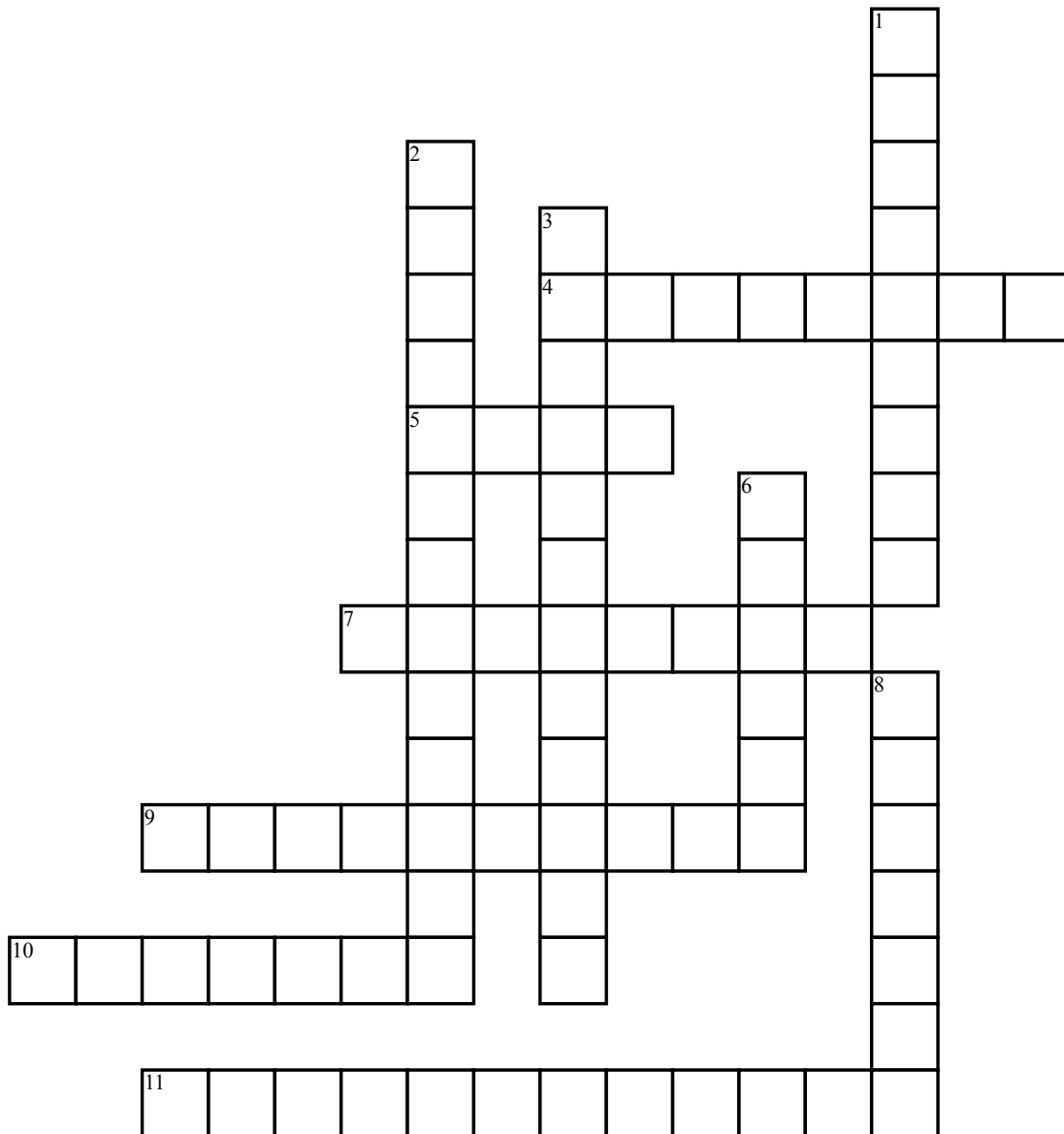


Job Analysis & Legal Issues



Across

4. Human resources departments, supervisors, _____ task forces, and I/O psychologists perform job analyses
5. Quid-pro-quo is a type of sexual harassment with “this for _____” criteria
7. A job _____ is a method of identifying the critical elements of a job
9. The documents in a job analysis include; tasks, work _____, & human qualities and skills
10. In this type of sector someone can be fired for any reason that is NOT a protected class
11. Some privacy issues of evaluating employees include drug testing, office and locker searches, psychological tests, & electronic _____

Down

1. The first step to conduct a job analysis is; gather existing information + determine _____ KSAOs
2. The structured _____ is a method of job analysis that can be either job-oriented or worker-oriented
3. In The Americans with _____ Act of 1990 the employer must provide reasonable accommodations to employees
6. KSAOs are the knowledge, _____ ability, and other characteristics of a job
8. A _____ work environment is a type of sexual harassment caused by repeated inappropriate behavior