INSTRUCTION TO CANDIDATES: This paper has 2 pages, 2 sections and 9 questions. Answer 2 questions from Section A and 2 questions from Section B.

Section A

Answer any two (2) of the following questions. Be sure to answer all parts of the chosen questions.

1. a) Define the following terms.
   
   i. Psychological Assessment (2 marks)
   ii. Psychometric Soundness (2 marks)
   iii. Standardization (2 marks)

   b) Distinguish between Item Bias and Test Bias (4 marks)

2. a) Define Validity (2 marks)
   a) Identify the four major types of validity (4 marks)
   b) Compare and contrast any two types of validity (4 marks)

3. a) Define Reliability. (2 marks)
   b) Identify three types of reliability, and discuss the type of measurement error assessed by each type of reliability identified. (6 marks)
   c) Explain why reliability is necessary in order to establish validity. (2 marks)

4. a) Identify the four (4) main characteristics of the Normal Curve. (4 marks)
   b) Identify and describe two ways of making a positively skewed distribution of scores more closely approximate a normal distribution. (4 marks)
   c) Define and describe standardization (2 marks)

Section B

Answer TWO (2) of the following questions

5. Identify the rights of the test taker. With regards to the abundance of psychological tests on the internet and their use, discuss the importance of these rights and how some of these rights may be violated, as well as the potential harm to the test taker if these rights are not respected. (20 marks)
6. Why is validity a central concept in evaluating the quality of an instrument? With regards to the relevant ethical issues and test fairness, explain why validity and reliability are important in evaluating the quality of an instrument and the selection of a test. 

(20 marks)

7. Identify and describe the five stages of test development, outlining the process as it would apply to the development of a test for use in a clinical setting to diagnose depression. Be sure to identify the specific tests, indices, reliability estimates and validity type relevant to this type of test.

(20 marks)

8. Identify three (3) types of test used in organizational settings and discuss three (3) purposes for which psychological tests are used. Discuss how tests might be misused in such settings and some of the implications of test misuse, both for the organization and the individual being tested.

(20 marks)

9. Identify and discuss four (4) of the ethical implications and standards of practice issues associated with selecting and administering a psychological test for the purpose of employee selection to individuals who differ in fundamental ways from the group on which the test was originally normed. Indicate what can be done to avoid breaking these ethical codes.

(20 marks)

END OF QUESTION PAPER