**Validation Results Presentation:**

**Provide 100-150 words for each of the calculations requested below based on the detailed scenario. Please provide each calculation description on a separate page in a word document. Calculations/Data/SME comments will then be interpreted into a Powerpoint presentation.**

Scenario: Bemali, Inc. is revamping its selection process for hiring 1) engineers and 2) customer service representatives. The organization is planning to add a cognitive ability test and/or an emotional intelligence test to its selection process for these jobs. For your task this week, you’ve been hired as a consultant to gather validation evidence to determine if these tests are appropriate to use as selection tools for engineers and customer service representatives. To do so, you conduct a concurrent criterion-related validation study. Recall that in a personnel selection context, criterion-related validity measures how well a test predicts performance. In a concurrent criterion-related validation study, the predictor (test scores) and criterion (performance ratings) data are collected at the same time. The data is provided in the Bemali\_data.xls file. Specifically, Tab 1 of the Excel spreadsheet includes supervisor performance ratings, cognitive ability test scores, and emotional intelligence test scores for your sample of engineers. Tab 2 of your Excel spreadsheet includes, supervisor performance ratings, cognitive ability test scores, and emotional intelligence test scores for your customer service representative (CSR) sample.

Your overall objective is to calculate validity coefficients (recall this is the correlation between test score and performance) to determine which test is best suited for which job and then prepare presentation to describe results and explain recommendations to a client.

Your presentation will need to include:

A general explanation of a correlation coefficient (e.g., purpose; strength and direction, interpretation)

Two validity coefficients for engineers:

One representing cognitive ability test results (and your interpretation of the result)

One representing emotional intelligence test results (and your interpretation of the result)

Two validity coefficients for customer service representatives:

One representing cognitive ability test results (and your interpretation of the result)

One representing emotional intelligence test results (and your interpretation of the result)

Two appropriate visual representations of the data provided for engineers

One representing cognitive ability test results

One representing emotional intelligence test results

Two appropriate visual representations of the data provided for customer service representatives

One representing cognitive ability test results

One representing emotional intelligence test results

Your test recommendation for engineer selection and your test recommendation for customer service representative selection (Note: You can recommend the use of one test for both jobs or different tests for different jobs – you must use the results of your analysis to drive your recommendations).

A brief summary of ethical implications to consider.