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Question 1

Question Type: MultipleChoice

How could "sampling error" affect the potential outcomes of a job analysis?

Options:

- A- The incumbents and/or supervisors may misrepresent certain aspects of the job.
- B- The results may not be representative of the entire group.
- C- The incumbent(s) may not understand some of the questions asked.
- D- The results may be coded differently and subject to different interpretations.

Answer:

B

Question 2

Question Type: MultipleChoice

Which of the following would be the best source of job information for a job in a new or emerging field?

Options:

- A- Government publications
- B- Direct observation
- C- Technical consultation
- D- Structured questionnaire

Answer:

C

Question 3

Question Type: MultipleChoice

Which job analysis technique is best suited to assembly line workers?

Options:

- A- Direct observation
- B- Structured interview
- C- Individual interview
- D- Open-ended questionnaire

Answer:

A

Question 4

Question Type: MultipleChoice

Prior to conducting a job analysis interview, where might one obtain secondary job information?

Options:

- A- Organizational charts

- B- Employment applications
- C- The employee's supervisor

Answer:

A

Question 5

Question Type: MultipleChoice

What best describes one of the purposes of job analysis?

Options:

- A- To document work processes for training purposes
- B- To define the level of coaching needed by supervisors
- C- To define the scope of any follow-up studies

Answer:

A

Question 6

Question Type: MultipleChoice

What job specification describes what the employee should be able to do based on his or her experience of training?

Options:

A- Knowledge

B- Skills

C- Abilities

D- Behaviors

Answer:

B

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