

Psych 560 Principles of Psychological Measurement

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Unit Objectives: Unit 5

Students should be able to:

1. Briefly describe the general concept of validity.
2. Describe the following types of validity in terms of what aspects of validity each reflects, and the method for establishing each of them.
 - Face validity
 - Content validity
 - Criterion-related validity (concurrent and predictive)
 - Construct validity
3. Describe the construction and utility of a "table of specifications".
4. Explain the utilitarian function of face validity.
5. Differentiate between, and explain, what is meant by the terms "discriminant evidence" and "convergent evidence" in a discussion of construct validity.
6. Tell why the Griggs v. Duke Power lawsuit is important in a discussion of validity.
7. Discuss the difference between predictive and concurrent criterion-related validity.
8. Describe why the identification of a criterion is so important in establishing the criterion-related validity of a test.
9. Relate the concept of the coefficient of determination to the interpretation of the validity coefficient in criterion-related validity evidence. In your discussion, tell how to interpret the results of a test having a validity coefficient of .43 for predicting job success.

10. Describe some of the issues to take into consideration when interpreting a validity coefficient.
11. Know how to evaluate evidence for construct validity.