

George M. Alliger is Vice President of Solutions for gOE. Dr. Alliger has extensive experience conducting both scientific research and applied projects in: training evaluation, training effectiveness, and training needs assessment; assessment of work performance; automated systems that support work performance; work and job analysis; competency development and assessment; measurement psychometrics; and meta-analysis. He has over 120 publications and conference presentations in these areas, and is an editor on the recent Handbook of Work Analysis.



Dr. Alliger helped develop the architecture for establishing Mission Essential Competencies that has been widely adopted by the US Air Force for use with their teams. This approach is recognized as unique and provides contextualized and supporting competencies, knowledge and skills, and developmental experiences. Designed to identify individual, team, and inter-team competencies, it has been applied for the identification of training gaps for over 60 military systems, and has been successfully applied to a civilian team setting. The Mission Essential Competency approach received in 2008 the Myers Award for Applied Research in the Workplace from the Society for Industrial Organizational Psychology. Dr. Alliger helped apply the Mission Essential Competency approach to the development of an automated training effectiveness assessment system for the US Air Force.

His experience in applied work analysis and evaluation of training, including evaluation of simulator training, has included many private organizations, as well as state and national government organizations. Dr Alliger's research into training evaluation and criteria led to a reexamination of the assumption of convergence among different measures of training effectiveness is considered to have important implications for evaluating training, and won the first annual "Best Research Paper" award from the American Society for Training and Development.

George Alliger received his Bachelor of Arts from the College of Wooster, Wooster Ohio; he received his Masters of Arts in Clinical Psychology from Xavier University, Cincinnati, Ohio; he received his doctorate in Industrial Organizational Psychology from Akron University, Ohio, in 1985.