

**K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH**

**Program: PGDM/MMS -HR Trim V**

**Subject: Psychometric Testing**

**Maximum Marks: 25**

**Duration: 2 hours**

**Date : 3<sup>rd</sup> Jan, 2018**

**Notes:**

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

1. Explain why psychological tests are important. Give examples of why psychological tests are important. Also describe characteristics common to all psychological tests
2. Explain the difference between individual decisions and institutional decisions. Explain the difference between absolute decisions and comparative decisions. Give examples.
3. The human resources department of a large corporation has decided to put special emphasis on recruiting job applicants who have motor impairment. The applicants will be asked to take a battery of employment tests to determine whether they qualify to be hired. What ethical responsibilities does the human resource staff have when testing these applicants? What actions should the staff take to be sure that the applicants receive ethical treatment during the testing process?
4. What is a norm group? Explain the purpose of a norm group and how a norm group is developed. Give examples.
5. Why is it important to understand levels of measurement? Define and give an example of each level of measurement.
6. Identify and discuss the theory that explains why an observed test score is made up of the “true score” and “random error”. Give examples.
7. Explain the similarities and differences between predictive evidence validity and concurrent evidence of validity. Give examples.
8. Explain and give examples for the three steps of construct explication.

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