

BUILDING A JOB COMPONENT VALIDITY MODEL USING JOB ANALYSIS
DATA FROM THE OCCUPATIONAL INFORMATION NETWORK

An Abstract of a Dissertation

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ABSTRACT

Job component validation is an effective methodology for identifying tests for selection when local criterion-related validation studies are not feasible due to small samples and other organizational constraints. The goal of this study was to assess the usefulness of job information from the Occupational Information Network (O*NET), which replaces the Dictionary of Occupational Titles (DOT), in a job component validation procedure. Specifically, two O*NET domains, Skills and Generalized Work Activities, were examined. Analyses were conducted with several commercially-available selection instruments, including the Employment Aptitude Survey tests, the Hogan Personality Inventory, and Workplace Literacy Tests. The results provided support for the conclusion that the O*NET job database can be used successfully in a job component validation model. The average multiple R s when predicting mean test scores were .56 and .70 for the Skills and Generalized Work Activity domains, respectively. The average multiple R s when predicting validity coefficients were .39 and .52 for the Skills and Generalized Work Activity domains, respectively. Results related to cognitive abilities were stronger than were those for personality constructs.