Functional Job Analysis

Functional Job Analysis is the practice of examining either a job's requirements and assigning the right candidate for that job or examining the candidate's qualifications and skills and assigning the right job to that candidate. It also functions in reverse by not matching the wrong candidate to a job or vice versa.

Functional job analysis (FJA) is a method used by human resources and industrial-organizational (I/O) psychologists to assess occupational roles within an organization. This method is characterized by a detailed examination of an individual's abilities and overall qualification compared to the demands and expectations of their specific position within a larger structure. This type of job analysis is used in both private and public sectors to ensure that applicants or current employees are able to fill their occupational roles and responsibilities in a safe, productive manner.

The purpose of any kind of job analysis is to ensure that employers invest in workers that can provide overall value to their organization. This includes a thorough investigation of an individual's ability to perform their job as well as the ways their performance could impact the work of other team members.

FJA classifies the job roles into 7 areas: data, reasoning, things, people, work instructions, language, and math. Analysis of an employees' tasks considering these roles is a vital part of the job analysis process.

Functional Job Analysis

Functional Job **Analysis**

Data · Language · Reasoning · Things · **7 Job Analysis Areas** · People · Work Instructions · Math
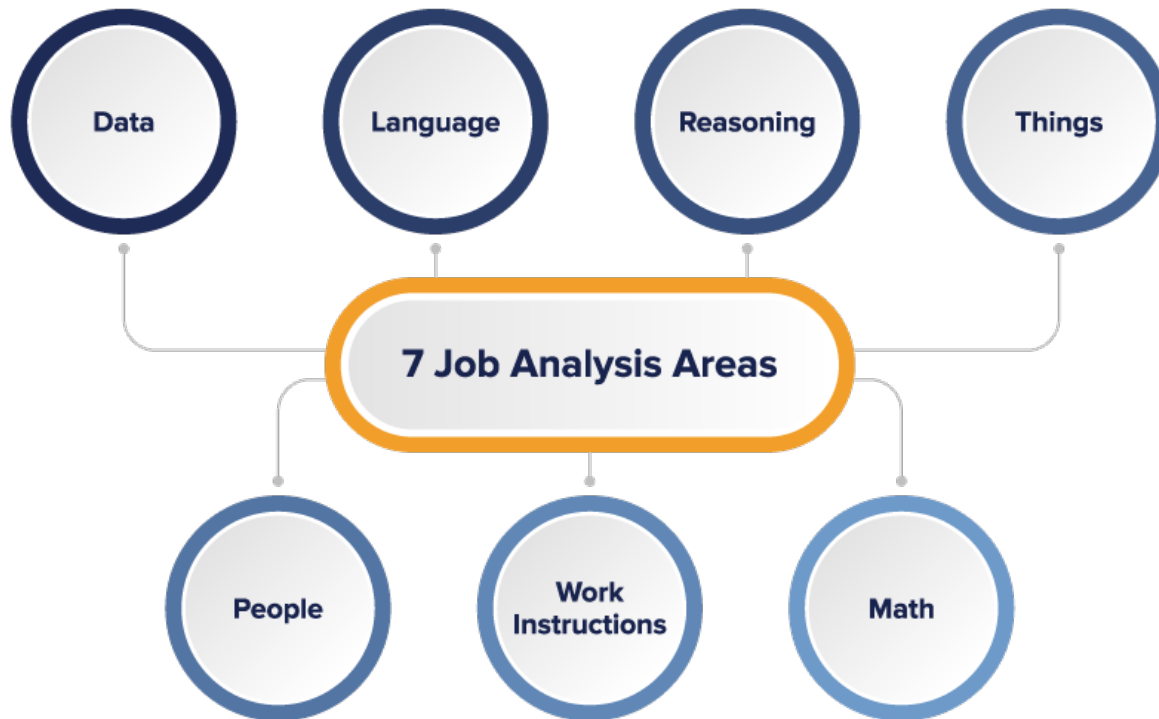
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