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Nota di contenuto	Performance Assessment for the Workplace -- Copyright -- Contents -- Contents of Volume II -- Preface -- Overview -- THE JPM PROJECT -- ORIGINS OF THE PROJECT -- CONCEPTUAL FRAMEWORK -- What is Performance? -- What is a Job? -- What is a Task? -- MEASURING JOB PERFORMANCE -- Relative Versus Absolute Measures -- Sampling Issues -- Test Administration -- EVALUATION: THE QUALITY OF THE PERFORMANCE MEASURES -- Reliability -- Validity -- Fairness Analysis -- THE FINAL STEP: LINKING ENLISTMENT STANDARDS TO JOB PERFORMANCE -- 1 Psychological Testing and the Challenge of the Criterion -- INTRODUCTION -- AMERICAN TESTING TECHNOLOGY -- The Science of Testing -- Practical Applications -- The Army Alpha and Beyond -- THE CRITERION PROBLEM IN VALIDATION RESEARCH -- Evolution of the Criterion Problem -- Performance Appraisal -- The Importance of the Criterion Issue -- 2 Policy Goals and Testing -- SELECTION AND TRAINING GOALS -- RECRUITING THE FORCE --

Demographic Trends in the Youth Population -- Recruiting Policy and Fairness Issues -- The Changing Technological Environment -- THE ROLE OF TESTING -- The Evolution of Mental Aptitude Screening in the Military -- The Armed Services Vocational Aptitude Battery -- ENLISTMENT STANDARDS AND QUALITY GOALS -- The Contemporary System -- How Much Quality is Enough? -- 3 Improving Job Performance Criteria for Selection Tests -- THE CONCEPTUAL FRAMEWORK -- Phase I: Developing Performance Measures -- Jobs Viewed as a Collection of Tasks -- Assessment of Job Proficiency -- The JPM Criterion Construct -- Benchmarks and Surrogates -- Phase II: Linking Enlistment Standards to Job Performance -- THE RESEARCH PLAN -- Selection of Occupations for Study -- Army -- Navy -- Air Force -- Marine Corps -- Types of Criterion Measures Developed -- Hands-On Tests -- Walk-Through Performance Tests -- Simulations -- Job Knowledge Tests.
Ratings -- Types of Predictors Assessed -- Development of Performance Measures -- SIZE OF THE RESEARCH EFFORT -- 4 The Development of Job Performance Measures -- JOB PERFORMANCE AS A CONSTRUCT -- STEPS IN DEVELOPING JOB PERFORMANCE MEASURES -- THE JOB CONTENT UNIVERSE -- Task Analysis -- Trait Analysis and Task-by-Trait Analysis -- Generic Task-by-Trait Analysis -- Local Task-by-Trait Analysis -- Cognitive Task Analysis -- Characteristics of Job Tasks and Traits -- Importance -- Frequency -- Difficulty -- Modifiability -- Variability -- Other Characteristics -- The JPM Definition of the Job Content Universe -- DEFINING THE DOMAIN OF INTEREST -- Approaches to Task Sampling -- Specification of Test Content -- Task Editing -- An Example: Marine Corps Infantryman -- SCORING HANDS-ON TESTS -- Scoring Performance on Tasks -- Computing Test Scores -- CONCLUSION -- 5 The Testing of Personnel -- SAMPLING PERSONNEL -- Specifying the Personnel to be Tested -- Selecting the Personnel to be Tested -- THE IMPORTANCE OF STANDARDIZATION -- Standardization and Prediction -- Standardization and Performance Standards -- STANDARDIZATION ISSUES IN HANDS-ON TESTING -- Standardizing the Test Conditions -- Selecting and Training the Test Administrators -- Calibrating the Test Administration -- CONCLUSION -- 6 Evaluating the Quality of Performance Measures: Reliability -- RELIABILITY -- The Classical Formulation -- Approaches to Reliability Analysis -- Reliability Analysis in the JPM Project -- UNDERSTANDING MULTIPLE SOURCES OF ERROR -- G-Theory Analysis -- JPM Applications of G-Theory Analysis -- 7 Evaluating the Quality of Performance Measures: Content Representativeness -- From Concept to Practice -- Sampling Issues -- Purposive Sampling -- Random Sampling -- How Representative Are Purposive Samples? -- Rapprochement -- PERFORMANCE MEASUREMENTS AS JOB SIMULATIONS.
8 Evaluating the Quality of Performance Measures: Criterion-Related Validity Evidence -- OVERVIEW OF CRITERION-RELATED VALIDATION -- Criterion Constructs: Measurement and Justification -- Predictor-Criterion Relationships -- THE NATURE AND INTERRELATIONSHIPS OF CRITERION MEASURES -- Hands-On Measures -- Job Knowledge Tests -- Interviews -- Ratings -- Training Criteria -- RELATIONSHIPS BETWEEN PREDICTORS AND CRITERION MEASURES -- Predictor Constructs -- ASVAB -- Other Predictors -- Problems in Linking Predictor and Criterion Constructs -- Criterion Reliability -- Range Restriction -- Summary of Relationships Between Predictors and Criterion Measures -- Prediction of Hands-On Performance -- Job Experience -- Hands-On Versus Job Knowledge Criterion Measures -- New Predictors -- Predictor and Criterion Measure Construct

Similarities -- Job-to-Job Differences in Validities -- FAIRNESS ANALYSIS -- Group-to-Group Differences in Prediction Systems -- Minority Group Comparisons -- The Performance-Based Focus on Fairness -- Gender Comparisons -- CONCLUSION -- 9 The Management of Human Resources -- PERSONNEL ACCESSION AND JOB ALLOCATION -- JOB ALLOCATION AND MULTIPLE STANDARDS -- COMPETENCY SCALES -- SETTING MINIMUM STANDARDS FOR A SINGLE JOB -- The Utility Difference Approach -- The Rand Approach -- Evaluating the Models -- SETTING STANDARDS FOR SEVERAL JOBS -- Revisiting the Rand and Utility Difference Models -- Comparing Jobs -- Generalizing Across Jobs -- SUMMARY -- Coda: The JPM Project and Accession Policy -- References -- Appendix A Service Bibliographies -- AIR FORCE -- ARMY -- MARINE CORPS -- NAVY -- Appendix B Biographical Sketches -- Index.

Sommario/riassunto

Although ability testing has been an American preoccupation since the 1920s, comparatively little systematic attention has been paid to understanding and measuring the kinds of human performance that tests are commonly used to predict--such as success at school or work. Now, a sustained, large-scale effort has been made to develop measures that are very close to actual performance on the job. The four military services have carried out an ambitious study, called the Joint-Service Job Performance Measurement/Enlistment Standards (JPM) Project, that brings new sophistication to the measurement of performance in work settings. Volume 1 analyzes the JPM experience in the context of human resource management policy in the military. Beginning with a historical overview of the criterion problem, it looks closely at substantive and methodological issues in criterion research suggested by the project: the development of performance measures; sampling, logistical, and standardization problems; evaluating the reliability and content representativeness of performance measures; and the relationship between predictor scores and performance measures--valuable information that can also be useful in the civilian workplace.