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Dependability of Job Performance Ratings

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This article introduces the application of Generalizability Theory to assessing the reliability of job performance ratings. Generalizability theory are frequently used in educational sciences and psychology. Basically, Generalizability theory can be used to assess reliability in the presence of multiple sources of error and also can be applied to assess reliability in the presence of different types of sources of error. In particular, the application of Generalizability theory to measurements involving multiple raters is considered. G theory seems an ideal utility for examining multiple sources of error in job performance measurement. With this study, we applied G theory principles to the determination of measurement error in evaluations of job performance.