

Chapter 3 – Worker-Oriented Methods

Research

1. What kinds of KSAs have well developed, established tests that you might use off-the-shelf? Describe some knowledge, skills, and abilities and their associated tests or measures.
2. What sorts of KSAs are important for many jobs, but have no established measures available for off-the-shelf use? Why do you suppose the measures are lacking? Can you think of a way to develop the needed measures?
3. JEM uses elements to describe traits (e.g., ability to weld steel pipes), but TTAS uses a generic list (e.g., welding would require physical strength and visual perception). What are the advantages and disadvantages of defining traits in terms of tasks versus more basic human capacities? How could you conduct one or more research studies that would support one approach instead of (or in addition to) the other?
4. Propose a study that uses cognitive task analysis. Your study should show the benefits of cognitive task analysis over a traditional method of trait-oriented job analysis (JEM, PAQ, you decide) for some purpose.
5. Is it better to choose a specific level of a KSAO or a general requirement? For example, is it preferable to require an 8th grade reading level, or is it preferable to specify the ability to read? How could you decide? In other words, design a study to find out.