

# Intra-assessor inconsistency in setting performance standards

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## Abstract

The purpose of the current paper is to propose a method for analyzing intra-assessor inconsistency by comparing the assessor's subjective performance standards using the extended Angoff method (Hambleton, 1995) with those obtained under an IRT (Item Response Theory) model for polytomously ordered items. More specifically, the well-known two-parameter generalized partial credit model (GPCM) for rating scales (Muraki, 1992) will be used as a polytomous IRT model. The proposed method will be demonstrated to an empirical study in which rating scores are obtained by providing assessors with hypothetical profiles on several dimensions of the complex tasks to be performed by employees in an Assessment Center. The technique of generating systematically profile scores is borrowed from Judgmental Policy Capturing (JPC), a technique well-known in the field of, for instance, personnel decisions and promotions in industrial psychology, and described by Hobson and Gibson (1983) as "a general procedure designed to describe statistically the unique information processing strategies of individual raters". Fitting the profile scores to an underlying multiple regression model, it will also be investigated to what extent the assessors are capable to assign relative weights to the several dimensions of the tasks as part of the extended Angoff method for subjective performance standard setting.

## References

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