

Job analyses

Business



Job Analyses Affiliation: Job analysis encompasses numerous variables that highly influence workforce hiring in the organizational setting. By conducting job analysis, a company stands a chance to install a productive, competitive, effective, and efficient workforce. Job analysis can, therefore, be termed beneficial to a company because it contributes in enhancing the overall organizational performance. Most importantly, it aligns workforce hiring processes with the set organizational goals and objectives.

Attracting, selecting, and retaining good employees are essential organizational practices realized through job analysis (Anthony, Kacmar, & Perrewe, 2010). This is because job analysis takes a deep look into what constitutes a given job. The quality of a company's workforce is determined by the extent to which workers are accustomed to their jobs. The customization process is essentially spread across attraction, selection, and retention of employees.

The hiring and firing process within an organization follows the set human resource goals and objectives. In a real-world situation, job analysis is employed as a vital strategy of enhancing human resource practices within an organization. The ultimate concern for any given employer is whether or not his/her workforce will be competitive and productive enough. This concern is accounted for through job analysis for hiring purposes.

Essentially, job analysis informs the design of attracting, selecting and retaining quality talent (Anthony, Kacmar, & Perrewe, 2010). Even with the underlying strengths of this approach, its shortcomings cannot be ignored. Aligning job analysis with the hiring and firing policies could conflict one or more aspects of human resource. Notably, job analysis makes it possible for a company to bring on board a team that best suits its overall operations.

<https://assignbuster.com/job-analyses/>

Reference

Anthony, W. P., Kacmar, K. M. & Perrewe, P. L. (2010). Human resource management: A strategic approach (6th Ed.). Mason, OH: Cengage Learning.