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Situational judgment tests: An overview of current research

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Abstract

Situational judgment tests (SJTs) are popular personnel selection tests. To aid researchers, the paper summarizes the current knowledge and where knowledge gaps exist. To guide practice, the paper provides evidence-based recommendations. The paper begins with a brief history of SJTs, presents likely reasons for the resurgence of SJT research and practice, and summarizes the theoretical basis of SJTs. Then, the distinction between personnel selection methods and constructs is reviewed as it is particularly important in understanding SJTs. SJT research relevant to reliability and validity is summarized as is research relevant to the implementation of SJTs. The paper concludes with recommendations for practice and an agenda for future research.



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Keywords

Situational Judgment Test; Validity; Reliability; Subgroup differences; Faking; Applicant reaction; Coaching

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