

# Job Demands Analysis

**Position:** Job Title

**Company:** Example Company

**Address:** 123 example street, Anytown, AL, 00000

## Analysis Information

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**Analyst:** Your Name

**Email:** youremail@examplecompany.com

**Analysis Date:** January 1, 1900



## Overview

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**Job Purpose:**

A sentence about what this job does

**Essential Functions:**

- First Function - A short description goes here
- Second Function - A short description goes here
- Third Function - A short description goes here

**Marginal Functions:**

- First Function - A short description goes here
- Second Function - A short description goes here
- Third Function - A short description goes here

**Work Schedule:**

40 hours/week, 8 hour shifts, 5 shifts/week

**Breaks:**

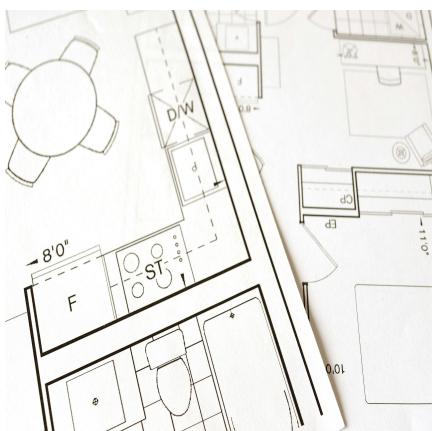
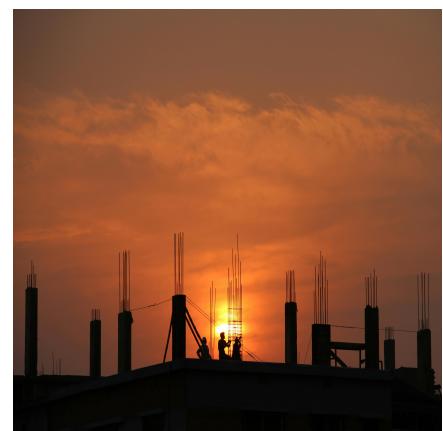
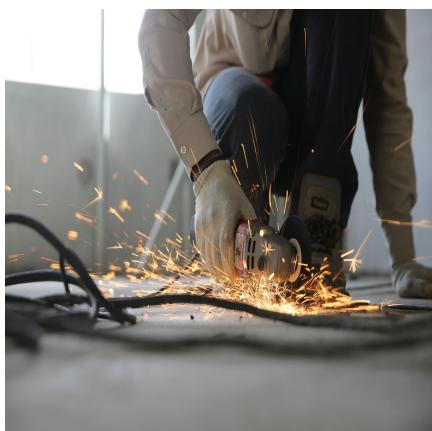
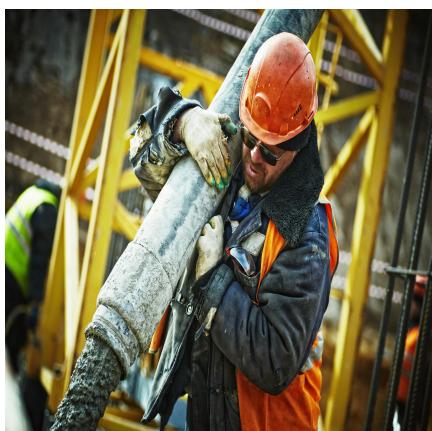
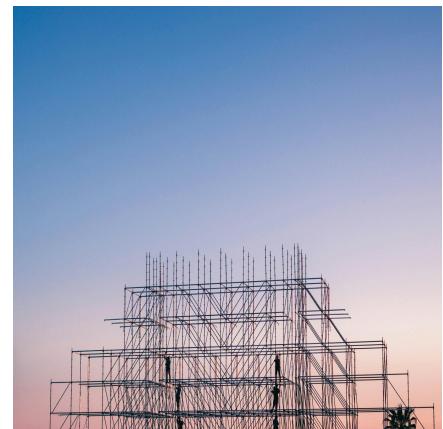
- One 15-minute break at about 10am
- One 30-minute break at about 12pm
- One 15-minute break at about 2pm

**Other Shift Information:**

Additional information goes here such as weekends, holiday, and seasonal changes in work demands.



## Images



**Job Demands****Physical Demands**

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Awkward position	X				A measurement goes here
Bending over		X			
Carrying			X		or a comment could go here
Driving				X	
Fine motor tasks	X				an example measurement could be:
Gripping or grasping		X			
Handling			X		how much someone sits in a day
Kneeling				X	
Lifting	X				or how long they drive
Lifting overhead		X			
Pulling			X		or how often they sit to stand
Pushing				X	
Reaching	X				really any measurement relevant to the job and the physical demands required to perform it
Sitting		X			
Squatting or crouching			X		
Standing				X	
Talking and hearing	X				
Twisting or turning		X			
Walking			X		



## Mobility Demands

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
<b>Neck</b>					
Flexion/Extension	X				
Rotation	X				
Lateral Flexion/Extension	X				
<b>Shoulder</b>					
Flexion/Extension		X			
Abduction/Adduction		X			Comments about mobility go here
Internal/External Rotation		X			
Elevation/Depression		X			
<b>Elbow and Forearm</b>					
Flexion/Extension			X		include measurements here when possible
Supination/Pronation			X		
<b>Wrist and Fingers</b>					
Flexion/Extension				X	
Ulnar/Radial Deviation				X	
Gripping (Power or Pinch)				X	
<b>Thorax and Upper Back</b>					
Flexion/Extension	X				
Rotation	X				
Lateral Flexion/Extension	X				
<b>Lower Back and Abdomen</b>					
Flexion/Extension		X			
Rotation		X			
Lateral Flexion/Extension		X			
<b>Hip and Upper Thigh</b>					
Flexion/Extension			X		



Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Abduction/Adduction			X		
Internal/External Rotation			X		
<b>Knees and Lower Legs</b>					
Flexion/Extension				X	
<b>Ankle, Foot, and Toes</b>					
Dorsiflexion/Plantarflexion	X				

## Cognitive/Sensory Demands

Activity	Required	Comments
<b>Vision</b>		
Near Vision	X	These are demands that are either required or not required
Far Vision		
Peripheral Vision	X	
Depth Perception		If the job requires these capabilities in order to be completed, then they should be marked as required
Color Vision	X	
Perceive Safety/Emergency Indicators		
<b>Hearing</b>		
Distinguish Sounds or Tones	X	
Verbal or Electronic Communication	X	Only items that are required for successful completion of the job should be marked required.
Perceive Safety/Emergency Indicators	X	
<b>Senses</b>		
Tactile Sense (Touch)		These typically include marginal function too depending on the employer
Olfactory Sense (Smell)		
Gustatory Sense (Taste)		
Vestibular Sense (Balance)		All items here are optional
Kinesthetic Sense (Proprioception)		



Activity	Required	Comments
<b>Cognitive</b>		
Memory (Short or Long Term)	X	
Multitasking	X	
Decision Making and Reasoning		
Simple Math	X	
Time Management	X	
Literacy (Reading/Writing)		
<b>Psychosocial</b>		
Work Independently	X	
Work with a Team		
Supervision of Others	X	

## Environmental Demands

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Wet, humid, or slippery surfaces	X				
Proximity to moving mechanical parts or machinery	X				
Working at heights	X				
Fumes, odors, dust, or airborne particles	X				These comments should focus on objective measurements where possible
Hazardous chemicals (toxic or caustic)	X				
Extreme temperatures (hot or cold, weather-related or non-weather)	X				
High noise levels requiring hearing protection	X				
Hand-arm vibration (e.g., from power tools)	X				
Whole-body vibration (e.g., from vehicles or platforms)	X				
Electrical hazards		X			
Radiation exposure (ionizing or			X		



Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
non-ionizing)					
Poor lighting or illumination				X	
Confined spaces				X	
Biological hazards (e.g., pathogens or allergens)				X	

## Lifting/Pushing/Pulling

Activity	N/A, <1%	Occasional 1-33%, <12 reps/hour	Frequent 34-66%, 12-60 reps/hour	Constant 67-100%, >60 reps/hour	Comments
Less than 5 lbs	X				
5-25 lbs		X			
26-50 lbs			X		Push/pull meter measurements here are heavily considered when making return to work decisions or classification of work decisions
51-100 lbs				X	
Over 100 lbs	X				



## Summary

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### Physical Classification of Work: **HEAVY**

#### **§ 404.1567(d) - Heavy Work**

Heavy work involves lifting no more than 100 pounds at a time with frequent lifting or carrying of objects weighing up to 50 pounds. If someone can do heavy work, we determine that he or she can also do medium, light, and sedentary work.

#### Analysis Notes:

## This is a heading

### This is a sub heading

#### This is the third level heading

This is normal text

**This is bold text**

*This is italics text*

This is underlined text

1. Numbered list item 1
2. Numbered list item 2
3. Numbered list item 3

- Bullet pointed list item 1
- Bullet pointed list item 2
- Bullet pointed list item 3

Use this area to focus on job risks and professional related findings. Also consider adding content about how to mitigate the discovered risk. Lean on objective measurements and real data to back recommendations rather than subjective opinions.