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Nota di contenuto	Fairness in Employment Testing -- Copyright -- PREFACE -- CONTENTS -- SUMMARY -- Issues for Study -- Issues in Policy, Equity, and Law (Chapters 1, 2, and 13) -- Findings and Conclusions -- Is the Psychometric Quality of the GATB Adequate? (Chapters 4 and 5) -- Findings and Conclusions -- How Well Does the GATB Predict Job Success? (Chapter 8) -- Findings and Conclusions -- Does the GATB Predict Less Well For Minority Job Seekers? (Chapter 9) -- Findings and Conclusions -- Are There Scientific Justifications for Adjusting Minority Test Scores? (Chapter 13) -- Findings and Conclusions -- Is the GATB Valid for Some, Most, or All Jobs? (Chapters 6 and 7) -- Findings and Conclusions -- Will Increased Use of the GATB Result in Substantial Increases in Productivity? (Chapter 12) -- Findings and Conclusions -- Potential Effects of the VG-GATB Referral System (Chapters 10 and 11)

-- Findings and Conclusions -- When Should the GATB Not Be Used? (Chapter 11) -- Findings and Conclusions -- Summary of Central Recommendations -- Operational Use of the VG-GATB Referral System -- Referral Methods -- Score Reporting -- Promotion of the VG-GATB Referral Program -- Pilot Studies -- Special Populations -- Veterans -- People with Handicapping Conditions -- PART I BACKGROUND AND CONTEXT -- 1 The Policy Context -- THE USES EMPLOYMENT TESTING PROGRAM -- Within-Group Scoring of the VG-GATB -- The Justice Department Challenge to Within-Group Scoring -- OTHER POLICY ISSUES -- Validity Generalization and the Reemergence of g -- Early IQ Testing -- The Army Alpha -- Critics of Intelligence Testing -- Relevance to Current Policy -- Should There Be Diverse Routes to Employment? -- THE INTERSECTIONS OF POLICY AND SCIENCE -- 2 Issues in Equity and Law -- PERSPECTIVES ON EQUALITY, FAIRNESS, AND SOCIAL JUSTICE -- Philosophical Foundations -- Economic Liberalism -- Meritocracy. Meritocracy Revisited -- The Contemporary Impasse on Preferential Treatment -- The Case Against Preferential Treatment -- The Case for Preferential Treatment -- Beyond Philosophy -- FEDERAL POLICY AND PREFERENTIAL TREATMENT -- Individual Rights, Group Effects, and the Law -- Equity and Equal Protection Jurisprudence -- Affirmative Action -- PERSPECTIVES ON WITHIN-GROUP SCORING -- 3 The Public Employment Service -- HOW DO AMERICANS FIND JOBS? -- HISTORICAL DEVELOPMENT OF THE PUBLIC EMPLOYMENT SERVICE -- Beginnings -- The New Federalism -- Funding Levels -- STRUCTURE OF THE SYSTEM -- USES: The Federal Partner -- State-Level Activities -- Local Offices -- OPERATIONS AT THE LOCAL LEVEL -- Activities Common to All Offices -- Profile One: A Traditional Office -- Profile Two: A VG-GATB Office -- Profile Three: The Single-Employer Office -- Implications of Local-Office Procedures -- PART II ANALYSIS OF THE GENERAL APTITUDE TEST BATTERY -- 4 The GATB: Its Character and Psychometric Properties -- DEVELOPMENT OF THE GATB -- THE STRUCTURE OF THE GATB -- Subtest 1: Name Comparison -- Subtest 2: Computation -- Subtest 3: Three-Dimensional Space -- Subtest 4: Vocabulary -- Subtest 5: Tool Matching -- Subtest 6: Arithmetic Reasoning -- Subtest 7: Form Matching -- Subtest 8: Mark Making -- Subtest 9: Place -- Subtest 10: Turn -- Subtest 11: Assemble -- Subtest 12: Disassemble -- HOW GATB SCORES ARE DERIVED -- Obtaining GATB Scores -- GATB Norms -- Norms for Within-Group Scoring -- Equating Alternate Forms of the GATB -- RELIABILITY OF THE GATB APTITUDE SCORES -- CONSTRUCT VALIDITY ISSUES -- COMPARISON WITH THE ASVAB AND OTHER TEST BATTERIES -- ASVAB Test Parts -- Speededness of the ASVAB -- ASVAB Normative Data -- ASVAB Reliabilities -- ASVAB Validities -- CONCLUSIONS -- GATB Properties -- Comparison with Other Test Batteries -- RECOMMENDATIONS. 5 Problematic Features of the GATB: Test Administration, Speededness, and Coachability -- TEST ADMINISTRATION PRACTICES -- Instructions to Examinees -- The National Computer Systems Answer Sheet -- THE INFLUENCE OF SPEED OF WORK -- ITEM-BIAS ANALYSES -- Proportion Attempted -- Proportion Correct -- Point-Biserial Correlations -- PRACTICE EFFECTS AND COACHING EFFECTS -- Effects of Practice on GATB Scores -- Effects of Coaching on GATB Scores -- TEST SECURITY -- CONCLUSIONS -- Test Administration Practices -- Speededness -- Alternate Forms and Test Security -- Item Bias -- Practice Effects and Coaching -- RECOMMENDATIONS -- Test Security -- Test Speededness -- PART III VALIDITY GENERALIZATION AND GATB VALIDITIES -- 6 The Theory of Validity Generalization -- META-ANALYSIS -- VALIDITY

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Sommario/riassunto

Declining American competitiveness in world economic markets has renewed interest in employment testing as a way of putting the right workers in the right jobs. A new study of the U.S. Department of Labor's General Aptitude Test Battery (GATB) Referral System sheds light on key questions for America's employers: How well does the GATB predict job success? Are there scientific justifications for adjusting minority test scores? Will increased use of the GATB result in substantial increases in productivity? Fairness in Employment Testing evaluates both the validity generalization techniques used to justify the use of the GATB across the spectrum of U.S. jobs and the policy of adjusting test scores to promote equal opportunity.
