

Adverse Impact Study

Gender and Race Differences in Scores on the Employee Aptitude Survey: Test 5 Space Visualization

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Differences in gender and race scores on the Employee Aptitude Survey: Test 5 Space Visualization were investigated. The sample included 506 entry-level production applicants at a Midwestern manufacturing organization. The results indicate moderate differences for gender and high differences for race

Type of Selection Test	Spatial visualization
Test Information	
Name	Employee Aptitude Survey: Test 5 Space Visualization
Publisher	Psychological Services
Time/Untimed	Timed (5 minutes)
Question Format	Written
Response Format	Multiple choice
Reliability	Alternate form (.89)
Sample	
N	506
Occupation	Entry-level production applicants
Gender	71% were men and 29% were women
Race	83% White, 8% Black, 5% Asian, 3% Hispanic, and 1% Native American

Test Score Differences (Sex)

Scale	Overall			Men		Women		d
	N	M	SD	M	SD	M	SD	
Space Visualization	506	23.81	9.27	24.72	9.16	21.60	9.19	.34

Note $d = (M_{\text{male}} - M_{\text{female}}) / SD_{\text{overall}}$

Test Score Differences (Race)

Scale	Overall			White		Minority		d
	N	M	SD	M	SD	M	SD	
Space Visualization	506	23.81	9.27	24.28	8.94	17.05	8.36	.78

Note $d = (M_{\text{white}} - M_{\text{minority}}) / SD_{\text{overall}}$

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