

DAFTAR PUSTAKA

- Banki, S., & Latham, G. P. (2010). The criterion-related validities and perceived fairness of the situational interview and the situational judgment test in an Iranian organisation. *Applied Psychology*, 59(1), 124–142. <https://doi.org/10.1111/j.1464-0597.2009.00418.x>
- Blair, C. A., Hoffman, B. J., & Ladd, R. T. (2016). Assessment Centers vs Situational Judgement Test: Longitudinal Predictors of Success. *Leadership & Organization Development*, 40(7), 426–441. <https://doi.org/10.1108/00483480810877598>
- Bobat, S., Caruth, E. J., & Buitendach, J. H. (2012). Relationship between a situational judgement test and ability and personality measures. *Journal of Psychology in Africa*, 22(2), 245–250. <https://doi.org/10.1080/14330237.2012.10820524>
- Campion, M. C., Ployhart, R. E., & MacKenzie, W. I. (2014). The State of Research on Situational Judgment Tests: A Content Analysis and Directions for Future Research. *Human Performance*, 27(4), 283–310. <https://doi.org/10.1080/08959285.2014.929693>
- Cattell. (1963). Theory of Fluid and Crystallized Intelligence: A Critical Experiment. *Journal of Education Psychology*, 54 (1), 1-22.
- Christian, M. S., Edwards, B. D., & Bradley, J. C. (2010). Situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. *Personnel Psychology*, 63(1), 83–117. <https://doi.org/10.1111/j.1744-6570.2009.01163.x>
- Chuderski, A. (2012). The Contribution of Working Memory to Fluid Reasoning : Capacity , Control, or Both ? *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 38(6), 1689–1710. <https://doi.org/10.1037/a0028465>
- Clevenger, J., Pereira, G. M., Wiechmann, D., Schmitt, N., & Schmidt Harvey, V. (2001). Incremental validity of situational judgment tests. *Journal of Applied Psychology*, 86(3), 410–417. <https://doi.org/10.1037/0021-9010.86.3.410>
- Corstjens, J., Lievens, F., & Krumm, S. (2017). Situational Judgement Tests for Selection. *The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention*, 226–246. <https://doi.org/10.1002/9781118972472.ch11>
- Engle, R. W., Tuholski, S. W., Laughlin, J. E., & Conway, A. R. A. (1999). Working Memory , Short-Term Memory , and General Fluid Intelligence : A Latent-

Variable Approach. *Journal of Experimental Psychology: General*, 128(3), 309–331.

Ferrer, E., Hare, E. D. O., & Bunge, S. A. (2009). Fluid Reasoning and The Developing Brain. *Frontiers in Neuroscience*, 3(1), 46–51. <https://doi.org/10.3389/neuro.01.003.2009>

Gold, B., & Holodynski, M. (2015). Development and Construct Validation of a Situational Judgment Test of Strategic Knowledge of Classroom Management in Elementary Schools. *Educational Assessment*, 20(3), 226–248. <https://doi.org/10.1080/10627197.2015.1062087>

Goldstein, S., et al. (2015). Handbook of Intelligence: Evolutionary Theory, Historical Perspective, and Current Concepts. New York: Springer Science+Business Media. https://doi.org/10.1007/978-1-4939-1562-0_21.

Horn, J. L. (1968). Refinement and Test of The Theory of Fluid and Crystallized General Intelligences. *Journal of Education Psychology*, 57(5), 253–270.

Koczwara, A., Patterson, F., Zibarras, L., Kerrin, M., Irish, B., & Wilkinson, M. (2012). Evaluating cognitive ability, knowledge tests and situational judgement tests for postgraduate selection. *Medical Education*, 46(4), 399–408. <https://doi.org/10.1111/j.1365-2923.2011.04195.x>

Konig, C. J., Buhner, M., & Murling, G. (2009). Working Memory , Fluid Intelligence , and Attention Are Predictors of Multitasking Performance , but Polychronicity and Extraversion Are Not. *Human Performance*, 18(3), 243–266. <https://doi.org/10.1207/s15327043hup1803>

Lievens, F. (2013). Adjusting medical school admission: Assessing interpersonal skills using situational judgement tests. *Medical Education*, 47(2), 182–189. <https://doi.org/10.1111/medu.12089>

Lievens, F., Peeters, H., & Schollaert, E. (2008). Situational judgment tests: A review of recent research. *Personnel Review*, 37(4), 426–441. <https://doi.org/10.1108/00483480810877598>

Lievens, F., & Sackett, P. R. (2012). The validity of interpersonal skills assessment via situational judgment tests for predicting academic success and job performance. *Journal of Applied Psychology*, 97(2), 460–468. <https://doi.org/10.1037/a0025741>

Mcardle, J. J., Ferrer-caja, E., Hamagami, F., & Woodcock, R. W. (2002). Comparative Longitudinal Structural Analyses of the Growth and Decline of Multiple Intellectual Abilities Over the Life Span. *Developmental Psychology*, 38(1), 115–142. <https://doi.org/10.1037/0012-1649.38.1.115>

- McDaniel, M. A., & Whetzel, D. L. (2005). Situational judgment test research: Informing the debate on practical intelligence theory. *Intelligence*, 33(5), 515–525. <https://doi.org/10.1016/j.intell.2005.02.001>
- McDaniel, M. A., & Nguyen, N. T. (2001). Situational Judgement Tests: A Review of Practice and Constructs Assessed. *International Journal of Selection and Assessment*, 9(1&2), 103-113. <https://doi.org/10.1111/1468-2389.00167>
- Motowidlo, S. J., Dunnette, M. D., & Carter, G. W. (1990). An Alternative Selection Procedure : The Low-Fidelity Simulation. *Journal of Applied Psychology*, 75(6), 640–647.
- Nguyen, N. T., Biderman, M. D., & McDaniel, M. A. (2005). Effect Of Response Instruction on Faking a Situational Judgement Test. *International Journal of Selection and Assessment*, 13(4).
- Passer, M. W., & Smith, R. E. (2009). Psychology: The Science of Mind and Behavior. *Medical and Health Psychology* (Fourth). New York: McGraw-Hill. <https://doi.org/10.1037/027051>
- Patterson, F., Ashworth, V., Kerrin, M., & O'Neill, P. (2013). Situational judgement tests represent a measurement method and can be designed to minimise coaching effects. *Medical Education*, 47(2), 220–221. <https://doi.org/10.1111/medu.12100>
- Patterson, F., Ashworth, V., Mehra, S., & Falcon, H. (2012). Could situational judgement tests be used for selection into dental foundation training? *British Dental Journal*, 213(1), 23–26. <https://doi.org/10.1038/sj.bdj.2012.560>
- Patterson, F., Zibarras, L., & Ashworth, V. (2016). Situational judgement tests in medical education and training: Research, theory and practice: AMEE Guide No. 100. *Medical Teacher*, 38(1), 3–17. <https://doi.org/10.3109/0142159X.2015.1072619>
- Ployhart, R. E., & Ehrhart, M. G. (2003). Be Careful What You Ask For : Effects of Response Instructions on the Construct Validity and Reliability of Situational Judgment Tests. *International Journal of Selection and Assessment*, 11(1), 1–16.
- Richman-hirsch, W. L., Olson-buchanan, J. B., & Drasgow, F. (2000). Examining the Impact of Administration Medium on Examinee Perceptions and Attitudes. *Journal of Applied Psychology*, 85(6), 880–887.
- Schweizer, K., & Koch, W. (2002). A revision of Cattell ' s Investment Theory : Cognitive Properties Influencing Learning. *Learning and Individual Differences*, 13, 57–82.

- Simon, E., Walsh, K., Paterson-brown, F., & Cahill, D. (2015). Ranking and Situational Judgement Test: Response. *Clinical Teacher*, 12, 437-440. <https://doi.org/10.1111/tct.12449>
- Simon, E., Walsh, K., Paterson-Brown, F., & Cahill, D. (2015). Does a high ranking mean success in the Situational Judgement Test? *Clinical Teacher*, 12(1), 42-45. <https://doi.org/10.1111/tct.12239>
- Soete, B. De, Lievens, F., Oostrom, J., & Westerveld, L. (2013). Alternative Predictors for Dealing with the Diversity – Validity Dilemma in Personnel Selection : The constructed response multimedia test. *International Journal of Selection and Assessment*, 21(3).
- Stemig, M. S., Sackett, P. R., & Lievens, F. (2015). Effects of Organizationally Endorsed Coaching on Performance and Validity of Situational Judgment Tests. *International Journal of Selection and Assessment*, 23(2), 174-181. <https://doi.org/10.1111/ijsa.12105>
- Sternberg, R. J., & Hedlund, J. (2011). Practical Intelligence , g , and Work Psychology. *Human Performance*, 15(1-2), 143-160. <https://doi.org/10.1080/08959285.2002.9668088>
- Weng, Q., Yang, H., Lievens, F., & McDaniel, M. A. (2018). Optimizing The Validity of Situational Judgement Test: The Importance of Scoring Methods. *Journal of Vocational Behavior*, 104, 199-209.
- Westring, A. J. F., Oswald, F. L., Schmitt, N., Drzakowski, S., Imus, A., Kim, B., & Shivpuri, S. (2009). Estimating trait and situational variance in a situational judgment test. *Human Performance*, 22(1), 44-63. <https://doi.org/10.1080/08959280802540999>
- Whetzel, D. L., & McDaniel, M. A. (2009). Situational judgment tests: An overview of current research. *Human Resource Management Review*, 19(3), 188-202. <https://doi.org/10.1016/j.hrmr.2009.03.007>