



REALISTIC JOB PREVIEW

An Alternative to Online Readiness Surveys

Drs. Zahir Latheef, Robert Robinson, and Sedef Smith



ASSUMPTION

Online learning works
BETTER when students
UNDERSTAND
what it truly entails

Many educational institutions use
READINESS SURVEYS to help
students evaluate their fit for
online learning



Problems with Readiness Surveys

- Psychometric qualities
- Predictive validity
- Unintended consequences

(Farid et al., 2014, Wladis & Samuels, 2016)

Realistic Job Preview – An Alternative Approach

Research in business organizations has shown RJPs lead to

- More realistic initial job expectations
- Lower voluntary and involuntary turnover
- Higher performance

(Phillips, 1998)

A close-up photograph of several people's hands stacked together in a circle, symbolizing teamwork and collaboration. The hands are of various skin tones and are wearing different colored sleeves and accessories like watches and bracelets. The background is a blurred, grey, textured surface.

We developed an
Online Learning RJP
using videotaped
interviews with
experienced online
students

Next Steps

Survey students for perceived effectiveness of the Online Realistic Job Preview vs. Readiness Surveys

RJP Video Link

<https://youtu.be/EFzz5nOywbq>

Contact:

Dr. Robert Robinson

robinsonro@uhd.edu