

Gender and Race Differences in Scores on a General Aptitude Test Battery

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Type of Selection Test Cognitive and Psychomotor Ability

Test Information

Name	Career Ability Placement Survey (CAPS)
Publisher	EdITS
Timed/Untimed	Timed (5 minutes per section)
Question format	Written, multiple-choice
Response format	Written, multiple choice
Reliability	Test-retest (Median = .80, Range .70 - .95)

Sample

N	893
Occupation	Customer service representatives, clerical staff
Gender	71% were women, 29% were men
Race	23% African American, 1% Hispanic, 75% White, 1% Asian American
Age	Mean = 36.1, Range 19-63

Test Score Differences (Sex)

Scale	Overall			Male		Female		<i>d</i>
	<i>N</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
Mechanical reasoning	879	7.63	3.21	10.07	3.72	6.66	2.37	1.06
Spatial relations	879	8.30	3.05	9.35	3.32	7.88	2.83	.48
Verbal reasoning	885	11.45	4.40	11.84	4.57	11.29	4.31	.13
Numerical ability	893	11.23	3.29	12.00	3.48	10.92	3.16	.33
Language usage	893	16.45	4.92	15.27	5.00	16.94	4.81	- .34
Word knowledge	893	37.02	10.25	38.55	10.59	36.41	10.04	.21
Perceptual speed	879	100.51	20.40	95.84	20.92	102.38	19.91	- .32
Manual speed & dexterity	879	287.74	66.76	290.22	69.40	286.74	65.76	.05

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

Test Score Differences (Race)

Scale	Overall			White		African American		<i>d</i>
	<i>N</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
Mechanical reasoning	700	7.74	3.23	8.31	3.28	5.95	2.24	.74
Spatial relations	700	8.34	3.02	8.78	3.05	6.95	2.48	.61
Verbal reasoning	706	11.59	4.41	12.06	4.14	10.09	4.89	.45
Numerical ability	714	11.21	3.28	11.73	3.27	9.55	2.70	.68
Language usage	714	16.59	5.00	17.10	5.06	14.95	4.40	.43
Word knowledge	714	37.15	10.26	38.43	10.10	33.04	9.76	.53
Perceptual speed	700	100.84	20.58	101.53	20.69	98.69	20.13	.14
Manual speed & dexterity	700	287.52	65.79	291.67	66.17	274.47	63.02	.26
