**True / False Questions**

1. Research suggests that the quality of the school a person graduates from makes a difference in the labor market.
**TRUE**

2. Occupational certifications are nearly all regulated by the Department of Labor to ensure that they accurately reflect job knowledge.
**FALSE**

3. Occupational certification helps guard against the misuse of job titles in human resource selection.
**TRUE**

4. Scored evaluations of unweighted application blanks are good predictors of job performance.
**FALSE**

5. The validity evidence for weighted application blanks is better than that for unweighted application blanks.
**TRUE**

6. Most organizations use only weighted application blanks for initial screening decisions.
**FALSE**

7. The principal assumption behind the use of biodata in selection processes is the axiom, "the best predictor of future behavior is past behavior."
**TRUE**

8. Biodata refers to medical or physiological tests of applicants prior to hiring.
**FALSE**

9. Biodata is like a background check in many ways, but background checks tend to focus on external references rather than applicant surveys.
**TRUE**

10. Biodata items are generally the same, regardless of the job being staffed.
**FALSE**

11. Research suggests that biodata does not provide incremental validity over personality and cognitive ability.
**FALSE**

12. Research on the reliability and validity of biodata has been quite positive.
**TRUE**

13. Biographical information tends to have low reliability.
**FALSE**

14. Research shows that applicants have a favorable attitude toward biodata inventories.
**FALSE**

15. Letters of recommendation are an excellent way to help organizations separate highly qualified from moderately qualified applicants.
**FALSE**

16. One study that showed there was a stronger correlation between two letters written by one person for two different applicants than between two different people writing letters for the same person.
**TRUE**

17. The most common person to be contacted in a reference check is the applicant's former colleagues who worked in the same position.
**FALSE**

18. Many organizations are reluctant to give out detailed reference information regarding their former employees because they are afraid of being sued.
**TRUE**

19. Surveys suggest that only 3 out of 10 organizations conduct reference checks.
**FALSE**

20. The proportion of organizations that conduct pre-hire background checks to determine if employees have criminal records or inaccurate reporting on résumés, has risen dramatically in recent years.
**TRUE**