

development of a test of knowledge of programming languages that was to be used in selecting job applicants. The validity of this test is the degree to which it measures the attribute or construct "knowledge of programming languages."

Judgments about the validity of a measure occur through the process of comparing data and evidence about the measure to assess how it was developed, whether accurate inferences can be made from scores on the measure. This process can be illustrated in terms of concepts pertaining to accuracy of measurement, accuracy of prediction. These concepts may then be used to demonstrate how contamination of measures occurs in staffing.

### Accuracy of Measurement

How accurate is the test of knowledge of programming languages? This question asks for evidence about the accuracy with which the test portrays individual true levels of that knowledge. This is akin to asking about the degree of overlap between the attribute being measured and the actual measure of the attribute.

Exhibit 7.11 shows the concept of accuracy of measurement in Venn diagram form. The circle on the left represents the construct "knowledge of programming

**EXHIBIT 7.11 Accuracy of Measurement**

