



Universität Zürich

Psychologisches Institut, Persönlichkeitspsychologie und Diagnostik

Einladung zum Vortrag von



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Thema: Entscheidungsorientiertes Adaptives Testen

Tag: 2. Dezember, 2004

Zeit: 10-12 h

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Summary of talk: "Decision based adaptive testing"

Adaptive testing is discussed for more than 25 years although its theoretical foundations date back to the seminal book by Lord & Novick. Little is seen in everyday testing programs. This is a tremendous loss since testing time is wasted on participants as well as test administrators. From the literature it is known that savings in items administered can reach 35-50% while conserving a reasonable preset level of error of measurement.

As Cronbach & Gleser voiced it is not necessary in many applications that the proper location of a candidate on a scale of interest is known. What is important is all too often whether a candidate is to be located on this or the other side of a decision point, i.e. cut off. Why then testing someone longer than he deserves (adaptive testing philosophy) and than the personnel question really demands (decision based adaptive testing)?

The talk gives an overview of the nature and theoretical backgrounds of adaptive testing. It will advocate that qualitative decisions may be reached with much less testing time by sacrificing only very little of error of measurement. The overall gain may be seen that in a given, administrative time slot more dimensions of interest may be tested with few items on individual scales. Thus, personnel decisions will profit in that more is known about a candidate.

Relevant publications

Hornke, L.F. (2001). Benötigte Itemanzahlen beim meß- und entscheidungsorientierten adaptiven Testen. Zeitschrift für Differentielle und Diagnostische Psychologie, 22, 185-193.

Hornke, L.F. (2001). Item Generation Models for Higher Order Cognitive Functions. In S. Irvine & P. Kyllonen. Item Generation. Lawrence Erlbaum : Hillsdale, N.J.

Hornke, L.F. (2001). Optimierung des meß- und entscheidungsorientierten adaptiven Testen. Psychologische Beiträge, 42, 634-644.

Short bio

Full professor of Industrial/Organizational Psychology at the Department of Psychology, RWTH Aachen, since 1986. +++ Former president of the European Association of Psychological Assessment; Chairman of the German Standardization Committee for DIN 33 430 "Berufliche Eignungsbeurteilung"; Member of the German Test Commission. +++ Previous positions held at the Universities of Düsseldorf, Mannheim, Marburg. +++ Dipl.Psych. U Mannheim, M.A. Stanford University, Dr. phil. U Mannheim, HABIL U Marburg.