

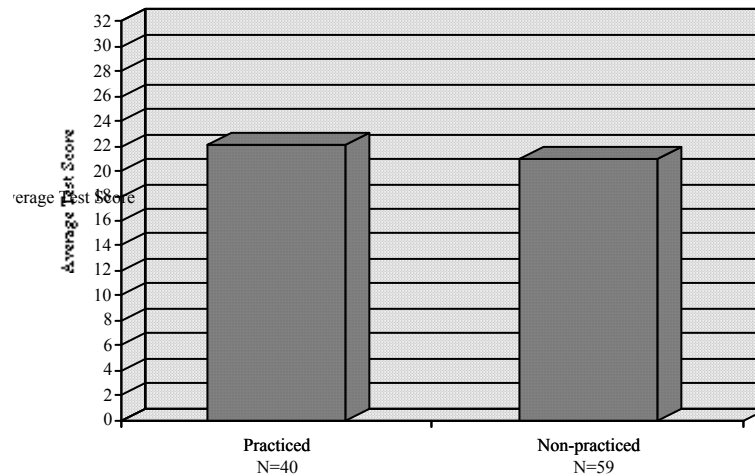
The Effect of Practice On B-PAD Scores

Purpose of the Study. The purpose of this study was to determine the effects of prior B-PAD test-taking experience (practice) on subsequent performance in an actual pre-employment testing situation.

Methodology and Subjects. 99 applicants from a single police agency in the San Francisco Bay Area (where more than a dozen agencies utilize B-PAD as a part of their entry-level screening procedure) were administered B-PAD and then asked whether or not they had taken B-PAD previously for another agency. 59 applicants reported never having taken B-PAD before and 40 reported having taken it on at least one prior occasion. The B-PAD Scale 3 (Overall Effectiveness) scores of the two applicant groups were compared. The agency raters who scored the applicant responses were uninformed of the applicant's prior test-taking history.

Results. The B-PAD Scale 3 scores of applicants with no prior exposure to B-PAD averaged 21.01 (S.D. = 5.39) and the scores of prior B-PAD test-takers averaged 22.04 (S.D. = 4.30). A comparison of means revealed no significant difference in mean scores ($t = 1.03, p = .31$). Using the agency's qualifying cutoff score of 22.56, 47.5% of practiced applicants passed the B-PAD assessment compared to 45.76% of the non-practiced applicants. Pearson chi-square analysis reveals this difference to be not statistically significant ($\text{chi-square} = .029, df(1), p = .87$).

Conclusion. The results support the conclusion that an applicant's performance on B-PAD testing is not significantly improved by prior exposure to B-PAD scenarios or prior B-PAD test-taking experience.



¹ A comparison of means revealed no significant difference between the mean scores of practiced and non-practiced applicants ($t = 1.03, p = .31$).