

# PERSONNEL SELECTION AND PERFORMANCE EVALUATION

SWAN's staff has extensive experience in managing and conducting personnel selection, assignment, and performance evaluation research including the evaluation and development of accession and promotion standards and procedures. This research required skills in job/task analysis, test development and validation, and development of performance criteria for validating tests and for continuing evaluation of job incumbents in a wide range of jobs that require physical, psychomotor, and cognitive abilities. Among the jobs covered in this research are: training specialists, recruiters, personnel security specialists, park rangers, system operators and power dispatchers, physical security and law enforcement specialists, and military officers and enlisted personnel.

SWAN staff has developed and validated both traditional and non-traditional measures. These traditional measures include written knowledge-based tests, ability measures, and structured interviews; and these non-traditional measures include accomplishment ratings, oral presentations, written simulations of job behaviors, and computer-based cognitive assessment batteries. Sample projects include:

- Development of Synthetic Task Authoring System (SYNTAS), a computerized tool for creating synthetic work tasks and part-simulators for performance assessment and training (Army Medical Research & Development Command, Office of Military Performance Assessment Technology)
- Development and validation of selection and evaluation procedures for Air Traffic Controllers (Federal Aviation Administration)
- Design and validation of a structured interview to select recruiters for technical positions in the Federal Aviation Administration (Federal Aviation Administration)
- Development of Complex Cognitive Assessment Battery (CCAB), a computerized tool for measuring complex cognitive abilities (Army Research Institute)
- Development and Evaluation of Computerized Cognitive and Metacognitive Measures for Predicting Leadership Potential (Management Research Institute, Inc.)
- Facilitation of workshops with personnel supervisors to provide feedback on corporate performance evaluation policies and procedures (Westat)