**Article Analysis**

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**Title:** The validity of general cognitive ability predicting job-specific performance is stable across different levels of job experience.

**Authors:** Hambrick, D. Z., Burgoyne, A. P., and Oswald, F. L.

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**Overview of the Topic**

The study investigates the effectiveness of general cognitive ability assessments as a basis for predicting the on-the-job performance of staff with different levels of experience. Measures of cognitive ability are often commonly used to assess prospective candidates and existing staff for some roles. The goal of the study is to determine whether these assessments are valid and can be used to identify suitable candidates for certain roles and the impact that job experience can have on influencing the outcome of these assessments. Generally, job experience plays a critical role in determining how good one is at their job. People with more experience are generally better at their job, especially if they are engaged in repetitive tasks. The study intends to determine whether cognitive tests can only be effective in predicting job performance for individuals with little to no job experience, as more experienced people are bound to be more skilled in their jobs.

**Methodology**

The study uses an experimental design, where sampled participants take cognitive tests that evaluate the suitability for certain roles. Tests carried out are designed to evaluate aspects that can impact job performance, such as arithmetic ability, comprehension, and overall knowledge. Sampled participants had varied job experience and were then required to carry out certain repetitive tasks related to their roles. A comparison of cognitive test results and actual performance was then done to evaluate the reliability of the tests as a means of producing performance. An experimental research design suits the needs of the study as it provides a firsthand analysis of key variables being evaluated. An experimental design also provides room for a control group that can aid in better evaluating the impact of key variables being evaluated. A statistical analysis of the findings was also carried out, which means the data was objectively analyzed and the findings are accurate. The study evaluates key variables being investigated in the short term, meaning long-term aspects are not likely to be reflected in the findings made.

**Participants**

The study's sample included 10,088 participants who were mainly military personnel spread across 31 different departments. Recruitment of participants was done with the help of military officials. Service members were recruited based on their experience and roles, which suited the needs of the study by aiding in evaluating the primary variables being investigated. Participants were fully provided with information about the study, and their participation was free. The sample selected was quite high and increased the chances of more accurate data being collected. Patterns identified for such a large sample size are bound to be accurate and can be relied on to make generalizations on the study topic. Simple random sampling was also used to select the study participants, which generally improves the overall objectivity of the sample and as a result the ease with which it can be generalized to the entire population of study.

**Hypothesis**

The primary hypothesis of the study is that cognitive assessments can be used to predict job performance irrespective of the experience of the candidates being evaluated. The study hopes to show that cognitive tests are a reliable basis of evaluating overall ability and should be used where possible to assess candidates for any role that may require detailed decision-making. The alternative hypothesis of the study is that cognitive tests generally do not predict future job performance for candidates who have more experience in the same roles. Since experience improves performance, irrespective of one’s scores on cognitive tests, their performance will be high or above average. The key variables being evaluated are therefore the job performance of sampled participants and their scores in cognitive assessments that will be administered as part of the study.

**Results**

The findings of the study show that cognitive tests are generally a reliable basis for predicting job performance, irrespective of the overall experience of the individuals being assessed. Individuals who scored high on cognitive tests also generally performed better on their jobs when compared to those with lower scores. While experience was indeed a reliable predictor of job performance, cognitive ability generally had a bigger impact on performance based on the findings of the study. This was true even for individuals in repetitive jobs where experience is of critical importance. The hiring manager can be in a better position to identify candidates who are likely to excel in certain roles based on their cognitive scores. Based on the findings, cognitive tests should be used where possible to screen candidates before hiring.

**Limitations of the Study**

According to the authors, the study collects data in the short term, which fails to capture long-term trends that can be identified through a longitudinal study. The study’s participants also knew in advance when they would be evaluated, which means performance measures were not entirely accurate. Participants who were aware of upcoming evaluations were bound to be better motivated in their roles, which could lead to the collection of misleading data about their performance. The cognitive tests used are also not comprehensive and do not evaluate all aspects of cognitive performance of the same population. Some measures may have been left out that are closely related to the tasks certain employees in the sample population engage in. The findings of the study can generally be improved by gathering performance data over several years, which would eliminate the possible effects of short-term trends.

**Participation**

The study evaluates a critical tool used in hiring for most jobs. I would therefore participate in the study to evaluate the credibility of the tool. Although the findings are anonymized, I believe the findings made can be used to improve hiring practices by better matching candidates with roles. The study also complies with best practices in the collection and analysis of data from human subjects, meaning there are no information risks associated with participating in the study. I would also be interested in knowing my overall performance in key cognitive tests, which I can use as a basis for better understanding my strengths and weaknesses in terms of cognitive ability.

**Analysis of Topic**

The study analyzes cognitive ability, which is closely related to memory as covered in the coursework. Cognitive ability is a critical determinant of one’s performance in different areas of their lives as well as their overall well-being. The study has highlighted a practical aspect of cognitive studies that organizations frequently use for hiring and other aspects of their operations. The study also provides a guide on how to carry out detailed research on the field of psychology. In addition to the use of a scientific approach, a great deal of data of data is collected to ensure the findings made are accurate and can be generalized to the entire population of study. A statistical analysis of the data collected is also done, which also aids in ensuring the findings accurately represents the relationship between the key variables being studied.

**Application to Daily Life**

The study highlights the value of cognitive assessments and how they can be used in work settings. I believe I may take a cognitive assessment in the future, meaning knowledge of their value can aid in understanding why they are administered. I may also use cognitive tests to assess prospective candidates if I am in a position that requires me to recruit. Knowledge of the use of cognitive assessments in recruitment can also be used as a basis for improving certain cognitive skills that may be evaluated during hiring.

**References**

Hambrick, D. Z., Burgoyne, A. P., & Oswald, F. L. (2024). The validity of general cognitive ability predicting job-specific performance is stable across different levels of job experience. *Journal of Applied Psychology*, *109*(3), 437.