IOP301T
IOP3701

INDUSTRIAL PSYCHOLOGICAL TESTING AND ASSESSMENT
(INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY 301)

Duration . 2 Hours

EXAMINERS :
FIRST
PROF SC VAN DER WESTHUIZEN
PROF M DE BEER
SECOND :
PROF HA BARNARD
EXTERNAL :
DR LIEZL KORF

May/June 2011

75 Marks

This paper consists of 4 pages.

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[TURN OVER]
There are three (3) sections in this paper.

In each section, you have to choose which questions you want to answer and which one you want to leave out.

Make sure that you use EXACTLY THE SAME NUMBER for each answer as the question number in the paper.

**ALLOCATION OF MARKS:**

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<td>SECTION 2: Answer five of the six questions (10 marks each)</td>
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**SECTION 1**

**ANSWER ANY THREE OF THE FOLLOWING FOUR QUESTIONS.**

Please indicate on the front of your examination answer book the numbers of the questions that you answer.

**Question 1** (5)

For fair and equitable testing and assessment in the work context, the starting point is that the job must be described. Explain why this would be important.

**Question 2** (5)

The Employment Equity Act (EEA) of 1998 is used as a guideline to ensure fair and equitable assessment practices in the industry. Discuss the value of the EEA in the psychological assessment domain in the South African context.

**Question 3** (5)

Explain what can be done to ensure that persons with disabilities can, as far as possible, also be assessed. What additional arrangements can be made to accommodate persons with disabilities in assessment?

**Question 4** (5)

Explain why norm groups are of particular importance in the assessment of cognitive functioning.

**SUBTOTAL SECTION 1: [15]**

[TURN OVER]
SECTION 2

ANSWER ANY FIVE OF THE FOLLOWING SIX QUESTIONS.

Please indicate on the front of your examination answer book the numbers of the questions that you answer.

Question 5

Descriptive statistics and correlations are often used in psychological assessment research. Discuss how correlations are used to evaluate various types of validity of psychological assessment measures.

(10)

Question 6

The use of computers and the internet has grown exponentially in the last few decades. Explain the concerns about the use of computer-based and internet-delivered psychological assessment measures. Indicate how ethical and professional standards can be maintained within this new technological context of psychological assessment.

(10)

Question 7

South Africa has 11 official languages and this complicates the development and fair and equitable use of psychological assessment measures. It is therefore important to do bias analysis during psychological test development to ensure that instruments developed can be used fairly and equitably for the different groups. Discuss the main features of Item Response Theory (IRT) and explain how it can be used during psychological test development to do bias analysis and to evaluate differential item functioning.

(10)

Question 8

Administering and working with psychological assessment measures is an important and serious task that comes with a high level of responsibility. Discuss what can be done to prevent deviations from the prescriptions of how assessments are supposed to be handled from occurring.

(10)

Question 9

A friend of yours is a fellow student in IOP301T and struggles to understand the concept of validity. He has asked you to explain the concept to him, to give him a summary of the different types of validity, and to indicate under which conditions you would use a particular kind of validity in testing. Explain what information is required and how it is analysed to determine the different types of validity. Summarise this information to provide a framework that you can give to your friend.

(10)
Question 10 (10)

Most companies have some or other support function to assist employees who are experiencing personal difficulties of different kinds (financial, emotional, relationships, etc). Discuss how measures of affective behaviour, adjustment and well-being can assist the HR department in this regard. Mention the kinds of assessments that can be used and how they (or the information that they make available) could contribute to improving the well-being of employees.

SUBTOTAL SECTION 2: [50]

SECTION 3

ANSWER ANY ONE OF THE FOLLOWING TWO QUESTIONS.

Please indicate on the front of your examination answer book the number of the question that you answer.

Question 11 (15)

Your company has tasked you with finding out exactly what will be needed to construct a valid and reliable questionnaire for measuring work satisfaction.

(a) You are required to explain both the theory and the practicalities involved in the development and validation of a new measuring instrument. Prepare a framework of information that you will submit to the management to convey to them the need for using professionally registered psychometrists and psychologists for this project (10)

(b) Provide relevant information that will emphasise the need for obtaining proper psychometric information and explain what this information will entail and how sufficient information can be gathered (5)

Question 12 (15)

As the person responsible for psychological assessment in your company, there are specific tasks and responsibilities attached to the process – before, during and after the assessment. Discuss in full the responsibilities of the person managing the entire assessment process. Clearly distinguish between the different phases – before, during and after the assessment.

SUBTOTAL SECTION 3: [15]

TOTAL: [80]

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