

## Adverse Impact Study

### Gender and Race Differences in Scores on the Wonderlic Personnel Test

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*Differences in gender and race scores on the Wonderlic Personnel Test were investigated. The sample included 1,277 entry-level production applicants at a global manufacturing organization. The results indicate low differences for gender ( $d = .20$ ) and moderate differences for race ( $d = .56$ ).*

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<b>Type of Selection Test</b>	Cognitive Ability
<b>Test Information</b>	
Name	Wonderlic Personnel Test
Publisher	E. F. Wonderlic, Inc.
Timed/untimed	Timed
Question format	Written, multiple-choice
Response format	Written, multiple-choice
Reliability	KR-20 (.88)
<b>Sample</b>	
N	1,277
Occupation	Entry-level production worker applicants
Gender	63% were men and 37% were women
Race	81% White, 12% Black, 3% Hispanic/Latino, 2% Native American Indian, and 1% Asian American

**Table 1**  
**Test scores by sex and race**

Group	N	Mean	SD	d
Overall	1,277	21.09	6.11	
Sex				
Men		21.53	6.52	
Women		20.32	5.27	.198
Race				
White		21.81	6.00	
Black		18.37	5.06	.563

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## **Contact Information**

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