

Widespread Use of the PAQ

The PAQ measures job characteristics, and relates them to human characteristics, rather than describing tasks, technologies, or job duties. It offers a comprehensive description of the type and level of work behaviors that are required on jobs. It may be used across a wide spectrum of jobs, as well as across time, even though tasks, technologies, and duties may change. It has been used to analyze more than 300,000 jobs (Jeanneret & Strong, 2003) in more than 1,500 organizations, representing public utilities, cities, counties, hospitals, educational institutions, manufacturing, pharmaceuticals, retail organizations, airlines, banks, electronics, airports, and others. Data from these analyses are stored in the PAQ database, using 2,491 codes and titles from the *Dictionary of Occupational Titles*.

Reference

Jeanneret, P. R. & Strong, M. H. (2003). Linking O*NET Job analysis information to job requirement predictors: An O*NET application. *Personnel Psychology*, 56, 465-492.