



Psychometric

General - Pre-employment

We have chosen a supplier, for it both good reliability and validity indices. The reports are easy to understand and comprehensive. The test in use has been designed based on a Canadian population of workers with a validation of the success of the objective in corporations.

Advantages

- Measure of the performance and satisfaction in the job;
- Measure of concrete behavioral competencies, and concretely and directly linked to the labor market;
- Very high median reliability of internal consistency (Cronbach's alpha) of the 18 basic items (0.81). All those 18 basic scales have coefficients higher than 0.70;
- Normative sampling of 15,000 Canadians. Very high representativeness for the norms;
- Measure of 18 basic items and 7 optional ones, totalling 25 basic scales.

Paramedic and 911 Agent

We have developed a test for 911 agents and paramedics in compliance with the norms of MSP. The test in use has been designed based on the assessment of the best candidates and the least efficient ones.

Descriptions

- Criterion related to the paramedic and the 911 agent;
- Takes into account that people have to deal with cases in which the employees will never know if the person has been rescued;
- Meets the norm of MSP.

Understanding psychometric tests

Reliability

The concept of reliability is essentially the evaluation of its measurement error. The reliability of psychometric instrument stands for the degree of accuracy and consistency in its scores. **The reliability coefficient varies from 0 to 1 and the closer to 1 it gets, the more accurate the tool is.**

Validity

Validity points to its ability to measure that for which it has been designed, and makes it possible to identify the conditions under which its results can be used. Validity is the most fundamental and important concept. Even a measurement instrument with a very high reliability index could not be used if it does not measure the concept which it is meant to and it does not allow valid predictions. In other words, we could say that it would be pointless to aim at some target with high accuracy (reliability) if the target is the wrong one (lack of validity).

Validity remains relative to the time and place at which it has been established.

The content

- 1) The items or tests must cover all the main aspects of the measured construct;
- 2) The items or tests must cover those various aspects in a proportional way;
- 3) The instrument must not contain irrelevant items or tests

Example of the process applicable on the spot or remotely

The recruiter receives the candidate, and **hire him on the spot.**

1	2	3	4
INTERVIEW	VALIDATION	REPORT	HIRING
Meeting with the candidate.	none	Report consultation on the PowerCORP	The recruiter hires