

Adverse Impact and Test Validation: A Practitioner's Handbook

3rd Edition

Daniel A. Biddle



Adverse Impact And Test Validation A Practitioners Handbook

**Richard W. Bunch, Trevor D.
Bardarson, Douglas A. Swift, Horace A.
Thompson, III**

Adverse Impact And Test Validation A Practitioners Handbook:

Adverse Impact and Test Validation Dan Biddle,2005 Adverse impact analyses and test validation promote social justice and equity Employers who unknowingly use invalid tests or recruitment procedures that have an adverse impact are reducing minority and or female representation in their workforce unfairly screening out qualified workers and worst of all just plain discriminating This book provides you with analyses that allow you to identify which of your selection procedures have adverse impact The validation steps will help you decide whether to keep the selection procedure because it's valid change it or stop using it altogether The CD included in the back cover of the book includes tools which may be used on a trial evaluation basis describing several of the functions described in the book including Adverse Impact Toolkit Test Validation and Analysis Program TVAP and Guidelines Oriented Job Analysis GOJA Manual This guide goes beyond the concepts theories and ideas behind adverse impact and test validation It not only explains what to do but crucially also shows you how to do it

Practitioner's Guide to Legal Issues in Organizations Chester Hanvey,Kayo Sady,2015-05-26 This highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny Industrial organizational experts apply their empirical knowledge and practical experience to aspects of HR that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours The book is written to be accessible to readers currently in HR related graduate level training as well as HR practitioners with or without background in industrial organizational psychology And to add to its utility chapters feature practical strategies for addressing each of the legal issues presented Among the topics covered Measuring adverse impact in employee selection decisions Using background checks in the employee selection process Disabilities best practices for vulnerabilities associated with the ADA Physical abilities testing Wage and hour litigation Clinical psychological testing for employee selection Conducting compensation equity analyses Practitioner's Guide to Legal Issues in Organizations brings clear up to date information to graduate students studying human resources

management industrial organizational psychology who are interested in legal issues as well as applied HR practitioners such as industrial organizational psychologists human resources generalists management and labor economists

[The Handbook of Work Analysis](#) Mark Alan Wilson,Winston Bennett, Jr.,Shanan Gwaltney Gibson,George Michael Alliger,2013-05-13 This new handbook with contributions from experts around the world is the most comprehensive treatise on work design and job analysis practice and research in over 20 years The handbook dedicated to Sidney Gael is the next generation of Gael's successful Job Analysis Handbook for Business Industry and Government published by Wiley in 1988 It consists of four parts Methods Systems Applications and Research Innovations Finally a tightly integrated user friendly handbook of interest to students practitioners and researchers in the field of Industrial Organizational Psychology and Human Resource Management Sample Chapter available Chapter 24 Training Needs Assessment by Eric A Surface is available for download

Physical Ability Testing Richard W. Bunch, Trevor D. Bardarson, Douglas A. Swift, Horace A. Thompson, III, 2025-11-19 A guide to implementing legally compliant physical ability testing PAT programs that prevent injuries optimize performance and ensure reasonable accommodations In Physical Ability Testing A Guide to Safe Job Placement Accommodation and Legal Compliance a team of distinguished medical professionals delivers an expert discussion of the fundamentals of creating a PAT program Explaining the perspectives of the employer the authors detail the systematic steps in developing and administering legally valid job specific PATs and providing proper interactive accommodation reviews for new hires and incumbent employees The book covers testing policies and procedures that address methods to avoid discrimination and minimize disparate impact on protected classes such as individuals with disabilities older adults women including those who are pregnant and individuals affected by medical or behavioral health conditions such as substance use disorders or recent surgeries It also provides critical information on defending test failure determinations based on the direct threat and undue hardship defenses Readers will find A thorough introduction to the validation process best suited for a defensible PAT program Comprehensive explorations of PAT programs in a variety of industries Practical discussions of administering PATs legal cases covering them and published scientific literature related to work physiology Complete treatments of the validation processes used in ensuring PAT programs remain legally defensible This book is perfect for human resource professionals occupational physicians and nurses physical therapists occupational therapists chiropractors safety professionals industrial hygienists ergonomists human factors specialists and risk managers

The Practitioner's Guide to Defense of EPL Claims Ellis B. Murov, 2005 Employment Practices Liability insurance is a relatively recent phenomenon on the property casualty insurance industry The Practitioners Guide to Defense of EPL Claims is a new guide by the Tort Trial and Insurance Practice Section that covers punitive damages investigating EPLI covered claims emotional injury and litigation of EPLI claims

Legal Applications of Data for Institutional Research Andrew L. Luna, 2008-07-14 This volume explores the seemingly incongruent forces of statistical reasoning and the law and sheds some light on how institutional researchers can use the two in a complementary manner to prevent a legal action or to help support the rebuttal of a *prima facie* case i.e. one that at first glance presents sufficient evidence for the plaintiff to win the case Until now there has been little linkage between the disciplines of law and statistics While the legal profession uses statistics to support an argument interpretations of statistical outcomes may not follow scientific reasoning Similarly a great piece of statistical theory or a tried and true methodology among institutional research professionals may be thrown out of court if it fails to meet the rules of evidence or contradicts current legal standing Chapters in this volume exploring this topic from a number of perspectives including The Art of Combining Statistics with the Law The Use of Data in Affirmative Action Litigation Statistical Evidence and Compliance with Title IX Organization and Maintenance of Data in Employment Discrimination Litigation Analyzing Personnel Selection Decisions in Employment Discrimination Litigation Settings Regression Analysis Legal Applications in

Institutional Research The information contained within this volume will benefit institutional research practitioners and contribute to a more frequent dialogue concerning the complexities of statistical science within the legal environment This is the 138th volume of the Jossey Bass quarterly report series New Directions for Institutional Research Always timely and comprehensive New Directions for Institutional Research provides planners and administrators in all types of academic institutions with guidelines in such areas as resource coordination information analysis program evaluation and institutional management

American Book Publishing Record ,2003 **Handbook of Industrial Engineering** Gavriel Salvendy,1992-01-02 Covers the entire spectrum of modern industrial engineering from a practical standpoint This edition adds 36 completely new chapters to provide a more cohesive structure to the discipline which it classifies under the following four areas technology human dimensions planning design and control of operations and quantitative methods for decision making

Operational Use of the Air Traffic Selection and Training Battery Raymond E. King,Carol A. Manning,Gena K. Drechsler,2007 The Federal Aviation Administration FAA is commencing a massive hiring of air traffic control specialists using a new selection procedure the Air Traffic Selection and Training AT SAT computerized test battery Before AT SAT could be used for hiring purposes however the issue of its potential for adverse impact potential unfair discrimination had to be addressed The present study endeavors to 1 describe how AT SAT functions as an operational selection method with respect to the several applicant pools and 2 determine how the reweighting effort fares with actual applicants in the goal of reducing eliminating group differences that could result in adverse impact Of the 854 applicants who have taken AT SAT as part of a job application process rather than as according to a research protocol 219 applicants 25 64% voluntarily disclosed their race gender was known for 253 29 63% The results suggest that the reweighting effort is paying dividends as group differences that could result in adverse impact are not in evidence

A Practitioner's View of EEOC Requirements, with Special Reference to Job Analysis Melany E. Baehr,1976 Consultants & Consulting Organizations Directory Cengage Gale,2009-05-12 **The Job Analysis Handbook for Business, Industry, and Government** Sidney Gael,1988 **Book Review Index** ,2006 Every 3rd issue is a quarterly cumulation

Symposium ,2009 IPMA-HR News ,2005
American Jurisprudence Trials ,1964 The British National Bibliography Arthur James Wells,2006 **Proceedings of the Annual Meeting of the Academy of Management** Academy of Management,1978 *Handbook of in Vivo Toxicity Testing* Douglas L. Arnold,H. C. Grice,D. Krewski,1990 *Police Selection and Evaluation* Charles Donald Spielberger,1979

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