

Chapter 8 – Staffing and Training

Review Questions

1. What is most essential for job analysis to provide for recruitment?
2. What is the difference between recruitment and selection?
3. What is the difference between selection and training?
4. Describe the difference between content, criterion, and construct-oriented test validation strategies.
5. What do we know about the ability of people to judge KSAOs for jobs?
6. What job analysis methods provide direct information about worker-side traits?
7. Describe the training cycle, showing how the steps relate to one another.
8. Pick a job with which you are familiar and write training goals for it.
9. Define the following: job specification, selection, test validation, work sample, synthetic validity, organizational analysis, task and KSAO analysis, person analysis, instructional objectives