0	0	0	0	0	1	0	0.0	100.0
492	7.94	0.28	18	22	0	0	0	0	0	0	2	0.0	100.0

TOTALS: 14635 25 26 126 292 456 679 1254 2109



Table C-6

Learning Location (Q12 and Q13)^a

Question 12: Learning Location (Workers)

From your total experience as a General Secretary (with present and previous employers), judge where each job activity should be learned. That is, where should a General Secretary make the main effort to learn what needs to be known about each activity?

Categories of the Response Scale:

- a. Prior to enrollment in a formal job training program (P).
- b. In a formal training program or school before regular employment in the job (T).
- c. On site (such as by job experience after employment or on-the-job training) (S).
- d. Through prior employment experience in a related or lower entry occupation (E).
- e. Other (comments to be written in) (O).
- f. There is nothing that new General Secretaries would need to learn about the activity (such as when it is not part of the job or there is nothing of any real substance to learn) (N).

Question 13: Learning Location (Supervisors)

From your total experience in employing and supervising General Secretaries, judge where each job activity should be learned.

Categories of the Response Scale: Identical to those of Question 12.

Each of the 26 columns of Table C-6 is identified below.

Column 87: Number of workers suggesting that the task essentially should be learned prior to formal training (P).

^aQuestion 12 was answered by workers in Group 2 for all tasks in the inventory. Question 13 was answered by supervisors only for those tasks checked on Q2.

Table C-6 - Continued

- Column 88: Number of workers suggesting that the task should be learned mainly in formal training before employment (T).
- Column 89: Number of workers suggesting that the task should be learned mainly on site, after employment (S).
- Column 90: Number of workers suggesting that the task should be learned mainly through experience in other occupations (E).
- Column 91: Number of workers suggesting learning locations other than those listed (O).

Note: Asterisks (*) appear next to frequency numbers in Columns 87-91 when that category receives 20% or more of the combined responses of P, T, S, E, and O (but not counting "nothing to learn" responses).

Column 92: Number of workers suggesting that no particular learning would be needed for the task.

Column 93: Number of workers indicating that the task is not considered as part of their job (Question 6). This entry is repeated here from Table C-3 (Column 36) to permit comparison with Column 92 (N). Obviously many workers suggested a learning location on Question 12, even though these same workers had indicated on Question 6 that the task was not part of their job. No attempt was made in this study to restrict the counting and summarizing of Question 12 responses to only those tasks on which each worker had indicated that it was at least of some minor significance to the job (Question 6).

Columns 94 through 97:

Percent of workers suggesting that the main learning location be prior to training (P), training before employment (T), or the job situation itself (S). Since both categories S and E represent job experience of one sort or another, Column 97 reports the combined percent of workers using either of these responses for a task.

Table C-6 - Continued

- Column 98: Most common response (mode) given by workers, not considering the "nothing to learn" (N) category. Occasionally more than one category tied for most common use. The table displays as many as two modes for a task. If there were more than two modes, as may readily occur when very few workers suggest a learning location, the table displays the symbol "MM", an abbreviation for "multiple modes."
- Column 99: Percent of workers giving the modal response; with the percentage based on the combined number of responses using categories P, T, S, E, and O (but not including N responses).
- Columns 100 through 105: Same as Columns 87 through 92, but for supervisors' ratings. Column 105 (N) represents a true rating of no training need for a relevant task, since supervisors only answered Question 13 for tasks they had checked on Question 2. Though the N category may occasionally represent the modal response, no asterisk was printed to indicate this.
- Column 106: Similar to Column 93, but using negative responses to Question 2 by the 40 supervisors in Group 2.
- Columns 107 through 112: Same as Columns 94 through 99, but for supervisors' ratings.

TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 6: LEARNING LOCATION
(012 & 13)

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										PERCENTAGES					MODE					SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES										PERCENTAGES					MODE				
	P	T	S	E	U	N	Q6	IND	P	T	S	S+E	MO	%	P	T	S	E	O	N	Q2	IND	P	T	S	S+E	MO	%	P	T	S	S+E	MO	%	P	T	S	S+E	MO	%
1	2	6	30*	2	0	19	54	5	0	15.0	75.0	80.0	S	75.0	0	1	4*	1	0	0	34	0.0	16.7	66.7	83.3	S	66.7													
2	0	17*	31*	8	0	3	28	0.0	30.4	55.4	69.6	S	55.4	0	2*	7*	0	0	0	31	0.0	22.2	77.8	77.8	S	77.8														
3	0	11*	31*	8	0	9	29	0.0	22.0	62.0	78.0	S	62.0	0	1	15*	0	0	0	24	0.0	6.3	93.8	93.8	S	93.8														
4	2	5	23*	8*	1	19	29	5.1	12.8	59.0	79.5	S	59.0	1	5*	7*	0	0	0	27	7.7	38.5	53.8	53.8	S	53.8														
5	0	5	21*	9*	0	23	25	0.0	14.3	60.0	85.7	S	60.0	0	2	8*	3*	0	6	20	0.0	15.4	61.5	84.6	S	61.5														
6	2	9	22*	14*	0	3	13	3.5	15.8	56.1	80.7	S	56.1	2	4	15*	4	0	0	15	8.0	16.0	60.0	76.0	S	60.0														
7	7	21*	24*	6	0	1	10	12.1	36.2	41.4	51.7	S	41.4	2	10*	11*	2	0	0	15	8.0	40.0	44.0	52.0	S	44.0														
8	2	18*	15*	2	0	22	45	5.4	48.6	40.5	45.9	T	48.6	0	0	4*	1*	0	0	34	0.0	0.0	80.0	99.9	S	80.0														
9	7	5	16*	8*	0	23	35	19.4	13.9	44.4	66.7	S	44.4	1	1	10*	2	0	4	1	22	7.1	71.4	85.7	S	71.4														
10	1	10*	25*	8	0	15	50	2.3	22.7	56.8	75.0	S	56.8	1	8	7*	1	0	0	31	11.1	0.0	77.8	88.9	S	77.8														
11	8	18*	16*	11*	0	7	18	15.1	34.0	30.2	50.9	T	34.0	2	10*	8*	2	0	1	17	9.1	45.5	36.4	45.5	T	45.5														
12	4	24*	14*	5	0	12	34	8.5	51.1	29.8	40.4	T	51.1	0	5*	4*	1	0	0	30	0.0	50.0	40.0	50.0	T	50.0														
13	2	12*	15*	11*	0	19	51	5.0	30.0	37.5	65.0	S	37.5	0	3*	2*	1	0	0	34	0.0	50.0	33.3	50.0	T	50.0														
14	1	11*	18*	9*	0	20	47	2.6	28.2	46.2	69.2	S	46.2	0	3*	2*	1	0	0	34	0.0	50.0	33.3	50.0	T	50.0														
15	2	9	35*	4	0	10	24	4.0	18.0	70.0	78.0	S	70.0	1	6*	13*	4	0	0	16	4.2	25.0	54.2	70.8	S	54.2														
16	2	13*	30*	9*	0	4	10	3.7	24.1	55.6	72.2	S	55.6	0	17*	7*	4	0	0	12	0.0	60.7	25.0	39.3	T	60.7														
17	2	17*	27*	7*	0	6	22	3.8	32.1	50.9	64.2	S	50.9	1	12*	8*	2	0	0	16	4.3	52.2	34.8	43.5	T	52.2														
18	4	27*	15*	5	0	8	32	7.8	52.9	29.4	39.2	T	52.9	2	7*	6*	1	0	0	24	12.5	43.8	37.5	43.8	T	43.8														
19	3	23*	14*	3	0	16	45	7.0	53.5	32.6	39.5	T	53.5	0	2*	1*	0	0	0	37	0.0	66.7	33.3	33.3	T	66.7														
20	3	10	31*	7	0	8	24	5.9	19.6	60.8	74.5	S	60.8	0	7*	12*	0	0	0	16	4.2	25.0	54.2	70.8	S	54.2														
21	2	9*	23*	4	0	21	46	5.3	23.7	60.5	71.1	S	60.5	0	4*	4*	1	0	0	31	0.0	44.4	44.4	55.6	TS	44.4														
22	2	12*	26*	6	0	13	33	4.3	26.1	56.5	69.6	S	56.5	0	3*	7*	2	1	0	26	0.0	23.1	53.8	69.2	S	53.8														
23	4	17*	18*	11*	0	10	31	2.0	34.0	36.0	58.0	S	36.0	0	9*	3*	0	0	0	28	0.0	75.0	25.0	25.0	T	75.0														
24	1	10*	19*	12*	0	17	45	2.4	23.8	45.2	73.8	S	45.2	0	3*	2*	0	0	0	35	0.0	60.0	40.0	40.0	T	60.0														
25	0	4	37*	11*	1	6	26	0.0	7.5	69.8	90.6	S	69.8	0	3*	9*	1	1	0	26	0.0	21.4	64.3	71.4	S	64.3														
26	1	12*	30*	7	1	8	30	2.0	23.5	58.8	72.5	S	58.8	1	2	10*	0	0	0	27	7.7	15.4	76.9	76.9	S	76.9														
27	4	11*	31*	9	0	5	8	7.3	20.0	56.4	72.7	S	56.4	0	10*	14*	5	0	1	10	0.0	34.5	48.3	65.5	S	48.3														
28	2	20*	16*	6	0	15	54	4.5	45.5	36.4	50.0	T	45.5	0	2*	1*	0	0	0	37	0.0	66.7	33.3	33.3	T	66.7														
29	3	6	29*	10*	0	11	35	6.3	12.5	60.4	81.2	S	60.4	0	5*	1	3*	0	2	29	0.0	55.6	11.1	44.4	T	55.6														
30	5	5	26*	8*	0	15	36	11.4	11.4	59.1	77.3	S	59.1	0	2*	4*	2*	0	2	29	0.0	25.0	50.0	75.0	S	50.0														



TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES											SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES											MODE			
	PERCENTAGES						MODE					PERCENTAGES						MODE								
	P	T	S	E	O	N	106	INO	P	T	S	E	O	N	102	INO	P	T	S	E	O	N	102	INO	MO	%
31	2	20*	11*	8	0	19	46	4.9	48.8	26.8	46.3	1	48.8	0	3*	1	1	1	0	34	0.0	50.0	16.7	33.3	T	50.0
32	2	9*	25*	4	0	19	50	5.0	22.5	62.5	72.5	S	62.5	1*	2*	1*	0	0	35	20.0	40.0	20.0	40.0	T	40.0	
33	1	2	38*	4	0	14	35	2.2	4.4	84.4	93.3	S	84.4	0	0	8*	0	0	4	28	0.0	0.0	99.9	99.9	S	99.9
34	4	11	32*	10	0	3	5	7.0	19.3	56.1	73.7	S	56.1	0	6*	15*	2	1	15	0.0	25.0	62.5	70.8	S	62.5	
35	3	6	36*	3	0	11	45	6.3	12.5	75.0	81.3	S	75.0	0	1	3*	3*	0	32	0.0	14.3	42.9	85.7	SE	42.9	
36	3	14*	29*	8	0	6	19	5.6	25.9	53.7	68.5	S	53.7	0	3*	9*	3*	0	25	0.0	20.0	60.0	80.0	S	60.0	
37	7	29*	15*	8	0	1	13	11.9	49.2	25.4	39.0	T	49.2	2	14*	3	0	0	19	10.5	73.7	15.8	15.8	T	73.7	
38	1	9	26*	13*	0	5	1	12.7	16.4	47.3	70.9	S	47.3	6	9*	12*	3	1	6	19.4	29.0	38.7	48.4	S	38.7	
39	2	17*	28*	7	0	5	19	3.7	31.5	51.9	64.8	S	51.9	0	3*	8*	1	0	27	0.0	25.0	66.7	75.0	S	66.7	
40	1	13*	29*	3	0	13	42	2.2	28.3	63.0	69.6	S	63.0	1	2*	7*	0	0	30	10.0	20.0	70.0	70.0	S	70.0	
41	3	21*	15*	2	0	18	55	7.3	51.2	36.6	41.5	T	51.2	0	1	4*	0	2*	33	0.0	14.3	57.1	57.1	S	57.1	
42	3	6	18*	9*	0	23	41	8.3	16.7	50.0	75.0	S	50.0	0	1	2*	3*	0	33	0.0	16.7	33.3	63.3	E	50.0	
43	0	12*	16*	10*	0	21	43	0.0	31.6	42.1	68.4	S	42.1	0	1	10*	2	0	27	0.0	7.7	76.9	92.3	S	76.9	
44	10*	11*	17*	4	0	18	22	23.8	26.2	40.5	50.0	S	40.5	2	1	6*	3*	8	20	16.7	8.3	50.0	75.0	S	50.0	
45	1	14*	14*	8*	0	22	46	2.7	37.8	37.8	59.5	TS	37.8	0	1	5*	1	0	33	0.0	14.3	71.4	85.7	S	71.4	
46	3	10*	12*	4	0	30	56	10.3	34.5	41.4	55.2	S	41.4	0	0	2*	2*	0	36	0.0	0.0	50.0	99.9	SE	50.0	
47	3	10*	16*	8*	0	22	45	8.1	27.0	43.2	64.9	S	43.2	2*	1*	1*	0	2	33	40.0	20.0	20.0	40.0	P	40.0	
48	5	14*	25*	11*	0	5	9	9.1	25.5	45.5	65.5	S	45.5	1	6*	13*	3	1	13	4.2	25.0	54.2	66.7	S	54.2	
49	3	4	27*	8	0	16	41	7.1	9.5	64.3	83.3	S	64.3	0	1	9*	2	1	31	24.0	0.0	7.7	69.2	S	69.2	
50	4	2	27*	6	0	19	38	10.3	5.1	69.2	84.6	S	69.2	1	3*	6*	1	0	27	9.1	27.3	54.5	63.6	S	54.5	
51	2	8*	22*	3	0	24	50	5.7	22.9	62.9	71.4	S	62.9	0	1	4*	2*	0	33	0.0	14.3	57.1	85.7	S	57.1	
52	1	21*	8*	5	2	23	56	2.7	56.8	21.6	35.1	T	56.8	1	1	4*	0	0	33	16.7	16.7	66.7	66.7	S	66.7	
53	3	21*	6	8*	1	21	53	7.7	53.8	15.4	35.9	T	53.8	1	5*	0	0	0	34	16.7	83.3	0.0	0.0	T	83.3	
54	1	10*	21*	2	0	25	51	2.9	29.4	61.8	67.6	S	61.8	0	3*	1*	0	0	36	0.0	75.0	25.0	25.0	T	75.0	
55	1	4	29*	5	0	20	50	2.6	10.3	74.4	87.2	S	74.4	0	0	4*	2*	0	34	0.0	0.0	66.7	100.0	S	66.7	
56	11*	2	18*	7	0	21	49	28.9	5.3	47.4	65.8	S	47.4	0	1*	3*	0	1	35	0.0	25.0	75.0	75.0	S	75.0	
57	0	15*	15*	6	1	23	51	0.0	40.5	40.5	56.8	TS	40.5	1	2*	3*	1	0	33	14.3	28.6	42.9	57.1	S	42.9	
58	3	4	27*	8	0	18	35	7.1	9.5	64.3	83.3	S	64.3	0	2	12*	1	0	24	0.0	13.3	80.0	86.7	S	80.0	
59	0	7	31*	6	0	15	34	0.0	15.9	70.5	84.1	S	70.5	1	0	8*	3*	0	27	8.3	0.0	66.7	91.7	S	66.7	
60	1	5	22*	3	1	28	55	3.1	15.6	68.8	78.1	S	68.8	0	0	3*	1*	0	35	0.0	0.0	75.0	99.9	S	75.0	
61	2	21*	23*	11	0	3	13	3.5	36.8	40.4	59.6	S	40.4	1	13*	10*	2	0	14	3.8	50.0	38.5	46.2	T	50.0	
62	9	29*	10	9	0	3	6	15.8	50.9	17.5	33.3	T	50.9	2	24*	1	1	0	11	6.9	82.8	5.4	6.9	T	82.8	
63	5	18*	22*	4	0	10	28	4.2	36.7	44.9	53.1	S	44.9	1	10*	2	2	0	24	6.7	66.7	13.3	26.7	T	66.7	
64	3	32*	3	2	0	20	43	7.5	80.0	7.5	12.5	T	80.0	0	5*	0	0	0	35	0.0	99.9	0.0	0.0	T	99.9	
65	2	9	31*	5	0	11	28	4.3	19.1	66.0	76.6	S	66.0	0	4*	10*	1	0	25	0.0	76.7	66.7	73.3	S	66.7	

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										PERCENTAGES					MODE	%										
	P	T	S	E	O	N	I	Q	2	IND	P	T	S	S+E													
66	3	19*	7	9*	0	22	54	7.9	50.0	18.4	42.1	T	50.0	0	1*	2*	0	0	0	0	37	0.0	33.3	66.7	66.7	S	66.7
67	1	15*	12*	9*	0	23	55	2.7	40.5	32.4	56.8	T	40.5	1*	3*	1*	0	0	0	0	35	20.0	60.0	20.0	20.0	T	60.0
68	1	20*	8*	6	1	24	57	2.8	55.6	22.2	38.9	T	55.6	1*	1*	1*	0	0	0	0	37	33.3	33.3	33.3	33.3	MM	0.0
69	0	17*	15*	5	0	23	54	0.0	45.9	40.5	54.1	T	45.9	1	1	4*	1	0	0	0	33	14.3	14.3	57.1	71.4	S	57.1
70	1	15*	16*	4	0	24	51	2.8	41.7	44.4	55.6	T	44.4	1*	0	1*	0	0	0	38	50.0	0.0	50.0	50.0	PS	50.0	
71	2	10*	15*	4	0	29	58	6.5	32.3	48.4	61.3	S	48.4	0	1*	1*	0	0	0	38	0.0	50.0	50.0	50.0	TS	50.0	
72	1	0	31*	1	0	27	37	0.0	0.0	96.9	99.9	S	96.9	0	0	8*	0	0	10	22	0.0	0.0	99.9	99.9	S	99.9	
73	2	16*	14*	10*	0	18	49	4.8	38.1	33.3	57.1	T	38.1	0	2*	0	1*	0	0	37	0.0	66.7	0.0	33.3	T	66.7	
74	3	9	32*	9	0	7	20	5.7	17.0	60.4	77.4	S	60.4	0	5*	11*	2	0	2	19	0.0	27.8	61.1	72.2	S	61.1	
75	1	1	46*	7	0	5	10	1.8	1.8	83.6	96.4	S	83.6	0	1	23*	2	0	0	14	0.0	3.8	88.5	96.2	S	88.5	
76	2	8	26*	8	0	14	27	4.5	18.2	59.1	77.3	S	59.1	0	3	16*	2	0	2	17	0.0	14.3	76.2	85.7	S	76.2	
77	3	14*	17*	11*	0	14	20	6.7	31.1	37.8	62.2	T	37.8	2	8*	9*	1	2	4	14	9.1	36.4	40.9	45.5	S	40.9	
78	2	5	36*	9	0	8	12	3.8	9.6	69.2	86.5	S	69.2	0	5	19*	3	0	2	11	0.0	18.5	70.4	81.5	S	70.4	
79	1	10*	28*	5	0	15	39	2.3	22.7	63.6	75.0	S	63.6	0	1*	4*	0	0	0	35	0.0	20.0	80.0	80.0	S	80.0	
80	1	6	25*	5	0	22	48	2.7	16.2	67.6	81.1	S	67.6	0	0	4*	2*	0	0	3*	0.0	0.0	66.7	7100.0	S	66.7	
81	2	12*	16*	10*	0	20	47	5.0	30.0	40.0	65.0	S	40.0	1	4*	5*	1	0	1	28	9.1	36.4	45.5	54.5	S	45.5	
82	2	4	25*	5	0	23	25	5.6	11.1	69.4	83.3	S	69.4	1	1	12*	1	0	2	22	6.7	6.7	80.0	86.7	S	80.0	
83	0	6	34*	5	0	15	18	0.0	13.3	75.6	86.7	S	75.6	0	0	14*	2*	0	1	30	0.0	0.0	77.8	8100.0	S	77.8	
84	6	11*	23*	11*	0	8	13	11.8	21.6	45.1	66.7	S	45.1	1	7*	14*	1	0	2	15	4.3	30.4	60.9	65.2	S	60.9	
85	3	18*	13*	9*	0	17	57	7.0	41.9	30.2	51.2	T	41.9	0	2*	2*	1*	0	0	35	0.0	40.0	40.0	60.0	TS	40.0	
86	0	6	38*	9	0	6	9	0.0	11.3	71.7	88.7	S	71.7	2	8*	22*	2	0	0	6	5.9	23.5	64.7	70.6	S	64.7	
87	1	11*	12*	5	0	31	55	3.4	37.9	41.4	58.6	S	41.4	0	0	1*	1*	0	2	35	0.0	0.0	33.3	66.7	MM	0.0	
88	0	9	36*	1	0	12	43	0.0	19.6	78.3	80.4	S	78.3	1	2*	6*	0	1	0	31	11.1	22.2	66.7	66.7	S	66.7	
89	1	14*	26*	2	0	16	33	2.3	32.6	60.5	65.1	S	60.5	2*	2*	4*	1	0	0	31	22.2	22.2	44.4	55.6	S	44.4	
90	6	23*	19*	2	0	10	26	12.0	46.0	38.0	42.0	T	46.0	1	13*	0	0	0	0	26	7.1	92.9	0.0	0.0	T	92.9	
91	4	11*	21*	1	0	22	55	10.8	29.7	56.8	59.5	S	56.8	0	2*	6*	1*	0	2	35	0.0	66.7	0.0	33.3	T	66.7	
92	5	22*	16*	11*	0	4	6	9.3	40.7	29.6	50.0	T	40.7	1	16*	6*	1	0	0	16	4.2	66.7	25.0	29.2	T	66.7	
93	3	17*	16*	3	0	19	42	7.7	43.6	41.0	48.7	T	43.6	0	3*	1*	0	0	0	36	0.0	75.0	25.0	25.0	T	75.0	
94	4	19*	10*	2	0	23	53	11.4	54.3	28.6	34.3	T	54.3	0	2*	0	0	0	0	38	0.0	99.9	0.0	0.0	T	99.9	
95	1	12*	24*	4	0	17	39	2.4	29.3	58.5	68.3	S	58.5	1	1	4*	1	2*	0	31	11.1	11.1	44.4	55.6	S	44.4	
96	2	5	42*	6	0	5	5	3.6	9.1	76.4	87.3	S	76.4	1	8*	19*	3	0	0	8	3.2	25.8	61.3	71.0	S	61.3	
97	0	10*	34*	4	0	11	32	0.0	20.8	70.8	79.2	S	70.8	0	1	9*	0	0	0	30	0.0	10.0	90.0	90.0	S	90.0	
98	2	9	30*	7	0	11	36	4.2	18.8	62.5	77.1	S	62.5	0	1	5*	3*	0	0	30	0.0	11.1	55.6	88.9	S	55.6	
99	3	8	32*	5	0	11	30	6.3	16.7	66.7	77.1	T	66.7	0	3*	5*	2*	0	0	30	0.0	30.0	50.0	70.0	S	50.0	
100	16*	34*	4	4	0	2	14	27.6	58.6	6.9	13.8	T	58.6	4*	15*	0	0	0	0	20	21.1	78.9	0.0	0.0	T	78.9	



TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES										PERCENTAGES			MODE		
	P	T	S	E	O	N	INO	P	T	S	E	O	N	INO	P	T	S	E	MO	MO	MO					
101	1	14*	12*	7*	0	26	45	2-9	41-2	35-3	55-9	I	41-2	0	5*	3*	2*	0	0	30	0-0	50-0	30-0	50-0	I	50-0
102	2	9*	11*	8*	0	30	54	6-7	30-0	36-7	63-3	S	36-7	1*	2*	0	1*	0	0	35	20-0	40-0	0-0	20-0	I	40-0
103	1	13*	10*	8*	0	28	59	3-1	49-6	31-3	56-3	T	40-6	0	1*	2*	0	0	37	0-0	33-3	66-7	66-7	S	66-7	
104	4	8	29*	8	0	11	17	8-2	16-3	59-2	75-5	S	59-2	0	1	19*	3	0	16	0-0	4-3	82-6	95-7	S	82-6	
105	2	6	26*	6	0	20	30	5-0	15-0	65-0	80-0	S	65-0	0	3*	6*	1	0	1	29	0-0	30-0	60-0	70-0	S	60-0
106	3	12*	15*	2*	0	28	59	9-4	37-5	46-9	53-1	S	46-9	0	1*	0	0	0	0	39	0-0	99-9	0-0	0-0	I	99-9
107	8	8	21*	7	0	15	24	18-2	18-2	47-7	63-6	S	47-7	2	8*	7	1	0	5	22	15-4	61-5	15-4	23-1	I	61-5
108	5	25*	13*	7	0	9	35	10-0	50-0	26-0	40-0	I	50-0	0	8*	0	0	0	32	0-0	99-9	0-0	0-0	I	99-9	
109	0	18*	11*	11*	0	20	45	0-0	45-0	27-5	55-0	I	45-0	0	6*	3*	5*	1	0	25	0-0	40-0	20-0	53-3	I	40-0
110	0	18*	10*	11*	0	21	44	0-0	46-2	25-6	53-8	I	46-2	0	4*	2	4*	1	0	29	0-0	36-4	18-2	54-5	I	36-4
111	0	16*	17*	5	0	21	56	0-0	42-1	44-7	57-9	S	44-7	0	2*	3*	2*	0	0	32	0-0	28-6	42-9	71-4	S	42-9
112	1	10*	21*	9*	0	18	45	2-4	24-4	51-2	73-2	S	51-2	0	6*	5*	1	0	28	0-0	50-0	41-7	50-0	I	50-0	
113	2	16*	21*	11*	0	9	24	4-0	32-0	42-0	64-0	S	42-0	3	12*	1	1	1	21	16-7	66-7	5-6	11-1	I	66-7	
114	2	8	22*	10*	0	17	42	4-8	19-0	52-4	76-2	S	52-4	1	4*	3*	1	0	31	11-1	44-4	33-3	44-4	I	44-4	
115	1	16*	19*	9*	0	14	33	2-2	35-6	42-2	62-2	S	42-2	0	6*	1	1	0	32	0-0	75-0	12-5	25-0	I	75-0	
116	2	10*	23*	6	0	18	37	4-9	24-4	56-1	70-7	T	56-1	1	4*	6*	3*	0	26	7-1	28-6	42-9	64-3	S	42-9	
117	0	16*	9*	11*	0	23	50	0-0	44-4	25-0	55-6	T	44-4	0	2*	3*	3*	0	35	0-0	40-0	0-0	60-0	E	60-0	
118	13*	19*	10*	7	0	10	25	26-5	38-8	20-4	34-7	T	38-8	4*	10*	0	0	0	25	28-6	71-4	0-0	0-0	I	71-4	
119	14*	18*	10*	7	0	10	30	28-6	36-7	20-4	34-7	T	34-7	3*	11*	0	0	0	26	21-4	78-6	0-0	0-0	I	78-6	
120	5	2	23*	7	0	23	12	13-5	5-4	62-2	81-1	S	82-2	2	1	7*	1	0	17	18-2	9-1	63-6	72-7	S	63-6	
121	2	6	34*	12*	0	6	6	3-7	11-1	63-0	85-2	S	63-0	2	5*	14*	2	1	0	15	8-3	20-8	58-3	66-7	S	58-3
122	3	9*	20*	5	0	20	52	12-8	23-1	51-3	64-1	S	51-3	0	2*	2*	0	0	36	0-0	50-0	50-0	50-0	I	50-0	
123	6	9*	15*	10*	0	20	30	15-0	22-5	37-5	62-5	S	37-5	2	3*	5*	4*	1	2	23	13-3	20-0	33-3	60-0	S	33-3
124	8*	10*	9*	4	0	28	54	25-8	32-3	29-0	41-9	T	32-3	0	3*	0	0	0	37	0-0	99-9	0-0	0-0	I	99-9	
125	0	4	29*	6	0	21	16	10-0	10-3	74-4	89-7	S	74-4	0	0	15*	2	0	4	19	0-0	0-0	88-2	2100-0	S	88-2
126	1	5	34*	10*	0	9	11	2-0	10-0	68-0	88-0	S	68-0	1	2	19*	1	0	17	4-3	8-7	82-6	87-0	S	82-6	
127	3	1	22*	3	0	31	43	10-3	3-4	75-9	86-2	S	75-9	0	0	3*	1*	0	4	31	0-0	0-0	75-0	99-9	S	75-0
128	5	7	24*	10*	0	14	1	10-9	15-2	52-2	73-9	S	52-2	2	11*	12*	1	0	8	6	7-7	42-3	46-2	50-0	S	46-2
129	1	4	24*	9*	0	22	26	2-8	10-5	63-2	86-8	S	63-2	0	1	4*	2*	0	1	31	0-0	14-3	57-1	85-7	S	57-1
130	2	4	16*	3	0	34	52	8-0	16-0	64-0	76-0	S	64-0	0	0	3*	0	0	37	0-0	0-0	99-9	99-9	S	99-9	
131	3	4	19*	7*	0	27	40	9-1	12-1	57-6	78-8	S	57-6	0	0	6*	0	0	2	32	0-0	0-0	99-9	99-9	S	99-9
132	3	5	28*	6	0	18	38	7-1	11-9	66-7	81-0	S	66-7	0	1	5*	0	0	1	33	0-0	16-7	83-3	83-3	S	83-3
133	2	1	27*	6	0	24	34	5-6	2-8	75-0	91-7	S	75-0	0	1*	2*	1*	0	3	33	0-0	25-0	50-0	75-0	S	50-0
134	1	2	22*	3	0	32	47	7-4	0-0	81-5	92-6	S	81-5	0	0	0	1*	0	39	0-0	0-0	0-0	99-9	E	99-9	
135	2	12*	28*	7	0	7	9	3-8	23-1	53-8	73-1	S	53-8	2	8*	8*	2	0	3	17	10-0	40-0	40-0	50-0	TS	40-0

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES										MODE				
	PERCENTAGES					MODE					PERCENTAGES					MODE									
	P	T	S	E	O	U6	N	I	M	Z	P	T	S	E	O	I	N	I	M	Z	P	T	S	E	MO
171	0	17*	15*	5	0	22	39	0.0	45.9	40.5	54.1	I	45.9	2	2	10*	2	0	23	0.0	17.6	58.8	70.6	S	58.8
172	1	20*	18*	6	0	14	34	2.2	44.4	40.0	53.3	T	44.4	1	1	5*	1	1	26	0.0	46.2	38.5	46.2	T	46.2
173	1	20*	18*	7	0	13	35	2.2	43.5	39.1	54.3	T	43.5	0	0	5*	0	1	29	0.0	50.0	50.0	50.0	T	50.0
174	3	14*	13*	4	0	25	52	8.8	41.2	38.2	50.0	T	41.2	1	1	3*	1	0	33	16.7	16.7	50.0	66.7	S	50.0
175	0	9	30*	9	0	11	19	0.0	18.8	62.5	81.3	S	62.5	0	2	12*	4*	0	20	0.0	11.1	66.7	88.9	S	66.7
176	3	22*	12*	6	0	16	41	7.0	51.2	27.9	41.9	I	51.2	1	8*	1	1	0	29	9.1	72.7	9.1	18.2	I	72.7
177	0	28*	8*	3	0	20	46	0.0	71.8	20.5	28.2	I	71.8	0	5*	1	0	0	34	0.0	59.3	16.7	16.7	I	83.3
178	1	25*	6	2	0	25	58	2.9	73.5	17.6	23.5	I	73.5	0	2*	2*	0	0	36	0.0	20.0	50.0	50.0	I	50.0
179	7	40*	7	6	0	0	1	11.7	66.7	11.7	21.7	I	66.7	2	28*	0	1	0	7	6.3	87.5	0.0	3.1	I	87.5
180	10	30*	9	9	0	2	1	17.2	51.7	15.5	31.0	I	51.7	3	31*	2	0	0	4	8.3	86.1	5.6	5.6	I	86.1
181	6	45*	5	2	0	2	24	10.3	77.6	6.6	12.1	I	77.6	2	19*	1	0	0	18	9.1	86.4	4.5	4.5	I	86.4
182	6	42*	5	1	0	5	36	11.1	77.8	9.3	11.1	I	77.8	0	15*	0	0	0	24	0.0	99.9	0.0	0.0	I	99.9
183	5	44*	2	1	0	6	56	9.6	84.6	3.8	5.8	I	84.6	0	7*	0	0	0	38	0.0	99.9	0.0	0.0	I	99.9
184	2	30*	18*	2	0	6	38	3.8	57.7	34.6	38.5	I	57.7	0	4*	3*	0	0	33	0.0	57.1	42.9	42.9	I	57.1
185	8	46*	2	2	0	1	19	13.8	79.3	3.4	6.9	I	79.3	2	24*	0	0	0	13	7.7	92.3	0.0	0.0	I	92.3
186	8	37*	5	5	0	4	17	14.5	67.3	9.1	18.2	I	67.3	1	23*	0	0	1	14	4.0	92.0	0.0	0.0	I	92.0
187	7	34*	9	7	0	2	7	12.3	59.6	15.8	28.1	I	59.6	2	23*	2	2	0	8	6.9	79.3	6.9	13.8	I	79.3
188	6	43*	0	1	0	7	53	12.0	86.0	0.0	2.0	I	86.0	0	4*	0	0	0	36	0.0	99.9	0.0	0.0	I	99.9
189	7	49*	0	2	0	1	8	12.1	84.5	0.0	3.4	I	84.5	3	29*	0	0	0	8	9.4	90.6	0.0	0.0	I	90.6
190	8	29*	10	7	0	4	8	14.8	53.7	18.5	31.5	I	53.7	1	26*	3	0	0	10	3.3	86.7	10.0	10.0	I	86.7
191	7	40*	3	4	0	5	22	13.0	74.1	5.6	13.0	I	74.1	0	19*	1	0	0	20	0.0	95.0	5.0	5.0	I	95.0
192	10	45*	1	2	0	1	4	17.2	77.6	1.7	5.2	I	77.6	4	30*	0	0	0	6	11.8	88.2	0.0	0.0	I	88.2
193	9	33*	8	5	0	4	9	16.4	60.0	14.5	23.6	I	60.0	3	23*	1	0	0	10	11.1	85.2	3.7	3.7	I	85.2
194	5	16*	14*	3	0	21	54	13.2	42.1	36.8	44.7	I	42.1	0	1*	2*	1*	0	36	0.0	25.0	50.0	75.0	S	50.0
195	1	7*	20*	5	0	26	54	3.0	21.2	60.6	75.8	S	60.6	0	0	0	1*	0	38	0.0	0.0	0.0	99.9	E	99.9
196	1	8*	24*	5	0	21	44	2.6	21.1	63.2	76.3	S	63.2	1	1	4*	1	0	30	11.1	11.1	66.7	77.8	S	66.7
197	1	8*	22*	6	0	22	50	2.7	21.6	59.5	75.7	S	59.5	1	0	3*	1*	0	35	0.0	0.0	75.0	99.9	S	75.0
198	1	5	26*	5	0	22	38	2.7	13.5	70.3	83.8	S	70.3	0	0	9*	2*	0	28	8.3	0.0	75.0	91.7	S	75.0
199	1	9*	21*	4	0	24	54	2.9	25.7	60.0	71.4	S	60.0	0	0	0	2*	0	37	0.0	0.0	0.0	99.9	E	99.9
200	2	9*	17*	3	0	26	57	6.5	29.0	54.8	64.5	S	54.8	0	0	2*	0	0	38	0.0	0.0	99.9	99.9	S	99.9
201	3	22*	6	2	0	26	55	9.1	66.7	18.2	24.2	I	66.7	0	2*	0	0	0	38	0.0	99.9	0.0	0.0	I	99.9
202	4	11*	11*	3	0	30	56	13.8	37.9	37.9	48.3	I	37.9	0	1*	2*	0	0	36	0.0	39.3	66.7	66.7	S	66.7
203	3	7	24*	2	0	23	44	8.3	19.4	66.7	72.2	S	66.7	0	0	2*	0	0	37	0.0	0.0	99.9	99.9	S	99.9
204	5	21*	9*	1	0	23	53	13.9	58.3	25.0	27.8	I	58.3	0	0	2*	0	0	38	0.0	0.0	99.9	99.9	S	99.9
205	4	25*	5	1	0	24	55	11.4	71.4	14.3	17.1	I	71.4	0	1*	0	0	0	39	0.0	99.9	0.0	0.0	I	99.9

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES													SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES													MODE
	PERCENTAGES													PERCENTAGES													
	P	T	S	E	O	N	106	IND	P	T	S	E	O	N	102	IND	P	T	S	E	O	N	102	IND			
206	5	28*	2	0	0	24	53	14.3	80.0	5.7	5.7	0	0	0	38	0.0	99.9	0.0	0.0	0.0	0.0	0.0	0.0	99.9			
207	4	7	23*	2	0	23	49	11.1	19.4	63.9	69.4	0	0	0	37	0.0	0.0	99.9	99.9	0.0	0.0	0.0	0.0	99.9			
208	2	28*	20*	2	0	7	28	3.8	53.8	38.5	42.3	0	0	0	28	0.0	81.8	9.1	18.2	0.0	0.0	0.0	81.8				
209	5	27*	3	3	0	21	51	13.2	71.1	7.9	15.8	0	0	0	39	0.0	99.9	9.0	0.0	0.0	0.0	0.0	99.9				
210	4	29*	1	1	0	24	55	11.4	82.9	2.9	5.7	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
211	4	29*	2	0	0	24	58	11.4	82.9	5.7	5.7	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
212	4	31*	1	1	0	22	57	10.8	83.8	2.7	5.4	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
213	3	26*	10*	2	0	18	54	7.3	63.4	24.4	29.3	0	0	0	38	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
214	4	27*	4	0	0	24	57	11.4	77.1	11.4	11.4	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
215	4	27*	4	2	0	22	56	10.8	73.0	10.8	16.2	0	0	0	36	0.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0				
216	3	31*	1	4	0	24	55	8.6	88.6	2.9	2.9	0	0	0	35	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
217	6	28*	3	0	0	22	58	16.2	75.7	8.1	8.1	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
218	7*	9*	4	4	0	30	56	24.1	31.0	31.0	44.8	0	0	0	36	50.0	0.0	25.0	50.0	0.0	0.0	0.0	50.0				
219	3	10*	13*	5	0	28	48	9.7	32.3	41.9	56.1	0	0	0	31	44.4	0.0	22.2	55.6	0.0	0.0	0.0	44.4				
220	3	8*	12*	4	0	33	59	7.7	30.8	46.2	61.5	0	0	0	39	0.0	0.0	99.9	99.9	0.0	0.0	0.0	99.9				
221	8*	5	9*	5	0	32	56	29.6	18.5	33.3	51.9	0	0	0	35	75.0	0.0	25.0	25.0	0.0	0.0	0.0	75.0				
222	3	25*	4	1	0	26	59	9.1	75.8	12.1	15.2	0	0	0	38	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
223	4	26*	1	1	0	27	59	12.5	81.3	3.1	6.3	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
224	6	24*	2	2	0	25	54	17.6	70.6	5.9	11.8	0	0	0	37	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.0				
225	3	22*	5	2	0	27	57	9.4	68.8	15.6	21.9	0	0	0	38	0.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0				
226	3	22*	6	2	0	26	54	9.1	66.7	18.2	24.2	0	0	0	35	0.0	60.0	40.0	40.0	40.0	0.0	0.0	60.0				
227	3	25*	4	0	0	27	59	9.4	78.1	12.5	12.5	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
228	3	12*	14*	3	0	27	53	9.4	37.5	43.8	53.1	0	0	0	38	0.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0				
229	2	11*	24*	4	0	18	30	4.9	26.8	58.5	68.3	0	0	0	27	0.0	23.1	61.5	76.9	0.0	0.0	0.0	61.5				
230	4	12*	16*	5	0	22	46	10.8	32.4	43.2	56.8	0	0	0	37	40.0	40.0	20.0	20.0	0.0	0.0	0.0	40.0				
231	0	4	36*	7	0	13	10	0.0	8.5	76.6	91.5	0	0	0	17	5.3	0.0	76.9	94.7	0.0	0.0	0.0	76.9				
232	1	26*	5	2	0	25	51	2.9	76.5	14.7	20.6	0	0	0	37	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
233	3	36*	7	0	0	13	28	6.5	78.3	15.2	15.2	0	0	0	27	7.7	69.2	15.4	15.4	0.0	0.0	0.0	69.2				
234	3	30*	2	1	0	23	53	8.3	83.3	5.6	8.3	0	0	0	39	0.0	99.9	0.0	0.0	0.0	0.0	0.0	99.9				
235	6	14*	11*	4	0	24	51	17.1	40.0	31.4	42.9	0	0	0	39	0.0	0.0	0.0	99.9	0.0	0.0	0.0	99.9				
236	3	15*	17*	2	0	22	54	8.1	40.5	45.9	51.4	0	0	0	37	0.0	33.3	66.7	66.7	0.0	0.0	0.0	66.7				
237	1	2	35*	4	0	17	25	2.4	4.8	83.3	92.9	0	0	0	16	5.3	5.3	84.2	89.5	0.0	0.0	0.0	84.2				
238	0	10*	20*	0	0	29	58	0.0	33.3	66.7	66.7	0	0	0	38	0.0	0.0	99.9	99.9	0.0	0.0	0.0	99.9				
239	4	7*	19*	4	0	25	45	11.6	20.6	55.9	67.6	0	0	0	31	25.0	12.5	37.5	50.0	0.0	0.0	0.0	50.0				
240	0	2	30*	3	0	24	54	0.0	5.7	85.7	94.3	0	0	0	38	0.0	0.0	99.9	99.9	0.0	0.0	0.0	99.9				



TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES								SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES								PERCENTAGES				MODE								
	P	T	S	E	O	N	I	IND	P	T	S	E	O	N	I	IND	P	T	S	E	S	E	MO	MO	%				
241	0	5	28*	0	0	26	59	0	0	15.2	84.8	84.8	S	84.8	0	0	2*	0	0	0	0	38	0	0	0.0	99.9	99.9	S	99.9
242	4	15*	13*	1	0	26	56	12.1	45.5	39.4	42.4	T	45.5	0	0	2*	0	0	0	0	38	0	0	0.0	99.9	99.9	S	99.9	
243	4	15*	11*	2	0	27	56	12.5	46.9	34.4	40.6	T	46.9	0	0	2*	0	0	0	0	38	0	0	0.0	99.9	99.9	S	99.9	
244	4	16*	11*	1	0	27	54	12.5	50.0	34.4	37.5	T	50.0	0	0	1*	0	0	0	0	39	0	0	0.0	99.9	99.9	S	99.9	
245	4	15*	11*	2	0	27	57	12.5	46.9	34.4	40.6	T	46.9	0	0	1*	2*	0	0	0	37	0	0	33.3	66.7	66.7	S	66.7	
246	3	13*	14*	1	0	28	57	9.7	41.9	45.2	48.4	S	45.2	0	0	1*	0	0	0	0	39	0	0	0.0	99.9	99.9	S	99.9	
247	2	9*	17*	2	0	29	55	6.7	30.0	56.7	63.3	S	56.7	0	0	1*	0	0	0	0	39	0	0	0.0	99.9	99.9	S	99.9	
248	2	12*	18*	2	0	25	56	5.9	35.3	52.9	58.8	S	52.9	0	0	1*	0	0	0	0	39	0	0	0.0	99.9	99.9	S	99.9	
249	2	10*	20*	2	0	25	52	5.9	29.4	58.8-64.7	S	58.8	0	1*	2*	0	0	0	0	0	37	0	0	33.3	66.7	66.7	S	66.7	
250	0	3	27*	6	0	23	43	0.0	8.3	75.0	91.7	S	75.0	0	0	1*	1*	0	0	0	36	0	0	0.0	50.0	99.9	SE	50.0	
251	2	7*	21*	3	0	26	48	6.1	21.2	63.6	72.7	S	63.6	0	0	3*	0	0	0	0	37	0	0	0.0	99.9	99.9	S	99.9	
252	3	4	26*	3	0	23	47	8.3	11.1	72.2	80.6	S	72.2	0	0	0	9*	0	0	0	31	0	0	0.0	99.9	99.9	S	99.9	
253	2	8*	21*	1	0	27	56	6.3	25.0	65.6	68.8	S	65.6	0	0	2*	0	0	0	0	38	0	0	0.0	99.9	99.9	S	99.9	
254	1	5	25*	6	0	22	35	2.7	13.5	67.6	81.8	S	67.6	0	3*	8*	1	0	0	2	26	0	0	25.0	66.7	75.0	S	66.7	
255	3	5	24*	4	0	23	42	8.3	13.9	66.7	77.8	S	66.7	0	2*	4*	2*	0	0	0	32	0	0	25.0	50.0	75.0	S	50.0	
256	3	25*	5	0	0	26	53	9.1	75.8	15.2	15.2	T	75.8	0	2*	0	0	0	0	1*	37	0	0	66.7	0.0	0.0	T	66.7	
257	1	11*	21*	3	0	23	47	2.8	30.6	58.3	66.7	S	58.3	0	0	5*	0	0	0	0	35	0	0	0.0	99.9	99.9	S	99.9	
258	0	10*	18*	1	0	30	56	0.0	34.5	62.1	65.5	S	62.1	0	0	3*	0	0	0	0	37	0	0	0.0	99.9	99.9	S	99.9	
259	3	18*	10*	0	0	28	55	9.7	58.1	32.3	32.3	T	58.1	0	1*	1*	0	0	0	0	38	0	0	0.0	50.0	50.0	TS	50.0	
260	0	23*	10*	1	0	25	50	0.0	67.6	29.4	32.4	T	67.6	0	1*	1*	0	0	0	0	38	0	0	0.0	50.0	50.0	TS	50.0	
261	1	2	20*	5	0	29	55	3.6	7.1	71.4	89.3	S	71.4	0	0	3*	0	0	0	0	36	0	0	0.0	99.9	99.9	S	99.9	
262	2	10*	17*	5	0	23	50	5.9	29.4	50.0	64.7	S	50.0	0	1*	0	0	0	0	1*	38	0	0	50.0	0.0	50.0	TE	50.0	
263	5	18*	7*	2	0	27	54	15.6	56.3	21.9	28.1	T	56.3	0	1*	0	0	0	0	0	39	0	0	0.0	99.9	0.0	T	99.9	
264	2	21*	13*	4	0	19	40	3.0	52.5	32.5	42.5	T	52.5	0	2*	1*	0	0	0	0	36	25.0	50.0	25.0	25.0	25.0	T	50.0	
265	3	11*	18*	0	0	27	55	9.4	34.4	56.3	56.3	S	56.3	0	0	1*	1*	0	0	0	38	0	0	0.0	50.0	50.0	SE	50.0	
266	2	17*	11*	0	0	28	56	6.7	56.7	36.7	36.7	T	56.7	0	0	0	1*	0	0	0	39	0	0	0.0	99.9	99.9	S	99.9	
267	4	27*	6	0	0	22	50	10.8	73.0	16.2	16.2	T	73.0	0	3*	0	0	0	0	0	37	0	0	99.9	0.0	0.0	T	99.9	
268	3	10*	19*	1	0	26	56	9.1	30.3	57.6	60.6	S	57.6	0	1*	2*	0	0	0	0	37	0	0	33.3	66.7	66.7	S	66.7	
269	7	22*	7	0	0	23	54	19.4	61.1	19.4	19.4	T	61.1	0	2*	0	0	0	0	0	38	0	0	0.0	99.9	0.0	T	99.9	
270	3	23*	8*	0	0	25	55	8.8	67.6	23.5	23.5	T	67.6	0	1*	1*	0	0	0	1*	36	25.0	25.0	25.0	25.0	25.0	MM	0.0	
271	6	24*	3	1	0	25	56	17.6	70.6	8.8	11.8	T	70.6	0	2*	0	0	0	0	0	37	0	0	66.7	0.0	0.0	T	66.7	
272	7*	24*	3	0	0	25	56	20.6	70.6	8.8	8.8	T	70.6	0	2*	0	0	0	0	0	38	0	0	99.9	0.0	0.0	T	99.9	
273	7*	23*	2	0	0	27	56	21.9	71.9	6.3	71.9	T	71.9	0	1*	0	0	0	0	0	39	0	0	0.0	99.9	0.0	T	99.9	
274	0	18*	20*	3	0	18	37	0.0	43.9	48.8	56.1	S	48.8	1*	2*	3*	1	0	0	0	33	14.3	28.6	42.9	57.1	57.1	S	42.9	
275	0	17*	20*	2	0	20	43	0.0	43.6	51.3	56.4	S	51.3	0	2*	4*	0	0	0	0	34	0	0	33.3	66.7	66.7	S	66.7	



WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES												SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES												MODE	
TASK	PERCENTAGES						MODE	PERCENTAGES						MODE	PERCENTAGES						MODE				
	P	T	S	E	O	N		IQ6	INO	P	T	S	E		O	N	IQ2	INO	P	T		S	E	MD	Z
276	4	28*	2	0	0	25*	50	11.8	82.4	I	82.4	0	3*	0	0	0	37	0.0	99.9	0.0	0.0	I	99.9		
277	5	26*	0	1	0	27	55	15.6	81.3	I	81.3	0	2*	0	0	0	38	0.0	99.9	0.0	0.0	I	99.9		
278	5	26*	0	2	0	26	57	15.2	78.8	I	78.8	0	1*	0	0	0	39	0.0	99.9	0.0	0.0	I	99.9		
279	2	18*	26*	3	0	10	26	4.1	36.7	S	53.1	0	5*	4*	2	0	28	0.0	45.5	36.4	36.4	T	45.5		
280	0	19*	14*	1	0	25	56	0.0	55.9	I	55.9	0	1*	0	0	0	39	0.0	99.9	0.0	0.0	T	99.9		
281	2	10*	19*	2	0	26	58	6.1	30.3	S	57.6	0	1*	1*	0	0	37	0.0	33.3	33.3	66.7	MM	0.0		
282	1	11*	21*	4	0	22	44	2.7	29.7	S	56.8	0	2*	2*	0	0	35	0.0	40.0	40.0	60.0	TS	40.0		
283	3	12*	15*	2	0	27	57	9.4	37.5	S	46.9	0	1*	0	0	0	38	50.0	50.0	0.0	0.0	PT	50.0		
284	11*	0	12*	5	0	31	40	39.3	0.0	S	42.9	3*	1	4*	0	4	26	37.5	12.5	50.0	50.0	S	50.0		
285	11*	15*	7	4	0	22	54	29.7	40.5	I	40.5	1*	2*	1*	0	1	34	25.0	50.0	25.0	25.0	T	50.0		
286	3	11*	15*	2	0	28	57	9.7	35.5	S	48.2	0	1*	0	0	0	39	0.0	99.9	0.0	0.0	T	99.9		
287	1	13*	15*	0	0	30	57	3.4	44.8	S	51.7	0	1*	0	0	0	39	0.0	99.9	0.0	0.0	T	99.9		
288	2	3	27*	2	0	25	51	5.9	8.8	S	79.4	0	0	4*	0	0	36	0.0	0.0	99.9	99.9	S	99.9		
289	1	9*	26*	2	0	21	43	2.6	23.7	S	68.4	0	0	3*	0	0	36	0.0	0.0	99.9	99.9	S	99.9		
290	0	12*	25*	2	0	20	45	0.0	30.8	S	64.1	1	1	7*	0	0	31	11.1	11.1	77.8	77.8	S	77.8		
291	1	7*	23*	1	0	27	58	3.1	21.9	S	71.9	0	0	1*	0	0	39	0.0	0.0	99.9	99.9	S	99.9		
292	1	16*	10*	1	0	31	58	3.6	57.1	T	57.1	0	0	1*	0	0	39	0.0	0.0	99.9	99.9	S	99.9		
293	6	17*	8*	1	0	27	57	18.8	53.1	T	53.1	0	2*	1*	0	0	37	0.0	66.7	33.3	33.3	T	66.7		
294	2	9*	17*	3	0	28	54	6.5	29.0	S	54.8	0	0	2*	0	0	38	0.0	0.0	99.9	99.9	S	99.9		
295	0	4	25*	8*	0	22	43	0.0	10.8	S	67.6	0	1	8*	1	0	30	0.0	10.0	80.0	90.0	S	80.0		
296	2	5	29*	15*	0	9	15	3.9	9.8	S	56.9	0	6*	15*	2	0	15	0.0	26.1	65.2	73.9	S	65.2		
297	1	7	23*	5	0	23	50	2.8	19.4	S	63.9	0	0	2*	1*	0	37	0.0	0.0	66.7	100.0	S	66.7		
298	2	5	23*	6	0	23	49	5.6	13.9	S	63.9	0	0	1*	1*	0	36	0.0	0.0	50.0	99.9	SE	50.0		
299	3	1	13*	4	0	30	58	14.3	4.8	S	61.9	2*	0	2*	0	0	36	50.0	0.0	50.0	50.0	PS	50.0		
300	3	21*	8*	2	0	25	58	8.8	61.8	T	61.8	0	0	0	0	1	39	0.0	0.0	0.0	0.0	0.0	0.0		
301	13*	9*	8*	6	0	23	55	36.1	25.0	P	36.1	1*	0	1*	0	0	38	50.0	0.0	50.0	50.0	PS	50.0		
302	11*	10*	9*	5	0	24	53	31.4	28.6	P	31.4	1*	1*	3*	0	0	34	20.0	20.0	60.0	60.0	S	60.0		
303	2	10*	26*	2	0	19	39	5.0	25.0	S	65.0	0	3*	8*	0	0	35	0.0	27.3	72.7	72.7	S	72.7		
304	3	8*	19*	3	0	26	57	9.1	24.2	S	57.6	0	1*	2*	2*	0	38	0.0	20.0	40.0	80.0	SE	40.0		
305	6	10*	15*	1	0	27	59	18.8	31.3	S	46.9	0	0	0	1*	0	39	0.0	0.0	0.0	99.9	E	99.9		
306	8*	12*	10*	4	0	24	56	23.5	35.3	T	35.3	0	0	1*	0	0	39	0.0	0.0	99.9	99.9	S	99.9		
307	4	26*	5	0	0	24	56	11.4	74.3	T	74.3	0	2*	0	0	0	36	0.0	99.9	0.0	0.0	T	99.9		
308	4	20*	7*	3	0	26	56	12.9	64.5	T	64.5	0	0	1*	0	0	38	0.0	0.0	50.0	99.9	SE	50.0		
309	3	24*	3	1	0	28	58	9.7	77.4	T	77.4	0	1*	1*	0	0	38	0.0	50.0	50.0	50.0	TS	50.0		
310	3	26*	2	2	0	26	57	9.1	78.8	T	78.8	0	0	1*	0	0	39	0.0	0.0	99.9	99.9	S	99.9		

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES												SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES												MODE		
	PERCENTAGES						MODE						PERCENTAGES						MODE								
	P	T	S	E	O	N	P	T	S	E	O	N	P	T	S	E	O	N	P	T	S	E	O	N		MD	SE
311	9*	7	14*	6	0	23	49	25.0	19.4	38.9	55.6	S	38.9	1	2*	0	0	0	0	33	16.7	33.3	33.3	50.0	IS	33.3	
312	2	12*	16*	3	0	26	56	6.1	36.4	48.5	57.6	S	48.5	0	1*	0	0	0	0	39	0.0	0.0	99.9	99.9	S	99.9	
313	1	25*	7	5	0	21	48	2.6	65.8	18.4	31.6	I	65.8	0	3*	0	0	0	0	37	0.0	99.9	0.0	0.0	I	99.9	
314	1	20*	19*	5	0	23	36	5.6	27.8	52.8	66.7	S	52.8	0	3*	8*	1	1	0	27	0.0	23.1	61.5	69.2	S	61.5	
315	3	26*	11*	6	0	12	30	6.5	56.5	23.9	37.0	I	56.5	1	10*	0	0	1	0	28	8.3	83.3	0.0	0.0	I	83.3	
316	3	21*	9*	3	0	23	40	8.3	58.3	25.0	33.3	I	58.3	0	5*	2*	0	0	0	33	0.0	71.4	28.6	28.6	I	71.4	
317	1	28*	5	3	0	22	54	2.7	75.7	13.5	21.6	I	75.7	0	5*	1	0	0	33	0.0	71.4	14.3	28.6	I	71.4		
318	6	17*	19*	4	0	19	35	0.0	42.5	47.5	57.5	S	47.5	0	8*	3*	0	1	0	28	0.0	66.7	25.0	25.0	I	66.7	
319	6	19*	13*	3	0	18	40	14.6	46.3	31.7	39.0	I	46.3	1	6*	1	0	0	0	32	12.5	75.0	12.5	12.5	I	75.0	
320	4	22*	12*	7	0	14	15	8.9	48.9	26.7	42.2	I	48.9	4	21*	2	1	0	0	12	14.3	75.0	7.1	10.7	I	75.0	
321	1	20*	12*	5	0	21	40	2.6	52.6	31.6	44.7	I	52.6	0	4*	2*	0	0	0	34	0.0	66.7	33.3	33.3	I	66.7	
322	1	18*	24*	5	0	12	26	0.0	38.3	51.1	61.7	S	51.1	1	8*	8*	1	1	0	20	5.3	42.1	42.1	47.4	IS	42.1	
323	1	10*	32*	5	0	11	31	2.1	20.8	66.7	77.1	S	66.7	0	1	11*	0	0	0	27	0.0	8.3	91.7	91.7	S	91.7	
324	7	32*	5	2	0	12	36	15.2	69.6	10.9	15.2	I	69.6	0	8*	0	0	0	0	31	0.0	99.9	0.0	0.0	I	99.9	
325	4	6	34*	7	0	8	17	7.8	11.8	66.7	80.4	S	66.7	3*	3*	7*	2	0	2	23	20.0	20.0	46.7	60.0	S	46.7	
326	10*	6	12*	5	1	24	33	29.4	17.6	35.3	50.0	S	35.3	3*	2*	2*	0	0	2	31	42.9	28.6	28.6	28.6	P	42.9	
327	12*	23*	11	11	0	3	0	21.1	40.4	19.3	38.6	I	40.4	8*	22*	4	1	0	2	1	22.9	62.9	11.5	14.3	I	62.9	
328	6	7*	17*	3	0	26	45	18.2	21.2	51.5	60.6	S	51.5	1*	0	0	1*	0	0	38	50.0	0.0	0.0	50.0	PE	50.0	
329	6	1	23*	2	0	28	10	18.8	3.1	71.9	78.1	S	71.9	3*	0	8*	1	0	14	14	25.0	0.0	66.7	75.0	S	66.7	
330	1	3	37*	7	0	12	6	2.1	6.3	77.1	91.7	S	77.1	1	2	21*	4	0	6	5	3.6	7.1	75.0	89.3	S	75.0	
331	3	10*	30*	5	0	12	14	6.3	20.8	62.5	72.9	S	62.5	3	4	14*	2	1	3	13	12.5	16.7	58.3	66.7	S	58.3	
332	1	9*	16*	8*	0	26	53	2.9	26.5	47.1	70.6	S	47.1	1*	0	2*	0	0	0	37	33.3	0.0	66.7	66.7	S	66.7	
333	8	8	21*	7	0	15	3	18.2	18.2	47.7	63.6	S	47.7	5	14*	7*	4	0	6	4	16.7	46.7	23.3	36.7	I	46.7	
334	5	11*	15*	13*	0	16	29	11.4	25.0	34.1	63.6	S	34.1	1	6*	4*	3*	0	2	23	7.1	42.9	28.6	50.0	I	42.9	
335	4	7	29*	6	0	13	27	8.7	15.2	63.0	76.1	S	63.0	1	0	12*	2	0	4	21	6.7	0.0	80.0	93.3	S	80.0	
336	17*	14*	10*	7	0	12	8	35.4	29.2	20.8	35.4	P	35.4	6*	11*	6*	0	0	2	15	26.1	47.8	26.1	26.1	I	47.8	
337	1	14*	30*	7	0	8	19	1.9	26.9	57.7	71.2	S	57.7	1	4*	7*	2	0	3	22	7.1	28.6	50.0	64.3	S	50.0	
338	12*	17*	19*	7	0	5	2	21.8	30.9	34.5	47.3	S	34.5	6	18*	7*	2	0	4	1	18.2	54.5	21.2	27.3	I	54.5	
339	6	4	22*	13*	0	15	0	13.3	8.9	48.9	77.8	S	48.9	4	6*	16*	3	0	10	1	13.8	20.7	55.2	65.5	S	55.2	
340	2	4	37*	8	0	9	0	3.9	7.8	72.5	88.2	S	72.5	3	7	22*	5	0	3	0	8.1	18.9	59.5	73.0	S	59.5	
341	5	14*	20*	11*	0	10	16	10.0	28.0	40.0	62.0	S	40.0	3	7*	8*	1	0	0	20	15.8	36.8	42.1	47.4	S	42.1	
342	1	7	30*	12*	0	10	10	2.0	14.0	60.0	84.0	S	60.0	1	5*	16*	2	0	0	16	4.2	20.8	66.7	75.0	S	66.7	
343	16*	11*	17*	9	0	7	2	30.2	20.8	32.1	49.1	I	32.1	4	11*	12*	3	0	2	7	13.3	36.7	40.0	50.0	S	40.0	
344	17*	22*	11	6	0	3	1	30.4	39.3	19.6	30.4	I	39.3	10*	21*	4	0	0	2	2	28.6	60.0	11.4	11.4	I	60.0	
345	5	29*	10*	5	0	9	0	10.2	10.2	59.2	79.6	S	59.2	3	4	18*	3	0	8	3	10.7	14.3	64.3	75.0	S	64.3	

TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES										PERCENTAGES										MODE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
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	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5		1	2	3	4	5	1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
451	2	9*	22*	2	0	24	51	5.7	25.7	62.9	68.6	S	62.9	0	0	3*	0	1	35	0.0	0.0	0.0	75.0	99.9	S	75.0	452	8	32*	12*	1	5	17	3.6	14.5	58.2	80.0	S	58.2	3	5	14*	3	11	11	11.5	19.2	53.8	65.4	S	53.8	453	10*	18*	11*	6	0	14	37	22.2	40.0	24.4	37.8	T	40.0	0	1	1	0	33	71.4	14.3	14.3	14.3	P	71.4	454	3	21*	11*	2	0	22	58	8.1	56.8	29.7	35.1	T	56.8	0	0	0	0	40	0.0	0.0	0.0	0.0	O	0.0	455	3	21*	14*	2	0	19	54	7.5	52.5	35.0	40.0	T	52.5	1*	0	1*	0	38	50.0	0.0	0.0	50.0	PS	50.0	456	2	4	27*	7	0	20	37	5.0	10.0	67.5	85.0	S	67.5	2*	0	7*	0	29	22.2	0.0	77.8	77.8	S	77.8	457	7	13*	15*	4	0	20	45	17.9	33.3	38.5	48.7	S	38.5	0	3*	2*	0	31	0.0	37.5	25.0	62.5	IE	37.5	458	11*	3	17*	8*	0	21	12	28.2	7.7	43.6	64.1	S	43.6	3*	0	3*	1	13	42.9	0.0	42.9	57.1	PS	42.9	459	4	1	30*	9*	0	15	23	9.1	2.3	68.2	88.6	S	68.2	1	0	12*	3	7	17	6.3	0.0	75.0	93.8	S	75.0	460	4	3	31*	10*	0	12	9	8.3	6.3	64.6	85.4	S	64.6	2	1	15*	3	6	13	9.5	4.8	71.4	85.7	S	71.4	461	3	3	20*	8*	0	26	41	8.8	8.8	58.8	82.4	S	58.8	1	1	3*	1	31	16.7	16.7	50.0	66.7	S	50.0	462	6	7	18*	11*	0	18	6	14.3	16.7	42.9	69.0	S	42.9	3	1	14*	4	8	10	13.6	4.5	63.6	81.8	S	63.6	463	2	0	16*	5*	0	37	40	8.7	0.0	69.6	91.3	S	69.6	1*	0	4*	0	32	20.0	0.0	80.0	80.0	S	80.0	464	10*	11*	16*	10*	0	13	20	21.3	23.4	34.0	55.3	S	34.0	4*	6*	4*	5*	1	20	21.1	31.6	21.1	47.4	T	31.6	465	2	2	31*	9*	0	15	43	4.5	4.5	70.5	90.9	S	70.5	0	2*	3*	1	33	0.0	33.3	50.0	66.7	S	50.0	466	2	7	24*	12*	0	14	7	4.4	15.6	53.3	80.0	S	53.3	1	2	12*	6*	4	15	4.8	9.5	57.1	85.7	S	57.1	467	1	2	35*	11*	0	11	26	2.0	4.1	71.4	93.9	S	71.4	2	0	13*	4*	0	21	10.5	0.0	68.4	89.5	S	68.4	468	1	5	32*	10*	0	11	42	2.1	10.4	66.7	87.5	S	66.7	0	2*	3*	1	33	0.0	33.3	50.0	66.7	S	50.0	469	1	4	34*	11*	0	10	23	2.0	8.0	68.0	90.0	S	68.0	0	0	10*	1	29	0.0	0.0	90.9	100.0	S	90.9	470	7	3	22*	9*	0	19	3	17.1	7.3	53.7	75.6	S	53.7	6*	3	12*	5	6	23.1	11.5	46.2	65.4	S	46.2	471	5	6*	12*	6*	0	30	43	17.2	20.7	41.4	62.1	S	41.4	3*	0	3*	1	30	42.9	0.0	42.9	57.1	PS	42.9	472	1	11*	21*	4	0	23	55	2.7	29.7	56.8	67.6	S	56.8	1	1	3*	1	33	16.7	16.7	50.0	66.7	S	50.0	473	3	9*	20*	5	0	23	55	8.1	24.3	54.1	67.6	S	54.1	2*	0	0	1*	37	66.7	0.0	0.0	33.3	PS	66.7	474	3	8*	22*	5	0	22	54	7.9	21.1	57.9	71.1	S	57.9	0	2*	2*	1*	35	0.0	40.0	40.0	60.0	TS	40.0	475	5	2	17*	6*	0	30	25	16.7	6.7	56.7	76.7	S	56.7	2*	0	5*	0	8	25	28.6	0.0	71.4	71.4	S	71.4	476	2	2	35*	5	0	16	20	4.5	4.5	79.5	90.9	S	79.5	1	1	13*	4*	1	20	5.3	5.3	68.4	89.5	S	68.4	477	2	0	33*	7	0	18	26	4.8	0.0	78.6	95.2	S	78.6	1	2	10*	3	1	23	6.3	12.5	62.5	81.5	S	62.5	478	2	3	21*	5	0	29	49	6.5	9.7	67.7	83.9	S	67.7	0	0	5*	1	34	0.0	0.0	83.3	100.0	S	83.3	479	2	2	35*	5	0	15	19	4.5	4.5	79.5	90.9	S	79.5	1	1	9*	4*	0	23	6.7	6.7	60.0	86.7	S	60.0	480	5	2	22*	4	0	24	1-25	13.9	13.9	61.1	72.2	S	61.1	1	0	8*	1	5	25	10.0	0.0	80.0	90.0	S	80.0	481	3	2	36*	7	0	12	8	6.3	4.2	75.0	89.6	S	75.0	0	2	16*	5*	0	4	12	0.0	8.7	69.6	91.3	S	69.6	482	12*	0	10*	3	0	34	39	48.0	0.0	40.0	52.0	P	48.0	2*	0	3*	1	9	26	40.0	0.0	60.0	60.0	S	60.0	483	6	1	24*	4	0	24	11	17.1	2.9	68.6	80.0	S	68.6	3*	2	9*	0	10	13	20.0	13.3	60.0	66.7	S	60.0	484	3	6	26*	13*	0	11	11	6.3	12.5	54.2	81.2	S	54.2	4*	1	11*	4*	2	17	20.0	5.0	55.0	75.0	S	55.0	485	4	0	19*	6*	0	31	11	13.8	0.0	65.5	86.2	S	65.5	2	1	10*	0	16	10	15.4	7.7	76.9	76.9	S	76.9



TASK	WORKER DISTRIBUTION OF SUGGESTED LEARNING SOURCES										SUPERVISOR DISTRIBUTION OF SUGGESTED LEARNING SOURCES										MODE				
	P	T	S	E	O	N	IQ6	IMO	P	T	S	E	O	N	IQ2	IMO	P	T	S	S+E		MD	%		
486	5*	0	12*	3	0	40	41	25.0	0.0	60.0	75.0	S	60.0	3*	0	3*	0	0	6	28	50.0	0.0	50.0	PS	50.0
487	3	8*	17*	8*	0	24	34	8.3	22.2	47.2	69.4	S	47.2	0	1*	3*	1*	0	1	34	0.0	20.0	60.0	S	60.0
488	2	11*	22*	3	0	22	51	5.3	28.9	57.9	65.8	S	57.9	0	0	1*	0	0	1	38	0.0	0.0	99.9	S	99.9
489	11*	11*	16*	9	0	13	4	23.4	23.4	34.0	53.2	S	34.0	9*	10*	4	3	0	6	6	34.6	38.5	15.4	T	38.5
490	8*	12*	14*	4	0	22	45	21.1	31.6	36.8	47.4	S	36.8	2*	2*	2*	2*	0	1	31	25.0	25.0	50.0	MM	0.0
491	10*	6	12*	5	0*	27	41	30.3	18.2	36.4	51.5	S	36.4	6*	2	4*	1	0	1	26	46.2	15.4	30.8	P	46.2
492	15*	7*	9*	3	0	26	22	44.1	20.6	26.5	35.3	P	44.1	10*	2	3	2	0	6	17	58.8	11.8	17.6	P	58.8

TT: 1965

7459

8506

2537

12

8689

17339

594

2409

2147

485

52

624

13294

Table C-7

Supervisor Suggestions (Q10 and Q11)^a

Question 10: Possible to Improve Procedures (Supervisors)

(Part 1) Based on your total experience as a supervisor of General Secretaries, do you feel that for some of their work activities there could be a better or more effective way of doing the activity? That is, of the activities you checked (in Question 2), could an improvement be made on the present way in which General Secretaries typically perform an activity?

Response: Check mark for each task where procedures could be improved.

(Part 2) For those activities checked as possible to improve procedures, suggest the main way for improving such procedures.

Categories of the Response Scale:

- a. Provide a readable, ready-reference handbook or similar guide for use on the job (H).
- b. Expand, correct, or clarify the existing directives on the matter (D).
- c. Improve the content of formal school training on the matter (T).
- d. Provide research or special study for improving the present procedures (R).
- e. I don't know how it might be improved but I think it can (?).
- f. Other (comments to be written in) (O).

Question 11: Poorly Performed Task (Supervisors)

(Part 1) Based on your total experience as a supervisor of General Secretaries do you feel that many General Secretaries perform certain of their activities poorly or unsatisfactorily, even after a reasonable amount of time on the job? That is, of the activities checked (in Question 2), which ones are usually not done by experienced General Secretaries as well as they could be? This is not a rating of individual secretaries, but rather an indication of activities which could be improved under the right circumstances.

^aResponses were summarized only for tasks each supervisor had checked on Q2.

Table C-7 - Continued.

Response: Check mark for each task where performance is generally unsatisfactory.

(Part 2) For those activities checked as poorly performed, suggest the main reason for such performance.

Categories of the Response Scale:

- a. Lack of interest or poor attitude on the part of General Secretaries. (I).
- b. Ineffective job training on the matter, in formal school training programs. (T).
- c. General Secretaries are overburdened with more important matters and do not have time to perform this activity properly. (M).
- d. The activity is an extremely difficult one to master. (D).
- e. I don't know the reason but I believe the general performance by many General Secretaries is poor or unsatisfactory. (?).
- f. Other (comments to be written in) (0).

Each of the 22 columns of Table C-7 is identified below.

Column 113: Number of Group 1 supervisors indicating that an improvement is possible in the way of performing the task.

Column 114: Percent of Group 1 supervisors checking the task (Question I0).

Note: Asterisks (*) appear next to percentage in Column 114 when that percentage represents 10% or more of all supervisors included in Group 1.

Columns 115 through 120: Number of Group 1 supervisors using each category to suggest a way of improving task procedures.

Column 121: Percent of suggestions that cited training content (T) as the main way by which task procedures could be improved.

Table C-7 - Continued

- Column 122: Most common suggestion (mode) given by Group 1 supervisors. As in Table C-6, occasionally more than one suggestion category tied for most common use. The table displays up to two modal categories. More than two modal categories for a task are coded on Table C-7 as "MM", an abbreviation for "multiple modes."
- Column 123: Percent of suggestions that cited the modal category (Column 122) as the main way by which task procedures could be improved.
- Columns 124 through 134: Same as Columns 113 through 123 but for indications and suggested reasons on Question 11, using Group 2 supervisors. Column 132 pertains to "ineffective job training," not necessarily "training content" as in Question 10 and Column 121.

TASK INVENTORIES DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 7: SUPERVISOR
(Q10 & 11) SUGGESTIONS

TASK	POSSIBLE TO IMPROVE				DISTRIBUTION OF MEANS FOR IMPROVEMENT				MODE	POORLY PERFORMED	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE				MODE						
	N	X	H	D	T	R	?	0			XT	MO	X	I		T	M	D	?	0	IT
1	3	7.5	1	2	0	0	0	0	0	0.0	D	66.7	1	2.5	1	0	0	0	100.0	T	100.0
2	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0	1	2.5	0	0	0	0	100.0	T	100.0
3	8	20.0*	2	1	4	0	1	0	0	50.0	T	50.0	1	2.5	0	0	0	0	100.0	T	100.0
4	1	2.5	0	0	0	0	0	0	0	0	?	100.0	1	2.5	0	0	0	0	100.0	T	100.0
5	2	5.0	0	0	1	0	1	0	0	50.0	T?	50.0	2	5.0	1	0	0	1	50.0	T?	50.0
6	8	20.0*	0	5	1	1	1	0	0	12.5	D	62.5	4	10.0*	1	1	0	0	25.0	MM	0.0
7	15	37.5*	3	1	10	0	0	0	0	72.4	T	71.4	4	10.0*	0	1	0	1	33.3	MM	0.0
8	1	2.5	0	0	0	0	0	0	0	0.0	?	100.0	1	2.5	0	0	0	0	100.0	T	100.0
9	1	2.5	0	1	0	0	0	0	0	0.0	?	100.0	6	15.0*	2	0	3	1	0.0	D	50.0
10	1	2.5	0	1	0	0	0	0	0	0.0	D	100.0	3	7.5	0	2	0	1	0.0	D	66.7
11	3	7.5	1	0	2	0	0	0	0	0.0	D	66.7	7	17.5*	2	2	1	0	33.3	IT	33.3
12	3	7.5	1	0	2	0	0	0	0	66.7	T	66.7	5	12.5*	0	3	1	0	60.0	T	60.0
13	2	5.0	0	1	1	0	0	0	0	50.0	DT	50.0	1	2.5	1	0	0	0	100.0	T	100.0
14	1	2.5	0	1	0	0	0	0	0	0.0	D	100.0	2	5.0	0	1	0	0	50.0	T?	50.0
15	3	7.5	2	0	0	0	1	0	0	0.0	D	66.7	1	2.5	1	0	0	0	0.0	T	100.0
16	12	30.0*	3	1	2	3	0	0	0	20.0	HR	30.0	11	27.5*	4	3	1	0	27.3	I	36.4
17	2	5.0	0	1	1	0	0	0	0	50.0	DT	50.0	3	7.5	2	0	0	0	0.0	I	66.7
18	1	2.5	0	0	1	0	0	0	0	100.0	T	100.0	3	7.5	1	1	0	0	0.0	MM	0.0
19	3	7.5	1	1	1	0	0	0	0	33.3	MM	0.0	1	2.5	0	0	0	1	0.0	O	100.0
20	2	5.0	1	0	0	1	0	0	0	0.0	MR	50.0	6	15.0*	2	0	1	0	0.0	ID	33.3
21	1	2.5	1	0	0	0	0	0	0	0.0	H	100.0	2	5.0	1	0	1	0	50.0	T?	50.0
22	1	2.5	0	1	0	0	0	0	0	0.0	D	100.0	3	7.5	1	1	0	0	33.3	MM	0.0
23	2	5.0	1	1	0	0	0	0	0	0.0	HD	50.0	1	2.5	1	0	0	0	0.0	I	100.0
24	1	2.5	0	0	1	0	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0.0	O	0.0
25	3	7.5	3	0	0	0	0	0	0	0.0	H	100.0	0	0.0	0	0	0	0	0.0	O	0.0
26	0	0.0	0	0	0	0	0	0	0	0.0	I	0.0	0	0.0	0	0	0	0	0.0	O	0.0
27	12	30.0*	2	1	7	1	1	0	0	58.3	T	58.3	3	7.5	1	0	0	0	0.0	ID	50.0
28	1	2.5	0	0	0	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0.0	O	0.0
29	1	2.5	1	0	0	0	0	0	0	0.0	H	100.0	2	5.0	1	0	0	0	0.0	ID	50.0
30	0	0.0	0	0	0	0	0	0	0	0.0	I	0.0	1	2.5	1	0	0	0	0.0	I	100.0

TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	N	Σ	H	D	T	R	7	0	Σ	ST		N	Σ	I	T	M	D	7	0	Σ	ST	
31	1	2.5	0	0	0	1	0	0	0.0	R	100.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
32	1	2.5	1	0	0	0	0	0	0.0	H	100.0	1	2.5	0	0	0	0	0	0.0	0.0	0.0	
33	1	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	0.0	M	100.0	
34	3	7.5	2	0	1	0	0	0	33.3	M	66.7	2	5.0	0	2	0	0	0	100.0	I	100.0	
35	3	7.5	0	1	2	0	0	0	66.7	T	66.7	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
36	6	15.0*	0	2	3	0	0	1	50.0	T	50.0	3	7.5	1	0	2	0	0	33.3	D	46.7	
37	1	2.5	0	0	1	0	0	0	100.0	T	100.0	4	10.0*	1	0	1	0	0	0.0	M	0.0	
38	8	20.0*	0	1	7	0	0	0	87.5	T	87.5	8	20.0*	4	2	1	0	1	25.0	I	50.0	
39	3	7.5	0	0	3	0	0	0	100.0	T	100.0	2	5.0	0	1	0	0	0	50.0	TD	50.0	
40	1	2.5	0	1	0	0	0	0	0.0	0	100.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
41	2	5.0	1	0	1	0	0	0	50.0	H	50.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
42	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
43	2	5.0	1	0	0	0	1	0	0.0	H?	50.0	1	2.5	0	0	0	1	0	0.0	?	100.0	
44	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
45	0	0.0	0	0	0	0	0	0	0.0	0	0.0	2	5.0	0	0	2	0	0	0.0	D	100.0	
46	1	2.5	0	1	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
47	0	0.0	0	0	0	0	0	0	0.0	0	0.0	2	5.0	1	1	0	0	0	50.0	IT	50.0	
48	2	5.0	1	0	0	0	1	0	0.0	H?	50.0	1	2.5	0	0	1	0	0	0.0	M	100.0	
49	1	2.5	0	1	0	0	0	0	0.0	D	100.0	1	2.5	0	0	0	0	1	0.0	D	100.0	
50	2	5.0	1	1	0	0	0	0	0.0	HD	50.0	1	2.5	0	1	0	0	0	0.0	M	100.0	
51	2	5.0	0	0	1	0	0	1	50.0	TD	50.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
52	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
53	0	0.0	0	0	0	0	0	0	0.0	0	0.0	3	7.5	0	1	0	1	0	33.3	M	0.0	
54	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
55	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
56	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
57	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
58	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	0	0	0	0	0.0	M	100.0	
59	3	7.5	0	2	1	0	0	0	33.3	D	66.7	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
60	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	
61	12	30.0*	5	0	7	0	0	0	58.3	T	58.3	3	7.5	1	1	1	0	0	33.3	M	0.0	
62	4	10.0*	0	0	4	0	0	0	100.0	T	100.0	14	35.0*	1	5	0	6	0	38.5	D	46.2	
63	3	7.5	1	0	1	0	1	0	33.3	M	0.0	3	7.5	0	0	0	0	0	0.0	D	100.0	
64	1	2.5	1	0	0	0	0	0	100.0	H	100.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
65	0	0.0	0	0	0	0	0	0	0.0	0	0.0	2	5.0	0	1	0	0	0	50.0	TM	50.0	

TASK	POSSIBLE TO IMPROVE										DISTRIBUTION OF MEANS FOR IMPROVEMENT										DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	POORLY PERFORMED					DISTRIBUTION OF REASONS FOR POOR PERFORMANCE					DISTRIBUTION OF MEANS FOR IMPROVEMENT					DISTRIBUTION OF REASONS FOR POOR PERFORMANCE					DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										
	N	%	I	H	D	T	R	?	0	ST	MO	%	MODE	N	%	I	H	D	T	R	?	0	ST	MO	%	MODE					
66	2	5.0	0	1	1	0	0	0	50.0	DT	50.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
67	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	0	0	0	0	100.0	T 100.0							
68	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	0	0	0	1	0	0	0	0	0	100.0	D 100.0						
69	1	2.5	0	1	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
70	1	2.5	0	1	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
71	1	2.5	0	0	0	1	0	0	0.0	R	100.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
72	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	0	0	0	0	0.0	0.0							
73	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	0	0	0	0	100.0	M 100.0							
74	1	2.5	0	1	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	T 100.0							
75	3	7.5	0	1	2	0	0	0	66.7	T	66.7	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
76	4	10.0*	0	2	0	0	1	0	0.0	D	50.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
77	3	7.5	0	0	3	0	0	0	100.0	T	100.0	4	10.0*	1	2	0	0	1	0	0	0	0	50.0	T 50.0							
78	2	5.0	0	2	0	0	0	0	0.0	D	100.0	2	5.0	1	1	0	0	0	0	0	0	0	50.0	T 50.0							
79	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
80	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
81	1	2.5	0	0	0	0	1	0	0.0	? 100.0	0	0	10.0*	0	1	0	0	3	0	0	0	0	25.0	D 75.0							
82	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
83	1	2.5	1	0	0	0	0	0	0.0	H 100.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
84	2	5.0	1	0	1	0	0	0	50.0	HT 50.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
85	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
86	1	2.5	0	1	0	0	0	0	0.0	D 100.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
87	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
88	1	2.5	1	0	0	0	0	0	0.0	H 100.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
89	3	7.5	0	2	1	0	0	0	33.3	D 66.7	1	2.5	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
90	3	7.5	0	0	3	0	0	0	100.0	T 100.0	2	5.0	0	2	0	0	0	0	0	0	0	0	100.0	T 100.0							
91	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
92	2	5.0	0	0	2	0	0	0	100.0	T 100.0	6	15.0*	1	4	0	0	1	0	0	0	0	0	66.7	T 66.7							
93	1	2.5	0	0	1	0	0	0	100.0	T 100.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
94	0	0.0	0	0	0	0	0	0	0.0	0	0.0	1	2.5	0	1	0	0	0	0	0	0	0	100.0	T 100.0							
95	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
96	5	12.5*	1	2	1	0	0	0	25.0	D 50.0	3	7.5	1	0	1	0	1	0	0	0	0	0	0.0	0.0							
97	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
98	2	5.0	1	0	1	0	0	0	50.0	HT 50.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0							
99	0	0.0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0.0							
100	5	12.5*	1	0	4	0	0	0	80.0	T 80.0	11	27.5*	0	11	0	0	0	0	0	0	0	0	100.0	T 100.0							



POSSIBLE TO IMPROVE | DISTRIBUTION OF MEANS FOR IMPROVEMENT | POORLY PERFORMED | DISTRIBUTION OF REASONS FOR POOR PERFORMANCE | MODE

TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT						DISTRIBUTION OF REASONS FOR POOR PERFORMANCE						MODE								
	N	X	M	D	R	?	0	ST	MO	?	N	X		I	T	M	D	?	0	ST	MO
101	0	0.0	0	0	0	0	0	0.0	0.0	0	0	2.5	0	1	0	0	0	0	100.0	T	100.0
102	1	2.5	0	0	0	0	0	0.0	100.0	1	0	2.5	0	1	0	0	0	0	100.0	T	100.0
103	0	0.0	0	0	0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0.0		0.0
104	1	2.5	0	0	0	0	0	100.0	100.0	2	5.0	1	1	0	0	0	0	0	50.0	IT	50.0
105	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
106	1	2.5	0	1	0	0	0	0.0	100.0	1	2.5	0	0	0	0	1	0	0	0.0	0	100.0
107	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
108	5	12.5	1	0	4	0	0	80.0	T	3	7.5	0	2	0	0	0	0	1	66.7	T	66.7
109	3	7.5	0	0	3	0	0	100.0	T	4	10.0	0	3	0	1	0	0	0	75.0	T	75.0
110	1	2.5	0	0	1	0	0	100.0	T	2	5.0	0	2	0	0	0	0	0	100.0	T	100.0
111	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
112	1	2.5	0	0	1	0	0	100.0	T	0	0.0	0	0	0	0	0	0	0	0.0		0.0
113	5	12.5	2	1	2	0	0	40.0	HT	1	2.5	1	0	0	0	0	0	0	0.0		100.0
114	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	1	0	0	0	0	0	0	0.0		100.0
115	1	2.5	0	0	1	0	0	100.0	T	1	2.5	1	0	0	0	0	0	0	0.0		100.0
116	2	5.0	0	0	2	0	0	100.0	T	0	0.0	0	0	0	0	0	0	0	0.0		0.0
117	1	2.5	0	0	1	0	0	100.0	T	2	5.0	0	2	0	0	0	0	0	100.0	T	100.0
118	3	7.5	0	0	3	0	0	100.0	T	3	7.5	0	2	0	1	0	0	0	66.7	T	66.7
119	1	2.5	0	0	1	0	0	100.0	T	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
120	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
121	0	0.0	0	0	0	0	0	0.0	0.0	4	10.0	2	1	1	0	0	0	0	25.0	I	50.0
122	1	2.5	0	0	1	0	0	100.0	T	0	0.0	0	0	0	0	0	0	0	0.0		0.0
123	1	2.5	0	0	1	0	0	100.0	T	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
124	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	0.0	M	100.0
125	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	1	0	0	0	0	0	0	0.0	I	100.0
126	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
127	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
128	1	2.5	0	0	1	0	0	100.0	T	2	5.0	1	0	1	0	0	0	0	0.0	IM	50.0
129	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
130	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	0.0	M	100.0
131	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
132	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
133	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0
134	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	0.0	M	100.0
135	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0		0.0



TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE	
	POSSIBLE TO IMPROVE					DISTRIBUTION OF MEANS FOR IMPROVEMENT					POORLY PERFORMED					DISTRIBUTION OF REASONS FOR POOR PERFORMANCE						
	N	Z	H	D	T	R	?	O	ST	MD	Z	N	Z	I	I	T	M	O	?	Q		ST
136	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	0	1	0	0	0	0.0	M	100.0
137	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	0	1	0	0	0	0.0	M	100.0
138	6	15.0*	2	0	4	0	0	66.7	T	66.7	0	0.0	0	0	0	0	0	0	0	0.0	M	100.0
139	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
140	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
141	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
142	1	2.5	0	0	1	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
143	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
144	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	0.0	M	100.0
145	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
146	0	0.0	0	0	0	0	0	0.0	0.0	0.0	2	5.0	1	0	0	0	0	1	0	0.0	12	50.0
147	4	10.0*	0	1	2	0	1	50.0	T	50.0	3	7.5	0	0	1	0	1	1	0	33.3	M	0.0
148	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	0.0	M	100.0
149	0	0.0	0	0	0	0	0	0.0	0.0	0.0	2	5.0	0	0	1	0	0	0	1	50.0	T	50.0
150	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
151	1	2.5	0	1	0	0	0	0.0	0.0	0.0	1	2.5	0	0	0	1	0	0	0	0.0	M	100.0
152	1	2.5	0	1	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
153	6	15.0*	2	3	0	0	1	0.0	0.0	0.0	7	17.5*	1	2	2	2	0	0	0	28.6	M	0.0
154	3	7.5	0	0	2	0	0	100.0	T	100.0	5	12.5*	1	4	0	0	0	0	0	80.0	T	80.0
155	1	2.5	1	0	0	0	0	0.0	0.0	0.0	3	7.5	1	2	0	0	0	0	0	66.7	T	66.7
156	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0	100.0	T	100.0
157	0	0.0	0	0	0	0	0	0.0	0.0	0.0	3	7.5	2	1	0	0	0	0	0	33.3	I	66.7
158	1	2.5	0	0	0	0	1	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
159	1	2.5	0	0	1	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
160	1	2.5	0	1	0	0	0	0.0	0.0	0.0	2	5.0	1	1	0	0	0	0	0	50.0	IT	50.0
161	1	2.5	0	0	1	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
162	2	5.0	0	1	1	0	0	50.0	DT	50.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
163	1	2.5	0	0	0	0	1	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
164	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	0	0	0	1	0	0.0	?	100.0
165	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
166	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
167	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
168	2	5.0	1	1	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0
169	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	1	0	0	0	0	0	100.0	T	100.0
170	1	2.5	0	0	1	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0



POSSIBLE TO IMPROVE | DISTRIBUTION OF MEANS FOR IMPROVEMENT | MODE | POORLY PERFORMED | DISTRIBUTION OF REASONS FOR POOR PERFORMANCE | MODE

TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT							MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE							MODE						
	N	%	M	D	T	R	? 0		ST	NO	%	N	%	I	V		M	D	? 0	ST	NO	%
171	3	7.5	0	1	1	0	0	0	50.0	DT	50.0	3	7.5	0	2	0	1	0	0	66.7	T	66.7
172	6	15.0*	3	0	3	0	0	0	50.0	HT	50.0	0	0.0	0	0	0	0	0	0	0.0		0.0
173	1	2.5	0	0	1	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	9.0		9.0
174	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
175	3	7.5	1	0	2	0	0	0	66.7	T	66.7	2	5.0	0	0	1	0	1	0	0.0	M?	50.0
176	7	17.5*	1	0	6	0	0	0	85.7	T	85.7	2	5.0	0	2	0	0	0	0	100.0	T	100.0
177	2	5.0	0	0	2	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
178	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
179	11	27.5*	1	0	8	1	0	1	72.7	T	72.7	17	42.5*	1	15	0	1	0	0	88.2	T	88.2
180	6	15.0*	0	0	6	0	0	0	100.0	T	100.0	16	40.0*	0	13	0	3	0	0	81.3	T	81.3
181	6	15.0*	2	0	4	0	0	0	66.7	T	66.7	0	0.0	0	0	0	0	0	0	0.0		0.0
182	4	10.0*	0	0	4	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
183	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
184	4	10.0*	0	0	4	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
185	5	12.5*	0	0	5	0	0	0	100.0	T	100.0	3	7.5	1	1	0	1	0	0	33.3	MM	0.0
186	5	12.5*	0	0	5	0	0	0	100.0	T	100.0	5	12.5*	0	3	0	2	0	0	60.0	T	60.0
187	3	7.5	0	0	3	0	0	0	100.0	T	100.0	5	12.5*	0	2	0	3	0	0	40.0	D	40.0
188	2	5.0	0	0	2	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
189	6	15.0*	0	0	6	0	0	0	100.0	T	100.0	8	20.0*	2	6	0	0	0	0	75.0	T	75.0
190	3	7.5	0	0	3	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
191	5	12.5*	0	0	5	0	0	0	100.0	T	100.0	5	12.5*	0	3	0	2	0	0	60.0	T	60.0
192	4	10.0*	0	0	4	0	0	0	100.0	T	100.0	8	20.0*	2	5	0	0	0	0	62.5	T	62.5
193	3	7.5	0	0	3	0	0	0	100.0	T	100.0	3	7.5	1	2	0	0	0	0	66.7	T	66.7
194	2	5.0	0	0	2	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
195	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
196	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
197	1	2.5	1	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
198	0	0.0	0	0	0	0	0	0	0.0	H	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
199	1	2.5	0	0	1	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
200	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
201	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
202	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
203	1	2.5	0	1	0	0	0	0	100.0	D	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
204	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0
205	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0	0.0		0.0

TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	N	%	I	M	D	T	R	?	0	XT		MO	N	%	I	M	D	?	0	XT	MO	
206	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
207	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
208	4	10.0*	0	0	0	4	0	0	0	100.0	T	4	10.0*	0	4	0	0	0	100.0	T	100.0	
209	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
210	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
211	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
212	2	5.0	0	0	0	2	0	0	0	100.0	T	1	2.5	0	1	0	0	0	100.0	T	100.0	
213	3	7.5	1	1	1	0	0	0	33.3	MM	0	0.0	0	0	0	0	0	0	0.0	0	0.0	
214	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	1	0	0.0	D	100.0	
215	1	2.5	0	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0	0.0	0	0.0	
216	1	2.5	0	0	0	1	0	0	0	100.0	T	1	2.5	0	1	0	0	0	100.0	T	100.0	
217	1	2.5	0	0	0	1	0	0	0	100.0	T	1	2.5	0	1	0	0	0	100.0	T	100.0	
218	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
219	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
220	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
221	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
222	1	2.5	0	0	0	1	0	0	0	100.0	T	1	2.5	0	1	0	0	0	100.0	T	100.0	
223	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
224	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
225	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
226	1	2.5	0	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0	0.0	0	0.0	
227	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
228	1	2.5	0	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0	0.0	0	0.0	
229	2	5.0	0	0	0	2	0	0	0	100.0	T	1	2.5	0	1	0	0	0	100.0	T	100.0	
230	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
231	2	5.0	1	1	0	0	0	0	0	0.0	HD	2	5.0	1	0	0	0	0	0.0	IM	50.0	
232	1	2.5	0	0	0	1	0	0	0	0.0	0	1	2.5	0	1	0	0	0	100.0	T	100.0	
233	2	5.0	1	0	0	1	0	0	50.0	MT	3	7.5	0	2	0	1	0	0	66.7	T	66.7	
234	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
235	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
236	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
237	0	0.0	0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	1	0	0	0	0.0	MT	100.0	
238	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	
239	1	2.5	0	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0	0.0	0	0.0	
240	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0.0	0	0.0	



TASK	POSSIBLE TO IMPROVE							DISTRIBUTION OF MEANS FOR IMPROVEMENT							DISTRIBUTION OF REASONS FOR POOR PERFORMANCE							MODE	
	N	Z	H	D	J	R	P	0	ST	MO	Z	N	Z	I	T	M	D	P	Q	ST	MO	Z	MODE
241	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
242	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
243	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
244	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
245	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
246	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
247	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
248	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
249	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
250	1	2.5	0	1	0	0	0	0	0.0	100.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
251	2	5.0	0	1	1	0	0	0	50.0	DT 50.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0.0
252	0	0.0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
253	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
254	1	2.5	0	1	0	0	0	0	0.0	D 100.0	1	2.5	1	0	0	0	0	0	0	0.0	0.0	0.0	0.0
255	1	2.5	0	0	1	0	0	0	100.0	T 100.0	1	2.5	0	0	0	1	0	0	0	0.0	0.0	0.0	0.0
256	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
257	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
258	1	2.5	0	1	0	0	0	0	0.0	D 100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
259	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
260	2	5.0	0	0	2	0	0	0	100.0	T 100.0	2	5.0	0	1	0	0	0	0	0	50.0	TD 50.0	0.0	0.0
261	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
262	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
263	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
264	2	5.0	0	2	0	0	0	0	0.0	D 100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
265	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
266	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
267	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
268	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
269	1	2.5	0	0	1	0	0	0	100.0	T 100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
270	2	5.0	0	0	2	0	0	0	100.0	T 100.0	2	5.0	1	0	0	0	0	0	0	0.0	0.0	0.0	0.0
271	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
272	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
273	1	2.5	1	0	0	0	0	0	0.0	H 100.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
274	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0
275	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0.0	0.0	0.0



TASK	POSSIBLE TO IMPROVE					DISTRIBUTION OF MEANS FOR IMPROVEMENT					MODE	POORLY PERFORMED					DISTRIBUTION OF REASONS FOR POOR PERFORMANCE					MODE
	N	Σ	H	D	T	R	?	0	ST	MD		Σ	I	T	M	D	?	0	ST	MD	Σ	
276	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
277	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
278	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
279	3	7.5	1	0	0	0	0	0	66.7	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
280	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
281	1	2.5	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
282	0	0.0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0.0	100.0	0.0			
283	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
284	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
285	3	7.5	0	0	3	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
286	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
287	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
288	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
289	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
290	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
291	2	5.0	1	0	1	0	0	0	50.0	HT	0	0.0	0	0	0	0	0.0	0.0	0.0			
292	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
293	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
294	1	3.5	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
295	2	5.0	0	0	2	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
296	1	2.5	1	0	0	0	0	0	0.0	H	0	0.0	0	0	0	0	0.0	0.0	0.0			
297	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
298	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
299	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
300	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
301	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
302	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
303	4	10.0*	1	0	1	0	1	1	25.0	MM	0	0.0	0	0	0	0	0.0	0.0	0.0			
304	0	0.0	0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0.0	0.0	0.0			
305	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	100.0	0.0			
306	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
307	1	2.5	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
308	1	2.5	0	0	1	0	0	0	100.0	T	0	0.0	0	0	0	0	0.0	0.0	0.0			
309	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			
310	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0			

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TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	N	%	H	D	T	R	?	0	ST	MO		%	N	%	I	T	M	D	?	0	ST	
311	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	
312	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	
313	2	5.0	0	1	0	0	0	0	50.0	DT	50.0	1	2.5	0	0	0	1	0	0	0.0	D 100.0	
314	2	5.0	0	1	1	0	0	0	50.0	DT	50.0	2	5.0	0	1	0	1	0	0	50.0	TD 50.0	
315	4	10.0*	1	0	3	0	0	0	75.0	T	75.0	5	12.5*	0	4	0	0	0	1	80.0	T 80.0	
316	2	5.0	0	0	2	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
317	1	2.5	1	0	0	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
318	1	2.5	1	0	0	0	0	0	0.0	H	100.0	4	10.0*	1	2	0	1	0	0	50.0	T 50.0	
319	3	7.5	0	0	3	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T 100.0	
320	7	17.5*	2	0	5	0	0	0	74.4	T	71.4	7	17.5*	2	1	1	0	2	1	14.3	17 28.6	
321	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	1	2.5	0	0	1	0	0	0.0	D 100.0	
322	3	7.5	0	0	3	0	0	0	100.0	T	100.0	3	7.5	0	2	0	1	0	0	66.7	T 66.7	
323	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	
324	3	7.5	0	0	3	0	0	0	100.0	T	100.0	4	10.0*	0	3	0	0	1	0	75.0	T 75.0	
325	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	3	7.5	1	1	0	0	0	33.3	MM 0.0	
326	1	2.5	0	0	1	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
327	7	17.5*	0	1	6	0	0	0	85.7	T	85.7	4	10.0*	0	1	0	0	0	2	33.3	0 66.7	
328	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	1	2.5	1	0	0	0	0	0.0	I 100.0	
329	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	1	2.5	0	1	0	0	0	0.0	M 100.0	
330	2	5.0	0	0	1	0	0	0	50.0	DT	50.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
331	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	1	2.5	1	0	0	0	0	0.0	I 100.0	
332	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	2	5.0	0	0	1	0	1	0.0	DD 50.0	
333	1	2.5	0	0	1	0	0	0	100.0	T	100.0	3	7.5	0	1	1	0	0	1	33.3	MM 0.0	
334	2	5.0	0	0	1	0	1	0	50.0	T?	50.0	6	15.0*	0	1	1	4	0	0	16.7	D 66.7	
335	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0.0	
336	1	2.5	0	0	1	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
337	1	2.5	1	0	0	0	0	0	0.0	H	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
338	5	12.5*	1	1	3	0	0	0	60.0	T	60.0	1	2.5	0	0	0	0	0	1	0.0	D 100.0	
339	1	2.5	1	0	0	0	0	0	0.0	H	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
340	2	5.0	1	0	1	0	0	0	50.0	HT	50.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
341	2	5.0	1	0	1	0	0	0	50.0	HT	50.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
342	3	7.5	0	2	1	0	0	0	33.3	D	66.7	2	5.0	0	0	0	2	0	0	0.0	0 100.0	
343	3	7.5	1	1	1	0	0	0	33.3	MM	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	
344	1	2.5	0	0	1	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	0.0	M 100.0	
345	1	2.5	0	0	0	0	0	1	0.0	0 100.0	0	1	2.5	1	0	0	0	0	0	0.0	I 100.0	



TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	POSSIBLE TO IMPROVE		DISTRIBUTION OF MEANS FOR IMPROVEMENT		POORLY PERFORMED		DISTRIBUTION OF REASONS FOR POOR PERFORMANCE		MODE			POORLY PERFORMED		DISTRIBUTION OF REASONS FOR POOR PERFORMANCE		MODE						
	N	Z	H	D	T	R	0	ST	MO	Z		N	Z	I	T	M	D	?	0	ST	MO	
346	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M	100.0	
347	2	5.0	1	0	1	0	0	50.0	HT	3	7.5	3	0	0	0	0	0	0.0	0.0	I	100.0	
348	0	0.0	0	0	0	0	0	0.0	0.0	3	7.5	0	1	0	1	0	0	0.0	0.0	MM	0.0	
349	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
350	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M	100.0	
351	4	10.0*	4	0	0	0	0	0.0	H	1	2.5	0	0	1	0	0	0	0.0	0.0	M	100.0	
352	1	2.5	0	0	0	0	0	0.0	0	2	5.0	1	0	0	0	1	0	0.0	0.0	I?	50.0	
353	0	0.0	0	0	0	0	0	0.0	0	2	5.0	2	0	0	0	0	0	0.0	0.0	I	100.0	
354	3	7.5	0	0	3	0	0	100.0	T	3	7.5	0	2	0	0	0	0	0.0	0.0	T	100.0	
355	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
356	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
357	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
358	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
359	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0	0	0.0	0.0	0	0.0	
360	1	2.5	1	0	0	0	0	0.0	M	1	2.5	1	0	0	0	0	0	0.0	0.0	0	100.0	
361	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
362	1	2.5	0	0	0	0	0	100.0	T	3	7.5	2	1	0	0	0	0	0.0	0.0	I	66.7	
363	1	2.5	0	1	0	0	0	0.0	D	2	5.0	2	0	0	0	0	0	0.0	0.0	I	100.0	
364	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M	100.0	
365	0	0.0	0	0	0	0	0	0.0	0.0	2	5.0	0	2	0	0	0	0	0.0	0.0	T	100.0	
366	3	7.5	2	0	1	0	0	33.3	H	2	5.0	0	2	0	0	0	0	0.0	0.0	T	100.0	
367	6	15.0*	3	0	3	0	0	50.0	MT	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
368	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
369	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
370	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0	0	0.0	0.0	0	0.0	
371	0	0.0	0	0	0	0	0	0.0	0.0	1	2.5	0	0	0	0	0	0	0.0	0.0	0	0.0	
372	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
373	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
374	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
375	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
376	0	0.0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
377	2	5.0	0	0	2	0	0	100.0	T	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
378	3	7.5	1	0	1	0	0	50.0	HT	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	
379	0	0.0	0	0	0	0	0	0.0	0.0	2	5.0	0	0	1	1	0	0	0.0	0.0	MO	50.0	
380	3	7.5	0	0	2	0	0	100.0	T	2	5.0	0	2	0	0	0	0	0.0	0.0	T	100.0	



POSSIBLE TO IMPROVE | DISTRIBUTION OF MEANS FOR IMPROVEMENT | MODE | POORLY PERFORMED | DISTRIBUTION OF REASONS FOR POOR PERFORMANCE | MODE

TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	N	Σ	H	0	T	R	?	0	ΣT	MD		Σ	N	Σ	I	T	M	D	?	0	ΣT	
381	2	5.0	1	0	1	0	0	0	50.0	HT	50.0	1	2.5	0	1	0	0	0	100.0	T	100.0	
382	3	7.5	2	0	1	0	0	0	33.3	H	66.7	0	0.0	0	0	0	0	0	0.0		0.0	
383	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
384	5	12.5*	3	0	1	0	0	0	25.0	H	75.0	2	5.0	0	2	0	0	0	100.0	T	100.0	
385	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
386	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
387	1	2.5	0	1	0	0	0	0	0.0	D	100.0	0	0.0	0	0	0	0	0	0.0		0.0	
388	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
389	3	7.5	2	0	1	0	0	0	33.3	H	66.7	5	12.5*	0	4	0	1	0	80.0	T	80.0	
390	1	2.5	0	0	0	0	0	1	0.0	0	100.0	0	0.0	0	0	0	0	0	0.0		0.0	
391	5	12.5*	2	1	2	0	0	0	40.0	HT	40.0	2	5.0	0	0	0	2	0	0		0	
392	7	17.5*	1	0	6	0	0	0	85.7	T	85.7	8	20.0*	2	2	0	0	4	0	25.0	T	50.0
393	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	0	1	0	0	0.0		0.0	
394	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
395	1	2.5	0	0	1	0	0	0	100.0	T	100.0	1	2.5	0	0	1	0	0	0.0		0.0	
396	2	5.0	0	0	2	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
397	2	5.0	0	0	2	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
398	2	5.0	0	0	2	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
399	3	7.5	0	0	3	0	0	0	100.0	T	100.0	2	5.0	0	1	0	1	0	0	50.0	TD	50.0
400	5	12.5*	0	0	5	0	0	0	100.0	T	100.0	0	0.0	0	0	0	0	0	0	0.0		0.0
401	4	10.0*	1	0	3	0	0	0	75.0	T	75.0	3	7.5	0	3	0	0	0	0	100.0	T	100.0
402	0	0.0	0	0	0	0	0	0	0.0		0.0	2	5.0	1	0	0	0	0	0.0		0.0	
403	1	2.5	0	0	1	0	0	0	100.0	T	100.0	3	7.5	0	1	0	2	0	0	0		0
404	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	0	0	0	0	0.0		0.0	
405	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	1	0	0	0	0	0.0		0.0
406	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
407	0	0.0	0	0	0	0	0	0	0.0		0.0	2	5.0	0	1	0	0	0	0	50.0	TD	50.0
408	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
409	5	12.5*	1	0	4	0	0	0	80.0	T	80.0	0	0.0	0	0	0	0	0	0.0		0.0	
410	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
411	0	0.0	0	0	0	0	0	0	0.0		0.0	0	0.0	0	0	0	0	0	0.0		0.0	
412	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
413	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
414	0	0.0	0	0	0	0	0	0	0.0		0.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0
415	1	2.5	0	0	1	0	0	0	100.0	T	100.0	1	2.5	0	1	0	0	0	0	100.0	T	100.0



TASK	DISTRIBUTION OF MEANS FOR IMPROVEMENT										DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	POSSIBLE TO IMPROVE					MODE					POORLY PERFORMED					MODE					
	N	Z	H	D	T	R	7	0	ST	MD	Z	N	Z	I	T	M	D	7	0	ST	
451	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0.0	0.0
452	0	0.0	0	0	0	0	0	0.0	0.0	0.0	3	7.5	0	1	2	0	0	0	0	33.3	M
453	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
454	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
455	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
456	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
457	1	2.5	1	0	0	0	0	0.0	100.0	H	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
458	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
459	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
460	1	2.5	0	1	0	0	0	0.0	100.0	D	1	2.5	0	0	1	0	0	0	0.0	0.0	M
461	0	0.0	0	0	0	0	0	0.0	0.0	0.0	2	5.0	1	0	1	0	0	0	0.0	0.0	IM
462	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
463	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
464	3	7.5	2	0	1	0	0	33.3	66.7	H	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
465	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
466	1	2.5	0	1	0	0	0	0.0	100.0	D	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
467	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	1	0	0	0	0	0	0.0	0.0	I
468	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	1	0	0	0	0	0	0.0	0.0	I
469	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
470	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
471	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M
472	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
473	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
474	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M
475	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
476	1	2.5	0	1	0	0	0	0.0	100.0	D	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
477	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
478	1	2.5	0	0	1	0	0	100.0	100.0	T	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
479	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
480	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
481	0	0.0	0	0	0	0	0	0.0	0.0	0.0	2	5.0	0	0	2	0	0	0	0.0	0.0	M
482	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
483	0	0.0	0	0	0	0	0	0.0	0.0	0.0	1	2.5	0	0	1	0	0	0	0.0	0.0	M
484	1	2.5	0	0	0	0	0	0.0	100.0	D	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0
485	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0.0



TASK	POSSIBLE TO IMPROVE										DISTRIBUTION OF MEANS FOR IMPROVEMENT										MODE	POORLY PERFORMED										DISTRIBUTION OF REASONS FOR POOR PERFORMANCE										MODE
	N	S	H	D	T	R	?	0	ST	MO	S	N	S	I	T	M	D	?	0	ST		MO	S	N	S	I	T	M	D	?	0	ST	MO	S								
486	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		
487	1	2.5	0	1	0	0	0	0.0	0-100.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		
488	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		
489	3	7.5	0	0	3	0	0	0	100.0	100.0	2	5.0	1	1	0	0	0	0	0	50.0	0	0.0	1	1	0	0	0	0	50.0	IT	50.0	IT	50.0	IT	50.0	IT	50.0	IT	50.0	IT		
490	1	2.5	0	0	1	0	0	0	100.0	100.0	0	0.0	0	0	0	0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		
491	0	0.0	0	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		
492	1	2.5	0	0	0	0	0	0.0	0	100.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0.0	0.0		

TOTALS: 120 91 368 13 19 12

104 236 75 84 18 27

Table C-8

Summary of Tasks by Percent of Workers Performing

Based on the 60 workers in Group 1 answering Question 1, Table C-8 summarizes the tasks performed by varying percentages of those persons. This shows 269 of the 492 tasks were performed by fewer than 20% of the workers. Tasks on which 50% or more of the workers indicated performance numbered 108.

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TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE #1 SUMMARY OF TASKS BY
(Q1) PERCENT PERFORMING

PERCENTAGE RANGE	NO. TASKS	TASK NUMBERS
0 - 9	165	1 10 13 21 23 24 28 41 45 44 51 53 55 57 60 64 66 67 68 69 70 71 73 80 81 85 87 93 94 102 103 106 111 114 117 122 124 130 131 134 136 137 140 143 145 146 150 151 154 158 162 165 169 170 171 173 177 178 183 186 195 199 200 201 202 204 207 209 210 211 212 214 216 217 220 222 223 224 225 226 227 232 234 236 238 241 245 246 247 248 252 253 255 256 257 258 259 260 261 265 266 268 269 270 271 272 273 277 278 280 281 283 286 287 288 289 291 292 293 294 297 298 299 300 301 302 305 306 307 308 309 310 313 317 318 321 322 324 326 327 328 329 330 331 332 334 336 339 340 341 342 421 422 425 431 436 441 446 451 454 455 472 473 474 478 488
10 - 19	104	8 9 12 14 19 22 31 32 33 35 40 43 47 49 52 54 56 58 65 79 88 89 91 95 101 105 108 109 110 112 116 127 129 132 139 144 148 152 155 160 166 167 168 174 184 194 197 203 205 206 215 218 221 228 230 235 240 242 243 244 249 250 251 254 262 263 264 267 274 275 276 282 285 290 303 304 311 312 314 315 316 319 355 357 368 373 381 388 396 403 405 412 415 419 426 427 428 434 444 450 453 465 468 487
20 - 29	57	2 3 4 18 20 25 29 50 42 50 59 74 82 97 98 99 104 113 115 133 141 157 159 164 172 182 191 196 198 213 219 239 295 322 323 324 326 328 350 358 377 382 397 400 414 429 432 435 443 448 456 457 461 463 471 486 490
30 - 39	32	5 11 26 39 44 63 72 90 107 119 123 125 142 161 175 176 208 229 231 233 237 279 335 337 365 378 408 452 467 469 475 479
40 - 49	26	15 17 36 37 75 76 77 83 100 116 121 126 154 163 181 284 320 325 334 341 354 359 406 477 480 491
50 - 59	26	6 16 61 76 84 92 120 135 147 166 167 193 296 300 391 398 399 440 442 459 464 476 482 483 485 492
60 - 69	29	7 27 34 48 86 96 138 149 153 185 189 190 329 331 336 342 347 353 363 366 386 390 417 423 424 439 447 484 489
70 - 79	24	62 128 180 192 240 349 351 352 360 375 376 389 404 409 411 418 430 433 445 449 458 460 462 461
80 - 89	15	36 179 330 333 338 343 345 356 393 394 407 420 437 466 470
90 - 100	14	327 339 344 246 348 361 362 367 384 392 395 401 402 438



Table C-9

Summary of Tasks by Percent of Supervisors

Desiring Performance

Based on all 80 supervisors in both Groups 1 and 2 answering Question 2, Table C-9 summarizes the tasks that varying percentages of those persons said should be performed by their workers. The table notes 247 of the 492 tasks were checked as relevant by fewer than 20% of the supervisors. Tasks on which 50% or more of the supervisors desired performance numbered 119.

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TASK INVENTORY DATA SUMMARY
SECRETARIES - COMPOSITE

TABLE 9: SUMMARY OF TASKS BY
(02) PRCTM DESIRING PERF

PERCENTAGE RANGE	IND. TASKS	TASK NUMBERS
0 - 9	140	28 46 54 60 64 68 70 71 73 85 87 93 94 103 106 124 130 134 136 137 139 143 145 146 148 150 151 168 178 183 195 197 199 200 201 202 203 204 205 206 207 209 210 211 212 214 215 216 217 218 220 222 223 224 225 226 227 228 232 234 235 236 238 240 241 242 243 244 245 246 247 248 249 250 253 256 257 258 259 260 261 262 263 265 266 267 268 269 271 272 273 275 276 277 278 280 281 283 286 287 288 291 292 293 294 297 300 301 304 305 306 307 308 309 310 312 321 328 332 357 364 368 369 371 372 374 383 385 387 412 413 416 419 421 436 451 454 455 473 488
10 - 19	107	1 8 10 13 14 19 21 24 29 31 32 41 42 45 47 51 52 53 55 56 57 66 67 69 79 80 88 91 95 97 99 101 102 111 114 117 122 127 131 132 140 144 158 159 160 162 165 166 167 169 170 173 174 177 188 194 213 219 221 230 251 252 255 264 270 274 282 285 289 290 298 299 302 311 313 316 317 324 326 350 353 370 373 379 388 405 410 414 415 422 425 426 427 428 431 432 441 446 450 453 463 465 468 472 474 478 487
20 - 29	58	2 4 12 23 30 33 35 40 43 65 81 89 90 98 105 108 110 112 115 119 129 133 141 152 155 156 161 164 176 184 196 198 208 239 254 279 295 303 314 315 318 319 358 365 377 382 397 403 429 434 444 456 457 461 469 471 486 490
30 - 39	43	9 18 20 22 25 26 39 44 49 50 58 59 63 83 109 116 118 123 142 149 157 163 171 172 182 191 229 233 323 334 335 378 381 396 398 400 408 435 443 448 475 482 491
40 - 49	25	5 17 36 37 72 74 82 84 100 104 107 125 126 147 154 175 284 322 325 337 354 467 477 479 480
50 - 59	35	3 11 15 77 92 113 120 121 135 153 181 186 231 237 296 329 331 336 341 342 359 366 380 386 391 399 442 452 459 464 466 476 483 484 492
60 - 69	34	6 7 16 34 48 62 75 76 96 138 185 187 189 190 193 320 349 351 353 375 376 390 394 406 409 417 430 439 440 449 458 460 481 485
70 - 79	23	27 61 78 86 128 179 180 192 347 360 363 389 393 404 420 423 424 433 438 445 447 462 489
80 - 89	20	38 330 333 339 343 344 345 346 352 356 361 362 392 395 402 407 411 418 437 470
90 - 100	7	327 338 340 348 367 384 401



APPENDIX D

TASK STATEMENTS NOT INCLUDED IN TABLE 1

Table 1 contains only those 297 tasks which were judged to be of reasonable relevance to the occupation of General Secretary. Other tasks in the total listing of 492 secretarial science tasks were apparently more appropriate to other job types within the occupational field. These 195 omitted tasks are listed here to permit identification with data in Appendix C.

These 195 tasks were the ones on which large numbers of either the workers or the supervisors indicated that the task was not or should not be performed by General Secretaries. This selection was made when less than 10% of the Group 1 workers indicated they perform a task (Question 1), or less than 10% of all supervisors indicated their workers should perform a task (Question 2). Thus, if more than five workers and more than seven supervisors had checked a task, then it was included in the Table 1 summaries.

	Percent Who Now Do	
	Actual, by Workers %	Desired by Supervisors %
DUTY A: ORGANIZING AND PLANNING		
1. Advise contractors on procedures, limitations, requirements and delivery schedules.	3	15
10. Decide charges on work done.	5	16
13. Determine eligibility of individuals for training.	2	18
21. Draft policy recommendations for submission to higher authority.	8	19
23. Establish operating procedures for suspense files.	5	21

	<u>Actual, by Workers</u>	<u>Desired, by Supervisors</u>
	%	%
24.) Establish performance standards.	0	14
28. Help plan advertising campaigns.	5	6
41. Prepare bids (for contract).	7	12
45. Revise the organizational structure of clerical employees.	8	14
46. Secure quotations from brokers.	3	9
51. Schedule on-the-job training.	3	18
DUTY B: SUPERVISING AND IMPLEMENTING		
53. Address a meeting of employees.	2	12
54. Apply for group insurance.	13	8
55. Approve requisitions made out by others.	5	10
57. Assign personnel to job positions.	2	15
60. Buy bonds upon request of employer.	5	8
64. Compose legal papers.	7	8
66. Conduct conferences or briefings.	0	10
67. Conduct personnel meetings.	2	10
68. Conduct personnel utilization surveys.	0	5
69. Counsel and advise personnel on training programs.	2	14
70. Counsel personnel on promotion criteria and status.	0	4
71. Discharge employees.	2	5

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
73. Give dictation to other office workers.	2	9
80. Initiate request for personnel replacements.	7	12
81. Investigate causes of trouble between employees.	8	21
85. Operate public-address system.	7	9
87. Oversee workmen (e.g., carpenters, electricians).	3	9
93. Prepare and review registers of transactions.	5	9
94. Prepare proxies.	7	4
102. Reprimand employees.	3	12
103. Select individuals for specialized training.	0	8
106. Sell stocks upon request of employer.	2	2
111. Supervise the preparation of contracts or purchase orders.	5	14
114. Supervise the maintenance of publications in stock.	0	16
117. Supervise stenographers.	2	10

DUTY C: COORDINATING AND PERFORMING PERSONAL ACTIVITIES FOR EMPLOYER

122. Arrange with bank for funds to be wired or cabled.	5	10
124. Balance employer's personal checking account.	3	5
130. Keep lists of employer's personal property up to date.	7	5

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	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
131. Keep list of credit card numbers.	5	14
134. Make arrangements for repairs on employer's personal property (car).	5	1
136. Make list of personal stocks, notes, or collateral of employer.	0	4
137. Make out household or personal checks for employer.	5	2
139. Obtain credit cards for employer.	12	9
140. Obtain information and papers for foreign travel for employer.	7	12
143. Pick up and deliver employer at airport.	3	6
145. Record stock quotations--watch market.	0	2
146. Scan newspapers, magazines, and trade journals for employer.	7	8
148. Shop for employer.	17	8
150. Sign personal checks for employer.	3	1
151. Take care of employer's personal insurance (e.g., auto, life or home).	5	4
DUTY D: INSPECTING AND EVALUATING		
156. Evaluate employee's work.	7	25
158. Evaluate training effectiveness.	0	11
162. Inspect tally sheets on various jobs.	7	11
165. Investigate reference (personal or financial).	8	11

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
168. Review records for compliance with labor laws.	10	8
169. Review training progress of employees.	2	12
DUTY E: TRAINING		
170. Administer or proctor personnel tests.	8	15
171. Conduct on-the-job training of office personnel.	5	34
173. Demonstrate how to locate technical information.	7	18
177. Prepare manuscripts for training sessions.	5	14
178. Teach training class of employees.	2	9
DUTY F: PERFORMING STENOGRAPHIC ACTIVITIES		
183. Operate shorthand machine.	2	6
188. Transcribe (type) from shorthand machine tape (stenograph).	7	14
DUTY G: PERFORMING BOOKKEEPING AND ACCOUNTING ACTIVITIES		
195. Act as deputy on safe deposit box.	5	6
197. Administer small purchases such as credit card charges and blanket purchase agreements.	12	8
199. Approve customers' checks, charge purchases, etc.	8	9
200. Approve monthly group insurance bills.	7	2

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
	8	8
201. Age the accounts receivable..	3	2
202. Arrange for insurance policies.	7	5
203. Ascertain availability of funds.	10	9
204. Do preliminary work, for income tax return.	7	4
205. Calculate deductions (Income Tax, FICA, Insurance).	13	1
206. Close ledger accounts.	15	6
207. Control the safekeeping of monies, bonds, or sealed bids.	8	8
209. Compute amount and percent of markup or loss.	5	1
210. Compute depreciation.	3	1
211. Compute dividends.	3	1
212. Compute interest rates.	3	4
214. Compute property or income taxes.	3	2
215. Compute sales tax.	12	8
216. Compute trade and cash discount.	3	9
217. Convert figures to metric system.	2	4
218. Count money to verify cash register returns.	10	9
220. Deposit wills and valuables for clients.	5	1
222. Establish depreciation schedules for equipment.	3	4
223. Figure discount on maturity rates.	2	1

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
	8	8
224. Figure extensions.	5	5
225. Figure insurance rates.	2	2
226. Figure inventory (value).	3	9
227. Figure market value of investment and portfolios.	2	1
228. Handle collection of outstanding debts (accounts receivable).	13	4
232. Interpret financial figures into a summary statement..	7	9
234. Keep books which supply data for income tax for company, trusts, etc.	7	2
235. Keep cash account.	13	6
236. Keep charts of sales records.	8	6
238. Keep insurance register.	0	2
240. Keep record of territory assigned salesmen.	10	2
241. Keep records pertaining to employees belonging to unions.	2	4
242. Keep records pertaining to FICA tax (Social Security).	12	4
243. Keep records pertaining to state and federal unemployment tax.	10	2
244. Keep records pertaining to income taxes.	10	2
245. Keep records pertaining to sales tax.	8	4
246. Keep records pertaining to State Industrial Insurance.	0	2
247. Keep records of bad debts.	3	2

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
248. Keep wage and sales comparison records..	7	1
249. Maintain individual employee's earnings records.	15	5
250. Maintain list of authorized signatures.	10	9
252. Maintain price lists and make necessary changes.	5	11
253. Maintain records on rental real estate.	2	4
255. Make arrangements for freight express.	3	12
256. Make "combined-journal" entries.	3	4
257. Make contracts for supplies, services, etc.	7	9
258. Make decisions on discounts allowable.	2	6
259. Make entries directly to accounts if business does not use journals.	3	4
260. Make financial graphs.	8	8
261. Make lists of contents of office safe or safe deposit box and keep it up to date.	0	8
262. Make out monthly statements.	17	5
263. Make out withholding tax statements at the end of year (W-2 forms).	12	2
265. Operate check writer protector.	8	2
266. Operate classification boards.	0	1
267. Operate full-bank adding machine.	10	8
268. Post data on daily sales sheets by department.	5	4

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	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
269. Post (transfer) entries from journals to a ledger (group of accounts).	7	6
270. Prepare accounting data for transmittal to computer center.	5	10
271. Prepare a trial balance at end of month of fiscal period (prove equality in ledger).	7	5
272. Prepare balance sheet.	7	5
273. Prepare capital statement.	0	2
275. Prepare expense reports to clear company advances.	10	9
276. Prepare journal or ledger entries.	10	6
277. Prepare post and closing trial balance.	2	2
278. Prepare profit and loss statement (Income Statement).	2	1
280. Prepare salesmen's commission statements.	7	1
281. Prepare sales slips.	2	8
283. Prove cash daily.	5	6
286. Record cash register tapes.	2	4
287. Record daily sales on unit control forms.	3	1
288. Record daily shipments.	8	6
289. Record inventory records on proper forms.	7	12
291. Receive and disburse trust memos.	2	4
292. Receive and disburse funds for guardianships and estates.	3	1

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
293. Rule journals or ledger accounts.	5	4
294. Secure letters of credit from banks.	3	5
297. Send out credit memos for goods returned.	5	5
298. Send out invoices for payment due.	7	10
299. Sign checks.	7	10
300. Systematize and record items deductible from income tax on business.	2	1
301. Take care of bankbook.	2	8
302. Take care of checkbook and stubs.	7	12
304. Total weekly or monthly sales.	10	6
305. Type bank reconciliations.	2	1
306. Use check register.	5	4
307. Use ledger accounts with "balance" column (balance form).	8	6
308. Use voucher register.	2	4
309. Work with city or county tax statements.	5	4
310. Work with subsidiary ledgers.	0	1
312. Write checks for payroll.	12	1

DUTY H: PREPARING FORMS AND PUBLICATIONS

313. Compose news items or magazine articles (newspapers, trade publications, house organs, etc.).	8	10
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	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
317. Operate illuminated drawing board (mimeoscope).	3	12
318. Prepare or revise pamphlets and catalogs.	8	24
321. Plan layout and makeup.	5	8
DUTY I: PERFORMING RECEPTIONIST ACTIVITIES		
328. Assist with publicity for charity and other drives.	25	8
332. Give news information to reporters.	5	8
DUTY J: PERFORMING CLERICAL ACTIVITIES		
357. Have legal papers recorded.	15	9
364. Operate addressograph.	7	5
368. Operate key-driven machine (such as comptometer).	10	6
369. Operate key punch machine.	3	4
370. Operate microfilm reader.	8	12
371. Operate microfilm recorder.	2	5
372. Operate microfilm reproducer.	3	8
374. Operate offset duplicator (e.g., multilith).	2	8
379. Operate switchboard (PBX).	8	16
383. Operate teletype.	3	6
385. Operate vari-type machine.	3	4
387. Prepare code sheets for converting personnel data to punch cards.	8	6

	<u>Actual, by Workers</u>	<u>Desired by Supervisors</u>
410. Type insurance policies or forms.	7	11
412. Type legal acknowledgements.	13	6
413. Type legal affidavits.	8	5
418. Type legal sales contracts.	8	9
419. Type powers of attorney.	12	6
421. Type real estate papers.	5	4
422. Use microfilm equipment.	5	12
425. Verify and update information on punch cards and machine listing.	7	14
DUTY K: MAINTAINING FILES AND LIBRARY		
431. Establish or maintain a reference library.	8	19
436. Establish operating procedures for reference libraries.	0	6
441. Maintain library card catalog.	5	11
446. Revise stock lists.	7	12
451. Submit receiving reports for new library books.	2	6
454. Use magnetic filing equipment.	0	0
455. Use motorized filing equipment.	0	4
DUTY L: PERFORMING MAIL ROOM ACTIVITIES		
472. Operate and keep postage meter record.	5	19
473. Operate automatic letter opener.	7	5
474. Operate mailing sealer	5	14
478. Recall mail from post office.	7	15
488. Use franking-permit privileges (right to send free mail).	3	8

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