

Adverse Impact Study

Gender and Race Differences in Scores on the Wonderlic Personnel Test

Sam Buttigieg
Schoolcraft College

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 ($d = .56$).

Type of Selection Test	Cognitive Ability
Test Information	
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)
Sample	
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

Contact Information

Sam Buttigieg
Schoolcraft College
2825 Prairie Ridge Drive
Grass Lake, MI 49240
(517) 522-6425
sbuttigi@schoolcraft.edu