

Know-How DEFINITIONS

DEFINITION: Know-How is the sum total to every kind of skill, however acquired, required for acceptable job performance. This sum total which comprises the overall "savvy" has 3 dimensions — the requirements for:

- 1** Practical procedures, specialized techniques, and scientific disciplines.
- 2** Know-How of integrating and harmonizing the diversified functions involved in managerial situations occurring in operating, supporting, and administrative fields. This Know-How may be exercised consultatively (about management) as well as executively and involves in some combination the areas of organizing, planning, executing, controlling and evaluating.
- 3** Active, practicing, face-to-face skills in the area of human relationships (as defined at right).

MEASURING KNOW-HOW: Know-How has both scope (variety) and depth (thoroughness). Thus, a job may require some knowledge about a lot of things, or a lot of knowledge about a few things. The total Know-How is the combination of scope and depth. This concept makes practical the comparison and weighing of the total Know-How content of different jobs in terms of: "How much knowledge about how many things."

3 HUMAN RELATIONS SKILLS

- 1. BASIC:** Ordinary courtesy and effectiveness in dealing with others.
- 2. IMPORTANT:** Understanding, influencing, and/or serving people are important, but not critical considerations.
- 3. CRITICAL:** Alternative or combined skills in understanding, selecting, developing and motivating people are important in the highest degree.

KNOW-HOW

| | | MANAGERIAL KNOW-HOW | | | | | | | | | | | |
|--|-----------------------------------|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | | I. MINIMAL | | | II. RELATED | | | III. DIVERSE | | | IV. BROAD | | |
| | | 1 | 2 | 3 | 1 | 2 | 3 | 1 | 2 | 3 | 1 | 2 | 3 |
| SCIENTIFIC DISCIPLINES PRACTICAL PROCEDURES TECHNICAL SKILLS | A. PRIMARY | 50 57 64 | 57 64 71 | 64 71 78 | 64 71 78 | 71 78 85 | 78 85 92 | 78 85 92 | 85 92 99 | 92 99 106 | 92 99 106 | 99 106 113 | 106 113 120 |
| | B. ELEMENTARY VOCATIONAL | 71 78 85 | 78 85 92 | 85 92 99 | 78 85 92 | 85 92 99 | 92 99 106 | 85 92 99 | 92 99 106 | 99 106 113 | 92 99 106 | 99 106 113 | 106 113 120 |
| | C. VOCATIONAL | 85 92 99 | 92 99 106 | 99 106 113 | 85 92 99 | 92 99 106 | 99 106 113 | 85 92 99 | 92 99 106 | 99 106 113 | 92 99 106 | 99 106 113 | 106 113 120 |
| | D. ADVANCED VOCATIONAL | 99 106 113 | 106 113 120 | 113 120 127 | 99 106 113 | 106 113 120 | 113 120 127 | 99 106 113 | 106 113 120 | 113 120 127 | 99 106 113 | 106 113 120 | 113 120 127 |
| | E. BASIC TECHNICAL-SPECIALIZED | 113 120 127 | 120 127 134 | 127 134 141 | 113 120 127 | 120 127 134 | 127 134 141 | 113 120 127 | 120 127 134 | 127 134 141 | 113 120 127 | 120 127 134 | 127 134 141 |
| | F. SEASONED TECHNICAL-SPECIALIZED | 127 134 141 | 134 141 148 | 141 148 155 | 127 134 141 | 134 141 148 | 141 148 155 | 127 134 141 | 134 141 148 | 141 148 155 | 127 134 141 | 134 141 148 | 141 148 155 |
| | G. TECHNICAL-SPECIALIZED MASTERY | 141 148 155 | 148 155 162 | 155 162 169 | 141 148 155 | 148 155 162 | 155 162 169 | 141 148 155 | 148 155 162 | 155 162 169 | 141 148 155 | 148 155 162 | 155 162 169 |
| | H. PROFESSIONAL MASTERY | 169 176 183 | 176 183 190 | 183 190 197 | 169 176 183 | 176 183 190 | 183 190 197 | 169 176 183 | 176 183 190 | 183 190 197 | 169 176 183 | 176 183 190 | 183 190 197 |
| | | KH | | | PS | | | AC | | | TOTAL | | |
| | | 152 | | | | | | | | | | | |
| | | SUPERVISOR KEY PUNCH | | | | | | | | | | | |
| | | 304 | | | | | | | | | | | |
| | | ACTUARIAL SPECIALIST RESEARCH ASSOCIATE | | | | | | | | | | | |
| | | 700 | | | | | | | | | | | |
| | | AREA MANAGER | | | | | | | | | | | |

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