

"To achieve successful assessment processes it is essential to integrate testing into the decision-making process."

Welcome to Careersindia's news update

Assessment Pulse is a monthly newsletter from the Careersindia team which brings to you the most relevant happenings in the area of human capital assessment. We welcome your feedback and suggestions on how we can improve.



Here are this months highlights: -

- What are Psychological tests?
- Selecting psychological tests
- What does Psychological Testing Measure?
- How can testing help in recruitment?
- How testing improves the performance of existing personnel?
- How to select psychological tests?

The Advantages of psychological tests

- Objectivity
- Accuracy
- Prediction
- Complete and organized approach

What are Psychological tests?

Psychological testing / Occupational testing / Psychometric testing are terms used to describe tools which are essentially sophisticated devices designed to measure individual differences in a number of areas such as intelligence and ability.



Psychological tests are tests which can be systematically scored and administered, which are used to measure individual differences (for example in personality, aptitude, ability, or intelligence). They are supported by a body of evidence and statistical data which demonstrates their validity and are used in an occupational setting.

"Administering tests and analyzing the results is a skilled task."



Scoring of tests is often complex and how it is done will depend on what a test is trying to measure."

What does Psychological Testing Measure?

Whilst some information can be obtained about an individual's personal attributes by observation and interviewing, the four main aspects of the individual which are most significant in predicting job success are the most difficult to determine by these traditional methods. Consequently, psychological tests are used to accurately assess the person's strengths and weaknesses in the following areas:



- **Ability** - Ability tests measure a person's present skills, such as level of verbal or numerical reasoning competence and their level of potential to learn new skills.
- **Aptitude** - Aptitude tests measure the degree of potential a person has to develop job skills in certain areas of work (sales, accountancy, engineering, design, production etc).
- **Interests** - Interest questionnaires measure a person's preference for certain fields of work, giving a measure of a person's application to work and ability to derive personal satisfaction from it.
- **Personality** - Personality scales are used to determine how a person will behave in certain situations, and how the abilities possessed will be put to use.

<p><i>Industry Specific research studies have been done to create benchmarks for IT, Retail, ITES, Manufacturing, Financial Services and a host of other segments</i></p>	<h3>How can testing help in recruitment?</h3> <p>Psychological testing can add significant value to your own recruitment process in the following areas:</p> <ul style="list-style-type: none"> • Testing identifies strengths and weaknesses that are often hidden through traditional selection methods (eg. Interviews), improving selection decisions. • When used in the early stages of high volume assignments (sales and customer service staff, graduates, trainees etc) testing significantly reduces the number of candidates required for interview, saving managers and HR time and money. • Test results aid in the management and motivation of new employees, improving productivity and performance. • Testing helps to differentiate between seemingly similar candidates, reducing selection risks.
<p><i>Careersindia offers Range of assessments for Development of in-house talent across functions and levels including multi-rater feedback systems and competency based assessments</i></p>	<h3>How can testing help us improve the performance of our existing personnel?</h3> <p>In addition to making hiring decisions, tests can be used to develop people in the following ways:</p> <ul style="list-style-type: none"> • Development Centers (which include testing) can be used to identify the training and development needs of managers, resulting in more targeted and effective training programs. • Testing can significantly reduce the risks associated with internal promotion decisions. • When assessing team performance, testing can identify dysfunctional teams, and assist in the selection of more synergistic team types that will increase productivity. • Testing can be used to establish benchmarks when creating heterogeneous teams (eg sales teams) to assist in the selection of future team members. 
<p>Issues to consider in the use of tests</p> <ul style="list-style-type: none"> • <i>Feedback</i> • <i>Openness</i> • <i>Confidentiality</i> • <i>Screening</i> • <i>Norm Groups</i> 	<h3>How to Select psychological tests?</h3> <p>Before finally selecting a test to use, which appears to be appropriate for their needs, users should ensure they receive satisfactory answers from the test suppliers to the following questions:</p> <ul style="list-style-type: none"> • Will the test seem appropriate in the eyes of those taking it and what have previous reactions been to this test? • Has the test been used effectively in similar circumstances? • How reliable and valid is the test and does it really identify the attributes or skills which the supplier claims? • What evidence can suppliers provide that their tests do not unfairly disadvantage certain groups? • Is the method of test evaluation and scoring appropriate to the purpose for which the test will be used? 
<p>Careersindia Pvt. Ltd.</p> <p>Phone: Chennai - 044 28260337 Mumbai – 022 65267844 Delhi – 011 41600856 Bangalore - 098441 59952</p> <p>E-mail: response@careersindia.com</p> <p>Website: www.careersindia.com</p>	<p>We value your feedback. click here to let us have your suggestions for improving Assessment Pulse and making it more useful.</p> <p>If you would like any of your colleagues to receive Assessment Pulse, click here to let us know.</p> <p>Should you decide not to receive Assessment Pulse in future, please click here to unsubscribe.</p>