

Hmr531 wk2



**ASSIGN
BUSTER**

Running Head: Job Fit Analysis Performance Improvement & Career

Development Plan Part I ??” Job-Fit Analysis HRM/531- Human Capital

Management Instructor: James Pepitone Performance Improvement & Career

Development Plan Part I ??” Job-Fit Analysis Within this assignment we are

asked to analyze and create a report on the job-fit of our current work role.

As I am currently unemployed it has proven difficult for me to properly gauge

the assignment, but will continue on, building from past experiences in work,

and current experiences in life. This job-fit is referred to as person-role fit

and is made up of person-environment fit, person-culture fit, person-task fit,

and several other considerations; hopefully showing my best characteristics

and bring the worst to light Job analyses consist of many different aspects

and are used to accumulate details regarding the responsibilities, duties, and

skills, necessary for a specific job.

Conducting a job analysis can be performed in many different ways; personal

experience, observing, forums and interviewing, much like the processes

used by Carol Stanley, within the InterClean scenario. As I believe in strident

gains in life, I feel that particular method has been pushed too far and lacks

the full capability of assessing one??™s job. After reading ??? The Changing

Role of the Human Resources Manager??? (Schein, 2008), I must admit that I

see myself from a different prospective. I can relate to a majority of the

different competencies listed, but would have to say that the two that speak

more of me would be those of service and pure challenge. The

aforementioned anchor of service is held to a very high esteem in my view. I

come from a family of healthcare fanatics, meaning at some point in their

lives, my family, has centered around working in healthcare or public

service, whether administrative, laboring, or practical, it has always been a part of my existence.

I started my career path in the military as a medic, and transitioned into civilian life as such. Though I have since shied away from direct patient care, I hope to regain my role as a Benefit Coordinator assisting people in need. The second nominee, pure challenge, was chosen simply because I have such adoration for people and many issues they face when all else fails. My mottos, as taught in the military, ??? leave no man behind!??? Rarely have I taken the glory road and left an individual clueless as to their outcome and take great pleasure in walking them hand-in-hand through their situations. I can, and have done, without the public praise; just knowing that I helped was, and is, good enough for me.

In terms of professional ability I feel I bring a wealth of experiences to the table. I have worked in many facets of healthcare; i. e.

direct care, managerial, clerical and administrative, as well as many technical areas as well. I have had the opportunities of working with individuals teaching and training on various technological projects, also as an entry-level technician within a corporate environment. I believe in technology, as I do people, and feel they should mesh well together. I have headed and participated in focus groups surrounding healthcare and computer systems, and the many ways they can be combined to increase productivity. I have been told that my skill set is remarkable in the ways that I deal with people, as my ability to be those desperately needed 100 different individuals at the same time is very uncommon.

The same could be said regarding my technical prowess; remarkable, for a self-taught individual. Unfortunately, with praise comes criticism. For those same reasons I have often been held back from my full potential, or that very exclusive promotion. My biggest regard goes out to both, empathy and compassion, as they have played a major role in my life. Whether in daily living, or on the job, one cannot help but to form relationships, some good and some bad. Though, I do not fault myself for being human and showing compassion for others and their needs, it has been somewhat of a struggle to put my needs into perspective over the needs of other individuals.

Remarkable to pass on a promotion because Susan needs the money for her family; Remarkable, how you gave that man 10 dollars and bought him lunch when you don't know how you will get dinner! These are the issues that I have to consider when evaluating my own worth. I recall being hired for a temporary job after leaving the military. The company hired close to 40 individuals to assist with implementing a new computer system, which was to take about three months. Regrettably, it only took four weeks; not knowing whether we would be let go; we worked frantically to try and find other jobs. In the end, I was offered as many as five jobs within the company. Because I wanted to ensure that the remaining four people on my team received a job as well, I passed on all of the jobs until they were all hired. Needless-to-say, I concluded my holdout taking the lowest paying job; Remarkable to pass on a promotion because Susan needs the money for her family were the words from my hiring manager.

Looking at my lifestyle and behaviors and as based on the Enneagram tests I have taken; I am more of a reformer, or Type I. This sits well with me as I do think of myself as a rational, idealistic type. I am often told that I am too sensible in my approach to many things that do not require such thought, which also plays a great part in my idealism as well.

I, like many others, think that things should be done decent and in order, and try to model, or have someone emulate these ideals as well. Through my self-assessment, I have formed, what I believe to be, a well suited job analysis. The career path I have chosen, Benefits Coordinator/Claim Adjuster, has proven to be very enlightening. It has allowed me to use my ??? people??? skills in ways I have never imagined and has retained and garnered previous employers many customers and prospects.

Utilizing modern technology, innovation, and intuition has, and hopefully will again, provide me with a sound base to enjoy the work I have always set out to do. A life changing work, showing that business is still human in some aspects. Though, I do not see any significant downfalls ahead, I would have to say that this job analysis has helped me to see that I am where I need to be??;92% perfect fit!