

LVA-i Field Study for Pre-Employment and Personnel Assessment

Introduction

Personnel assessment and pre-employment testing refers to any method of collecting information about individuals for the purpose of making a selection decision. These selection decisions include but are not limited, hiring, placement, promotion, referral, retention and entry into programs leading to career advancement. Selecting qualified job applicants and conducting periodic integrity and honesty tests are critical steps in building a talented and committed workforce, supporting an effective organizational culture and enhancing the overall performance of the company. Valid assessments not only allow for hiring better performers but they also prevent hiring poor performers. A poor selection can cost a company as much as three times the employee's annual salary.

Selecting the right people for the right job has always been one of the biggest challenges in human resource management. It is not restricted to commercial businesses. The third president of the United States, Mr. Thomas Jefferson, was quoted as saying,

"No duty the Executive had to perform was
so trying as to put the right man in the right place"

Reliability and Validity are conditions that are essential for a pre-employment tool to be effective. High reliability is a necessary condition for high validity but high reliability does not ensure validity. Generally speaking, an assessment tool is any test given to individuals to evaluate their job-related competencies, interests, values or fitness for employment. The accuracy with which applicant assessment scores can be used to forecast performance on the job is the tool's most important characteristic, referred to as predictive validity (Schmidt & Hunter, 1998). It is in this area that the LVA-i has been tested and has demonstrated a 92% predictive validity (preliminary testing done during 2004-2005).

Pilot Test

The LVA-i was designed as a pre-employment screening device as well as a periodic integrity and honesty test for individuals already employed. The current pilot test relates to individuals already working in the field of security. The LVA 6.50, with a proven accuracy rate of over 90% in the On Line was also used as a debriefing tool subsequent to the LVA-i testing. The purpose of the debriefing was to ascertain whether "high risk" areas highlighted in the LVA-i results would also appear in the LVA 6.50 debriefing. The topics included were:

- Company loyalty
- Theft from place of employment
- Bribery and kickbacks
- Team spirit
- Confidentiality and secrecy
- Drug use

- Alcohol use
- Gambling
- Accurate reporting

Method

Eleven (11) individuals were tested using the LVA-i Pre-Employment test. Nine (9) of the people underwent a periodic integrity testing while two (2) others were new job applicants. In addition to the LVA-i test, all applicants were debriefed using the LVA 6.50 On Line. Polygraph testing was also used but only for the periodic integrity testing (N=9). The polygraph testing was done by a reputable firm, Gozlan-Barzelei Investigations, Ltd. Located in Tel Aviv.

The LVA-i testing was carried out in conjunction with Group 4 Securicor (G4S) at their facility in Beer Sheva and supervised by Hillel Dor from Nemesysco, Ltd. The LVA On Line debriefing was done by Dr. Albert de Vries. The polygraph testing was also carried out in the same facility at an earlier date.

Results

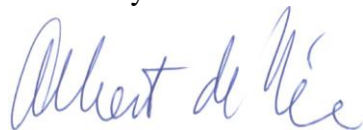
Out of the 11 people tested, 9 were periodic evaluations and they were preceded by a polygraph test. In this group of 9 periodic evaluations, there was 100% matching. In other words, wherever there were areas of high risk, these same areas were identified using the LVA 6.50 in the debrief and were also identified as problematic during the polygraph test (see appendix).

Analyzing the results of the remaining 2 individuals, there was also a 100% fit. These 2 subjects were new job applicants and were not administered the polygraph. Despite the fact that our sample size was small the results nevertheless are impressive. In summary, 11 were tested with the LVA-i and subsequently with the LVA 6.50 and we achieved a perfect match. 9 out of the 11 subjects also underwent the polygraph test and the results were consistent with both LVA-i and LVA 6.50 results (see appendix).

Conclusion

The LVA-i can effectively be used as a pre-employment screening device. In the current pilot test, there was 100% compatibility between the LVA-i, LVA 6.50 and the Polygraph.

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APPENDIX

Subject #1 – Periodic evaluation. Was basically honest in his responses and was classified as Green (Low Risk). There were complete compatibility between the LVA-i, LVA 6.50 and the Polygraph.

Subject #2 –Periodic evaluation. For the most part, he was telling the truth. There was almost complete correlation between the LVA-i results and the LVA 6.50 On Line results. In this particular case, the LVA-i results show stress in the subject of reporting to superiors about a fellow workers activities. Confirmation was seen in the LVA On Line. He emphatically denied that this was a problem, but the results indicate that this indeed was a troublesome area. This also to be expected.

There was also stress in and around the alcohol issue and he explained why. Some other stressful areas were related to his inability to "describe" certain situations. In other words, when asked to "describe" something, he experienced stress. Yet, he was truthful about the stress. Complete matching with LVA 6.50 and the Polygraph.

Subject #3 – Periodic evaluation. There were no discernable risk areas in the LVA-i. However, during the LVA On Line debriefing, Dror experienced stress and anxiety about theft from the workplace. The example used was whether it was okay to eat a roll while working in a bakery. He responded that it was not okay, but he actually had different feelings about the whole subject. All in all, his LVA-i results (low risk) were in keeping with his NDI status in the Polygraph and on the LVA On Line.

Subject #4 – Periodic evaluation. There were no high risk areas in the LVA-i other than moderate stress concerning alcohol and team work and reporting on co-workers who do not follow regulations. Here, too, the LVA debriefing showed that there is definitely stress concerning reporting on a co-worker. The alcohol issue was not completely resolved. It might well be that he has seen some alcohol abuse but has not taken part. He tells us that these kinds of tests are very important but it is doubtful if he really believes this. Over-all, he tells the truth and his NDI status is in keeping with the Low Risk scores on the LVA-i and in keeping with the Polygraph NDI.

Subject #5 – Periodic evaluation. Subject has been working for 18 months. There were certain high risk or sensitive areas that showed up in the LVA-i. These included drug use, reporting co-workers, gambling and confidential information. Could well be that in the LVA-i when respondents are asked to conjure up images of various scenarios, this can be stress provoking. In the subsequent LVA On Line debriefing, he was honest and discussed the conflicts he felt with a high honesty score and was NDI in the Polygraph and LVA6.50 On Line.

Subject #6 – Periodic evaluation. Was High Risk (Red) in nearly all areas. This was completely in keeping with his being DI on the Polygraph and DI in all the questionable areas on the LVA 6.50 On Line.

Subject #7 – New job applicant. All green (Low Risk) and the same applied during the LVA 6.50 On Line. No Polygraph exam given because subject was a new job applicant.

Subject #8 – New job applicant. Risk areas in the LVA-i were clear. This included subjects of where to draw the line between theft and simply taking things from the work place; white lies; drug use. During the debriefing and clarification stage using the LVA On Line, he demonstrated nearly 100% honesty. He adequately explained the stress he experienced during the LVA-i and was also open and truthful about his recreational drug use. There was complete compatibility between the two tests. No Polygraph test given.

Subject #9 – Periodic evaluation. He was completely "green" on the LVA-i. There were no areas of high or even medium stress. In the LVA debriefing, Andre was completely NDI (No Deception Indicated) however, he experienced stress in the expected areas of when to report a fellow worker and when to let an incident "slide". This was to be expected and he was not completely honest about what he said. There was also complete matching with the Polygraph NDI determination

Subject #10 – Periodic evaluation. He has been working for nearly 18 months. His LVA-i results were all in the Low Risk. His subsequent LVA On Line debriefing indicated complete honesty and a NDI (No Deception Indicated) determination in the Polygraph as well.

Subject #11 – Periodic evaluation. Basically honest but there were some areas of stress centering around confidential information. Even though the issue was not serious it did appear in the LVA 6.50 On Line and appeared as deception in a relevant issue in the Polygraph. Complete compatibility.