

Validation of Traditional Performance Appraisal and Multi-Source Appraisal of Competences through Assessment Center

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Abstract

The aim of this study was to investigate the validity of two methods of performance appraisal. 71 supervisor the participants include candidates in Iran Alloy Steel Company. Data were analyzed using Pearson correlation and hierarchical regression analysis. Results of criterion validity showed traditional performance appraisal and multi-source appraisal of competencies positively and significantly predicted assessment center scores. Evidence-based incremental validation showed multi-source appraisal of competences in comparison with traditional performance evaluation has been, 26.3% more successful in predicting assessment center scores. Also, investigation of the same competencies in multi-source appraisal and assessment center confirmed convergent validity of 4 competences and rejected 2 of them. Findings indicate multi-source appraisal of competences in comparison with traditional appraisal have greater validity for employees' performance appraisal.

Keywords: traditional performance appraisal, multi-source appraisal of competences, assessment center, construct validity