

Who Will Work Well?

Predictor	Validity Predicting Job Performance
Kolbe A™ Index	.82
Cognitive Test Score	.53*
Job Tryout	.44*
Biographical Data	.37*
Reference Checks	.26*
Experience	.18*
Interview	.14*
Academic Achievement	.11*
Interest	.10*
Age	-.01*



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*Source: Hunter, John E. and R.F. Hunter, 1984, "Validity and utility of alternative predictors of job performance," Psychological Bulletin, 96, 72-98.