

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

James E. Gardner



Validity Generalization:

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Situational Specificity and Validity Generalization Results for Apprentice Occupations Lois C. Northrop, 1988 *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

[An Examination of the Generalization of Validity Coefficients for Personality and Biographical Inventories in Predicting Job Proficiency](#) Patrick Randolph Shannon, 1988 **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

Annual Review of Psychology Calvin Perry Stone, 1989

Cases and Materials on Employment Discrimination Law Samuel Estreicher, Michael C. Harper, 2008 This law school casebook presents updated materials on employment discrimination law The book provides a text for a comprehensive course on substantive and procedural law including in depth analysis of models of proof under Title VII as well as of the special problems presented by the regulation of sex age disability and retaliatory discrimination The book also highlights procedural systems under Title VII the Age Discrimination in Employment Act ADEA and the Americans with Disabilities Act ADA as well as issues of coordination between private arbitration and federal and state regulation

Stabilizing the Workforce James E. Gardner, 1986-11-12 Economic developments social and political pressures for job maintenance the characteristics of the labor market and the costs of turnover have combined uniquely to compel employers in their own interests and in the interests of society to build and preserve a competent and stable workforce This handbook written by a seasoned expert in the field of corporate personnel and training management offers employers tested methods for controlling both voluntary and involuntary turnover and discusses bases and procedures for a planned development of their workforce

Readings in Personnel and Human Resource Management Randall S. Schuler, Stuart A. Youngblood, Vandra Lee Huber, 1988

Measurement Concepts in Physical Education and Exercise Science Margaret J. Safrit, 1989

Human Capability Assessment Marvin D. Dunnette, Edwin A. Fleishman, 1982

Staffing Organizations Benjamin Schneider, Neal Schmitt, 1986 This text explores basic behavioral psychological statistical issues relevant for the study of human behavior at work offers effective strategies for finding employees with good potential

Perspectives on Employee Staffing and Selection George F. Dreher, Paul R. Sackett, 1983

Recruitment and Selection in Canada Victor M. Catano, 2001 Recruitment and Selection in Canada is designed to meet the needs of both students and practitioners working in human resources or personnel psychology and provides an up to date review of the current issues and methodologies that are used in recruiting and selecting employees for Canadian organizations

Personnel Selection in Organizations Neal Schmitt, Walter C. Borman, 1992-11-27 Unprecedented advances in the scientific study of personnel selection have given researchers and practitioners new ideas and tools to achieve greater success in measuring and linking skills knowledge and abilities to job performance requirements Personnel Selection in Organizations is a timely presentation of emerging issues in research and practice providing new and exciting perspectives on the theoretical empirical and societal changes that will

affect the study and practice of virtually every personnel selection topic The careful analysis of current procedures and practices joined with an insightful identification of areas where ongoing research is needed will be a valuable resource for all those interested in the continuing development of the field In sixteen original chapters leading experts highlight the personnel selection issues that will receive increasing attention in the years ahead The authors thoughtfully explore key subjects in this rapidly changing field including job analysis criterion development biographical and personality measures the concept of validity the changing demographics of the work population the decline of the manufacturing economy and the development of small organizations They examine specific topics such as recruitment and retention structured versus unstructured interviews the ethics and effectiveness of computerized psychological testing perceptions of selection fairness productivity turnover and absenteeism They also cover broader less traditional concerns including downsizing and retirement selection and staffing as a corporate strategy promoting job and life satisfaction organizational citizenship and commitment

Psychological Testing Kevin R. Murphy, Charles O. Davidshofer, 2001 This book clearly and accurately reflects the current field of psychological testing It focuses on the use of psychological tests to make important decisions about individuals in a variety of settings Exploring the theory methods and applications of psychological testing it provides a full and fair evaluation of the advantages and drawbacks of psychological testing in general and selected tests in particular Chapter topics include expansive coverage of neuropsychological testing the impact of testing on society application of psychological tests in the contexts of education industry and clinical settings computerized test administration and interpretation consistency of test scores the process of test development ability interest and personality testing and clinical applications and assessment For individuals interested in the latest research available and sometimes controversial issues involved in psychological testing and measurement

Handbook of Military Psychology Reuven Gal, A. David Mangelsdorff, 1991 The military must evaluate large numbers of people screen out the unfit select individuals with needed abilities and place people in the jobs most appropriate both to their skills and to military needs Military personnel of all sorts must be trained and prepared for warfare Individuals have to be led and motivated and units must maintain high morale and cohesion in order to achieve their missions Furthermore military missions are frequently carried out under most stressful conditions and usually require strenuous adjustment between human capabilities and weapon systems peculiarities These characteristics of military organization all have their psychological aspects This comprehensive handbook will be an essential tool for military psychologists trainers and leaders dealing with these aspects It will also be of interest to both practitioners and researchers working in the field of occupational and industrial psychology and for those working in personnel management

Journal of Industrial Psychology ,1963

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