

Journal of Vocational Behavior
Volume 29, Number 3, December 1986

CONTENTS

The g Factor in Employment

Foreword

Linda S. Gottfredson. *The g Factor in Employment* 293

Introduction

Lillian Markos Avery. *Origins of and Reactions to the PTC Conference on The g Factor in Employment Testing* . . . 297

Major Contributions

Arthur R. Jensen. *g: Artifact or Reality?* 301

Robert L. Thorndike. *The Role of General Ability in Prediction* 332

John E. Hunter. *Cognitive Ability, Cognitive Aptitudes, Job Knowledge, and Job Performance* 340

Linda S. Gottfredson and James Crouse. *Validity versus Utility of Mental Tests: Example of the SAT* 363

Linda S. Gottfredson. *Societal Consequences of the g Factor in Employment* 379

John Hawk. *Real World Implications of g* 411

Commentaries

Richard D. Arvey. *General Ability in Employment: A Discussion* 415

Lloyd G. Humphreys. *Commentary* 421

Robert L. Linn. *Comments on the g Factor in Employment Testing* 438

Leona E. Tyler. *Back to Spearman?* 445

Author Index for Volume 29 451

Cumulative Subject Index for Volumes 28-29 453

JOURNAL OF VOCATIONAL BEHAVIOR

Volume 29, Number 3, December 1986

Copyright © 1986 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission from the copyright owner.

The appearance of the code at the bottom of the first page of an article in this journal indicates the copyright owner's consent that copies of the article may be made for personal or internal use, or for the personal or internal use of specific clients. This consent is given on the condition, however, that the copier pay the stated per copy fee through the Copyright Clearance Center, Inc. (27 Congress Street, Salem, Massachusetts 01970), for copying beyond that permitted by Sections 107 or 108 of the U.S. Copyright Law. This consent does not extend to other kinds of copying, such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Copy fees for pre-1986 articles are as shown on the article title pages; if no fee code appears on the title page, the copy fee is the same as for current articles.

0001-8791/86 \$3.00

MADE IN THE UNITED STATES OF AMERICA

JOURNAL OF VOCATIONAL BEHAVIOR

(ISSN 0001-8791)

Published bimonthly by Academic Press, Inc.,

1 East First Street, Duluth, MN 55802

1986: Volumes 28-29. Price: \$150.00 U.S.A. and Canada; \$179.00 all other countries

1987: Volumes 30-31. Price: \$162.00 U.S.A. and Canada; \$189.00 all other countries

All prices include postage and handling.

Information concerning privileged subscription rates to individuals may be obtained by writing to the Publishers. All correspondence and subscription orders should be addressed to the office of the Publishers at 1 East First Street, Duluth, MN 55802. Send notices of change of address to the office of the Publishers at least 6 to 8 weeks in advance. Please include both old and new address. POSTMASTER: Send changes of address to *Journal of Vocational Behavior*, 1 East First Street, Duluth, MN 55802.

Second class postage paid at Duluth, MN, and at additional mailing offices.

Copyright © 1986 by Academic Press, Inc.

Journal of Vocational Behavior
Volume 33, Number 3, December 1988

CONTENTS

Fairness in Employment Testing

Foreword

- Linda S. Gottfredson and James C. Sharf. *Fairness in Employment Testing* 225

Introduction

- Lillian M. Avery. *Origins of and Reactions to the PTC Conference on Fairness in Employment Testing* 231

Major Contributions

- James C. Sharf. *Litigating Personnel Measurement Policy* .. 235
 Frank L. Schmidt. *The Problem of Group Differences in Ability Test Scores in Employment Selection* 272
 Linda S. Gottfredson. *Reconsidering Fairness: A Matter of Social and Ethical Priorities* 293
 Clint Bolick. *Legal and Policy Aspects of Testing* 320
 Richard T. Seymour. *Why Plaintiffs' Counsel Challenge Tests, and How They Can Successfully Challenge the Theory of "Validity Generalization"* 331
 W. B. Allen. *Rhodes Handicapping, or Slowing the Pace of Integration* 365

Commentaries

- I. A. Ryanen. *Commentary of a Minor Bureaucrat* 379
 V. Jon Bentz. *Comments on Papers Concerning Fairness in Employment Testing* 388
 Henry M. Levin. *Issues of Agreement and Contention in Employment Testing* 398
 John H. Bishop. *Employment Testing and Incentives to Learn* 404
 Robert A. Gordon, Mary A. Lewis, and Ann M. Quigley. *Can We Count on Muddling through the g Crisis in Employment?* 424
 Barry L. Goldstein and Patrick O. Patterson. *Turning Back the Title VII Clock: The Resegregation of the American Work Force through Validity Generalization* 452
 Robert J. Delahunty. *Perspectives on Within-Group Scoring* 463

- Author Index for Volume 33 478
 Cumulative Subject Index for Volumes 32-33 480

JOURNAL OF VOCATIONAL BEHAVIOR

Volume 33, Number 3, December 1988

Copyright © 1988 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission from the copyright owner.

The appearance of the code at the bottom of the first page of an article in this journal indicates the copyright owner's consent that copies of the article may be made for personal or internal use, or for the personal or internal use of specific clients. This consent is given on the condition, however, that the copier pay the stated per copy fee through the Copyright Clearance Center, Inc. (27 Congress Street, Salem, Massachusetts 01970), for copying beyond that permitted by Sections 107 or 108 of the U.S. Copyright Law. This consent does not extend to other kinds of copying, such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Copy fees for pre-1988 articles are as shown on the article title pages; if no fee code appears on the title page, the copy fee is the same as for current articles.

0001-8791/88 \$3.00

MADE IN THE UNITED STATES OF AMERICA

JOURNAL OF VOCATIONAL BEHAVIOR
 (ISSN 0001-8791)

Published bimonthly by Academic Press, Inc.,
 1 East First Street, Duluth, MN 55802

1988: Volumes 32-33. Price: \$170.00 U.S.A. and Canada; \$206.00 all other countries
 1989: Volumes 34-35. Price: \$180.00 U.S.A. and Canada; \$225.00 all other countries
 All prices include postage and handling.

Information concerning privileged subscription rates to individuals may be obtained by writing to the Publishers. All correspondence and subscription orders should be addressed to the office of the Publishers at 1 East First Street, Duluth, MN 55802. Send notices of change of address to the office of the Publishers at least 6 to 8 weeks in advance. Please include both old and new address. POSTMASTER: Send changes of address to *Journal of Vocational Behavior*, 1 East First Street, Duluth, MN 55802.
 Second class postage paid at Duluth, MN, and at additional mailing offices.

Copyright © 1988 by Academic Press, Inc.