

Chapter 6 – Job Analysis and the Law

Review Questions

1. Briefly describe each of the following pieces of legislation: Equal Pay Act, Civil Rights Acts, Age Discrimination in Employment Act, Rehabilitation Act, Americans with Disabilities Act.
2. Who are the main agencies responsible for the enforcement of equal employment opportunity laws?
3. The Principles discuss three primary sources of validity evidence for employment testing. What are they?
4. According to case law, what are some things that can help job analysis for personnel selection withstand legal scrutiny? (List three things.)