

Sample Flanagan Industrial Test Questions

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beginning in the early 1980s and continuing through the middle 1990s the u s army research institute for the behavioral and social sciences ari sponsored a comprehensive research and development program to evaluate and enhance the army s personnel selection and classification procedures this was a set of interrelated efforts collectively known as project a project a had a number of basic and applied research objectives pertaining to selection and classification decision making it focused on the entire selection and

classification system for army enlisted personnel and addressed research questions that can be generalized to other personnel systems it involved the development and evaluation of a comprehensive array of predictor and criterion measures using samples of tens of thousands of individuals in a broad range of jobs the research included a longitudinal sample from which data were collected at organizational entry following training after 1 2 years on the job and after 3 4 years on the job this book provides a concise and readable description of the entire project a research program the editors share the problems strategies experiences findings lessons learned and some of the excitement that resulted from conducting the type of project that comes along once in a lifetime for an industrial organizational psychologist this book is of interest to industrial organizational psychologists including experienced researchers consultants graduate students and anyone interested in personnel selection and classification research

educational and psychological tests are often used in ways which touch most intimately the lives of people for example tests may influence who gets a job or who is selected to attend a college or graduate school but not everyone has agreed that tests are a good thing over the past twenty years a wave of complaints has led to congressional hearings court cases and formal grievances before state and federal commissions holmen and docter have analyzed these complaints and criticisms not only by considering the tests themselves but through examining the ways tests are used as elements in assessment systems the applications of tests in clinical and counseling work in educational achievement testing and in personnel selection is discussed and evaluated while the least amount of testing is in the personnel selections area this is where the most complaints are found educational achievement testing has by far the largest testing programs and a wide range of criticisms has been voiced concerning this kind of assessment testing in connection with clinical and counseling work has generated the least public concern an extensive analysis is given of the organizations which comprise the testing industry including the various developers and publishers of tests and also test scoring organizations the users of tests are considered from the standpoint of their professional training and also in terms of how their organizations influence technical standards of test development

this book is a relatively brief but fairly comprehensive treatment of psychological and educational assessment in the cognitive domain it is designed primarily for researchers and practitioners in the behavioral sciences who use objective tests essay tests and performance tests in applied and theory based research on employee and student selection placement promotion certification or licensing and or for evaluating the effects of instruction training and intervention programs on behavior and cognition

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