

# Standard Setting and Social Desirability

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# Presentation Outline

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# Research Question

- Does Social Desirability Affect Judges Ratings in a Standard Setting Exercise?

## Objective

- To assess whether social desirability is related to standard setting judges' cut-scores resulting from both Angoff and Beuk methods.

# Background

- High stakes testing often conduct standard setting studies using subject matter experts or judges
- Currently, research has never considered the relationship between personality characteristics of judges and subject matter experts judgments in a standard setting
- One personality characteristic measure used in clinical psychology to determine the validity of a measurement is social desirability

# Social Desirability

- Definition:
  - The need for approval by appearing favorable to others
- Application:
  - Often used in conjunction with other personality measurements to exclude subjects with high social desirability

# Standard Setting

- A method for determining a passing score on an exam
- Modified Angoff Method
  - A criterion-based method widely used for setting a passing score on an exam
  - Asks participants to estimate the proportion of minimally proficient/borderline examinees who will answer each examination item correctly
- Modified Beuk Method
  - A compromise method which asks the following questions
    - 1) What should be the minimum level of knowledge required to pass an examination?
    - 2) What pass rate should be expected?



# Participants

- Forty-two experts on five different certification exams
- Participants represented the Audiology, Nursing, Procurement, and Project Management industries
- Participants were representative of their profession in regard to demographic characteristics (years of experience, area of practice, geography, ethnicity, and gender)
- Two of the standard setting were for programs accredited by an outside body (NOCA and ANSI/ISO)

# Procedure

1. Training in the Modified Angoff and Beuk Methods
2. Participate in Modified Angoff Method (2 rounds)
  - a. Rated and answered examination items
  - b. Discussed ratings
  - c. Re-rated examination items
3. Participate in Modified Beuk Method
4. Complete Marlowe-Crowne Social Desirability Scale



# Results

- Marlowe-Crowne Social Desirability Scale
  - Mean: 18.86
  - Standard Deviation: 5.45
- Three groups were formed based on one standard deviation of  $\pm 5.45$  of the MCSD from the MCSD mean of 5.45

# Results

<b>MCSD Group</b>	<b>Angoff 1<sup>st</sup> Rating</b>	<b>Angoff 2<sup>nd</sup> Rating</b>	<b>Beuk</b>
<b>Low (n=7)</b>	79.80 (3.87)	80.61 (3.39)	79.29 (7.32)
<b>Average (n=28)</b>	71.12 (7.96)	72.02 (7.46)	69.39 (11.02)
<b>High (n=7)</b>	68.19 (7.69)	68.80 (6.98)	69.00 (11.12)
<b>Total (n=42)</b>	72.08 (8.12)	72.92 (7.68)	70.98 (10.96)

Standard deviations are in parenthesis; Angoff scores are reported in percentages.

# Summary and Implications

- Experts who exhibited less social desirability have more stringent passing standards on the Angoff and Beuk scores than those with average and high social desirability scores
- Should we exclude individuals based on social desirability? Other factors?

# Next Steps

- Increase sample size
- Consider interactions of independent variables (e.g., gender of MCSD group) on passing scores
- Consider using other personality scales and its affects on standard setting results