

# Modern Methods for I/O Psychologists

An Interactive Tutorial in R

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# Learning Objectives

This workshop is designed so that participants will be able to:

1. Implement the most popular methods of regularized regression.
2. Evaluate the relative importance of predictors using several of the most prevalent statistical methods.
3. Recognize the controversy surrounding the attribution of “importance” to predictors.
4. Compute the subgroup differences corresponding to a composite of predictors and the adverse impact associated with a selection system.

# Target Audience

- Background in basic to intermediate applied statistics. Familiarity with:
  - Regression
  - Correlation
  - Significance testing
- Intermediate R users. Users should be able to:
  - Set a working directory.
  - Run basic regression models in R.
- Advanced users may be bored.
- Novice users are welcome but may feel that the material moves a bit quickly.

# Agenda

- Methods for predictor selection
- Methods for interpreting predictor importance
- Pareto Optimality