

Sample Size Required for Adverse Impact Analysis

Scott B. Morris
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Practitioners who rely on adverse impact analysis for the evaluation and development of selection procedures need to carefully consider the adequacy of the samples used to compute adverse impact statistics. A method is presented for estimating the minimum sample size needed to test for adverse impact with adequate statistical power. The required sample size is often extremely large, particularly for small effects when the selection rate and the proportion of minority applicants are small. However, smaller samples will be adequate when the magnitude of the group difference is large.

The degree of adverse impact produced by a selection system is often evaluated using small sample statistics, despite warnings that such analyses are plagued by excessive sampling error and low statistical power (Cohen, 1994; Schmidt, 1996). When sample size is small, adverse impact statistics will vary considerably across test administrations. For example, Lawshe (1987) administered the same test for the same job in two consecutive years, and found dramatically different levels of adverse impact on the two administrations. In addition, when sample size is small, it is unlikely that a statistically significant difference in selection rates will be found (Morris & Lobsenz, 2000). On the other hand, when sample sizes are extremely large, even a trivial difference in selection rates will produce a statistically significant result. Therefore, sample sizes need to be carefully considered when evaluating adverse impact, as with any sample statistic.

The concerns about adequate sample sizes are particularly important in such areas as personnel selection, where decisions have substantial social and political implications for the individuals involved. The need for adequate sample size in test validation research has long been recognized (Schmidt, Hunter & Urry, 1976). However, little attention has been paid to the sample size requirements for adverse impact analysis.

As with test validity, adverse impact statistics are often used in the design and evaluation of selection systems. Adverse impact statistics play a central role in many employment discrimination claims (Gutman, 2000), and are often explicitly considered in the design of selection procedures. For example, when combining results from a test battery, more weight may be assigned to those subtests with less adverse impact (De Corte, 1999). In other cases, test developers may set lower cutoff scores for subtests with greater adverse impact (Hoffman & Thornton, 1997). Given the widespread use of adverse impact statistics in test development, it is important to understand the conditions under which these statistics have adequate statistical power.

Two general approaches are commonly used to evaluate adverse impact statistics. The first is the four-fifths rule, specified in the EEOC Uniform Guidelines on Employee Selection Procedures (1978). According to the four-fifths rule, adverse impact exists if the selection rate for the minority group is less than four-fifths of the selection rate for the majority group. An alternate approach is to test the difference in selection rates for statistical significance. Significance tests for adverse impact

Statistical Analysis Of Adverse Impact A Practitioners Guide

Christian G. Meyer



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Adverse Impact Analysis Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact While most human resources HR practitioners are familiar with basic adverse impact analysis the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities Employment data are often complicated and can include a broad array of employment actions e g selection pay promotion termination as well as data that span multiple protected groups settings and points in time In the era of big data the HR analyst often has access to larger and more complex data sets relevant to employment disparities Consequently an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses This book brings together the diverse literature on disparity analysis spanning work from statistics industrial organizational psychology human resource management labor economics and law to provide a comprehensive and integrated summary of current best practices in the field Throughout the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies The book provides guidance on all phases of disparity analysis including How to structure diverse and complex employment data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection promotion compensation termination and other employment outcomes How to interpret results in terms of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues

Practitioner's Guide to Legal Issues in Organizations Chester Hanvey, Kayo Sady, 2015-05-26 This highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny Industrial organizational experts

apply their empirical knowledge and practical experience to aspects of HR that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours The book is written to be accessible to readers currently in HR related graduate level training as well as HR practitioners with or without background in industrial organizational psychology And to add to its utility chapters feature practical strategies for addressing each of the legal issues presented Among the topics covered Measuring adverse impact in employee selection decisions Using background checks in the employee selection process Disabilities best practices for vulnerabilities associated with the ADA Physical abilities testing Wage and hour litigation Clinical psychological testing for employee selection Conducting compensation equity analyses Practitioner s Guide to Legal Issues in Organizations brings clear up to date information to graduate students studying human resources management industrial organizational psychology who are interested in legal issues as well as applied HR practitioners such as industrial organizational psychologists human resources generalists management and labor economists

Adverse Impact and Test Validation Dan Biddle, 2017-05-15 Adverse impact analyses and test validation promote social justice and equity Employers who unknowingly use invalid tests or recruitment procedures that have an adverse impact are reducing minority and or female representation in their workforce unfairly screening out qualified workers and worst of all just plain discriminating Dan Biddle s Adverse Impact and Test Validation provides you with analyses that allow you to identify which of your selection procedures have adverse impact The validation steps will help you decide whether to keep the selection procedure because it s valid change it or stop using it altogether This second edition contains new material on using multiple regression to evaluate pay practices and provides step by step instructions for using SPSS or Excel for evaluating your company s pay practices for possible inequities New content on how to define Internet applicants and set up defensible Basic Qualifications BQs for online recruiting will help employers ensure compliance with EEO regulations and screen in qualified applicants Specific guidelines for developing and validating written job knowledge tests such as those used for police and fire promotional testing have also been included in this new edition The downloadable resources include tools which may be used on a trial evaluation basis describing several of the functions described in the book including Adverse Impact Toolkit Test Validation and Analysis Program TVAP Guidelines Oriented Job Analysis GOJA Manual and Content Validity Checklists This highly pragmatic guide goes beyond the concepts theories and ideas behind adverse impact and test validation It not only explains what to do but crucially also shows you how to do it The second edition has been expanded to include two brand new chapters with a new Appendix and comes with new editions of the accompanying software As a means of protecting your organization from litigation damage to employee relations and to your corporate reputation Adverse Impact and Test Validation is a must have purchase for human resource professionals testing and recruitment specialists

The Practitioner's Guide to Defense of EPL Claims Ellis B. Murov, 2005 Employment Practices Liability insurance is a relatively recent phenomenon on the proper casualty insurance

industry The Practitioners Guide to Defense of EPL Claims is a new guide by the Tort Trial and Insurance Practice Section that covers punitive damages investigating EPLI covered claims emotional injury and litigation of EPLI claims

Compensating Your Employees Fairly Stephanie R. Thomas, 2013-10-05 Compensation fairness is a universal preoccupation in today's workplace from whispers around the water cooler to kabuki in the C suite Gender discrimination takes center stage in discussions of internal pay equity but many other protected characteristics may be invoked as grounds for alleging discrimination age race disability physical appearance and more This broad range of vulnerability to discrimination charges is often neglected in corporate assessments of how well compensation systems comply with the law and satisfy employee norms of fairness Blind spots in general equity constitute a serious threat to organizational performance and risk management In *Compensating Your Employees Fairly* a respected practitioner and consultant lays out in practical terms everything you need to know to protect your company along the full spectrum of internal pay equity issues including all the technical methods you need to optimize compliance and minimize risk *Compensating Your Employees Fairly* is a timely survey and comprehensive handbook for compensation specialists HR professionals EEO compliance officers and in house counsel It provides all the information you need to ensure that compensation systems are equitable auditable internally consistent and externally compliant with equal employment opportunity laws and regulations The author presents technical information both legal and statistical in common sense terms Her non technical breakdown of complex statistical concepts distills just as much as practitioners need to know in order to effectively deploy and interpret the standard applications of statistical analysis to internal pay equity The focus throughout the book is on real world application current examples and up to the minute information on recent and pending wrinkles in the evolving legal landscape Readers of *Compensating Your Employees Fairly* will learn Why internal equity in compensation matters How to detect intentional and non intentional discrimination in compensation The basics of statistical inference and multiple regression analysis The essentials of data availability measurability and collection The criteria for assessing compensation systems for internal equity How to investigate potential problems and react to formal complaints and actions How to avoid litigation and put in place ongoing measures for proactive self auditing

Statistics in the Law Joseph B. Kadane, 2008-05-23 *Statistics in the Law* is primarily a user's manual or desk reference for the expert witness lawyer team and secondarily a textbook or supplemental textbook for upper level undergraduate statistics students It starts with two articles by masters of the trade Paul Meier and Franklin Fisher It then explains the distinction between the Frye and Daughbert standards for expert testimony and how these standards play out in court The bulk of the book addresses individual cases covering a wide variety of questions including Does electronic draw poker require skill to play Did the New Jersey State Police disproportionately stop black motorists Is a jury a representative cross section of the community Were ballots tampered with in an election The book concludes with Part 5 a review of English law that includes a case in which a woman was accused of murdering her infant

sons because both died of cot death or sudden death syndrome she was convicted but later exonerated and an examination of how Bayesian analyses can or more precisely cannot be presented in UK courts In each study the statistical analysis is shaped to address the relevant legal questions and draws on whatever methods in statistics might shed light on those questions *Adverse Impact* James L. Outtz,2010-06-10 This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race ethnicity gender age religion etc This book shows based on scientific research how to design selection systems that minimize subgroup differences The primary object of this volume in the SIOP series is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact where we are in terms of assessing it and what we may have learned or not learned about minimizing it *Statistical Analysis of Adverse Impact* Stephanie R. Thomas,2011-04-01 Written with human resources professionals in house counsel and employment lawyers in mind readers are introduced to the statistical analysis of adverse impact Various tools for examining disparate impact are presented in a non technical manner Concrete examples and simple calculations demonstrate how these statistical tools can be applied to questions of adverse impact in hiring promotion and termination decisions Traditional areas of vulnerability to adverse impact are discussed and some emerging areas with potential for adverse impact such as the use of social media in recruiting and current employment status as a candidate screening tool are presented The underlying sources of vulnerability are explored and pending legislation is discussed The importance of litigation avoidance is stressed and suggestions for minimizing the risk of employment litigation with proactive statistical analysis are provided The goal is to give human resources professionals and legal counsel a better understanding of the information their statistical consultants are providing This leads to an improved ability to identify and correct problem areas that may exist within the organization as well as to prevent problems from arising in the future *The Risk IT Practitioner Guide* Isaca,2009

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