Comparison of O*NET Categories to Other Job Analysis Methods

	Job Analysis Method							
	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
ABILITY								
Cognitive Abilities								
Verbal abilities	$\sqrt{}$		$\sqrt{}$					
Oral comprehension	$\sqrt{}$		$\sqrt{}$					
Written comprehension	$\sqrt{}$	$\sqrt{}$	\checkmark				$\sqrt{}$	\checkmark
Oral expression	$\sqrt{}$		$\sqrt{}$					
Written expression	$\sqrt{}$		$\sqrt{}$					$\sqrt{}$
Idea generation and reasoning abilities	$\sqrt{}$		$\sqrt{}$			$\sqrt{}$		$\sqrt{}$
Fluency of ideas	$\sqrt{}$	$\sqrt{}$						
Originality	$\sqrt{}$		\checkmark			$\sqrt{}$		\checkmark
Problem sensitivity	$\sqrt{}$	$\sqrt{}$						\checkmark
Reasoning	$\sqrt{}$							\checkmark
Deductive reasoning	$\sqrt{}$							\checkmark
Inductive reasoning	$\sqrt{}$	$\sqrt{}$						\checkmark
Information ordering	$\sqrt{}$					$\sqrt{}$		\checkmark
Category flexibility	$\sqrt{}$	$\sqrt{}$						
Planning			\checkmark					\checkmark
Decision making			\checkmark				$\sqrt{}$	$\sqrt{}$
Combining information								
Quantitative abilities								
Mathematical reasoning	$\sqrt{}$	$\sqrt{}$						$\sqrt{}$
Number facility			$\sqrt{}$					
Use of length, distance, size, weigh	nt				$\sqrt{}$			$\sqrt{}$
$\sqrt{}$								
Memory	$\sqrt{}$	$\sqrt{}$	\checkmark					$\sqrt{}$
Perceptual abilities	$\sqrt{}$	$\sqrt{}$	\checkmark					
Speed of closure	$\sqrt{}$							
Flexibility of closure	$\sqrt{}$	$\sqrt{}$						
Perceptual speed	$\sqrt{}$							
Spatial abilities	$\sqrt{}$							
Spatial orientation		$\sqrt{}$						
Visualization	$\sqrt{}$							
Attentiveness	$\sqrt{}$			$\sqrt{}$				
Selective attention/concentration		$\sqrt{}$	$\sqrt{}$	$\sqrt{}$				
Time sharing	$\sqrt{}$							

	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
Psychomotor Abilities	$\sqrt{}$	$\sqrt{}$		$\sqrt{}$				
Fine manipulative abilities	į	į		į				$\sqrt{}$
Arm-hand steadiness	V	V		V			V	V
Manual dexterity	V	V		V			V	V
Finger dexterity	V							
Control movement abilities	V							
Control precision	V	V					V	V
Multilimb coordination	V	V					V	V
Response orientation	V	V					V	V
Rate control	V	V					V	V
Reaction time and speed ability	V	V	$\sqrt{}$				·	
Reaction time	Ì	Ż	·	Ż				
Wrist-finger speed	Ì	į		Ż				
Speed of limb movement	Ì	Ż		·				
Physical Abilities	Ì	•						
Physical strength	Ż							
Static strength	Ì		·	Ż				
Explosive strength	Ì	į		į				
Dynamic strength	į	Ì		•				
Trunk strength	Ì	į						
Endurance/Stamina	Ì	į						
Flexibility, balance, coordination	Ì	Ì	V					$\sqrt{}$
Extent flexibility	Ì	į	•	Ì			,	,
Dynamic flexibility	Ì	Ì		•				
Gross body coordination	Ì	Ì		$\sqrt{}$				$\sqrt{}$
Gross body equilibrium	Ì	į		Ì			Ì	Ì
Sensory Abilities	Ì	Ì		•			•	•
Visual abilities	Ì	V	$\sqrt{}$					
Near vision	Ì	Ì	•	V			$\sqrt{}$	
Far vision	Ì	V		•			J	
Visual color discrimination	V	V		V			Ì	
Night vision	V	Ì		•			•	
Peripheral vision	Ž	V						
Depth perception	Ì	V						
Glare sensitivity	Ì	V					•	
Sense of color	•	v		V				
Auditory and speech abilities	$\sqrt{}$			•				
Hearing sensitivity	J	V						
Auditory attention	•	J	V					
Sound localization	V	V	٧					
Sound recognition	V	V					2/	
Speech localization							1	
Speech recognition	2/	1					٧	
Speech recognition Speech clarity	$\sqrt{}$	J						
Other senses	٧	٧						
Sense of taste				V			J	
Sense of taste Sense of smell				v			۷ ما	
Sense of shield				v			۷ ما	
Sense of touch Sense of body movement				٧			\ \J	
Sense of body movement							٧	

Job Analysis Method

	O*Net	F-JAS	TTA	JCI	JAI 	PPRF	PAQ	JSP
WORK STYLES								
Achievement orientation	$\sqrt{}$							
Achievement/effort			$\sqrt{}$					
Persistence		$\sqrt{}$	$\sqrt{}$					
Initiative		$\sqrt{}$						
Social influence								
Energy								
Leadership orientation								
Interpersonal orientation		$\sqrt{}$						
Cooperative								
Concern for others								
Social orientation	V							
Tolerance	•							
Friendliness			•					
Sense of humor						,		
Interest in negotiation				•				
Adjustment						•		
Self-control	J					V		
Stress tolerance	V					•		
Adaptability/flexibility	J	$\sqrt{}$	V		V	V		
Adaptability to change	٧	٧	V		J	•		
Adaptability to change Adaptability to repetition			V		V			
Adaptability to pressure			٧	1		2		
Adaptability to pressure Adaptability to isolation				2		V		
Adaptability to discomfort			$\sqrt{}$	٧	2/			
Adaptability to discomfort Adaptability to hazards/emerger			2/		2/			
	icies		V		N al			
Interpersonal adaptability					N al			
Cultural adaptability					N al			
Problem solving adaptability		-1			V			
Resilience	-1	$\sqrt{}$				-1		
Conscientiousness	. /					$\sqrt{}$		
Dependability	V	1					1	
Attention to detail	1	V	1			1	V	
Integrity	V		V			V		
Personal appearance			V			1		
Work ethic	ı					$\sqrt{}$		
Independence	V							
Practical intelligence	√,		,					
Innovative	$\sqrt{}$		$\sqrt{}$					
Analytical	V							

Job Analysis Method

	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
SKILLS								
Basic content skills	$\sqrt{}$			$\sqrt{}$				
Active listening	$\sqrt{}$			$\sqrt{}$				
Reading comprehension	$\sqrt{}$			$\sqrt{}$				
Writing	V			V				
Speaking Mathematics	N		ما	N				
Mathematics Science	2		V	V				
Basic processing skills	V							
Active learning	V							
Learning strategies	V							
Monitoring	V							
Critical thinking	V							
Problem-solving skills	V		$\sqrt{}$					
Problem identification	$\sqrt{}$							
Information gathering	$\sqrt{}$							
Information organization	$\sqrt{}$							
Synthesis/reorganization	$\sqrt{}$							
Idea generation	$\sqrt{}$							
Idea evaluation	$\sqrt{}$							
Implementation planning	V	1						
Solution appraisal		V						
Resistance to premature judgment		V	.1					
Planning	ما		V					
Social skills Social perceptiveness	N N	2						
Coordination	V	٧						
Persuasion	V		$\sqrt{}$	V				V
Negotiation	V	*	•	V			V	Ì
Instructing	Ż			,			Ż	Ż
Advising							V	V
Supervising							\checkmark	$\sqrt{}$
Service orientation	$\sqrt{}$			$\sqrt{}$			$\sqrt{}$	$\sqrt{}$
Oral fact finding (interviewing)		$\sqrt{}$		$\sqrt{}$			$\sqrt{}$	$\sqrt{}$
Oral defense		$\sqrt{}$,			,	,
Public speaking				$\sqrt{}$			V	V
Entertaining		ı					V	V
Sales interest		$\sqrt{}$						

	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
Technical skills								
Operations analysis	$\sqrt{}$							
Technology design	$\sqrt{}$							
Equipment selection								
Installation								
Programming	$\sqrt{}$							
Testing	$\sqrt{}$							
Operation monitoring	$\sqrt{}$							
Operations and control	$\sqrt{}$							
Product inspection	$\sqrt{}$							
Equipment maintenance	$\sqrt{}$			\checkmark				
Troubleshooting	$\sqrt{}$							
Repairing								
Electrical/electronic		$\sqrt{}$						
Mechanical		$\sqrt{}$						
Tools		V						
Map reading		V		V				
Drafting		Ž						
Reading plans		Ż						
Driving		V					$\sqrt{}$	V
Typing		Ž					,	·
Shorthand		Ż						
Filing		·						
Spelling		$\sqrt{}$,				
Grammar		V						
Computer programming		,		$\sqrt{}$				
Craft knowledge				,				
Craft skill			V					
Systems skills	$\sqrt{}$		•					
Visioning	V							
Systems perception	V							
Identification of downstream	V							
consequences	•							
Identification of key causes		$\sqrt{}$						
Judgment and evaluation	$\sqrt{}$	٧						
Systems evaluation	V V							
Resource management skills	V							
Time management	\sqrt{1}							
Financial resource management	N N							
Material resource management	$\sqrt[N]{}$							
Personnel resource management	$\sqrt{}$							
reisonnei resource management	V							