

**THE VALIDATION OF A TEST BATTERY FOR THE SELECTION OF FIRST-
LINE SUPERVISORS IN A SOUTH AFRICAN MINING COMPANY**

by

KAREN ROBERTSON

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the degree of

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SUPERVISOR: MR H VON DER OHE

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- My Lord and Saviour, without Whom none of this would be possible.

DECLARATION

Student number: 32-17-6856

I declare that “The Validation of a test battery for the selection of first-line supervisors in a South African Mining Company” is my own work and that all the sources I have used or quoted have been indicated and acknowledged by means of complete references.

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SIGNATURE

(K. ROBERTSON)

.....

DATE

SUMMARY

THE VALIDATION OF A TEST BATTERY FOR THE SELECTION OF FIRST-LINE SUPERVISORS IN A SOUTH AFRICAN MINING COMPANY

by

KAREN ROBERTSON

SUPERVISOR : **H VON DER OHE**
DEPARTMENT : **INDUSTRIAL AND ORGANISATIONAL
PSYCHOLOGY**
DEGREE : **MCOM (Industrial and Organisational
Psychology)**

The purpose of the research was to determine whether measures of ability and learning potential, situational judgment tests and an assessment centre would significantly predict job performance of first-line supervisors in a South African mining company. The Numerical Reasoning Test (NT6.1), Verbal Critical Reasoning Test (VC1.1), Learning Potential Computerised Adaptive Test (LPCAT), AccuVision and an assessment centre were completed by first-line supervisors as the predictors. Work performance statistics in the form of supervisor ratings were obtained for the sample as criterion data. Correlation analyses revealed no statistically significant correlations between the predictors and the criterion. However, due to various limitations in the data made available by the company, it cannot be concluded that the test battery is not a valid predictor of work performance. The reasons why the results of this study are probably an underestimation of the findings that could be expected were discussed.

Key terms:

Selection, validation, psychometric testing, ability assessment, assessment centre, learning potential, situational judgment, concurrent validity, composite criterion, mining industry, job analysis, job description

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