

by using the company's usual methods. They and their supervisors were also given the verbal Likert scales. The Likert scale scores were the criteria used to demonstrate the following T-test results:

Placement satisfaction by employee: $t = 3.22, p \leq 0.05^*$

Placement success by employee: $t = 2.91, p \leq 0.05^*$

Placement success by the supervisor: $t = 3.14, p \leq 0.05^*$

Placement satisfaction observed by the supervisor: $t = 3.43, p \leq 0.05^*$

*Statistically significant difference

6. 41 employees (29 of this sample were college students) at two stores of a national copy chain (Kinkos of South Florida) were given the Assessment; evaluated for overall job performance by doing each of their rotating tasks during a shift; and evaluated for job performance by doing the rotating task that the S/SC phases predicts would be the highest performance criteria. An overall rotating task performance was measured by the supervisor evaluating each employee with a verbal Likert (1 -7: Failing Performance – Excellent Performance). Overall job performance was measured by averaging all the rotating task scores together. This result of comparing the employees' productivity doing the overall tasks and their doing the S/SC predictive tasks was as follows:

$t = 2.34, p \leq 0.05$ (significant difference)

A more practical result was that the stores' percent of turnover dropped 34% during the 3 months that employees spent 80% of their time on the S/SC tasks and 20% rotating.

7. During a three year period at Security Plastics, Inc., in Miami Lakes, FL, 346 adults were placed on 68 teams. 47 teams were formed using S/SC input data and 21 teams were done without using S/SC input data. The performance of these 2 different types of teams were measured by the individual team leaders using a verbal Likert scale (1 -7: 1 = failing and 7 = excellent). The statistical comparison of these differently formed teams was done by a T-test.

$t = 3.16, p \leq 0.05$ (significant difference)

Generalizability

This topic is under study for the total underlying population. Early results yield an underlying multivariate normal distribution. The assessment is based on non-parametric methods but does yield indications that the resulting distribution is multivariate normal, which is common in the social and behavioral sciences.

Current Work

Specific Applications of the Assessment

A three-year study, under the combined auspices of a National Science Foundation (NSF) grant of \$800,000, a Packard Foundation grant and a James Irvine Foundation grant, has been initiated for the Watsonville Digital Bridge Academy (WDBA) at the Cabrillo Community College of California. The initial 2 phases of this project are already completed.

