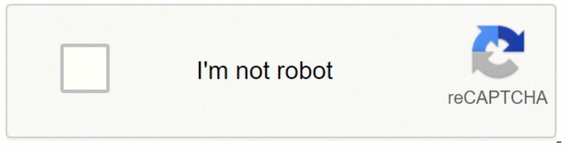
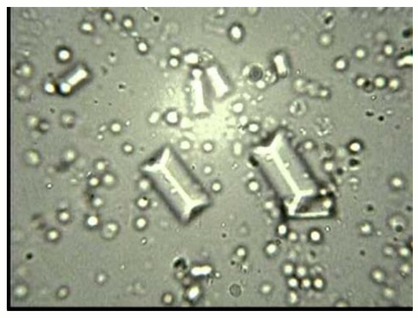


Next

Mediation analysis report sample



City and County of Swansea

JOB FAMILY APPROACH + JOB ALLOCATION QUESTIONNAIRE

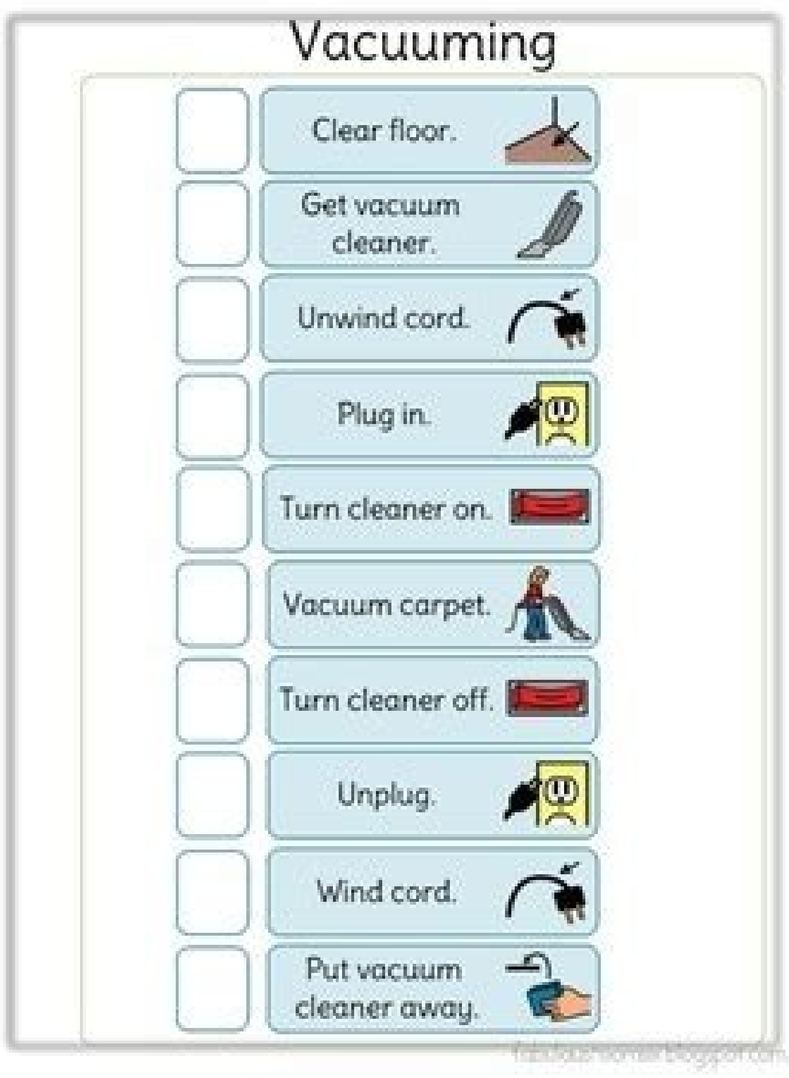
The purpose of this questionnaire is to collect information relevant to the evaluation of the job. The information provided will be treated confidentially, and should relate to the job not the person who may be undertaking the role. This form should be completed by the manager if this is a new post, or the post holder if the post is existing, and then by the line manager for a re-evaluation of an existing post, and should be signed by both parties (if applicable).

Once completed, this form should be forwarded to HR, along with a proposed organisational structure/chart showing the position in relation to the rest of the service/team. Upon receipt of this questionnaire, HR will consult with the manager regarding the drafting of a new job and person specification for the post.

Refer to the Guidance Notes before and during completion to ensure you give all the appropriate information to the relevant sections of the form. The evaluation of the role cannot be actioned without this information. For any queries please contact your HR Business Partner. Please tick boxes as appropriate, including the tier question that is being answered where applicable. Grey sections will be completed by HR ONLY.

SECTION 1

Requesting Manager*		**Manager Job Title***	
TO BE COMPLETED BY HR ONLY			
POST INFORMATION			
*Type of Request** (Tick all applicable boxes)	**Re-Structure** ☐ (organisation chart required)		
	New Job ☐ / **Re-Evaluation** ☐	GS Position No. / GS Position No. JD version	
	Significant change to current duties i.e.	Date of Change	
Job Title of the post to be Allocated*			
Reporting Manager Job Title responsible for this post*			
Number of employees in the post*			
Does the post have line management responsibility?		Number of posts to be supervised/ managed	
Is there an existing Post Holder?	Yes ☐	Employee Name	
	No ☐	Employee No.	
***Note: Please attach Job Descriptions of any similar job, if it exists, for benchmarking purposes**			
POST HOLDER			
This confirm that this questionnaire conveys a full and accurate description of the job. (Email submission of the form should include an emailed authorisation of any existing jobholder and be sent to HR by the manager)			
Jobholder Signature (if applicable)		Date	
Line Manager Signature		Date	



Unstandardized indirect effects were computed for each of 1’000 bootstrapped samples, and the 95% confidence interval was computed by determining the indirect effects at the 2.5th and 97.5th percentiles. This means, that for a mediation to take place, the mediator must explain more or other parts of the variance in the dependent variable than the independent variable.So, we do a simple linear regression of the independent variable and the mediator onto the dependent variable plus any covariates you might have this time (none in our case).This yields the following output:Note several things about this output:The mediator has a significant effect (p

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