

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

Roberto Bolzani

Dipartimento di Psicologia, Università di Bologna

Serena Communara

GOLDEN GROUP s.r.l., Bologna

Alessia Marra

GOLDEN GROUP s.r.l., Bologna

Davide Malaguti

GOLDEN GROUP s.r.l., Bologna

Mariagrazia Benassi

Dipartimento di Psicologia, Università di Bologna

Marco Giovanni Mariani

Dipartimento di Psicologia, Università di Bologna

CORRESPONDENCE

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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