Selection Process (1)
March 8, 2010

ACME MOUSETRAP COMPANY

- 490 is cutoff
- Adverse impact????
- Female selection ratio
  - 9/20 = 45%
- Male selection ratio
  - 18/30 = 60%
- 80% rule.........
  - 80% X 60% = 48%

And your defense is............

- Job relatedness!
- BUT.......  
- No performance data!

Caucasian Data

Asian Data
Numbers, not opinions

- Caucasians: $r = 0.06$
- Asians: $r = 0.02$

Caucasian Data – revisited

\[ r = 0.71 \]

Asian Data - revisited

\[ r = -0.66 \]

Tests

- Any differentiator
- “legal”
  - Uniform Guidelines for Employee Selection
- Predicts job performance
Basic Testing Concepts
- Reliability
- Test validity
- *Can you have one without the other?*

Types of Validity
- Criterion validity
  - Predictors
  - Criterion
- Content validity

How to Validate a Test
- Step 1: Analyze the job
  - Predictors
  - Criterion
- Step 2: Choose the tests
- Step 3: Administer the test
  - Concurrent validation
  - Predictive validation

How to Validate a Test (cont’d)
- Step 4: Relate Test Scores and Criteria
  - $r$
- Step 5: Cross-Validate and Revalidate