

Job analysis assistant store managers as today's fashion essay sample

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**ASSIGN
BUSTER**

She was recently promoted to the position of regional sales manager for today's fashion. A national chain of speciality clothing stores with 200 outlets across the country. Mary is the regional manager for the Pacific coast, one of today's fashion's largest markets. She manages 35 outlets in California. The outlets have a store manager reports to directly to Mary. Each outlet has between three and five assistant store managers. Depending on the number of specialty departments, each assistant manager is responsible for one particular specialty department. These departments vary considerably in size in the number of clerks reporting to the assistant manager. Each store has a different collection of merchandise and several different combinations of departments can be found in Mary's region. The departments include casual wear, formal wear, shoes, cosmetics and jewelry.

When being appointed to the regional sales manager position, Mary had been both the department head and store manager as well as assistant manager in a casual wear department. Mary had a whole responsibility for the store management and that other assistant manager was not responsible while she never really felt comfortable that her store manager had clearly defined her areas of responsibility. Thus, despite the chain's success, Mary felt that there was considerable room for improvement in how today's fashion was managed. Mary had earned a BBA degree with a marketing special importance prominence attached to the University of Wyoming.

Otherwise she had no formal training in job analysis but she was confident that she could construct an accurate and useful job description and job specification for the assistant manager job. Mary interviewed three current

assistant store managers from the outlet closest to her regional office in Sacramento. Mary constructed the job description and job specification in shown in the case study Exhibitb (6A-1). she hopes that these documents will form the basis of new selection program and that she wants to implement for her region. questions:

1. critically evaluate the job analysis that marry conducted for the position of assistant manager. has she used appropriate methods? what are the weakness and strenghts of her efforts? 2. what kind of factor today's fashion and its operation should marry have examined more seriously in order to improve her job analysis? 3. carefully read the job description and job specification that marry prepared. do you agree to be through? do you think that they are adequate to serve as a basis for a new selection system? how well u think these documents will work if marry is sued for discrimination in her hiring practices? why?