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Adverse Impact and Test Validation: A Practitioner's Handbook [Daniel A. Biddle] on Amazon.com. *FREE* shipping on qualifying offers. Adverse Impact and Test Validation: A Practitioner's Handbook ... Dr. Dan Biddle is the CEO of Biddle Consulting Group, Inc., (BCG), a consulting firm specializing in the areas of test development and validation ...

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Adverse Impact and Test Validation | Bookshare

Adverse impact analyses and test validation promote social justice and equity. Employers who unknowingly use invalid tests or recruitment procedures that have an adverse impact are reducing minority and/or female representation in their workforce, unfairly screening out qualified workers and (worst of all) just plain discriminating. Dan Biddle's Adverse Impact and Test Validation provides you ...

Adverse Impact and Test Validation: A Practitioner's Guide ...

Adverse Impact and Test Validation: A Practitioner's Guide, 3rd Edition Author: Daniel A. Biddle, Ph.D. ISBN: 0-7414-6606-6. Purchase the Adverse Impact and Test Validation book from the BCG Institute for Workforce Development (BCGi) website today.

Dan Biddle Archives - Biddle Consulting Group News

Gain valuable insight on updated EEO methodologies and compliance with Dan Biddle's Adverse Impact and Test Validation: A Practitioner's Guide, 3rd Ed. Analyzing adverse impact and developing defensible testing programs are two important functions of an HR professional's job.

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Adverse Impact and Test Validation | Taylor & Francis Group

OverviewOne may be hard-pressed to find a topic in the world of Equal Employment Opportunity and Affirmative Action that is more disliked than adverse impact. Not only does an adverse impact analysis (a.k.a. impact ratio analysis and/or disparity analysis) involve complicated statistical calculat...

Adverse Impact: Exploring a Functional Understanding | Dan ...

Author of Adverse Impact and Test Validation: A Practitioner's Guide and published in several EEO industry journals.

Dan Biddle - President - Biddle Consulting Group, Inc ...

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Biddle News — Page 16

IPMA-HR test users with information to consider when addressing adverse impact. With a few exceptions, the information contained in this handout is largely based on two books, Adverse Impact and Test Validation by Dan Biddle (2006) and Employment Discrimination Litigation edited by Frank J. Landy (2005).

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