



Psychological Testing: A Practical Approach to Design and Evaluation

By Theresa J.B. Kline

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Psychological Testing: A Practical Approach to Design and Evaluation offers a fresh and innovative approach for graduate students and faculty in the fields of testing, measurement, psychometrics, research design, and related areas of study. Author Theresa J.B. Kline guides readers through the process of designing and evaluating a test, while ensuring that the test meets the highest professional standards. The author uses simple, clear examples throughout and fully details the required statistical analyses. Topics include?but are not limited to?design of item stems and responses; sampling strategies; classical and modern test theory; IRT program examples; reliability of tests and raters; validation using content, criterion-related, and factor analytic approaches; test and item bias; and professional and ethical issues in testing.

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Editorial Review

Review

Professor Kline's attempts to de-mystify complex measurement concepts are beautifully simplified and illustrated in her countless illustrations of practical and relevant problems for the mathematically-challenged student. This book is also a must-have for those who simply do not have the desire for the theoretical jargon used in similar textbooks, but are interested in the important conceptual and practical aspects of measurement as they apply in their disciplines. (Arturo Olivarez, Jr.)

Kline's **Psychological Testing** provides a well-written treatment of the critical issues in designing and evaluating psychometric instruments. This book will be very useful to advanced undergraduate students, graduate students, and researchers. (Richard Block)

"[This book] fills an important niche...It is ideally suited to professional psychologists wishing to construct or evaluate a psychological test. Dr. Kline's sensible advice will serve them well." (Stuart J. Mckelvie
Canadian Psychology 2005-12-20)

Psychological Testing: A Practical Approach to Design and Evaluation by Theresa J. B. Kline is an easy-to-read, upper-level textbook covering topics related not only to basic psychological testing practices but also to methodological research components. The author is very effective at presenting relevant issues, facts, descriptions, examples, and statistics in a logical and concise manner. She describes and critiques several commonly used tests and the subtleties involved in test administration, as well as exploring the ethical issues surrounding the process. Readers with varying degrees of knowledge in the field will come away with a clear picture of the wide-ranging effects of psychological testing. The result is a conceptually stratified look at numerous complex measurement theories and psychometric concepts. ... Whereas some textbooks dealing with testing address statistics by giving it a chapter, Kline opts to integrate in-depth statistical analysis wherever appropriate to the topic being presented. This method is very effective, as it gives the reader the complete picture in a single snapshot. ... **Psychological Testing** by Theresa J. B. Kline is an accessible, easy-to-read book that effectively communicates the current concepts, trends, and controversies in the field of psychological testing. Readers are provided with an in-depth analysis of psychometrics in a format that will keep their attention and that they will be able to relate to the significance of psychological testing across numerous areas such as schools, businesses, clinical settings, military, or government. (Todd L. Chmielewski *PsycCRITIQUES* December 7, 2005 Vol. 50, No. 49, Article 12 2005-12-07)

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About the Author

Theresa J.B. Kline (Ph.D., 1990) is a Professor of Industrial-Organizational Psychology at the University of Calgary. She has an active research program in the area of psychometrics, team performance, organizational effectiveness, and work attitudes. Theresa has published two books on teams, *Teams that Lead* (2003) and

Remaking Teams (1999), and over 50 peer-reviewed journal articles. Theresa teaches psychometrics, statistics, methods and organizational psychology at the undergraduate and graduate level. She has an active organizational consulting practice, with projects ranging from individual and organizational assessment to strategic alignment. She has made presentations and run workshops on topics that range from statistics and methods, to how to use assessment tools for personnel decision-making in an ethical manner, to executive team development practices. Theresa has supervised nine master's theses and eight doctoral dissertations. She encourages her students to take an active role in deciding what they will study and, as a result, she has learned at least as much from them as they have from her; her pupils have drawn her into research areas such as organizational learning, lifelong learning, organizational citizenship, fairness, leadership, job change, workplace stress, and performance appraisal.

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