

UCT RESEARCH PAPER

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OVERVIEW

- Thesis Title
- Research Problem
- Hypotheses
- Research Design
- Results and Discussion
- Limitations and Recommendations

TITLE

'Validity of individual assessments used in an assessment centre as a measure of competency ratings for development in a large financial institution'

□ DEFINITION OF ASSESSMENT CENTRE (AC)

PROBLEM

- Historical perspective
 - World War II
 - American Telephone and Telegraph (AT & T)

 - Problem Area
 - Validity
 - Predictive and Construct validity

 - South African Context
 - Objective
 - Emphasis on job related traits
 - Behaviour is culturally determined
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HYPOTHESES

- ❑ High predictive validity between assessment centre ratings and performance management ratings
 - ❑ Low correlation of construct ratings across a single dimension (low construct validity)
 - ❑ High correlation between ratings of different traits within a single exercise (low construct validity)
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RESEARCH DESIGN

- Quantitative
 - Participants
 - Methodology
 - Measuring Instruments
 - Predictive validity
 - Construct validity
 - Discriminant validity
 - Convergent validity
 - Data analysis
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KEY RESULTS

□ Low Predictive Validity

- highest significant correlations:

- $r = 0.54$ (Business Awareness)

- $r = 0.52$ (Decision Making)

- $r = 0.43$ (Planning and Organising).

□ Construct Validity

- Convergent Validity – 0.7 (highest correlation)

- Discriminant Validity

- Heterotrait-monomethod - correlations ranged between 0.4 & 0.7

- Heterotrait-heteromethod – highest correlation 1.0

DISCUSSION

- Low Predictive validity
 - Several Dimensions
 - Misrepresentation of job requirements
 - Small sample
 - Range Restriction
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- Low Construct Validity attributable to:
 - Assessment Centre design
 - Situational specificity of exercises
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LIMITATIONS & RECOMMENDATIONS

Limitations

- Sample Size
- Latent Constructs
- Availability of Similar studies

Recommendations

- Reducing number of dimensions
 - Generalisability of results to SA context
 - Situation specificity of behaviour
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