Abstract
Job analysis has a long and storied history, which continues to unfold today. I will begin with a look at the evolution of job analysis, emphasizing its central role in organized human endeavor, even before the term was coined in the early 20th century. That history illustrates how the theory and practice of the analysis of work has developed and evolved to meet changing needs. I will examine some of the many functions that depend on these analyses in various forms and discuss dynamics affecting the changing workplace. Using examples from my own experience as a practitioner, I will illustrate the evolving nature of job analysis as it responds to those changes. Finally, I will address some of the challenges ahead and suggest that a focus on strategic job analysis is likely to become increasingly important, though with caveats about its practicality.