

Cangrade Citation

Skills Testing predicts 19% of the variation in job performance.

Source: Schmidt, F.L. & Hunter, J.E. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 124, 2, 262-274.

Aptitude Testing predicts 9% of the variation in job performance.

Source: Bobko, P., Roth, P.L. & Potosky, D. (1999). Derivation and implications of a meta-analytic matrix incorporating cognitive ability, alternative predictors, and job performance. *Personnel Psychology*, 52, 561-589.

Interviews predict 9% of the variation in job performance.

Source: Bobko, P., Roth, P.L. & Potosky, D. (1999). Derivation and implications of a meta-analytic matrix incorporating cognitive ability, alternative predictors, and job performance. *Personnel Psychology*, 52, 561-589.

Reference Checks predict 7% of the variation in job performance.

Source: Hunter, J.E. & Hunter R.F. (1984). Validity and utility of alternative predictors of job performance. *Psychological Bulletin*, 96, 1, 72-98.

Job Experience predicts 5% of the variation in job performance.

Source: Quinones, M.A., Ford, J.K. & Teachout, M.S. (1995). The relationship between work experience and job performance: A conceptual and meta-analytic review. *Personnel Psychology*, 48, 887-910.

Emotional IQ predicts 5% of the variation in job performance.

Source: Van Rooy, D.L. & Viswesvaran, C. (2004). Emotional intelligence: A meta-analytic investigation of predictive validity and nomological net. *Journal of Vocational Behavior*, 65, 71-95.

Phone Screening predicts 3% of the variation in job performance.

Source: McDaniel, M.A., Whetzel, D.L., Schmidt, F.L. & Maruer, S.D. (1994). The validity of employment interviews: A comprehensive review and meta-analysis. *Journal of Applied Psychology*, 79, 4, 599-616.

College GPA predicts 3% of the variation in job performance.

Source: Roth, P.L, BeVier, C.A., Switzer III, F.S. & Schippmann, J.S. (1996). Meta-analyzing the relationship between grades and job performance. *Journal of Applied Psychology*, 81, 5, 548-556.