**6420 Special Topics - Banding Exercise**

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| # | Applicant | Sex | Race | Juggling | Balloon Animals | Unicycle Riding |
| 1 | Bozo | M | Majority | 98 | 92 | 82 |
| 2 | Flower | F | *Minority* | 96 | 90 | 82 |
| 3 | Ronald | M | Majority | 96 | 90 | 82 |
| 4 | Giggles | M | Majority | 95 | 89 | 81 |
| 5 | Rainbow | F | Majority | 94 | 84 | 80 |
| 6 | Curly | M | *Minority* | 91 | 83 | 79 |
| 7 | Pennywise | M | Majority | 91 | 79 | 78 |
| 8 | Rollo | M | Majority | 90 | 76 | 77 |
| 9 | Giggles | M | *Minority* | 87 | 74 | 77 |
| 10 | Homey | M | Majority | 86 | 71 | 76 |
| 11 | Krusty | M | Majority | 86 | 68 | 75 |
| 12 | Pogo | M | *Minority* | 86 | 68 | 74 |
| 13 | Pickles | M | Majority | 82 | 67 | 72 |
| 14 | Clarabell | F | Majority | 82 | 62 | 71 |
| 15 | Doink | M | Majority | 80 | 60 | 71 |
| 16 | Jojo | F | *Minority* | 79 | 58 | 69 |
| 17 | Buttons | M | *Minority* | 78 | 58 | 68 |
| 18 | Coco | F | Majority | 75 | 56 | 65 |
| 19 | Peppy | M | *Minority* | 73 | 54 | 65 |
| 20 | Binky | M | Majority | 72 | 52 | 42 |

Assume SEM = 2.98

1. Choose a primary test score on which to apply the banding procedure
2. Calculate the top band using Standard error of differences method

Band Width = SEM \* √2 \* 1.96

1. Create a list of employee numbers for the 1st, 2nd, and 3rd, bands
   1. Fixed Method
      1. Create top band by subtracting band width from the top score
      2. Continue with 2nd band, beginning with top score not included in the top band
   2. Sliding Method
      1. Create top band by subtracting band width from the top score
      2. Begin 2nd band width with highest score after selected applicant
2. Select 6 of the 20 applicants for each of the following combinations:
   1. Top-down selection
   2. Standard error of differences method, fixed method
   3. Standard error of differences method, sliding method
3. The group should have 3 sets of selected candidates. Evaluate based on the following:
   1. Which technique gives the highest average test ranking score? Does the ratio of included races match the ratio in the applicant pool?
   2. Which creates a workforce that is most representative of the applicant pool race ratio?
   3. Is any combination the best balance of these two concerns?