**Adverse Impact and Test Validation:**
A Practitioner’s Guide to Valid and Defensible Employment Testing

2nd Edition

ISBN: 0 566 08778 2

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- Internet Applicant Regulations
- Developing Content Valid Written Tests

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Chapter 1: Adverse Impact
- Types of adverse impact analyses
- The concept of statistical significance
- Selection rate comparison for a single event
- Selection rate comparisons for multiple events
- Availability comparison for a single event
- Availability comparisons for multiple events

Chapter 2: Selection Procedure Development and Validation
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- Benefits of the validation process
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- Uniform Guidelines requirements for validation
- Blending the professional and government validation standards into practice
- Steps for completing a content validation study
- Eight steps for completing a job analysis
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- Criterion-related validity

Chapter 3: Developing, Validating, and Analyzing Written Tests
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Chapter 5: Developing, Validating, and Analyzing Training, Education & Experience (TEE) Requirements
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- Using TEE requirements in open selection/promotional processes
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- Developing valid cutoff scores
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- Weighting and combining selection procedures

Chapter 7: Using Multiple Regression Analysis to Examine Compensation Practices
- written by Jim Higgins, Ed.D.
- How Does Multiple Regression Work?
- Steps for Conducting Multiple Regression Analysis

Chapter 8: Internet Applicant Regulations: Recordkeeping, Adverse Impact, and Basic Qualifications
- written by Patrick Nooren, Ph.D.

Appendix: Seven Steps for Developing a Content Valid Job Knowledge Written Test
- written by Stacy L. Pilchard