

Police Department Study Personnel Evaluation Profile (PEP)

In cooperation with a large metropolitan police department, Personnel Evaluation, Inc. provided its pre-employment screening survey, the *Personnel Evaluation Profile (PEP)*, in a study to evaluate the PEP as an effective aid in this department's background investigations. The PEP was administered to 179 candidates for the positions of: police officer, police aide, parking checker and office administration. *Prior to conducting this study, it was theorized that by using the PEP the police officers could more effectively conduct their background investigations.*

- The background investigators established 21 potential 'Areas of Concern' (AOC) for the background investigation. These areas covered employment, military, credit and criminal histories as well as honesty and integrity issues.
- Candidates were categorized as either "recommended for acceptance" or "rejected" based on the number of AOC identified from the background investigation.

Part One: The background officers conducted employment/personal reference checks, criminal records checks and interviewed a portion of the 179 applicants... without the results from the PEP.

Part Two: The same officers were provided the PEP results prior to conducting their background investigations on the remaining applicants.

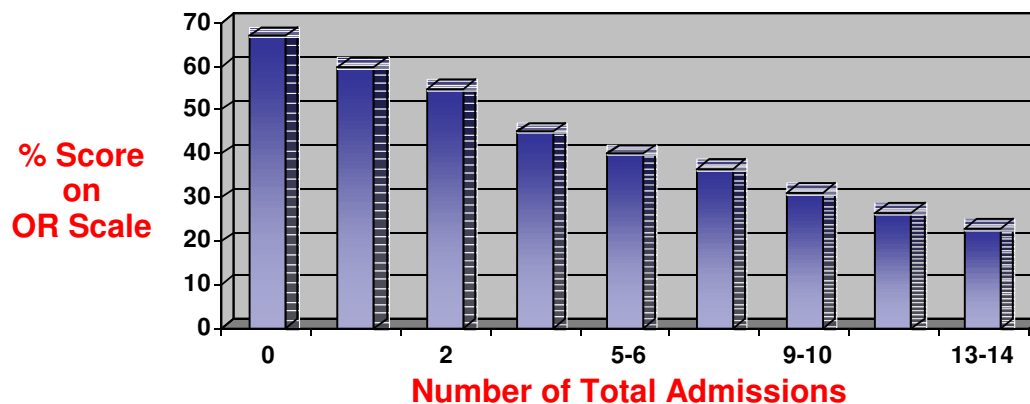
Results

Part One (without the PEP results): an average of 5.75 AOC's per applicant, were identified.

Part Two (with the PEP results): an average of 7.58 AOC's per applicant, were identified, reflecting a **32% increase** in AOC identification.

When the department utilized the 'Overall Recommendation Scale (OR)' on the PEP, as a determining criteria for hiring, the 'Overall' percentage for those with no areas of concern (AOC) was 67%. For applicants with thirteen or fourteen areas of concern (AOC), the OR percentage was 23%.

Average Score on OR Scale
By Total Number of Admissions



In particular, the 'Overall Recommendations' and 'Employment Background' scales were highlighted as being very helpful in identifying 'high risk' candidates. Regarding candidates rated as having poor employment history by the background checking officer, 86% of these applicants scored 36% or less on the 'Employment Background Scale' of the PEP. The average 'Overall Recommendation' percentage score for *accepted* applicants was 60%, while the average 'Overall Recommendation' percentage for *rejected* applicants was 42%.