HOW TO DETERMINE RATIOS

Refer to the following information to answer Questions 1, 2, and 3.

A company begins with 600 job applicants, narrows the field to 30 qualified applicants, and schedules 30 final interviews. They offer employment to ten applicants and hire six.

1. What is the yield ratio of qualified applicants to total applicants?

   a. 5%
   b. 18%
   c. 20%
   d. 30%

2. What is the yield ratio of offers to final interviews?

   a. 10%
   b. 30%
   c. 33%
   d. 50%

3. What is the yield ratio of hires to offers?

   a. 10%
   b. 60%
   c. 70%
   d. 73%

Refer to the following information to answer Questions 4 and 5.

A company receives 250 responses to its job advertisement. They interview 95 qualified applicants, 20 of whom are African-American. Jobs are offered to two African-Americans from this group, but only one accepts the position.

4. What is the yield ratio of offers extended to African-Americans to qualified African-American applicants?

   a. 5%
   b. 10%
   c. 15%
   d. 20%

5. What is the yield ratio of African-American new hires to qualified African-American applicants?

   a. 5%
   b. 10%
   c. 15%
   d. 20%

ANSWERS:

1. a
2. c
3. b
4. b
5. a

RATIOS

Qualified Applicants / Total Applicants } 30/600 } $600\overline{)30.00}$ = .05 = 5%

Offers / Final Interviews } 10/30 } $30\overline{)10.00}$ = .33 = 33%

Hires / Offers } 6/10 } $10\overline{)6.00}$ = .60 = 60%

Offers Extended to AA / Qualified AA's } 2/20 } $20\overline{)2.00}$ = .10 = 10%

AA New Hires / Qualified AA's } 1/20 } $20\overline{)1.00}$ = .05 = 5%