

Chapter 6 – Job Analysis and the Law

Exercises

1. Go online and search for ‘job analysis’ and ‘law’ or ‘legal.’ Pick a couple of sites to visit. Who is their target audience (for whom was the site written, do you think)? According to the sites you visited, what is Job Analysis?
2. Google ‘OSHA’. What does this stand for? On their website, search for job analysis. What did you find? Describe the job occupied by ‘Dave the Driller’ and supervised by ‘Terry Toolpusher.’
3. Develop a checklist designed to keep an employer from being successfully sued for violation of federal employment legislation. Major headings should be the pieces of legislation, and specific activities to be attempted or avoided should be listed under each.
4. In what circumstances do employment law and psychological research conflict? That is, are there situations in which research indicates that testing practices (say) would work better if they were used in ways that are currently illegal in the U.S.?