

Validity of MAP2



Validity of The Managerial Assessment of Proficiency—MAP®2: Face and Predictive Criterion-Referenced Validity

MAP has three types of validity. The first kind answers the question, “Does *MAP* really measure the knowledge base or content domains of the 12 competencies addressed by the assessment? *MAP* measures what the participant knows about the 12 competency domains assessed by the instrument. Content validity was assured by an expert multi-rater panel, which developed the 748 items used in *MAP*. Specifically, a panel of 10 experts reviewed the answers on each item. Eight out of the ten had to agree on the correct answers and on the competency domain being measured. About one-third of the items were rewritten until these criteria were met. The initial 256 managers who participated in the field tests also served to validate items: items they identified as ambiguous or “trick questions” were redrafted or eliminated.

Another type of validity, although less important, is face validity. Put another way, can *MAP* participants relate to the episodes, believe their Profile, and believe the questions asked have meaning? Managers who have been through the *MAP* give the exercise high scores on credibility and perceived relevance.

The third and most important type of validity that the original *MAP* demonstrates is predictive criterion-referenced validity. In other words, managers who do well on *MAP* are also rated as top performers by their respective organizations. Our studies consistently find significant correlations between a manager’s performance on *MAP* and his or her success on the job. Prior to publication, *MAP* underwent extensive field tests (validation studies) with over 250 managers and supervisors in a variety of organizations. The Spearman rank-order statistic was used to correlate performance on the job with overall *MAP* competency scores. Eight organizations participated in the original field tests resulting in coefficients ranging from .71 to .90 with an average of .80.

Internal Validity Study

HRD Press will assist in conducting a correlation study for any organization using *MAP* with its staff, if they can provide substantive data on the performance of its supervisors and managers at their work.

Depending on the circumstance, a fee may be applicable for this service. Please contact HRD Press, Inc. for more information.