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# A CRITERION VALIDATION OF THE NEW ZEALAND ARMY OFFICER SELECTION BOARD

A thesis presented in partial fulfilment of the requirements for the degree of
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Palmerston North, New Zealand.

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# Abstract

The purpose of this research was to assess the incremental validity of selection measures employed on the New Zealand Army Officer Selection Board (OSB) over and above measures of cognitive ability. The study assessed whether the use of measures of personality, cognitive ability, peer assessment ratings, and observer competency gradings, could predict future training performance and job performance. Criterion measures of training and job performance included Officer Cadet School (OCS) performance results, supervisor ratings, and annual reporting documents. The sample population consisted of 72 New Zealand Army officers. Of these participants 15 were female and 57 were male. The average age of the participants was 27.5 years. It was hypothesised that individual elements of the assessment centre (observer ratings, psychologist ratings, and peer assessment ratings) would provide incremental validity over cognitive ability testing. It was also hypothesised that elements of the Eysenck Personality Questionnaire (EPQ-R) and the Gordon Personal Profile-Inventory (GPP-I) would be positively correlated with measures of training performance and job performance. Lastly, it was hypothesised that increased time since commissioning would be positively correlated with higher job performance. The results demonstrate that no linear combination of predictors was able to predict future training performance or job performance. Only the last hypothesis was supported and the results are discussed in light of methodological shortcomings.

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## Glossary of Abbreviations

| | |
|---|---|
| AC | Assessment Centre |
| ADFA | Australian Defence Force Academy |
| AIB | Admiralty Interview Board |
| APS | Army Psychology Service |
| B90 | ACER Advanced Test B90 |
| BARS | Behavioural Anchored Rating Scales |
| BP | Board President |
| CSSB | British Civil Service Selection Board |
| DBP | Deputy Board President |
| DCA | Deputy Chief of Army |
| DV | Dependant Variable |
| EFL | Entry Fitness Level |
| EPQ-R | Eysenck Personality Questionnaire Revised |
| FOR | Frame of Reference |
| FOSB | Final Officer Selection Board (Navy) |
| GMA | General Mental Ability |
| GPP-I | Gordon Personality Profile Inventory |
| IOT | Initial Officer Training |
| IV | Independent Variable |
| KASO's | Knowledge, Abilities, Skills, Other attributes |
| LO | Liaison Officer |
| MS | Military Secretary |
| MTO | Military Testing Officer |
| NCO | Non-Commissioned Officer |
| NZCC | New Zealand Commissioning Course |
| OAR | Overall Assessment Rating |
| OCS (NZ) | Officer Cadet School |
| OIC | Officer In Charge |
| OSB | Officer Selection Board |
| RATEL | Radio Telephone Procedure |
| Raven's APM | Raven's Advanced Progressive Matrices |

| | |
|---|---|
| RCB | Regular Commissions Board |
| RFL | Required Fitness Level |
| RMAS | Royal Military Academy Sandhurst |
| RMAS YO | Royal Military Academy Sandhurst Young Officer |
| RNZAF | Royal New Zealand Air Force |
| RNZN | Royal New Zealand Navy |
| TCS | Training Criterion Score |
| TEWT | Tactical Exercise Without Troops |
| TFMS | Territorial Force Military Secretary |
| TTCP | The Technical Cooperation Program |
| WOSB | War Office Selection Board |
| YO | Young Officer |