

Chapter 4 – Hybrid Methods

Research

1. Suppose you wanted to investigate the quality of the ratings available in O*NET. How might you go about doing this? A reliability of ratings study? A validity study?
2. How might you go about investigating whether correlational studies of job design agree in implication with experimental studies of job design? Describe a specific study that could actually be completed.
3. Would it make sense to consider as evidence of validity a comparison of ratings from the MJDQ to those found for an occupation in the O*NET database on a set of occupations? On a single occupation? Why or why not?
4. What are the pros and cons of doing a multipurpose job analysis?
5. How can you decide whether two jobs are similar enough to be included in the same analysis? How can you decide whether a job analysis completed in Company A is sufficient for Company B?