

member of a particular life history subgroup. The goal of the model is the prediction and understanding of person–job relationships.

Schoenfeldt (1974) examined the validity of the model with a large sample of students ($N = 1934$) working toward college degrees. Subgroups, formed on the basis of previous behavioral data collected during the freshman year, differed with respect to criterion (major, grade-point average, and so forth) measurements taken 4 years later. More important, the subgroups differed with respect to the curricular paths taken during college. The results indicated that it was possible to differentiate people in meaningful ways, to identify “job families,” and to match people with jobs.

Two industrial studies have been reported using the assessment-classification model. In the first, Morrison (1977) tested the model’s efficacy in making placement decisions in an industrial setting with hourly employees. Eight developmental-interest dimensions describing life choices, values, and interests of 438 blue-collar workers were formulated. Job analysis identified two clusters of positions that were homogeneous within, and differentiated between, each other on relevant job attributes. One cluster consisted of process operator positions and had 102 incumbents with more than 6 months’ service. The other cluster was composed of heavy equipment operator positions that had 148 incumbents. A discriminant function was calculated on a validation group of incumbents in an effort to develop a linear combination of the life history factors that maximally differentiated the two job families. Cross-validation demonstrated that three psychologically meaningful dimensions discriminated among the groups at both statistical and practical levels. The process operators were more likely to be raised in an urban environment, to have a more favorable self-image, and to prefer standardized work schedules.

The second study was by Brush and Owens (1979) and covered a total of 1,987 hourly employees of a major oil company. Each employee completed an extensive biographical inventory. Hierarchical clustering of the resulting biographical profiles produced 18 subgroups of employees, such that within any one subgroup, background experiences and interests were similar, and among subgroups, they were different. A similar methodology was applied to job analysis data in creating a structure of 19 job families for 939 office and clerical jobs. Significant relationships were found between biodata subgroups and criteria, such as sex, educational level, termination rate, job classification and, most important, performance rating.

The value of the assessment-classification model is in the potential to place applicants in jobs for which the probability of success and satisfaction is maximal. Other purely statistical approaches exist, but do not incorporate dimensions psychologists would suggest are important to the match of individuals to jobs.

In a more recent study, Granrose and Portwood (1987) looked at placement in the context of career management. Programs that attempt to match individual career plans with overall trends and needs within the organization are simply

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