

When carefully conducted for appropriate jobs, physical abilities tests can be highly valid. One comprehensive study reported average validities of $\bar{r} = .39$ for warehouse workers to $\bar{r} = .87$ for enlisted army men.⁵³ Applicant reactions to these sorts of tests are unknown.

Sensory/Perceptual Abilities Tests. Sensory/perceptual abilities tests assess the ability to detect and recognize environmental stimuli. An example of a sensory/perceptual ability test is a flight simulator used as part of the assessment process for airline pilots. Some tests of mechanical and clerical ability can be considered measures of sensory/perceptual ability, although they take on characteristics of cognitive ability tests. For example, the most commonly used mechanical ability test is the *Bennett Mechanical Comprehension Test*, which contains 68 items that measure an applicant's knowledge of the relationship between physical forces and mechanical objects (e.g., how a pulley operates, how gears function). In terms of clerical tests, the most widely known is the *Minnesota Clerical Test*. This timed test consists of 200 items in which the applicant is asked to compare names or numbers to identify matching elements. For example, an applicant might be asked (needing to work under time constraints) to check the pairs of numbers in the following list for the set that is the same:

109485	104985
456836	456836
356823	536823
890940	890904
205837	205834

These tests of mechanical and clerical ability and others like them have reliability and validity data available that suggest they are valid predictors of performance within their specific area.⁵⁴ The degree to which these tests add validity over general intelligence, however, is not known.

Job Knowledge Tests. Job knowledge tests attempt to directly assess an applicant's ability to comprehend job requirements. Although generally not marketed as cognitive ability tests per se, not surprisingly, job knowledge test scores tend to correlate highly with cognitive ability test scores.

Job knowledge tests can be of two kinds. One type asks questions that directly assess knowledge of the duties involved in a particular job. For example, an item from a job knowledge test for an oncology nurse might be, "Describe the five oncological emergencies in cancer patients." The other type of job knowledge test focuses on the level of experience with, and corresponding knowledge about, critical job tasks and tools/processes necessary to perform the job. The state of Wisconsin uses the *Objective Inventory Questionnaire* to evaluate applicants based on their experience with tasks, duties, tools, technologies, and equipment that are relevant to a particular job.⁵⁵