

**AN  
OCCUPATIONAL  
INFORMATION  
SYSTEM FOR THE  
21ST CENTURY:  
THE DEVELOPMENT OF  
O\*NET**

Edited by

**Norman G. Peterson, Michael D. Mumford, Walter C. Borman,  
P. Richard Jeanneret, and Edwin A. Fleishman**

# **An Occupational Information System For The 21st Century The Development Of Onet**

**Len Sperry**



## An Occupational Information System For The 21st Century The Development Of Onet

**An Occupational Information System for the 21st Century** Norman G. Peterson, 1999-01-01 The Occupational Titles has been relied on for the description of jobs and workforce development However as global competition and technological change has created a new world of work the Department of Labor realized that a more flexible and precise system for chronicling work related information was needed Thus the O NET or the occupational information network was launched Written by the developers of the O NET system this edited volume describes the research and methodology used in the design and development of this ground breaking system The O NET is intended to provide a framework for describing jobs in terms that are capable of addressing the needs of workers and employers into the 21st Century Instead of relying on rigid task descriptions the O NET uses domains of worker and occupation characteristics such as abilities work styles generalized work activities and work context to describe each job This volume details each of the main domains used by the O NET It outlines how each was quantified and provides statistical analyses about its applications internal relationships and structure The volume also places the O NET system in its historical research context and describes how this innovative new system can support the creation of jobs tailored for the new economy This volume will be invaluable for those needing to familiarize themselves with this powerful new human resource tool It will be of particular interest to industrial organizational psychologists human factors specialists counseling psychologists vocational counselors rehabilitation counselors industrial engineers occupational professionals and labor market analysts

*A Database for a Changing Economy* National Research Council, Division of Behavioral and Social Sciences and Education, Committee on National Statistics, Panel to Review the Occupational Information Network (O\*NET), 2010-05-11 Information about the characteristics of jobs and the individuals who fill them is valuable for career guidance reemployment counseling workforce development human resource management and other purposes To meet these needs the U S Department of Labor DOL in 1998 launched the Occupational Information Network O NET which consists of a content model a framework for organizing occupational data and an electronic database The O NET content model includes hundreds of descriptors of work and workers organized into domains such as skills knowledge and work activities Data are collected using a classification system that organizes job titles into 1 102 occupations The National Center for O NET Development the O NET Center continually collects data related to these occupations In 2008 DOL requested the National Academies to review O NET and consider its future directions In response the present volume inventories and evaluates the uses of O NET explores the linkage of O NET with the Standard Occupational Classification System and other data sets and identifies ways to improve O NET particularly in the areas of cost effectiveness efficiency and currency

**Applied Measurement** Deborah L. Whetzel, George R. Wheaton, 2016-02-17 An updated version of Deborah Whetzel and George Wheaton's earlier volume, this text is a well-organized sourcebook for fundamental practices in industrial psychology and human resources management. Applied Measurement describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance. Its primary purpose is to provide practical, systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of industrial psychology and human resources management to assess personnel. With easy-to-follow guidance written in straightforward language, Applied Measurement contains three new chapters focusing on training and experience measures, assessment centers, and methods for defending the content validity of tests. It includes contributions from many prominent researchers in the field, all of whom have had a great deal of applied experience. Each chapter begins with an overview describing the job analysis or measurement method and uses one job, that of an electrician, as an example throughout the book so that readers can easily understand how to apply job analysis data for the purposes of test development and job performance measurement. This practical, concise book is recommended for students and entry-level practitioners in the fields of industrial psychology and human resources.

**A Framework for Developing an Occupational Information System** United States. National Occupational Information Coordinating Committee, 1979

**Handbook of Employee Selection** James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection. In this volume, a diverse group of recognized scholars inside and outside the United States balance theory, research, and practice, often taking a global perspective. Divided into eight parts, chapters cover issues associated with measurement, such as validity and reliability, as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs. Several chapters discuss the measurement of various constructs commonly used as predictors, and other chapters confront criterion measures that are used in test validation. Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs, e.g., blue collar jobs. The second edition features a new section on technology and employee selection. The Handbook of Employee Selection, Second Edition, provides an indispensable reference for scholars, researchers, graduate students, and professionals in industrial and organizational psychology, human resource management, and related fields.

**The Changing Organization** Kaijun Guo, Maurice Yolles, Gerhard Fink, Paul Iles, 2016-11-10 The Changing Organization provides a multidisciplinary approach for studying the management of change under conditions of complexity. Single-discipline approaches frequently miss essential elements that reduce the possibility of coherence within a multi-agency organizational setting. Combining a systems and cybernetic living system perspective, Guo, Yolles, Fink, and Iles offer a new agency paradigm designed to model, diagnose, and analyze complex real-world situations. Its capacity to anticipate patterns of behaviour provides useful means by which the origin of crises can be understood and resolutions reflected upon. Scholars and graduate students in fields as diverse as management, politics, anthropology, and psychology will find numerous applications for this book when considering socio-political and organizational change, and it offers an invaluable guide for consultants who may wish to apply advanced techniques of contextual analysis to real-world situations.

The Changing Nature of Work National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Techniques for the Enhancement of Human Performance: Occupational Analysis, 1999-09-07 Although there is great debate about how work is changing there is a clear consensus that changes are fundamental and ongoing The Changing Nature of Work examines the evidence for change in the world of work The committee provides a clearly illustrated framework for understanding changes in work and these implications for analyzing the structure of occupations in both the civilian and military sectors This volume explores the increasing demographic diversity of the workforce the fluidity of boundaries between lines of work the interdependent choices for how work is structured and ultimately the need for an integrated systematic approach to understanding how work is changing The book offers a rich array of data and highlighted examples on Markets technology and many other external conditions affecting the nature of work Research findings on American workers and how they feel about work Downsizing and the trend toward flatter organizational hierarchies Autonomy complexity and other aspects of work structure The committee reviews the evolution of occupational analysis and examines the effectiveness of the latest systems in characterizing current and projected changes in civilian and military work The occupational structure and changing work requirements in the Army are presented as a case study

**The Essentials of Teamworking** Michael A. West, Dean Tjosvold, Ken G. Smith, 2005-08-05 The team rather than the individual is increasingly seen as the building block of organizations and a key source of competitive advantage Despite this not enough is understood about how to build successful teams in modern organizations The Essentials of Teamworking broadens this understanding by offering a selection of key chapters on teamwork from the International Handbook of Organizational Teamwork and Cooperative Working This concise paperback edition reveals the complexity of teamwork and offers empirically based guidance on how teamwork can be effectively developed in modern organizations Bringing together leading international scholars The Essentials of Teamworking offers challenging perspectives on teamwork that will inform future research and practice It is an invaluable resource for professionals researchers and students alike

Career Development and Systems Theory Wendy Patton, Mary McMahon, 2021-08-04 This fourth edition of the book attests to the Systems Theory Framework's contemporary relevance It introduces systems theory and the STF overviews extant career theory describes the STF's applications and highlights the STF's contributions and future directions

*Applied Cognitive Psychology* Douglas J. Herrmann, Carol Y. Yoder, Michael Gruneberg, David G. Payne, 2023-05-31 The field of applied cognitive psychology represents a new emphasis within cognitive psychology Although interesting applied research has been published over the last several decades and more frequently in the last dozen years this is the first comprehensive book written about the progress in this new applied area This text presents the theory and methodology of cognitive psychology that may be applied to problems of the real world and describes the current range of cognitive applications to real world situations In addition Applied Cognitive Psychology identifies the rudimentary principles of basic theory e g perception comprehension learning retention remembering reasoning problem solving and communication that lend themselves to application examines a range of cognitive products and services begins with an explanation of the differences between basic and applied science especially in cognitive psychology across discipline areas is the first cognitive text to familiarize students with the institutional and social factors that affect communication between basic and applied researchers and therefore determine the success of application efforts presents applications important to many problems in society and demonstrates the value of basic research in leading to these important applications and cites a substantial number of references to help readers who want to apply cognitive psychology to do so The text is intended to be used by students who are concurrently studying cognitive psychology or applied cognitive psychology It could be used with graduate students as well as with undergraduates

*Handbook of Human Resources Management in Government* Stephen E. Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free supplemental on line Instructor s Manual Order your copy now

*The Development of an Occupational Information System (OIS)* , 1981

**Handbook of Personality at Work** Neil Christiansen, Robert Tett, 2013-07-18 Personality has emerged as a key factor when trying to understand why people think feel and behave the way they do at work Recent research has linked personality to important aspects of work such as job performance employee attitudes leadership teamwork stress and turnover This handbook brings together into a single volume the diverse areas of work psychology where personality constructs have been applied and investigated providing expert review and analysis based on the latest advances in the field

A Database for a Changing Economy National Research Council, Division of Behavioral and Social Sciences and Education, Committee on National Statistics, Panel to Review the Occupational Information Network (O\*NET), 2010-06-11 Information about the characteristics of jobs and the individuals who fill them is valuable for career guidance reemployment counseling workforce development human resource management and other purposes To meet these needs the U S Department of Labor DOL in 1998 launched the Occupational Information Network O NET which consists of a content model a framework for organizing occupational data and an electronic database The O NET content model includes hundreds of descriptors of work and workers organized into domains such as skills knowledge and work activities Data are collected using a classification system that organizes job titles into 1 102 occupations The National Center for O NET Development the O NET Center continually collects data related to these occupations In 2008 DOL requested the National Academies to review O NET and consider its future directions In response the present volume inventories and evaluates the uses of O NET explores the linkage of O NET with the Standard Occupational Classification System and other data sets and identifies ways to improve O NET particularly in the areas of cost effectiveness efficiency and currency

**A Configuration Approach to Mindset Agency Theory** Maurice Yolles, Gerhard Fink, 2021-07-29 This book presents a new agency paradigm that can resolve complex socio political situations in cross cultural environments

*A Study of State Occupational Information Development and Utilization Efforts* David P. Mixer, 1979

Mental Health and Mental Disorders [3 volumes] Len Sperry, 2015-12-14 Serving as an indispensable resource for students and general interest readers alike this three volume work provides a comprehensive view of mental health that covers both mental well being and mental illness A three volume ready reference encyclopedia this up to date work supplies a holistic introduction to the fields of mental health and mental disorders that is written specifically for high school students and college students Covering the full continuum of mental health the set describes typical functioning including biology and neurology of the brain emotions and the traits and characteristics of mental well being It also addresses mental disorders and conditions from obsessive compulsive disorder OCD and post traumatic stress disorder PTSD to phobias and schizophrenia Mental Health and Mental Disorders An Encyclopedia of Conditions Treatments and Well Being highlights important concepts and phenomena key individuals treatment techniques organizations and diagnostic tools to give readers a complete view of this broad field of study It also investigates all sides of wellness exploring what it means to be normal and consistently identifying the links between lifestyle and mental health The encyclopedia is consistent with the goals of AP psychology curricula and addresses the various disorders classified in the new edition of the APA Diagnostic and Statistical Manual DSM V TR

**The Development of an Occupational Information System (OIS)** Geneva B. Carroll, A. M. M. Jamal, Louisiana State Occupational Information Coordinating Committee, Louisiana. Department of Labor, Louisiana State University (Baton Rouge, La.). Governmental Services Institute, 1984

**A Framework for Developing an Occupational Information System** United States. National Occupational Information Coordinating Committee, 1979

International Handbook of Career Guidance James A. Athanasou, Harsha N. Perera, 2020-01-01 This handbook offers a comprehensive review on career guidance with an emphasis on the applied aspects of guidance together with research methods and perspectives. It features contributions from more than 30 leading authorities in the field from Asia, Africa, America, Australasia, and Europe and draws upon a wide range of career guidance paradigms and theoretical perspectives. This handbook covers such subjects as educational and vocational guidance in a social context, theoretical foundations, educational and vocational guidance in practice, specific target groups, testing and assessment, and evaluation.



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