Evaluations

Metric Used:-

This metric measures how many of the **relevant assessments** were retrieved in the **top K recommendations**, averaged across all test queries.

$$Recall@K = \frac{\text{Number of relevant assessments in top K}}{\text{Total relevant assessments for the query}}$$

$$MeanRecall@K = \frac{1}{N} \sum_{i=1}^{N} Recall@K_i$$

where **N** is the total number of test queries.

Prompt:-

I am hiring for an analyst and wants applications to screen using Cognitive and personality tests, what options are available within 45 mins.

Response:-

[
 {
  "Assessment Name": "Universal Competency Framework Interview Guide",

  "URL": "https://www.shl.com/products/product-catalog/view/universal-competency-framework-interview-guide/",

  "Remote Testing": "Yes",

  "Adaptive/IRT": "No",

  "Test Type": [

   "Competencies",

   "Personality & Behavior"

  ],

  "Description": "The UCF Interview Guide provides a structured way of gathering information about each candidate and their competency potential across the 20 UCF Dimensions.\r\n\r\nNOTE: Simplified Chinese Guide is available from local office; Portuguese Guide is available from Distributor",

  "Languages": "English International, Swedish, German, Finnish,",

  "Job Levels": "Director, Entry-Level, Executive, Front Line Manager, Manager, Mid-Professional, Professional Individual Contributor,",

```json
    "Duration (min)": null
  },
  {
    "Assessment Name": "Contact Center Call Simulation (New)",
    "URL": "https://www.shl.com/products/product-catalog/view/contact-center-call-simulation-new/",
    "Remote Testing": "Yes",
    "Adaptive/IRT": "No",
    "Test Type": [
      "Simulations"
    ],
    "Description": "Simulation based test that measures the ability to handle customer concerns over a call by referring to standard process documents. It also measures typing and documentation skills.",
    "Languages": "English (USA),",
    "Job Levels": "Entry-Level,",
    "Duration (min)": 15
  },
  {
    "Assessment Name": "Statistical Analysis System (New)",
    "URL": "https://www.shl.com/products/product-catalog/view/statistical-analysis-system-new/",
    "Remote Testing": "Yes",
    "Adaptive/IRT": "No",
    "Test Type": [
      "Knowledge & Skills"
    ],
    "Description": "Multi-choice test that measures the ability to use the SAS software for statistical analysis.",
    "Languages": "English (USA),",
    "Job Levels": "Mid-Professional, Professional Individual Contributor,",
    "Duration (min)": 11
  },
  {
    "Assessment Name": "Accounts Payable Simulation (New)",
```

    "URL": "https://www.shl.com/products/product-catalog/view/accounts-payable-simulation-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Simulations"

    ],

    "Description": "Simulated data entry test that measures the ability to process payables and vendor invoices.",

    "Languages": "English (USA),",

    "Job Levels": "Entry-Level, Graduate, Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 8

  },

  {

    "Assessment Name": "Following Instructions v1 - US (R2)",

    "URL": "https://www.shl.com/products/product-catalog/view/following-instructions-v1-us-r2/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Knowledge & Skills"

    ],

    "Description": "This test measures a candidate's ability to follow detailed instructions and then select the correct course of action. Test takers are presented with a set of rules and need to choose the appropriate response for various situations based on the rules given.",

    "Languages": "English (USA),",

    "Job Levels": "Entry-Level, Front Line Manager, Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 8

  },

  {

    "Assessment Name": "Accounts Receivable Simulation (New)",

    "URL": "https://www.shl.com/products/product-catalog/view/accounts-receivable-simulation-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

     "Simulations"

    ],

    "Description": "Simulated data entry test that measures the ability to process receivables and invoices.",

    "Languages": "English (USA),",

    "Job Levels": "Entry-Level, Graduate, Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 8

  },

  {

    "Assessment Name": "SVAR - Spoken Spanish (North American) (New)",

    "URL": "https://www.shl.com/products/product-catalog/view/svar-spoken-spanish-north-american-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

     "Simulations"

    ],

    "Description": "Test automatizado de español oral que mide la fluidez, la pronunciación, la escucha activa, el vocabulario, la gramática y la comprensión oral del español.\r\n\r\n \r\nYour use of this assessment product may be subject to New York City Law 144 (Regulation of the Use of Automated Employment Decision Tools) (dated July 5, 2023). Compliance with Law 144 is your responsibility.\r\nRead more on https://www.shl.com/legal/shl-us-regulatory-compliance/",

    "Languages": "Latin American Spanish,",

    "Job Levels": "Entry-Level,",

    "Duration (min)": null

  },

  {

    "Assessment Name": "Workplace Administration Skills (New)",

    "URL": "https://www.shl.com/products/product-catalog/view/workplace-administration-skills-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

```
     "Knowledge & Skills"

   ],

   "Description": "Multi-choice test that measures the ability to organize one's workplace, properly
maintain data, perform simple tasks on the computer and resolve administrative issues.",

   "Languages": "English (USA),",

   "Job Levels": "Manager, Mid-Professional, Professional Individual Contributor, Supervisor,",

   "Duration (min)": 12

 },

 {

   "Assessment Name": "Interviewing and Hiring Concepts (U.S.)",

   "URL": "https://www.shl.com/products/product-catalog/view/interviewing-and-hiring-concepts-u-s/",

   "Remote Testing": "Yes",

   "Adaptive/IRT": "Yes",

   "Test Type": [

     "Knowledge & Skills"

   ],

   "Description": "The Interviewing and Hiring Concepts (U.S.) test measures knowledge of the
interviewing  and hiring process. Designed for all employees and hiring managers, this test covers the
following topics: Behavior Traits, Behavioral Interviewing, Candidate Fit, Interview Quality Control, Job
Analysis, Legal Compliance, Probing Skills, Screening, Situational Interviews, and Types of Interviews.",

   "Languages": "English (USA),",

   "Job Levels": "Front Line Manager, Manager,",

   "Duration (min)": 15

 },

 {

   "Assessment Name": "SVAR - Spoken Spanish (Castilian) (New)",

   "URL": "https://www.shl.com/products/product-catalog/view/svar-spoken-spanish-castilian-new/",

   "Remote Testing": "Yes",

   "Adaptive/IRT": "No",

   "Test Type": [

     "Simulations"

   ],
```

"Description": "Test automatizado de español oral que mide la fluidez, la pronunciación, la escucha activa, el vocabulario, la gramática y la comprensión oral del español.\r\n \r\nYour use of this assessment product may be subject to New York City Law 144 (Regulation of the Use of Automated Employment Decision Tools) (dated July 5, 2023). Compliance with Law 144 is your responsibility.\r\nRead more on https://www.shl.com/legal/shl-us-regulatory-compliance/",

    "Languages": "Spanish,",

    "Job Levels": "Entry-Level,",

    "Duration (min)": null

  }

]

Number of relevant assessments in top k = 5

Total relevant assessments for the query = 10

Accuracy = 0.50

Prompt:-

I am hiring for Java developers who can also collaborate effectively with my business teams. Looking for an assessment(s) that can be completed in 40 minutes.

Response:-

[

 {

   "Assessment Name": "Technology Professional 8.0 Job Focused Assessment",

   "URL": "https://www.shl.com/products/product-catalog/view/technology-professional-8-0-job-focused-assessment/",

   "Remote Testing": "Yes",

   "Adaptive/IRT": "No",

   "Test Type": [

     "Competencies",

     "Personality & Behavior"

   ],

   "Description": "The Technology Job Focused Assessment assesses key behavioral attributes required for success in fast-paced, rapidly evolving technology environments , providing an indication of the candidate's longer term potential. \r\n\r\nIt is available as part of SHL's Technology Hiring Solution.",

"Languages": "German, Spanish, Latin American Spanish, French, Italian, Indonesian, Chinese Simplified, French (Canada), English International, English (USA),",

    "Job Levels": "Entry-Level, Graduate, Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 16

  },

  {

    "Assessment Name": "Agile Software Development",

    "URL": "https://www.shl.com/products/product-catalog/view/agile-software-development/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Knowledge & Skills"

    ],

    "Description": "Multi-choice test that measures the knowledge of agile methodology, scrum, feature driven software development, incremental and iterative development and processes involved in agile software development.",

    "Languages": "English (USA),",

    "Job Levels": "Graduate,",

    "Duration (min)": 7

  },

  {

    "Assessment Name": "Technology Professional 8.0 Job Focused Assessment",

    "URL": "https://www.shl.com/products/product-catalog/view/technology-professional-8-0-job-focused-assessment/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Competencies",

      "Personality & Behavior"

    ],

    "Description": "The Technology Job Focused Assessment assesses key behavioral attributes required for success in fast-paced, rapidly evolving technology environments , providing an indication of the candidate's longer term potential. \r\n\r\nIt is available as part of SHL's Technology Hiring Solution.",

"Languages": "German, Spanish, Latin American Spanish, French, Italian, Indonesian, Chinese Simplified, French (Canada), English International, English (USA),",

"Job Levels": "Entry-Level, Graduate, Mid-Professional, Professional Individual Contributor,",

"Duration (min)": 16

},

{

"Assessment Name": "Java 8 (New)",

"URL": "https://www.shl.com/products/product-catalog/view/java-8-new/",

"Remote Testing": "Yes",

"Adaptive/IRT": "No",

"Test Type": [

"Knowledge & Skills"

],

"Description": "Multi-choice test that measures the knowledge of Java class design, exceptions, generics, collections, concurrency, JDBC and Java I/O fundamentals.",

"Languages": "English (USA),",

"Job Levels": "Mid-Professional, Professional Individual Contributor,",

"Duration (min)": 18

},

{

"Assessment Name": "Enterprise Java Beans (New)",

"URL": "https://www.shl.com/products/product-catalog/view/enterprise-java-beans-new/",

"Remote Testing": "Yes",

"Adaptive/IRT": "No",

"Test Type": [

"Knowledge & Skills"

],

"Description": "Multi-choice test that measures the knowledge of enterprise Java beans (EJB), types of EJB, transactions and concurrency.",

"Languages": "English (USA),",

"Job Levels": "Mid-Professional, Professional Individual Contributor,",

"Duration (min)": 4

  },
  {
    "Assessment Name": "Java 8 (New)",

    "URL": "https://www.shl.com/products/product-catalog/view/java-8-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Knowledge & Skills"

    ],

    "Description": "Multi-choice test that measures the knowledge of Java class design, exceptions, generics, collections, concurrency, JDBC and Java I/O fundamentals.",

    "Languages": "English (USA),",

    "Job Levels": "Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 18

  },
  {
    "Assessment Name": "Virtual Assessment and Development Centers",

    "URL": "https://www.shl.com/products/product-catalog/view/virtual-assessment-and-development-centers/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Personality & Behavior"

    ],

    "Description": "SHL's innovative virtual assessment centers wow new hires or existing employees and show how you invest in your people. They are a highly engaging experience, inclusive and packed with predictive power to undercover potential.\r\n\r\nSHL's virtual assessment and development center platform is packaged with features to support your candidates, assessors and center administrators.\r\n\r\nDeliver a full range of assessment center exercises, from inbox simulations and written analysis, through coaching and role-play with preparation materials and one to one live virtual interactions, to assigned or unassigned role group exercises. Exercises are available across a range of job levels and industry scenarios\r\n\r\nWant to find out more or book a demo? Visit https://www.shl.com/en/solutions/virtual/virtual-assessment-development-center/\r\n \r\nLanguage Availability for the candidate and assessor simulation interface is shown in the list below.\r\n \r\nLanguage Availability for the live interactions interface (Smart Interview Live) is currently: English US,

Japanese, Simplified Chinese, Spanish, Portuguese, Brazilian Portuguese, French, Canadian French, Italian, Dutch, Latin American Spanish, Romanian, Indonesian, German, Greek.",

    "Languages": "English (USA), English International, Italian, German, Portuguese, Spanish, Latin American Spanish, French, French (Canada), Dutch, Japanese, Indonesian, Greek, Romanian, Chinese Simplified, Arabic,",

    "Job Levels": "Director, Entry-Level, Executive, Front Line Manager, General Population, Graduate, Manager, Mid-Professional, Professional Individual Contributor, Supervisor,",

    "Duration (min)": null

  },

  {

    "Assessment Name": "Java Platform Enterprise Edition 7 (Java EE 7)",

    "URL": "https://www.shl.com/products/product-catalog/view/java-platform-enterprise-edition-7-java-ee-7/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "Yes",

    "Test Type": [

      "Knowledge & Skills"

    ],

    "Description": "The Java Platform Enterprise Edition 7 (Java EE 7) test measures knowledge of the Java EE 7 architecture. Designed for Java programmers and architects, this test includes the following topics: Commonly-Used APIs, Component Technology, Database Access, JEE Application Architecture, JSP Extensions, Resource Management, Web Services, Webapp Control and View Technologies, and Webapp Technology.",

    "Languages": "English (USA),",

    "Job Levels": "Mid-Professional, Professional Individual Contributor,",

    "Duration (min)": 30

  },

  {

    "Assessment Name": "Enterprise Java Beans (New)",

    "URL": "https://www.shl.com/products/product-catalog/view/enterprise-java-beans-new/",

    "Remote Testing": "Yes",

    "Adaptive/IRT": "No",

    "Test Type": [

      "Knowledge & Skills"

```
  ],

  "Description": "Multi-choice test that measures the knowledge of enterprise Java beans (EJB), types of
EJB, transactions and concurrency.",

  "Languages": "English (USA),",

  "Job Levels": "Mid-Professional, Professional Individual Contributor,",

  "Duration (min)": 4

 },

 {

  "Assessment Name": "Interviewing and Hiring Concepts (U.S.)",

  "URL": "https://www.shl.com/products/product-catalog/view/interviewing-and-hiring-concepts-u-s/",

  "Remote Testing": "Yes",

  "Adaptive/IRT": "Yes",

  "Test Type": [

    "Knowledge & Skills"

  ],

  "Description": "The Interviewing and Hiring Concepts (U.S.) test measures knowledge of the
interviewing  and hiring process. Designed for all employees and hiring managers, this test covers the
following topics: Behavior Traits, Behavioral Interviewing, Candidate Fit, Interview Quality Control, Job
Analysis, Legal Compliance, Probing Skills, Screening, Situational Interviews, and Types of Interviews.",

  "Languages": "English (USA),",

  "Job Levels": "Front Line Manager, Manager,",

  "Duration (min)": 15

 }

]
```

Number of relevant assessments in top k = 6

Total relevant assessments for the query = 10

Accuracy = 0.60

Mean score = 0.60+0.50 = 1.1/2 = **0.55**