

Lesson 31 2 Quiz Legal Concepts Answers

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this highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny industrial organizational experts apply their empirical knowledge and practical experience to aspects of hr that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours the book is written to be accessible to readers currently in hr related graduate level training as well as hr practitioners with or without background in industrial organizational psychology and to add to its utility chapters feature practical strategies for addressing each of the legal issues presented among the topics covered measuring adverse impact in employee selection decisions using background checks in the employee selection process disabilities best practices for vulnerabilities associated with the ada physical abilities testing wage and hour litigation clinical psychological testing for employee selection conducting compensation equity analyses practitioner s guide to legal issues in organizations brings clear up to date information to graduate students studying human

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high stakes tests are the gatekeepers to many educational and professional goals as such the incentive to cheat is high this handbook is the first to offer insights from experts within the testing community psychometricians and policymakers to identify and develop best practice guidelines for the design of test security systems for a variety of testing genres until now this information was scattered and often resided inside testing companies as a result rather than being able to learn from each other's experiences each testing entity was left to re create their own test security wheel as a whole the book provides invaluable insight into the prevalence of cheating and best practices for designing security plans training personnel and detecting and investigating misconduct to help develop more secure testing systems and reduce the likelihood of future security breaches actual case studies from a variety of settings bring to life how security systems really work examples from both domestic and international programs are provided highlights of coverage include best practices for designing secure tests analysis of security vulnerabilities for all genres of testing practical cheating prevention and detection strategies lessons learned in actual security violations in high profile testing programs part i focuses on how tests are delivered for paper and pencil technology based and classroom testing and writing assessment each chapter addresses the prevalence of the problem and threats to security prevention and detection part ii addresses issues essential to maintaining a secure testing program such as planning and monitoring physical security the detection of group based cheating investigating misconduct and communicating about security related issues part iii examines actual examples of cheating how the cheating was done how it was detected and the lessons learned part iii provides insight into security issues within each of the association of test publishers four divisions certification licensure clinical educational and industrial organizational testing part iii's conclusion revisits the issues addressed in the case studies and identifies common themes intended for organizations professionals educators policy makers researchers and advanced students that design develop or use high stakes tests this book is also ideal for graduate level courses on test development educational measurement or educational policy

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