Construct- and criterion-related validity of assessment assessment centers and structured interviews

Summary / Zusammenfassung
Assessment centers (ACs) and structured interviews play an important role not only for personnel selection purposes and placement decisions. Especially ACs are also a widely employed procedure for training and development purposes. They are used to identify personal strengths and weaknesses of AC participants so that the participants can be provided with developmental feedback and to detect training needs of the participants. To ensure that interviews and ACs can properly meet all of these important demands, it is vital that they generate accurate assessments of the participants’ performance on the dimensions of interest.

Although both procedures have good criterion validity, past research has raised questions as to whether they are really suitable to accurately assess the targeted dimensions, and has instead repeatedly generated results that indicate that both suffer from severe construct validity problems. The common finding, which is often replicated, is that ratings of identical dimensions either do not correlate with each other or do so only weakly across the different AC exercises, but that ratings of different dimensions from the same exercise show markedly higher correlations. The former finding is taken as indicating a lack of convergent validity and the latter as indicating a lack of discriminant validity.

In this project, we plan to evaluate several hypothesized factors that might influence interview and AC construct validity.

Publications / Publikationen
Melchers, K. G., & König, C. J. (2008). It is not yet time to dismiss dimensions in assessment centers. Industrial and Organizational Psychology: Perspectives on Science and Practice, 1, 125-127.

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