

# Expert Judgement as Integrative Signal in Multi-Stage Operational Selection: Evidence from Pilot Training

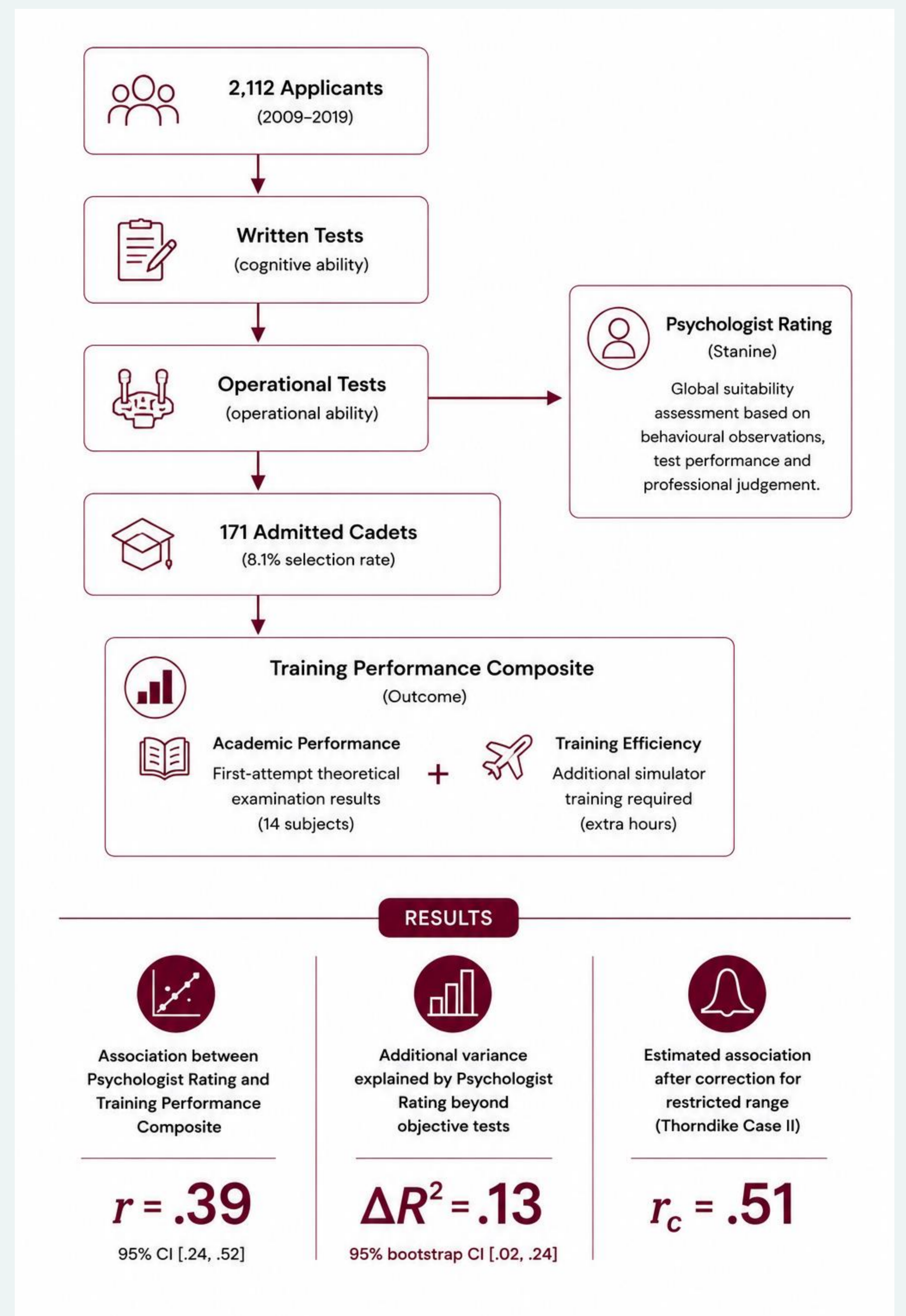
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## CONCLUSIONS

- Psychologist ratings provided meaningful predictive information about future pilot training success after candidates had completed cognitive and operational testing.
- Expert judgment = integrative signal within a multi-stage selection process rather than as a substitute for objective testing.
- Our findings highlighting the importance of considering **how** information is captured and combined across selection stages.

## LIMITATIONS AND CONTEXT

Observed associations should be interpreted in light of substantial range restriction and generally high training performance/grades among admitted candidates (ceiling effects). This may partly explain the limited predictive validity observed for individual predictors within the admitted sample.



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Safe aviation depends on selecting individuals who can successfully complete training and perform in complex operational environments. Accidents still occur and training attrition remains costly.

Modern selection systems typically combine cognitive tests, operational assessments, and expert evaluations. This study examined whether psychologist ratings provide predictive information beyond objective testing in commercial pilot selection.