

AC ACADEMY - MODULE 5

EVALUATING AND VALIDATING AN ASSESSMENT CENTRE

PURPOSE OF MODULE 5

An Assessment Centre (AC), irrespective of its purpose, must deliver reliable and valid results in a cost-effective manner.

The aim of this module is to position aspects to consider when evaluating the effectiveness of the centre, as well as approaches to determining the reliability and validity of a centre.

COURSE OUTCOMES

- Knowing how to conduct a systematic evaluation of the AC content and process involving all key stakeholders
- Knowing how to determine the operational reliability and the internal reliability of the overall AC process, as well as the different assessments within the AC
- Knowing which types of validity analyses are required by the purpose of the AC, to conduct, as example construct validity, predictive validity, training validity, etc.
- Being knowledgeable about the ethics of evaluating and validating an Assessment Centre

TARGET GROUPS

Delegates attending Module 5: Evaluating and Validating Assessment Centres should already have attended *Module 1: Observing Behaviour During an Assessment Centre; Module 2: Designing and Developing an Assessment Centre; as well as Module 4: Implementing Assessment Centres.*

In addition, delegates are:

- IO Psychologists
- HR Professionals
- Psychometrists
- Anyone with a solid background in Human Behaviour

DURATION OF MODULE 5

Two days online or in-person facilitated workshop.

AVAILABILITY OF MODULE 5

This module is available when a minimum of 10 delegates has enrolled for the module, or it is presented in-house for a client organisation.

MODULE 5 CONTINUES PROFESSIONAL DEVELOPMENT (CPDs)

- 12 CEUs plus 1 Ethics

CONTACT INFORMATION

For more information, please contact:

Sandra Schlebusch
sandra@lemasa.co.za
+27(0)82-46 24560