

Chapter 10 – The Future of Job Analysis

Review Questions

1. What conditions are likely to drive changes in job analysis in the near future?
2. What are some changes in jobs that are likely in the near future, that is, how do you think jobs will be changing shortly?
3. Why might personality characteristics play a larger role in selecting people for jobs in the future?
4. Describe some role requirements for jobs. For each requirement, give an example of a job and a task where the role would be used.
5. What sources of information about jobs are likely to be increasingly used in the future?
6. Why do some argue that job analysis will be less useful in the future? What aspect(s) of job analysis are likely to remain important?
7. Define these terms: Generation X, Generation Y, AMT, computer supported groups, augmented reality, ubiquitous computing, TQM, JIT, Big Five Theory, Figurehead, Leader, Liaison, Monitor, Disseminator, Representative, Entrepreneur, Disturbance handler, Resource allocator, schema.