

Effects of Selection Procedures on Worker Productivity : The Scoring vs. Screening Approach

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Although attention has been given to identifying costs and benefits in selection utility analysis effects of different methods of selection on employee performance have not been systematically investigated. Research in selection utility has assumed either a known validity of a single test or overall usefulness of a selection process in predicting employee performance(i.e., composite validity). However, since several tests(e.g., application blank, paper and pencil test, and interview) are employed in most selection practices and since tests are not likely all to be equally valid or all to be independent of each other, ways of combining tests are likely to have substantial impact on the composite validity of selection methods, expected average and variance of performance among the selected employees.

In addition, different selection methods will not be equally efficient in terms of costs involved in operating the selection process.

This Study represents an initial attempt to identify the effects of the alternative selection methods(i.e., the scoring and screening methods) of the composite validity, expected average and variance of performance among the selected employees, and costs involved in administering tests which will in turn influence outcomes of selection utility analysis.