



CASE STUDY

Family Entertainment Enterprise

The Challenge: Is Job Testing Job Related?

Organizations often conduct job testing during the selection process and for on-going performance evaluations. In some cases, the testing has been conducted for extended periods of time without ever determining that the testing is related to the job being done. This family entertainment organization desired to verify that the job tests being conducted were indeed job related.

The Solution: Conducting The Validation Process

A validation process was developed consisting of three data collection methods:

1. Organization performance, safety, and job test results data were provided.
2. Leader and incumbent interviews were conducted.
3. Job performance observations were completed.

Standard validation methodology was used to determine validation and recommendations. A thorough report was presented to the organization's leadership and legal teams including all data collected and considered. The validation process and techniques were identified, and recommendations for continued job testing and modifications were provided.

The Result: Testing Validation/Recommendations

The organization is making final determinations about how to proceed with the job testing process based on recommendations provided. Validation information is available for future leadership review, and documentation exists for the job relatedness of the selection and on-going performance testing.