

COMPUTERIZED SCHEDULING OF
MANPOWER AND MATERIALS FOR
MAINTENANCE, MODIFICATION, AND CONSTRUCTION

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COMPUTERIZED SCHEDULING
OF
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MAINTENANCE, MODIFICATION, AND CONSTRUCTION

THESIS APPROVED:



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Candidate for Degree of
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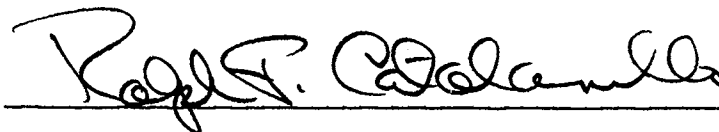
Major Field: Business Administration

Purpose of Study: The purpose of this study was to determine, from a thorough literature search and a formal evaluation of alternative approaches, the practicality of computerizing the scheduling function for a specific organization within the Research and Development Department of Phillips Petroleum Company. If such a program is feasible, to propose a workable system to accomplish the task.

Findings and Conclusions: Computerized scheduling of manpower is being done to varying degrees in different industries. The most common applications involve large projects and some version of project planning by computer. There were no indications of interfacing the material availability with manpower scheduling, or of craft sequencing.

The system proposed to handle the task includes sequencing of separate crafts on the same job, assuring material availability before scheduling and generation of management information reports on demand as well as the routine scheduling of the daily work schedule of four crafts involving 50 craftsmen.

APPROVAL:



ACKNOWLEDGMENTS

This study was undertaken in an effort to improve the effectiveness of the scheduling function in a specific organization within Phillips Petroleum Company. The understanding and consideration of Phillips Research management was necessary and is greatly appreciated.

A special word of thanks to Dr. Ralph Catalanello, Assistant Professor of Management, who served as advisor for this report. His advice and council contributed significantly to the composition of the report.

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CHAPTER I

Introduction

One of the major problems confronting managers of maintenance, modification, or construction craft people today is how to increase the productivity of these organizations. With a shortage of skilled and competent craftsmen and the increase in labor costs, there is constant pressure to increase work output with fewer employees. As this manpower squeeze progresses, it soon becomes critically important that the scheduling function be as near optimum as practical. If for any reason there is a mix up by the scheduling system the cost of idle manpower begins to mount very rapidly. In many cases the scheduling of men and materials on a new job is the function of one man who, under normal conditions, operates a reasonably well organized and functioning system. Being human he is subject to the same errors, mental lapses, or temperamental variations that plague us all. He goes on vacation, gets sick, and attends weddings and funerals. During all these time periods the scheduling and planning function must go on. When he is not on the job his replacement is normally someone who has a job of a completely different nature and will operate at a different rate or handle the same problems differently. All of these problems lead to inconsistency in the scheduling function. If this function could be, for the most part, reduced to a series of logical decisions it should be

possible to improve the overall efficiency by having a computer make these routine decisions. The importance of computerizing this function is evident in the partial list of references at the end of this paper.

Typical of many organizations faced with this problem today is the Maintenance and Modification Branch of the Administrative Division of the Research and Development Department of Phillips Petroleum Company. The Branch provides services of a semi-technical and technical nature to the Research Center of Phillips in Bartlesville, Oklahoma. (Figure 1 is an organization chart for the Branch). There are four separate craft organizations providing services over a very wide range of skill requirements. Electricians for example range from light bulb changing to 13,200 volt power system trouble shooting. Refrigeration handles routine heating and cooling systems for human comfort and also highly complex scientific systems requiring extreme accuracy at sub-zero temperatures. The mechanical section involves the skills of the carpenter, painter, mechanic, insulator, machinist, plumber, truck driver, mover, millwright, in fact most anything not covered by the other three higher skill level sections. The instrument section handles anything from routine instrument repair to computer system troubleshooting.

In this organization, the scheduling function is now accomplished with a manual system revolving about one individual in a very critical position. He prepares a daily work schedule for each craft foreman, indicating the estimated man-hours of work his crew is assigned. The scheduler must take into account the availability of parts and equipment needed for the job and must not schedule the job until all needed equipment is available.

He must be a master at balancing the demands of operations against the available manpower in the craft required. A large number of his jobs involve two or more crafts and often they cannot work simultaneously and must be sequenced onto the job at proper time intervals. In this position he is naturally the funneling point for all craft work and as such is the primary contact for R&D personnel desiring work to be done or seeking information about a specific job. This interface between those requiring a specific service and those craftsmen performing the service is critical and should receive more attention than the scheduling function of his job will allow.

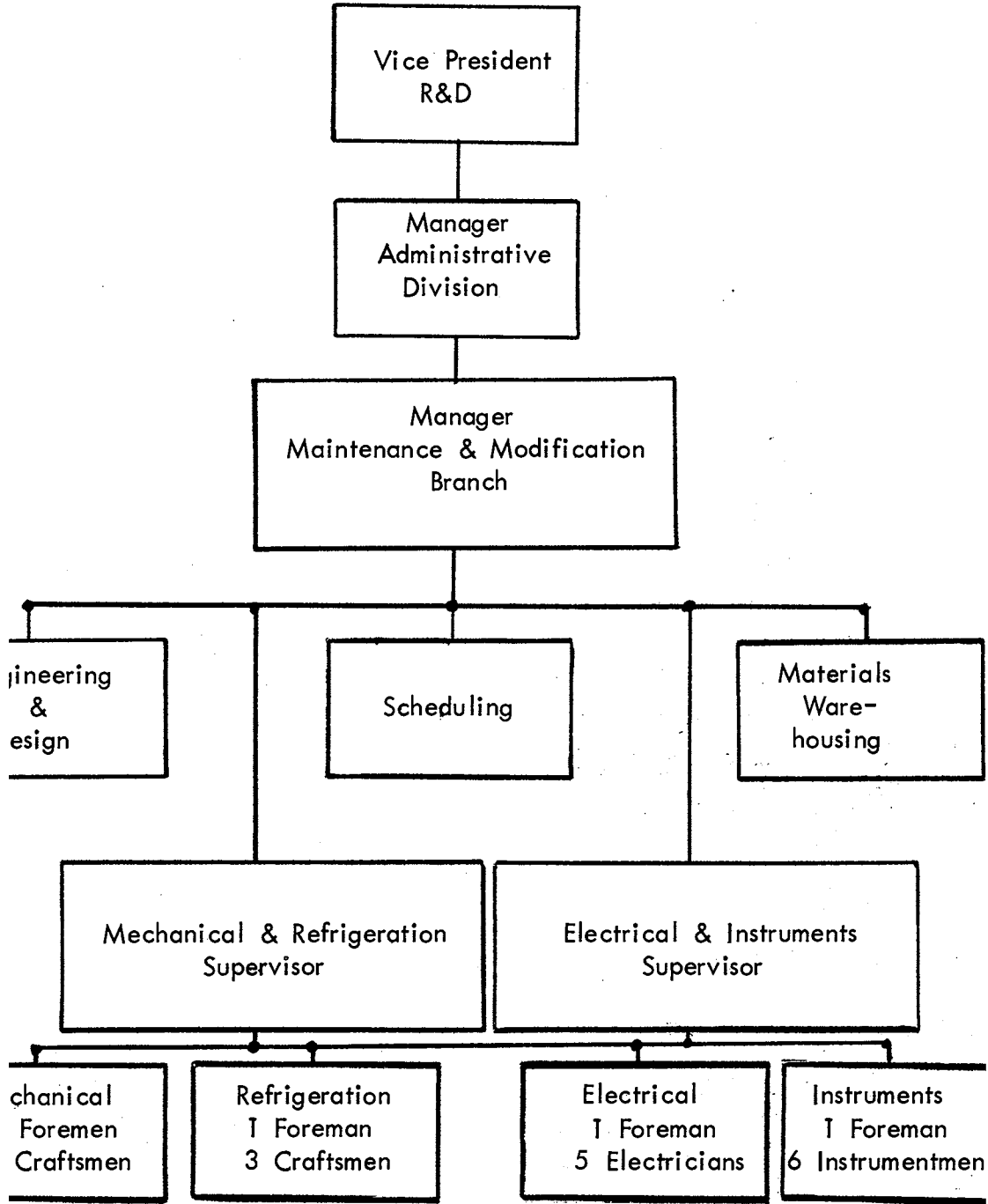
Purpose of Study

The scheduling function, being as critical as it is to the optimal use of available manpower, is in need of some in-depth study to determine a method of improving on the performance of the human operator of the function. The purpose of this study is to determine the practicality of computerizing the more routine parts of the job. The benefits of this change would be at least two-fold. If a program can be designed that will always make the same decision, given the same information concerning material availability, manpower requirements, and job requirements, a daily schedule can be prepared with increased consistency and effectiveness. At the same time the scheduler will have more time to apply to functions that cannot readily be adopted to a computer program. The net result should be improved efficiency of the organization in question.

If such a system is practical this study will outline a model that will accomplish the desired result. The proposed system will have to be

erated by the same personnel that operate the present system. By necessity the system cannot require more time, and hopefully would be less time consuming, than the present system. The study will include timing of the man-machine interface and a comparison of this elapsed time to the time now required for the equivalent actions to take place.

A secondary purpose, assuming successful completion of the primary purpose, will be to adopt the same model for management information report generation. Several reports are currently being generated by an alternate system that could be abolished completely if this proposed system could be adopted for that purpose.



MAINTENANCE & MODIFICATION BRANCH

FIGURE 1

Scope of the Study

The first step in the study was to determine from a search of current literature if this type of program has been used successfully in similar industries, and, if not, can the work that has been done be revised to fit the needs of this program. Can a computer program be developed that will (1) prepare a daily schedule for each craft, taking into consideration all the restraints now considered by the scheduler, (2) keep a running account of material availability and status of ordered material, alarming past due deliveries, and (3) generate required management information reports.

The second step involves the development of portions of the model into a form usable by computer programmers for program generation. This model should consider the operating constraints of the present scheduler and makes use of his years of practical experience in establishing its decision trees and data tables.

The third step involves a simulation of the proposed system using a punched tape to present the scheduler with the format he will encounter on the computer and timing his data entry time. These times are then compared to measured time for performing the equivalent task now.

A listing of the operating constraints of the system is presented in Table I.

TABLE I

System Constraints

Be operable from remote locations using leased lines for communication through a teletypewriter or equivalent to a central facility.

The operator should be able to proof data off line.

Be capable of accepting file updates during normal working hours.

Schedule all available manpower for eight hours per work day.

Properly sequence crafts onto jobs requiring more than one craft in sequence.

Be capable of keeping records on purchases, date ordered, expected delivery date, date received, and cost of materials.

On request issue status report of ordered materials.

Flag jobs whose material delivery is going to delay start of work beyond the date required for the schedule to stay current.

Organization of Paper:

Chapter two discusses the research that was done and some of the results that are being made in this particular area. An effort was made to identify the common areas and point out the areas where the need for further development or change exist. Chapter three details the present scheduling system in use at the Phillips Research Center in Bartlesville. The areas of weakness are pointed out with suggested improvements that any revised system should incorporate. Chapter four is a discussion of the proposed system and a step-by-step discussion of a typical work order as the system will handle. Chapter five is a comparison of the effectiveness of the two systems and demonstration of the advantages of the proposed system over the present

em. Chapter six is a summary with the implications and conclusions
le that relate to the recommendations for a change in scheduling
ems.

apter one

Summary:

The problem of optimizing the scheduling function is serious in areas
iling with the scheduling of skilled craftsmen who must interface with
er craft and satisfy operating personnel and their requirements. This study
poses to determine the practicality of computerizing this function and, if
sible, to develop enough of the model to demonstrate its feasibility.
s model will then be compared to the present operating system in some
fical areas.

CHAPTER II

Review of Related Literature

Much has been written on various scheduling systems both manual and automatic. This review will cover some of the more typical ones beginning with those having general interest and following through those most nearly paralleling the aims of this paper.

The literature available on computerized scheduling runs the full spectrum of human attitudes from the most optimistic to very pessimistic. It also covers applications from the simplest heuristic model to the most complex dynamic models. A careful study of papers exemplifying the dynamic linear programs^{1, 2, 3} led to the conclusion that, in retrospect, it seems obvious. The complexities of this type programming, (e.g. Strict mathematical formulation of all constraints, defining the multi-dimensional

¹R. P. Jewett, "Minimum Risk Manpower Scheduling Technique" *Management Science*, XIII (June, 1967), pp B578-B592.

²S. A. Lippman and others, "Algorithms for Optimal Production Scheduling and Employment Smoothing", *Operations Research*, XV (November, 1967), pp 1011-29.

³S. A. Lippman and others, "Optimum Production Scheduling and Employment Smoothing with Deterministic Demands", *Management Science*, 17 (November, 1967), pp 127-58.

variables, and development of specific algorithms for the non-linear
ions involved), are not required for the relatively simple problem at
. The time required to develop a dynamic model to accomplish our
ed objectives would be far greater for this type program than the
valent heuristic model. The key seems to be in the relative size of
rogram and the number of variables involved. The job at hand is
enough to fully comprehend without having the organization necessary
he more involved model.

As the field narrows, to those papers more closely associated with
cheduling of maintenance and modification craftsmen, the understanding
s. One paper of a more pessimistic nature discusses the various hazards
untered by a generation or so in the fields of discreet programming and
inatorial mathematics. Typical of these hazards is the problem of the
l increase in the number of variables to be considered with only
t increases in the number of state variables. Selection of the proper
ematical method to handle large-scale problems is another hazard that
tly affects cost. The running time of the program is not a direct
rtion to the problem size. The solution method can affect run time
s much as a factor of 20 to 1 between two alternatives. Spitzer
ts using heuristic methods to solve 1000 variable problems as early as
. Regardless of the approach used to solve the problem he feels there
d be sufficient economic incentive to demand the action be taken.
lso points out that a secondary benefit of computerized scheduling is
mount of management information already available in such a system.

could easily be manipulated into a form usable by management.⁴

On the opposite end of the human attitudes spectrum is a paper by J. E. Sanford covering the miracles performed by a vendor of computerized scheduling for small manufacturing businesses in the northeastern U.S. This vendor supplies his customer with a teletype which links to IBM 1130 and through it to the giant data processing computers at University Computing Corporation in Dallas. The customers of this company are growing faster than the competition and believe that their growth is attributable to the multiple benefits (e.g., minimum cost, maximum production, immediate picture of the schedule that will yield these attributes so that management and production line worker know exactly what to do next) to be derived from computerized scheduling.⁵

More nearly in the center of this human attitudes spectrum are a group of papers by industrial types who are directly involved in making a scheduling system function. One of these papers deals with the scheduling projects and an Esso Research and Engineering evaluation of five commonly used computer programs, PERT (Program Evaluation and Review Technique), CPM (Critical Path Method), RAMPS (Resources Allocation and Multiple Project Scheduling), Richfield's Critical Path and Man scheduling system, and Continental Oil's Project Planning System.⁶ Table II compares

⁴M. Spitzer, "Computer Art of Scheduling Making", *Datamation*, XV (April, 1969), pp 84-86

⁵J. E. Sanford, "Computer Eases Job Scheduling", *Iron Age*, CCVII (February 18, 1971), pp 46-48

⁶J. T. Kurzeja, "When Work Schedules Need Computers", *Hydrocarbon Processing and Petroleum Refiner*, XLIV (April, 1965), pp 171-174

se five systems on six separate items of importance from a cost standpoint.

TABLE II

Comparison of Computer Scheduling Systems

	<u>PERT</u>	<u>CPM</u>	<u>RAMPS</u>	<u>Richfield</u>	<u>Conoco</u>
nsiders Time	Yes	Yes	Yes	Yes	Yes
nsiders Manpower	No	No	Yes	Yes	Yes
nsiders Expediting Cost	No	Yes	Yes	No	No
inpower Smoothing	None	None	Excellent	Good	Excellent
ta Preparation Time	Low	Low	High	Low	Low
U Time	Low	Low	High	Low	Medium

While all of these systems have their individual strong and weak points, the group has a significant problem when being considered for the level of job we are considering. Their sophistication exceeds that required by such a tight margin as to deem them impractical from a cost standpoint.

Two papers of very practical value deal with the same problem we are trying to solve. American Oil's Texas City, Texas, Maintenance Division has a daily schedule, computer prepared, which they put in the hands of the craftsmen involved the day before the work is to be done. This system does nothing but prepare the schedule from work orders having cleared the planning superintendent's desk. One thing of significance, for our use, that is omitted in this paper is the type of computer used. The impression is given that they may be using an inhouse scientific machine as opposed to a business oriented machine.⁷

⁷"Maintenance Crews See What's Next", Oil and Gas Journal, IX (November 8, 1971), p. 74

The second paper is concerned with the evolution of a maintenance scheduling system installed by Atlas Chemical Industries, Inc. This computer/communications system maintains complete local plant control over work orders and stock items and has resulted in significant improvement in the company's maintenance operations. The Atlas system serves four plants, scheduling 1100 work orders per plant at any given time. The steps taken by these engineers and plant managers are significant in that they closely parallel the steps taken by Phillips Research Department Maintenance personnel to date. They had a system of sorts, manually controlled, that seemed to get the job done for several years. A high-level maintenance improvement committee studied the system, with a formalized manual maintenance system in each plant resulting from their study. After several years of using this formal system it became apparent that these manual systems were no longer adequate. The volume and complexity of maintenance work became so great that the effectiveness of the priorities that had been set up was being lost. One plant manager contracted with a local service bureau to set up a system based on automatic data processing. Feeling that individual systems for each plant would be prohibitive, costwise, company management optioned for a central system using teleprocessing equipment to link each plant to the Central Computer. This system prepares a schedule for each plant and keeps track of 40,000 spare parts and maintenance items from a stocking point of view. It has the ability to answer specific inquiries and generates weekly status reports on incomplete jobs and craft backlog. Atlas uses a 65K core machine with six magnetic

se units, three disk units, a card punch and reader in each plant and in the central facility, and a 1100 line per minute printer. The same system also does a variety of accounting work, is expandable in unit steps, and is being evaluated for other similar uses throughout Atlas Chemical.⁸

In summary, there are many ways to approach the problem of manpower and material scheduling. The literature on the subject has much to say about a lot of things. From our study of this literature we can select several ideas and concepts that fit into our particular set of requirements and build and expand from these. From the successful operations reported, several common factors that are also common to our situation are interesting.

The use of a central computer, already in use for other purposes, is a key factor in the economics of the problem. (2) The people using the system are not required to fully understand the internal workings of the system. They have a local machine of some type through which the computer and the individual communicate. (3) The ability to generate management information reports is an added plus that in our case has major significance because of the current computer cost for these same reports.

The review indicates a broad span of complexity for scheduling programs and hints at an equally broad cost range. We can be comforted in knowing that the computerized scheduling of material and manpower already is being applied in the petroleum industry in much the same form as required by our particular organization.

⁸C. R. Chamberlin and D. R. Freese, "Maintenance Scheduling Goes to the Computer", Management Research, LVIII, (August, 1969), pp. 2-7.

CHAPTER III

The Existing System

Engineers and Scientists throughout Phillips R&D can initiate a request for maintenance, modification, or construction work by filling out a Maintenance and Modification work order (Phillips form 7429, 71). Table III specifies the information required on this form from the originator. Figure II is a sample of the form.

TABLE III

Maintenance and Modification Work Order Originator's Required Information

1. Name
2. Location (of Originator)
3. Phone Number
4. Date Work Order Prepared
5. Date Work is Available
6. Identification and Location of Equipment or Work Site
7. Priority Code (See Table IV)
8. Branch Code
9. Charge Number
10. Required Completion Date
11. Description of Work to be Done
12. Approval Signature
13. Authorized Code - (Initials of Approved Signature)

Having filled in this information, the engineer forwards the form to the office of the Scheduler. In routine cases he uses company mail or a

daily pickup by maintenance truck drivers. If he has an emergency requiring immediate service he may phone the work order to the maintenance and modification radio room. The radio operator then locates the required foreman and transmits only the information necessary for him to act on the job. The radio operator then completes the work order request and gives it to the scheduler for entry into the management information system. On all jobs the scheduler gives the work order a coded number indicating the month and the sequence of the work order i. e. (11-981 indicates the 981st work order of November). This number is used by the computer to identify the job for reporting purposes. The original copy is sent by company mail to the Computing Department for keypunching and entry into the computer. The work order is then assigned to a "prime" foreman who estimates the job by his craft and indicates the sequence of any other craft that may be needed. If other crafts are required, the "prime" foreman writes a work order for the sequential crafts using the same work order number originally assigned by the scheduler for the job. Each foreman involved on the job completes the necessary parts of the form (see Table V) before returning the work order to the scheduler for further processing.

ORIGINATOR _____ **LOCATION** _____ **TELE. NO.** _____ **DATE PREPARED** _____ **DATE AVAILABLE** _____
EQUIPMENT AND LOCATION _____ **APPROVED BY (NAME & TITLE)** _____ **AUTHORIZED CODE**

22	23	24	25

WORK ORDER - DESCRIPTION OF WORK TO BE DONE (COLS. 26-49)				MATERIAL, SUPPLIES & TOOLS REQUISITION			
				QUANT.	DESCRIPTION	COND.	STOCK NO.

Q.	CRAFT	MEN X HOURS	M - H	ESTIMATED JOB COST		COLS. 50-59	
				1.	2.	3.	4.

FOREMAN'S TIME TO ESTIMATE JOB
MINUTES

70	71	72	73

DELIVER TO _____
ATTENTION _____

TOTAL MATERIAL COSTS _____

JOB DESCRIPTION (CHECK ONE) (74)
 1. EMERGENCY 2. MODIFICATION & CONSTRUCTION
 3. MAINTENANCE 4. PREVENTIVE MAINTENANCE

ORM 7429 11-71

ESTIMATED CLASS HOURS

SPECIALIST <table border="1" style="display: inline-table;"><tr><td>75</td><td>76</td><td>77</td><td>78</td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></table>	75	76	77	78					SENIOR <table border="1" style="display: inline-table;"><tr><td>79</td><td>80</td><td>81</td><td>82</td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></table>	79	80	81	82					MECHANIC <table border="1" style="display: inline-table;"><tr><td>83</td><td>84</td><td>85</td><td>86</td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></table>	83	84	85	86					B-MECHANIC <table border="1" style="display: inline-table;"><tr><td>87</td><td>88</td><td>89</td><td>90</td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></table>	87	88	89	90					UTILITY-MEN <table border="1" style="display: inline-table;"><tr><td>91</td><td>92</td><td>93</td><td>94</td></tr><tr><td> </td><td> </td><td> </td><td> </td></tr></table>	91	92	93	94				
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79	80	81	82																																									
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JOB FOREMAN _____ **DATE COMPLETE** _____

97	98

APPROVAL OF ORIGINATOR _____ **DATE SIGNED** _____ **FOREMAN'S CODE** _____

SAMPLE MAINTENANCE AND MODIFICATION WORK ORDER

TABLE IV

Priority Codes

- Emergency - Takes precedence over all other work - automatically justifies overtime if required.
- This is an urgent order - Work must start within two working days from receipt of work order - High loss potential.
- This is essential work - planning and estimating should be completed within three work days. Work should start within 8 days of receipt of work order. Further delay involves high loss potential.
- Routine M&M work. Timing is not of immediate importance. Work should start within 30 days of receipt of work order.

TABLE V

Maintenance and Modification Work Order
Information Required from Craft
Foreman Before Job Starts

1. Estimated Class Hours (Senior, Mechanic, Utility, etc.)
2. Sequence Number - if Sequencing is required
3. Craft Code
4. Total Man Hours Estimated
5. Total Labor Cost Estimated
6. Total Material Cost Estimated
7. Other Cost - Outside Contractor - Welder, etc.
8. Total Estimated Cost
9. Materials List
10. Where Materials are to be Delivered
11. To Whose Attention are Materials to be Delivered
12. Time Required to Estimate

The Scheduler checks all information on the work order for accuracy and readability. Assured of the correctness of the information on the work order, he then files the second and third copies by the day it should be scheduled to be completed on time. He sends the 4th and 5th copies to the

warehouse for material procurement. The originator has the 6th copy.

Now the system is stalled waiting on materials. If the material is not arrived by the time the scheduler gets to the work order in his queue, he should notify the originator that his job will not start in time to be completed by his requested completion date. When the material has been placed in a warehouse "hold" location for the job, the 4th copy of the work order is returned to the scheduler to indicate the absence of all requested materials at the warehouse. The scheduler then re-ranks that job against all other available jobs for scheduling the available manpower. When the job is scheduled the number 3 copy of the work order is given to the craft foreman, the number 2 copy is sent to the scheduler as notification of scheduling, and the number 4 copy is returned to the warehouse to indicate the desire for material to be delivered to the location required.

The process of ranking the orders for each craft and making out the daily schedule for each craft gets so involved and time consuming that the scheduler at times lets the other duties of his job, primarily coordinating and consulting, slip. These functions are very much needed and at times sorely missed.

Each day the foreman involved with a work order reports the status of his jobs to the scheduler who then uses that information to help determine the next day's schedule. The foremen also give the scheduler a daily record of hours worked on each job by craft class. This record is used to account for actual man-hours worked on a job and determines the actual labor cost charged to a feature number for that work order number.

When a job has been completed the foreman signs the number 3 copy, dates it as completed, gets the originator's approval to end the job, and returns the copy to the scheduler. The scheduler sends this copy to the computer to close out the job as far as the monthly reports are concerned. The number 4 copy, returned to the foreman with the material delivery, is filed for six months. This seems to be a hold over from times when all reports were generated from hand counting of old work orders. There is still an occasional need for some reference to this file but generally the need is not critical. The warehouse files their copy (#5) for six months to be used primarily as a key to purchase orders written from the material list. The three copies sent to computing are destroyed as they are copy punched and computing destroys the stored record after the reports using the information are completed. The originator usually throws his copy away soon after his job is satisfactorily completed.

CHAPTER IV

Proposed System

Chapter IV presents the objectives of the proposed system then a discussion of the benefits and differences of the proposed system when compared to the existing system.

TABLE VI

Objectives of Proposed System

1. To achieve more efficient planning and scheduling of maintenance operations.
2. To gain more effective utilization of manpower.
3. To gather the data needed for better continuing analysis and evaluations of maintenance operations.
4. To achieve more efficient warehouse operations.
5. To develop the capability to absorb additional record-keeping activities without adding manpower or space.
6. To explore the possibility of achieving some savings in existing manpower and computer cost.

For the time being the system will use the work order form presently in use. The priority system can also be used in its present form. The present system of reports will be scrapped with a net savings to the R&D department of \$6600 per year. In their place will be a condensed summary report that will fill the needs of R&D management. The IBM 1800, now being used exclusively for technical work, will be the main frame used for

s service. A monthly charge for CPU time and disk rental would be the only computer charges to Administrative Division. The only additional monthly charge will be approximately \$200/month rental on two teletype terminals. The wiring for these units is available. Total cost for the system including paper will be around \$4000 per year.

The first deviation from the present system is in the action taken by the scheduler upon receipt of the work order. After giving the order a number, he then establishes the computer file by typing the essential information on the teletypewriter. He does this "off line" one line at a time. This allows him to proof and correct his message before sending it to the computer. He can work each order as it is received. He will make a second entry into this file when the job is estimated and can then revise or update the job file any time it becomes necessary. He has the option of forcing any one job to the top of the computer's priority list at any time. His last entry to the file will be to close the job after it is complete. The computer will retain the complete file until the monthly summary reports are printed.

The next significant area of difference is in the handling of material orders. The purchasing agent can at his discretion ask the computer for the listing of unordered materials. His printer will list the unordered orders in numerical order with a complete listing of required materials. When he has determined the status of each item he will notify the computer of its availability. The computer will file the job in its availability scheduling stack according to its queuing rules or in its waiting on

aterial file. The scheduler can, at will, request a printout of the current aiting on material file and receive a listing, by work order number, of ie materials still on order. As materials are received the stockroom will pdate this file.

The real time savings involved for the scheduler is the next area f difference in the two systems. As late as 4:00 P.M. he can complete is updates of all files and request the next day's schedule. The computer ill give him the schedule for each craft, then upon request from the ockroom, print out the material to be delivered to the job sites the ollowing morning.

The last area of difference involves the foremen. Up to this point ie foremen should notice very little difference in their daily operations. nder the present system the foremen are required to turn in their carryovers he hours worked on each job, the jobs that will carry over, etc.), before on each day so that the scheduler can start preparing his schedule for ie following day. Under the proposed system the foreman can wait until uch later in the day to indicate these items to the scheduler. This ould result in more accuracy in the reporting and allow the foreman to ake fullest use of his men. The other item designed to get more efficient se of manpower is the listing of all available jobs on each day's schedule ith no indication of estimated manhours. The computer can adjust aterial deliveries to accommodate more work than would normally be heduled. For example; if the scheduled eight hours of work is being ompleted each day and additional work is being done, the computer could

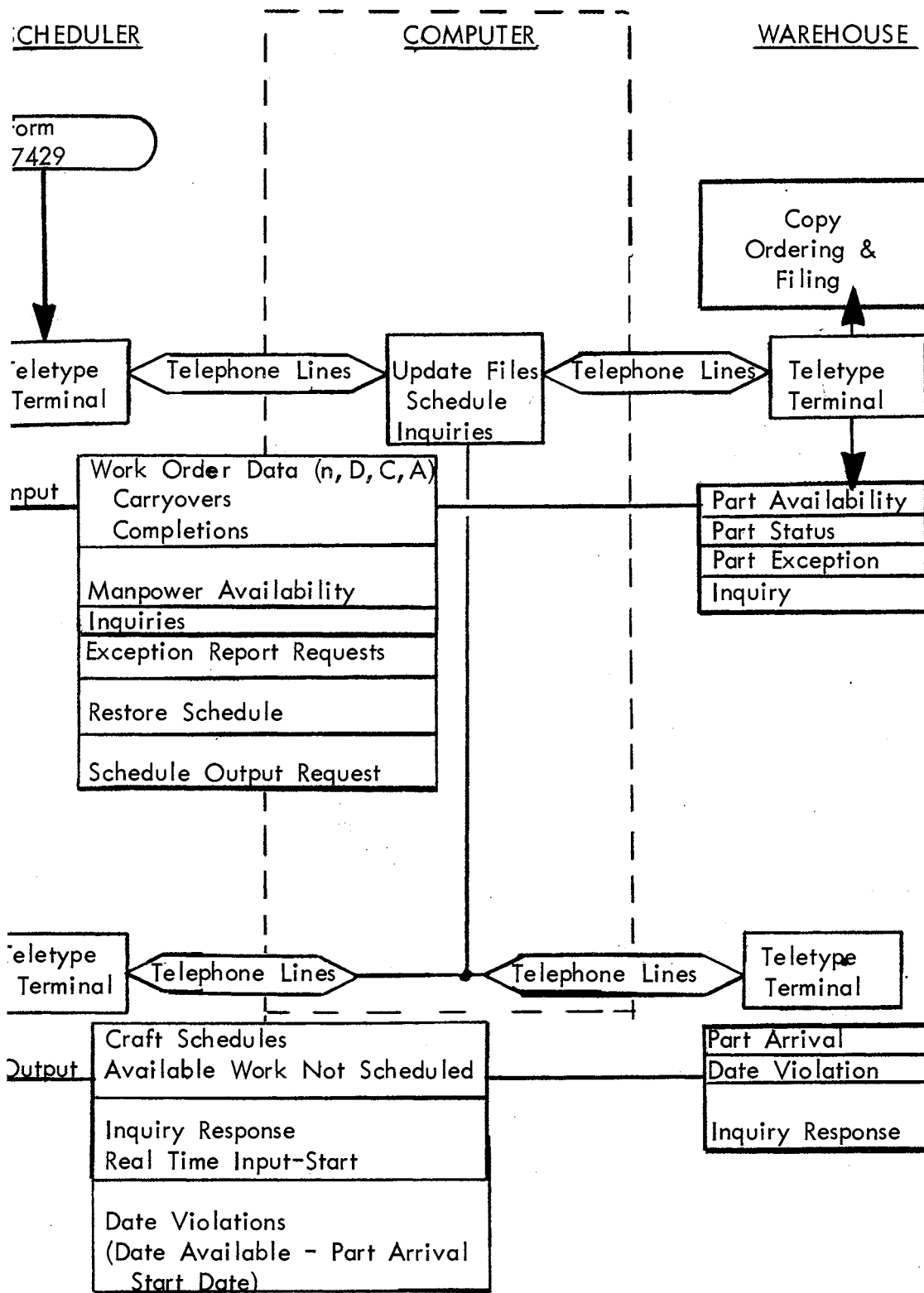
be requested to increase material deliveries to include enough jobs for ten estimated hours. In any case, the foreman could have the option of asking the stockroom for delivery of any material available in hold. The jobs on his schedule will be listed in the order of priority so that he may use more initiative than is now allowed to make most effective use of his men.

A feature of this system that will aid the scheduler in his coordinating activities is the ability to request a listing of jobs whose start will be delayed because of material delivery. There are two types of indications he will receive. The purchasing agent will estimate, from his experience, the delivery of all purchased materials. This date will be used as an early warning system in case the originator cannot live with the estimated delivery date. The second indication will be from the computer when it should schedule a job and material is not available. This will be a positive no start signal. The scheduler will notify the originator in either case.

The Proposed Model

Figure III is the Input/Output User Interaction Overview. This figure gives a simplified view of the system and its inputs and outputs. The inputs from the scheduler and warehouse are entered through teletype terminals to the computer where the program performs the required action and immediately returns an output to the inquiring location through the same instrument used to request service.

MAINTENANCE AND MODIFICATION CRAFT SCHEDULING



Input/Output User Interaction Overview

FIGURE III

A walk through of a typical work order as it is handled by this proposed system will answer most questions that will arise. The program will have a data entry section whose function is to edit all incoming data, whether from the scheduler or from the warehouse clerk, for correctness form. Appendix B shows the proper form for all data files. After using the incoming data edit the action code (N, D, C, A) is checked to determine the next sequence of events.

An "N" represents a new entry. With each new entry the program calculates the date work should start to meet the customer requirements. After calculation, this date is compared to the present date and date available for feasibility. If there is no conflict the data will be processed to the proper files where it is retained for further use.

A "D" action code requests the deletion of either a complete work order or a particular part that had been ordered. In either case, several files must be updated when this action is indicated.

A "C" requests a change in some particular file, parts list, sequence shift, carryover, or start date.

The "A" code is provided primarily to allow adding additional materials to a work order after its original filing. All of these codes, (A, C, D, N), require action of the program and acknowledgment to the scheduler that the request has been serviced.

If this is a new work order the scheduler would type in a data line similar to the following:

N-1-070026-LP4208-0708-82F-0796-0706-REPAIR FLOW CONTROLLER.

The computer program will interpret this to be a new work order (1), with a (1) priority, number 070026 (the 26th order in July), to be assigned to control number LP4208, required completion date July 8, located in building 82F, written July 6, and available July 6. The job to be done -- Repair Flow Controller (up to 24 spaces). After he is sure of the correctness of this line of data he hits the return key on his terminal, entering this data into the computer. He is ready to enter the balance of his work order. His next data line would be similar to the following:

1-03-1-4-01-GASKET 001-2

The leading 1 indicates the sequence of the craft involved, instrumentation (03), the number of men (1), the number of hours 4, the instrument foreman's code (01) and the materials required (2) Gaskets (01).

If a second craft were involved a third line similar to the following would be required

2-01-2-2-06

Sequence (2), to be scheduled after sequence 1 is completed. Craft, electricians (01), two men (2) for two hours (2) by the electrical foreman (06).

The computer program will file this data in all the required files (see Appendix B). Since there are materials required the scheduler will request a material order by typing the following:

070026 - ORDER MATERIAL -

The program will search the parts file PAR III for work order 070026 and print out on the stockroom clerk's printer the following information:

070026-1-03-001-2-GASKET-0708-LP4208-82F-01

The stockroom clerk knows immediately that the instrument foreman (01) needs two (2) number (001) gaskets by July 8 to be charged to (LP4208) and delivered to building (82F) tagged for job (070026). He checks his stock and finds only one (001) gasket. His supplier in Tulsa can deliver over night so he phones the order to Tulsa and types the following data line on his printer:

070026-1-03 - 001 -2 - 01 - 0707 - 4

The scheduler has told the computer program that he has ordered (01) two (2) part number (001) for sequence craft (1) on work order 070026, expects delivery July 7, and cost is \$4.

The next day the originator of the work order is concerned that his job will not be completed on time and calls the scheduler to confirm this date. The scheduler asks him to hold on for a second and types this data line on his printer:

070026 STATUS

The computer receives this request, searches SCH IV for 070026 and does not find it. Checking the parts file PAR III it finds that materials are on order and expected to arrive 0707. Checking the start date (0708) the program prints out:

070026 - WAITING ON MATERIAL - 0707 - 0708

The scheduler tells the originator "we had to order parts but you should be on schedule tomorrow" (0708).

Later that day (July 7) the express company from Tulsa delivers the

quired material already tagged 070026 - 82F. The stockroom clerk places in the "hold" location for delivery to the job site the next morning and presses on his printer:

070026 - 1 - 03 -001 - 2 - 00

He has told the computer that the parts (001) for sequence craft (1) on job 070026 are on hand. The computer deletes this work order from the Parts file and places it in the schedule file and resorts that file to assure proper scheduling by priority and desired completion date.

Around four p.m. that afternoon the scheduler types:

SCHEDULE - 03 - 0708

The computer searches its Schedule File for Instrumentation (03) work orders and prints them in order of their ranking in the file. One of the orders in the listing is:

070026 - 1 - 03 - 1 - 4 - 82F - 2 - 05 - 2 - 2

When the schedule is completed the scheduler types:

MATERIAL - 03 - 0708

The computer then prints a listing of all scheduled work orders with material required on the stockroom clerk's printer. The clerk proceeds to put all materials for these jobs on the delivery truck for delivery to the job site at 8:30 the next morning.

When the instrument foreman gets his schedule he notes that he is scheduled for sequence one (1) on job 070026 with an estimated (1) by (4). He sees that two electricians are scheduled for 2 men 2 hours after he completes his part of the job (2-05-2-2). With this in mind he arranges for one of his instrument men to start the job at 8:00 A.M. the next morning.

The electrical foreman receives his schedule with the following

included:

0026 - 2 - 05 - 2 - 2 - 82F - 1 - 01 - 1 - 4

notes that he is the second craft to be sequenced on the job and that instrumentation has a (1) by (4) scheduled to proceed his electricians. He makes a note to schedule 2 electricians to 82F at 1:00 P.M.

The next morning (July 8) the instrumentman assigned to the job reports to his foreman that the orifice in the flow meter had worn to the point that he couldn't calibrate the instrument and that he would have to order a new orifice. The foreman reports to the scheduler about his problem and finds him that electrical has a 2 by 2 scheduled for that afternoon. The scheduler notifies the electrical foreman to skip that job and get another lower priority. He then types:

- 070026 -
 - 03 -----62041 - 1 - 0708 -
 - 070026
 - 03 - 1 - 2 - 01 -

0026 ORDER MATERIAL

has added one (1) part number (62041) to the work order, changed the number 1 sequence craft hours per man to two (2), and requested the stockroom order the orifice.

Later that same day when the electrical foreman reports his jobs completed his carryovers, he reports 070026 as carried over. The scheduler types:

0026 - C.O.-2-05 - 2 -2

the computer program will replace this sequence (2) electrical (05) work order (2) men (2) hours into the SCH IV file. Because it has a (2) sequence i:

not be rescheduled until 070026 - 1 - 03 - 1 - 2 is brought out of the III file and replaced in SCH IV.

In the case where the warehouse happens to have the required component check the sequence of events could be:

26 - 1 - 03 - 62041 - 1 - ORIFICE - 0708 - LP 4208-82F -01

ed on the stockroom printer from the scheduler request above (- 070026

ER MATERIAL). The stockroom clerk, noting the required date equals that

date, would check immediately to see if he had the item in stock. Find-
t he would type:

26 - 1 - 03 - 62041 - 1 - 00 - 0708 - 40

26 - STATUS

second data line would result in the status report being printed by the
duler's printer:

26 - MATERIAL ON HAND - 0708 - 0708

instrument foreman would then arrange to have the orifice delivered to his
and proceed to complete his portion of the job. The electrical foreman
d complete his portion of the job and the scheduler's afternoon report to
computer would include:

070026 - 1 - 03 - COMPLETE

070026 - 2 - 05 - COMPLETE

computer program would remove both sequence crafts from the schedule
and store them in the completed work orders' file. Later in the month the
duler would request:

ORT - COMPLETED BY CONTROL NUMBER

ded in this report would be the following:

06 - 070026 - REPAIR FLOW CONTROLLER - 8 MANHOURS
- MATERIALS - \$44 - COMPLETED ON SCHEDULE -

Summary

This proposed system will allow more efficient planning and scheduling maintenance operations by automating the routine functions of the job. The new design increases the responsibilities of the foreman and thereby gains effective use of craft manpower.

The system will also automatically accumulate management information from the data entered by the system operators. These operators will require only indoctrination but no special skills will be required so that present manpower will be sufficient for operation of the system.

Elimination of present reports from the corporate computing system will reduce the R&D contribution to the Computing Department budget by \$6600. The monthly operating cost of the proposed system on the inhouse IBM model 1800 is estimated at \$4000 for an annual savings of \$2600.

CHAPTER V

Comparison of Present and Proposed System

To compare the present system and the proposed system required a simulation of parts of the proposed system. A teletype tape was punched with the data that the computer would supply the scheduler. These data were printed in response to specific request from the scheduler, he then typed his response with the entire process being timed. One day's receipt of work orders was used and timed individually to obtain the average time presented in the tables. The present system figures were obtained by measuring the elapsed time the scheduler used on the same work orders.

A logical comparison to make concerning the efficiency of the two systems is one involving the timing of events. The table below compares the total elapsed time for the scheduler to process the same typical work order under both systems.

TABLE VII

Scheduler Time Comparison

	<u>Present System</u>	<u>Proposed System</u>
New Work Order	42 sec	72 sec
Material Ordered	58 sec	62 sec
Material Available	10 sec	0
Scheduled	15 sec	0
Completed	5 sec	5 sec
Schedule Preparation	2.5 hours/day	5 min/day
Weekly Report	2.5 hours/week	10 sec/week
Total Elapsed Time/week at 30 W. O./day	20.5 hours/wk	6.5 hrs/wk

*Times were measured during a trial run of a typical day's work orders.

Also involved in the paper handling of the present system are the stockroom clerks. They handle each work order three times and have numerous interruptions a day requesting information on delivery dates. Table VIII compares the time involved for the two systems.

TABLE VIII

Stockroom Clerk's Time Comparison

	<u>Present System</u>	<u>Proposed System</u>
Receive and File Work Order	10 sec	5 sec
Locate Work Order and Mail	20 sec	30 sec
Receive Work Order Requesting Delivery of Material	<u>10 sec</u>	<u>5 sec</u>
Total elapsed time/W. O.	40 sec	40 sec

The proposed system would have all information calls routed to the scheduler in turn would request the information from the computer. The net result would be less interruptions for the stockroom clerks - therefore greater efficiency in that portion of the total operation.

With regard to effective utilization of manpower; there are provisions built into the proposed system that gives considerably more responsibility to the foreman. This has two desirable results. The foreman knows, on a daily basis, about all jobs that are available for scheduling. If he has the opportunity to work two or more jobs with the same crew, that would normally be scheduled for only one job, he can gain considerably in his productivity. In addition under the proposed system, he no longer needs a scheduler to reassign his men in the event of a job shutdown or an unexpected rapid completion. He will have a full listing of available jobs and need only take the next highest ranked job and request material be delivered to the job site. The foreman has ample opportunity to improve manpower utilization and at the same time will take less of the scheduler's time with interruptions.

The proposed system will have all information collected that is needed for all the management information reports that are now being generated through multiple transmissions of work order copies to Computing Department. In addition to these reports already being generated, there is ample opportunity to expand the system to absorb additional record keeping activities without addition of manpower or space. As a maintenance organization we can see much more effective utilization of our supervisory personnel by using them to analyze and evaluate our operations through the use of adequate records, and we can be using them to generate reports for R&D management.

There seems to be a very definite cost savings in favor of the proposed system in terms of computer cost. The total cost to R&D involves only the additional equipment rental involved versus the direct savings to the R&D budget.

An additional advantage to the proposed system is the inherent neatness of a machine printed schedule versus a hurried handwritten schedule. A comparison of an actual daily schedule for the Instrument Section under the present system and a schedule for the same day prepared by the proposed system, can be made by comparing Figure IV and Figure V.

W.O. NO.	CHARGE	LOCATION	DESCRIPTION SUMMARY	HOURS SCHED	HOURS LEFT
11-520	125	R M	Dec. P M 1:19	1X19	
1-661	1660	76G	Tra 2:30	2X8	2X824
1-662	3457	83F	1/4 repair starter T.C	1X2	
1-499	3207	345	1/4 Gasket on Diesel Injector	1X1	
1-72	126	whc	Salvage on Injector 1X2	1X2	
1-817	7001	81G	1/8 Repair Wheel (Narrow)	1X2	
1-176	1400	268	1/8 " Jamming unit 1X1	1X1	
1-588	3500	84F	1/8 " Wet Fuel meter 1X2	1X2	
1-608	3250	113.3	1/8 Acc. on Engine meter 1X4	1X4	
1-609	3250	113.3	1/8 Again Volt meter 1X4	1X4	
1-626	7001	81G	1/4 Fuel Injector 1X2	1X2	
1-623	7001	81G	1/4 2000° Inj in Injector 1X4	1X4	
1-625	2151	81F	1/4 Thermocouple Temp. Int. 1X4	1X4	

1/4 Start to finish (2 Noon -

Phillips Petroleum Company
 Research and Development Department
 Maintenance and Modification Work Schedule

Start: 12-4-73

Workshop: Instrumentation

Power Available: 5 men 8 hours

Work Available: In order of priority

Job No.	Seq Code	Location	Work Description	Men X H
61	3	76G	140 Tray Column	2 X 8
62	2	83F	Build Thermocouples	1 X 4
49	1	345RBI	Repair Temperature Controller	1 X 4
17	1	81G	Repair Wheelco	1 X 8
76	1	268RBI	Repair Timer	1 X 2
26	1	81G	Repair Heater Clock	1 X 2
23	1	81G	Repair Taylor Fulscope	1 X 4
25	1	81F	Repair Temperature Controller	1 X 4
09	1	110RB3	Repair VTVM	1 X 4
08	1	113RB3	Repair Evaporometer	1 X 8
88	1	84F	Repair Wet Test Meter	1 X 16
72	2	Whse	Salvage Temperature Controller	1 X 32
20	1	PM	December PM	1 X 64

Order Crafts Sequenced on Same Jobs

Mechanical:

61	1	76G	140 Tray Column	4 X 4
62	1	83F	Construct Thermal Wells	1 X 4
	3	83F	Install Thermal Wells	1 X 8

Electrical:

26	2	81G	Re-install Heater Clock	1 X 1
72	1	Whse	Remove Temperature Controller	1 X 1
	3	Whse	Install Temperature Controller	1 X 1

FIGURE V

CHAPTER VI

Summary and Conclusions

A thorough search of current literature reveals an abundance of material concerning scheduling of all complexities. There is sufficient evidence to substantiate the claim that computerized scheduling can improve operations whether they be production, delivery, flight plans, construction projects, even petroleum industry type maintenance. The strong points of some of the systems studied were combined with the requirements of the maintenance organization at the Phillips Research Center into a proposed system for scheduling of manpower and materials. The proposed system will use an existing central computer, currently being used exclusively for technical research work, and two remote teletypewriters. The scheduler will enter all data required for operation of the system and for generation of weekly and monthly management information reports.

The proposed system will make use of the IBM 1800 computer now in exclusive scientific use, and two remote input/output typewriter units. The scheduler will enter all data required by the system from the original worker, including materials to be ordered. The warehouse clerk will receive

material request from the computer and inform the computer of material us. All information requests will be entered through the scheduler to jce the number of outside interruptions the clerk must handle. The em will generate a daily work schedule for each craft and include on this itout all available jobs. The program considers job priority, material ilability, and craft sequencing in generating this schedule.

The proposed system will operate at an annual cost of about \$4,000 and allow stopping the present expenditure of \$6,600 for monthly reports being paid to Computing Department. Additionally, it will free several rs per month of supervisors' time now being used to edit and write rts. It has the potential to become an important tool for evaluation and lysis of maintenance operations and to provide improvement in manpower ization, materials handling, and eventually costing of jobs.

The only real question unanswered is the ability of the present scheduler adapt to the proposed system. His initial reaction has been favorable and expresses a desire to try the system. It is the researchers' judgment that can handle this system with very little practice with a typewriter. The requirements are not great and he should have more time to apply to coordinating efforts of the job.

It is recommended that the Maintenance and Modification Branch of Phillips arch and Development Department establish this system and evaluate its ormance for a trial period. The only investment required would be about man months' programmer time to build and test the program. At that point, equipment required could be leased on a monthly basis for an operating

luation. All programs and report formats would be tested and approved by
cerned management before the operating trial period would begin.

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APPENDIX A

Maintenance and Modification Craft Scheduling

(Definitions-Formulas-Procedures-Exceptions)

Start Date

1. Definition - Start date is a machine calculated date for the total work order. It is the latest possible date that the first remaining sequence craft must be started in order to finish the job by the date required. Start date must be machine calculated every time any event or action changes a sequence, changes a craft, or adjusts hours per man on any sequence - craft record or changes date required on a work order.

2. Calculations - Start date equals date required minus time required to do the job (the sum of only the largest remaining hours per sequence for all sequences per work order divided by eight and rounded up) minus all Saturdays, Sundays, and Holidays plus one.
 Example: Assume date required is July 28, 1972, and the work order information is shown below:

<u>W. O. No.</u>	<u>Sequence</u>	<u>Craft</u>	<u>Men Required</u>	<u>Remaining Hours per Man</u>	
1234567	1	01	2	8	*
1234567	1	02	1	10	*
1234567	2	01	1	50	
1234567	3	02	2	5	*
1234567	3	03	1	6	*

Start date = July 28 minus $(10+50+6)/8 = 8.25 = 9.$ minus 2 + 1 =
 July 18

*Two or more sequence crafts with the same sequence number must be performed at the same time. In these cases the hours should be equal but unequal hours will be allowed.

chedule Sequencing (Sequence - crafts are scheduled as long as any craft man hours (men available times 8 hours) are available. A separate schedule will be generated for each craft.

1. Schedule all carry over (only one sequence - craft record) where start date is equal to or less than schedule date. Carry over sequence - craft records are in sequence by start date, date W. O. requested, priority, work order number, sequence, and craft. Try to schedule total hours remaining on the master file which is also equal to the hours in the carry-over file (usually not equal to the hours reported in the 'car' event).
2. Then schedule all sequence-crafts in sequence that can be scheduled in one eight-hour day for each word order in "start date cross index file" sequence (start date, date W. O. requested, priority, and work order number) where the start date is equal to or less than the schedule date. NOTE: If a sequence craft was scheduled in B. 1. above and is encountered in B. 2 eliminate that sequence-craft scheduled in B. 1. and re-schedule it in B. 2.
3. Then schedule all remaining carry-over records not examined in B. 1. above. If a sequence - craft record was scheduled in B. 2. and re-appears in B. 3. ignore that record in B. 3.
4. Then repeat B. 2. for any remaining "start date cross index" word order records not examined in B. 2. If a sequence-craft record was scheduled in B. 3. above and is encountered in B. 4. eliminate that sequence craft scheduled in B. 3. and re-schedule it in B. 4.

a) Time Exception Notifications.

1. When a work order is entered or changed if the date required cannot be met based on calculated start date or date available on exception notice will be printed at the scheduler's terminal.
2. When the warehouse updates a parts record if the entered expected arrival date is equal to or greater than the calculated start date an exception notice will be printed at the scheduler's terminal.

her Comments.

1. No data will be carried historically.
2. Each man will only work eight hours per day.
3. No work will be scheduled on Saturdays, Sundays, or Holidays.
4. A sequence-craft record should be scheduled even if the parts required for a later sequence-craft record for the same work order number are not available.

5. Available work is work that could be scheduled if there were enough manpower available.
6. Sequence-craft jobs must be performed in the proper sequence.
7. Dates.
 - a. Required (date job requested to be finished).
 - b. Available (the earliest date work can be scheduled for this work order).
 - c. Prepared (date work request processed).
 - d. Material on order and expected to arrive at the warehouse.
 - e. Start date (calculated - see A.).
8. Records on the carry over file are all sequence-craft records worked on today but not completed. These may be reported as carry over events reflecting those hours scheduled today, but not completed (in this case the hours on the carry over file will be total hours remaining for this sequence craft even though only scheduled but not completed hours were reported on the 'car' event); or they may be machine calculated if today's schedule was completed, but that particular sequence-craft was not completed (in this case the hours per man on the carry-over file will also equal the hours remaining even though no 'car' event was reported).
9. A sequence craft that was worked on yesterday but not today loses all "previously worked on" priority status.
10. Once a schedule event is requested the carry over file is eliminated.
11. Do not schedule a sequence-craft before the date available or until all parts are available for that sequence craft.

Estimated loads for cost estimates.

1. An average of 11-15 work orders per day (15 was used to adjust for changes). Assume this is also equal to the average schedule.
2. An average of 2 sequence crafts per work order.
3. An average of 7 parts per sequence craft per work order (events may be required for new, order, and receive).
4. A maximum of 90 days' work backlog.
5. Two manpower available updates per day.
6. Assume 25% of the total sequence craft schedule lines are carry over each day.

- 7. Assume one completed schedule event per day.
- 8. Assume one reprint schedule event per day.
- 9. Assume 10 worse case inquiries per day.

APPENDIX B

File Layouts

I. Work Order File

Number of
Fields

(7) (1) (3) (24) (4)

(W. O. No.) (Priority) (Location) (Job Description) (Charge)

II Sequence Craft File

Number of
Fields

(7) (2) (2) (1) (6) (6)

(W. O. No.) (Sequence) (Craft) (Priority) (Available) (Required)

(6) (6) (2) (2) (3)

(Start) (Requested Date) (Foreman) (Men Required) (Remaining M

III Parts File

Number of
Fields

(7) (2) (2) (6) (3) (1)

(W. O. No.) (Sequence) (Craft) (Stock No.) (Quantity) (Availability)

(6) (6) (26)

(Expected Arrival) (Start Date) (Description)

IV Schedule File

Number of
Fields

(2) (4) (7) (2) (1)

(Craft) (Machine Sequence) (W. O. No.) (Sequence) (Priority)

(2)

(3)

(Men Required) (Hours Per Man Scheduled)

AN V Manpower Available File

Number of								
Locations	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Item	(Craft)	(Men)	(Craft)	(Men)	(Craft)	(Men)	(Craft)	(Men)
	(2)	(2)						
	(Craft)	(Men)						

AR VI Carryover File

Number of					
Locations	(6)	(6)	(1)	(7)	(2)
Item	(Start Date)	(Request Date)	(Priority)	(W. O. No.)	(Sequence)
	(2)	(2)	(2)		
	(Craft)	(Men)	(Hours per Man)		

A VII Start Date Cross Index File

Number of				
Locations	(6)	(6)	(1)	(7)
Item	(Start Date)	(Requested Date)	(Priority)	(W. O. No.)

APPENDIX C

File Update

Edits:

f action code equals "N" (New)

1. "U" Line - Priority (numeric), work order number (numeric) charge (alphanumeric - left justified), Date Required (numeric), location (alphanumeric left justified), date prepared (numeric), date available (numeric), job description (alphanumeric - left justified) all must be entered.
2. Line "I" - sequence (numeric), craft (alphanumeric left justified), men required (numeric), hours per man (numeric) and foreman's code (alphanumeric and left justified) must be entered.
3. Line "I" - if stock number (alphanumeric and left justified) is entered, then quantity (numeric and right justified) must be entered. If more line "I's" are needed to describe the parts required for a sequence craft enter a second or more line "I's" leaving columns 6-12 blank.

f Action Code Equals "D" (Delete)

1. Work order must be entered.
2. Sequence and craft may be entered to delete a particular sequence craft and all parts for that craft.
3. Stock numbers may be entered to delete parts within a sequence craft.
4. Quantity should not be entered.

If Action Code Equals "C" (Change)

1. Work order must be entered. Only enter other fields that are to be changed on the "U" line.
2. If a change is desired on line "1" sequence and craft must be entered. Only enter the other fields that are to be changed. If stock number is entered then quantity must be entered.

If Action Code Equals "A" (Add)

1. Work order number must be entered.
2. If a sequence craft is being added to a work order, then line 1 must be entered.
3. If a stock number is to be added to a present sequence craft columns 1-5 must be entered.

Other Edits:

1. Month must be less than 13.
2. Day must be less than 32.
3. Year must be greater than 72.
4. Craft must be M, E, I, W, or R.