

# Understanding Employment Testing and Validation Research

## Agenda

- What is a Test?
- Legal Issues Related to Testing
  - Technical authorities
    - Uniform Guidelines
    - SIOP Principles
    - Other authorities
  - Bona Fide Occupational Qualifications
  - Adverse Impact
- A primer on measurement
  - Reliability
  - Other psychometric considerations
  - Job Relatedness
- Selecting the Right Test
  - What are you trying to Predict?
    - Performance
    - Tenure/Attendance/Safety
    - Counterproductive behavior/Organizational citizenship
  - What Type of Test Best Meets Your Goals?
    - Structured interviews
    - References and recommendations
    - Training and experience ratings
    - Ability tests
    - Knowledge tests
    - Skill tests
    - Personality inventories
    - Integrity tests
    - Psychological exams
- Test Validation Strategies
  - Content Validity and Job Analysis
  - Criterion Validity
  - Other validation strategies
- Evaluating Tests from Vendors before deciding to move forward
  - Reliability evidence
  - Validity evidence
  - Potential adverse impact
  - Utility
- Some contemporary testing and validation controversies
  - Setting cut scores
  - Validity generalization
  - Establishing minimum qualifications
  - The state of the UGESP