

Comparative Study of Occupational Information Network-based and Functional Job Analysis Methods in Determining the Individual Requirements of Jobs

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Abstract

This study aimed to identify individual criteria associated with a set of job tasks and use them to develop individual-oriented appraisal system was conducted. Statistical population was all jobs in the Isfahan's electricity distribution company, including 98 jobs that in the qualitative study, "measuring instruments unit" accidentally was chosen by 8 jobs. In this study, analyzed target jobs using an interview-based job analysis upon Occupational Information Network (O * NET) including a list of tasks and individual characteristics which is provided as a whole and functional job analysis (FJA) which determines relation of each task with the individual characteristics. Analytical review of strengths and weaknesses of the methods used, indicate that the two methods FJA and O* NET can be appropriate complementary methods in order to develop Individual-oriented performance appraisal criteria, Thus, each of the referred methods has strengths that are well cover each other's weaknesses. However, if the time, cost and importance of jobs are restrict, is proposed that organizations to achieve optimal results in field of job analysis and determine individual-oriented appraisal standards use O * NET for low-level jobs and FJA for high-level and important jobs.

Keywords: individual-oriented job requirements, job analysis, functional job analysis, occupational information network

