

Table 3. Mean Weighted, by Study Variance, Academic Effect Sizes for Various Interview Moderators.

		<i>Z_r</i>			
		n	Mean	SD	Weight
Number of interviewers	One	8	0.08	0.07	1253
	More than one	11	0.03	0.06	1805
Critical factors classification	Not stated / No used	12	0.05	0.04	2420
	Used	7	0.04	0.13	638
Standardized questions	Not stated / No used	12	0.06	0.04	1593
	Used	7	0.04	0.09	1465
Sample answers	Not stated / No used	17	0.05	0.07	2808
	Used	2	0.08	0.08	250
Interview training	Not stated / No used	16	0.06	0.06	2671
	Used	3	0.02	0.10	387
Academic dimensions	Not stated	6	0.06	0.06	679
	Not used	9	0.07	0.09	1173
	Some	3	0.02	0.04	985
Psychological dimensions	Not stated	6	0.06	0.06	679
	Some	3	0.02	0.04	985
	Mostly	9	0.07	0.09	1173
Interview scoring	Not stated	1	0.06	0.00	221
	Interview scored	18	0.05	0.07	2837
Prior knowledge of the candidate	Not stated	12	0.04	0.08	1951
	No knowledge	4	0.09	0.06	332
	Some knowledge	1	0.09	0.00	416
	Knowledge	1	0.01	0.00	138
Structured interview self reported	Not stated	7	0.05	0.07	807
	No structure	1	0.04	0.00	197
	Semi-structured or structured	11	0.06	0.07	2,054
Structure derived	Not structured /Not stated	10	0.07	0.04	1,488
	Has some structure	9	0.04	0.08	1,570