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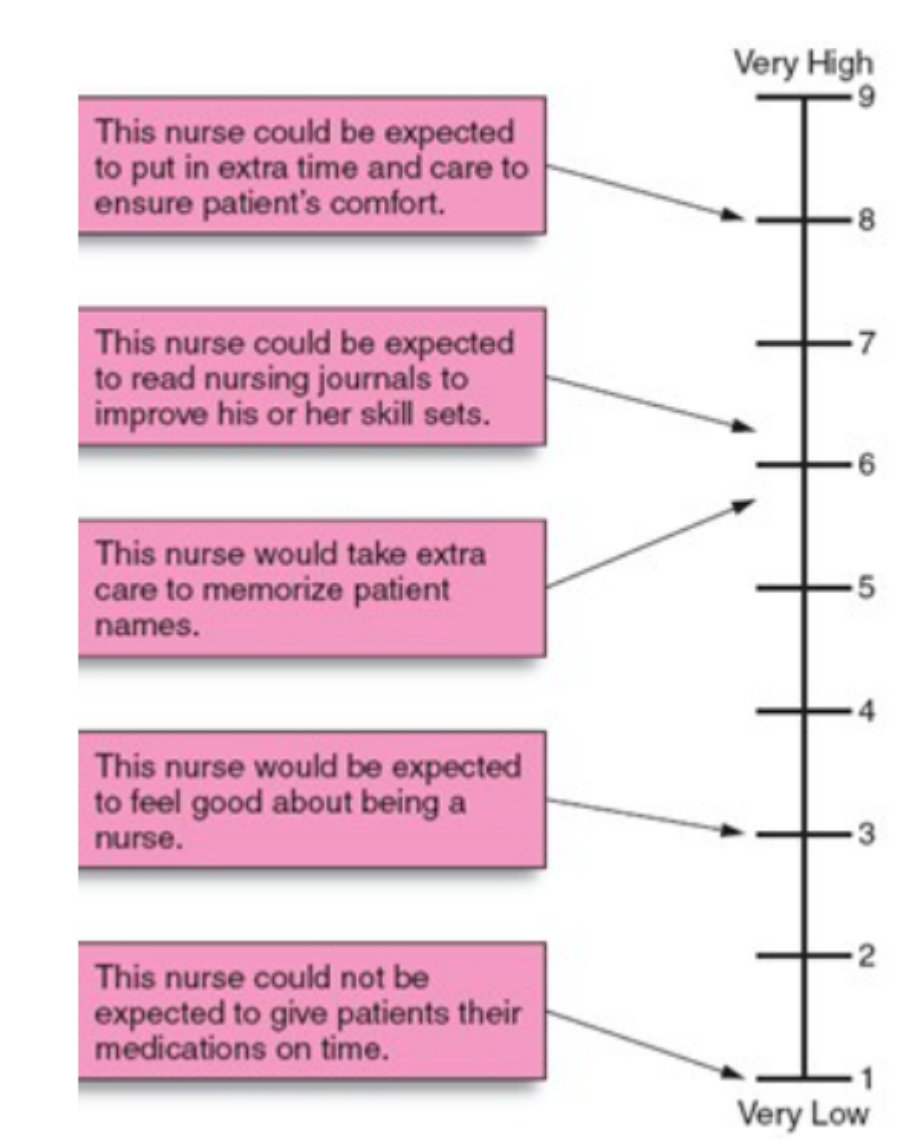
## Abstract

**Purpose:** investigate whether defining more anchors on behaviorally anchored rating scales (BARS) increases rater accuracy in employment interview responses.

- Research has found that BARS produce more accurate ratings when compared to other scales such as a Likert scale.
- Little research has been conducted regarding how many anchors should include behavioral descriptions on BARS. Will five anchors on BARS will produce more accurate results compared to three anchors.

Participants will view responses to both situational and behavioral interview questions and rate the responses on behaviorally anchored rating scales.

### Behaviorally Anchored Rating Scale for Nurses



## Introduction

- Research has found that standardized selection methods are superior to unstandardized methods.
- One standardized method that has been found to produce accurate results is by using BARS (Campbell et al., 1973; Kinicki, Bannister, & Hom, 1985). BARS have been found to:



- Yield more accurate ratings compared to other rating scales.
- Yield less leniency error compared to other rating scales
- Yield less halo error than summated rating scales
- Yield less overall error than other rating methods.
- BARS can be used for both situational & behavioral questions.
  - Behavioral interview items involve asking participants about previous on the job behavior.
  - Situational interview items involve asking participants how they would respond to situations.
- Little research has investigated whether situational interviews or behavioral interviews yield more accurate results

## Hypotheses

*Hypothesis 1:* BARS with five anchors will be more accurate in scoring interview responses than three level BARS.

- *Hypothesis 1a:* BARS with five anchors will result in higher interrater correlations on employment interview ratings than BARS with three anchors.
- *Hypothesis 1b:* BARS with five anchors will result in lower absolute difference between on employment interview ratings and true score estimates than BARS with three anchors.
- *Hypothesis 1c:* BARS with five anchors will result in raters having less over rating and under rating (as compared to true score estimates) on their employment interview ratings than BARS with three anchors



*RQ 1:* Are there differences in the interrater correlations of the ratings provided based upon behavioral interview questions and situational interview questions?

- *RQ 1a:* Are there differences in the interrater correlations on employment interview ratings of behavioral interviews evaluated with BARS with three anchors compared to BARS with five anchors?
- *RQ 1b:* Are there differences in the interrater correlations on employment interview ratings of situational interview questions evaluated with three anchored BARS compared to five anchored BARS?

*RQ 2:* Do accuracy estimates (absolute value and over-under ratings) vary for ratings provided based upon behavioral interview questions and situational interview questions?

- *RQ 2a:* Do accuracy estimates (absolute value and over-under rater) vary for employment interview ratings of behavioral interview questions evaluated with BARS with three anchors compared to BARS with five anchors?
- *RQ 2b:* Do accuracy estimates (absolute value and over-under rater) vary for employment interview ratings of situational interview questions evaluated with BARS with three anchors compared to BARS with five anchors.

## Participants and Materials

Participants will be recruited from a Southeastern university. Approximately 120 students will be recruited.

## Method

An actor will be filmed answering situational and behavioral interview questions for the respondents to view and rate. All participants will view a short training on BARS. Participants will randomly be assigned to one of two conditions. Condition one will view and then rate the interviews on a BARS with three anchors defined. Condition two will view and then rate the interviews on a BARS with five anchors defined.



## Proposed Analyses

In order to test the hypotheses, a repeated measure multivariate analysis of variance will be conducted.



## References

Campbell, J. P., Dunnette, M. D., Arvey, R. D., & Hellervik, L. V. (1973). The development and evaluation of behaviorally based rating scales. *Journal of Applied Psychology, 57*(1), 152-22.

Kinicki, A. J., Bannister, B. D., & Hom, P. W. (1985). Behaviorally anchored rating scales vs. summated rating scales: Psychometric properties and susceptibility to rating bias. *Educational & Psychological Measurement, 45*, 535-549.