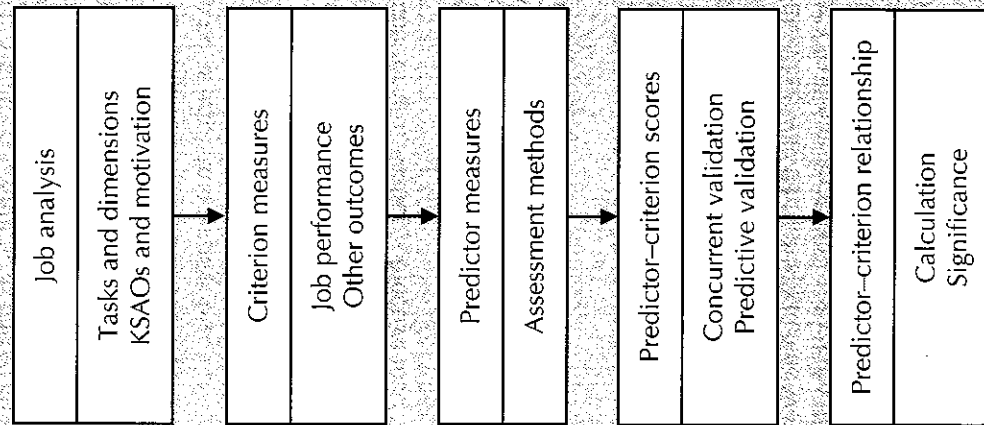


validation study, known as construct validation, involves components of reliability, criterion-related validation, and content validation. Each component is discussed separately in this book, and thus no further reference is made to construct validation.

Criterion-Related Validation

Exhibit 7.13 shows the components of criterion-related validation and their usual sequencing.¹³ The process begins with job analysis. Results of job analysis are fed

EXHIBIT 7.13 Criterion-Related Validation



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