CU-101.3

Introduction to Testing

Intro to Job Task Analysis

Part 1

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What you'll learn > > >

Why and when of job task analysis

Types or ways to think about a JTA

Anatomy of a JTA

Relevant Terminology

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Why a JTA is needed > > >

An **Exam** should be based on a thorough analysis of curriculum, job, or role

> It is critical to know what the exam needs to assess!

> A JTA tells you what content areas need to be assessed by your exam

> ... and provides the relative weighting of those content areas

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When you need a JTA > > >

A JTA is necessary when you need to …

> … decide what content should go into the exam blueprint

> … defend your choice of domains as job-related

> … ground your certification in empirical data

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When you *might not* need a JTA > > >

A JTA might not be necessary when …

> … you have done one recently [enough]

> … your exam will be based on an existing instructional curriculum

> … your exam content is determined in a different way [e.g., legislation]

> … your exam covers something very specific

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Types of JTA > > >

There are several **Types** of – or ways to think about a -- JTA

> Task-based … what do incumbents do in the role?

> Knowledge-based … what do candidates need to know?

> Skills-based … what skills do incumbents need to have to perform effectively?

> Competency-based … what competencies do candidates need?

> > > These **types** may not be mutually exclusive < < <

Anatomy of a JTA: Role Definition > > >

Defining the **Role** is critical

> The role definition serves as the basis for creating relevant tasks

> Must be accurately and clearly defined

> SMEs must understand the role

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Anatomy of a JTA: Data Elements > > >

A JTA has 2 primary data elements

> Tasks
>> Many names for this …Task Statements, Learning Outcomes, Learning Outcome Statements, Objectives Learning Objectives, etc., etc., etc., etc., etc., etc., etc., etc., etc.
>> Should be written clearly and in a specific way
>> Be understandable by subject matter experts from other organizations
> Domains
>> Assigned once a task is written
>> [Often] more than one is assigned where the task relates to multiple domains

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Anatomy of a JTA: Phases > > >

A JTA has 3 phases

> Elicitation - results in ...
>> the set of [conditional] tasks describing the activities performed in the job role
>> [often] a set of [conditional] domains used to group the tasks into broad content areas
> Survey - results in ...
>> a set of survey response data or **Results**
> Analysis - results in ...
>> identification of critical tasks
>> based on critical tasks, identification of content domains that should be assessed

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