

Chapter 3 – Worker-Oriented Methods

Review Questions

1. What is the main difference between work-oriented and worker-oriented job analysis?
2. Describe the job element method (describe it according to the major building blocks, i.e., kinds of data collected, method of data collection, sources of information, units of analysis).
3. What are the four scales applied to elements in JEM? What are the three derived scales in JEM?
4. Describe the PAQ. How does it typically work (kinds of data collected, method of data collection, sources of information, units of analysis)?
5. What are some of the scales applied in the PAQ?
6. Describe another of the trait-based standardized approaches (TTAS, ARS, ORS, AET, JCI).
7. Describe cognitive task analysis. How does it differ from typically task or work analysis?
8. Describe one advantage that each of these has over the other three: JEM, PAQ, TTAS, cognitive task analysis. In other words, what does each provide you that the others do not, or in what circumstance would you be likely to choose one of these but not the others?
9. Define the following: KSAO, element (according to JEM), J-coefficient, PAQ, TTAS, ARS, ORP, AET (okay to translate this if you don't speak German), JCI, declarative knowledge, procedural knowledge, automated, representational and decisional skills.
10. For some of the methods in this chapter, why might a psychologist be a better source of information than a job holder?