"THE RIGHT PERSON AT THE RIGHT PLACE"
IMPROVED JOB OPPORTUNITIES FOR DISABLED PERSONS

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The ABBA (Job Inspection and Stress Analysis) checklist procedure analyses both the demands imposed by jobs in industry and the (residual) work capability of disabled persons. Comparisons of the demand and aptitude profiles obtained make it possible to identify potential jobs for disabled persons as an aid to discussion between the disabled persons themselves, their superiors, the human resources planners and industrial medical staff.

INTRODUCTION

In many cases, only very few stereotyped jobs appear to be available for disabled persons – janitors, messengers and jobs involving packing or sorting. Both the people responsible for human resources planning and those in management positions think that disabled persons are incapable of doing all kinds of normal work and have to be placed in so-called soft jobs. In fact, the disabled person has frequently lost only one specific function and is still able to perform a wide variety of other activities. This means that he/she would be able to work normally in many jobs, provided that these are correctly identified.

Consequently, the solution is to put industry in a position where it is able to select from the full spectrum of available jobs those which could be performed by an employee suffering from a given disability. A job register and a suitable procedure for the evaluation of the employee’s potential capabilities are required for this purpose.

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METHOD

The methodology used in the ABBA system is a further development of the Ergonomic Job Analysis Procedure (AET) developed in 1975 by Landau and Rohmert (Rohmert, Landau 1983). The K-AET checklist comprises 102 items covering all the stresses arising in a real work system (Tab 1). A 5-stage scale is used for classification purposes. Explanations and examples are given to assist classification into the individual stages. Stresses are grouped into those resulting from the work object itself, from the equipment/substances used and from the physical and mental/psychological demands imposed on the worker. Supplements are used to collect data on special types of stress.
For further information on item structure and reliability and validation of the procedure please refer to Landau (1998).
SURVEY PERFORMANCE AND DOCUMENTATION

The ABBA System is based on a PARADOX data bank. The software itself is programmed in DELPHI and can be operated with WINDOWS 95/98/3.1.

The procedure is initiated by entering data on the job, the company, the industrial sector and the analyst. Sketches or photographs of the workplace can be included in the input. The job components are then portrayed diagrammatically in the form of a tree structure. The normal sequence of the individual activities is shown on the time axis. The checklist items are then used to determine and enter the demands imposed by these activities (Fig. 2). These items are rated on a five-stage ordinal scale. It is possible to vary the rating according to the duration of the given stress.

![Fig. 2: shows an example of the rating of a K-AET item in ABBA.](image)

ABBA analysts receive their training at a two-day seminar. The data are collected at an observation interview.

The ELP procedure is more complicated. It is first necessary to collect precise data on the subject by means of medical and industrial medical diagnoses and psychological aptitude tests, and also from his or her ability to learn and actual learning progress made and other evaluations in the work process. The ELP bridge examples are then used to quantify these data. Only then is it possible – with the help of the aforementioned examples – to assess the subject's suitability for certain jobs. Another special ELP feature is its use in tracing and depicting inconstant performance curves. The ELP classifications are thus also suitable for aggregations of performance trends during long-term trial or training processes.

EVALUATION

The disabled employee's ELP profile is compared with the profiles of the jobs included in the job register. In cases where demands and aptitudes show optimal correlation, a detailed profile congruence check is carried out (Fig. 3). This forms the basis for the industrial doctor's or rehabilitation consultant's recommendation for employment of the disabled person. It should be noted that there is no attempt to introduce any automatism in the comparisons of demands with aptitudes. It is also essential for the doctor or the rehabilitation consultant to guarantee protection of the disabled person's personal data.

![Fig. 3: Profile congruence check of demands and aptitudes](image)

REFERENCES
