

2. Table 5.4 contains application data for two candidates, Barbara and Mareike, for a job as a resident assistant (RA) in the dorm. Table 5.5 contains the group means and standard deviations for each of the three sources of data used to decide which candidate to hire as an RA. Assume only one of these two people can be hired. First, perform the needed calculations to determine whom to hire. Second, assume that each source of data is weighed equally in making this hiring decision. Which candidate should be hired?

Table 5.5 Group Means and Standard Deviations for the Two RA Applicants

Data source	Candidate	
	Barbara	Mareike
Interpersonal Skills	8.0	6.0
Mean	5.0	5.0
Standard deviation	2.0	2.0
College GPA	3.25	3.85
Mean	3.00	3.00
Standard deviation	1.00	1.00
Quality of Reference Letters	8.5	11.5
Mean	8.0	8.0
Standard deviation	3.5	3.5

Notes. Interpersonal skills are measured on a 1 (*low*) to 9 (*high*) scale as judged by the Dean of Students. GPA is measured on a 0.0-to-4.0 range. Quality of reference letters is measured using a 1 (*poor*) to 15 (*outstanding*) range as judged by current RAs, and a mean is provided in the table.

Table 5.6 z Score Calculations for Measures Used to Select an RA

Data source	Candidate	
	Barbara	Mareike
Interpersonal Skills	$\frac{8 - 5}{2}$ $z = +1.50$	$\frac{6 - 5}{2}$ $z = +0.50$
College GPA	$\frac{3.25 - 3.00}{1.00}$ $z = +0.25$	$\frac{3.85 - 3.00}{1.00}$ $z = +0.85$
Quality of Reference Letters	$\frac{8.5 - 8.0}{3.5}$ $z = +0.14$	$\frac{11.5 - 8.0}{3.5}$ $z = +1.00$

(Continued)