



SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit II- Human Resources Planning & Job
Analysis

Topic...Guess...???

Presented by

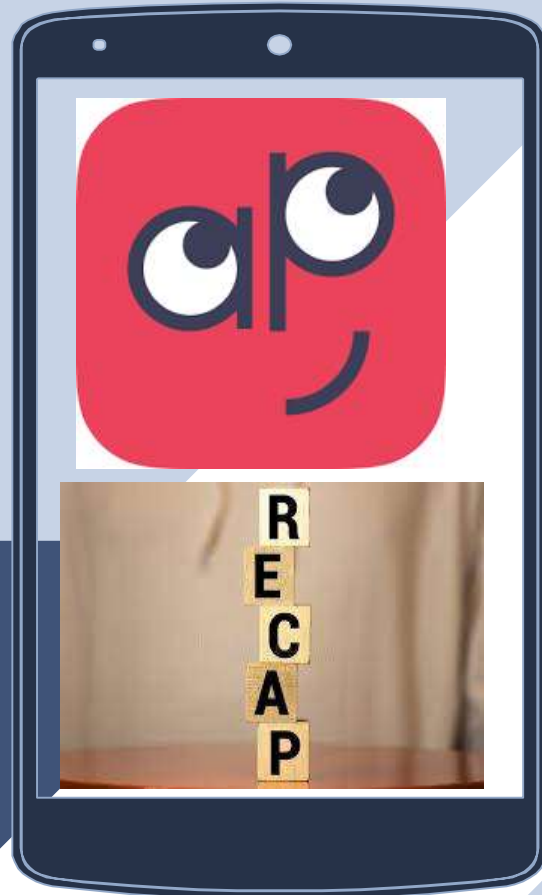
Dr.S.Senthil Kumar

**1st Indian
Institution
to Implement** Design
Thinking
Curriculum
Redesigning Common Mind and Business
Towards Excellence



What is sparking in your mind...?





RECAP



Important of Job Analysis

- Human Resource Planning
- Recruitment
- Selection
- Placement and orientation
- Training
- Counseling
- Employee safety
- Performance Appraisal
- Job design and redesign
- Job Evaluation

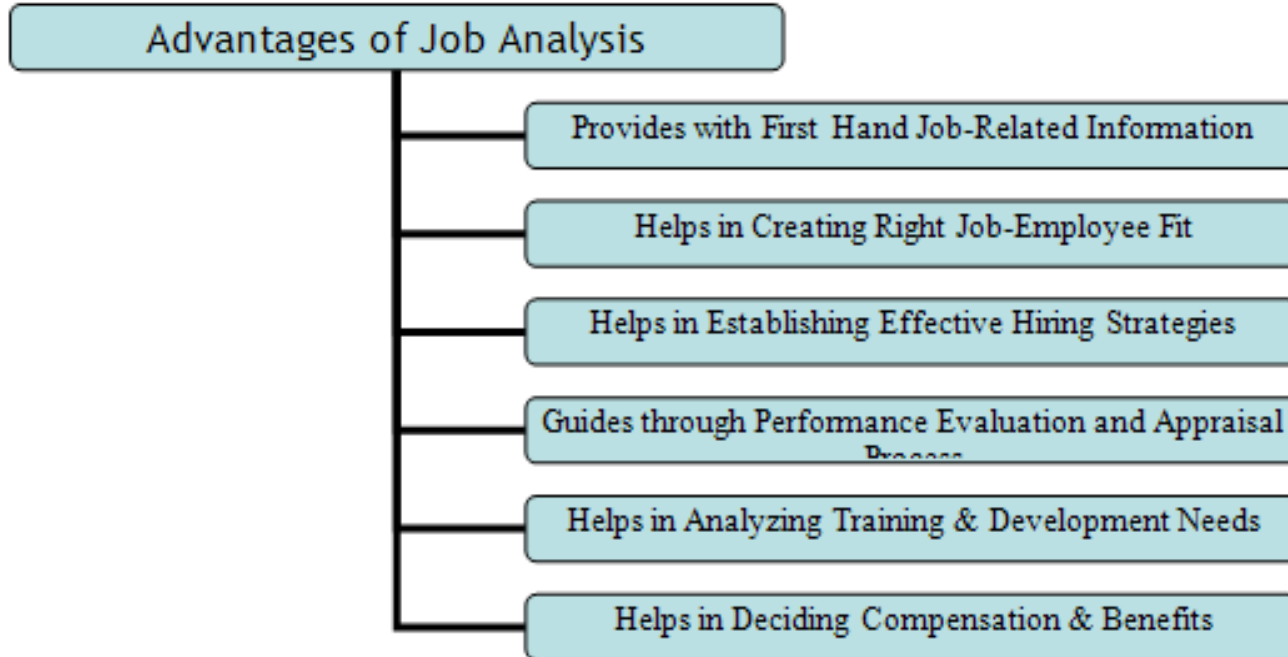


Contd.

- Job analysis helps in analyzing the resources and establishing the strategies to accomplish the business goals and strategic objectives.
- job analysis is to prepare job description and job specification which helps to hire right quality of workforce.
- Job Analysis can be used in training.
- Job Analysis can be used in compensation to identify or determine: skill levels, compensable job factors, work environment, responsibilities and required level of education.
- Job Analysis can be used in selection procedures



Advantages of Job analysis





Disadvantages of Job analysis

Disadvantages of Job Analysis

Time Consuming

May Involve Personal Biasness

Source of Data is Extremely Small

Involves lots of Human Efforts

Job Analyst May Not Possess Appropriate Skills

Mental Abilities can not be Directly Observed



Assessment



The job analysis process is necessary for when HR professionals carry out performance reviews.

True or False





Summary

- Important of Job analysis
- Advantages of Job analysis
- Disadvantages of Job analysis

SUMMARY



Reference

- <http://bankofinfo.com/4-advantages-of-job-analysis/>
- <https://www.managementstudyguide.com/advantages-disadvantages-job-analysis.htm>
- <https://www.mbaskool.com/business-concepts/human-resources-hr-terms/1797-job-analysis.html>





Reach Us



SNSINSTITUTIONS



SNSINSTITUTIONS



SNSINSTITUTIONS



SNSINSTITUTIONS



SNSINSTITUTIONS

*Thank
you*