

Solutions Through Innovation:

Job Analysis / Role Delineation Studies

A Job/Task Analysis (Role Delineation study) is the essential foundation of a valid, legally-defensible certification examination program. Schroeder Measurement Technologies, Inc. (SMT) is the industry leader in providing professional, timely assistance to organizations seeking to determine or validate the content of certification or licensure examinations.

Performing a role delineation study and using the resulting data to develop examination specifications ensures that certification candidates are tested on critical incidents or the knowledge, skills, and abilities (KSA's) that are relevant to the role for which they are being certified. Validity (the appropriateness, meaningfulness, and usefulness of specific inferences made from test scores) is the most important consideration in test development, and a job analysis is the basis of validity.

SMT's thorough Job Analysis process includes:

- ≈ Initial research with existing documentation
- ≈ Knowledge, skills and abilities analysis conducted with a panel of subject matter experts (SMEs)
- ≈ "Ground-proofing" KSAs by interviewing a small sample of practitioners
- ≈ Survey development
- ≈ Survey administration to a random stratified sample of practitioners
- ≈ Data analysis and content recommendations



SMT's online survey saves time and money

Whenever possible, SMT employs innovative procedures to each of these tasks. For example, SMT can administer surveys by traditional mail or by efficient **web-based** approaches. SMT tracks responses and takes steps to **maximize response rates**. SMT has also developed a method of identifying responses that are at substantial variance with other responses. And, importantly, SMT has developed special proprietary software that creates a **clear and quantitative linkage** between survey responses data and test specifications. The application of these processes permits SMEs and test developers to make fully informed decisions about test content.

At the core of the Job Analysis/Role Delineation Process is one or more meetings between SMT test development experts and SMEs. In addition to being experienced test developers and psychometricians, SMT personnel are highly experienced in conducting efficient, effective meetings in order to minimize SME time requirements.

Whether you need to determine the content of a new examination or validate/update the content of an existing exam, SMT has the experience, the tools, and the personnel to ensure that this critical step is carried out thoroughly, professionally, and efficiently



Schroeder
Measurement
Technologies
262 Chapman Road
Suite 108
Newark, DE 19702
(302) 737-0796
number1@smttest.com