

**Presented by The Performance Testing Council, Inc.**

**Job Task Analysis for Performance Testing  
...a workshop by Jim Adair and Tom Berry**

For every test, a Job Task Analysis (JTA) must be done to establish the validity of the content. So there are lots of books, articles and workshops on how to conduct a JTA.

But if you're developing a performance test, the JTA is substantially different from a conventional JTA.

Conventional JTAs assess the knowledge, skills and abilities that underlie competent performance in the content area of the test. It is inherently an inferential, and thus indirect, process. And as the test developer, you must translate the knowledge, skills and abilities into test items that evaluate them.

Doing a JTA for a performance test, on the other hand, ascertains directly what people do on the job and what paradigm tasks they're typically engaged in. Consequently, when you've completed the JTA for a performance test, you have a list of tasks and the performance components required to do those tasks.

Those tasks look suspiciously like prospective test items.

Translating the tasks into delivery-ready items involves additional programming, scoring and analysis, but that work is well begun when you've completed a thorough performance-based JTA.

Tom Berry will engage you in exercises that give you a chance to experience these concepts for yourself. Bring your own JTA if you've begun one. Bring your JTA results if you've completed one. There will be lots of opportunity to discuss the specifics of your issues, and to learn by extension from others' observations.

During the workshop, you'll learn

- Conventional JTA basics
- How to develop JTA questions for a performance test
- Working with scarce SME resources to maximize results
- How to write a performance test specification

The workshop leader, Tom Berry, is a test developer who has been developing performance tests for over ten years. He is a former Chair of the Performance Testing Council, and has developed exams or conducted JTAs for Sun Microsystems, the Storage Networking Industry Association, Meru Networks, and many other companies.