



OBAFEMI AWOLOWO UNIVERSITY, ILE-IFE
FACULTY OF EDUCATION
DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND COUNSELLING

2011/2012 B.A. /B.SC. EDUCATION RAIN SEMESTER DEGREE EXAMINATION
EPC 406: INTRODUCTION TO VOCATIONGL TESTING

TIME ALLOWED: 2 HOURS

NAME:.....

REG. NO:

DEPT.:

COURSE OF STUDY.....

INSTRUCTION

Answer **ALL** Questions. Supply answer to each of the objective questions in **SECTION A** on the question paper.

Answer all questions in **SECTION B** in the answer booklet provided.

SECTION A

1. The primary purpose of personnel test is for _____ and _____
2. _____ assumes that people typically are continuously in motivational state and the human beings rarely reach a state of complete satisfaction except for a short time.
3. The extent to which people like or dislike their job is known as _____
4. A person that showed a degree of psychological identity with his or her job exhibited _____
5. Any new procedure in employment should be evaluated in order to achieve some useful _____ over method that has preceded it.
6. (i) _____
 (ii) _____
 (iii) _____ are three classifications of test used in industries.
7. The most critical limitation to personality and interest inventory is _____

_____, and

9. Job analyses information can be collected from _____,
_____, and _____.

10. The purpose of performance evaluation can generally be categorized into _____ and _____.

11. Using pair comparison system of performance evaluation, how many numbers of pairs would be generated when 15 employees are involved?

- (a) 106 (b) 105 (c) 205 (d) 210

12. The tendency to exaggerate the rating of an individual either positively or negatively on any factor because the rater knows the individual is referred to as

- a. Constant error b. Halo effect c. Rating contamination d. Rating error

13. A method often used in estimating test reliability when there are no two equivalent forms is known as

- a. alternate b. test-retest c. equivalent d. Split-half

14. Which of the following factors DOES NOT lead to Job Dissatisfaction?

- a. Pay b. Recognition c. Supervision d. Work Conditions

15. The capacity to be able to acquire specific skills and knowledge as needed for certain jobs is known as

- a. Ability b. Aptitude c. Attitude d. Performance

SECTIONS B: Answer all questions in this section.

1. a. Identify five predictive validation procedures under special scoring keys of minimizing faking.
 b. Identify seven primary mental abilities in individual human beings.

2. a. Define the following terms;
 (i) Individual test (ii) Job requirement (iii) Cognitive dissonance (iv) Constant error
 (v) Incentive
 b. State five ways by which an individual that is experiencing cognitive dissonance can be assisted.

3. a. Discuss four methods of classification of attitude and discuss any TWO