

Assessment

Personnel Testing

First Edition

The objectives of this book are:

- To explain the purpose of various tests
- To discuss the role of tests in a hiring decision
- To explain certain tests and their benefits
- To explain terms used in testing

■ CRISP_{series}

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Assessment Questions for Personnel Testing, First Edition

Select the best response.

1. Professionally developed psychological tests should be used to avoid:
 - A. Variable selection procedures
 - B. Inaccuracies regarding job performance
 - C. Resume evaluations
 - D. All of the above
 - E. A and B

2. A personnel test should measure:
 - A. Basic intelligence
 - B. Job-related knowledge
 - C. Skills, abilities, and aptitudes
 - D. All of the above
 - E. B and C

3. The standard for evaluating a test should be:
 - A. Perfect prediction
 - B. If it can avoid an interview
 - C. Its accuracy above subjective methods
 - D. All of the above
 - E. B and C

4. Before developing an assessment procedure, you should:
 - A. Interview potential candidates
 - B. Decide exactly what you have to learn
 - C. Check out what other organizations do
 - D. Decide impact of procedure on current employees

5. To determine essential pre-employment questions, you should:
 - A. Conduct a risk analysis
 - B. Develop scoring procedures
 - C. Consult with experts
 - D. Use government agencies

6. To select an appropriate personnel test, you must:
 - A. Discuss it with all top management
 - B. Select the one liked by other companies
 - C. Check with a testing company
 - D. Review your exact job requirements

7. A criterion is:
 - A. Relevant, reliable, and objective
 - B. A way of measuring job success
 - C. General ideas about acceptable work
 - D. All of the above
 - E. A and B

8. An actuarial model for testing examines a candidate's:
 - A. Past behavior
 - B. General mental ability
 - C. Attitudes, values, and beliefs
 - D. All of the above
 - E. A and B

9. Tests with high validity and low cost are:
 - A. Resume evaluations
 - B. Biographical questionnaires
 - C. Panel interviews
 - D. Educational records

10. A test is reliable if it:

- A. Is valid
- B. Provides consistent results
- C. Both of the above
- D. Neither of the above

11. A test may be biased if a certain population fails the test:

- A. Twice as often as those in a control group
- B. 20% as often as those in a control group
- C. 10% as often as those in a control group
- D. Any of the above

12. Utility models:

- A. Can select productive workers
- B. Have no monetary value for a company
- C. Can document exact dollar impact
- D. All of the above
- E. A and C

13. Vocational education tests:

- A. Can match skills with vocations
- B. Are usually interest inventories
- C. Show knowledge of certain vocations
- D. All of the above
- E. A and B

14. A test should be chosen for its:

- A. Relevance to a need
- B. Fairness
- C. Reliability
- D. All of the above
- E. B and C

15. A press test would be an appropriate test for:
- A. A paramedic
 - B. A librarian
 - C. A food technician
 - D. An assembler
16. You cannot test reliably the integrity of a job applicant.
- A. True
 - B. False
17. To test an employee's consideration for others, a good test would be:
- A. Quality Orientation Inventory
 - B. Personnel Selection Inventory (PSI)
 - C. Strong Campbell Inventory
 - D. Fleischman's Leadership Opinion Questionnaire
18. The best time to administer a test is:
- A. Right after the application is completed
 - B. Before the interview
 - C. As the last hurdle
 - D. At any consistent time
19. Organizations using published tests should:
- A. Adhere to all legal standards
 - B. Ensure proper scoring
 - C. Ensure a positive test environment
 - D. All of the above
20. The percentile score:
- A. Is the same as the raw score
 - B. Shows a score in relation to scores of a group
 - C. Explains the percent of correct answers
 - D. Shows the candidate's score in relation to the mean

21. A norm is the average test score of a group and the spread of scores above and below the average score.
- A. True
 - B. False
22. A bell curve represents the scores of individuals:
- A. On all tests
 - B. On many tests
 - C. On all personnel selection tests
 - D. On tests taken under professional supervision
23. The Personnel Selection Inventory (PSI) measures candidates':
- A. Overall employability
 - B. Customer relations ability
 - C. Work values
 - D. All of the above
 - E. B and C
24. It is common for organizations to:
- A. Allow high scores in one area to compensate for low scores in another
 - B. Use tests as the only basis for hiring
 - C. Check motor vehicle reports during a hiring decision
 - D. All of the above
25. Employers are responsible for adhering to:
- A. Professional standards
 - B. Government regulations
 - C. Fairness and privacy
 - D. All of the above
 - E. A and B

Answer Key for Personnel Testing, First Edition

Recommended response (Corresponding workbook page)

1. E (11)	6. D (17)	11. B (23)	16. B (43)	21. A (56)
2. E (5)	7. E (19)	12. A (26)	17. D (40)	22. B (56)
3. C (11)	8. C (20)	13. E (33)	18. D (49)	23. D (61)
4. B (13)	9. B (21)	14. D (37)	19. D (49)	24. A (69)
5. A (13)	10. B (21)	15. A (41)	20. B (55)	25. D (73-77)