



Join us in research – here's what's in it for you!

A (fairly) recent court judgment revoked the Employment Equity Act requirement that only certified tests may be used in Industry. The judge stated clearly that tests still have to be valid, reliable, not biased and able to be used fairly.

Psytech SA will continue to do research on the psychometric properties of our tests and submit them to the HPSCA for classification. Additionally, even though the process of test certification is onerous and expensive, we'll submit our tests to Assessment Standards South Africa (ASSA) for certification. Using a certified test assures the test user that the test has been evaluated for reliability, validity, fairness and bias, on South African data.

Should clients want to use a test that is still in the process of being classified or certified, but for which the psychometric properties have been determined, those tests are now available for use, provided users follow the Code of Conduct (regarding informed consent, disclosure, etc.). We welcome research collaboration for local validation and fairness studies, both by our clients and by universities. It is in your best interest as well as ours.

Latest Research Offering

Validity data helps us to ensure that tests are up to standard and helps you to meet the legal requirements. With this in mind, we are prepared to offer you a **free**, customised 360 survey. This can be done with very little effort on your side. The questions can be tailored to the needs of the company regarding the roles for which people were selected. The assessment will be brief, and can be done with as few as 2 raters.

GETTING INTO AN AGREEMENT - What does this entail?

- Data collection – in the case of very new tests, then adding them to your assessment battery (at no cost to you) helps us to collect data to explore the psychometric properties of the assessment.
- Validity – academic results or comparison with other tests, or 360 information can be used for validation studies
- How to get involved – express interest, we will make contact and explore opportunities together, an agreement then formed between the parties involved.



TESTS IN DEVELOPMENT

New tests can now be more readily available for use as they will meet the requirements of the Employment Equity Act, once the psychometric properties have been established.

Tests currently in development

Early data collection stage

- Occupation Interest Profile – South Africa (OIP+SA1)
- Work Attitudes Inventory (WAI)
- Clerical Checking Test Battery - item-banked (CTB-i)
- Technical Test Battery - item-banked (TTB-i)
- Abstract Reasoning Test – item-banked (ART-i)

Validation data collection

- Personality and Values Questionnaire (PVQ)

We are looking for validity data for all the listed tests. In the case of newer tests, we are interested in broader data collection. We would consider any research opportunity. Some tests have enough data to run initial analyses, and the focus is on validation data. This would be situations where tests are administered and there is additional data to corroborate the results with, for example: academic results, other test data, or a 360 survey. In all cases, biographical information is of the utmost importance as we need this information for bias and fairness, as well as validation.

Please feel free to contact us for more information about our tests in development.