

SCHMIDT AND HUNTER'S FINDINGS

Predictive validity for overall job performance of general mental ability (GMA) scores combined with a second predictor				
Personnel measure	Validity (R)	Multiple R	Additional validity from adding a second prediction	% increase in validity
GMA tests	.51			
Work samples	.54	.63	.12	24%
Interview (<i>structured</i>)	.51	.63	.12	24%
Job knowledge test	.48	.58	.07	14%
Integrity tests	.41	.65	.14	27%
Interview (<i>unstructured</i>)	.38	.55	.04	8%
Assessment centres	.37	.53	.02	4%
Biographical data	.35	.52	.01	2%
Conscientiousness tests	.31	.60	.09	18%
Reference checks	.26	.57	.06	12%
Job experience (years)	.18	.54	.03	6%
Years of education	.10	.52	.01	2%
Interests	.10	.52	.01	2%
Graphology	.02	.51	.00	0%
Age	.01	.51	.00	0%