

A contribution to the validation of the Q-TEST: an online questionnaire for the evaluation of potential in work contexts

Prof. Roberto Bolzani

Dipartimento di Psicologia, Università di Bologna

Dott.ssa Serena Communara

GOLDEN GROUP, Bologna

Dott.ssa Alessia Marra

GOLDEN GROUP, Bologna

Dott. Davide Malaguti

GOLDEN GROUP, Bologna

Prof.ssa Mariagrazia Benassi

Dipartimento di Psicologia, Università di Bologna

Prof. Marco Giovanni Mariani

Dipartimento di Psicologia, Università di Bologna

CORRESPONDENCE

Prof.ssa Mariagrazia Benassi

Università degli Studi di Bologna, Dipartimento di Psicologia

Viale Berti Pichat 5, Bologna

e-mail: mariagrazia.benassi@unibo.it

Abstract

Although there is increased interest in the application of new technologies in practices for selecting personnel, in literature there is a lack of studies based on validated online questionnaires. In this view, this research aims to contribute to the analysis of the psychometric properties of the Q-TEST, an instrument based on ipsative items, which, starting from the evaluation of personality and attitudes, aims to analyse managerial potential. 401 (M=73%; manager=27%) people participated from 30 different work organisations. Analysis of dimensionality, to explore internal validity, showed encouraging results, indeed the extracted components reflected the objectives of the instrument. Differences among professional roles and different work contexts emerged from the analysis, demonstrating good discriminant properties of the instrument.

Keyword

potential evaluation; validity; online tests.

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