PSYC 6420:

Issues in

Employee Selection

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Selection Has Impact



**Division 12, Safety and Hygiene**

10 jobs available, 48 Applicants

Each responsible for 12.3 employees  
Total of 121 employees in division

**Managerial tasks**Oversee employees providing services  
Coordinate department activities Manage staff and maximize potential  
Plan and direct long-term activities

**Selection plan**

*Stage 1:* MPR ($23: \* 48 = $1104) & CPI ($21 \* 48= $1008)

Create equally weighted composite score

Perform top-down selection for top 50%

*Stage 2:* AccuVision Managerial Simulation ($87 \* 24 = $2088) &

Strategic In-Basket ($153 \* 24= $3672)

Create equally weighted composite score

Perform top-down selection to pick final 10

*Total cost*: **$7872**

**Applicants Selected**

|  |  |
| --- | --- |
| **Employee** | **Job Grade** |
| 25 | 14 |
| 46 | 13 |
| 13 | 12 |
| 12 | 12 |
| 6 | 12 |
| 23 | 12 |
| 18 | 10 |
| 24 | 10 |
| 9 | 8 |
| 10 | 6 |

**Validity**

*Stage 1:* **0.154**

*Stage 2:* **0.338**

**Utility Analysis**

*Stage 1:* 24 \* .154 \* 40,000 \*

1.56 - 48 \* 44 = **$228,518.4**

*Stage 2:* 10 \* .338 \* 40,000 \* 1.56 - 24 \* 240 = **$205,152**

*Total Utility:* **$433,670.4**

**Adverse Impact on Gender/Sex**

*Stage 1:* 18-6 No adverse impact,

⅘- **41.14%**

*Stage 2:* 6-4  No adverse impact

**Adverse Impact on Race**

*Stage 1:* 19-5 Adverse impact

*Stage 2:* 9-1 No adverse impact with Fisher’s Exact test

**No Adverse Impact for Age**

**Division 4, Finance and Accounting**

3 jobs available, 60 Applicants

Each responsible for 31.3 employees Total of 94 employees in division

**Managerial tasks**  
Supervise service delivery interests  
Organize department happenings  
Manage personnel; improve motivation  
Plan and direct continuing activities

**Selection plan**

*Stage 1:* MPR ($23 \* 60 = $1380) & CPI ($21 \* 60 = $1260)

Create equally weighted composite score

Perform top-down selection for top 50%

*Stage 2:* Strategic in-basket  (30 \* 153 = $4590)

Perform top-down selection to choose top 6 candidates for assessment center

*Stage 3:* Assessment Center ($2537 \* 6 candidates = $15,222)

Perform top-down selection based on overall assessment rating to choose final 3

*Total cost:* **$19,182**

**CPI measures utilized**

|  |  |
| --- | --- |
| Empathy | Good Impression |
| Responsibility | Intellectual efficiency |
| Flexibility | Psychological mindedness |
| Communality | Achievement via conformance |
| Well-being | Femininity/ Masculinity |
| Tolerance | Ego-Integration |

**Applicants Selected**

|  |  |
| --- | --- |
| **Employee** | **Job Grade** |
| 59 | 10 |
| 31 | 9 |
| 29 | 7 |

**Validity**

*Stage 1:* **0.134**

*Stage 2:* **0.610**

*Stage 3:* **0.866**

**Utility Analysis**

*Stage 1:* 30 \* .134 \* 40,000 \*

1.6 - 60 \* 44 = **$254,640**

*Stage 2:* 6 \* .610 \* 40,000 \*

1.91 - 30 \* 153 = **$275,034**

*Stage 3:* 3 \* .866 \* 40,000 \*

1.34 - 6 \* 2,537 = **$124,030.80**

*Total Utility:* **$653,704.80**

**Adverse Impact on Gender/Sex**

*Stage 1:* 23-7  Adverse impact

*Stage 2:* 4-2  No adverse impact

*Stage 3:* 1-2 No adverse impact

**Adverse Impact on Race**

*Stage 1:* 21-9 No adverse impact

*Stage 2:* 4-2 No adverse impact

*Stage 3:* 3-0 No adverse impact with FET

**Adverse Impact on Age**

*Stage 1:* 6-24 No adverse impact

*Stage 2:* 0-6 No adverse impact

*Stage 3:* 0-3 No adverse impact