General Assessment Validity

Pre-employment assessments are becoming a common step in the overall hiring process across many different organizations. Companies realize that the use of a pre-employment assessment in the recruitment process equates to smarter hiring decisions. An organization that makes more intelligent (and better) hiring decisions tends to have higher productivity, lower turnover, and overall greater success. Pre-employment assessments predict performance on the job. However, the use of a pre-employment assessment not built with valid criteria can run the risk of litigation if it is challenged. When looking at pre-employment assessments, it is important to understand how to assess the validity of the test. Many tests can receive favorable reviews, however, can fail when the validity is challenged. We have outlined what you need to understand when evaluating the validity of a pre-employment assessment.

Validity refers to what characteristics the test measures and how well the test measures those characteristics. There are three types of validity measurements that are used to support the validity of a pre-employment assessment. These include; **Criterion-related validation**, **Content-related validation**, **Construct-related validation**.

Criterion-related validation indicates that the test demonstrates a correlation or other statistical relationship between test performance and job performance. In other words, said variable would be a measure of the candidate's actual job performance. Those who score high on the test tend to perform better on the job than those who score low. If the criterion is obtained at the same time the test is given, it is called concurrent validity; if the criterion is obtained at a later time, it is called predictive validity. Measuring the criterion-related validity is done by the validity coefficient. This is a number ranging from 0.0-1.00. The larger the validity coefficient, the more confident you can be in the test. Above a 0.35 is considered very beneficial.

Content-related validation refers to how accurately an assessment measures the various aspects of the construct under question. For example, if you were hiring for a job that required the ability to transcribe content, testing for the rate at which the candidate types would be high regarding content-related validity. Testing for their capacity to calculate mathematical equations would have low content-related validity.

Construct-related validation refers to how well the test measures what it intended to measure. For example, if you measure someone's problem-solving ability, you must be able to show that the test accurately measures problem-solving. In other words, you measure a trait or skill that is part of the overall desired skill needed for success on the job. To measure the construct-related validity, you would look at the scores from the assessment correlated with scores from other established tests that measure the same characteristics.

Implementing a pre-employment assessment will improve your hiring. However, ensuring that your test aligns with State/Provincial and Federal laws is crucial. When looking at what pre-employment assessment to choose, make sure that you have a thorough understanding of the validity of the test.