

Company Background

- Ovania Chemical Corporation is a specialty chemicals producer of polyethylene thermoplastic resins primarily used to make containers for soft drinks and bottled water, as well as packaging for food and pharmaceutical products.
- Ovania Chemical Corporation is a smaller chemical producer than other global producers.
- Ovania's main plant is located in Steubenville, Ohio.
- Ovania Chemical is taking steps to modernize its facilities because of technological advances in chemical production.
- Technological advances have resulted in a need for redesigning the number and kind of jobs.
- Latest job change at Steubenville plant involves the job transformations of the system analyzer position.

System Analyzer Position

- Someone is needed who can monitor all of the individual chemical production components simultaneously.
- The position was formerly classified as that of a semiskilled maintenance technician.
- The position requires that the system analyzer have knowledge of pneumatics, hydraulics, information technology, programming, and electrical wiring.
- Three individuals who currently hold the positions are incapable of meeting the future technological requirements.
- The company is seeking three new recruits for the positions.

Nova Chemical Corporation

Thecasesolutions.com

Job Analysis & New Position Analysis

- The selection team decided that the applicants must possess the following skills: finger dexterity, mechanical comprehension, numerical ability, spatial ability, visual pursuit, detection, oral and written comprehension, deductive and inductive reasoning, reading comprehension, and reading scales and tables.
- The job has been broken down into five critical areas which are maintaining spares and supplies, troubleshooting, handling revisions and new installations, record-keeping, and routine maintenance.

Selection Process

- Recruiting internally and externally for the position.
- Encouraged current system analyzer, semiskilled maintenance technician, to reapply for the job.
- Two-year lead time before the newly transformed position would be put in place, the committee members did not include any skills or knowledge that could reasonably be trained within that two-year period.
- Only aptitude or ability factors were incorporated into the selection process.
- In a private session, a few of the selection committee members admitted candidly that they had serious doubts whether any women or minority member currently in the relevant labor market would have the requisite credentials to be competitive for the position.
- The three present system analyzers were white males.
- Ovania Chemical has a history of employment discrimination charges, the decision was made to do no unnecessary prescreening of applicant qualifications, previous experiences, and so forth.
- It should be noted, however, that there was some concern about prejudice if a woman or minority member were to get the job.
- Fifty-six employees applied for the new position of system analyzer. Twenty-one were female; fifteen were African American.
- Two of the three current system analyzers reapplied for the new position.
- Ovania Chemical decided that an overall score of 800 on the twelve tests would be the cutoff score in order for an applicant to be seriously considered for the position.

Company Background

- **Ovania Chemical Corporation is a specialty chemicals producer of polyethylene thermoplastic resins primarily used to make containers for soft drinks and bottled water, as well as packaging for food and pharmaceutical products.**
- **Ovania Chemical Corporation is a smaller chemical producer than other global producers.**
- **Ovania's main plant is located in Steubenville, Ohio.**
- **Ovania Chemical is taking steps to modernize its facilities because of technological advances in chemical production.**
- **Technological advances have resulted in a need for redesigning the number and kind of jobs.**
- **Latest job change at Steubenville plant involves the job transformations of the system analyzer position.**



System Analyzer Position

- Someone is needed who can monitor all of the individual chemical production components simultaneously.
- The position was formerly classified as that of a semiskilled maintenance technician.
- The position requires that the system analyzer have knowledge of pneumatics, hydraulics, information technology, programming, and electrical wiring.
- Three individuals who currently hold the positions are incapable of meeting the future technological requirements.
- The company is seeking three new recruits for the positions.



Corporation

Thecasesolutions.com

Nova Chem

Job Analysis & New Position Analysis

- The selection team decided that the applicants must possess the following skills; finger dexterity, mechanical comprehension, numerical ability, spatial ability, visual pursuit, detection, oral and written comprehension, deductive and inductive reasoning, reading comprehension, and reading scales and tables.
- The job has been broken down into five critical areas which are maintaining spares and supplies, troubleshooting, handling revisions and new installations, record-keeping, and routine maintenance.