An Evaluation of the Construct Validity of Situational Judgment Tests

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AN EVALUATION OF THE CONSTRUCT VALIDITY
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(ABSTRACT)

Situational judgment tests are analogous to earlier forms of “high fidelity” simulations such that an ostensible paradox emerges in the consistent finding of criterion-referenced validity but almost complete lack of construct validity evidence. The present study evaluates the extent to which SJT’s can demonstrate convergent and discriminant validity by analyzing a SJT from a multitrait-multimethod perspective. A series of hierarchically nested confirmatory factor models were tested. Results indicate that the SJT demonstrates convergent and discriminant validity but also contains non-trivial amounts of construct-irrelevant method variance. Wide variability in the content and validation methods of SJT’s are discussed as the reason previous attempts to find construct validity have failed.
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