

DACUM: A Versatile Analysis Tool

While DACUM follows a structured process, it remains highly flexible for identifying duties and tasks across various applications. Key uses include:

- **Job Analysis:** DACUM job analysis is an in-demand process for organizations to develop training or curriculum programs for roles, certification standards, HR plans, and career pathways.
- **Occupational Analysis:** Ideal for broad occupational studies, the DACUM approach informs curriculum design for educational programs, career ladders, and entry-level skill requirements.
- **Process Analysis:** DACUM focuses on task distribution within a workflow involving multiple job titles, providing a clear picture of responsibilities across teams.
- **Functional Analysis:** DACUM identifies key duties and tasks of a specific function performed across multiple roles, guiding training programs to ensure effective execution amongst other job responsibilities.
- **Conceptual Analysis:** DACUM supports the creation of new roles or training programs, particularly in emerging industries, leveraging subject matter experts to ensure relevance and industry alignment.