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S E R I E S

S. MORTON McPHAIL  
E D I T O R

# Alternative Validation Strategies

DEVELOPING NEW  
AND LEVERAGING  
EXISTING  
VALIDITY EVIDENCE



A Publication of the Society for  
Industrial and Organizational Psychology



# Alternative Validation Strategies Developing New And Leveraging Existing Validity Evidence

**D Keegan**



## **Alternative Validation Strategies Developing New And Leveraging Existing Validity Evidence:**

Alternative Validation Strategies S. Morton McPhail, 2007-03-15 *Alternative Validation Strategies* is a groundbreaking compendium of the most current research and practical guidelines for time and cost saving alternatives to the traditional test validation strategies associated with selection processes The state of the science strategies outlined in this valuable resource will help employers to evaluate the inferences drawn from their selection procedures while offering practices that meet stringent legal and regulatory requirements

**The ^AOxford Handbook of Personnel Assessment and Selection** Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

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

**U.S. Army Classification Research Panel** John P. Campbell, 2007

Abstracts of Public Administration, Development, and Environment, 2007 American Book Publishing Record, 2007

*The British National Bibliography* Arthur James Wells, 2007 Developing and Validating Multiple-choice Test Items

Thomas M. Haladyna, 2004 This book is intended for anyone who is seriously interested in designing and validating multiple choice test items that measure understanding and the application of knowledge and skills to complex situations such as critical thinking and problem solving The most comprehensive and authoritative book in its field this edition has been extensively revised to include more information about writing items that match content standards more information about creating item pools and item banking a new set of item writing rules with examples in chapter 5 as well as guidelines for other multiple choice formats hundreds of examples including an expanded chapter 4 devoted to exemplary item formats and a new chapter 6 containing exemplary items with author annotations a chapter on item generation chapter 7 featuring item modeling and other procedures that speed up item development and a more extensive set of references to past and current work in the area of multiple choice item writing and validation This book will be of interest to anyone who develops test items for large scale assessments as well as teachers and graduate students who desire the most comprehensive and authoritative

information on the design and validation of multiple choice test items

Validity and Validation in Social, Behavioral, and Health Sciences Bruno D. Zumbo, Eric K.H. Chan, 2014-09-26 This book combines an overview of validity theory trends in validation practices and a review of standards and guidelines in several international jurisdictions with research synthesis of the validity evidence in different research areas An overview of theory is both useful and timely in view of the increased use of tests and measures for decision making ranking and policy purposes in large scale testing assessment and social indicators and quality of life research Research synthesis is needed to help us assemble critically appraise and integrate the overwhelming volume of research on validity in different contexts Rather than examining whether any given measure is valid the focus is on a critical appraisal of the kinds of validity evidence reported in the published research literature The five sources of validity evidence discussed are content related response processes internal structure associations with other variables and consequences The 15 syntheses included here represent a broad sampling of psychosocial health medical and educational research settings giving us an extensive evidential basis to build upon earlier studies The book concludes with a meta synthesis of the 15 syntheses and a discussion of the current thinking of validation practices by leading experts in the field

**Understanding and Investigating Response Processes in Validation Research** Bruno D. Zumbo, Anita M. Hubley, 2017-05-23 This volume addresses an urgent need across multiple disciplines to broaden our understanding and use of response processes evidence of test validity It builds on the themes and findings of the volume Validity and Validation in Social Behavioral and Health Sciences Zumbo Chan 2014 with a focus on measurement validity evidence based on response processes Approximately 1000 studies are published each year examining the validity of inferences made from tests and measures in the social behavioural and health sciences The widely accepted Standards for Educational and Psychological Testing 1999 2014 present five sources of evidence for validity content related response processes internal structure relationships with other variables and consequences of testing Many studies focus on internal structure and relationships with other variables sources of evidence which have a long history in validation research known methodologies and numerous exemplars in the literature Far less is understood by test users and researchers conducting validation work about how to think about and apply new and emerging sources of validity evidence This groundbreaking volume is the first to present conceptual models of response processes methodological issues that arise in gathering response processes evidence as well as applications and exemplars for providing response processes evidence in validation work

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