



VALIDATION STUDIES

Analyze your organization's selection process to be sure it actually identifies the best people for job positions.

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NUTSHELL

More than ever, organizations are being asked to prove that their selection process is valid. Psychological Associates' VALIDATION STUDIES use proven, scientific methods to test a selection system's capability for predicting job performance. Our psychologists thoroughly analyze the entire selection process to determine if individual procedures are correctly focused — pinpointing the degree to which they predict actual performance. We can identify where action needs to be taken to provide a better, more reliable predictor of on-the-job performance. At the completion of our study, organizations know if their assessment process is working, how well, and what inferences can be drawn for making changes.

BENEFITS AND OUTCOMES

Our VALIDATION STUDIES help ensure that your selection system exemplifies:

- *Fairness.* Everyone has an equal opportunity to qualify for a job.
- *Quality.* Using the best assessment methods available (and, if not, improving them).
- *Effectiveness.* The system of selection is achieving business objectives, such as improved performance, lower turnover, and reduced recruiting and training costs.

HOW IT WORKS

First, we conduct a comprehensive analysis of every job filled through formal selection procedures. One of our Ph.D. psychologists translates job descriptions into attributes needed to perform the job. Then, these translations are combined with a review of additional literature, observation, and interviews with workers and supervisors to help identify: skills and knowledge that applicants will need when tested; skills and knowledge that applicants will need to develop; and the mental abilities and aptitudes necessary to learn the job correctly.

These attributes are then compared to the organization's records of performance ratings for each job. The findings that result provide the basis for establishing success profiles for the future. These serve as the measured study of validation or as evidence that selection procedures need to be adjusted.

