

K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Program: PGDM/MMS -HR Trim V

Subject: Psychometric Testing

Maximum Marks: 25

Time : 2 Hours

Date : 21/01/2019

Notes:

- 1. Answer any 5 questions**
- 2. All questions carry equal marks**

1. Explain and give examples of why psychological tests are important. Also describe characteristics common to all psychological tests.
2. Describe the purposes of the rights to privacy, anonymity, and informed consent. Give an example of an applicable situation for each.
3. Define reliability and describe three methods for estimating the reliability of a psychological test and its scores.
4. Why is it important to understand levels of measurement? Define and give an example of each level of measurement.
5. Graduate students at a local college wanted to predict the probability of success for each 1st-year student. During the summer, they developed a multiple-choice test with 50 items based on interviews from 1st-year students at the end of the previous year. When they asked permission to give the test to this year's students, the Dean asked for evidence of test reliability and validity. The graduate students replied the test showed a coefficient alpha of .92 and that the test had evidence of validity based on content. The Dean replied that validity evidence based on content validity was not good enough. The Dean asked them to submit a plan for gathering evidence of validity based on the tests relations with some external criteria. Provide a plan for a validation study that the graduate students can give to the Dean.
6. Read the following definition of emotional labour and develop five items to measure the same.
"Emotional labour is the act of displaying appropriate emotions, with the goal to engage in a form of impression management for the organization"(Ashforth and Humphrey, 1993).

7. Short Notes (Any one)

- a. FIRO-B
- b. MBTI

8. “While the Myers-Briggs Type Indicator (MBTI) is quite popular with many organizations, it should not be used for employee selection. The MBTI was not developed for that purpose and is not intended for personnel evaluation – even the test’s publisher warns against using it in that way.”

Source - How to Use Psychometric Testing in Hiring, Ben Dattner, HBR

In the context of the above statement, discuss the concept of validity.
