

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 KNOWLEDGE

SCIENTIFIC DISCIPLINES PROFANITY TECHNIQUES	PRACTICAL PROCEDURES	MANAGERIAL KNOWLEDGE													
		I. MINIMAL			II. RELATED			III. DIVERSE			IV. BROAD				
		1	2	3	1	2	3	1	2	3	1	2	3		
A. PRIMARY	50	57	66	65	76	87	87	100	115	115	132	152	152	175	200
B. ELEMENTARY VOCATIONAL	76	87	100	100	115	132	132	152	175	175	200	230	230	264	304
C. VOCATIONAL	100	115	132	132	152	175	175	200	230	230	264	304	304	350	400
D. ADVANCED VOCATIONAL	115	132	152	152	175	200	200	230	264	264	304	350	350	400	450
E. BASIC TECHNICAL-SPECIALIZED	132	152	175	175	200	230	230	264	304	304	350	400	400	450	500
F. SEASONED TECHNICAL-SPECIALIZED	152	175	200	200	230	264	264	304	350	350	400	450	450	500	550
G. TECHNICAL-SPECIALIZED MASTERY	175	200	230	230	264	304	304	350	400	400	450	500	500	550	600
H. PROFESSIONAL MASTERY	200	230	264	264	304	350	350	400	450	450	500	550	550	600	650

KNOWLEDGE OF HUMAN RELATIONS

KNOWLEDGE OF HUMAN RELATIONS	MANAGERIAL KNOWLEDGE											
	1	2	3	1	2	3	1	2	3	1	2	3
152	175	200	230	264	304	350	400	450	500	550	600	650

KH	PS	AC	TOTAL
152			
SUPERVISOR KEY PUNCH			

KH	PS	AC	TOTAL
304			
ACTUARIAL SPECIALIST RESEARCH ASSOCIATE			

KH	PS	AC	TOTAL
700			
AREA MANAGER			

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Wayne F. Cascio, Donald H. Sweet



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