

Chapter 9 – Doing a Job Analysis Study

Research Questions

1. For what purposes does one method of job analysis work better than another? For example, does TTA work better than ARS for job classification?
2. Do very different job analysis methods end up with similar products? For example, if you use critical incidents and TTA for selection, do you end up with similar KSAs? Similar tests or other selection methods?
3. Why do job experts disagree with one another about job attributes?
4. What can we do to facilitate agreement (reliability) of job analysis judgments such as criticality?
5. To what extent does decreasing time and budget for job analysis decrease the quality of the job information? The quality of the ultimate product of the analysis?
6. What are the consequences of inaccuracy in job analysis? What impact do the potential mitigation strategies that we mention (as well as others that may not yet have occurred to us) have on the accuracy of job analysis data? The ultimate products?
7. How can we detect inaccuracy in job analysis data?
8. How close can we get to a 'one best way' for job analysis methods given a purpose? What data can be brought to bear on such a question?