Validation, Meta-analyses and the Scientific Status of Personnel Selection

By

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All interested are welcome
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Abstract

Various means of supporting the use of selection procedures are briefly summarized. The preponderance of the evidence on validity comes from criterion-related validation studies conducted over the last century and very usefully summarized in meta-analyses. These meta-analyses indicate that measures of many constructs have practically meaningful implications for organizations and individuals. I also discuss the limitations of the primary data base that is the basis of these meta-analyses and propose a collaborative longitudinal data collection effort that would involve multiple organizations in various countries to address these limitations.

Neal Schmitt obtained his PhD from Purdue University in 1972 in Industrial/Organizational Psychology and is currently University Distinguished Professor of Psychology and Management at Michigan State University. He was editor of Journal of Applied Psychology from 1988-1994 and has served on a dozen editorial boards. He has also been a Fulbright Scholar at the University of Manchester Institute of Science and Technology. He has received the Society for Industrial/Organizational Psychology's Distinguished Scientific Contributions Award (1999) and its Distinguished Service Contributions Award (1998). He served as the Society's President in 1989-90 and as the President of Division 5 of APA (Measurement, Evaluation, and Statistics). Schmitt is a Fellow of Divisions 5 and 14, APA, and APS. He was also awarded the Heneman Career Achievement Award and the Career Mentoring Award from the Human Resources Division of the Academy of Management and Distinguished Career Award from the Research Methods Division of the Academy of Management. He has coauthored three textbooks, Staffing Organizations with Ben Schneider and Rob Ployhart, Research Methods in Human Resource Management with Richard Klimoski, Personnel Selection with David Chan, co-edited Personnel Selection in Organizations with Walter Borman and Measurement and Data Analysis with Fritz Drasgow and published approximately 160 articles. His current research centers on the effectiveness of organizations’ selection procedures and the outcomes of these procedures, particularly as they relate to subgroup employment and applicant reactions and behavior. Over the past five years, he has also been working on the development and validation of noncognitive measures for college admissions.