

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 PRACTICAL PROCEDURES	A. PRIMARY	MANAGERIAL KNOWLEDGE													
		I. MINIMAL			II. RELATED			III. DIVERSE			IV. BROAD				
		1	2	3	1	2	3	1	2	3	1	2	3		
	50	57	66	65	76	87	87	100	115	115	132	152	152	175	200
	57	66	76	76	87	100	100	115	132	132	152	175	175	200	250
	66	76	87	87	100	115	115	132	152	152	175	200	200	250	264
	76	87	100	100	115	132	132	152	175	175	200	250	250	264	304
	87	100	115	115	132	152	152	175	200	200	250	264	264	304	350
	100	115	132	132	152	175	175	200	250	250	264	304	304	350	400
	115	132	152	152	175	200	200	250	264	264	304	350	350	400	450
	132	152	175	175	200	250	250	264	304	304	350	400	400	450	528
	152	175	200	200	250	264	264	304	350	350	400	450	450	528	608
	175	200	250	250	264	304	304	350	400	400	450	528	528	608	700
	200	250	264	264	304	350	350	400	450	450	528	608	608	700	800
	250	264	304	304	350	400	400	450	528	528	608	700	700	800	1056
	304	350	400	400	450	528	528	608	700	700	800	920	920	1056	1216
	350	400	450	450	528	608	608	700	800	800	920	1056	1056	1216	1450
	400	450	528	528	608	700	700	800	920	920	1056	1216	1216	1450	1650
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