

Legal Requirements for Assessments that Affect Employees Job Assignment, Promotion, Training, Dismissal or Demotion

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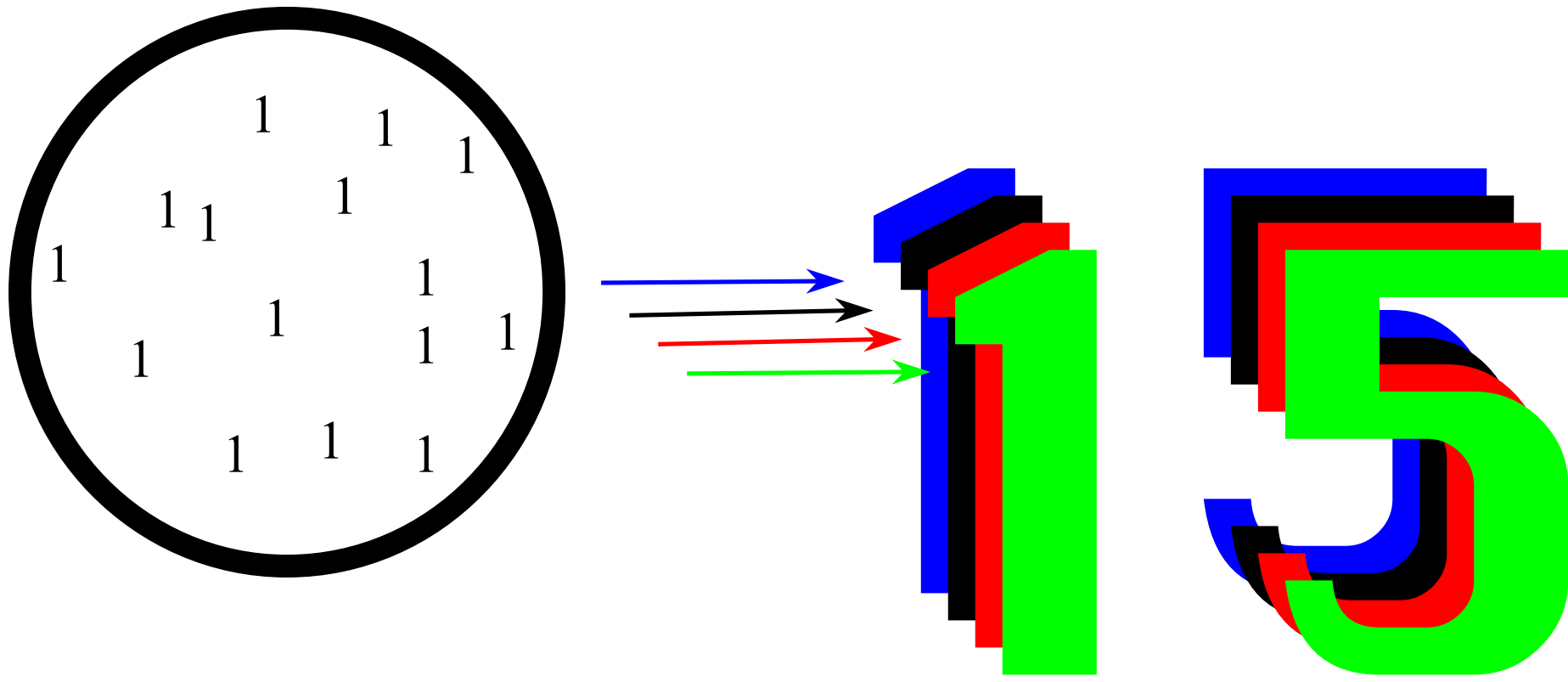


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The federal law guidelines are defined in a number of overlapping documents. The most definitive of these is the following:

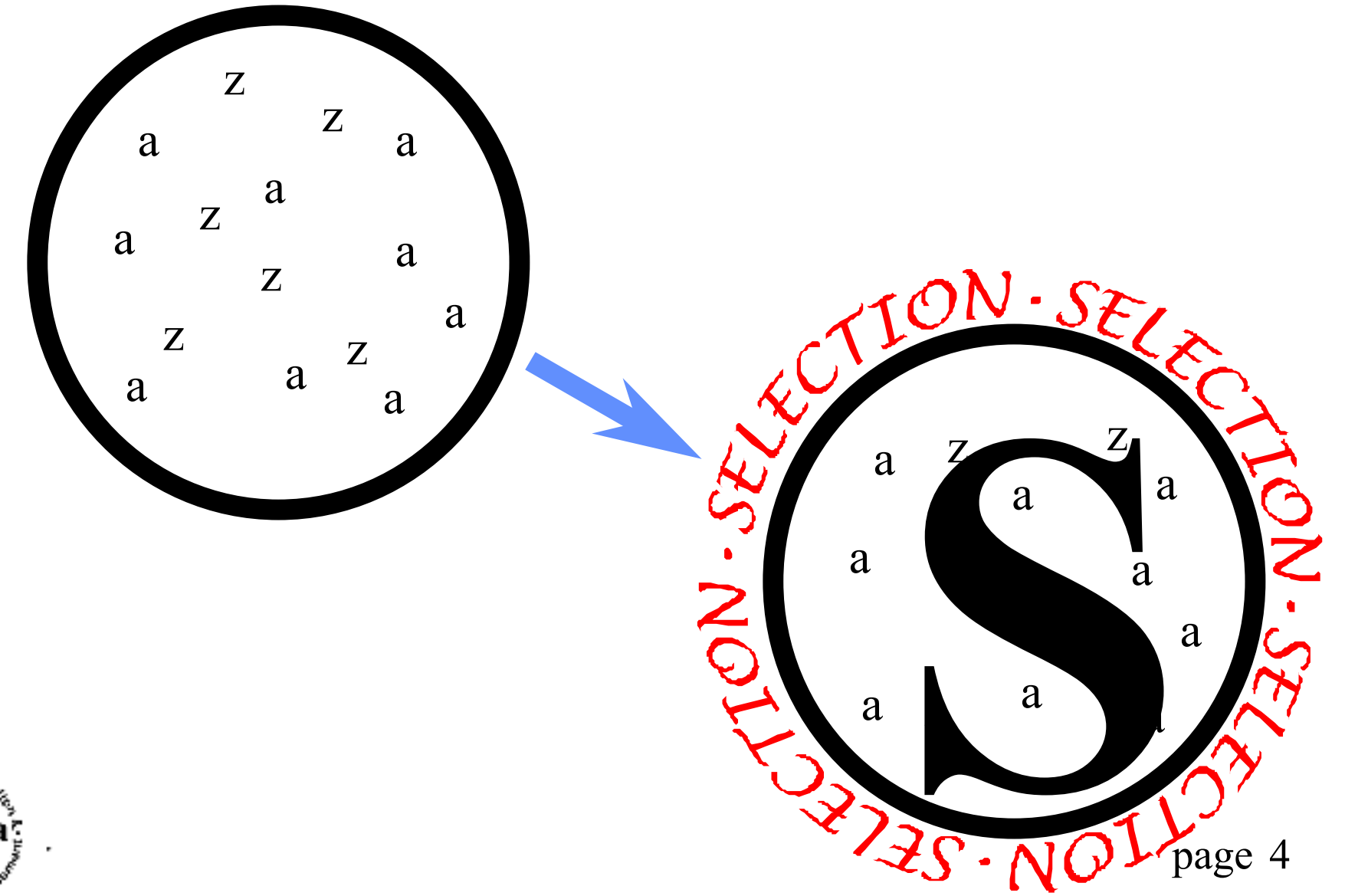
Office of Federal Contract Compliance (1993)
Uniform Guidelines on Employee Selection Procedures, Code of Federal Regulations, V 41, Ch. 60, 7/1/93.

ASSESSMENTS IN THE WORKPLACE ARE REQUIRED TO HAVE **RELIABILITY**: The Ability To Furnish Data That Are Consistent



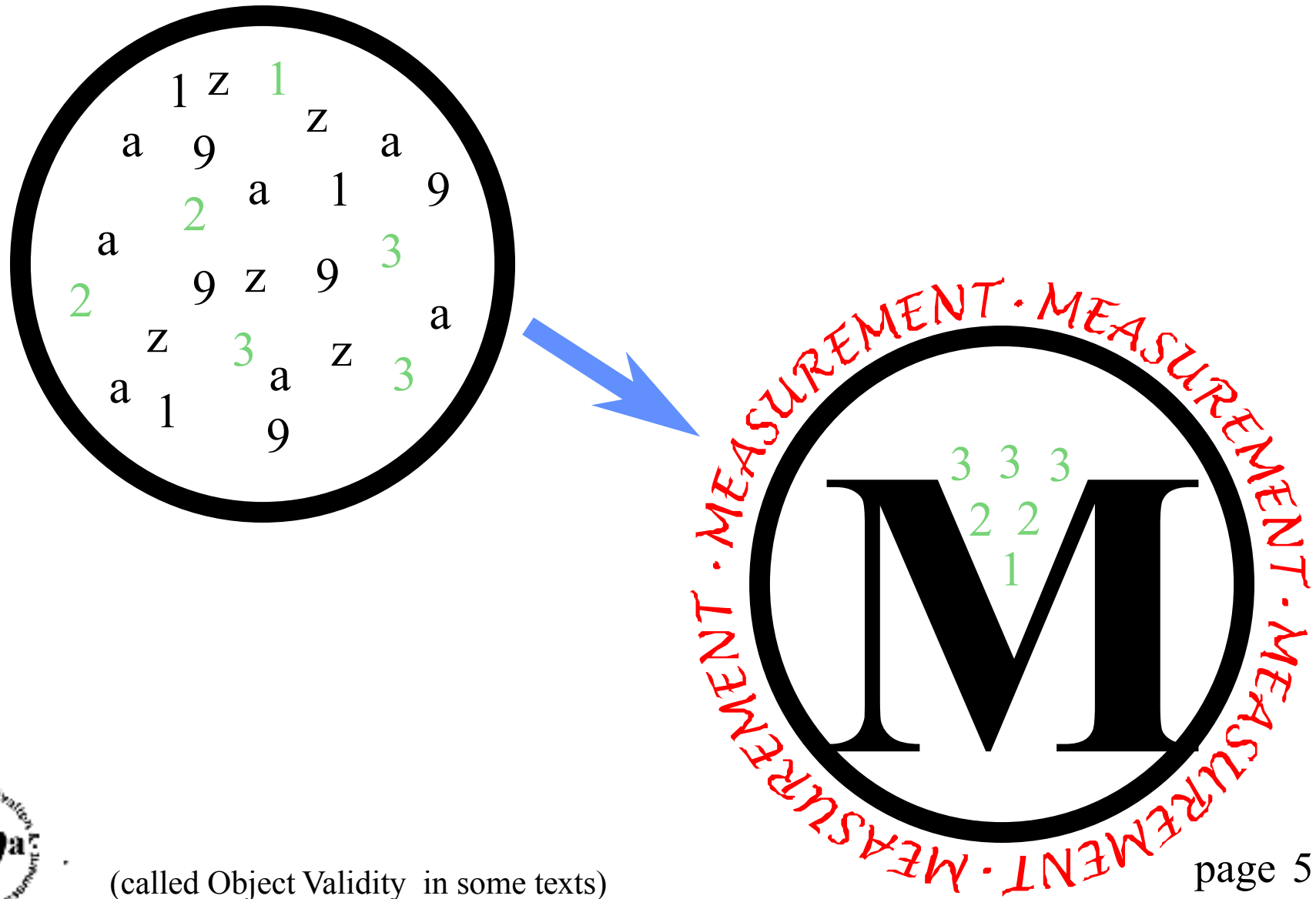
empac logo Spearman-Brown Rho / Pearson Correlation Coefficient : 1 (high) to 0 (low) page 3

ASSESSMENTS IN THE WORKPLACE ARE REQUIRED TO HAVE **CRITERION VALIDITY**: The Ability To Distinguish The Elements In a Set



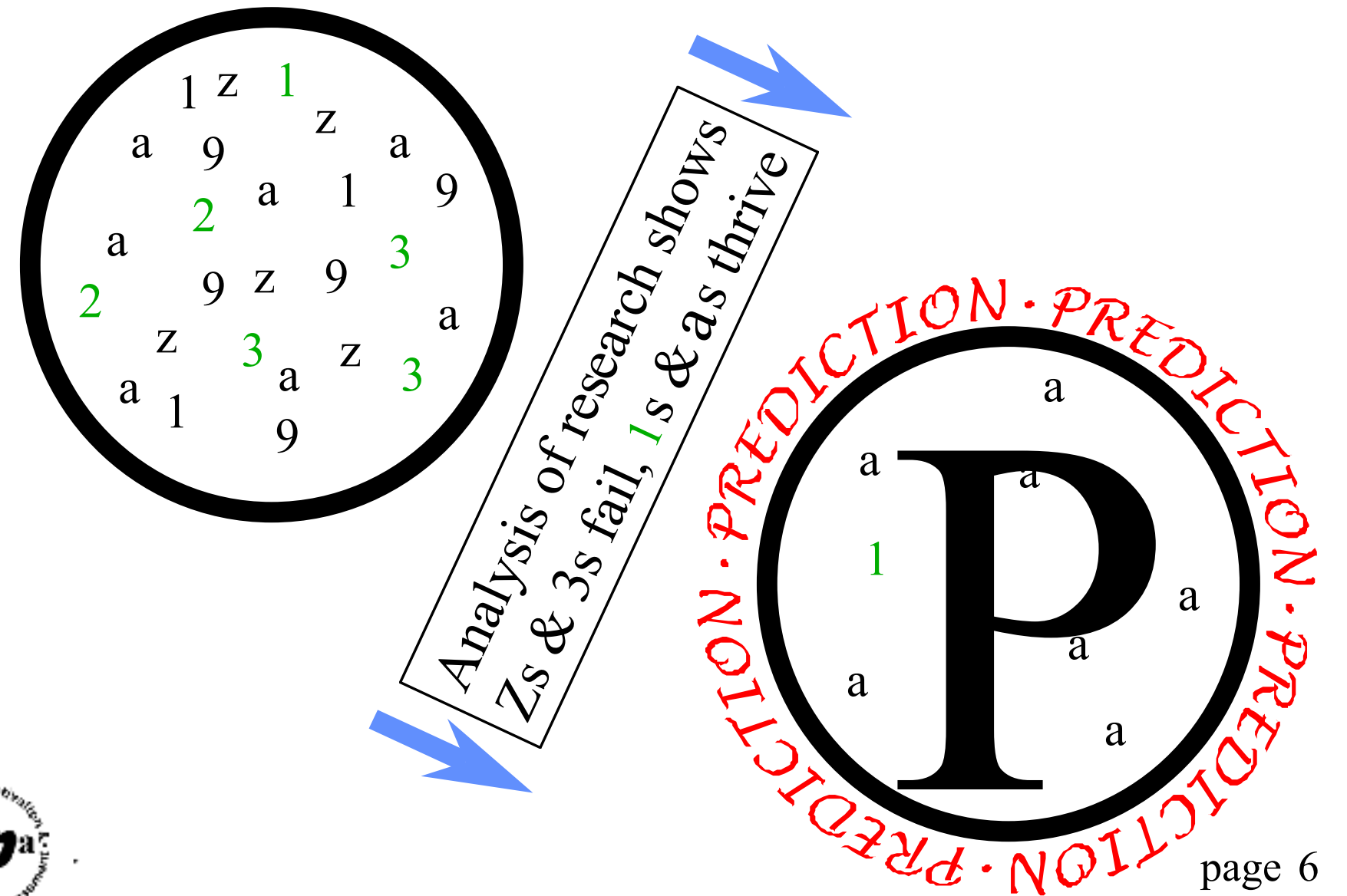
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ASSESSMENTS IN THE WORKPLACE ARE REQUIRED TO HAVE **CONTENT VALIDITY**: The Ability To Measure Only What Is Relevant



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ASSESSMENTS IN THE WORKPLACE ARE REQUIRED TO HAVE **CONSTRUCT VALIDITY**: The Ability To Tap Scientifically-Proven Concepts



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The Greater the Assessments VAL IDITY the Lower its Potential for DISCRIMINATION

