

Domain	Task Statement	Weight (% of exam)
I.	Job/Task/Work Analysis	12%
a.	Develop and administer job analysis data collection activities (e.g., observation, survey, interview, documentation, sample selection).	
b.	Document tasks, knowledge, skills, abilities, and other characteristics (KSAOs).	
c.	Analyze and interpret job analysis data.	
d.	Conduct competency modeling.	
e.	Analyze job requirements and content to establish job functions and competencies.	
f.	Conduct job evaluation and market analysis to determine compensable factors and ensure internal equity and external competitiveness in compensation systems.	
II.	Candidate Recruitment, Assessment, and Selection	13%
a.	Develop and update job descriptions based on comprehensive job analyses.	
b.	Use data-driven methodologies to identify effective hiring practices.	
c.	Develop and implement employee selection systems including content, process, and tools (e.g., interview strategies, situational judgment tests [SJTs], rating scales, simulations, psychological tests, assessment centers/work samples, interpreting results, providing feedback).	
d.	Collect and evaluate validity evidence for assessments using methodologies appropriate for the intended use of the assessment.	
e.	Train end users on selection systems (e.g., interviewing, assessment administration, candidate feedback, rater training, interpreting results).	
III.	Employee Assessment and Performance Management	9%
a.	Develop assessment instruments for performance management systems (e.g., key performance indicators, objective measures of performance, rating scales).	
b.	Train end users on performance management systems (e.g., ratings, feedback).	
c.	Identify and assess employee performance metrics (e.g., key performance indicators) to determine performance improvement, rewards, and recognition.	
d.	Evaluate employee development programs for long-term impact.	
IV.	Organizational Development and Change	13%
a.	Provide education to key stakeholders on organizational intervention efforts to increase effectiveness.	
b.	Conduct a comprehensive organizational diagnosis at the individual, team, and organizational levels.	
c.	Assess organizational readiness for change.	
d.	Develop metrics for assessing the impact of organizational change.	
e.	Identify interventions based on diagnosis.	
f.	Develop and facilitate an organizational change management plan in consultation with leadership.	
V.	Employee and Leader Assessment and Development	9%
a.	Assess development needs for leaders.	
b.	Prepare leadership development activities.	
c.	Administer, interpret, and summarize feedback from leadership assessments.	
d.	Conduct training and development needs analysis and communicate the results.	
e.	Design and implement multimodal training and development programs.	
f.	Evaluate the effectiveness and utility/return on investment (ROI) of training and development programs, communicate the results, and adjust programs as necessary.	
VI.	Research and Data Analysis	13%
a.	Design and conduct research studies in the workplace using various methodologies (e.g., survey, interviews, focus groups).	

b.	Conduct predictive analytics studies involving key performance indicators.	
c.	Analyze and interpret data using statistical methods and applications.	
d.	Evaluate the effectiveness and utility/return on investment (ROI) of workplace initiatives and prepare reports on workforce trends and future challenges.	
e.	Support leadership in decision-making by providing evidence-based insights.	
VII.	Legal and Ethical Considerations	9%
a.	Identify ethical and legal compliance issues within organizational settings and collaborate to determine the most appropriate course of action.	
b.	Anticipate potential ethical issues or conflicts and collaborate on solutions to ameliorate risks to the organization.	
c.	Provide input on organizational policies and practices that align with ethical standards and codes of conduct.	
d.	Evaluate employee behaviors for compliance with legal and ethical guidelines.	
VIII.	Employee Attitude Measurement and Change	7%
a.	Demonstrate the value and impact of employee attitude assessment.	
b.	Design and develop employee attitude assessments (e.g., focus groups, surveys, observations, interviews).	
c.	Collect, analyze, and interpret information on employee workplace attitudes.	
IX.	Employee Motivation and Engagement	4%
a.	Examine factors that influence employee and team motivation and engagement.	
b.	Apply theories of motivation to help improve employee and team productivity and satisfaction.	
X.	Individual Differences	4%
a.	Examine the relationship between individual differences (e.g., personality, cognitive ability, physical ability) and job-related outcomes.	
b.	Evaluate tools to measure individual differences based on need and psychometric properties.	
XI.	Occupational Health, Safety, and Wellbeing	7%
a.	Examine factors that influence occupational health, wellbeing, psychological and physical safety, and resiliency (e.g., stressors, work-family conflict).	
b.	Implement evidence-based practices to reduce stress and foster psychological safety, health and wellbeing, civility, resiliency, and inclusivity in the workplace.	