

In-House Tests vs. Validated Tests

Comments by Tom Ramsay

Challenge: Choosing the best assessment for Instrument Technician positions in a refinery.

Design: In-House test is written by local Engineers and Managers who have first-hand job familiarity.

Ramsay Corporation's *Instrument Technician Test (ITT)* was designed by psychologists using items of known reliability chosen by qualified job experts from R.C. database. *ITT* has KR₂₀ reliability of .92 and Odd-Even reliability of .90 (uncorrected) for a sample of 50 applicants for Instrument Technician jobs.

Review: In-House test is reviewed by the company's Maintenance Manager.

ITT was used in six content validation studies. Average Interrater agreement was .76. Average job relatedness of items (0 low to 5 high) was 4.1.

Documentation: In-House documentation consists of test itself.

ITT offers its own Test Manual that contains *DOT* and *O*NET* references, a knowledge and skills matrix, reliabilities and a list of Ramsay Corporation's content validation studies conducted in accordance with *Uniform Guidelines*.

Judgment: The winner is *Instrument Technician Test*.

Contact us about our off-the-shelf or custom-designed tests.

RAMSAY CORPORATION

1050 Boyce Road • Pittsburgh, PA 15241-3907

(412) 257-0732 • FAX (412) 257-9929

email: tramsay@ramsaycorp.com

website: <http://www.ramsaycorp.com>