Limitations and some issues to be aware of when conducting job analysis

Job Analysis · https://psyasia.com/kb/limitations-and-some-issues-to-be-aware-of-when-conducting-job-analysis/

• Mental activities performed on the job and the knowledge, skill, ability and other characteristics (KSAOs) are not all directly observable.

• Job analysis has been used frequently for various occupations. However it may ignore the changing context and situations within which a job incumbent works. This applies in particular to management positions.

• Bias may occur in the process of data collection.

• In large organizations, it is found that traditional definitions of managerial roles do not hold true.

• As jobs increasingly change, less value may be attributed to the need to gather job analysis data. (Karen, 2000)

• Those carrying out job analysis do not always possess the appropriate skills and have not always undergone the necessary training to do the job properly.