**Test Validation Project**

**Steps to Completion**

1. Pick a theory or test construction method that you will use to write your test. For example, you could base your test on the theory that more intelligent students will have higher GPA’s than less intelligent students (construct validity), and write a test on which more intelligent students will get higher scores on average than less intelligent students. Or you could base your test on a job analysis of the job of student, and write a test on which students who get better grades will tend to have higher scores (criterion-related validity).

2. Write your test of up to 25 items. The test items can be any question you want (except “What is your GPA?”), in any format you want (multiple choice, true/false, matching, essay).

3. Key your test, i.e., assign a different number of points to different answers, with more points given to answers that indicate more intelligent students (construct validity) or more effective student behaviors (job analysis). For each person taking your test, you will be reporting a raw score--you do not have to convert it to a GPA scale. Whatever scoring method you use, try to keep it simple, because all of the people in the class will be taking your test and you will be scoring all those people’s tests, in one class period.

4. Bring enough copies of your test for every person in the class, plus one to hand in.

5. You will be assigned an ID number--put this number on your tests. When you take other people’s tests, put your ID number on it also.

6. After everyone has taken your test, score your test and record the raw scores on the scoresheet your instructor will bring to class. Keep one copy for yourself (you will need the data for the Data Analysis Project), and hand in one copy. When you hand in your scoresheet, your instructor will give you the GPA and sex data.

7. Your instructor will calculate the validity of your test (Pearson Correlation Coefficient). The number of points you will get on the TV project will be based on your validity coefficient.

**Data Analysis Project**

**Steps to Completion**

1. Use the data collected on the scoresheet in the test validation project.

2. Identify the top five scores on your test who will be hired based on your test.

3. Calculate the 4/5ths Rule to test whether your test has adverse impact on Women (i.e., sex discrimination). You will not need to do adverse impact calculations for race discrimination.

4. Calculate the validity of your test using the Pearson Correlation Coefficient or by calculating the Multiple R in a regression analysis. You can use Excel (or any other spreadsheet) or a statistical package like SPSS (or any other statistical package) to calculate the validity, or use the raw score formula and calculate it by hand.

5. Test the validity coefficient for statistical significance, using the Pearson Correlation table if you calculated the Pearson Correlation Coefficient, or F-Ratio table if you did a regression analysis. Use alpha=.05 for a two-tailed test as your level of significance.

6. Write a memo on your findings: validity of the test and whether the validity was statistically significant, adverse impact on women, and your action recommendation for using your test for selection.

7. Your instructor will also have calculated the validity and adverse impact of your test. The number of points you get on the DA project will be based on how accurately you report the results you obtained for your test.