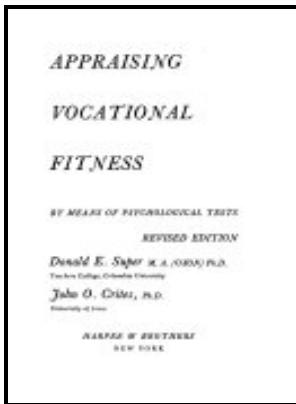


Appraising vocational fitness by means of psychological tests

Harper - Psychological Screening for Police Officers



Description: -

- Children -- Legal status, laws, etc. -- Connecticut.

Juvenile courts -- Connecticut.

Ability -- TestingAppraising vocational fitness by means of psychological tests

-Appraising vocational fitness by means of psychological tests

Notes: Includes bibliography.

This edition was published in 1962



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Scale Formats The earliest performance appraisal rating scales were graphic scales—they generally provided the rater with a continuum on which to rate a particular trait or behavior of the employee. The fact that the latter alternative is very frequently chosen, especially when the criteria for good performance are not very concrete as is often the case for managerial jobs , is one of the reasons that performance appraisals often fail to achieve their desired motivational effect.

Types of Psychological Testing

Recent work Implications There are substantial limitations in the kinds of evidence that can be brought to bear on the question of the validity of performance appraisal. Although this condition is not a surprising one, if the focus is on the nature of the response that employees will make to performance appraisal information, then the existence of the discrepancy means that the employee is faced with two primary methods of resolving the discrepancy: acting in line with the supervisor's rating or denying the validity of that rating.

Why Validity Is Important to Psychological Tests

Can raters make accurate assessments using the appraisal instruments? When determining the appropriate test, an individual's cognitive functioning, current symptoms, abilities, and attitudes are all taken into consideration. The same job analysis design would not necessarily work in another context, as the following discussion of managerial performance demonstrates.

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A psychological assessment helps to know the specific nature and the extent of the mental illness of someone. In many cases, psychologists who administer tests will then treat patients with psychotherapy. Reliance on global measures means that evaluation of a manager's performance is, of necessity, based on a substantial degree of judgment.

Psychological Screening for Police Officers

It may well be that most supervisory ratings are more influenced by typical performance than the occasional best efforts. However, they also show an increased level of halo over ratings based on job functions. Or it may simply be that supervisors are more influenced by job knowledge because the direct contact of the supervisor with the employee to be rated is usually some sort of discussion, and discussion is likely to be more informative about job knowledge than actual performance.

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The strategy of using behaviorally based scales to improve observation might be especially helpful if combined with observation skill training.

Psychological Screening for Police Officers

FACTOR J: Preservation of Assets.

4 Performance Appraisal: Definition, Measurement, and Application

Two contingency beliefs are important. You'll be presented with a series of multiple-choice personality assessments after the initial survey.

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