

APPRAISING VOCATIONAL FITNESS

SUPER / CRITES

APPRAISING
VOCATIONAL
FITNESS

BY MEANS OF PSYCHOLOGICAL TESTS

REVISED EDITION

Donald E. Super M. A. (OXON) Ph.D.

Teachers College, Columbia University

John O. Crites, Ph.D.

University of Iowa



Universal Book Stall

DELHI

KANPUR

CONTENTS

PREFACE TO THE SECOND EDITION	ix
FROM THE PREFACE TO THE FIRST EDITION	xiii
I. TESTING AND APPRAISAL IN VOCATIONAL GUIDANCE	I
The Nature and Purposes of Vocational Guidance and Counseling To Appraise or Not to Appraise? Data Needed in Vocational Appraisal Techniques of Gathering Data The Contribution of Tests to Vocational Appraisal Pitfalls in Diagnostic Testing	
II. TESTING AND PREDICTION IN VOCATIONAL SELECTION	17
The Peculiarities of Selection Testing The Importance of Other Techniques The Validity of Selection Tests Programs of Testing for Selection, Placement, and Upgrading	
III. METHODS OF TEST CONSTRUCTION, STANDARDIZATION, AND VALIDATION	29
Job Analysis Selection of Traits to be Tested Selection of the Criteria of Success Test Construction Standardization Validation Cross-Validation Factor Analysis and Factor Validation	
IV. TEST ADMINISTRATION AND SCORING	56
Arrangements for Test Administration The Preliminaries to Testing The Sequence of Tests Following Directions in Testing Observing the Behavior of Examinees Condition of the Examinee Scoring Tests	
V. THE NATURE OF APTITUDES AND APTITUDE TESTS	70
Definitions The Basic Aptitudes Methods of Measurement	
VI. INTELLIGENCE	83
Nature and Role Intelligence and Educational Success Intelligence and Vocational Success Specific Tests <i>The Otis Self-Administering Tests of Mental Ability</i>	

UBS Harper Low-Cost Indian Reprints

Are new, economy priced editions of outstanding college and technical texts originally published by Harper & Row. Each is a complete, unabridged high quality reproduction of the latest American edition and is generally priced at one fifth of the cost of the same book in the United States. Titles in the fields of History, Education, Psychology, Journalism, Sociology and Geology now published include:

	Rs.
Chandler : The Economics of Money & Banking	12.00
Pressey : Psychology in Education	12.00
Peplasis : The Economic Development	13.00
Bigge : Learning Theories for Teachers	5.00
Faulkner : American Economic History	13.00
Rivers : The Mass Media : Reporting-Writing-Editing	8.00
Remmers : A Practical Introduction to Measurement & Evaluation.	10.00
Lekachman : A History of Economic Ideas	10.00
Morris : Encyclopedia of American History	13.00
Weller : Geographic Principles of Geography	15.00

Distributors

1882, Delhi-6
Del. Bombay-1
Bangalore-9