

Abstract

One important limitation on the practice of range restriction correction was its sensitivity to the size of population ρ , selection ratio, and sample size. This paper outlined and examined the accuracy of bias-corrected correlation corrected for range restriction. A Monte Carlo study was conducted to investigate the variables involved in range restriction before stepwise multiple regression analyses were carried out to identify statistically significant predictors of the bias. On the removal of bias, the new correlation coefficients were supposed to be more accurate. To provide evidence, a validation study was done. Results demonstrated that predictors of the bias could be identified by using relatively simple statistical procedures and were found to behave well in varying conditions.