

Title: Evaluating candidate reactions in selection; validation of new psychometric measures.

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Background

Two independent studies using exploratory and confirmatory factor analysis were used to develop psychometric measures of candidate reactions to selection practices for UK specialty training.

Summary of Work

During selection for UK General Practice training in 2008, participants completed an evaluation measure immediately following shortlisting tests (Study 1; N=5,866), and at interview/selection centre stage (Study 2; N=4,631).

Summary of Results

Factor analysis results confirm two key factors emerge in each study relating to (1) the *job relevance* of selection methods used, (2) overall *fairness perceptions* of the selection process. The selection centre was rated as significantly more fair than shortlisting ($p < .001$). A simulated patient exercise was rated as the most job-relevant selection method compared to all others. Candidates perceived all selection methods to be fair and highly job relevant.

Conclusions

This is the first validation study of 2 psychometric measures used to evaluate candidate reactions during selection into postgraduate training. Results show the measures reliably assess candidates' reactions to selection practices. This study has important implications for designing recruitment systems for all medical specialties and for medical school admissions.

Take Home Message

Candidate reactions to selection practices can be reliably evaluated focusing on fairness and job relevance.