

Predictive validity of assessment methods

Validity of assessment methods in predicting job performance

Validity (Hight to Low)	Assessment methods
0.63	<ul style="list-style-type: none"> • Cognitive ability test + structured interview • Cognitive ability test + work sample test
0.54	<ul style="list-style-type: none"> • Work sample test
0.51	<ul style="list-style-type: none"> • Cognitive ability test • Structured interview
0.31	<ul style="list-style-type: none"> • Unstructured interview
0.26	<ul style="list-style-type: none"> • Reference check
0.18	<ul style="list-style-type: none"> • Job experience (years)
0.10	<ul style="list-style-type: none"> • Years of education
-0.01	<ul style="list-style-type: none"> • Age

Source: Schmidt, FL & Hunter, JE, 1998, 'The validity of utility selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings', Psychological Bulletin, Vol.124, No.2, pp.262-274.

