

## Implications of Assessment Trends

Did you know? The percentage of employers who ...

**Engage in various forms of job skill testing** 68%

The idea of psychometric assessment is not bad – 2 out of every 3 businesses practise at least a basic form of assessment.

**Test job applicants in basic literacy and/or math skills** 41%  
**Use cognitive ability tests** 20%

Basic aptitude-testing practices approaches half of those who psychometrically assess. There is significant scope for businesses to advance their assessment practices.

**Use one or more forms of psychological measurement or assessment** 29%  
**Use some form of managerial assessments** 14%  
**Use personality tests** 13%

Businesses hold back in investing in the less tangible types of measurement, and in assessment on higher levels within the organisation. This may either be because little evidence exists on the predictive power of the test, or because the test users are not qualified to interpret the subtle nuances of conceptually sophisticated measures.

**Use interest inventories** 8%  
**Use physical simulations of job tasks** 10%

Other types of testing make up a small proportion of the total portfolio of psychometric assessment, depending on the specific job requirements or HR initiative.

**Job applicants tested in 2000 lacked sufficient skills for the positions they sought** 34%

Clearly basic skill testing is not enough. This calls for

- Increased use of psychological measures, especially on managerial levels.
- Greater sophistication of the results from a battery of tests.

The findings are based on survey data collected in 2001 from 1,627 HR managers who are members of the American Management Association. The survey accurately reflects the AMA membership base, and is therefore more reflective of larger organizations than all employers in the U.S. economy. Bear in mind that it is not necessarily reflective of test use outside the U.S. The interpretations are made by ePsy Consultancy. Reported percentages may fluctuate from one year to the next, however the overall trend on which interpretations are based, is believed to hold valid some years following the study.