

Chapter 8 – Staffing and Training

Research Questions

1. What causes people to perceive companies as desirable places to work?
2. How can companies design want ads to increase the number of qualified applicants?
3. What is the reliability of judgments of competencies?
4. To what degree can people distinguish between competencies that are desirable for different companies? That is, given a list of say 30 competencies that are often chosen (originality, vision, etc.) can judges sort them according to company, or do we just have a list of desirable qualities (Mom vs. apple pie)?
5. How should we conduct a job analysis to provide information used to set minimum qualifications for selection?
6. What is the reliability and validity of judgments of KSAs in job analysis?
7. What can be done to assure that the inferential leap from behavior to KSA results in a proper conclusion?
8. How do experts develop lists of KSAOs? How do experts decide on the importance of KSAOs for a specific job? Design a cognitive task analysis that allow you to describe the process.