

CHAPTER 6

Human Resource Measurement in Selection

LEARNING OBJECTIVES

After studying this chapter, you will be able to:

1. Understand the role of measurement in human resource (HR) selection.
2. Explain four different scales of measurement and the conclusions that can be legitimately drawn from data produced by each scale.
3. Understand why standardized measures are important to use in HR selection.
4. Know how to research a published test being considered for use in HR selection.
5. Understand the fundamentals in developing and implementing a selection procedure.
6. Interpret the meaning of percentile norms.

FUNDAMENTALS OF MEASUREMENT: AN OVERVIEW

[slide 4]

An assumption in selection decision making is that information is available for making these decisions. But

- What types of information can be used?
- Where does this information come from?
- What characteristics should this information have to be most useful?

This chapter specifically focuses on:

- the basics of psychological measurement as they apply to HR selection
- locating, developing, and interpreting measures commonly used in HR selection

THE ROLE OF MEASUREMENT IN HR SELECTION

[slides 5–14]

The Nature of Measurement

- From the perspective of HR selection:
 - HR measurement involves the systematic application of rules for assigning numbers to objects—usually people—to represent the quantities of a person's attributes or traits
 - *Rules* suggest that the basis for assigning numbers is clearly specified and consistently applied—it is important that different users who use a test administer it under the same conditions and score it in the same manner as all other users

The Human Record Instructors Resource Manual

**Sandra Schweighart Goss, Douglas A.
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