

# Occupational hazard prevention through design of job profile and recruitment.



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Currently the HR Department conducts activities "Recruitment and Selection" and "Designing job profile". There are several psychometric tests applied in this process as well as different programs that make up its application and qualification easier, also some strategies for designing job profiles, however, unfortunately for some companies is still only a protocol.



- ⑩ This means that sometimes personnel that applies, qualifies and interprets these psychometric tests does not have the necessary knowledge to obtain the reliable information that can be provided by these tests, or even if they have the proper knowledge there is a lack of interest in its implementation.
  
- ⑩ Job descriptions are incomplete so you can only get poor or inappropriate information, or it does not exist, or their content is obsolete.

# *Individual differences*



1. Differences in individual productivity.
2. Everyone has different skills and talents.
3. The trend to achieve high quality results is not equal for everyone.
4. Participation and reception of the delegation of authority differs among individuals.



5. People differ in the leadership style they prefer and need.
6. Not all people have the same need to get in touch with others.
7. Commitment and loyalty to the company is different for everyone.
8. Workers vary in their level of self-esteem, which in turn affects their productivity and ability to take responsibilities.

## *How might this affect the occupational hazard?*

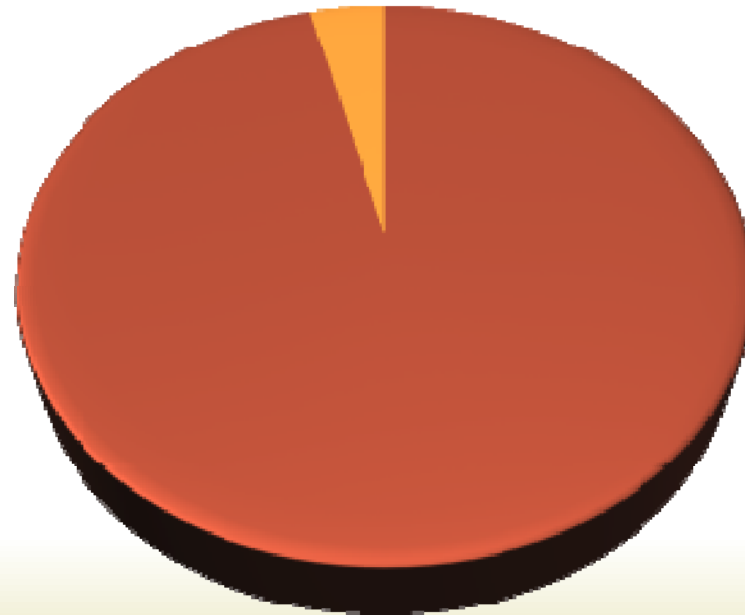


Nowadays we know that accidents at work are caused by human factors, we have not addressed the root cause of the problem, that is why it is emphasized in an adequate psychometric and psychological evaluation for each position and with the job profile design well supported on the real needs of the company, occupational hazard produced by human factors would be reduced.

*Source: "Value-Based Safety Process" Terry E. McSween, Ph.D.*



## **Incident / Accident Causes**



## *Tips for making the job profile and achieve an Assertive Recruitment.*



- ⑩ Define it, in a general context, as the strategy that allows the description of knowledge, skills and attitudes to be met by a person to perform the assigned functions within a specific structure.
- ⑩ Include the agents of risk which employee will be exposed and specify what physical and psychological characteristics would required to deal with these factors, the workload and personnel relationships.





- ⑩ Once the job profile has been completed it is necessary that those who are carrying out the process of recruitment and selection well known and understood its contents.
- ⑩ Then it is important to select appropriate tests for evaluation, that allow us to find the ideal characteristics of the candidate.



⑩ As well it is important to decide what type of interview and psychometric and psychological batteries will be used to evaluate at least the following areas:

- ⑩ Personality
- ⑩ Intelligence
- ⑩ Work Style

And in case of need:

- ⑩ Management style
- ⑩ Leadership style.



It is basics to consider the highlights of the post during this part of the process, so that after analyze the entire process and curriculum we could get the necessary information for selection of the proper candidate.



**Thank you for  
your attention**