

Name of Instrument: **Preplacement Assessments**

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**Contact Info:**

**Name:**

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**Privacy Use Cost:** \$

**Public Use Cost:** \$

**Year Developed:** 1999

**Where to obtain Instrument:**

- Contact author

**Description of the Instrument**

- To assess whether work restrictions or preplacement assessments (PPAs) prevent or protect workers from injuries (n=38), based on a 3X2 tables, using frequency counts, percentages, and chi-square calculations as the dependent variable (injured or not injured) and the independent variable (group status as not restricted, further evaluation, or restricted are both discrete).
- An analysis of variance (ANOVA) was used to test potential interaction of employees' duration of employment, their status as case or control, and injury incidence.

**Form of instrument:**

- Questionnaire/ Survey
- Injury Surveillance/Tracking tool

**Method of delivery:**

- Self-Report
- Proxy Report (employer)
- In-person interview/assessment

**Relevance to injury/ Percentage of the instrument specific to injury**

- To assess the effects of preplacement assessments (PPAs) on employee injuries.
- To identify job applicants vulnerable to injury.

**Time to administer or complete the instrument**

**Methods of data analyses:**

- Quantitative

**Setting/sample instrument used in:**

- Study population consisted of 67 job applicants (cases) seen by an occupational health organization in the Minneapolis/St. Paul Metro area during a 3 year period for job specific PPAs from January 1, 1993 through December 31, 1995.
- Cases were matched with controls without work restrictions (n=264) on the basis of employer, gender, and job. Controls were divided into two groups: Control Group 1 (n=130) who had further evaluation, but no restrictions were given and Control Group 2 (n=134) who did not have any follow-up evaluation or work restrictions.).
- Control group 2 served as baseline.

**Was it pilot tested?** No

**Pilot test sample:****Reliability Measures**

- Cases were not more likely to be injured than controls (chi square =.75, df=2, p=.68), therefore work restrictions do prevent work injuries. The PPAs are effective in preventing injuries in case group.

**Validity Measures****Reference**

Nachreiner, N., McGovern, P., Kochevar, L.K., Lohman, W.H., Cato, C., & Ayers, E. (1999). Preplacement assessments: Impact on injury outcomes. *AAOHN Journal*, 47(6), 245-253.

**Other References**

**Keywords:** work, injury, assessment.