

Organizational Uses of the PAQ

The PAQ provides a method for making disciplined inquiry into work activities that are required to make job-related decisions.

“The terms ‘selection procedure,’ ‘test,’ ‘predictor’ and ‘assessment’ are used interchangeably throughout this document...The essential principle in the evaluation of any selection procedure is that evidence be accumulated to support an inference of job-relatedness. Selection procedures are demonstrated to be job-related when evidence supports the accuracy of inferences made from scores on, or evaluations derived from, those procedures with regard to some important aspect of work behavior (e.g., quality or quantity of job performance, performance in training, advancement, tenure, termination or other organizationally pertinent behavior)” (*Principles*, Society for Industrial-Organizational Psychology, pp.3-4).

The *Principles* make it clear that the quality of test validation evidence is of primary importance. The American Psychological Association defines validity as “the degree to which accumulated evidence and theory support interpretations of test scores entailed by proposed users of a test” (AERA et al., 1999, p.194).

The PAQ produces the quality of evidence necessary to calculate compensation rates (Robinson, Wahlstrom & Mecham, 1974; Fiorito, Greer & Dauffenbach, 1986; Madigan, 1985), establish cutoff scores on employment tests (e.g., McCormick, DeNisi, & Shaw, 1979; Shannon, Krause, & Irons, 1982), develop job performance evaluation measures (Ronan, Talbert & Mullet, 1977), identify clusters of jobs that have similar human resource requirements (Taylor, 1978; Taylor & Colbert, 1978), and for a number of other purposes in human resource management. Whenever the PAQ has been tested in court, the side using it has prevailed. Jette & Badley (2002) have made it clear that direct job information is needed to support the contention that a degree of impairment translates directly to work disability. The PAQ produces information required to evaluate work disability, so it has roles in workers’ compensation and other aspects of disability management, including forensic applications (Robinson & Mecham, 1990; Robinson, 2000; Robinson & Jeanneret, 2001; Robinson, 2002).

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