

Table 1  
Mean Validity for the Original and Cross-validated Factor Score Estimates across the Five Sources and Four Sample Sizes

Source	Sample Size	Original Samples						Cross-Validated Samples					
		F <sub>1/3</sub>	F <sub>exact</sub>	P <sub>.30</sub>	P <sub>unique</sub>	S <sub>.30</sub>	S <sub>unique</sub>	F <sub>1/3</sub>	F <sub>exact</sub>	P <sub>.30</sub>	P <sub>unique</sub>	S <sub>.30</sub>	S <sub>unique</sub>
1 <sup>st</sup>	100	.853	.876 <sup>a</sup>	.851	.851	.823 <sup>a</sup>	.848	.849	.876 <sup>a</sup>	.851	.851	.819 <sup>a</sup>	.851
	300	.875	.897 <sup>a</sup>	.868 <sup>a</sup>	.867 <sup>a</sup>	.814 <sup>a</sup>	.867 <sup>a</sup>	.877	.897 <sup>a</sup>	.869 <sup>a</sup>	.869 <sup>a</sup>	.814 <sup>a</sup>	.868 <sup>a</sup>
	500	.879	.901 <sup>a</sup>	.870 <sup>a</sup>	.871 <sup>a</sup>	.812 <sup>a</sup>	.870 <sup>a</sup>	.879	.901 <sup>a</sup>	.870 <sup>a</sup>	.871 <sup>a</sup>	.811 <sup>a</sup>	.871 <sup>a</sup>
	700	.881	.902 <sup>a</sup>	.870 <sup>a</sup>	.870 <sup>a</sup>	.811 <sup>a</sup>	.871 <sup>a</sup>	.881	.902 <sup>a</sup>	.870 <sup>a</sup>	.870 <sup>a</sup>	.811 <sup>a</sup>	.870 <sup>a</sup>
2 <sup>nd</sup>	100	.739	.778 <sup>a</sup>	.732	.731	.724	.728	.727	.771 <sup>a</sup>	.730	.726	.711	.723
	300	.807	.847 <sup>a</sup>	.780 <sup>a</sup>	.778 <sup>a</sup>	.777 <sup>a</sup>	.777 <sup>a</sup>	.807	.849 <sup>a</sup>	.781 <sup>a</sup>	.779 <sup>a</sup>	.776 <sup>a</sup>	.778 <sup>a</sup>
	500	.818	.862 <sup>a</sup>	.791 <sup>a</sup>	.785 <sup>a</sup>	.785 <sup>a</sup>	.785 <sup>a</sup>	.819	.863 <sup>a</sup>	.791 <sup>a</sup>	.785 <sup>a</sup>	.786 <sup>a</sup>	.787 <sup>a</sup>
	700	.827	.874 <sup>a</sup>	.807 <sup>a</sup>	.798 <sup>a</sup>	.795 <sup>a</sup>	.797 <sup>a</sup>	.827	.874 <sup>a</sup>	.807 <sup>a</sup>	.798 <sup>a</sup>	.795 <sup>a</sup>	.797 <sup>a</sup>
3 <sup>rd</sup>	100	.779	.807 <sup>a</sup>	.791	.793	.762	.792	.776	.807 <sup>a</sup>	.790	.791	.759	.792
	300	.851	.884 <sup>a</sup>	.852	.849	.779 <sup>a</sup>	.852	.854	.886 <sup>a</sup>	.856	.853	.776 <sup>a</sup>	.856
	500	.856	.897 <sup>a</sup>	.859	.859	.784 <sup>a</sup>	.863	.856	.897 <sup>a</sup>	.859	.859	.781 <sup>a</sup>	.863
	700	.858	.900 <sup>a</sup>	.862	.859	.783 <sup>a</sup>	.864	.858	.900 <sup>a</sup>	.862	.859	.782 <sup>a</sup>	.864
4 <sup>th</sup>	100	.920	.945 <sup>a</sup>	.931	.930	.894 <sup>a</sup>	.929	.914	.937 <sup>a</sup>	.928	.927 <sup>a</sup>	.889 <sup>a</sup>	.925
	300	.946	.958 <sup>a</sup>	.939	.938 <sup>a</sup>	.900 <sup>a</sup>	.939 <sup>a</sup>	.946	.958 <sup>a</sup>	.939	.938 <sup>a</sup>	.900 <sup>a</sup>	.939 <sup>a</sup>
	500	.951	.963 <sup>a</sup>	.943 <sup>a</sup>	.943 <sup>a</sup>	.902 <sup>a</sup>	.944 <sup>a</sup>	.951	.963 <sup>a</sup>	.943 <sup>a</sup>	.943 <sup>a</sup>	.902 <sup>a</sup>	.944 <sup>a</sup>
	700	.953	.965 <sup>a</sup>	.947 <sup>a</sup>	.945 <sup>a</sup>	.903 <sup>a</sup>	.946 <sup>a</sup>	.953	.965 <sup>a</sup>	.946 <sup>a</sup>	.945 <sup>a</sup>	.903 <sup>a</sup>	.946 <sup>a</sup>
5 <sup>th</sup>	100	.869	.897 <sup>a</sup>	.879	.876	.817 <sup>a</sup>	.873	.864	.893 <sup>a</sup>	.877 <sup>a</sup>	.874	.809 <sup>a</sup>	.869
	300	.892	.915 <sup>a</sup>	.889	.886	.838 <sup>a</sup>	.885	.891	.915 <sup>a</sup>	.890	.886	.836 <sup>a</sup>	.886
	500	.898	.921 <sup>a</sup>	.893	.889 <sup>a</sup>	.845 <sup>a</sup>	.888 <sup>a</sup>	.898	.921 <sup>a</sup>	.893	.889 <sup>a</sup>	.845 <sup>a</sup>	.889 <sup>a</sup>
	700	.900	.922 <sup>a</sup>	.893 <sup>a</sup>	.889 <sup>a</sup>	.848 <sup>a</sup>	.890 <sup>a</sup>	.900	.922 <sup>a</sup>	.893 <sup>a</sup>	.889 <sup>a</sup>	.847 <sup>a</sup>	.890 <sup>a</sup>

Note. Means have been back-transformed and values approaching unity are desirable. Means with superscripts differ significantly from the corresponding F<sub>1/3</sub> estimates ( $p < .00005$ , two-tailed).