HUMAN RESOURCE MANAGEMENT (BCOM)

Module- II (Human resource planning)

Job analysis

Job analysis is the process of studying and collecting information relating to the operation and responsibilities of a specific job.

Job analysis process

- · Collection of actual informations.
- Preparation of job description.
- Preparation of job specification.
- Report preparation.
- Approval of the report.

Methods used in job analysis

- Questionnaire
- Cheque list
- Interview
- Observation
- Participation
- Technical conference
- Dairy
- Records

Job description

It is a written statement defining the purpose and scope of a job. It describe title, location duties and responsibilities of the job.

Content of job description

- Name of the job
- Summary of the job
- Job location
- Duties and responsibilities
- Degree of supervision
- Relation with other jobs
- Physical condition

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Wolfgang Guggemos

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