



Accuracy of Job-Analysis

Steven G Carley MS

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Despite the critical importance in the accuracy of job analysis accuracy, standards remain unclear. Through investigation of the conceptualizations of our notions of the accuracy of job analysis and the existing potential sources of job analysis and accuracy, researchers recently begin addressing the various aspects of the accuracy of job analysis. Heading to the debate is the following text discussing how the accuracy of job analysis to be conceptualized. Many of these discussions base upon the true score model of which difficulties appear to exist. The suggestion is job analysis accuracy discussions to benefit from the consideration of inferences of job analysis validity complementing the traditional focus on job analysis data validity. In this direction a discussion occurs of the implications of this perspective, some of the manners these inferences are tested is outlined, and the development of a model of inferences of the job analysis process occurs.

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