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CODE: 98902A

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TITLE: Packers and Packagers, Hand

DEFINITION: Pack or package by hand a wide variety of products and materials.

[TASKS](#)[KNOWLEDGE](#)[SKILLS](#)[ABILITIES](#)[WORK ACTIVITIES](#)[WORK CONTEXT](#)[INTERESTS](#)[WORK VALUES](#)[CROSSWALKS](#)**TASKS:**

1. Fastens and wraps products and materials, using hand tools.
2. Seals containers or materials, using glues, fasteners, and hand tools.
3. Assembles and lines cartons, crates and containers, using hand tools.
4. Places or pours products or materials into containers, using hand tools and equipment.
5. Obtains and sorts products, materials, and orders, using hand tools.
6. Marks and labels containers or products, using marking instruments.
7. Examines and inspects containers, materials, and products to ensure packaging process meets specifications.
8. Loads materials and products into package processing equipment.
9. Records product and packaging information on specified forms and records.
10. Measures, weighs, and counts products and materials, using equipment.
11. Removes and places completed or defective product or materials on moving equipment or specified area.
12. Tends packing machines and equipment that prepare and package materials and products.
13. Cleans containers, materials, or work area, using cleaning solutions and hand tools.

KNOWLEDGE:Knowledge elements are ranked by *importance*.

55 Production and Processing

Knowledge of inputs, outputs, raw materials, waste, quality control, costs, and techniques for maximizing the manufacture and distribution of goods

30 Clerical

Knowledge of administrative and clerical procedures and systems such as word processing systems, filing and records management systems, stenography and transcription, forms design principles, and other office procedures and terminology

25 Mathematics

Knowledge of numbers, their operations, and interrelationships including arithmetic, algebra, geometry, calculus, statistics, and their applications

20 Physics

Knowledge and prediction of physical principles, laws, and applications including air, water, material dynamics, light, atomic principles, heat, electric theory, earth formations, and meteorological and related natural phenomena

15 Mechanical

Knowledge of machines and tools, including their designs, uses, benefits, repair, and maintenance

15 English Language

Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar

10 Engineering and Technology

Knowledge of equipment, tools, mechanical devices, and their uses to produce motion, light, power, technology, and other applications

5 Chemistry

Knowledge of the composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods

5 Communications and Media

Knowledge of media production, communication, and dissemination techniques and methods including alternative ways to inform and entertain via written, oral, and visual media

SKILLS:

Skills elements are ranked by *importance*.

50 Product Inspection

Inspecting and evaluating the quality of products

50 Operation and Control

Controlling operations of equipment or systems

45 Writing

Communicating effectively with others in writing as indicated by the needs of the audience

40 Reading Comprehension

Understanding written sentences and paragraphs in work related documents

35 Problem Identification

Identifying the nature of problems

35 Monitoring

Assessing how well one is doing when learning or doing something

35 Equipment Selection

Determining the kind of tools and equipment needed to do a job

30 Management of Material Resources

Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work

30 Mathematics

Using mathematics to solve problems

30 Information Organization

Finding ways to structure or classify multiple pieces of information

30 Operation Monitoring

Watching gauges, dials, or other indicators to make sure a machine is working properly

25 Identification of Key Causes

Identifying the things that must be changed to achieve a goal

25 Information Gathering

Knowing how to find information and identifying essential information

20 Time Management

Managing one's own time and the time of others

20 Installation

Installing equipment, machines, wiring, or programs to meet specifications

20 Solution Appraisal

Observing and evaluating the outcomes of a problem solution to identify lessons learned or redirect efforts

20 Judgment and Decision Making

Weighing the relative costs and benefits of a potential action

15 Active Learning

Working with new material or information to grasp its implications

10 Active Listening

Listening to what other people are saying and asking questions as appropriate

10 Learning Strategies

Using multiple approaches when learning or teaching new things

10 Critical Thinking

Using logic and analysis to identify the strengths and weaknesses of different approaches

10 Visioning

Developing an image of how a system should work under ideal conditions

10 Troubleshooting

Determining what is causing an operating error and deciding what to do about it

10 Repairing

Repairing machines or systems using the needed tools

10 Idea Generation

Generating a number of different approaches to problems

10 Coordination

Adjusting actions in relation to others' actions

10 Implementation Planning

Developing approaches for implementing an idea

10 Operations Analysis

Analyzing needs and product requirements to create a design

10 Equipment Maintenance

Performing routine maintenance and determining when and what kind of maintenance is needed

10 Speaking

Talking to others to effectively convey information

5 Identifying Downstream Consequences

Determining the long-term outcomes of a change in operations

5 Negotiation

Bringing others together and trying to reconcile differences

5 Instructing

Teaching others how to do something

5 Systems Evaluation

Looking at many indicators of system performance, taking into account their accuracy

5 Idea Evaluation

Evaluating the likely success of an idea in relation to the demands of the situation .

ABILITIES:

Abilities elements are ranked by *importance*.

85 Manual Dexterity

The ability to quickly make coordinated movements of one hand, a hand together with its arm, or two hands to grasp, manipulate, or assemble objects

60 Information Ordering

The ability to correctly follow a given rule or set of rules in order to arrange things or actions in a certain order. The things or

actions can include numbers, letters, words, pictures, procedures, sentences, and mathematical or logical operations.

55 Multilimb Coordination

The ability to coordinate movements of two or more limbs together (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the body is in motion

55 Finger Dexterity

The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects

55 Wrist-Finger Speed

The ability to make fast, simple, repeated movements of the fingers, hands, and wrists

55 Extent Flexibility

The ability to bend, stretch, twist, or reach out with the body, arms, and/or legs

55 Near Vision

The ability to see details of objects at a close range (within a few feet of the observer)

50 Control Precision

The ability to quickly and repeatedly make precise adjustments in moving the controls of a machine or vehicle to exact positions

50 Static Strength

The ability to exert maximum muscle force to lift, push, pull, or carry objects

50 Trunk Strength

The ability to use one's abdominal and lower back muscles to support part of the body repeatedly or continuously over time without "giving out" or fatiguing

40 Category Flexibility

The ability to produce many rules so that each rule tells how to group (or combine) a set of things in a different way.

40 Problem Sensitivity

The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.

35 Dynamic Strength

The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue

35 Number Facility

The ability to add, subtract, multiply, or divide quickly and correctly

35 Visualization

The ability to imagine how something will look after it is moved around or when its parts are moved or rearranged

35 Dynamic Flexibility

The ability to quickly and repeatedly bend, stretch, twist, or reach out with the body, arms, and/or legs

35 Perceptual Speed

The ability to quickly and accurately compare letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This ability also includes comparing a presented object with a remembered object

30 Spatial Orientation

The ability to know one's location in relation to the environment, or to know where other objects are in relation to one's self

30 Stamina

The ability to exert one's self physically over long periods of time without getting winded or out of breath

30 Arm-Hand Steadiness

The ability to keep the hand and arm steady while making an arm movement or while holding the arm and hand in one position

25 Written Comprehension

The ability to read and understand information and ideas presented in writing

25 Speed of Limb Movement

The ability to quickly move the arms or legs

25 Far Vision

The ability to see details at a distance

25 Written Expression

The ability to communicate information and ideas in writing so others will understand

20 Memorization

The ability to remember information such as words, numbers, pictures, and procedures

20 Flexibility of Closure

The ability to identify or detect a known pattern (a figure, object, word, or sound) that is hidden in other distracting material

20 Inductive Reasoning

The ability to combine separate pieces of information, or specific answers to problems, to form general rules or conclusions. It includes coming up with a logical explanation for why a series of seemingly unrelated events occur together.

20 Deductive Reasoning

The ability to apply general rules to specific problems to come up with logical answers. It involves deciding if an answer makes sense.

20 Gross Body Coordination

The ability to coordinate the movement of the arms, legs, and torso together in activities where the whole body is in motion

20 Visual Color Discrimination

The ability to match or detect differences between colors, including shades of color and brightness

15 Oral Comprehension

The ability to listen to and understand information and ideas presented through spoken words and sentences

15 Speed of Closure

The ability to quickly make sense of information that seems to be without meaning or organization. It involves quickly combining and organizing different pieces of information into a meaningful pattern

15 Mathematical Reasoning

The ability to understand and organize a problem and then to select a mathematical method or formula to solve the problem

15 Depth Perception

The ability to judge which of several objects is closer or farther away from the observer, or to judge the distance between an object and the observer

15 Explosive Strength

The ability to use short bursts of muscle force to propel oneself (as in jumping or sprinting), or to throw an object

15 Oral Expression

The ability to communicate information and ideas in speaking so others will understand

10 Fluency of Ideas

The ability to come up with a number of ideas about a given topic. It concerns the number of ideas produced and not the quality, correctness, or creativity of the ideas.

10 Originality

The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem

10 Response Orientation

The ability to choose quickly and correctly between two or more movements in response to two or more signals (lights, sounds, pictures, etc.). It includes the speed with which the correct response is started with the hand, foot, or other body parts

10 Time Sharing

The ability to efficiently shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources)

10 Auditory Attention

The ability to focus on a single source of auditory (hearing) information in the presence of other distracting sounds

10 Hearing Sensitivity

The ability to detect or tell the difference between sounds that vary over broad ranges of pitch and loudness

10 Rate Control

The ability to time the adjustments of a movement or equipment control in anticipation of changes in the speed and/or direction of a continuously moving object or scene

10 Reaction Time

The ability to quickly respond (with the hand, finger, or foot) to one signal (sound, light, picture, etc.) when it appears

10 Gross Body Equilibrium

The ability to keep or regain one's body balance or stay upright when in an unstable position

10 Selective Attention

The ability to concentrate and not be distracted while performing a task over a period of time

5 Sound Localization

The ability to tell the direction from which a sound originated

WORK ACTIVITIES:

Work activities elements are ranked by *importance*.

100 Handling and Moving Objects

Using one's own hands and arms in handling, installing, forming, positioning, and moving materials, or in manipulating things, including the use of keyboards.

85 Performing General Physical Activities

Performing physical activities that require moving one's whole body, such as in climbing, lifting, balancing, walking, stooping, where the activities often also require considerable use of the arms and legs, such as in the physical handling of materials.

50 Documenting or Recording Information

Entering, transcribing, recording, storing, or maintaining information in either written form or by electronic/magnetic recording.

50 Controlling Machines and Processes

Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).

45 Getting Information Needed to Do the Job

Observing, receiving, and otherwise obtaining information from all relevant sources.

45 Inspecting Equipment, Structures, or Material

Inspecting or diagnosing equipment, structures, or materials to identify the causes of errors or other problems or defects.

40 Monitor Processes, Material, or Surroundings

Monitoring and reviewing information from materials, events, or the environment, often to detect problems or to find out when things are finished.

35 Judging Qualities of Things, Services, or People

Making judgments about or assessing the value, importance, or quality of things or people.

35 Evaluating Information Against Standards

Evaluating information against a set of standards and verifying that it is correct.

35 Organizing, Planning, and Prioritizing

Developing plans to accomplish work, and prioritizing and organizing one's own work.

30 Processing Information

Compiling, coding, categorizing, calculating, tabulating, auditing, verifying, or processing information or data.

30 Identifying Objects, Actions, and Events

Identifying information received by making estimates or categorizations, recognizing differences or similarities, or sensing changes in circumstances or events.

25 Making Decisions and Solving Problems

Combining, evaluating, and reasoning with information and data to make decisions and solve problems. These processes involve making decisions about the relative importance of information and choosing the best solution.

20 Performing Administrative Activities

Approving requests, handling paperwork, and performing day-to-day administrative tasks.

15 Monitoring and Controlling Resources

Monitoring and controlling resources and overseeing the spending of money.

15 Implementing Ideas or Programs

Conducting or carrying out work procedures and activities in accord with one's own ideas or information provided through directions/instructions for purposes of installing, modifying, preparing, delivering, constructing, integrating, finishing, or completing programs, systems, structures, or products.

15 Estimating Needed Characteristics

Estimating the Characteristics of Materials, Products, Events, or Information: Estimating sizes, distances, and quantities, or determining time, costs, resources, or materials needed to perform a work activity.

10 Updating and Using Job-Relevant Knowledge

Keeping up-to-date technically and knowing one's own jobs' and related jobs' functions.

10 Analyzing Data or Information

Identifying underlying principles, reasons, or facts by breaking down information or data into separate parts.

5 Establishing and Maintaining Relationships

Developing constructive and cooperative working relationships with others.

5 Developing Objectives and Strategies

Establishing long range objectives and specifying the strategies and actions to achieve these objectives.

5 Repairing and Maintaining Mechanical Equipment

Fixing, servicing, aligning, setting up, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.

5 Repairing and Maintaining Electrical Equipment

Fixing, servicing, adjusting, regulating, calibrating, fine-tuning, or testing machines, devices, and equipment that operate primarily on the basis of electrical or electronic (not mechanical) principles.

5 Communicating With Other Workers

Providing information to supervisors, fellow workers, and subordinates. This information can be exchanged face-to-face, in writing, or via telephone/electronic transfer.

5 Assisting and Caring for Others

Providing assistance or personal care to others.

5 Coordinating Work and Activities of Others

Coordinating members of a work group to accomplish tasks.

WORK CONTEXT:

Work context elements are ranked by *frequency (F)*, *importance (I)*, *responsibility (R)*, *amount of contact (C)*, *how serious (S)*, *objective vs. subjective (O)*, *automation (A)*, *extent of frustration (E)*, *responsible for health and safety (H)*, *likelihood of injury (L)*, *degree of injury (D)* .

85 (F) Indoors

How frequently does this job require the worker to work: Indoors

85 (F) Using Hands on Objects, Tools, Controls

How much time in a usual work period does the worker spend: Using hands to handle, control, or feel objects, tools or controls?

75 (F) Standing

How much time in a usual work period does the worker spend: Standing?

70 (F) Making Repetitive Motions

How much time in a usual work period does the worker spend: Making repetitive motions?

60 (I) Importance of Being Sure All Is Done

How important is it to be sure that all the details of this job are performed and everything is done completely?

52 (I) Importance of Repeating Same Tasks

How important is repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping, to performing this job?

52 (I) Importance of Being Exact or Accurate

How important is being very exact or highly accurate in performing this job?

50 (F) Common Protective or Safety Attire

How often does the worker wear: Common protective or safety attire, such as safety shoes, glasses, gloves, hearing protection, hard-hat, or personal flotation device?

45 (F) Sitting

How much time in a usual work period does the worker spend: Sitting?

40 (F) Contaminants

How often during a usual work period is the worker exposed to the following conditions: Contaminants (pollutants, gases, dust, odors, etc.)?

40 (F) Bending or Twisting the Body

How much time in a usual work period does the worker spend: Bending or twisting the body?

40 (F) Hazardous Equipment

How often does this job require the worker to be exposed to hazardous equipment? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

33 (S) Consequence of Error

How serious would the result usually be if the worker made a mistake that was not readily correctable?

30 (F) Hazardous Situations

How often does this job require the worker to be exposed to hazardous situations? Hazardous Situations involving likely cuts, bites, stings, or minor burns

30 (F) Very Hot

How often during a usual work period is the worker exposed to the following conditions: Very hot (above 90 F) or very cold (under 32 F) temperatures?

30 (F) Sounds or Noise Levels Are Distracting

How often during a usual work period is the worker exposed to the following conditions: Sounds and noise levels that are distracting and uncomfortable?

30 (F) Outdoors

How frequently does this job require the worker to work: Outdoors

30 (F) Kneeling, Crouching or Crawling

How much time in a usual work period does the worker spend: Kneeling, stooping, crouching or crawling?

30 (F) Climbing Ladders, Scaffolds, Poles, etc.

How much time in a usual work period does the worker spend: Climbing ladders, scaffolds, poles, etc?

28 (I) Pace Determined by Speed of Equipment

How important is it to this job that the pace is determined by the speed of equipment or machinery? (This does not refer to keeping busy at all times on this job.)

25 (F) Cramped Work Space, Awkward Positions

How often during a usual work period is the worker exposed to the following conditions: Cramped work space that requires getting into awkward positions?

20 (F) High Places

How often does this job require the worker to be exposed to high places? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

20 (I) Provide a Service to Others

How important are interactions requiring the worker to: Provide a service to others (e.g., customers)?

20 (D) Hazardous Equipment

If injury, due to exposure to hazardous equipment, were to occur while performing this job, how serious would be the likely outcome? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

20 (F) Walking or Running

How much time in a usual work period does the worker spend: Walking or running?

20 (L) Hazardous Equipment

What is the likelihood that the worker would be injured as a result of being exposed to hazardous equipment while performing this job? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

20 (E) Frustrating Circumstances

To what extent do frustrating circumstances ("road blocks" to work that are beyond the worker's control) hinder the accomplishment of this job?

17 (L) Hazardous Situations

What is the likelihood that the worker would be injured as a result of being exposed to hazardous situations while performing this job? Hazardous Situations involving likely cuts, bites, stings, or minor burns

16 (I) Deal With External Customers

How important are interactions requiring the worker to: Deal with external customers (e.g., retail sales) or the public in general (e.g., police work)?

16 (D) Hazardous Situations

If injury, due to exposure to hazardous situations, were to occur while performing this job, how serious would be the likely outcome? Hazardous Situations involving likely cuts, bites, stings, or minor burns

15 (F) Extremely Bright or Inadequate Lighting

How often during a usual work period is the worker exposed to the following conditions: Extremely bright or inadequate lighting conditions?

15 (F) Keeping or Regaining Balance

How much time in a usual work period does the worker spend: Keeping or regaining balance?

13 (A) Degree of Automation

Indicate the level of automation of this job.

12 (I) Importance of Being Aware of New Events

How important is being constantly aware of either frequently changing events (e.g. security guard watching for shoplifters) or infrequent events (e.g. radar operator watching for tornadoes) to performing this job?

11 (L) High Places

What is the likelihood that the worker would be injured as a result of being exposed to high places while performing this job? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

10 (F) Hazardous Conditions

How often does this job require the worker to be exposed to hazardous conditions? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

10 (F) Specialized Protective or Safety Attire

How often does the worker wear: Specialized protective or safety attire, such as breathing apparatus, safety harness, full protection suit, or radiation protection?

9 (H) Responsible for Health and Safety of Others

How responsible is the worker for others' health and safety on this job?

8 (I) Supervise, Coach, Train Others

How important are interactions requiring the worker to: Supervise, coach, train, or develop other employees?

8 (I) Coordinate or Lead Others

How important are interactions requiring the worker to: Coordinate or lead others in accomplishing work activities (not supervision)?

8 (D) Hazardous Conditions

If injury, due to exposure to hazardous conditions, were to occur while performing this job, how serious would be the likely outcome? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

8 (D) High Places

If injury, due to exposure to high places, were to occur while performing this job, how serious would be the likely outcome? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

7 (O) Objective or Subjective Information

How objective or subjective is the information communicated in this job?

6 (R) Responsibility for Outcomes and Results

How responsible is the worker for work outcomes and results of other workers?

6 (L) Hazardous Conditions

What is the likelihood that the worker would be injured as a result of being exposed to hazardous conditions while performing this job? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

5 (F) Special Uniform

How often does the worker wear: A special uniform, such as that of a commercial pilot, nurse, police officer, or military personnel?

5 (F) Frequency in Conflict Situations

How frequently do the job requirements place the worker in conflict situations?

5 (F) Whole Body Vibration

How often during a usual work period is the worker exposed to the following conditions: Whole body vibration (e.g., operating a jackhammer or earthmoving equipment)?

4 (I) Take a Position Opposed to Others

How important are interactions requiring the worker to: Take a position opposed to coworkers or others?

4 (I) Persuade Someone to a Course of Action

How important are interactions requiring the worker to: Persuade someone to a course of action (informally) or influence others to buy something (to sell)?

4 (C) Job-Required Social Interaction

How much does this job require the worker to be in contact (face-to-face, by telephone, or otherwise) with others in order to perform it?

INTERESTS:

Interest elements are ranked by *occupational interest*.

94 Realistic

Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

33 Conventional

Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

17 Enterprising

Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

11 Social

Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

11 Artistic

Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

11 Investigative

Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

WORK VALUES:

Work values elements are ranked by *extent*.

56 Support-Mean Extent

Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

48 Relationships-Mean Extent

Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

45 Working Conditions-Mean Extent

Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

23 Recognition-Mean Extent

Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

20 Achievement-Mean Extent

Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

14 Independence-Mean Extent

Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

78 Moral Values

Workers on this job are never pressured to do things that go against their sense of right and wrong

66 Activity

Workers on this job are busy all the time

56 Company Policies and Practices

Workers on this job are treated fairly by the company

56 Supervision, Human Relations

Workers on this job have supervisors who back up their workers with management

56 Supervision, Technical

Workers on this job have supervisors who train their workers well

53 Security

Workers on this job have steady employment

53 Independence

Workers on this job do their work alone

53 Co-workers

Workers on this job have co-workers who are easy to get along with

47 Working Conditions

Workers on this job have good working conditions

44 Advancement

Workers on this job have opportunities for advancement

31 Compensation

Workers on this job are paid well in comparison with other workers

25 Achievement

Workers on this job get a feeling of accomplishment

22 Recognition

Workers on this job receive recognition for the work they do

22 Autonomy

Workers on this job plan their work with little supervision

19 Variety

Workers on this job have something different to do every day

19 Social Status

Workers on this job are looked up to by others in their company and their community

16 Ability Utilization

Workers on this job make use of their individual abilities

13 Social Service

Workers on this job have work where they do things for other people

13 Responsibility

Workers on this job make decisions on their own

6 Authority

Workers on this job give directions and instructions to others

6 Creativity

Workers on this job try out their own ideas

CROSSWALKS:

[DOT91 \(Dictionary of Occupational Titles\):](#)

[920587018 Packager, Hand](#)
[920687142 Prizer](#)
[920687134 Packer, Agricultural Produce](#)
[920687014 Bagger](#)
[920687010 Apple-Packing Header](#)
[737687030 Core Loader](#)
[920687130 Packer](#)
[920687166 Shoe Packer](#)
[737587018 Primer Boxer](#)
[920687122 Machine-Pack Assembler](#)
[920587010 Cloth-Bolt Bander](#)
[794687034 Paper-Pattern Folder](#)
[737687014 Bag Loader](#)
[737687094 Packer-Fuser](#)
[920687146 Repack-Room Worker](#)
[920687018 Bagger](#)
[920687158 Shingle Packer](#)
[920687170 Shot Bagger](#)
[920687174 Snuff-Box Finisher](#)
[920587022 Sample Clerk, Handkerchief](#)
[920687198 Wool Sacker](#)
[920687042 Bottling-Line Attendant](#)
[920687038 Blueprint Trimmer](#)

[753687038 Packing-Line Worker](#)
[920687034 Bandoleer Packer](#)
[920687030 Bander, Hand](#)
[920687026 Bander, Hand](#)
[920687150 Rosin-Barrel Filler](#)
[920687078 Crate Liner](#)
[929687058 Bander, Hand](#)
[789687106 Mophead Trimmer-and-Wrapper](#)
[920687110 Line-Out Worker I](#)
[929687042 Roll Coverer, Burlap](#)
[922684010 Locker-Plant Attendant](#)
[920687066 Carrier Packer](#)
[920687094 Greens Tier](#)
[920687114 Line-Out Worker II](#)
[920687090 Floor Worker](#)
[920687086 Fish Packer](#)
[929687054 Palletizer](#)
[920687118 Linen-Supply Load-Builder](#)
[922687014 Binder-and-Wrapper Packer](#)
[784687042 Inspector-Packer](#)
[929684010 Packer](#)
[922687094 Timber Packer](#)
[920687074 Cotton Tier](#)
[922687046 Icer](#)
[922687010 Bin Filler](#)
[522687018 Bulker](#)
[525687118 Tier](#)
[525687082 Poultry-Dressing Worker](#)
[522687010 Barrel Filler I](#)
[529687086 Fish-Egg Packer](#)
[529687022 Bulk Filler](#)
[529687150 Linker](#)
[559687014 Ampoule Sealer](#)
[585687030 Singer](#)
[700687038 Laborer, Gold Leaf](#)
[710687034 Tie-Up Worker](#)

AIM97 (Apprenticeship Information Management):	No crosswalks
CEN90 (1990 Census Occupations):	888 Hand Packers and Packagers 785 Assemblers 877 Stock Handlers and Baggers
CIP90 (Classification of Instructional Programs):	000000 NO CIP ASSIGNED
GOE93 (Guide for Occupational Exploration):	060438 Elemental Work: Industrial: Wrapping and Packaging 060426 Elemental Work: Industrial: Manual Work, Paper 050901 Material Control: Shipping, Receiving, and Stock Checking 060436 Elemental Work: Industrial: Filling 060435 Elemental Work: Industrial: Laundering, Dry Cleaning 060424 Elemental Work: Industrial: Manual Work, Metal and Plastics 090510 Attendant Services: Packaging-Wrapping 060434 Elemental Work: Industrial: Manual Work, Assorted Materials 051203 Elemental Work: Mechanical: Loading, Moving 060427 Elemental Work: Industrial: Manual Work, Textile, Fabric and Leather 060302 Quality Control: Inspecting, Grading, Sorting, Weighing, and Recording 060428 Elemental Work: Industrial: Manual Work, Food Processing 030401 Elemental Work: Plants and Animals: Farming
MOC97 (Military Occupational Codes):	3052 Packaging Specialist
OES98 (Occupational Employment Statistics):	98902 Hand Packers and Packagers
OPM97 (Office of Personnel Management Occupations):	7002 Packing 7001 Miscellaneous Packing and Processing
SOC98 (Standard Occupational Classification):	53-7064 Packers and Packagers, Hand



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