



National Center for Competency Testing

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A Job Analysis of the Tech in Surgery - Certified (NCCT) Executive Summary

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The National Center for Competency Testing performed a job analysis for its Tech in Surgery - Certified (NCCT) examination in 2012. The purpose of the job analysis was to describe the job activities of the surgical technologist in sufficient detail to provide a basis for the development of a professional, job-related certification examination.

The National Center for Competency Testing (NCCT) facilitated the selection of a Job Analysis Committee (JAC) to conduct the activities necessary to identify the responsibilities of a TS-C (NCCT) and to develop the detailed test plan. The diversity of this group was reflective of the surgical technologist's job. All JAC members demonstrated expertise in the duties and activities associated with this profession.

The study involved the development of a job analysis survey, distribution of the survey to current surgical technologists, and an analysis of the responses. The detailed test plan for the Tech in Surgery - Certified (NCCT) was developed on the basis of these data. The JAC was responsible for the following six tasks:

- 1 developing a definition of the Surgical Technologist,
- 2 identifying tasks for the survey instrument,
- 3 determining an appropriate rating scale,
- 4 determining the relevant demographic variables of interest,
- 5 integrating the definitions, tasks, rating scale, and demographics into a survey instrument, and
- 6 developing the detailed test plan based on the data from the survey.

The survey was mailed to eleven hundred (1,100) surgical technologists. Of these, 267 individuals submitted usable responses in time for analysis. Of those who responded, 99.2% of the group indicated that the survey instrument either adequately or completely addressed the important elements of a surgical technologist's job. Additionally, the respondents' ratings displayed a high level of inter-rater reliability (0.97) for the survey.

After the survey data were analyzed, the results were reviewed with the JAC and decision rules were established. These rules were used to determine which tasks were appropriate for assessment and therefore inclusion in the final detailed test plan. Application of the decision rules resulted in the retention of 78 of the original 90 tasks. A review of the respondents' comments did not result in the addition of any tasks. Each multiple-choice test will be comprised of 175 scored items and 25 un-scored pretest items. The resulting detailed test plan for the TS-C (NCCT) will be used as the basis for the examination until the next job analysis study is conducted.

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