

**THE ECONOMIC BENEFITS  
OF PREDICTING JOB  
PERFORMANCE**

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**Volume 1: Selection Utility**

**Joseph Zeidner and  
Cecil D. Johnson**

# Economic Benefits Of Predicting Job Performance

**National Research Council, Commission  
on Physical Sciences, Mathematics,  
and Applications, Naval Studies  
Board, Committee for the Review of  
ONR's Marine Corps Science and  
Technology Program**

## **Economic Benefits Of Predicting Job Performance:**

**The Economic Benefits of Predicting Job Performance** Joseph Zeider, Cecil D. Johnson, 1991-10-23 Designed as a comprehensive text for advanced courses in personnel selection and classification the three volumes that comprise *The Economic Benefits of Predicting Job Performance* take a different approach than that taken in most previous works on the subject While most texts focus on selection and psychological measurement to the exclusion of classification these volumes summarize the major theories and research findings in both areas and provide a thorough treatment of classification processes This is the first text providing more than a chapter on classification since Cronbach and Gleser's historic work in 1965 Joseph Zeidner and Cecil D Johnson discuss the central topics involved in the practical prediction of job performance including validity and utility models and research strategies and designs Based on their analysis they introduce a new theory the differential assignment theory and illustrate the mathematical principles that govern its use in personnel classification Throughout the authors are concerned with the realistic applications of specific procedures to maximize both selection and classification efficiency This volume begins with an overview describing the major issues and highlighting important findings and conclusions Volume 3 looks at the specific case of the Army and asks whether the dollar utility of the Army's personnel classification system can be improved substantially and if so how The authors present the results of their extensive research into the Army's current system and conclude by offering suggestions for improvement based on their findings This volume concludes with a glossary and list of references

*The Economic Benefits of Predicting Job Performance: Selection utility*  
Joseph Zeidner, Cecil D. Johnson, 1991

*The Economic Benefits of Predicting Job Performance: Classification efficiency*  
Joseph Zeidner, 1991

**The Economic Benefits of Predicting Job Performance** Joseph Zeider, Cecil D. Johnson, 1991-10-23 Designed as a comprehensive text for advanced courses in personnel selection and classification the three volumes that comprise *The Economic Benefits of Predicting Job Performance* take a different approach than that taken in most previous works on the subject While most texts focus on selection and psychological measurement to the exclusion of classification these volumes summarize the major theories and research findings in both areas and provide a thorough treatment of classification processes This is the first text providing more than a chapter on classification since Cronbach and Gleser's historic work in 1965 Joseph Zeidner and Cecil D Johnson discuss the central topics involved in the practical prediction of job performance including validity and utility models and research strategies and designs Based on their analysis they introduce a new theory the differential assignment theory and illustrate the mathematical principles that govern its use in personnel classification Throughout the authors are concerned with the realistic applications of specific procedures to maximize both selection and classification efficiency This volume begins with an overview describing the major issues important findings and conclusions Focusing on selection utility it covers the analysis of major validation studies and the development of current decision theoretic selection utility models Volume 1 includes a glossary and list of references

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**Economic Benefits of Predicting Job Performance** Joseph Zeider,Cecil D. Johnson,1991-10-23 Designed as a comprehensive text for advanced courses in personnel selection and classification the three volumes that comprise The Economic Benefits of Predicting Job Performance take a different approach than that taken in most previous works on the subject While most texts focus on selection and psychological measurement to the exclusion of classification these volumes summarize the major theories and research findings in both areas and provide a thorough treatment of classification processes This is the first text providing more than a chapter on classification since Cronbach and Gleser s historic work in 1965 Cecil D Johnson and Joseph Zeidner discuss the central topics involved in the practical prediction of job performance including validity and utility models and research strategies and designs Based on their analysis they introduce a new theory the differential assignment theory and illustrate the mathematical principles that govern its use in personnel classification Throughout the authors are concerned with the realistic applications of specific procedures to maximize both selection and classification efficiency This volume begins with an overview that describes the major issues and highlights important findings and conclusions Volume 2 begins with a taxonomy of personnel selection classification and placement going on to address the measurement of classification effectiveness and ways to improve it The use of model sampling and simulation as a tool for measuring utility potentially available from personnel classification is described This volume concludes with a glossary and list of references      *Personnel Selection and Classification* Michael G. Rumsey,Clinton B. Walker,James H. Harris,2013-05-13 Bringing together several key elements needed to identify the most promising themes for future research in selection and classification this book s underlying aim is to improve job performance by selecting the right persons and matching them most effectively with the right jobs An emphasis is placed on current innovative research approaches which in some cases depart substantially from traditional approaches The contributors consisting of professionals in measurement personnel research and applied and military psychology discuss where the quantum advances of the last decade should take us further Comprehensive coverage of the selection and classification domain is provided including a broad range of topics in each of the following areas performance conceptualization and measurement individual differences and selection and classification decision models The presentations in each of these areas are integrated into a set of coherent themes This integration was the product of structured group discussions which also resulted in a further evolution of some of the ideas presented      The Blackwell Handbook of Personnel Selection Arne Evers,Neil Anderson,Olga Smit-Voskuil,2009-02-04 The Blackwell Handbook of Personnel Selection provides a state of the art review of theory research and professional practice in the field of selection and assessment Reviews research and practical developments in all of the main selection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization s and the applicant s perspective and covers the use of new technology in selection and adverse impact issues Each section

includes contributions from internationally eminent authors based in North America and Europe

**Development of a Personal Computer-based Enlisted Personnel Allocation System (PC-EPAS)**, 2001 **Exploring the Limits in Personnel Selection and Classification** John P. Campbell, Deirdre J. Knapp, 2013-06-17 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to selection and classification decision making It focused on the entire selection and classification system for Army enlisted personnel and addressed research questions that can be generalized to other personnel systems It involved the development and evaluation of a comprehensive array of predictor and criterion measures using samples of tens of thousands of individuals in a broad range of jobs The research included a longitudinal sample from which data were collected at organizational entry following training after 1 2 years on the job and after 3 4 years on the job This book provides a concise and readable description of the entire Project A research program The editors share the problems strategies experiences findings lessons learned and some of the excitement that resulted from conducting the type of project that comes along once in a lifetime for an industrial organizational psychologist This book is of interest to industrial organizational psychologists including experienced researchers consultants graduate students and anyone interested in personnel selection and classification research

**Workload Transition** National Research Council, Division of Behavioral and Social Sciences and Education, Board on Human-Systems Integration, Panel on Workload Transition, 1993-02-01 Workload transition is a potentially crucial problem in work situations wherein operators are faced with abrupt changes in task demands People involved include military combat personnel air traffic controllers medical personnel in emergency rooms and long distance drivers They must be able to respond efficiently to sudden increases in workload imposed by a failure crisis or other often unexpected event This book provides a systematic evaluation of workload transition It focuses on a broad spectrum of activities ranging from team cooperation to the maintenance of this problem on a theoretical level and offers several practical solutions

**The Substitutability of Criteria in the Development and Evaluation of ASVAB Classification Procedures** Joseph Zeidner, 1998 Cognitively Diagnostic Assessment Paul D. Nichols, Susan F. Chipman, Robert L. Brennan, 2012-12-06 During the past two or three decades research in cognitive science and psychology has yielded an improved understanding of the fundamental psychological nature of knowledge and cognitive skills that psychological testing attempts to measure These theories have reached sufficient maturity making it reasonable to look upon them to provide a sound theoretical foundation for assessment particularly for the content of assessments This fact combined with much discontentedness over current testing practices has inspired efforts to bring testing and cognitive theory together to create a new theoretical framework for psychological testing a framework developed for diagnosing

learners differences rather than for ranking learners based on their differences This volume presents some initial accomplishments in the effort to bring testing and cognitive theory together Contributors originate from both of the relevant research communities cognitive research and psychometric theory Some represent collaborations between representatives of the two communities others are efforts to reach out in the direction of the other community Taking fundamentally different forms psychometric test theory assumes that knowledge can be represented in terms of one or at most a few dimensions whereas modern cognitive theory typically represents knowledge in networks either networks of conceptual relationships or the transition networks of production systems Cognitively diagnostic assessment is a new enterprise and it is evident that many challenging problems remain to be addressed Still it is already possible to develop highly productive interactions between assessment and instruction in both automated tutoring systems and more conventional classrooms The editors hope that the chapters presented here show how the reform of assessment can take a rigorous path

**2000 Assessment of the Office of Naval Research's Marine Corps Science and Technology Program** National Research Council, Commission on Physical Sciences, Mathematics, and Applications, Naval Studies Board, Committee for the Review of ONR's Marine Corps Science and Technology Program, 2000-11-14 This review of the Science and Technology S T program of the Office of Naval Research's ONR's Expeditionary Warfare Operations Technology Division Code 353 comes at a time of considerable change in the Marine Corps and in ONR which are currently in the midst of significant transitions The Marine Corps is making plans to equip and train for engaging in a new style of warfare known as Operational Maneuver From the Sea OMFTS and for performing a wide variety of missions in urban settings ranging from humanitarian assistance to combat and mixes of these suggested by the term three block war During 1999 ONR assumed management of that portion of the Marine Corps S T program that had not been assigned several years earlier to the Marine Corps Warfighting Laboratory MCWL In 2002 control of most of ONR's advanced development funding 6 3 and of much of its exploratory development funding 6 2 will move from ONR's line divisions of which Code 353 is one of many to 12 new program offices each dedicated to demonstrating technologies for future naval capabilities FNCs Given these changes it is not surprising that some of the projects inherited recently by ONR and assessed by the Committee for the Review of ONR's Marine Corps Science and Technology Program under the auspices of the Naval Studies Board of the National Research Council differed from the customary ONR project and were more akin to preacquisition or acquisition support than to S T It is also not surprising that Code 353 could not articulate its plans for future investments clearly and concisely given the current uncertainty about the content of and funding level for FNCs The Marine Corps S T program supports the five imperatives for technology advancement that the Marine Corps Combat Development Command MCCDC has identified as prerequisites for the transition to OMFTS maneuver firepower logistics training and education and command and control The committee supports investment in these areas and in the report's discussions and recommendations follows the five imperatives

**ASVAB Correlations are Lower for**

**Higher Aptitude Groups** Peter J. Legree, 1997 Previous research demonstrates that correlations among IQ tests are lower when estimated using higher scoring individuals However this phenomenon has only been documented using individually administered measures of intelligence and attempts to extend the demonstration to other specialized aptitudes have failed The present study divides the 1980 Armed Services Vocational Aptitude Battery ASVAB weighted norming sample into five aptitude levels with similar levels of variance Analyses show that the ASVAB tests are less correlated within higher aptitude groups provided that the scales used to define the groups are psychometrically sound for three highly skewed ASVAB tests a ceiling effect prevents this phenomenon for the remaining seven tests the phenomenon replicates and the magnitude of the effect is proportional to the skewness of the scale  $r = .85$  These findings support the assertion that cognitive aptitudes are less correlated in higher aptitude groups imply that greater classification effects can be associated with higher scoring groups and qualify the use of the multivariate correction for restriction of range DTIC *Human Safety and Risk Management A.*

Ian Glendon, Sharon Clarke, 2018-10-09 The third edition of a bestseller Human Safety and Risk Management A Psychological Perspective incorporates a decade of new research and development to provide you with a comprehensive and contemporary guide to the psychology of risk and workplace safety A major enhancement is reflected in the new subtitle for the book A Psychological Perspective which highlights both the expertise of the authors and also confirms the predominantly psychological orientation of the revised text New in the Third Edition State of the art theory reviews research findings and practical applications New chapter on impact that sensor technologies have on approaches to safety and risk in contemporary society Enhanced chapters on key issues around sensing danger risk perception error detection safety culture risk management leadership teams and stress management This book discusses how people perceive and manage risks and how to make the workplace a safer place It examines the influence of individual factors on safety as well as team and organizational factors at work from a psychological perspective It also highlights changes in safety due to the changing workplace globalization and managing employees safety and health beyond the workplace a challenge that many organizations have yet to address Reflecting current scientific research across a range of disciplines as it applies to human safety and risk management this book helps you meet the challenges posed by the rapidly evolving workplace Handbook of Research on Dissecting and Dismantling Occupational Stress in Modern Organizations Haque, Adnan ul, 2023-02-20 Occupational stress is a growing area of interest as ensuring employees are cared for physically and emotionally in the workplace has become vital across industries To fully understand the various forms and factors of occupational stress further study is required in order to provide the best work environment for employees The Handbook of Research on Dissecting and Dismantling Occupational Stress in Modern Organizations explores key concepts of occupational stress in modern organizations across the globe such as how stress is felt and dealt with by professionals from various sectors operating in the globalized environment The book also provides an in depth understanding of the magnitude and reasons behind the varying

impacts of stressors within modern organizations Covering topics such as health capital turnover intentions and work family conflict this reference work is an excellent resource for business leaders managers human resource managers librarians government officials occupational therapists researchers academicians scholars educators and students **Handbook of Aviation Human Factors** John A. Wise,V. David Hopkin,Daniel J. Garland,2016-04-19 A complete examination of issues and concepts relating to human factors in simulation this book covers theory and application in space ships submarines naval aviation and commercial aviation The authors examine issues of simulation and their effect on the validity and functionality of simulators as a training device The chapters contain in d **The Role of Experimentation in Building Future Naval Forces** National Research Council,Division on Engineering and Physical Sciences,Naval Studies Board,Committee for the Role of Experimentation in Building Future Naval Forces,2005-01-08 The Department of Defense is in the process of transforming the nation s armed forces to meet the military challenges of the 21st century Currently the opportunity exists to carry out experiments at individual and joint service levels to facilitate this transformation Experimentation which involves a spectrum of activities including analyses war games modeling and simulation small focused experiments and large field events among other things provides the means to enhance naval and joint force development To assist the Navy in this effort the Chief of Naval Operations CNO asked the National Research Council NRC to conduct a study to examine the role of experimentation in building future naval forces to operate in the joint environment The NRC formed the Committee for the Role of Experimentation in Building Future Naval Forces to perform the study



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