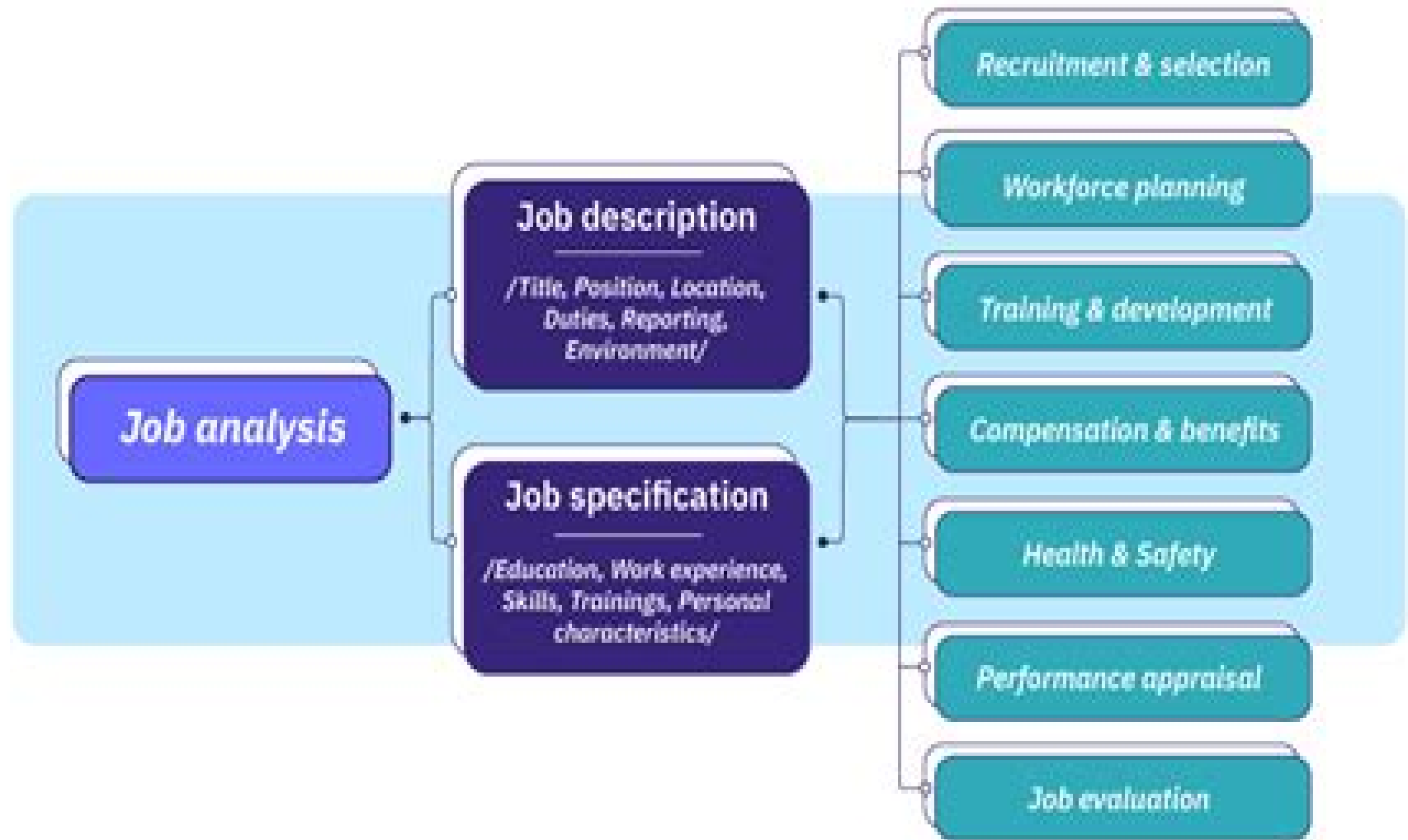


# Job Analysis



# Job Analysis Interview Guide

**Michal Rosen-Zvi**



## **Job Analysis Interview Guide:**

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Managing Compensation (and Understanding It Too) Donald L. Caruth,Gail D. Handlogten,2001-02-28 This text is a lively well written and carefully illustrated guide to the mysteries and mystique of how people are compensated for their efforts in all types of organizations With clear discussions of what works what doesn t and why this intensely practical handbook it covers such topics as job evaluation job pricing employee benefit programs pay for performance and the compensation of executives sales personnel and international employees Executives and managers with no special training in pay determination and management will find it an easily accessible handbook that not only makes clear how compensation systems are conceived and developed but most importantly how they are implemented and administrated

Its logical presentation and full coverage makes the book valuable as a text for upper level college students as well as a solid instructional resource for teachers The authors open with an overview of compensation and its role in organizations and then move to the legal environment in which compensation is embedded and the laws that govern it They describe current and traditional views of motivation and elucidate the importance of job analysis and its end products job description and job specification The role of compensation surveys and their use in assigning monetary rates to jobs are discussed A topic of special interest to executives in New Economy organizations will be the purpose and importance of benefits particularly indirect monetary compensation stock options and other pay for performance incentives Caruth and Handlogten address the challenge of compensating teams and pay special attention to the often unique problem of compensating uppermost management sales people and employees abroad The text concludes with practical suggestions for the on going maintenance and management of compensation systems and how to adapt them to changing organizational circumstances

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have learned about the Job Performance Requirements covered in the chapters and apply it to their own departments

New case study continued from Fire Officer Principles and Practice Fourth Edition that addresses the progression of responsibility from Fire Officer I to Fire Officer IV     *Job Analysis* Dr. Sidney Gael,1983     Benchmark Tasks for Job Analysis Sidney A. Fine, Maury Getkate, 2014-02-04 Human resource practitioners are repeatedly faced with the challenge of effectively using language to clearly describe the work performed on a job Functional Job Analysis an internationally recognized and respected job analysis method has been meeting this challenge for more than forty years In this book the authors show how human resource practitioners can use structured task statements and comprehensive rating scales to gain the perspective needed to map the domain of any job In response to the demands of human resource practitioners the book focuses on the seven scales used in Functional Job Analysis More than 450 structured tasks were used to illustrate the breadth and scope of all the levels of these scales These tasks can be used effectively as benchmarks to chart the work requirements of virtually any job Personnel practitioners will find insights into the challenges of job analysis as well as the tools needed to make job analysis more comprehensive useful and effective for human resources Representing the most comprehensive information to date on the use of Functional Job Analysis scales for rating job tasks this book addresses the problems of using language to clearly describe how work is performed on the job describes the relation between the need to carefully control the language of job analysis and the structure inherent in the Functional Job Analysis Worker Function scales a conceptual link showing the reader that the key to understanding work is in the vocabulary used to describe work contains the most comprehensive treatment of the way to write clear and comprehensive task statements available in the job analysis literature and contains a sample task bank for the job of Functional Job Analysts aiding the reader in understanding how a complete Functional Job Analysis should look     *Personnel/human Resource Management* Michael R. Carrell, Frank E. Kuzmits, Norbert F. Elbert, 1992     *California. Court of Appeal (1st Appellate District). Records and Briefs* California (State).,     *The Personnel Administrator* ,1981     **PHR / SPHR Professional in Human Resources Certification Study Guide** Sandra M. Reed, Anne M. Bogardus, 2012-05-08 Includes one folded tear out page of HRCI test specifications     **Workbook in Personnel Methods** Roger M. Bellows, Carl H. Rush, 1949     Job Evaluation: Text and Cases John A. Patton, Cleatice L. Littlefield, 1957     **Physical Training** ,1926

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