

Chapter 10 – The Future of Job Analysis

Research Questions

1. How will meeting through electronic means instead of in-person affect the quality of job analysis information obtained from groups of experts?
2. What are some of the consequences of electronic performance monitoring?
3. How will job analysis information from electronic sources such as computer monitoring of time spent on various tasks compare to analogous information taken from questioning incumbents (reliability, validity, acceptability)?
4. Under what circumstances (or for what purposes) is it sufficient to know broad personality characteristics and competencies, and under what circumstances (or purposes) is more detailed information about tasks necessary?
5. For what circumstances or purposes is it important to gather information about roles?
6. How will information gathered from people via electronic means (e.g., through internet surveys) compare to paper-and-pencil and observer data?
7. How can we best use information from cognitive task analysis to inform human resource programs?
8. What are some of the uses of within-job variability in roles, processes, or tasks? That is, what are some of the antecedents and consequences of individual differences in the construction of jobs within job titles?
9. Outline a fully automated job analysis system. After this is set up, people need merely examine the system's output to know. The system is intended to replace people having to do one of these job analysis studies. What steps would the system need to complete? What would a machine need to be able to do in order to function well in this capacity?