

Validity Generalization

- Validity Generalization is the extent to which a test found valid for a job in one location is valid for the same job in a different location
- The key to establishing validity generalization is meta-analysis and job analysis



Validity Generalization

John Angus Nicholson



Validity Generalization:

Validity Generalization Kevin R. Murphy, 2013-03-07 This volume presents the first wide ranging critical review of validity generalization VG a method that has dominated the field since the publication of Schmidt and Hunter's 1977 paper Development of a General Solution to the Problem of Validity Generalization This paper and the work that followed had a profound impact on the science and practice of applied psychology The research suggests that fundamental relationships among tests and criteria and the constructs they represent are simpler and more regular than they appear Looking at the history of the VG model and its impact on personnel psychology top scholars and leading researchers of the field review the accomplishments of the model as well as the continuing controversies Several chapters significantly extend the maximum likelihood estimation with existing models for meta analysis and VG Reviewing 25 years of progress in the field this volume shows how the model can be extended and applied to new problems and domains This book will be important to researchers and graduate students in the areas of industrial organizational psychology and statistics

Validity Generalization Applied to the Construct Validity of a Broad-band Examination Kenneth Pearlman, 1983 The Oxford Handbook of Personnel Psychology Susan Cartwright, Cary L. Cooper, 2008-10-31 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50-80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections Individual Difference and Work Performance Personnel Selection Methodological Issues Training and Development Policies and Practices Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented *Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e.g. blue collar jobs supervisory jobs and describe important milestones in the development of selection programs **A Note on**

Validity Generalization Procedures L. R. James, R. G. Demaree, S. A. Mulaik, GEORGIA INST OF TECH ATLANTA SCHOOL OF PSYCHOLOGY., 1985 Validity generalization procedures are reviewed and found to be subject to the logical fallacy of affirming the consequent Alternative models may explain variation in validity coefficients as well as the cross situational consistency model espoused by proponents of validity generalization Moreover many of the assumptions that form the statistical foundation for validity generalization are false It is recommended that a the conditionality of inferences based on validity generalization analyses be explicitly stated b the decision rule for the validity generalization ratio be changed from 75 to 90 and c validity generalization analyses employ Fisher z coefficients rather than Pearson correlation coefficients

Author **Applying Psychology in Business** John Walter Jones, Brian D. Steffy, Douglas Weston Bray, 1991-01-01 Written to provide managers consultants and students of management with a comprehensive overview of psychological principles in a managerial setting this text provides practical solutions and techniques useful in both for profit and not for profit settings

Forty Questions about Validity Generalization and Meta-analysis with Commentaries, 1985 *Handbook of Human Factors* Gavriel Salvendy, 1987 This handbook provides vital information on the effective design and use of systems requiring interaction between humans machines and the environment Six broad areas of study are covered including intrapersonal relationships on the job the application of analytical capability the scope and limitation of each methodology the applications of present methodologies to specific work situations and the manufacturing and service industries

Assessment and Selection in Organizations, International Handbook of Selection and Assessment Neil Anderson, Peter Herriot, 1997-07-07 This is a book for human resource professionals academics researchers and independent consultants who are engaged in assessing other people at work It places assessment in its political economic social and organizational context and provides a critical guide to emergent issues in both research and practice The contributors to the book originate from countries in Europe North America and Asia and provide a vital perspective for the rapid international developments in selection and assessment in the 1990s and beyond *Advances in Selection and Assessment* J. Mike Smith, Ivan T.

Robertson, 1989 An examination of the psychological aspects of employment selection in business practice written for management personnel A series of essays and case studies examine selection methods including selection as a social process the criteria for selection and various forms of analysis **Overview of Validity Generalization for the U.S. Employment**

Service, 1983 Fairness in Employment Testing Committee on the General Aptitude Test Battery, Alexandra K. Wigdor, 1989 Declining American competitiveness in world economic markets has renewed interest in employment testing as a way of putting the right workers in the right jobs A new study of the U S Department of Labor s General Aptitude Test Battery GATB Referral System sheds light on key questions for America s employers How well does the GATB predict job success Are there scientific justifications for adjusting minority test scores Will increased use of the GATB result in substantial increases in productivity Fairness in Employment Testing evaluates both the validity generalization techniques

used to justify the use of the GATB across the spectrum of U S jobs and the policy of adjusting test scores to promote equal opportunity

Measurement Concepts in Physical Education and Exercise Science Margaret J. Safrit,1989
Construct Validity in Psychological Measurement ,1980

Stereotype Threat Effects in Employment Settings James L. Farr,2003 This is a special edition of Human Performance in which stereotype threats in employment settings are examined

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Some Aspects of the Philosophy of L. T. Hobhouse John Angus Nicholson,1928

State Regulation of Public Utilities in Illinois Charles Mayard Kneier,1927

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