
TECHNICAL BULLETIN - Measures of Reliability and Validity
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The United States Department of Labor established guidelines for measuring the reliability and validity of employment assessments in its 1999 publication entitled "Testing and Assessment: An Employer's Guide to Good Practices" (the "DOL Testing Guide"). Although the guidelines suggested by the Department of Labor are not universally accepted by all psychometricians or test publishers, they do establish a measure that clients and HR personnel may refer to in considering the Prevue Assessment.

Amongst other things, the DOL Testing Guide advises that:

1. Reliability refers to how dependably or consistently the test measures a characteristic. The reliability of a test is indicated by the reliability coefficient expressed as a number ranging between 0 and 1.00 where 0 indicates no reliability and 1.00 indicates perfect reliability. The DOL Testing Guide concludes that an adequate to good reliability coefficient is .70 to .89;
2. Validity refers to what characteristics the test measures and how well the test measures those characteristics. The DOL Testing Guide does not suggest a measure of validity for construct-related validity studies but does state that the criterion-related validity of a test is measured by the validity coefficient. The validity coefficient is reported as a number between 0 and 1.00 indicating the magnitude of the relationship between the test and a measure of job performance (the criterion). Validity coefficients, unlike reliability coefficients, rarely exceed .40 and coefficients of .21 to .35 are typical of most tests.

The various validity and reliability studies documented in the Prevue Assessment Technical Manual provide information on these measures of validity and reliability for the Prevue Assessment. Attached is a paper published by View Assessments Inc. in June 2003 summarizing the coefficients of validity and reliability for the Prevue Assessment from the Prevue Assessment Technical Manual. This confirms the following:

1. The average reliability coefficient for the abilities scales in the Prevue Assessment is .90 with the general abilities scale measuring .95;
2. The average reliability coefficient for the interests scales is .82;
3. The average reliability coefficient for the personality scales is .78 for the major scales and .76 for the minor scales;
4. The average validity coefficient for the personality scales based on the construct-related studies reported in the Technical Manual is .78; and
5. The criterion-related validity coefficient for the personality, interests and numerical reasoning scales in the Prevue Assessment is .41.

The Prevue Assessment quite clearly meets and exceeds the standards specified in the DOL Testing Guide for a good to excellent test. The attached paper can be provided to clients who request information on the reliability or validity of the Prevue Assessment.