

U.S. Navy:
Predictive Validation of the Navy Recruiter Assessment Battery
Project Date: 2002 - 2003

Description

In previous work with this customer, we developed a test battery to predict Navy recruiter performance. The battery consisted of personality, biographical, and vocational interest items. In the current study, PDRI evaluated the predictive validity of the battery for predicting job performance. To measure job performance, we developed behavior-based rating scales and designed a rater training program to guide supervisor raters through the rating process. PDRI also developed a production index, correcting raw production (number of recruits signed per month) for territorial effects.

More than 500 Navy personnel incoming to the Navy Recruiter School were administered the production battery. About 15 months later, a sample of 120 recruiters from this cohort were evaluated by supervisors, and also scored on our production index. Validities for the battery ranged from .21 to .27 across the performance criteria. Thus, the battery was successfully validated.

PDRI recommended that the predictor battery be routinely administered to Navy enlisted personnel soon after their first reenlistment. At that time, each sailor's potential for success in recruiting could be evaluated, and those with high potential might be encouraged to volunteer for recruiting duty.

The contract was successfully completed in a timely manner. We, along with NPRST scientists, recently presented this work at the International Applied Military Psychology Symposium in Brussels, Belgium (Borman, Penney, & Beardon, 2003).

Results

Penney, L. M., & Borman, W. C. (May, 2003). Development of a test battery to select Navy Recruiters (Institute Report #422). Tampa, FL: Personnel Decisions Research Institutes, Inc.