

Measurement

In the preceding discussion, the essence of measurement and its importance and use in staffing were described. It is important to define the term "measurement" more formally and explore implications of that definition.

Definition

Measurement may be defined as the process of assigning numbers to objects to represent quantities of an attribute of the objects.¹ Exhibit 7.1 depicts the general process of the use of measures in staffing, along with an example for the job of information technology analyst. The first step in measurement is to choose and define an attribute (also called a construct) to be measured. In the example, this is knowledge of programming languages. Then, a measure must be developed for the attribute so that it can be physically measured. In the example, a paper-and-pencil test is developed to measure programming knowledge, and this test is administered

EXHIBIT 7.1 Use of Measures in Staffing

