

Department of the Army
Pamphlet 600-3-41

Functional Area 41

Personnel Programs Management

Headquarters
Department of the Army
Washington, DC
1 August 1987

UNCLASSIFIED

SUMMARY of CHANGE

DA PAM 600-3-41
Personnel Programs Management

Not applicable.

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RESERVED

PERSONNEL PROGRAMS MANAGEMENT



Functional Area 41

Personnel Programs Management

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History. This publication has been organized to make it compatible with the Army electronic publishing database. No content has been changed.

Summary. Not applicable.

Applicability. Not applicable.

Proponent and exception authority.
Not applicable.

Interim changes. Not applicable.

Suggested improvements. For further information, write:

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Community Activities School
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Distribution. Not applicable.

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*This pamphlet supersedes DA Pam 600-3-41, April 1982.

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1. WHAT IS IT?

The Personnel Programs Management Functional Area (FA 41) is a Department of the Army officer career field that requires the skills and knowledge for managing the Army's personnel programs dealing with human resources development. Individual and organizational leadership, management ability and working with people are the cornerstones of this FA. Headquarters from battalion and separate brigade to division, Army Installations, Army headquarters, major commands, and Department of the Army — require dynamic officers to plan, develop, and direct activities and programs designed to enhance the organizational climate, unit cohesiveness and combat readiness, and individual commitment. The Personnel Programs Management FA 41 includes formulating plans and policies for military, family, and civilian personnel programs which include procurement, education and training, distribution, sustainment, and separation to ensure proper individual development, utilization, and motivation in order to enhance combat readiness and unit effectiveness. Further, officers designated in this FA are responsible for formulating plans, policies and programs related to labor relations and the availability of civilian labor, spiritual guidance and counseling, physical and mental well-being, and maintenance of law and order. Also, directing or coordinating the registration and classification of registrants under the jurisdiction of the Selective Service.

2. WHY PERSONNEL PROGRAMS MANAGEMENT?

The Army is people. Their leadership and management demand the best efforts possible. There are few challenges greater than manning the force with trained and motivated soldiers. The Army must have officers trained to analyze the people component of the organization — in order to satisfy the requirements of both the Army and the soldier. In addition, these officers assist commanders and their staffs at all levels in ensuring the smooth and effective operation of human resource development activities and programs and various aspects of the enlistment processes.

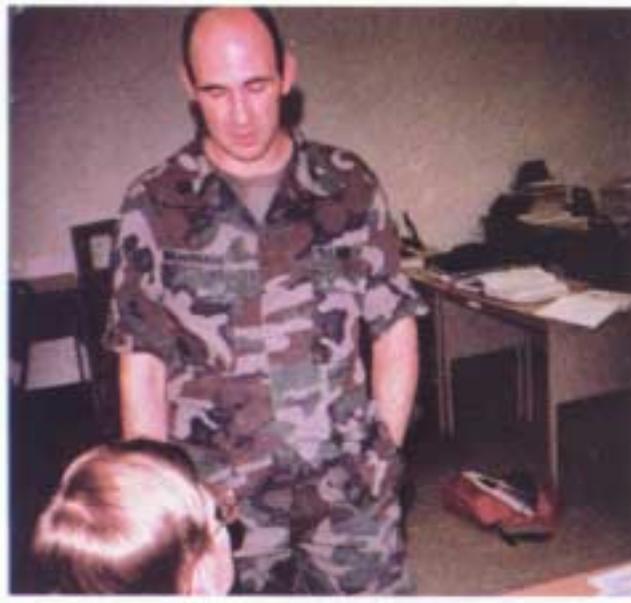


Figure 2.



Figure 3.

3. WHERE MIGHT YOU SERVE AS A PERSONNEL PROGRAMS MANAGEMENT OFFICER?

Assignment opportunities and duty locations for officers in the Personnel Programs Management specialty are widespread. As a general rule FA 41 is in demand wherever US soldiers are assigned throughout the world. The lowest organizational level requiring an officer in this FA is normally brigade. Job opportunities are also found at Department of the Army, major Army and joint headquarters, Office of the Joint Chiefs of Staff, and Department of Defense. Newly assigned officers are normally assigned to organizations and installations where they can develop their professional experience and skills most effectively. Assignments in the United States for various grades in this FA are abundant at all locations where soldiers serve. Overseas duty locations include Europe, the Far East and Panama, as well as other countries in the world.



Figure 4.



Figure 5.

4. WHAT KIND OF JOBS (ASSIGNMENTS) MAY YOU EXPECT?

The Personnel Programs Management FA 41 offers diverse opportunities for service. Officers may be assigned as a personnel staff officer or a Brigade S-1. Staff officers in this FA may supervise many military and civilian personnel who perform a variety of functions. Each position offers its own unique demands upon the management and leadership abilities of the Personnel Programs Management Officer. In addition, assignment opportunities at the lieutenant colonel and colonel level may include assignment as Assistant Chief of Staff, G-1; Director, Personnel and Community Activities (DPCA); Director of Personnel; or HQDA division chief. Although the Personnel Programs Management FA 41 designation normally takes place at the 8th year of service, you may serve in FA 41 earlier depending on special training, education, experience, or organizational needs. Therefore, an officer will be trained in primary branch prior to selection into the Personnel Programs Management Functional Area 41. Further information concerning FA 41 is in Department of the Army Pamphlet 600-3, Officer Professional Development and Utilization.

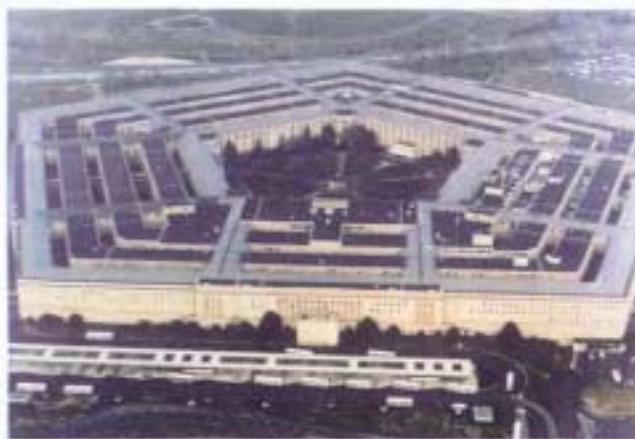


Figure 6.



Figure 7.



Figure 8.

5. WHAT ABOUT PROMOTIONS?

Advancement opportunities exist through the grade of colonel. Promotions are based upon potential for service in the next higher grade as demonstrated by an officer's manner of performance. Positions in the Personnel Programs Management FA 41 require ability, energy, and sensitivity to people. Highly professional and soldier-oriented officers are required. All positions provide grounds for a challenging and personally rewarding career.



Figure 9.



Figure 10.

6. HOW DO YOU ENTER THE SPECIALTY?

Officers approaching their 8th year of service may request designation in the Personnel Programs Management Functional Area 41. Approval of the request depends on the Army's needs for officers in this FA. A complete explanation of FA terminology, Officer Personnel Management System (OPMS), multiple career patterns development and designation procedures may be found in Department of the Army Pamphlet 600-3.



Figure 11.

7. WHERE WILL YOU BE TRAINED?

Military Training... Personnel Programs Management training takes place primarily at the Community Activities School, US Army Soldier Support Institute, Fort Benjamin Harrison, Indiana where typical courses include the Battalion S-1 Course, the Force Integration – Manning the Force Course, and the DPCA Course. In FY 87 a new FA 41 Qualifier Course will be offered for officers assigned to FA 41 positions.

Officers designated in FA 41 compete with officers in other specialties for selection to attend military staff colleges and senior service colleges.

Civilian Education... Within the scope of the Personnel Program Management FA, opportunities exist for selected officers to earn an advanced degree in Organizational behavior/personnel management, business administration and other academic disciplines. Some jobs require a graduate degree for which officers may apply or be selected to pursue at universities throughout the United States.



Figure 12.



Figure 13.

TYPICAL FA 41 ASSIGNMENTS
(NOT ALL-INCLUSIVE)

Phase	Assignment Examples
CPT Phase	Personnel Staff Officer, Division
MAJ Phase	Brigade S1 Personnel Staff Officer, Major Command, HQDA
LTC Phase	Division G-1 Personnel Staff Officer, Major Command, HQDA Installation DPCA
COL Phase	Corps G-1 Personnel Staff Officer, Community and Family Support Center J1, Joint Command Installation DPCA

Figure 14.



Figure 15.



Figure 16.

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