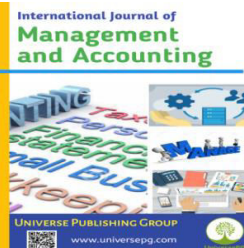




Publisher homepage: [www.universepg.com](http://www.universepg.com), eISSN: 2707-4641

**International Journal of Management and Accounting**

Journal homepage: [www.universepg.com/journal/ijma](http://www.universepg.com/journal/ijma)



OPEN ACCESS | Research Article



# Design and Implementation of Job and Employee Analysis Software: An Innovative Approach in Human Resource Management

Mohammad Ali Taqati\* 

Department of Human Resource Management, Islamic Azad University, North Tehran Branch, Iran

\*Correspondence: [mtaqati22@gmail.com](mailto:mtaqati22@gmail.com) (Mohammad Ali Taqati, Department of Human Resource Management, Islamic Azad University, North Tehran Branch, Iran).

Received Date: 30 October 2025    Accepted Date: 29 November 2025    Published Date: 6 December 2025

## Abstract

Job and employee analysis is recognized as a key tool in human resource management. This research examines different methods of job analysis and their impact on organizational performance. Despite technological advances, many organizations still use traditional methods for job and employee analysis, which leads to inaccuracy and inefficiency in recruitment and human resource development processes. This article examines the challenges in this field. Inaccuracy in job analysis can lead to incorrect selection of employees and, as a result, reduced organizational productivity. This research examines the negative effects of inaccuracy in job analysis on organizational performance. The aim of this research is to design and implement Access-based software for job and employee analysis that can increase the accuracy and efficiency of these processes. This article examines new solutions in human resource management. The specific objectives of this research include identifying and analyzing job needs in organizations, which examine job needs assessment methods, providing algorithms for assessing job competencies, which deals with providing new algorithms for assessing competencies, and creating a comprehensive database for storing and managing job and employee information, which examines database management in human resources.

**Keywords:** Analysis, Job, Employee, Human resource management, and Software.

## 1. Introduction

Job analysis is a systematic process of identifying and describing the tasks, responsibilities, and requirements of a job. This process helps organizations better understand job requirements and helps improve employee performance and job satisfaction. In today's world, with rapid changes in the workplace and the need to optimize human resources, job analysis is recognized as a key tool in human resource management (Mehdzadeh, 2016; Zohari and Amirzadeh,

2023). To facilitate this process, job and employee analysis software has been designed to help organizations systematically and accurately evaluate and score jobs and employees. Using advanced algorithms and specific criteria, this software accurately analyzes the tasks, responsibilities, and skills required for each job.

## Theoretical foundations and research background

Job and employee analysis is recognized as a key tool in human resource management. This process helps identify and define the tasks, responsibilities, and

skills required for each job (Dessler, 2017). There are various theories in this field that examine the importance of job analysis in improving organizational efficiency. For example, organizational behavior theories show that accurate understanding of the job and the employee can lead to improved employee motivation and job satisfaction (Robinson and Judge, 2017; Yousif and Arbab, 2022).

In recent years, numerous studies have been conducted in the field of job and employee analysis. These studies show that the use of modern tools, such as human resource management software, helps improve the job analysis process (Hosseini and Niknejad, 2020). For example, studies that have examined the impact of using Access software in job analysis show that these tools can help improve the accuracy and speed of data collection and analysis (Mohammadi, 2012).

## **2. Methodology**

### **Job analysis**

Job analysis involves various steps that gather information through interviews, questionnaires, and observations. This information helps identify the key tasks and skills required for each job.

### **Job Analysis Methods**

**Interview:** In this method, the interviewer talks to employees and managers to gain a better understanding of their duties and responsibilities. This method provides more in-depth information due to the direct interaction. Interviews can be structured (with specific questions) or unstructured (free-flowing conversation) (Casio, 2016). In structured interviews, the questions are predetermined and allow the interviewee to answer the questions in detail. In contrast, unstructured interviews allow the interviewer to ask new questions and go into more detail during the conversation.

**Questionnaire:** Using standardized questionnaires helps in data collection. This method can collect a lot of information quickly, but it may compromise the depth of the information. Questionnaires usually include closed (with specified options) and open-ended (allowing employees to express their opinions) questions (Gatewood & Field, 2001). This method is

especially useful in large organizations with a large number of employees.

**Observation:** Direct observation of employees performing their tasks can help to better understand processes and challenges. This method is especially useful in jobs that require practical skills (McCormick, 1979). Observation can be done indirectly (by observing activities without interfering) or directly (by interfering in the process). For example, (Dubois and Rothwell, 2013) in their book "Job Analysis: A Strategic Approach" point out the importance of this process in improving the efficiency of organizations. They emphasize that job analysis can help identify training and career development needs. The process can also help identify strengths and weaknesses in employee performance.

### **Employee Analysis**

The employee plays an important role in this process. He or she can help identify the strengths and weaknesses of the job by providing feedback and experiences. This interaction can lead to improved working conditions and increased job satisfaction.

### **Role of employee**

Employees can help improve the job analysis process by providing their opinions and experiences. This participation increases accuracy and results. For example, if employees feel that their opinions are taken into account in the job analysis process, they are more likely to participate in future processes (Tett & Jackson, 1991). This partnership can lead to the identification of new skills needed as well as improved work processes. (Branic and Levine, 2002) in the article "Personnel Psychology" point out that employee participation in the job analysis process can help identify real needs and existing challenges. This participation can lead to the identification of new skills needed as well as improvements to work processes. Also, practitioners can help identify problems in processes and provide appropriate solutions.

### **Benefits and challenges**

***Job analysis has many benefits, including***

#### **Benefits**

**Improved efficiency:** By identifying key tasks, organizations can optimize processes and increase

efficiency. This means reducing the time and costs associated with completing tasks (Casio, 2016). For example, by identifying unnecessary tasks, organizations can best allocate their resources. Increased job satisfaction: By better understanding the needs of employees, working conditions can be improved and job satisfaction can be increased. Employees will be more successful in their jobs when they feel that their tasks are aligned with their skills and interests (Dessler, 2017). This can lead to reduced stress and increased job motivation. Reduce attrition rates: By creating suitable jobs that match skills, the likelihood of people leaving the job is reduced. This means reduced costs associated with hiring and training new employees. Also, by creating a positive work environment, organizations can help retain their talent (Schmidt and Chan, 1998).

### **Challenges**

**Employee resistance:** Some employees may resist change, which can make the job analysis process difficult. To overcome this challenge, organizations need to clarify the goals and benefits of job analysis (Casio, 2016). Also, holding training sessions and workshops can help reduce this resistance. **Need for adequate resources:** Conducting a job analysis requires time and financial resources. Organizations must plan carefully to make the best use of these resources. Also, it may be necessary to hire consultants or experts in this field (Gatewood and Field, 2001). This can lead to increased costs and time required to conduct a job analysis.

### **Job and employee analysis software**

Job and employee analysis software is a tool that helps organizations systematically and accurately evaluate and score jobs and employees. Using advanced algorithms and specific criteria, this software accurately analyzes the tasks, responsibilities, and skills required for each job.

### **Features**

**Job Scoring:** The software allows users to rate jobs based on specific criteria. This scoring can include factors such as task complexity, the need for specific skills, and the job's impact on organizational performance. For example, numerical scales can be used to score each of these factors. **Employee Ana-**

**lysis:** Using this software, employees can be evaluated based on their skills, experiences, and performance. This evaluation can help identify employees' strengths and weaknesses. For example, the software can use the collected data to classify employees into different categories, such as "high-performing employees" and "employees in need of training."

**Reporting:** The software has the ability to generate comprehensive and analytical reports that can help managers make strategic decisions. These reports can include statistical analyses and visual charts. For example, managers can use these reports to view employee performance trends and make better decisions about hiring and training.

**Customization:** Users can customize scoring and analysis metrics based on their organization's specific needs. This allows organizations to tailor the software to their organizational culture and specific needs.

### **Advantages**

**High accuracy:** Using software helps increase the accuracy of job and employee analysis and prevents human errors. For example, by using advanced algorithms, the software can automatically analyze data and provide accurate results.

**Save time:** By automating the analysis process, the time required to evaluate jobs and employees is significantly reduced. This allows managers to devote more time to strategic decision-making.

**Decision support:** Reports generated by the software can help managers make better and more strategic decisions. For example, by analyzing data, managers can identify employee training needs and design appropriate training programs.

**Improved communication:** Software can help improve communication between employees and managers. By providing a common platform for assessment and feedback, employees can easily share their opinions and experiences with managers.

### **How to use**

**User Training:** To effectively use the software, organizations should pay attention to user training. This training can include workshops and briefing sessions.

**Data collection:** Users must collect data about jobs and employees and enter it into the software. This data can

include information about the employees' duties, skills, and experiences.

**Analysis and Reporting:** After entering data, users can use the software's analytical capabilities and generate the required reports. In this section, we will introduce and teach software designed for job and employee analysis. As an efficient tool, this software helps you gain a deeper understanding of job characteristics and requirements.

To get the most out of this software, it is essential to familiarize yourself with the tables and data on which

its algorithms are based. These tables contain key information and metrics that help analyze jobs and employees more accurately and effectively. Below, we will examine these tables in detail and provide the necessary explanations. Our goal is for you to become familiar with how the software works and to be able to use it in the best possible way. By understanding this tool more deeply, you can achieve better results from job and employee analysis and make better decisions in the field of human resource management.

### 3. Results and Discussion

#### Introducing tables designed for job analysis

**Table 1:** Qualifications table.

low rank	The strategic level of the post		The level of technical skill of the post				Low human skill level	Level of managerial skill of the post				
	title	Coefficient	preliminary	Level 1	Level 2	Level 3		the basics	bachelor	Master's degree	Technical Ph.D	Specialized Ph.D
Excellent 3	vital special	1					All levels of work require the same level of human skill because all levels work with humans.					
	vital	0/75										
Middle 2	key	0/5										
	pivotal	0/25										
Operational 1	essential	0/1										
	simple											

This table is designed and organized based on the Katz table. The main goal of this design is to provide an efficient tool for better understanding the competencies required in each job position and the type of work they do. In this table, by making necessary changes and additions, an attempt has been made to present the information in a clear and understandable manner. These changes help the software perform a more accurate analysis in identifying job levels, determining the strategic level, and assessing the level of skills required for each position.

In particular, the table allows users to identify key competencies and essential skills for each job. Using this information, they can make better decisions in the areas of hiring, training, and human resource development. Ultimately, our goal is to help improve job processes and enhance the quality of the workforce by providing this table, enabling organizations to respond more effectively to their job needs.

#### Post level

**Excellent posts:** These positions play a key role in the policy and direction of organizations. Individuals in these positions are responsible for explaining and formulating the overall policies of the organization

and must have high management skills to be able to make effective decisions and design appropriate strategies for the organization.

**Middle posts:** These positions perform control tasks over them and become the backbone of organizations. People in these positions must have the same technical and managerial skills, usually in order to be able to contribute to organizational processes.

**Operational posts:** These positions are responsible for producing products and delivering services in organizations and play a vital role in achieving operational goals. Individuals in these positions must have high technical skills to be able to effectively participate in the production and service delivery processes.

#### Strategic level of the post

The strategic nature of a position depends on the amount of resources that the organization provides to the individual. These resources are known as key factors in determining the importance and impact of each position in achieving organizational goals. Organizations generally have four main types of resources:

- **Human resources:** These resources include the workforce, expertise, skills, and experiences of

employees. Human capabilities are considered one of the most important factors in the success of organizations and have a direct impact on the quality of performance and productivity.

- Financial resources: These resources include budgets, investments, and financial resources allocated to carry out activities and projects. Proper management of financial resources helps organizations achieve their goals and be more resilient to economic challenges.
- Material resources: These resources include equipment, tools, raw materials, and physical infrastructure needed to produce and provide services. Access to appropriate material resources can lead to improved quality of products and services and increased customer satisfaction.
- Information resources: These resources include data, information, and knowledge needed for decision-making and planning. Accurate and up-to-date information helps organizations conduct better analysis and implement more effective strategies.

The strategic level and coefficient of a position are determined based on the level of these resources in the organization. These strategic levels are divided into six categories:

- Simple strategic level: With a coefficient score of 0, it indicates positions that have little impact on the organization's goals and have limited resources.
- Strategically Essential Level: With a coefficient score of 0.1 (10 percent), it refers to positions that play an important role in the organization's processes, but still require more resources.
- Pivotal Strategic Level: With a coefficient score of 0.25 (25 percent), these positions are recognized as key points in the organization and have a significant impact on overall performance.
- Key Strategic Level: With a coefficient score of 0.5 (50 percent), these positions play a vital role in achieving the organization's strategic goals and have access to significant resources.
- Vital Strategically Level: With a coefficient score of 0.75 (75 percent), these positions are recognized as key factors in the organization's

success and have a large amount of resources at their disposal.

- Vital Special Strategic Level: With a coefficient score of 1 (100 percent), these positions have the highest strategic level and have access to extensive resources that allow them to make significant impacts on the organization.

These levels help organizations assess the importance and impact of each position in achieving their strategic goals and make better decisions about resource allocation and human resource management. By accurately understanding strategic levels, organizations can optimize their structure and increase efficiency and effectiveness in their operations.

#### **Technical skill level**

The level of technical skill for a position should be accurately and comprehensively determined in terms of knowledge, skills, and experience. This assessment helps the organization determine what level of technical skill the applicant must have to fill the position and whether they have the necessary abilities to perform the assigned duties.

#### **Human skills**

Effective communication is a key skill in any organization. Individuals must have the ability to communicate with all levels of the organization, including lower-level employees and senior managers.

This skill includes the ability to listen actively, express ideas clearly and effectively, and build positive relationships with others. Also, mastering teamwork and the ability to motivate employees are other essential skills in this field. Creating a positive communication environment can help increase collaboration and productivity in teams.

#### **Level of managerial skill of the post**

The level of management skills required for each position depends on the rank and strategic level of that position. In order for an individual to be able to effectively hold this position, it is necessary to have different levels of management skills. These skills help the individual to function well in complex and changing organizational environments and achieve the organization's goals.

**Table 2:** Table of how to calculate post points.

post order	Strategic level	Human resources	Financial resources	Material resources	Information resources	Average Score	Score	Post priority score in step four	Post Score
Excellent	vital special	5	5	5	5	5	3500	100	3600
		4	5	5	5	4/75	3325	100	3425
		4	4	5	5	4/5	3150	100	3250
	vital	4	4	4	5	4/25	2975	100	3075
		4	4	4	4	4	2800	100	2900
		3	4	4	4	3/75	2625	100	2725
Middle	key	3	3	4	4	3/5	2450	100	2550
		3	3	3	4	3/25	2275	100	2375
		3	3	3	3	3	2100	100	2200
	pivotal	2	3	3	3	2/75	1925	100	2025
		2	2	3	3	2/5	1750	100	1850
		2	2	2	3	2/25	1575	100	1675
Operational	essential	2	2	2	2	2	1400	100	1500
		1	2	2	2	1/75	1225	100	1325
		1	1	2	2	1/5	1050	100	1150
	simple	1	1	1	2	1/25	875	100	975
		1	1	1	1	1	700	100	800
		0	1	1	1	0/75	525	100	625
		0	1	1	0	0/5	350	100	450

According to the explanations given above, the importance of resources in an organization is higher than its tasks. For this reason, the amount of resources made available to employees is given a score for each position. This score is determined in detail as follows:

No resources available.

- Very small amount of resources is available.
- A small amount of resources is available.
- A moderate amount of resources is available.
- A large amount of resources is available to employees.
- A very large amount of resources is available.

**Calculation of resource points**

This score is calculated based on the table below and is added to the score of the post's tasks, and finally, the final score of the post is obtained.

**Importance of resource points**

This score not only determines the position in the competency table, but also helps identify the strategic level and rank of the position in the organization. Based on the score obtained, it can be determined what rank and strategic level this position has in the organization.

**Table 3:** Employee Points Determination Table.

Employee scoring table derived from the Knowledge - Skills - Experience (KSA) table							3600
Knowledge							
Education certificate	Diploma	Associate Degree	Degree	Master's Degree	Technical Ph.D	Specialized Ph.D	
Educational certificate score	200	400	600	800	1000	1200	
Skill							
In-service training courses	Points of general courses	Points for semi-specialized courses	The score of specialized courses				
Training course points	400		400		400		
Experience							
Relevant work experience	From 1 to 10 years		From 11 to 20 years		From 21 years old and up		
Work experience score	400		800		1200		
Each year of relevant work experience counts for 40 points.							

This table is designed based on the KSA table. The purpose of this table is to determine the level of competency and analyze the employee based on three main areas including knowledge, skills and experience. For this purpose, according to table number

two in which the points of the posts are determined from 350 to 3600, the maximum score for an employee is 3600. In order to align the level of the job and the employee, we consider 1200 points for each level of knowledge, skill, and experience. This approach

helps us to achieve a single point in job and employee analysis and, as a result, select and appoint the right position for the right person. This process will help increase the efficiency and productivity of the organization in achieving its goals.

### **How to determine knowledge level score**

In this section, individuals' educational qualifications are considered as a criterion for measuring their scientific knowledge. Separately, a diploma is considered 200 points, an associate's degree 400 points, a bachelor's degree 600 points, a master's degree 800 points, a doctorate 1000 points, and a specialized doctorate 1200 points. Also, a score below a diploma is zero. By specifying the educational qualifications of individuals, their knowledge score level is clearly determined.

### **How to determine skill level points**

In this section, the training hours of employees who have participated in general, basic and specialized courses are considered as a criterion for assessing skills. The training hours spent in each course are considered as points. The maximum number of points per course is 400, which can be changed at the discretion of the evaluation team. But in general, the skill score ceiling is 1200. In addition, to measure skills, a skill assessment test at three levels: general, basic, and specialized can be taken from the employee during a personality analysis session, and the score obtained is used as the criterion for skill scores.

### **How to determine experience level points**

In this section, work experience is considered as a criterion for scoring. In this way, 40 points are considered for each year of work experience and 30 years of work experience will be equivalent to 1200 points. This method helps us to accurately determine the experience level score. It should be noted that, given the working conditions and the organization's need for better productivity from experienced and capable employees at higher levels, one educational level can be reduced and added to the educational level for every 5 to 10 years of work experience. This action allows us to use them in more important and sensitive jobs in the final analysis, given the experience and high skill level of the individuals. In addition, people who are going to work in positions

that have significant human resources under their control must, in addition to obtaining appropriate scores in knowledge, skill, and experience levels, obtain a minimum score of more than 50% in personality analysis tests in terms of perception and psychology. Earning as many points as possible, close to 100%, will enable them to be employed in higher, more important, and more sensitive positions. Otherwise, even with high points in knowledge, skill, and experience, they will not have the ability to obtain these positions.

### **Introduction to and working with job analysis and analytics software**

Based on the material presented in the book up to this point, I hope you have gained the necessary familiarity with job and employee analysis. To ensure that this material does not remain merely theoretical, I have designed software that allows you to perform job analysis in a practical and applicable manner. This software has a variety of capabilities for job and employee analysis. By entering the requested information in the job analysis section, the software automatically performs the six stages of analysis. At the end of this process, a job handbook is generated in the form of a PDF file that can be used as a useful resource for personnel. In addition, the software provides a list of the organization's jobs with information such as job ratings, ranks, and strategic levels of the positions. This information helps managers have an overview of the organization's job structure and act effectively in human resources management decisions, especially in the field of hiring and promotion. In the second part of the software, which is related to employee analysis, by entering the points related to knowledge, skills, experience and employee personality analysis points, the software provides a comprehensive analysis of the employee's situation. This analysis determines in which positions, at what strategic level and with what points the employee should be employed in order to bring greater efficiency and productivity to the organization.

The software also provides the user with an employee analysis letter to be submitted to the organization with the analyst's signature. This letter can be used as a valid document in management processes and employee performance evaluation. Ultimately, this soft-

ware, as an efficient tool, can help improve human resources processes and enhance the quality of decision-making in the organization, leading to the creation of an effective and dynamic work environment.

#### 4. Conclusion

In this study, it was found that job analysis directly affects job satisfaction and employee performance. Also, the use of modern software in this process can increase the accuracy and speed of analysis. These results can help human resource managers improve recruitment and training processes and, as a result, increase organizational productivity. Job and employee analysis is a key tool in human resource management that can help improve performance and job satisfaction. Given the benefits and challenges of this process, organizations should carefully plan and leverage employee participation. Ultimately, job analysis can lead to a positive and efficient work environment. Given the rapid changes in the world of work, organizations must continually update job analysis processes to adapt to new needs.

Job and employee analysis software, as an efficient tool, can help organizations improve human resource management processes and increase efficiency. By using this software, organizations can more accurately identify their job and employee needs and improve the overall performance of the organization. It is suggested that organizations turn to using human resource management software to improve the job analysis process. Also, training managers on job analysis could be beneficial. Future research could examine the long-term effects of using technology in job analysis, as well as cultural influences on the process.

#### 5. Acknowledgment

I would like to express my sincere gratitude to my esteemed professor, Dr. Morteza Mousavi Mohib, for his valuable support and guidance during the writing of this article. With his deep knowledge and invaluable experiences, he always guided me on the path of research and writing, and by providing constructive comments; he greatly helped improve the quality of my work. His attention and compassion in transferring knowledge and experiences not only motivated me, but also made me look at research

topics with a more open mind. I hope to continue to benefit from his guidance in the future.

#### 6. Conflicts of interest

The authors do not have any conflicts of interest.

#### 7. References

- Ahmadi, Ali, & Rezaei, Mahdi. (2019). Challenges of Job Analysis in Iranian Organizations, *Human Resource Studies Quarterly*, **10**(3), 78-90.
- Ahmadi, M., & Hosseini, S. (2019). Job Analysis and Its Impact on Employee Job Satisfaction, *Human Resource Management Quarterly*, **10**(2), 45-60.
- Brannick, M. T., & Levine, E. L. (2002). Job Analysis: Methods, Research, and Applications for Human Resource Management. *Personnel Psychology*.
- Brown, Charles, & Davis, Sarah, (2021). The Impact of Job Analysis on Organizational Performance, *International Journal of Human Resource Management*, **12**(1), 102-115.
- Cascio, W. F. (2016). *Managing Human Resources*, McGraw-Hill Education.
- Dessler, G. (2017). *Human Resource Management*, Pearson.
- Dolatabadi, Sara, & Hosseini, Mahdi. (2022). Human Resource Management Software: A Modern Approach, *Human Resource Studies Quarterly*, **14**(1), 56-70.
- Dubois, D. D., & Rothwell, W. J. (2013). *Job Analysis: A Strategic Approach*.
- Gatewood, R., & Feild, H. (2001). *Human Resource Selection*, Cengage Learning.
- Hosseini, R., & Niknejad, M. (2020). The Role of Technology in Job Analysis, *Management and Planning Journal*, **3**(3), 45-55.
- Karimi, R., & Nikookar, M. (2017). The Role of Job Analysis in Improving Organizational Performance, *Management Research Journal*, **5**(1), 23-35.
- Kumar, A., & Kumar, P. (2020). The Role of Technology in Job Analysis, *Journal of Human Resource Management*, **8**(2), 45-52.
- Mahdizadeh, M. (2016). *Human Resource Management*. Tehran University Press.

- McCormick, E. J. (1979). Job Analysis: Methods and Applications, *Personnel Psychology*, **32**(1), 1-20.
- Mohammadi, S. (2021). The Impact of Access Software on Job Analysis, *Management Research*, **6**(4), 70-80.
- Mousavi, Fatemeh, & Nikookar, Reza. (2020). Job Needs Assessment in Organizations, *Human Resource Management Quarterly*, **8**(4), 34-45.
- Rezaei, M. (2019). Job Analysis and Its Impact on Organizational Performance, *Human Resource Management Journal*, **5**(1), 23-35.
- Robinson, S. P., & Judge, T. A. (2017). *Organizational Behavior*, Pearson.
- Saeedi, M. (2018). Job and Employee Analysis: Modern Approaches in Human Resource Management, *Samt Publications*.
- Salimi, A., & colleagues. (2018). Organizational Behavior and Its Impact on Job Satisfaction, *Organizational Psychology Quarterly*, **4**(2), 11-22.
- Schmitt, N., & Chan, D. (1998). Personnel Selection: A Multiple-Decision Point Approach, *Personnel Psychology*, **51**(3), 619-644.
- Smith, J. (2019). The Impact of Software on Job Analysis Efficiency, *International Journal of Management Studies*, **12**(3), 123-135.
- Smith, John, & Johnson, Emily. (2020). Job Analysis in Human Resource Management, *Journal of Human Resource Studies*, **15**(2), 45-60.
- Spector, P. E. (1997). *Job Satisfaction: Application, Assessment, Cause, and Consequences*, Sage Publications.
- Taylor, Samuel, & Green, Lisa. (2018). Competency-Based Job Analysis: A New Approach, *Journal of Career Development*, **10**(2), 89-95.
- Tett, R. P., & Jackson, L. E. (1991). Personality and Job Performance: The Big Five Revisited, *Personnel Psychology*, **44**(4), 703-722.
- Yousif AAA., and Arbab SY. (2022). A numerical investigation of the structural performance of double-layered grid domes using software packages, *Int. J. Mat. Math. Sci.*, **4**(2), 35-44. <https://doi.org/10.34104/ijmms.022.035044>
- Wilson, Kevin, & Smith, Laura. (2021). Database Management for Human Resources, *HR Technology Journal*, **8**(1), 60-75.
- Zohari S., and Amirzadeh S. (2023). The process of providing integrated design solution for child's psychological reluctance by multiplication of matrices. *Br. J. Arts Humanit.*, **5**(6), 291-308. <https://doi.org/10.34104/bjah.02302910308>

Citation: Taqati MA. (2025). Design and implementation of job and employee analysis software: an innovative approach in human resource management, *Int. J. Manag. Account.*, 7(6), 213-221. <https://doi.org/10.34104/ijma.025.02130221>

Copyright: © The Author(s), 2025. Published by UniversePG. This is an **Open Access** article, distributed under the terms of the Creative Commons Attribution 4.0 License (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted use, distribution and reproduction in any medium, and provided the original work is properly cited. 