

Job Demands Analysis and Ergonomic Assessment

The Quantitative Job Demands Analysis (QJDA)

If you are considering job analysis or ergonomic assessment, you may be wondering why you need the ErgoScience QJDA. There are four primary reasons:

Legal Defensibility

ErgoScience research shows that analysts who assess job demands without a standardized, quantitative process are extremely inconsistent in their work. This inconsistency creates inaccuracies. Your company needs a defensible system. The ErgoScience QJDA protocol eliminates guesswork and subjectivity from the process and provides you with defensible job descriptions.

Proven Reliability

In conjunction with the United States Department of Labor, ErgoScience recently completed a reliability study of its QJDA protocol. Nineteen analysts, who were trained via the Internet, reviewed eleven different jobs using the ErgoScience QJDA protocol. The resulting reliability coefficients demonstrated an extremely high level of reliability.

Confirmed Objectivity

Our standardized process provides a systematic approach to job demands analysis. The process quantifies the percent of day spent performing the physical demands of the job. Environmental demands, tool and equipment requirements, and force measures are also documented. ErgoScience software performs all calculations and generates a standardized yet customized report. Our systematic, objective approach gives you the security of knowing that your job analysis has been performed accurately and without bias.

Two Assessments - One Process

If you are interested in decreasing the physical stress on your work force, the ErgoScience team will also evaluate your work practices, equipment, tools, and workstations. Our ergonomic recommendations may include changes in any one or a combination of these areas. We may suggest several options for addressing a single problem, so that you can choose the most cost effective and reasonable solutions.

In summary, the ErgoScience QJDA provides a cost-effective, defensible method for Job Demands Analysis. It is the perfect foundation for return-to-work or transitional duty programs and for postoffer, pre-placement screens.

Unleash your company's savings potential!

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