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Jobs and Job Analysis Jobs and Job Analysis (How To Do A *Job Analysis*) English for Human Resources VV 43 - HR

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Gary Dessler Job Analysis

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Answer: Step 1: Analyze the job and decide how to measure job performance. Step 2: Select personal traits like finger dexterity that you believe should predict successful performance. Step 3: Test candidates for these traits. Step 4: Measure these candidates' subsequent job performance.

Human Resource Management Questions Dessler- Ch. 4

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Human Resource Management, 12e (Dessler) Chapter 4 Job Analysis 1) Which of the following terms refers to the procedure used to determine the duties associated with job positions and the characteristics of the people to hire for those positions?

Human Resource Management, 12e (Dessler) Chapter 4 Job ...

1. Discuss the nature of job analysis, including what it is and how it's used. 2. Use at least three methods of collecting job analysis information, including interviews, questionnaires, and observation. 3. Write job descriptions, including summaries and job functions, using the Internet and traditional methods. 4.

Job Analysis (chapter 4)

Human Resources Management 12e Gary Dessler Copyright © 2011 Pearson Education 4 – Competency-based job analysis means describing the job in terms of measurable, observable, behavioral competencies (knowledge, skills, and/or behaviors) that an employee doing that job must exhibit to do the job well.

Dessler hrm12e ppt_04 - SlideShare

Gary Dessler Chapter 1 Part 1 Introduction ... Conducting job analyses ... Source: HR Department Benchmarks and Analysis, BNA/Society for Human Resource Management, 2002. Note: length of bars represents prevalence of activity among all surveyed employers.

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