
50 SKILL BUILDER**Test/Interview Validation****I. OBJECTIVES**

- A. To enhance your understanding of the test/interview validation process.
- B. To give you experience in calculating the validity of a test.
- C. To give you experience in preparing a scatter diagram (optional).

II. TIME REQUIRED TO COMPLETE: 1 hour**III. INSTRUCTIONS**

Assume you are the human resources director for a large hotel. During the hiring process, all job applicants are required to undergo an extensive interview with you or with one of your assistants. Each applicant is scored on how well they perform during the interview from 1 (very poorly) to 100 (highly effective). Several months ago, a testing organization met with you and told you that your selection process might be improved if you gave every applicant a general intelligence test, in addition to the interview. They suggested that you buy tests from them for \$40 each and conduct a pilot study. So, you asked the 30 employees you hired most recently to take the test. The Pilot Study table shows the test and interview scores for these 30 employees. It also shows the overall score each employee received on his or her performance evaluation conducted by his or her supervisor.

Your task is to review the following two tables and answer the questions below:

1. Examine the correlation coefficients shown in the Study Statistics table. Should the firm use the test to hire future employees or is the interview alone sufficient? Explain your answer.
2. The validity coefficient between the general intelligence test score and the performance evaluation score is shown in the table.

Study Statistics

General Intelligence Test Data		Interview Data		Combined Data	
Numerator	44470	Numerator	129170	Numerator	86820
X's	32264	X's	98684	X's	47205
Y's	400565	Y's	400565	Y's	400565
Denominator	113683	Denominator	198819.9	Denominator	137509
Correlation	0.39118	Correlation	0.649683	Correlation	0.6314

Pilot Study Data

Employee	Intelligence Test	Interview Score	Average Combined Score	Performance Evaluation Score
1	75	80	77.5	172
2	77	71	74	141
3	67	61	64	128
4	65	59	62	173
6	73	58	65.5	155
7	63	52	57.5	126
8	71	78	74.5	151
8	71	63	67	181
9	79	88	83.5	176
10	77	63	70	136
11	88	89	88.5	178
12	74	73	73.5	151
13	69	80	74.5	173
14	72	76	74	148
15	71	83	77	185
16	66	77	71.5	138
17	61	74	67.5	133
18	74	89	81.5	181
19	64	80	72	188
20	73	62	67.5	140
21	78	77	77.5	177
22	67	71	69	173
23	81	94	87.5	185
24	75	81	78	175
25	66	74	70	138
26	70	62	66	133
27	77	82	79.5	181
28	75	83	79	173
29	81	85	83	188
30	76	69	72.5	128
SUMS	2176	2234	2205	4805

Contributed by Steve Maurer, Old Dominion University

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