

# Report on job analysis

Business, Company



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## **Company description**

Inpix is a private management-owned company whose business jurisdiction encompasses web design, Photoshop, programming and a whole range of multimedia services. Founded in the year 2000, the company has recorded a continuous growth in services deliverance, market size and employee base. This is attributed to the hardworking team of management that over the years has come up with approaches that combines the most powerful aspects of technology, design and marketing strategies that has put it a notch high in the market.

The company growth is fuelled by the long-term partnerships that it has developed with its clients. This relationship is built on trust and quality services delivered by the firm. The management team has well outlined and understandable objectives and policies that attract individual from many backgrounds who share the same passion for web and team work.

With fifty employees at its disposal, the Human Resource Department ensures it recruits the best in the market. These outstanding recruits are rigorous, display good judgment, with well-developed interpersonal skills and

education and can work as a time to help the company achieve its objectives (Fine & Getkate, 1995).

The success of the company and its place in the market is within its command of its internal environment and maximizing its services to take advantage of its competitors. Its major advantages in its operation lies within its management team that has strategic market knowledge through research to meet customer demands. This coupled with the quality of its employees and multichannel approach puts it in a higher level above the rest. Other advantageous factors are fundamental understanding of consumer behaviors and powerful marketing strategies. The company fails to reach its full potential and be successive due to high competition from already established companies that have a large market.

## **Job description**

The integrator is also referred to as a Front-end programmer. The individual will be charged with a number of tasks and responsibilities in the company. He ensures that he builds a newsletter in HTML format for all the clients that are in need. The aspect of HTML integration helps the Front-end programmer to develop client's newsletter easily. The programmer must be a specialist in image cutting so that he can enhance development of pictures and videos in a classic and competent way. There is also the aspect of scheduling, which is done on an email platform and sent automatically to the specialist list. The programmer is expected to effectively use java for web development. The knowledge on java script will always help the integrator to come up with more advanced user-interface and vibrant websites.

The Front-end programmer is required to start the day by verifying emails so

that he can carry out what lies in the daily schedule on time. The working files are then searched from the server and are mainly the HTML and the Photoshop files (Pink & Ten, 2008). After the integrator gets the files, his tasks now are to cut all the images in the newsletter and host them in the company's server. After this, HTML integration follows and the programmer adds all the links and the actual article are now attached to the website. The specialist adds the ALT, which serves the purpose of replacing the images with text in the time that they fail to load in the site. All the links are verified after which they are approved and the newsletters are send to the right clients (Fine & Getkate, 1995).

In a summary, the Front-end programmer must possess excellent knowledge on HTML, JAVASCRIPT, CSS and Photoshop. He must also integrate all the send out emails and learn more in French, English and typographic rules.

## **Job qualifications and requirements**

Web front-end developer (integrator) job is a professional job that requires a highly skilled and competent worker. They work closely with interdisciplinary team of UX designers, visual designers and copywriters to deliver a successful product. In the company, our Human Resource team seeks an employee who meets the following technical qualifications: have a strong portfolio in programming with JavaScript, able two write semantic markup using html 4. 01 Strict Doctype., knowledge of CSS, responsive design coding, bootstrap, web fonts, knowledge of DOM Script and cross-browser issues (Pink & Ten 2008). .

The relevant skills that are advantageous are; experience with image editing software, PHP development, LESS/SASS/HAML preprocessor experience,

project management, content updates, experience in XML/XSL, knowledge of accessibility, familiarity with revision control, understanding knowledge of HTTP, knowledge of micro formats, integrating templates into content management system, GIT, Word press integration and familiarity with wiki software.

The integrator will be required to perform with the following; content updates, quality assurance and testing, helping to further refine internal development processes, integrate front and back end components, create proof of content, taking design from PSDs and coding HTML/JS/CSS templates, and extracting applicable screen design components from mockups (Pink & Ten, 2008).

The best recruit should have the following abilities, have a good command of written and spoken English, paying high attention to detail and maintain integrity, have an open and easy-going personality, must implement proven best practice and love to experiment latest innovation.

The employee must have an attitude shaped on job satisfaction for themselves and the customers, job involvement in what they do and the level of their enthusiasm, personal engagement with co-workers and ensure the company achieves its goals and objectives, and be a job lover (Judge 2012). They should be passionate about what they do for the satisfaction of themselves the company and the clients.

## References

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