

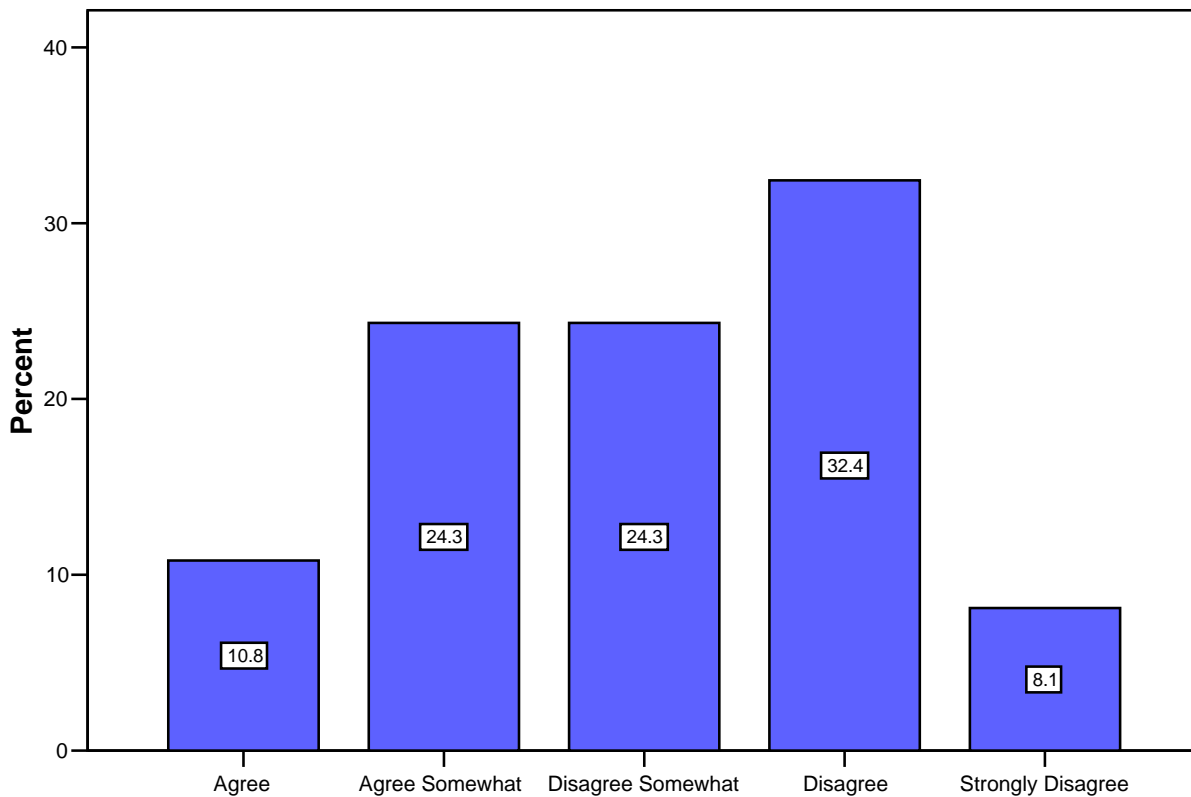
General Observations of New Job Entrants

To what extent do you agree or disagree with each of the following general observations about new job entrants?

General Observation 1: The majority of new job entrants possess the skills required for higher-wage jobs.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	4	10.8	10.8	10.8
Agree Somewhat	9	24.3	24.3	35.1
Disagree Somewhat	9	24.3	24.3	59.5
Disagree	12	32.4	32.4	91.9
Strongly Disagree	3	8.1	8.1	100.0
Total	37	100.0	100.0	

General Observation 1: The majority of new job entrants possess the skills required for higher-wage jobs.



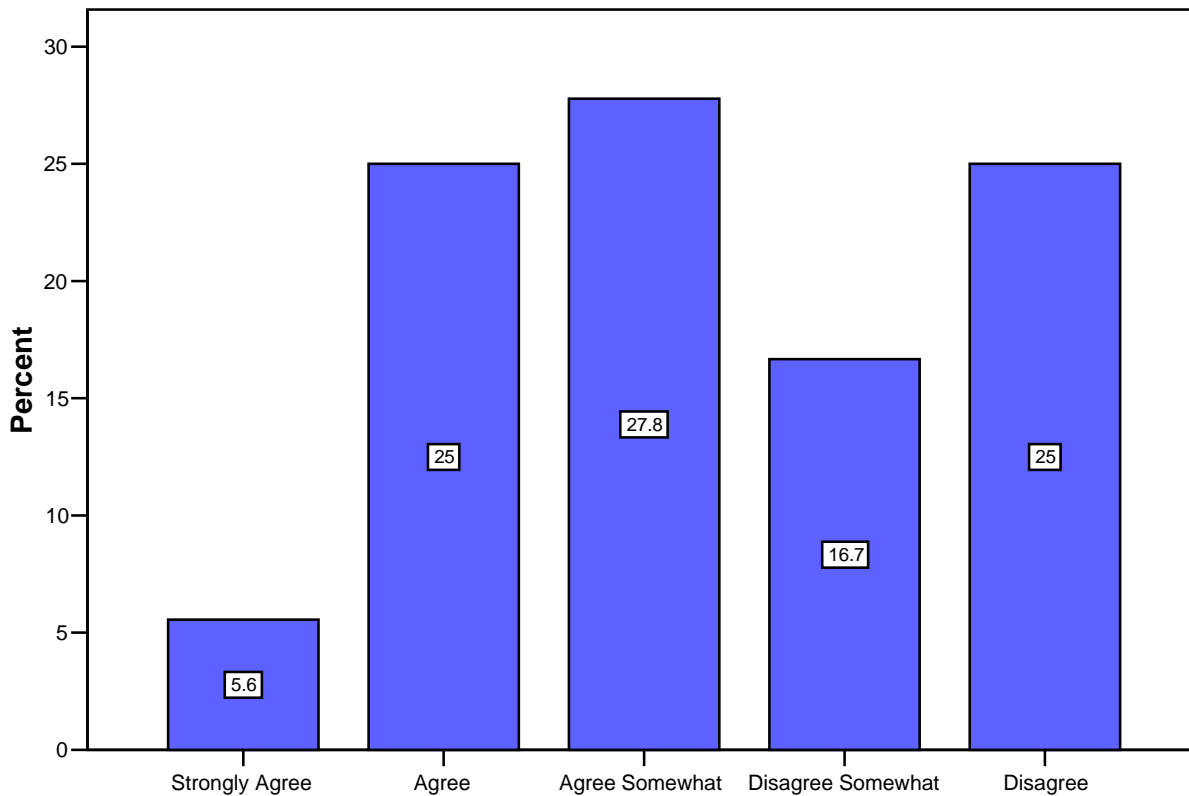
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 1: The majority of new job entrants possess the skills required for higher-wage jobs.	37	4.03	1.166
Valid N (listwise)	37		

General Observation 2: Manufacturers are typically reluctant to be a new job entrant's first job experience.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	2	5.4	5.6	5.6
Agree	9	24.3	25.0	30.6
Agree Somewhat	10	27.0	27.8	58.3
Disagree Somewhat	6	16.2	16.7	75.0
Disagree	9	24.3	25.0	100.0
Total	36	97.3	100.0	
Missing System	1	2.7		
Total	37	100.0		

General Observation 2: Manufacturers are typically reluctant to be a new job entrant's first job experience.



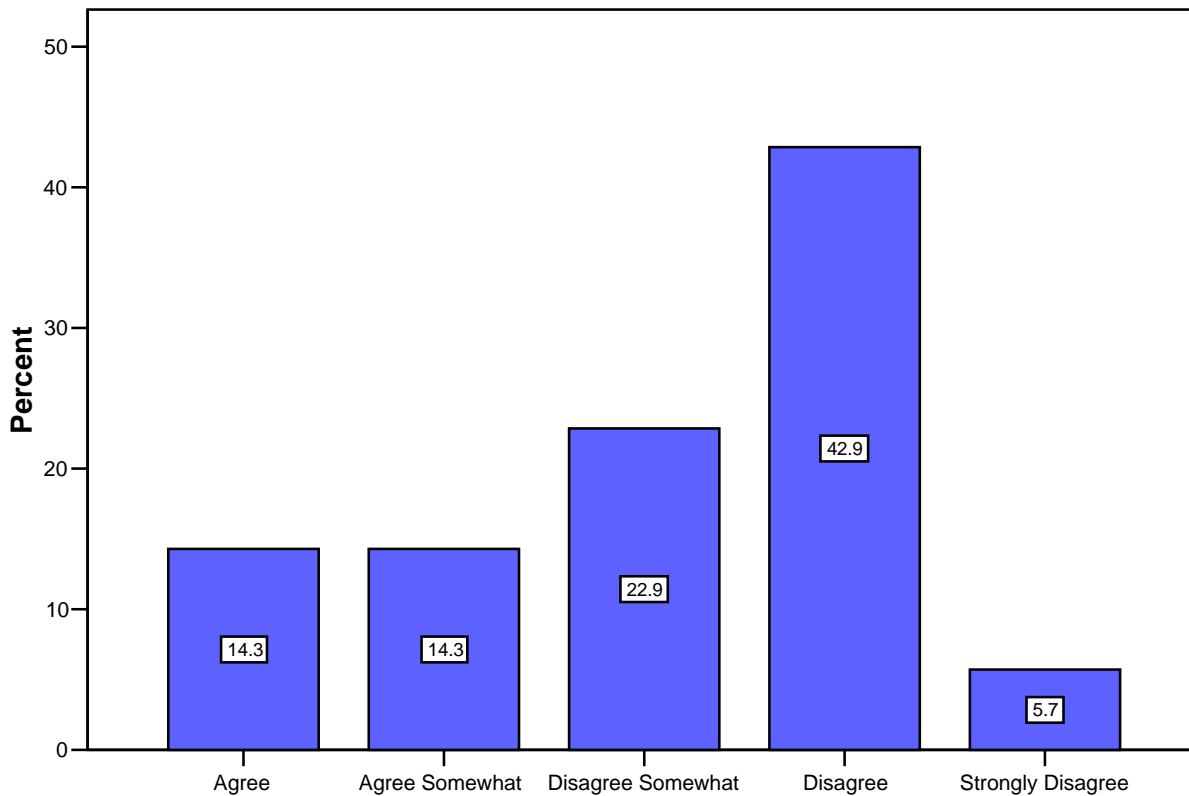
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 2: Manufacturers are typically reluctant to be a new job entrant's first job experience.	36	3.31	1.261
Valid N (listwise)	36		

General Observation 3: New job entrants tend to be career-oriented.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	5	13.5	14.3	14.3
	Agree Somewhat	5	13.5	14.3	28.6
	Disagree Somewhat	8	21.6	22.9	51.4
	Disagree	15	40.5	42.9	94.3
	Strongly Disagree	2	5.4	5.7	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

General Observation 3: New job entrants tend to be career-oriented.



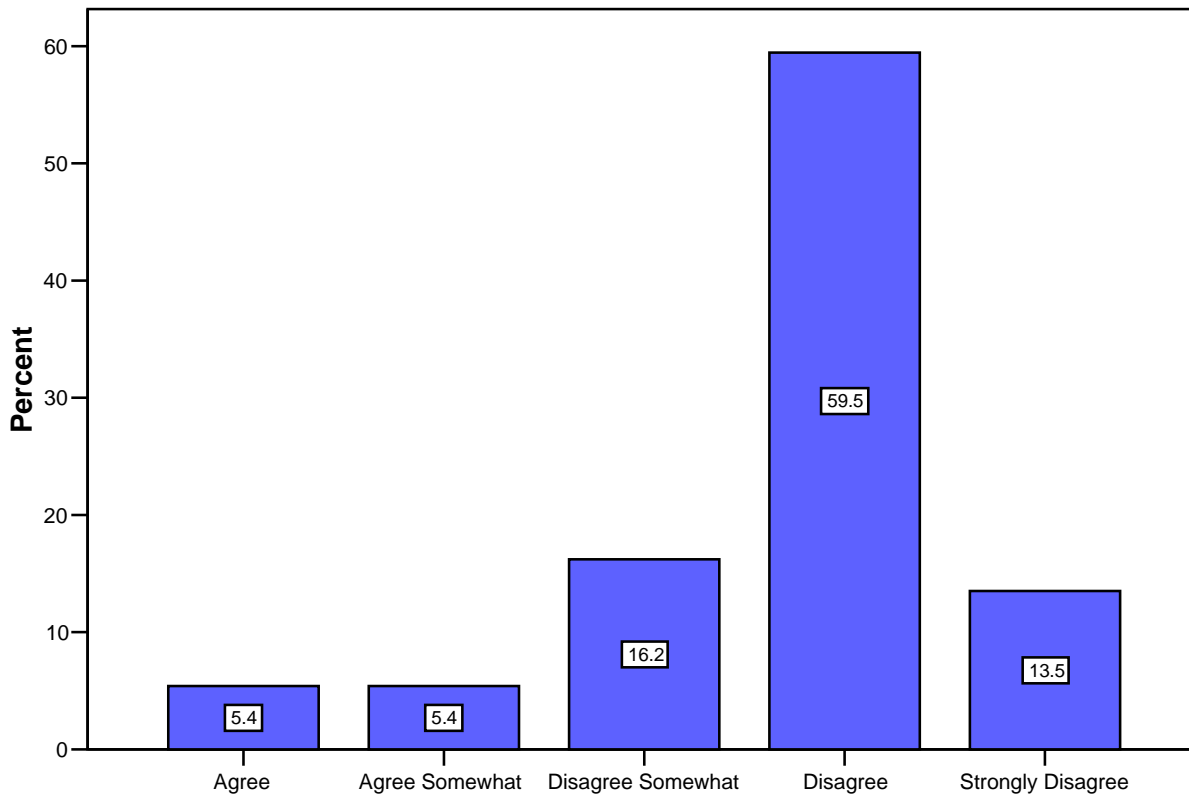
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 3: New job entrants tend to be career-oriented.	35	4.11	1.183
Valid N (listwise)	35		

General Observation 4: New job entrants have typically done career or company research prior to submitting an employment application.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	2	5.4	5.4	5.4
Agree Somewhat	2	5.4	5.4	10.8
Disagree Somewhat	6	16.2	16.2	27.0
Disagree	22	59.5	59.5	86.5
Strongly Disagree	5	13.5	13.5	100.0
Total	37	100.0	100.0	

General Observation 4: New job entrants have typically done career or company research prior to submitting an employment application.



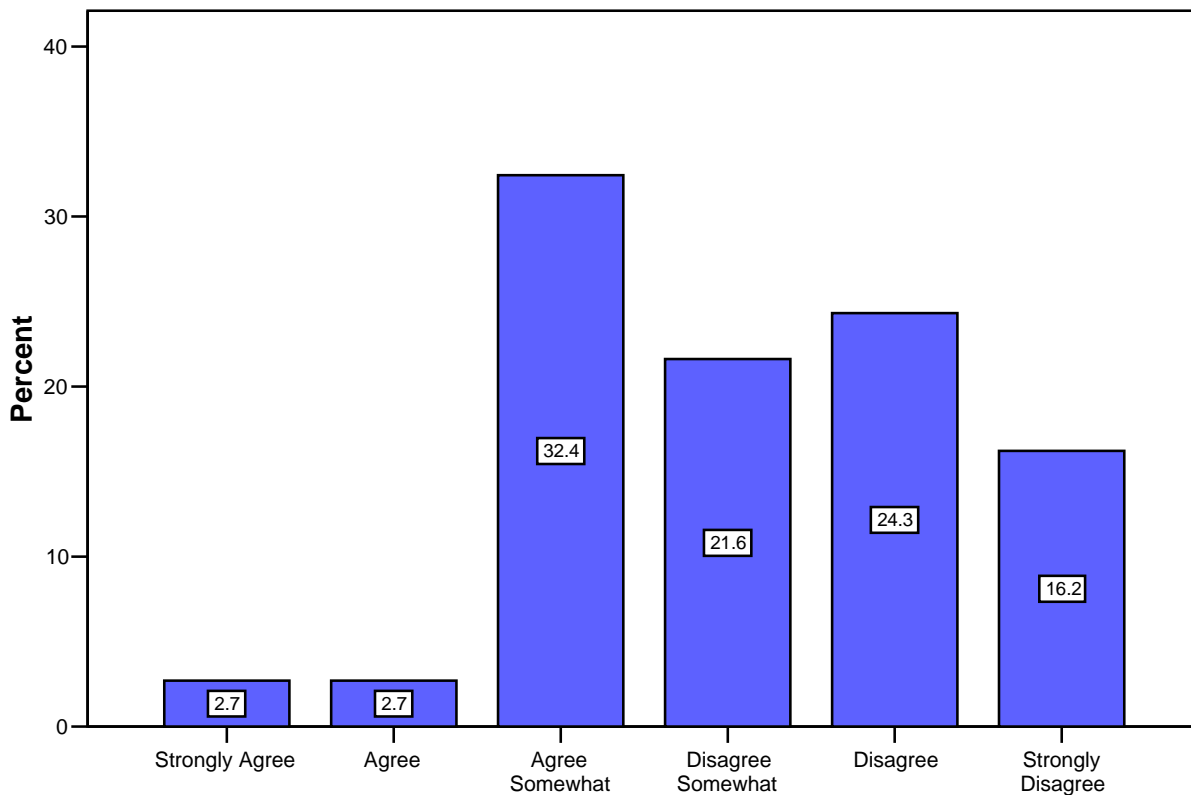
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 4: New job entrants have typically done career or company research prior to submitting an employment application.	37	4.70	.968
Valid N (listwise)	37		

General Observation 5: Because new job entrants are coming from a school environment, they seem to understand what work involves, i.e., show up, on time, work well with others, etc.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	1	2.7	2.7	2.7
Agree	1	2.7	2.7	5.4
Agree Somewhat	12	32.4	32.4	37.8
Disagree Somewhat	8	21.6	21.6	59.5
Disagree	9	24.3	24.3	83.8
Strongly Disagree	6	16.2	16.2	100.0
Total	37	100.0	100.0	

General Observation 5: Because new job entrants are coming from a school environment, they seem to understand what work involves, i.e., show up, on time, work well with others, etc.



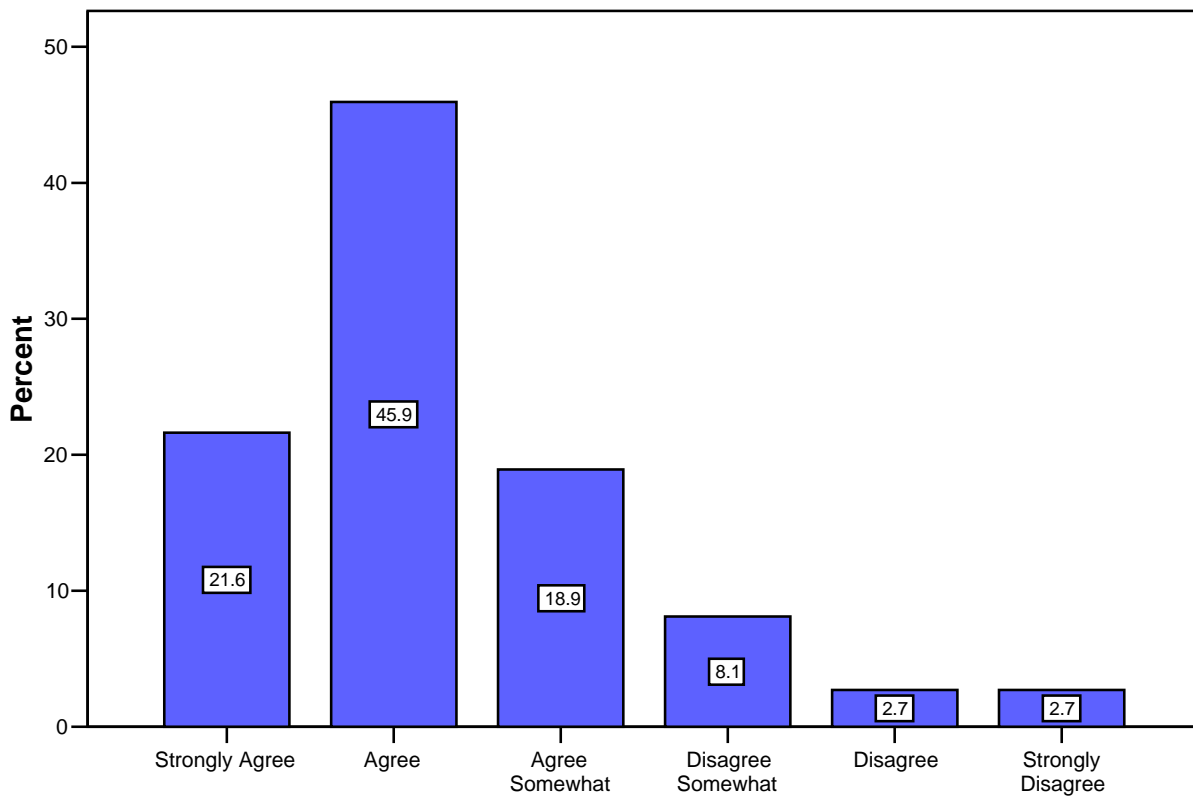
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 5: Because new job entrants are coming from a school environment, they seem to understand what work involves, i.e., show up, on time, work well with others, etc.	37	4.11	1.265
Valid N (listwise)	37		

General Observation 6: A lot of new job entrants are focused exclusively on the hourly wage.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	8	21.6	21.6	21.6
Agree	17	45.9	45.9	67.6
Agree Somewhat	7	18.9	18.9	86.5
Disagree Somewhat	3	8.1	8.1	94.6
Disagree	1	2.7	2.7	97.3
Strongly Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

General Observation 6: A lot of new job entrants are focused exclusively on the hourly wage.



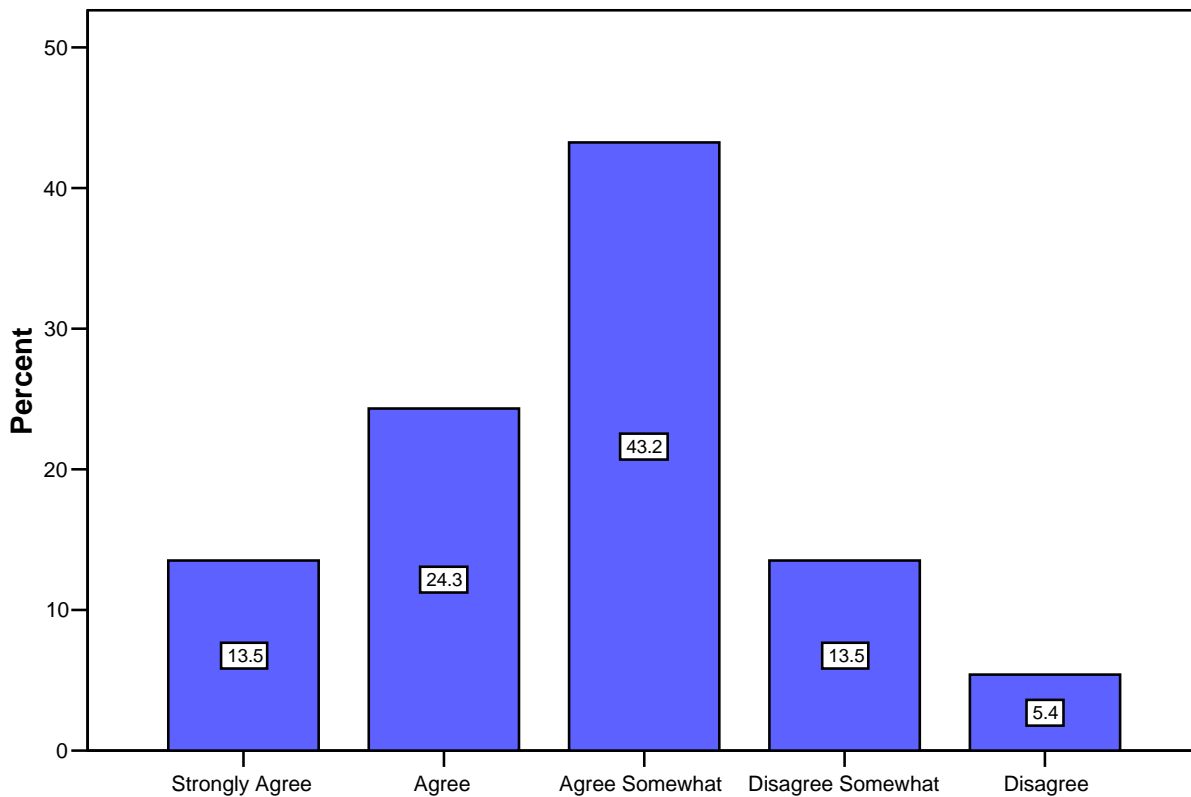
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 6: A lot of new job entrants are focused exclusively on the hourly wage.	37	2.32	1.156
Valid N (listwise)	37		

General Observation 7: New job entrants tend to focus on minimum standards.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	5	13.5	13.5	13.5
Agree	9	24.3	24.3	37.8
Agree Somewhat	16	43.2	43.2	81.1
Disagree Somewhat	5	13.5	13.5	94.6
Disagree	2	5.4	5.4	100.0
Total	37	100.0	100.0	

General Observation 7: New job entrants tend to focus on minimum standards.



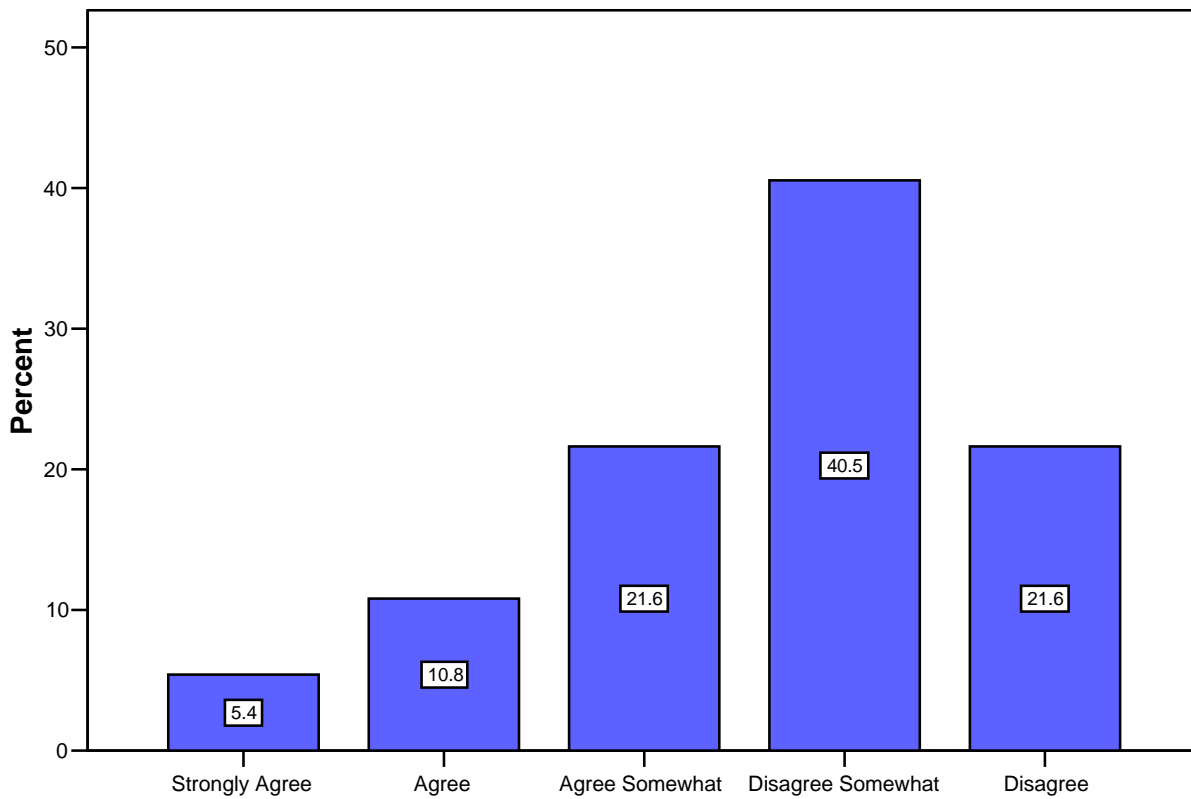
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 7: New job entrants tend to focus on minimum standards.	37	2.73	1.045
Valid N (listwise)	37		

General Observation 8: New job entrants seem to focus more on how not to work rather than on doing the work.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	2	5.4	5.4	5.4
Agree	4	10.8	10.8	16.2
Agree Somewhat	8	21.6	21.6	37.8
Disagree Somewhat	15	40.5	40.5	78.4
Disagree	8	21.6	21.6	100.0
Total	37	100.0	100.0	

General Observation 8: New job entrants seem to focus more on how not to work rather than on doing the work.



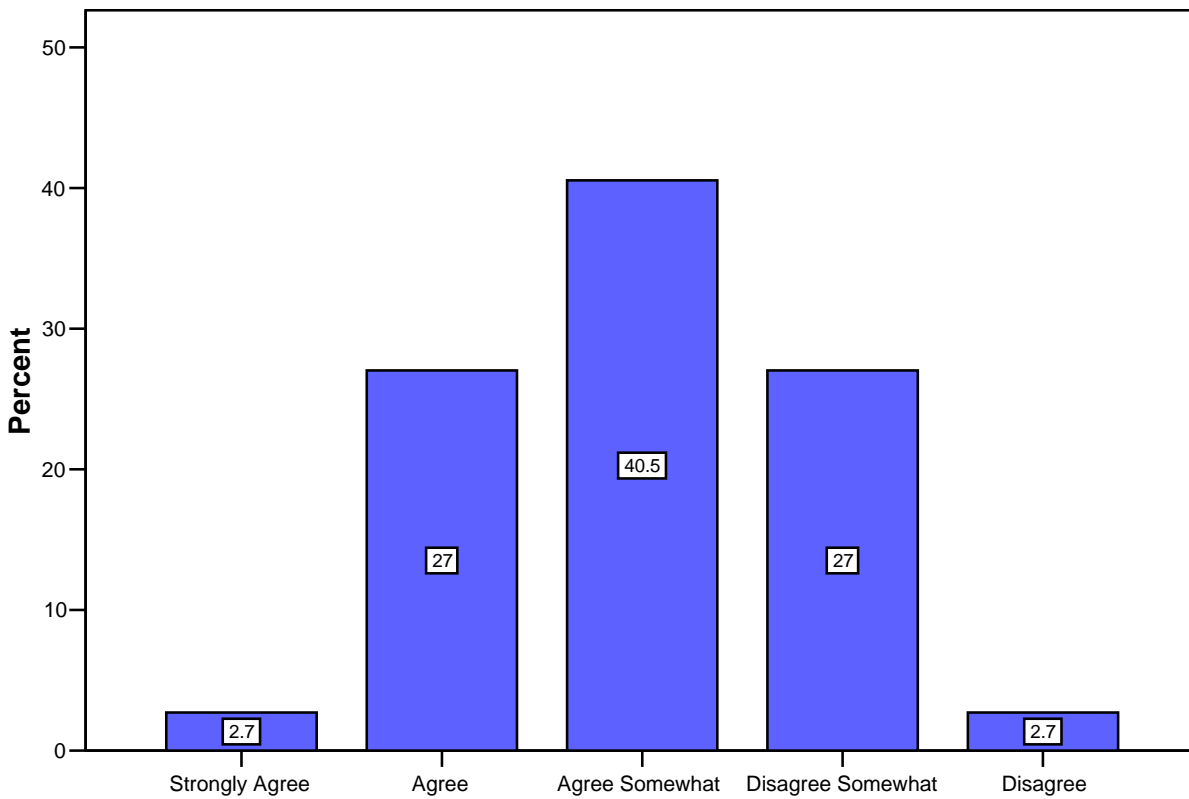
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 8: New job entrants seem to focus more on how not to work rather than on doing the work.	37	3.62	1.114
Valid N (listwise)	37		

General Observation 9: Many new job entrants focus more on the right answer than learning.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	1	2.7	2.7	2.7
Agree	10	27.0	27.0	29.7
Agree Somewhat	15	40.5	40.5	70.3
Disagree Somewhat	10	27.0	27.0	97.3
Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

General Observation 9: Many new job entrants focus more on the right answer than learning.



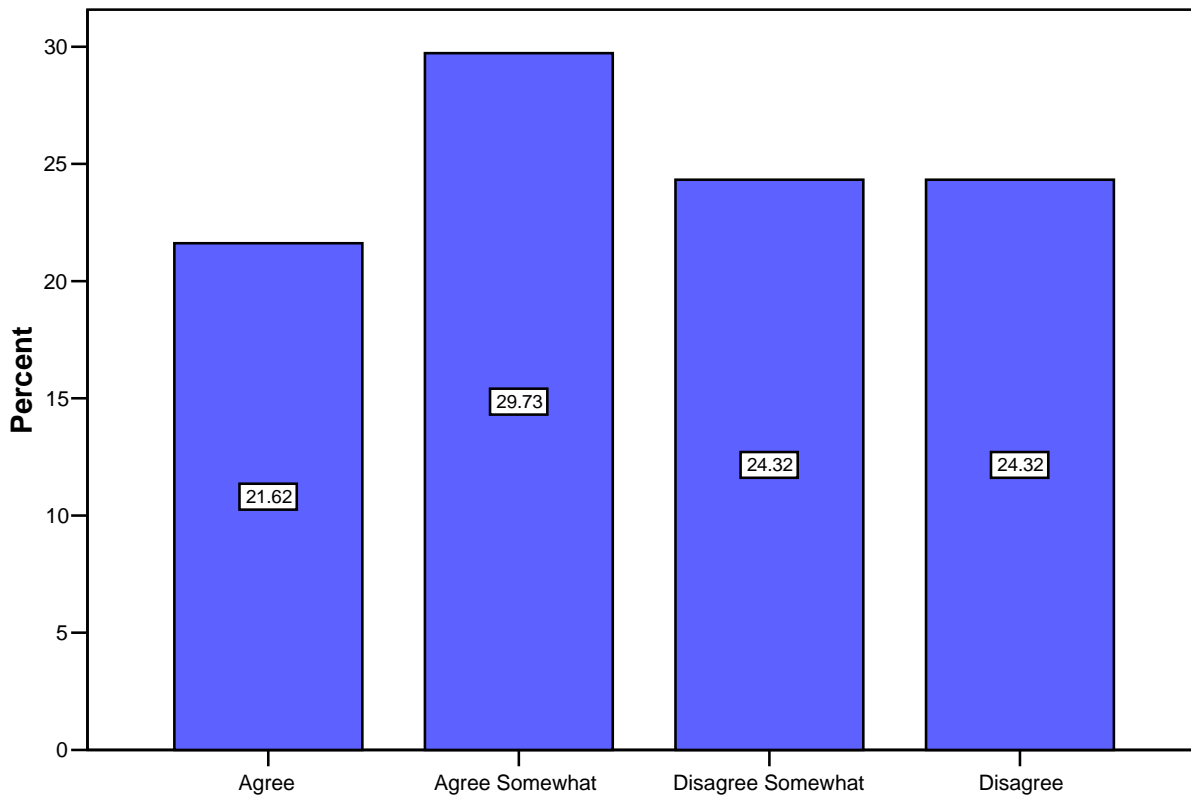
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 9: Many new job entrants focus more on the right answer than learning.	37	3.00	.882
Valid N (listwise)	37		

General Observation 10: New job entrants often abandon their trade preparation or training.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	8	21.6	21.6	21.6
Agree Somewhat	11	29.7	29.7	51.4
Disagree Somewhat	9	24.3	24.3	75.7
Disagree	9	24.3	24.3	100.0
Total	37	100.0	100.0	

General Observation 10: New job entrants often abandon their trade preparation or training.



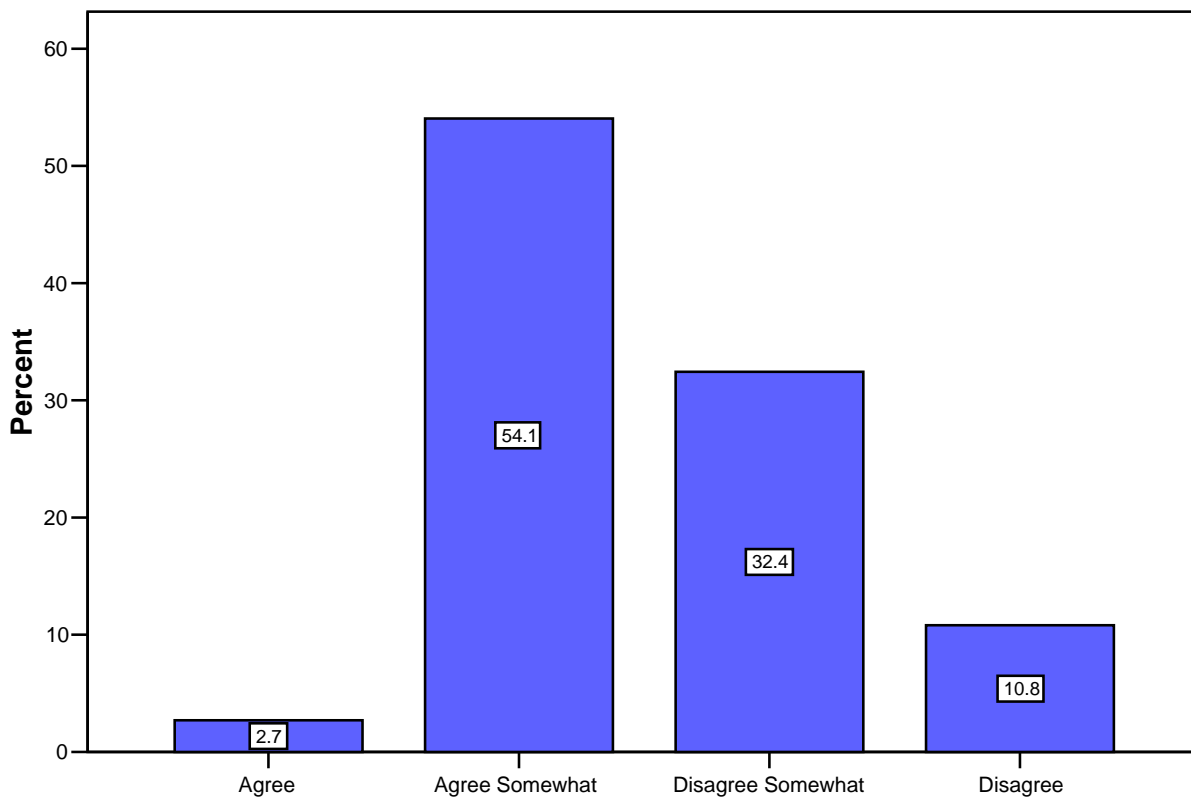
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 10: New job entrants often abandon their trade preparation or training.	37	3.51	1.096
Valid N (listwise)	37		

General Observation 11: New job entrants tend to take a proactive approach to their jobs.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	1	2.7	2.7	2.7
Agree Somewhat	20	54.1	54.1	56.8
Disagree Somewhat	12	32.4	32.4	89.2
Disagree	4	10.8	10.8	100.0
Total	37	100.0	100.0	

General Observation 11: New job entrants tend to take a proactive approach to their jobs.



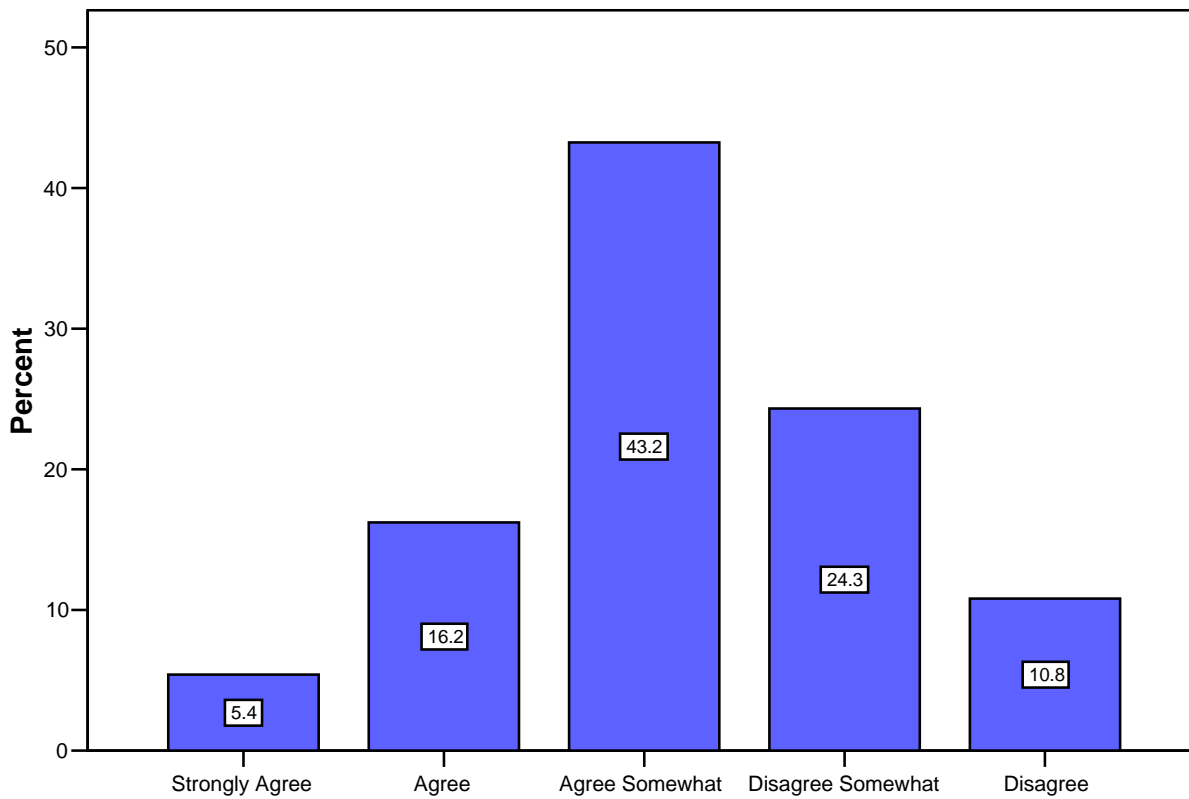
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 11: New job entrants tend to take a proactive approach to their jobs.	37	3.51	.731
Valid N (listwise)	37		

General Observation 12: New job entrants aspire to move up through company ranks.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	2	5.4	5.4	5.4
Agree	6	16.2	16.2	21.6
Agree Somewhat	16	43.2	43.2	64.9
Disagree Somewhat	9	24.3	24.3	89.2
Disagree	4	10.8	10.8	100.0
Total	37	100.0	100.0	

General Observation 12: New job entrants aspire to move up through company ranks.



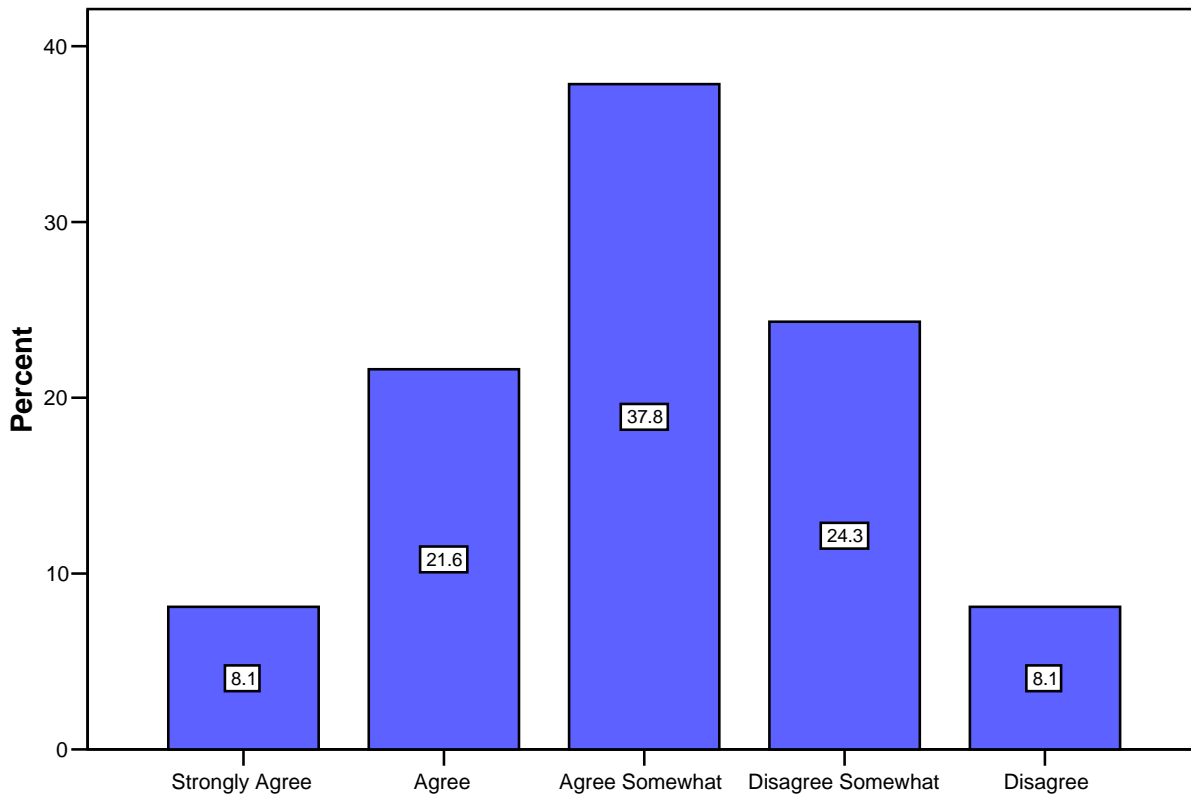
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 12: New job entrants aspire to move up through company ranks.	37	3.19	1.023
Valid N (listwise)	37		

General Observation 13: New job entrants are typically 'job hoppers,' seeking an environment that fits their personalities versus making a career choice.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	3	8.1	8.1	8.1
Agree	8	21.6	21.6	29.7
Agree Somewhat	14	37.8	37.8	67.6
Disagree Somewhat	9	24.3	24.3	91.9
Disagree	3	8.1	8.1	100.0
Total	37	100.0	100.0	

General Observation 13: New job entrants are typically 'job hoppers,' seeking an environment that fits their personalities versus making a career choice.



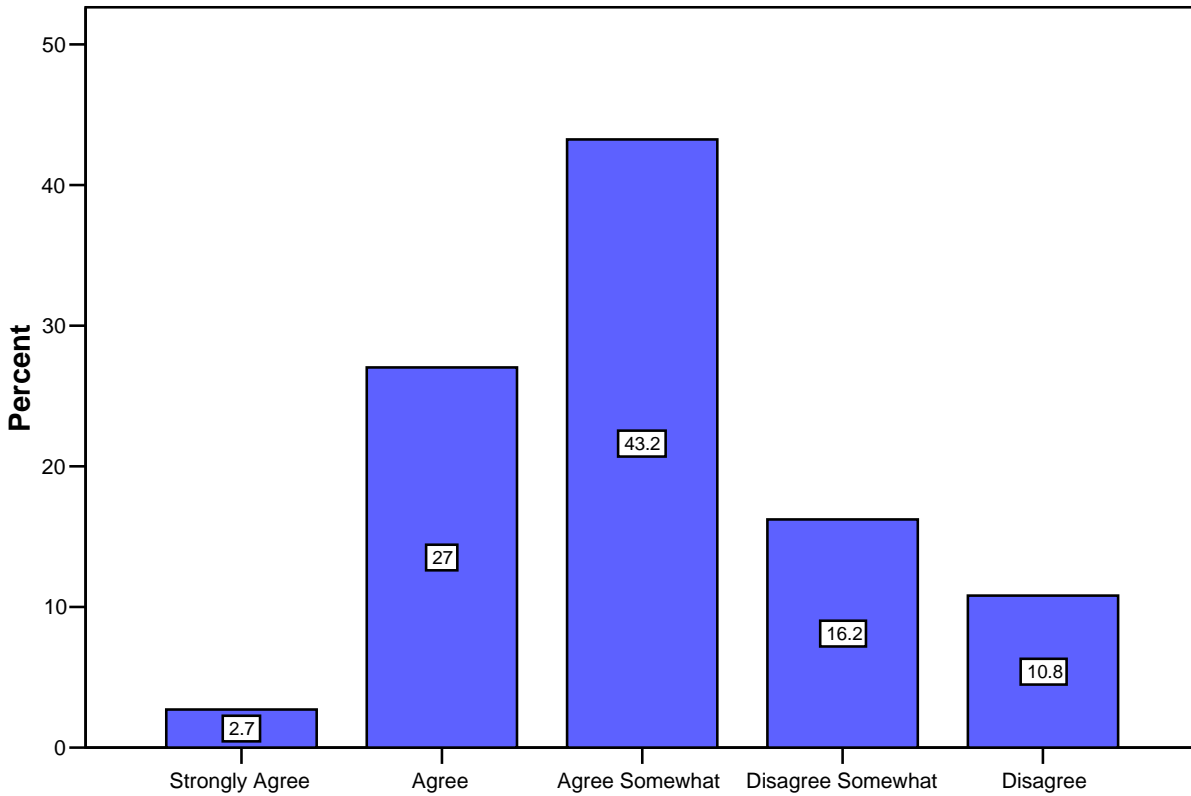
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 13: New job entrants are typically 'job hoppers,' seeking an environment that fits their personalities versus making a career choice.	37	3.03	1.067
Valid N (listwise)	37		

General Observation 14: Many new job entrants have difficult personal situations.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	1	2.7	2.7	2.7
Agree	10	27.0	27.0	29.7
Agree Somewhat	16	43.2	43.2	73.0
Disagree Somewhat	6	16.2	16.2	89.2
Disagree	4	10.8	10.8	100.0
Total	37	100.0	100.0	

General Observation 14: Many new job entrants have difficult personal situations.



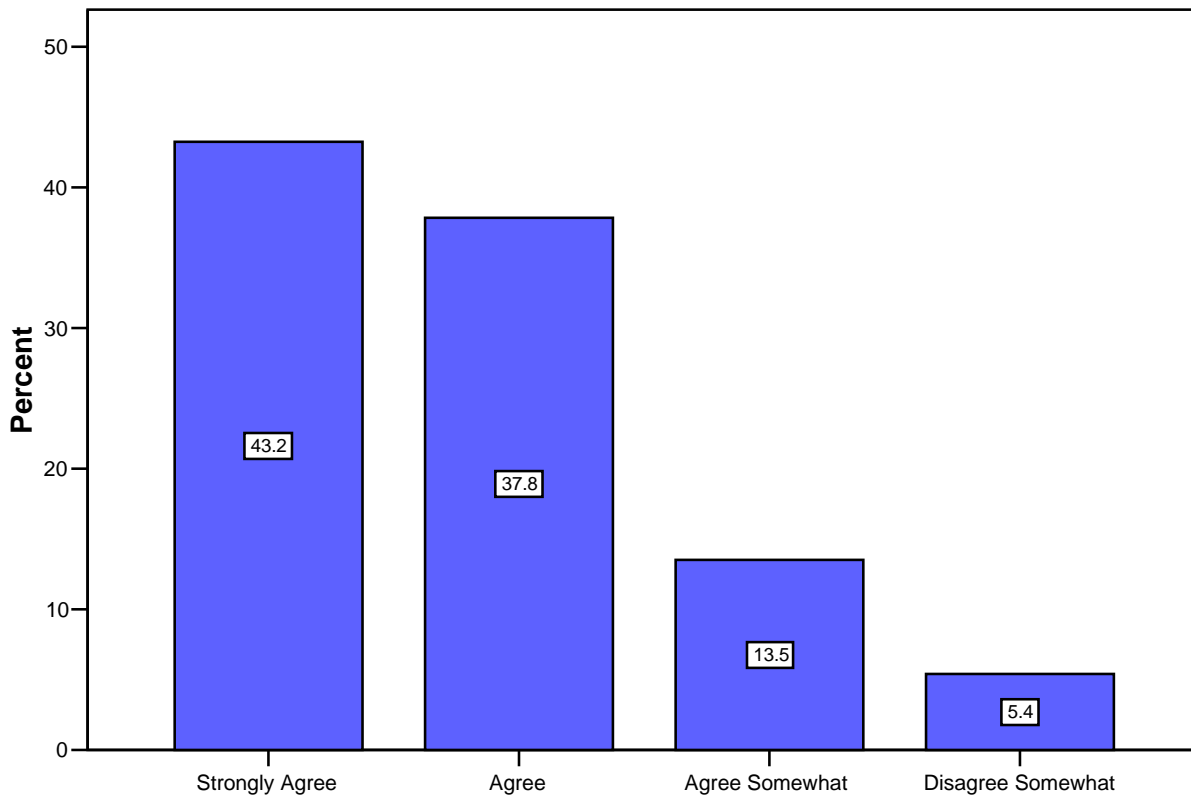
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 14: Many new job entrants have difficult personal situations.	37	3.05	.998
Valid N (listwise)	37		

General Observation 15: In their hiring practices today, manufacturers are looking for the ability to learn.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	16	43.2	43.2	43.2
Agree	14	37.8	37.8	81.1
Agree Somewhat	5	13.5	13.5	94.6
Disagree Somewhat	2	5.4	5.4	100.0
Total	37	100.0	100.0	

General Observation 15: In their hiring practices today, manufacturers are looking for the ability to learn.



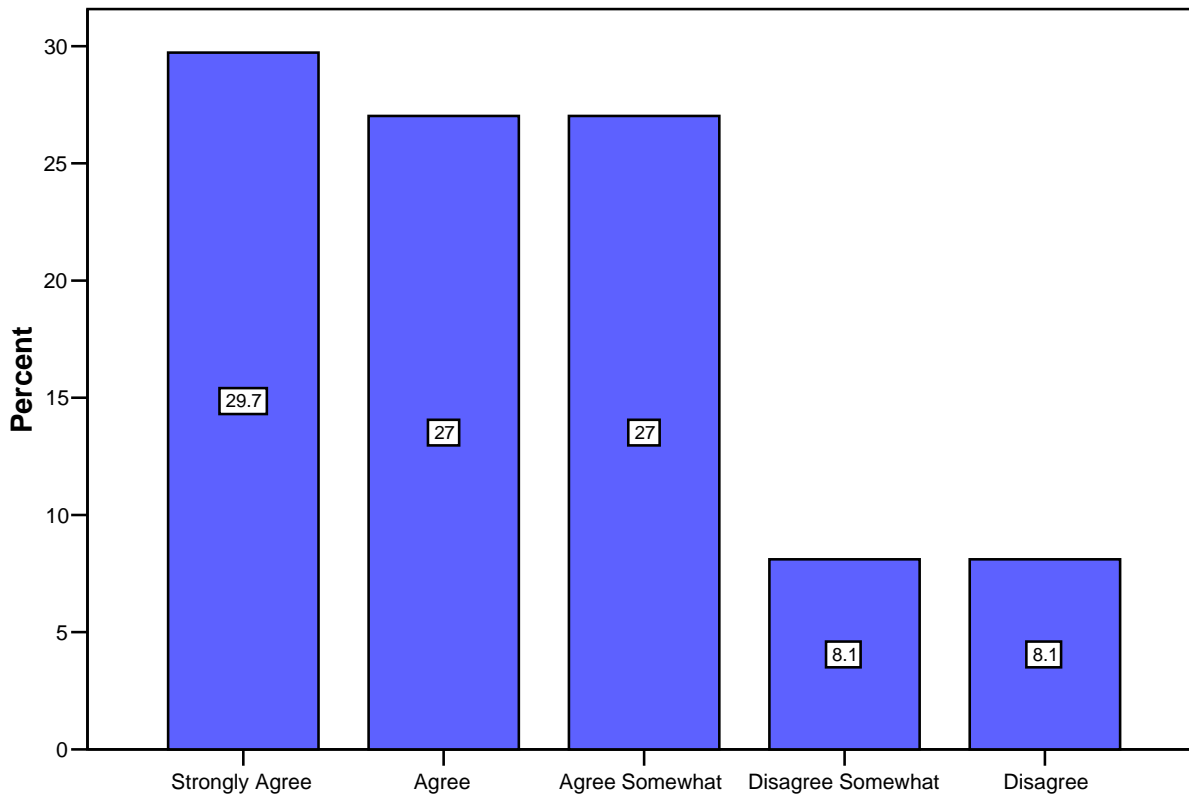
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 15: In their hiring practices today, manufacturers are looking for the ability to learn.	37	1.81	.877
Valid N (listwise)	37		

General Observation 16: The opportunities in manufacturing are often overlooked because schooling tends to be college-oriented.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	11	29.7	29.7	29.7
Agree	10	27.0	27.0	56.8
Agree Somewhat	10	27.0	27.0	83.8
Disagree Somewhat	3	8.1	8.1	91.9
Disagree	3	8.1	8.1	100.0
Total	37	100.0	100.0	

General Observation 16: The opportunities in manufacturing are often overlooked because schooling tends to be college-oriented.



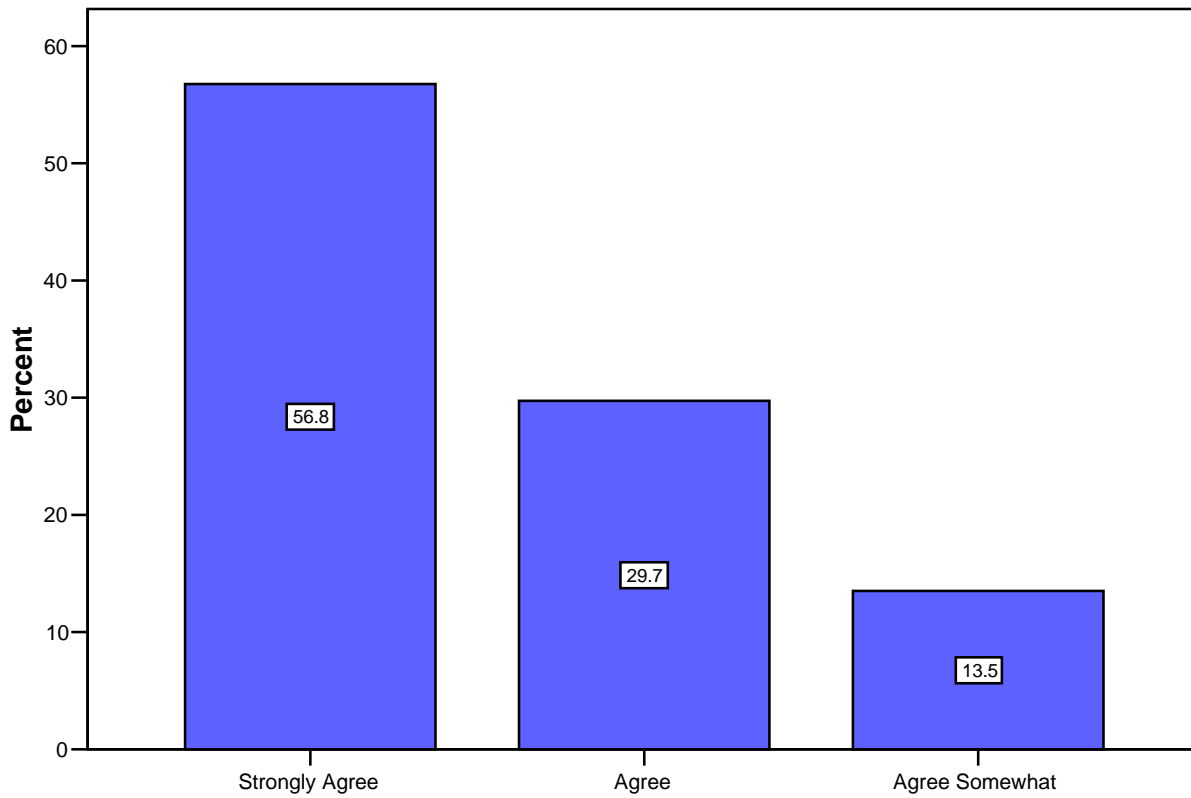
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 16: The opportunities in manufacturing are often overlooked because schooling tends to be college-oriented.	37	2.38	1.233
Valid N (listwise)	37		

General Observation 17: Not everyone needs to be a college graduate.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	21	56.8	56.8	56.8
Agree	11	29.7	29.7	86.5
Agree Somewhat	5	13.5	13.5	100.0
Total	37	100.0	100.0	

General Observation 17: Not everyone needs to be a college graduate.



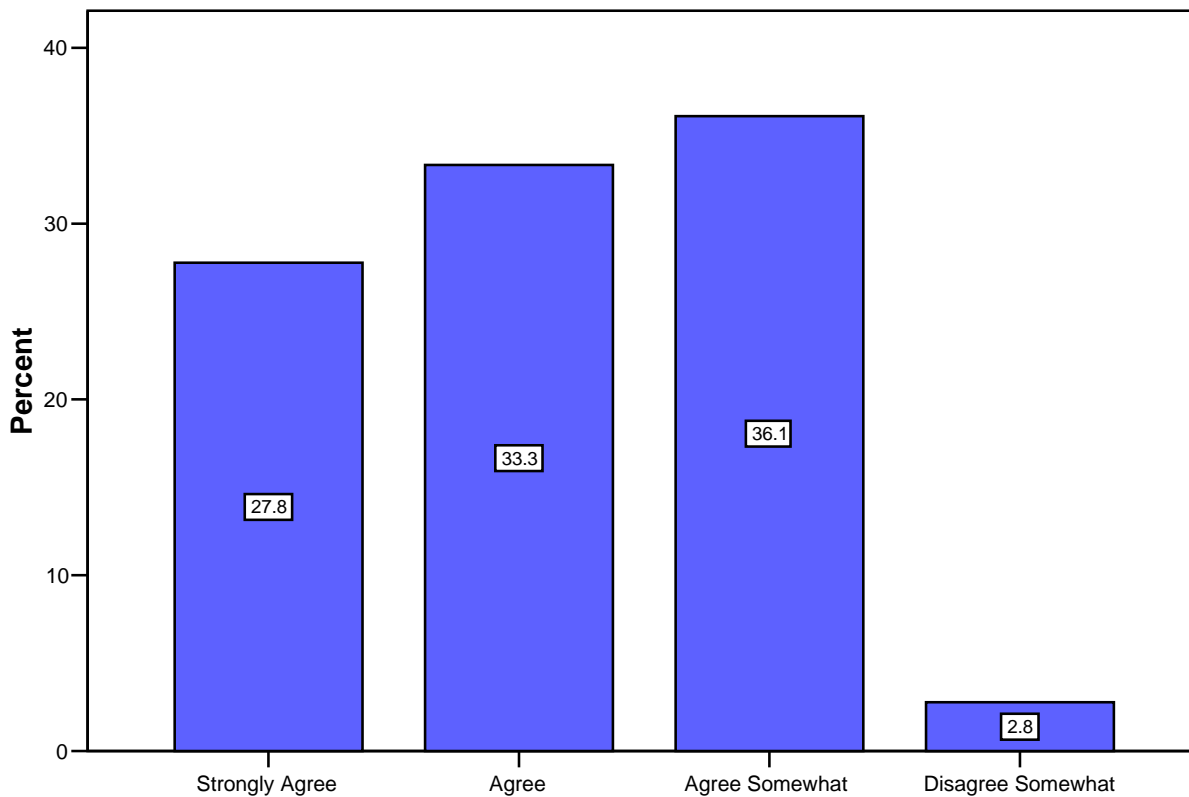
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 17: Not everyone needs to be a college graduate.	37	1.57	.728
Valid N (listwise)	37		

General Observation 18: Career days seem to be based on higher-level career choices rather than manufacturing opportunities, e.g., supervisor.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	10	27.0	27.8	27.8
	Agree	12	32.4	33.3	61.1
	Agree Somewhat	13	35.1	36.1	97.2
	Disagree Somewhat	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

General Observation 18: Career days seem to be based on higher-level career choices rather than manufacturing opportunities, e.g., supervisor.



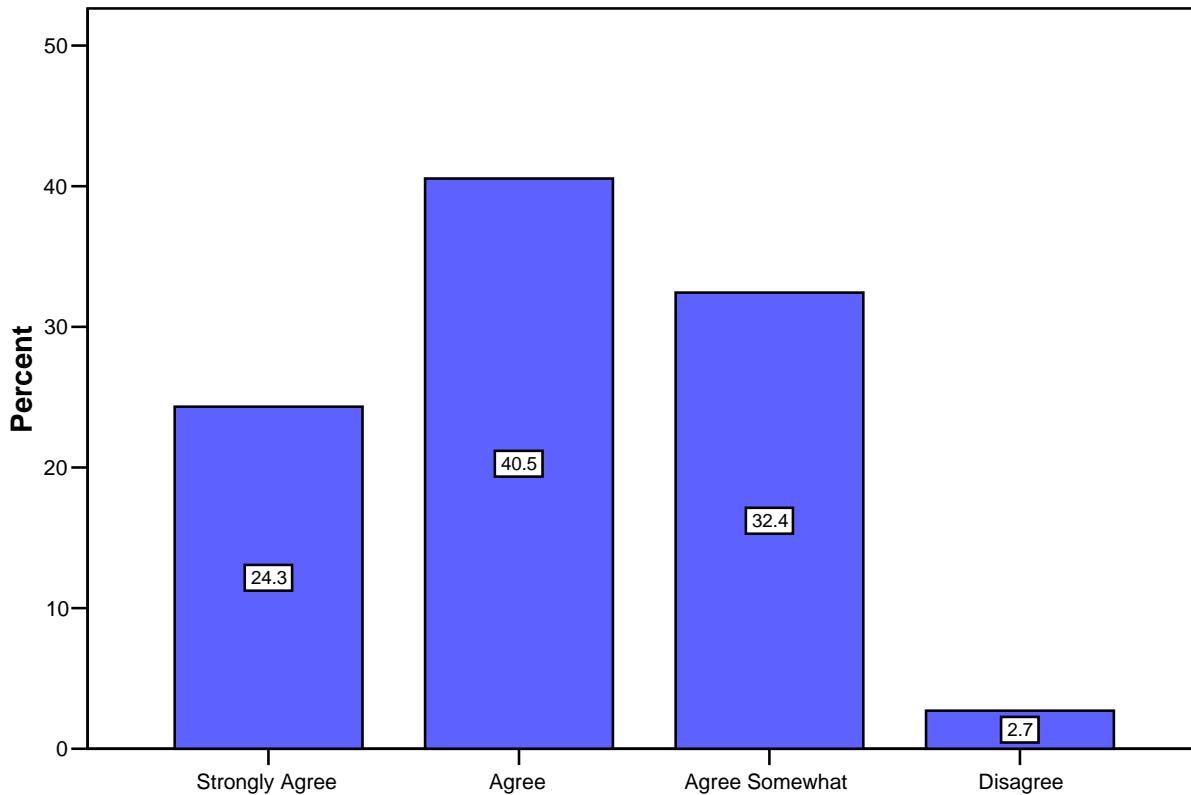
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 18: Career days seem to be based on higher-level career choices rather than manufacturing opportunities, e.g., supervisor.	36	2.14	.867
Valid N (listwise)	36		

General Observation 19: Manufacturers need to explain better what they value in terms of workforce preparation, i.e., expected academic knowledge, employability skills, and occupational and technical abilities.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	9	24.3	24.3	24.3
Agree	15	40.5	40.5	64.9
Agree Somewhat	12	32.4	32.4	97.3
Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

General Observation 19: Manufacturers need to explain better what they value in terms of workforce preparation, i.e., expected academic knowledge, employability skills, and occupational and technical abilities.



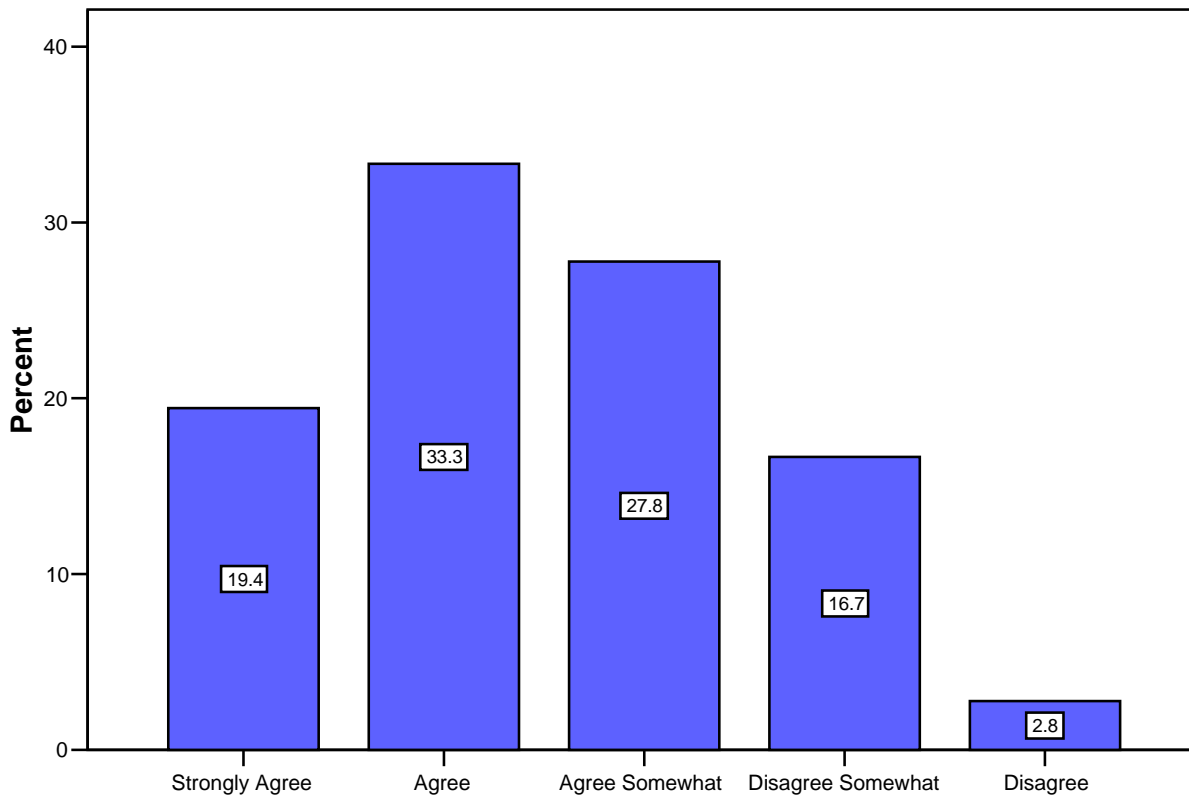
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 19: Manufacturers need to explain better what they value in terms of workforce preparation, i.e., expected academic knowledge, employability skills, and occupational and technical abilities.	37	2.16	.898
Valid N (listwise)	37		

General Observation 20: A transition is taking place in manufacturing from higher to lower workforce seniority.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	18.9	19.4	19.4
	Agree	12	32.4	33.3	52.8
	Agree Somewhat	10	27.0	27.8	80.6
	Disagree Somewhat	6	16.2	16.7	97.2
	Disagree	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

General Observation 20: A transition is taking place in manufacturing from higher to lower workforce seniority.



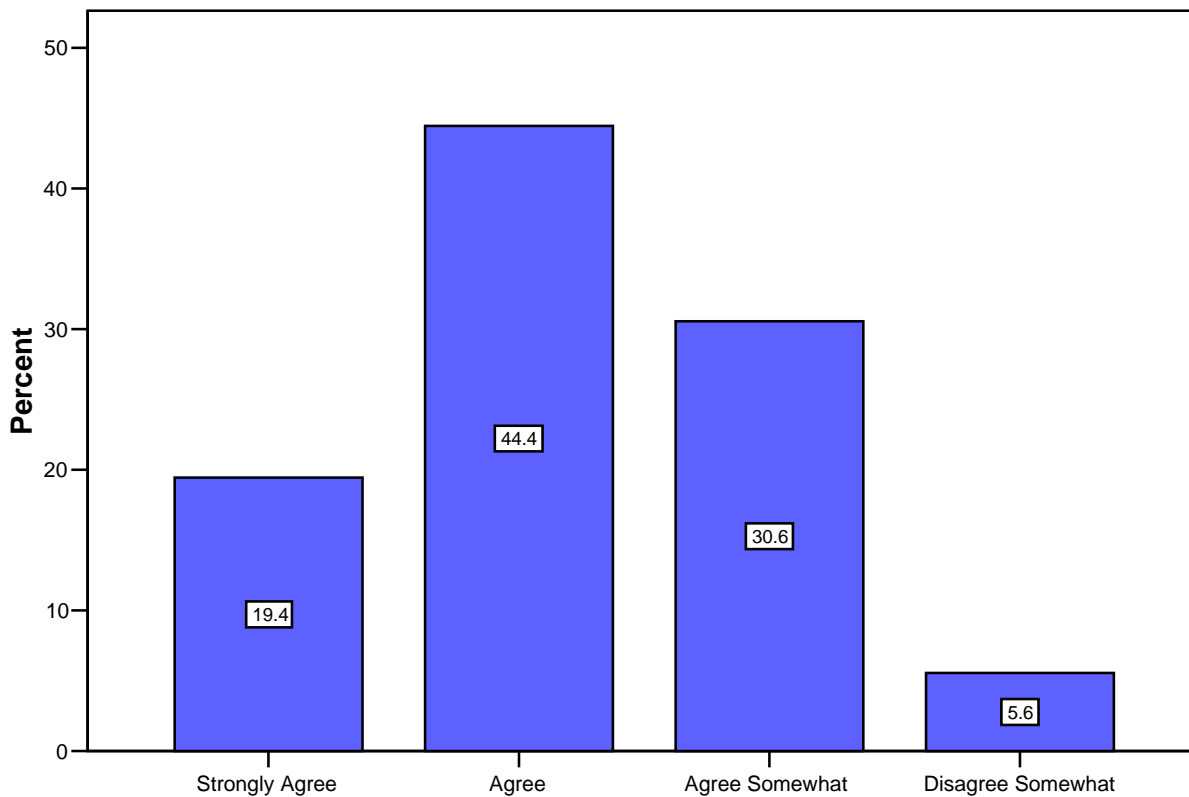
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 20: A transition is taking place in manufacturing from higher to lower workforce seniority.	36	2.50	1.082
Valid N (listwise)	36		

General Observation 21: Manufacturing is looking for team members and leaders who are willing to develop new (or non-traditional) skill sets often not acquired within the bidding process.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	18.9	19.4	19.4
	Agree	16	43.2	44.4	63.9
	Agree Somewhat	11	29.7	30.6	94.4
	Disagree Somewhat	2	5.4	5.6	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

General Observation 21: Manufacturing is looking for team members and leaders who are willing to develop new (or non-traditional) skill sets often not acquired within the bidding process.



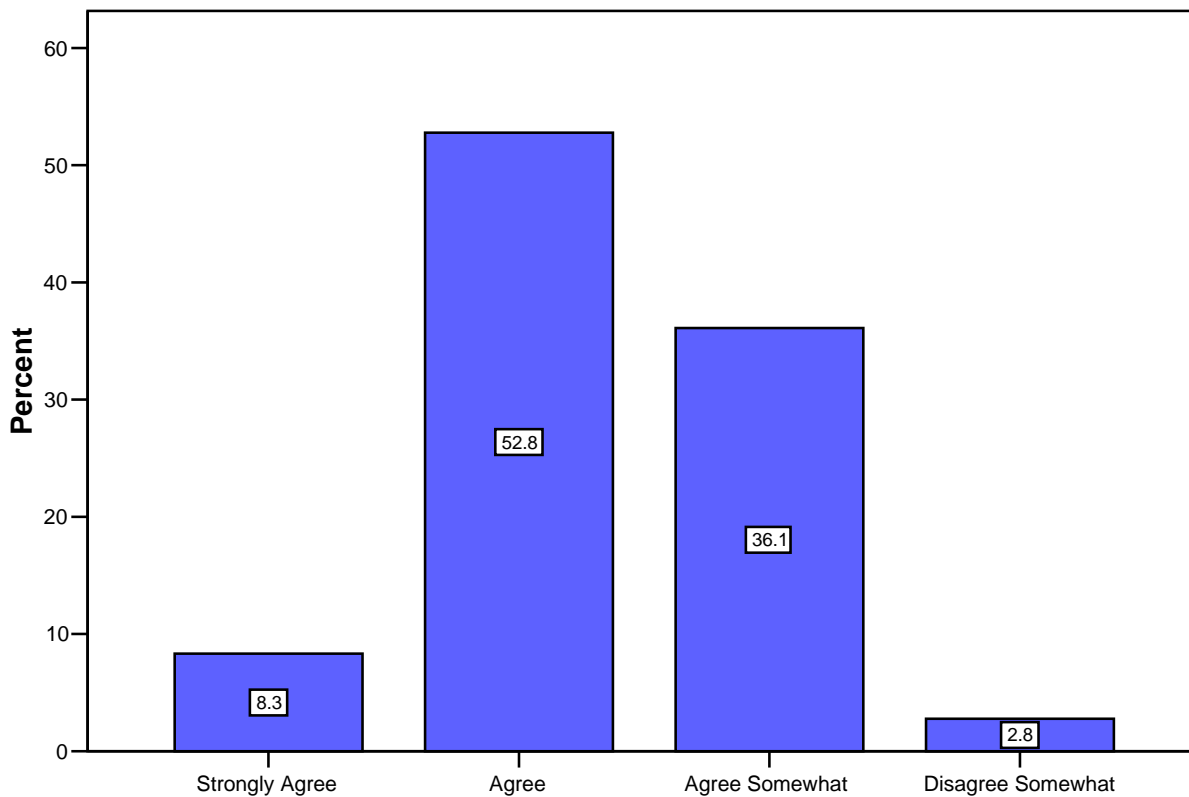
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 21: Manufacturing is looking for team members and leaders who are willing to develop new (or non-traditional) skill sets often not acquired within the bidding process.	36	2.22	.832
Valid N (listwise)	36		

General Observation 22: Increasingly, new (or non-traditional) skill sets are equal in importance to time in grade.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	8.1	8.3	8.3
	Agree	19	51.4	52.8	61.1
	Agree Somewhat	13	35.1	36.1	97.2
	Disagree Somewhat	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

General Observation 22: Increasingly, new (or non-traditional) skill sets are equal in importance to time in grade.



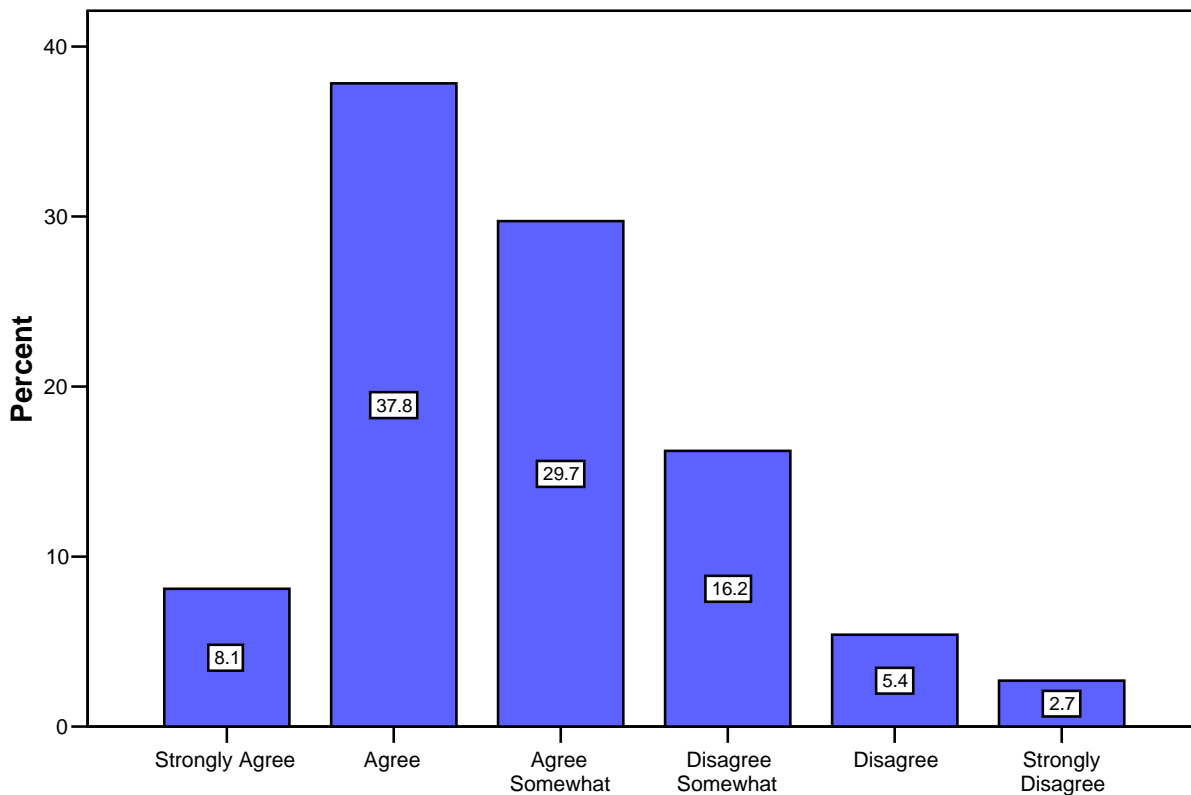
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 22: Increasingly, new (or non-traditional) skill sets are equal in importance to time in grade.	36	2.33	.676
Valid N (listwise)	36		

General Observation 23: Many within the older workforce do not see new (or non-traditional) skill sets as 'value-added.'

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	3	8.1	8.1	8.1
Agree	14	37.8	37.8	45.9
Agree Somewhat	11	29.7	29.7	75.7
Disagree Somewhat	6	16.2	16.2	91.9
Disagree	2	5.4	5.4	97.3
Strongly Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

General Observation 23: Many within the older workforce do not see new (or non-traditional) skill sets as 'value-added.'



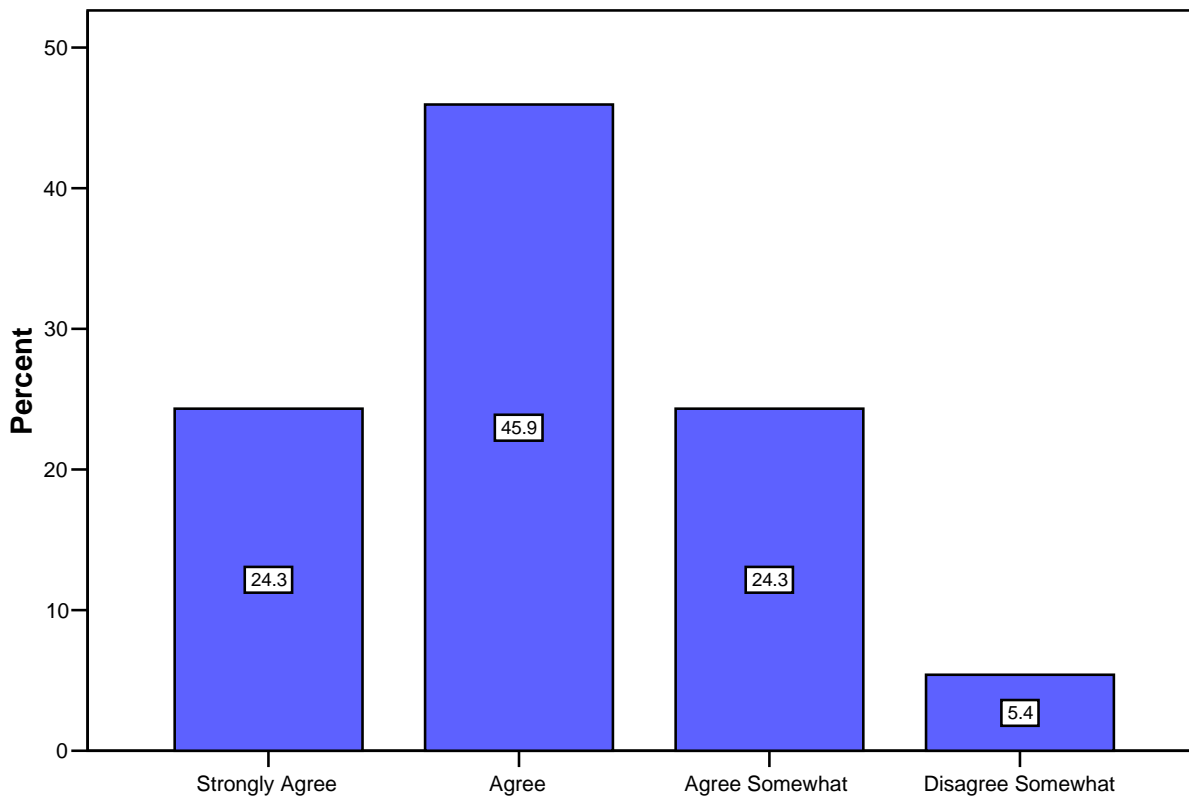
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 23: Many within the older workforce do not see new (or non-traditional) skill sets as 'value-added.'	37	2.81	1.151
Valid N (listwise)	37		

General Observation 24: Manufacturing management has to work to get people more excited about learning and more active in applying what is learned.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	9	24.3	24.3	24.3
Agree	17	45.9	45.9	70.3
Agree Somewhat	9	24.3	24.3	94.6
Disagree Somewhat	2	5.4	5.4	100.0
Total	37	100.0	100.0	

General Observation 24: Manufacturing management has to work to get people more excited about learning and more active in applying what is learned.



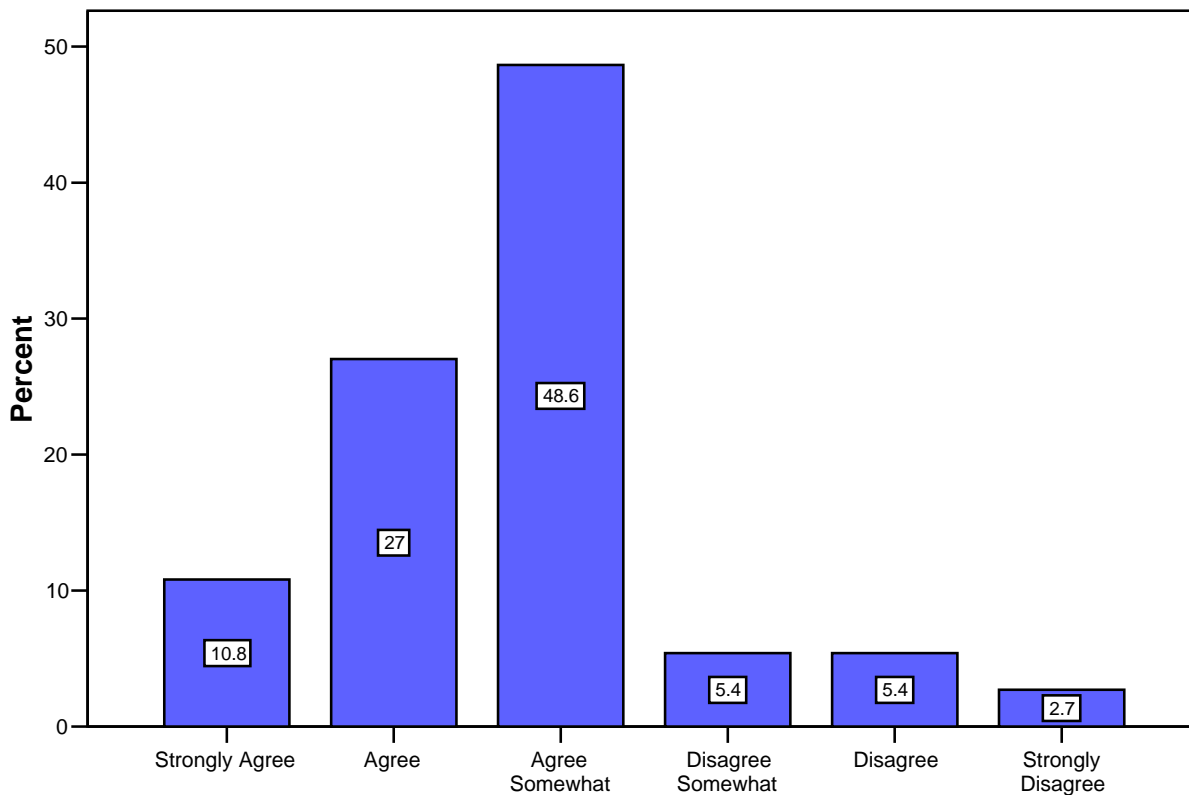
Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 24: Manufacturing management has to work to get people more excited about learning and more active in applying what is learned.	37	2.11	.843
Valid N (listwise)	37		

General Observation 25: Accountability among families, schools, and manufacturing for the lack of preparedness of new job entrants is unclear.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	4	10.8	10.8	10.8
Agree	10	27.0	27.0	37.8
Agree Somewhat	18	48.6	48.6	86.5
Disagree Somewhat	2	5.4	5.4	91.9
Disagree	2	5.4	5.4	97.3
Strongly Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

General Observation 25: Accountability among families, schools, and manufacturing for the lack of preparedness of new job entrants is unclear.



Descriptive Statistics

	N	Mean	Std. Deviation
General Observation 25: Accountability among families, schools, and manufacturing for the lack of preparedness of new job entrants is unclear.	37	2.76	1.090
Valid N (listwise)	37		

General Observations of New Job Entrants, sorted according to decreasing respondent agreement

(The first in the list, General Observation 17, met with highest average agreement, while the last, General Observation 4, was most strongly disagreed with.)

Descriptive Statistics

	N	Mean	SD
General Observation 17: Not everyone needs to be a college graduate.	37	1.57	.728
General Observation 15: In their hiring practices today, manufacturers are looking for the ability to learn.	37	1.81	.877
General Observation 24: Manufacturing management has to work to get people more excited about learning and more active in applying what is learned.	37	2.11	.843
General Observation 18: Career days seem to be based on higher-level career choices rather than manufacturing opportunities, e.g., supervisor.	36	2.14	.867
General Observation 19: Manufacturers need to explain better what they value in terms of workforce preparation, i.e., expected academic knowledge, employability skills, and occupational and technical abilities.	37	2.16	.898
General Observation 21: Manufacturing is looking for team members and leaders who are willing to develop new (or non-traditional) skill sets often not acquired within the bidding process.	36	2.22	.832
General Observation 6: A lot of new job entrants are focused exclusively on the hourly wage.	37	2.32	1.156
General Observation 22: Increasingly, new (or non-traditional) skill sets are equal in importance to time in grade.	36	2.33	.676
General Observation 16: The opportunities in manufacturing are often overlooked because schooling tends to be college-oriented.	37	2.38	1.233
General Observation 20: A transition is taking place in manufacturing from higher to lower workforce seniority.	36	2.50	1.082
General Observation 7: New job entrants tend to focus on minimum standards.	37	2.73	1.045
General Observation 25: Accountability among families, schools, and manufacturing for the lack of preparedness of new job entrants is unclear.	37	2.76	1.090
General Observation 23: Many within the older workforce do not see new (or non-traditional) skill sets as 'value-added.'	37	2.81	1.151
General Observation 9: Many new job entrants focus more on the right answer than learning.	37	3.00	.882
General Observation 13: New job entrants are typically 'job hoppers,' seeking an environment that fits their personalities versus making a career choice.	37	3.03	1.067
General Observation 14: Many new job entrants have difficult personal situations.	37	3.05	.998
General Observation 12: New job entrants aspire to move up through company ranks.	37	3.19	1.023
General Observation 2: Manufacturers are typically reluctant to be a new job entrant's first job experience.	36	3.31	1.261
General Observation 11: New job entrants tend to take a proactive approach to their jobs.	37	3.51	.731
General Observation 10: New job entrants often abandon their trade preparation or training.	37	3.51	1.096
General Observation 8: New job entrants seem to focus more on how not to work rather than on doing the work.	37	3.62	1.114
General Observation 1: The majority of new job entrants possess the skills required for higher-wage jobs.	37	4.03	1.166
General Observation 5: Because new job entrants are coming from a school environment, they seem to understand what work involves, i.e., show up, on time, work well with others, etc.	37	4.11	1.265
General Observation 3: New job entrants tend to be career-oriented.	35	4.11	1.183
General Observation 4: New job entrants have typically done career or company research prior to submitting an employment application.	37	4.70	.968
Valid N (listwise)	31		

Critical Work Functions

Typically the entry-level production worker or associate is to set up, operate, monitor, control, and improve manufacturing processes and schedules to meet customer and business requirements,

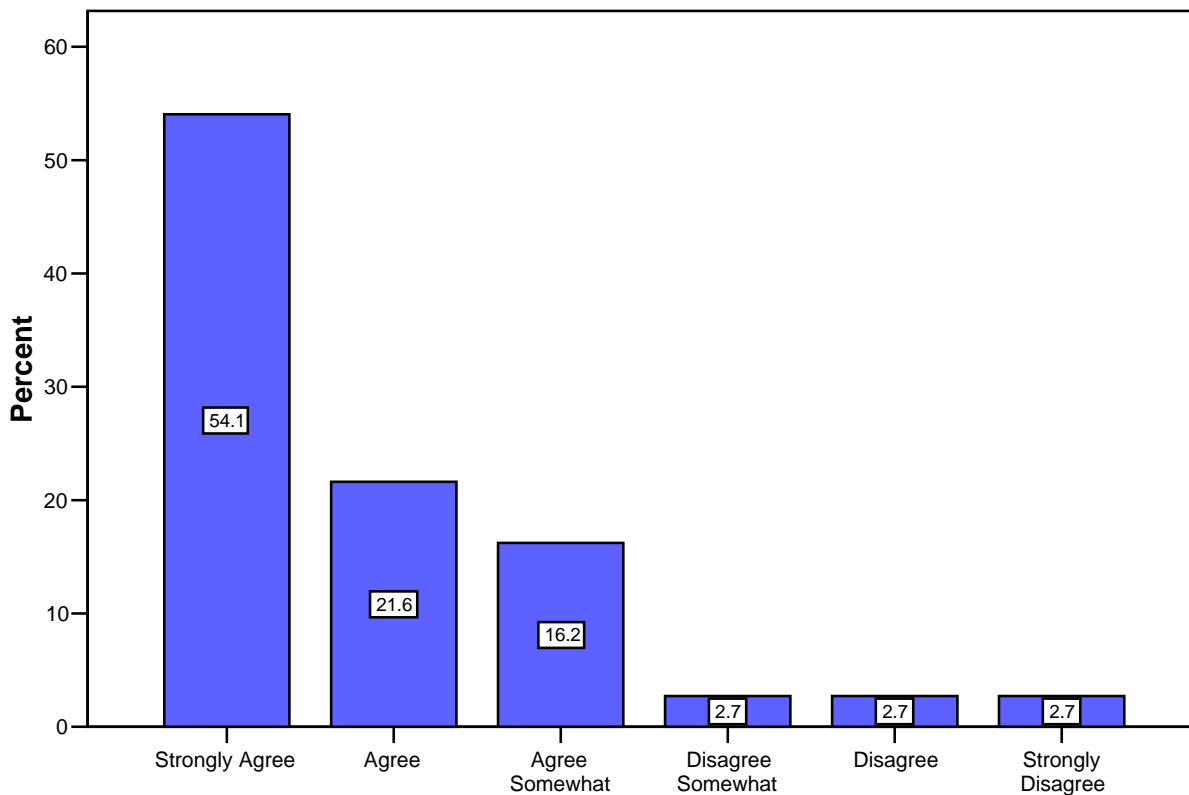
Below are a few critical work functions and descriptions of each.

To what extent do you agree or disagree that each of the following is a critical work function for such an associate?

Critical Work Function 1: Produce product to meet customer needs.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	20	54.1	54.1	54.1
Agree	8	21.6	21.6	75.7
Agree Somewhat	6	16.2	16.2	91.9
Disagree Somewhat	1	2.7	2.7	94.6
Disagree	1	2.7	2.7	97.3
Strongly Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

Critical Work Function 1: Produce product to meet customer needs.



learning customer needs; determining that resources are available; setting up equipment for the production process; performing and monitoring the process to make the product; inspecting the product to make sure it meets specifications; documenting product and process compliance with customer requirements; and preparing final products for shipping or distribution.

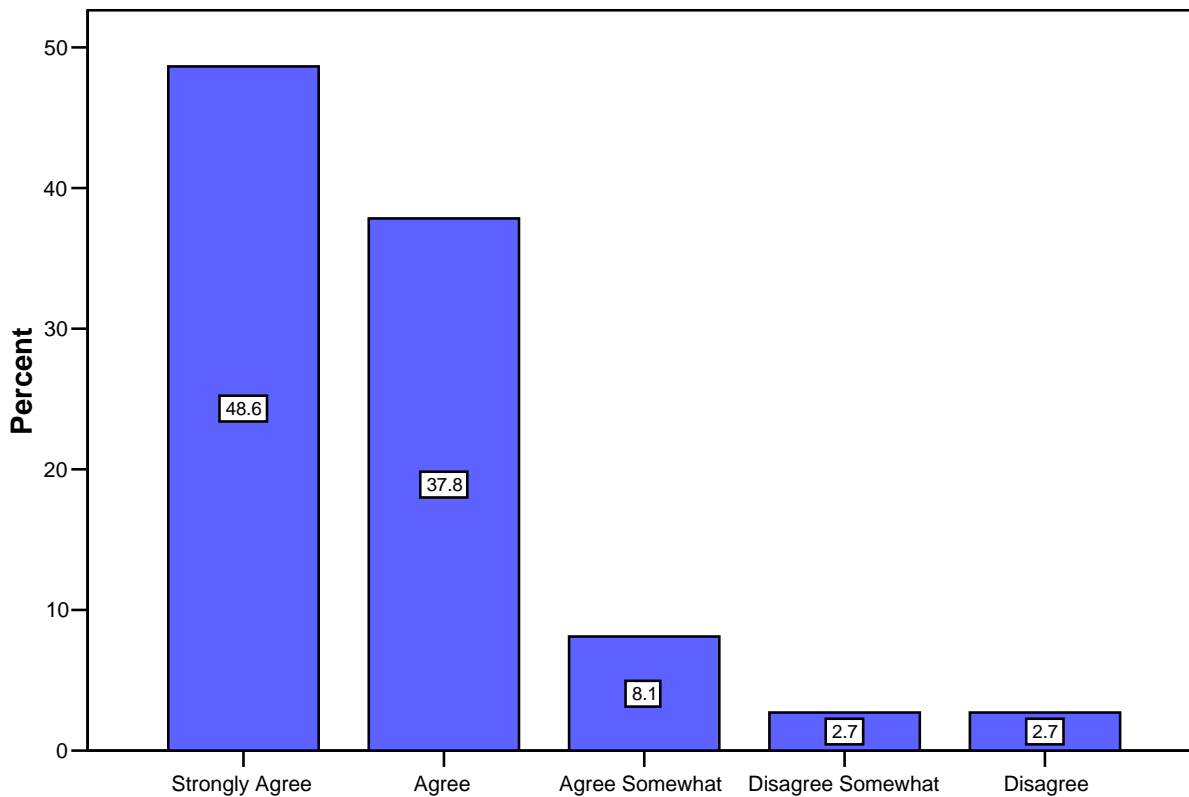
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 1: Produce product to meet customer needs.	37	1.86	1.228
Valid N (listwise)	37		

Critical Work Function 2: Maintain equipment, tools, and workstations.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	18	48.6	48.6	48.6
Agree	14	37.8	37.8	86.5
Agree Somewhat	3	8.1	8.1	94.6
Disagree Somewhat	1	2.7	2.7	97.3
Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

Critical Work Function 2: Maintain equipment, tools, and workstations.



monitoring equipment indicators to ensure correct operation; obtaining training to maintain equipment; and performing all housekeeping to maintain production schedule.

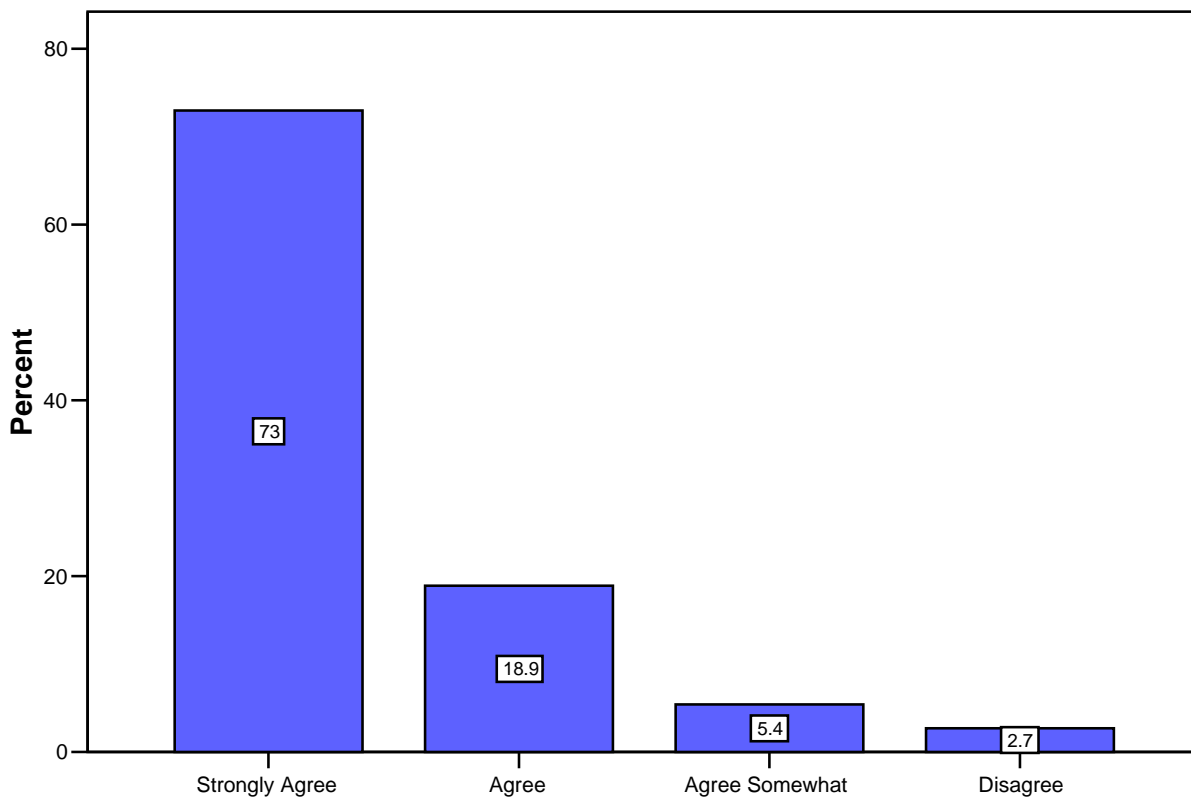
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 2: Maintain equipment, tools, and workstations.	37	1.73	.932
Valid N (listwise)	37		

Critical Work Function 3: Maintain a safe work area.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	27	73.0	73.0	73.0
Agree	7	18.9	18.9	91.9
Agree Somewhat	2	5.4	5.4	97.3
Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

Critical Work Function 3: Maintain a safe work area.



performing environmental and safety inspections; participating in emergency drills; identifying and reporting unsafe conditions and taking corrective action according to company policy; and participation in safety orientation.

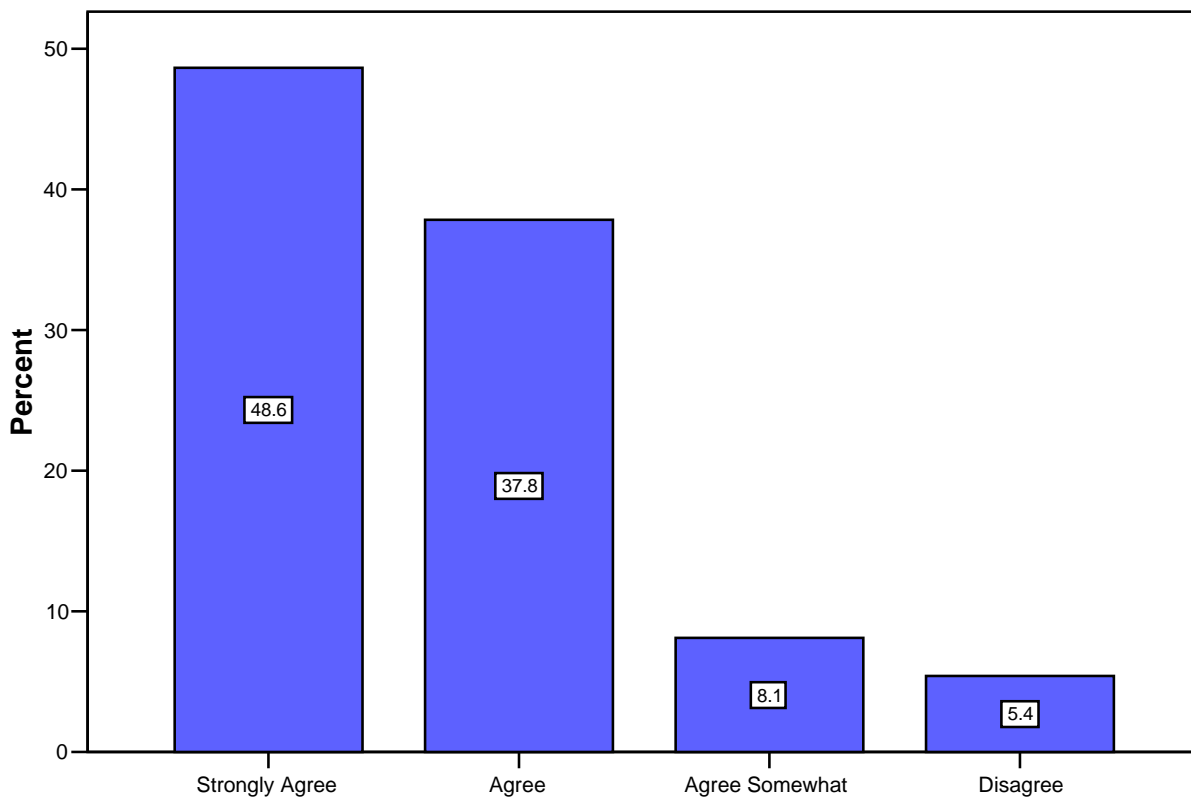
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 3: Maintain a safe work area.	37	1.41	.832
Valid N (listwise)	37		

Critical Work Function 4: Maintain quality and implement continuous improvement processes.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	18	48.6	48.6	48.6
Agree	14	37.8	37.8	86.5
Agree Somewhat	3	8.1	8.1	94.6
Disagree	2	5.4	5.4	100.0
Total	37	100.0	100.0	

Critical Work Function 4: Maintain quality and implement continuous improvement processes.



checking calibration of gauges and other data collection equipment; suggesting continuous improvements; inspecting materials in area of responsibility to determine quality or condition; documenting the results of quality tests; and making adjustments to restore or maintain quality.

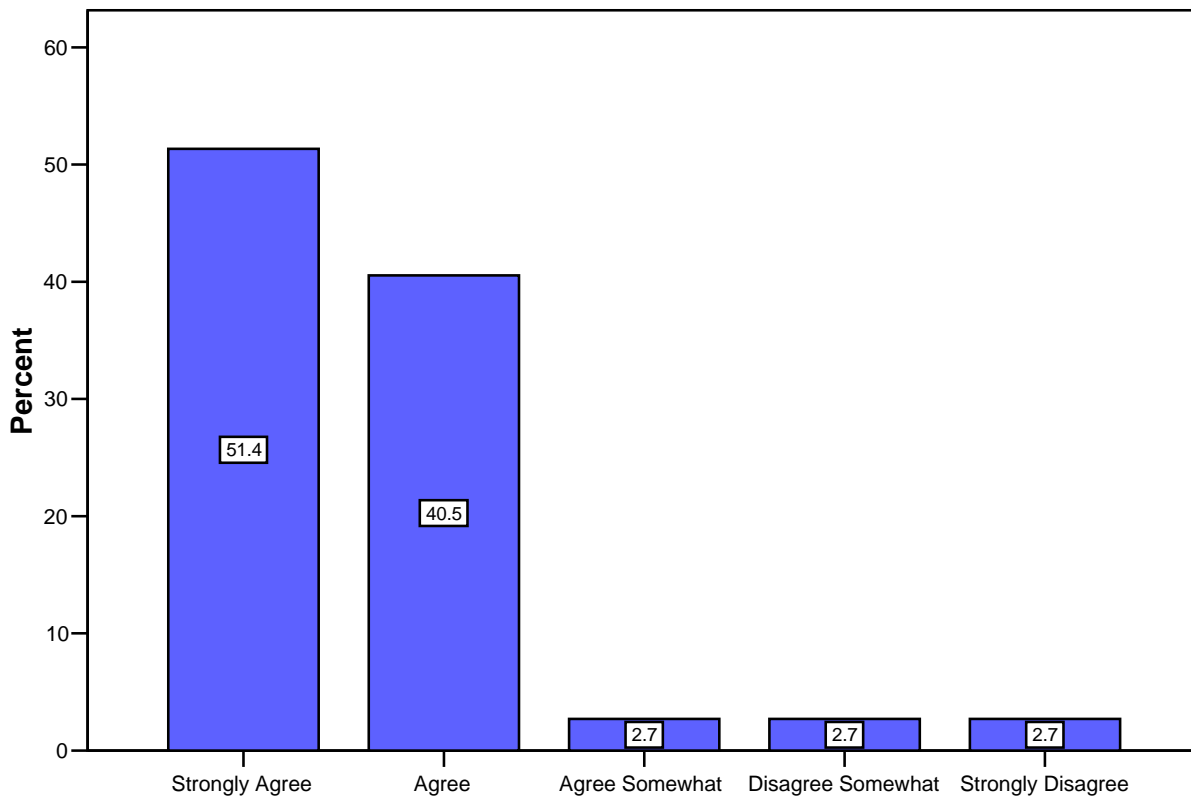
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 4: Maintain quality and implement continuous improvement processes.	37	1.76	1.011
Valid N (listwise)	37		

Critical Work Function 5: Communicate with co-workers to ensure production meets business requirements.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	19	51.4	51.4	51.4
Agree	15	40.5	40.5	91.9
Agree Somewhat	1	2.7	2.7	94.6
Disagree Somewhat	1	2.7	2.7	97.3
Strongly Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

Critical Work Function 5: Communicate with co-workers to ensure production meets business requirements.



communicating safety, training, and job specific needs; understanding and adhering to material specifications, delivery schedules, quality requirements, and other production issues.

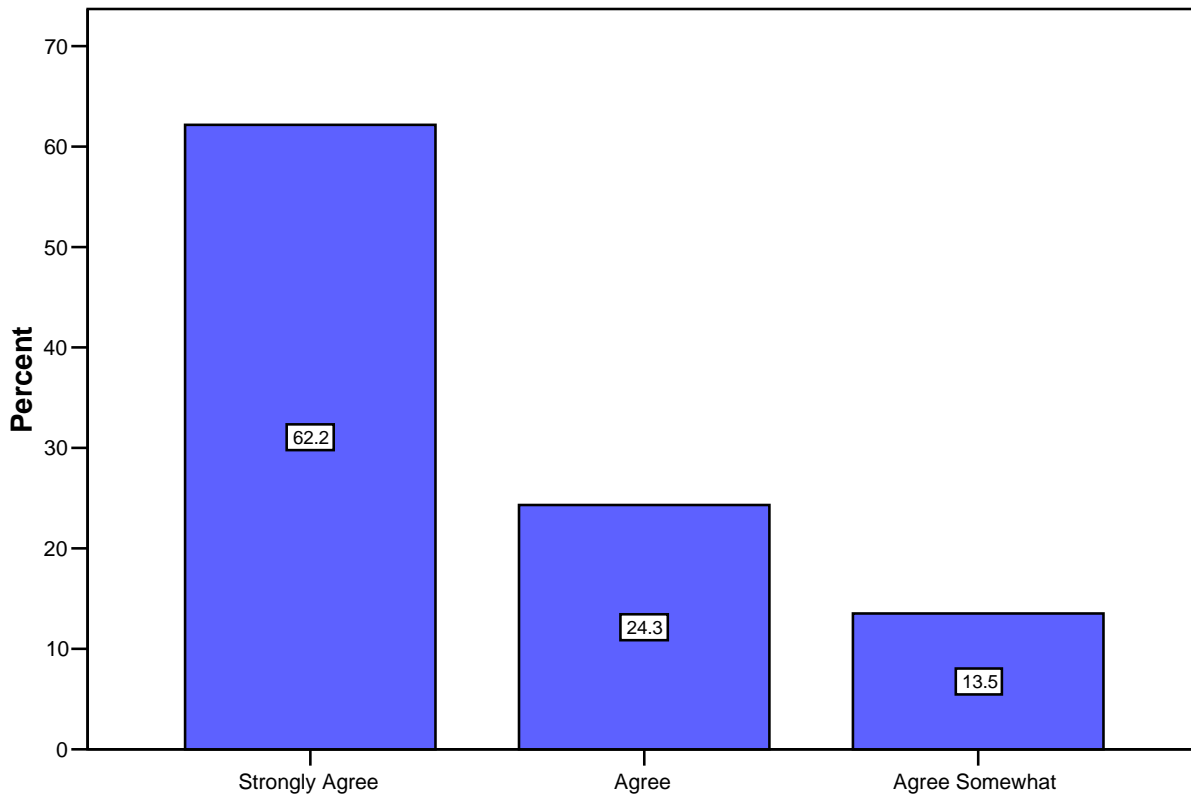
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 5: Communicate with co-workers to ensure production meets business requirements.	37	1.68	1.002
Valid N (listwise)	37		

Critical Work Function 6: Participate/cooperate with other team members to produce product.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	23	62.2	62.2	62.2
Agree	9	24.3	24.3	86.5
Agree Somewhat	5	13.5	13.5	100.0
Total	37	100.0	100.0	

Critical Work Function 6: Participate/cooperate with other team members to produce product.



helping to set and meet team goals; clarifying and effectively participating in team job assignments; and coordinating work flow with team members and other work groups.

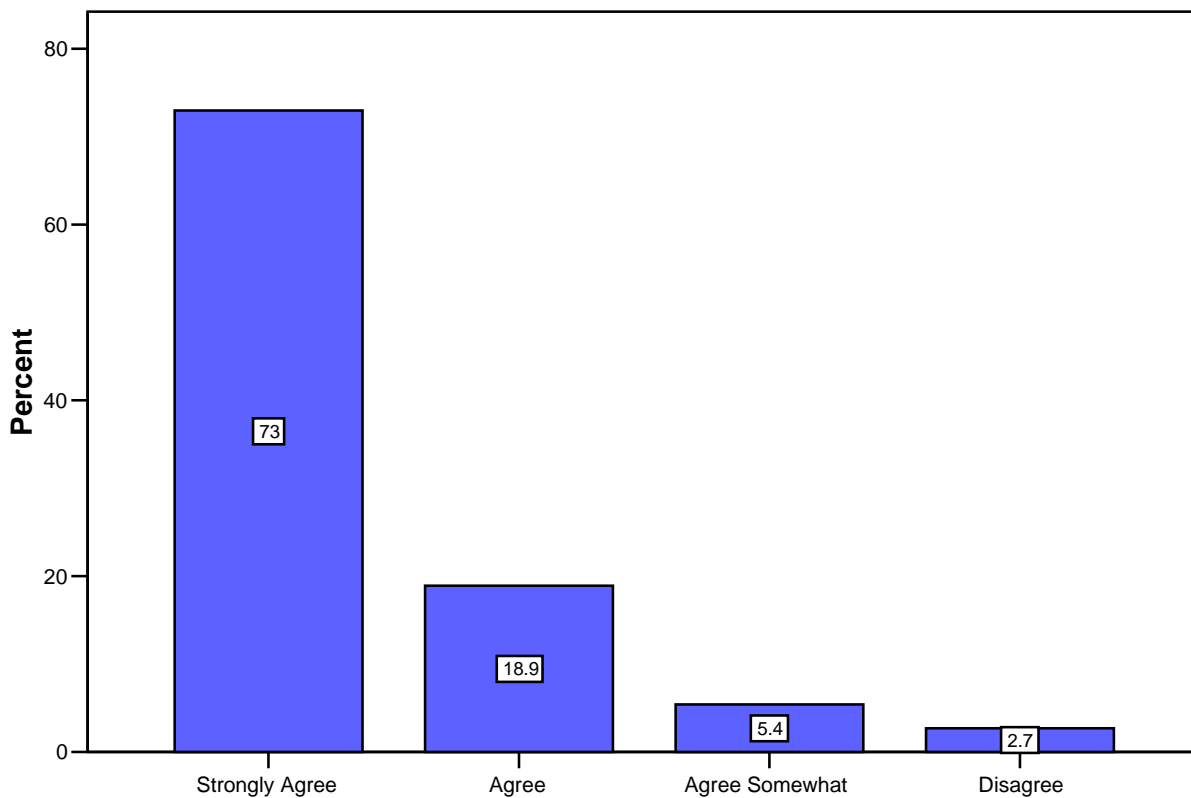
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 6: Participate/cooperate with other team members to produce product.	37	1.51	.731
Valid N (listwise)	37		

Critical Work Function 7: Demonstrate safe use of equipment in the workplace.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	27	73.0	73.0	73.0
Agree	7	18.9	18.9	91.9
Agree Somewhat	2	5.4	5.4	97.3
Disagree	1	2.7	2.7	100.0
Total	37	100.0	100.0	

Critical Work Function 7: Demonstrate safe use of equipment in the workplace.



suggesting processes and procedures that support safety and effectiveness in the work environment; and monitoring equipment and personal performance.

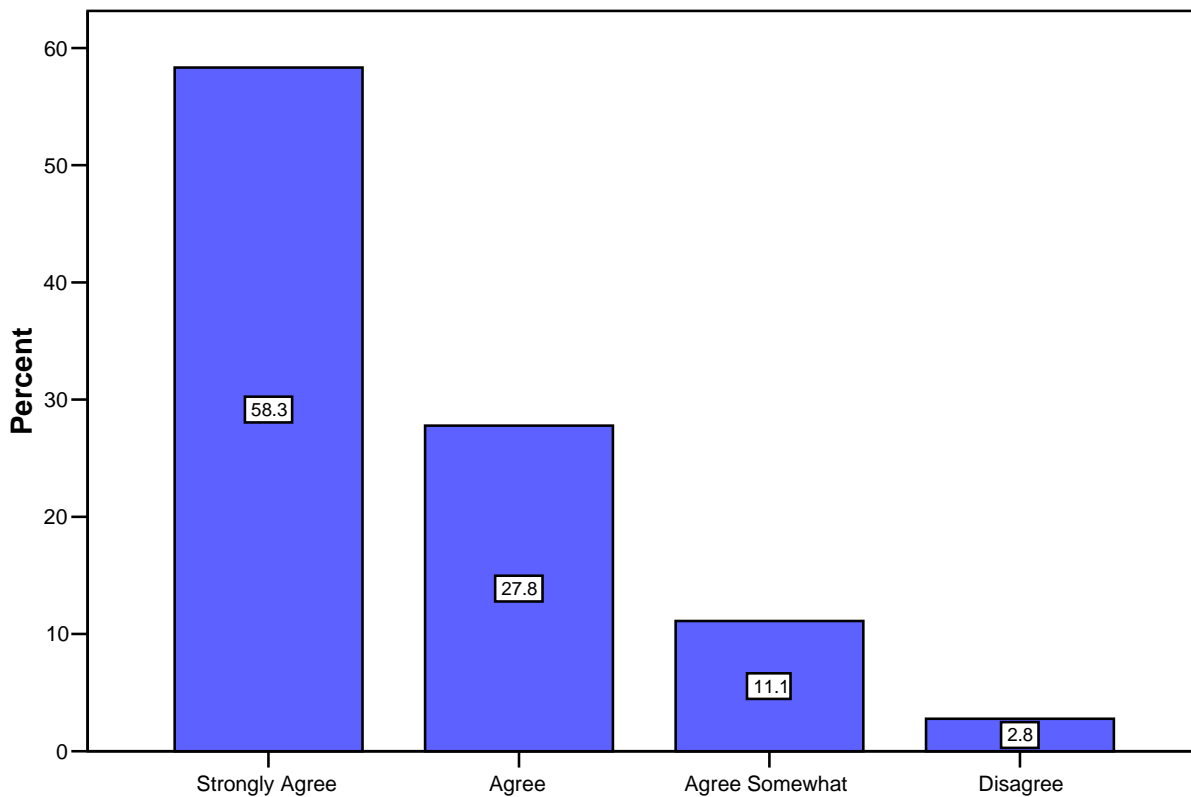
Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 7: Demonstrate safe use of equipment in the workplace.	37	1.41	.832
Valid N (listwise)	37		

Critical Work Function 8: Correct the product and process to meet quality standards.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	56.8	58.3	58.3
	Agree	10	27.0	27.8	86.1
	Agree Somewhat	4	10.8	11.1	97.2
	Disagree	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Critical Work Function 8: Correct the product and process to meet quality standards.



communicating quality problems; suggesting or performing corrective actions to correct quality problems; and recording process outcomes and trends.

Descriptive Statistics

	N	Mean	Std. Deviation
Critical Work Function 8: Correct the product and process to meet quality standards.	36	1.61	.903
Valid N (listwise)	36		

Critical Work Functions, sorting according to decreasing respondent agreement.

(The first in the list, Critical Work Function 7, met with highest average agreement, while the last, Critical Work Function 1, was most strongly disagreed with.)

Descriptive Statistics

	N	Mean	SD
Critical Work Function 7: Demonstrate safe use of equipment in the workplace.	37	1.41	.832
Critical Work Function 3: Maintain a safe work area.	37	1.41	.832
Critical Work Function 6: Participate/cooperate with other team members to produce product.	37	1.51	.731
Critical Work Function 8: Correct the product and process to meet quality standards.	36	1.61	.903
Critical Work Function 5: Communicate with co-workers to ensure production meets business requirements.	37	1.68	1.002
Critical Work Function 2: Maintain equipment, tools, and workstations.	37	1.73	.932
Critical Work Function 4: Maintain quality and implement continuous improvement processes.	37	1.76	1.011
Critical Work Function 1: Produce product to meet customer needs.	37	1.86	1.228
Valid N (listwise)	36		

Number of Employees:

Number of Employees

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0 - 49	17	45.9	54.8	54.8
50 - 99	3	8.1	9.7	64.5
100 - 249	7	18.9	22.6	87.1
250 - 499	2	5.4	6.5	93.5
500 +	2	5.4	6.5	100.0
Total	31	83.8	100.0	
Missing System	6	16.2		
Total	37	100.0		

Number of Employees

