

Business and military settings In business, as in the military, tests are used in many ways, perhaps most notably in decision making about the careers of personnel. As we will see in Chapter 16, a wide range of achievement, aptitude, interest, motivational, and other tests may be employed in the decision to hire as well as in related decisions regarding promotions, transfer, job satisfaction, and eligibility for further training. For a prospective air traffic controller, successful performance on a test of sustained attention to detail may be one requirement of employment. Engineering psychologists employ a variety of existing and specially devised tests in research designed to help people at home, in the workplace, and in the military.