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**“When Job Aids Attack:
On the Social History of Dubious Job Aids”**

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In support of Critical Human Resource Development

We only advance through critical reflection, questioning training's role within a broader context including issues of social justice and responsibility.

We have a specific research interest in the social history of training, particularly the *context* of training, including assumptions and worldviews at the time.

Overarching Research Question

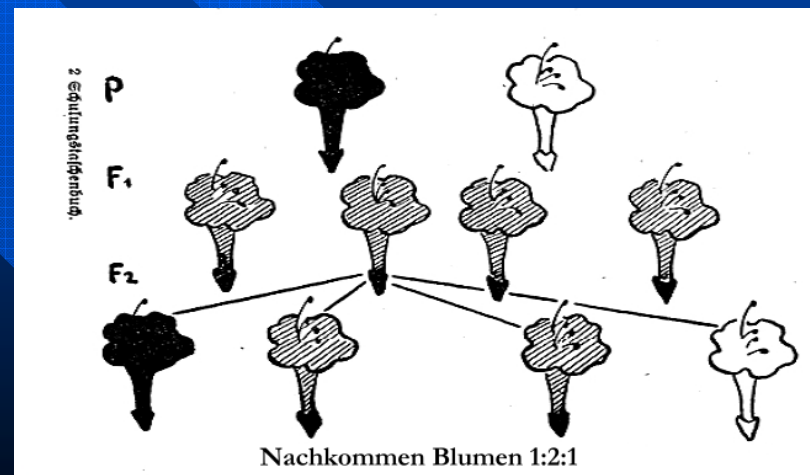
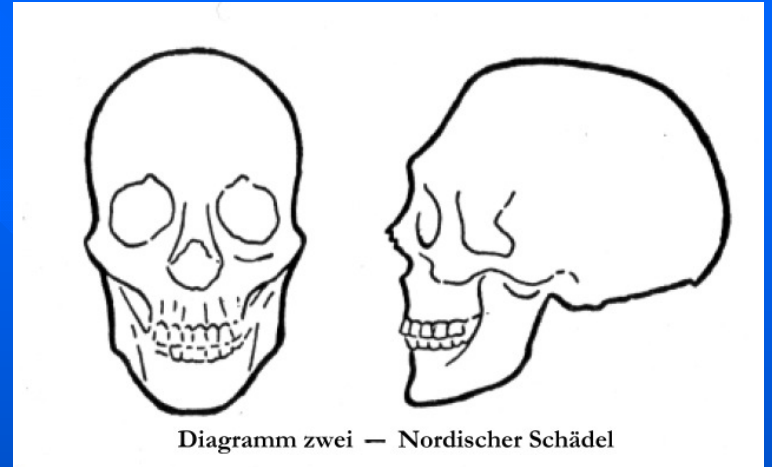
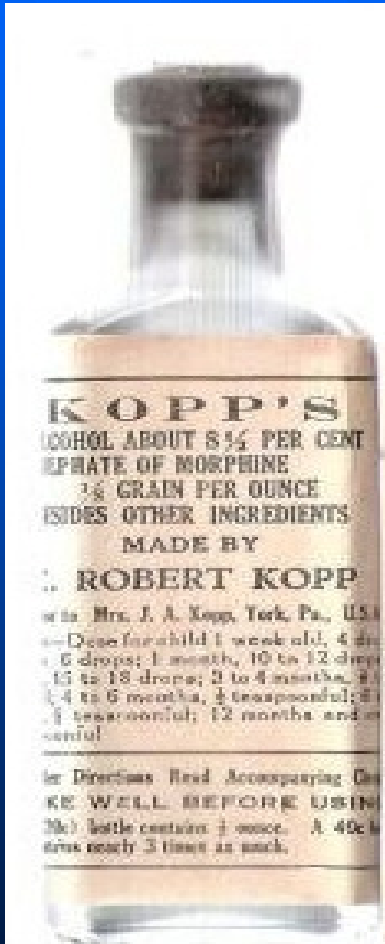
Should we in HRD concern ourselves with job aids that assist(ed) in questionable and sometimes lethal performance?”

Although job aids are—axiologically speaking—value-neutral and binary on their face, we will offer examples where they have historically been the means to facilitate the ends of what might be considered dubious performance.

On Job Aids

Job aids, sometimes called performance support aids, are non-instructive interventions to improve performance. Job aids can take on many different forms: Checklists, how-to instructions, laminated cards with phone extensions, scale models, and to-do lists.

According to Rossett and Schafer (2006), job aids are “helpers in life and work...a repository for information, processes, and perspectives that inform and guide planning and action” (p. 2).



Implications to practice

We advocate for a new critical HRD paradigm; however, in addition to the traditional critical inquiries, such as the impact of power differentials, gender differences, or reflecting on how the performance paradigm may exploit human capital, we propose another dimension for a more robust critical inquiry via the *social history* of training and adult education.

EXECUTION BY ELECTROCUTION Tennessee

MODULAR ELECTROCUTION SYSTEM MANUAL STATE of TENNESSEE

OPERATIONAL PROCEDURE

1. Steps 1. through 12. of SET UP should have been completed earlier.
2. Determine that the main disconnect is off and that the input circuit breaker to the Power Supply is off. Remove all keys to the Control Console and determine that all switches are off. If not, turn off. Determine that the Electric Chair Energized light is off. If not, shut electric chair failsafe switch to off (center position). **DO NOT PROCEED UNLESS ELECTRIC CHAIR ENERGIZED LIGHT IS OFF.** Only one key is to be used for operation.
3. Prepare subject for electrocution: Shave approximately a three Inch (3") diameter spot on the top of executee's head. Cut pants off to knees, slit pants to knees or supply subject with short pants.
4. Mix a saturated saline (salt water) solution (add salt until it will no longer mix to lukewarm water).
5. Wet sponge in helmet (saturate).
6. Wet ankle sponges if a determination is made that they are to be utilized. Use of sponges is recommended in most cases.
7. Loosen all adjustments in restraint system and move backrest all the way back.
8. Refer to special Protocol for logistic procedure.
9. Sedate subject either orally or with injection if permissible. A 5cc Injection of Versed (Midazolam HCL) 1 mg/ml has been used in the past for sedating executees. Orally, two (2) 50mg capsules of Nembutal Sodium (Pentobarbital sodium USP) Abbott Pharmaceuticals NDC 0074-3150-11. Another alternative would be 1.5 oz. of an 80 proof whiskey. This should be done one half (1/2) hour prior to the execution.
10. Curtain on witness window should be opened.
11. Subject must walk into execution chamber and speak to shown he is alive.
12. Curtain on witness window should be closed.
13. Executee should be strapped into chair in the following manner:
14. Open the witness window curtain.
15. The Doctor should now examine the subject and certify that he is alive.

Indeed, how will
job aids of today
be viewed?

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QUESTIONS?

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