Santhosh M

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Test Date: July 30, 2022

Computer Programming	Logical Ability	English Comprehension	Quantitative Ability (Advanced)
55 /100	72 /100	53 /100	76 /100

Electronics and Semiconductor Engineering	Computer Science	Automata	Personality
47 /100	77 /100	67 /100	Completed

Computer Programming — 55 / 100

Basic Programming	Data Structures	OOP and Complexity Theory
58 / 100	56 / 100	51 / 100

Logical Ability — 72 / 100

Inductive Reasoning	Deductive Reasoning	Abductive Reasoning
70 / 100	82 / 100	65 / 100

English Comprehension — 53 / 100

Grammar	Vocabulary	Comprehension
50 / 100	45 / 100	63 / 100

Quantitative Ability (Advanced) — 76 / 100

Basic Mathematics	Advanced Mathematics	Applied Mathematics
71 / 100	75 / 100	83 / 100

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Electronics and Semiconductor Engineering

47 / 100

Semiconductors and Semiconductor Devices	Analog Electronics	Digital Electronics
55 / 100	46 / 100	41 / 100

Computer Science

77 / 100

OS and Computer Architecture	DBMS	Computer Networks
80 / 100	88 / 100	55 / 100

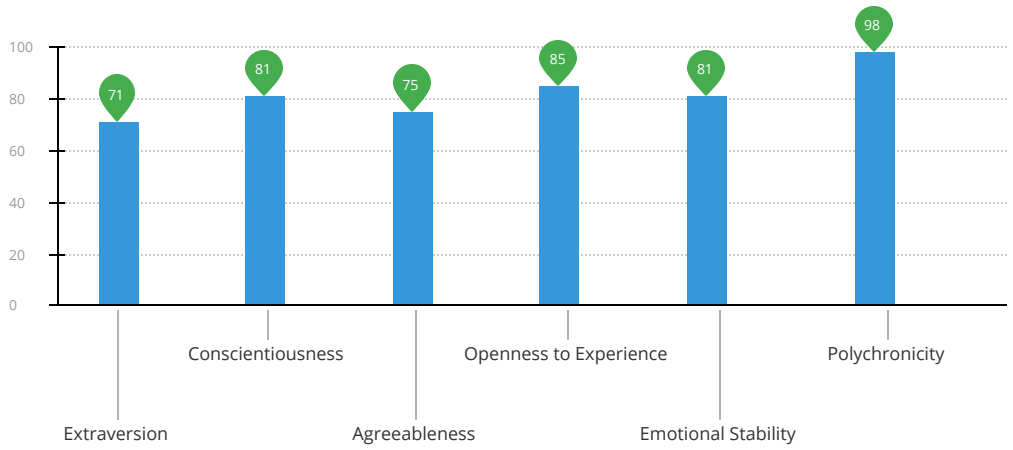
Automata

67 / 100

Programming Ability	Programming Practices	Functional Correctness
60 / 100	100 / 100	60 / 100

Personality

Completed



Competencies

People Interaction

Self-Drive

Trainability

Repetitive Job Suitability

Work Attributes

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1 Introduction

About the Report

This report provides a detailed analysis of the candidate's performance on different assessments. The tests for this job role were decided based on job analysis, O*Net taxonomy mapping and/or criterion validity studies. The candidate's responses to these tests help construct a profile that reflects her/his likely performance level and achievement potential in the job role

This report has the following sections:

The **Summary** section provides an overall snapshot of the candidate's performance. It includes a graphical representation of the test scores and the subsection scores.

The **Insights** section provides detailed feedback on the candidate's performance in each of the tests. The descriptive feedback includes the competency definitions, the topics covered in the test, and a note on the level of the candidate's performance.

The **Interview Questions** section provides a few probing questions on those competencies where the candidate's performance has been low. The interviewer can use these as a reference in case s/he wishes to assess the candidate on any of these competencies during the interview process.

The **Proctoring** section captures the output of the different proctoring features used during the test.

The **Learning Resources** section provides online and offline resources to improve the candidate's knowledge, abilities, and skills in the different areas on which s/he was evaluated.

Score Interpretation

All the test scores are on a scale of 0-100. All the tests except personality and behavioural evaluation provide absolute scores. The personality and behavioural tests provide a norm-referenced score and hence, are percentile scores. Throughout the report, the colour codes used are as follows:

- Scores between 67 and 100
- Scores between 33 and 67
- Scores between 0 and 33

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2 | Insights

English Comprehension

53 / 100

This test measures the candidate's vocabulary, grammar and reading comprehension skills.

The candidate is able to construct short sentences and understand simple text. The ability to read and comprehend is important for most jobs. However, it is of utmost importance for jobs that involve research, content development, editing, teaching, etc.

Quantitative Ability (Advanced)

76 / 100

This test measures the candidate's ability to solve problems on basic arithmetic operations, probability, permutations and combinations, and other advanced concepts.

It is commendable that the candidate is able to understand and solve complex arithmetic problems. He is able to solve basic problems of probability, logarithms, permutations, and combinations. This skill will help him in jobs where one needs to work with statistical data and make probabilistic predictions.

Logical Ability

72 / 100

Inductive Reasoning

70 / 100

This competency measures the candidate's ability to synthesize information and derive conclusions.

It is commendable that the candidate has excellent inductive reasoning skills. He is able to apply specific observations to generalize situations and also formulate new generic rules from variable data.

Deductive Reasoning

82 / 100

This competency measures the candidate's ability to synthesize information and derive conclusions.

It is commendable that the candidate has excellent inductive reasoning skills. He is able to apply specific observations to generalize situations and also formulate new generic rules from variable data.

Abductive Reasoning

65 / 100

This competency measures the candidate's ability to reach a possible conclusion by forming and testing the hypothesis using the known information.

The candidate is able to use the available information and formulate simple hypothesis for further testing. But he may not able to reach expected conclusions with more complex information.

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Personality

Completed

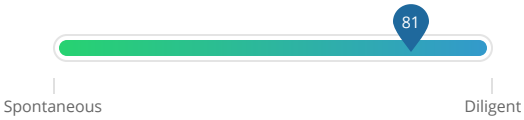
Competencies

Extraversion

Extraversion refers to a person's inclination to prefer social interaction over spending time alone. Individuals with high levels of extraversion are perceived to be outgoing, warm and socially confident.

- The candidate is outgoing and seeks out opportunities to meet new people.
- He tends to enjoy social gatherings and feels comfortable amongst strangers and friends equally.
- He displays high energy levels and likes to indulge in thrilling and exciting activities.
- He may tend to be assertive about his opinions and prefers action over contemplation.
- He takes initiative and is more inclined to take charge than to wait for others to lead the way.
- The candidate's personality is well suited for jobs demanding frequent interaction with people.

Conscientiousness



Conscientiousness is the tendency to be organized, hard working and responsible in one's approach to her/his work. Individuals with high levels of this personality trait are more likely to be ambitious and tend to be goal-oriented and focused.

- The candidate is likely to value order and self-discipline and tends to pursue ambitious endeavours.
- He believes in the importance of structure and is very well-organized.
- He is likely to carefully review facts before arriving at conclusions or making decisions based on them.
- He adheres to rules strictly and carefully considers the situation before making decisions.
- He tends to have a high level of self confidence and does not doubt his abilities.
- The candidate generally sets and works toward goals, tries to exceed expectations and is likely to excel in most jobs, especially those which require a careful or meticulous approach.

Agreeableness

Agreeableness refers to an individual's tendency to be cooperative with others and it defines her/his approach to interpersonal relationships. People with high levels of this personality trait tend to be more considerate of people around them and are more likely to work effectively in a team.

- The candidate is likely to be considerate and sensitive to the needs of others.
- He tends to put the needs of others ahead of his own.
- He is likely to trust others easily without doubting their intentions.
- He is compassionate and may be strongly affected by the plight of both friends and strangers.
- He is humble and modest and prefers not to talk about personal accomplishments.
- The candidate's personality is more suitable for jobs demanding cooperation among employees.

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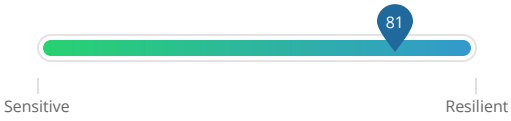
Openness to Experience

Openness to experience refers to a person's inclination to explore beyond conventional boundaries in different aspects of life. Individuals with high levels of this personality trait tend to be more curious, creative and innovative in nature.

- The candidate tends to be curious in nature and is generally open to trying new things outside his comfort zone.
- He may have a different approach to solving conventional problems and tends to experiment with those solutions.
- He is creative and tends to appreciate different forms of art.
- He is likely to be in touch with his emotions and is quite expressive.
- The candidate's personality is more suited for jobs requiring creativity and an innovative approach to problem solving.

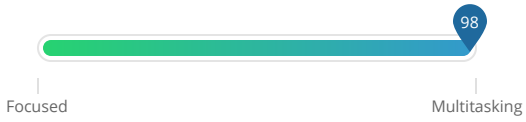
Emotional Stability



Emotional stability refers to the ability to withstand stress, handle adversity, and remain calm and composed when working through challenging situations. People with high levels of this personality trait tend to be more in control of their emotions and are likely to perform consistently despite difficult or unfavourable conditions.

- The candidate is calm and composed in nature.
- He tends to maintain composure during high pressure situations.
- He is likely to be very confident and comfortable being himself.
- He finds it easy to resist temptations and practice moderation.
- The candidate is likely to remain emotionally stable in jobs with high stress levels.

Polychronicity



Polychronicity refers to a person's inclination to multitask. It is the extent to which the person prefers to engage in more than one task at a time and believes that such an approach is highly productive. While this trait describes the personality disposition of a person to multitask, it does not gauge their ability to do so successfully.

- The candidate is likely to pursue multiple tasks simultaneously, switching between them when needed.
- He may prefer working to achieve some progress on multiple tasks simultaneously than completing one task before moving on to the next task.
- He tends to believe that multitasking is an efficient way of doing things and prefers an action-packed work life with multiple projects.

Electronics and Semiconductor Engineering 47 / 100

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This test measures the knowledge of semiconductors, two terminal and three terminal devices, analog electronics, digital electronics and basics of VLSI.

- The candidate has good factual knowledge and conceptual understanding of electronics and semiconductor engineering.
- Having learnt the theoretical aspects of the subject he should focus on learning more advanced concepts. This is important to understand the practical applications of the subject.

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3 | Interview Questions

Personality

Competencies

Extraversion

In your opinion, do you consider yourself as a better talker or better listener?

Conscientiousness

What is it that drives you to excel? How does this set you apart from others?

Agreeableness

Describe an instance when you successfully persuaded a client, manager, peer, or subordinate to adopt your position on an important issue. What strategy or approach did you use to convince them?

Openness to Experience

Describe a time when you had to gather data to inform a critical decision. Why was the data so important? How did you gather the data? What would have been your decision if you had not had access to this extra information? What would have been the likely result?

Emotional Stability

When was the last time you were upset with yourself and why?

Polychronicity

You are a college student and you must complete an assignment for your professor. You are very familiar with the topic and the assignment is simple. What would be your work method in this instance? Would you watch TV and listen to music while completing it? Or would you concentrate on the assignment in silence, and then watch TV?

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4 | Proctoring

Proctoring Index | Low

The Proctoring Index is a measure of the likelihood a participant was engaging in potentially suspicious behavior. The Index score constitutes a set of pre-determined parameters that are outlined below as a breakdown of the measure. Please hover over the tiles for a brief overview of the respective parameter.

IP Binding	Print Screen	ID Card Face Detected	Browser Toggle	IP Address
	0		0	

Geolocation Tag

AI Proctoring Information

Print Screen: The number of times the candidate attempted to take a screenshot of the assessment screen using the “print screen” function on their device. Note: This impacts proctoring index.

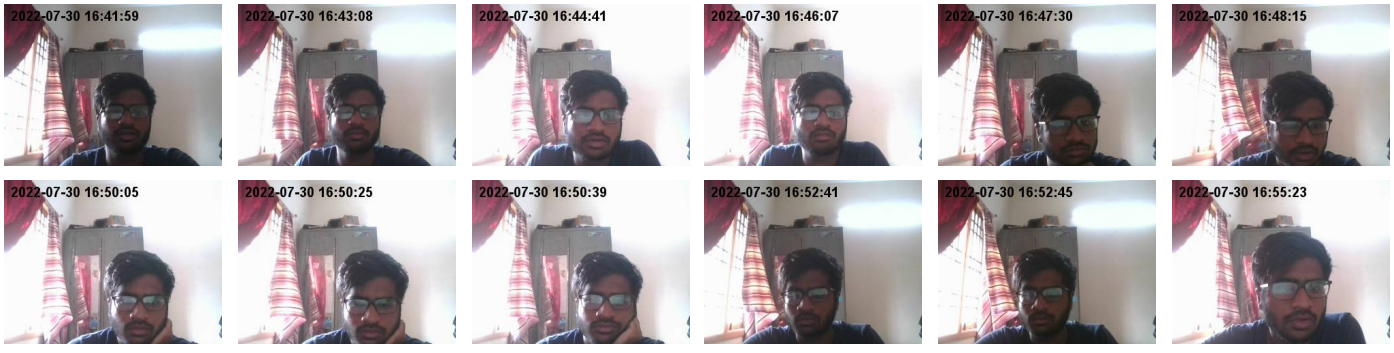
ID Card Face Detected: Looks at the candidate images captured during the assessment and flags anywhere different people appear to be present. Snapshots are included in the report.

Browser Toggle: Either the proportion of time the candidate spent focused on a tab/window other than that of assessment screen (%), or the number of times the candidate toggled to another tab/window (count). Note: This impacts proctoring index.

IP Address: Confirms that the candidate took the assessment from the specified IP address(s).

Geolocation Tag: Detects whether the candidate attempted the assessment from a location beyond the distance set by the administrator.

Web Proctoring Images



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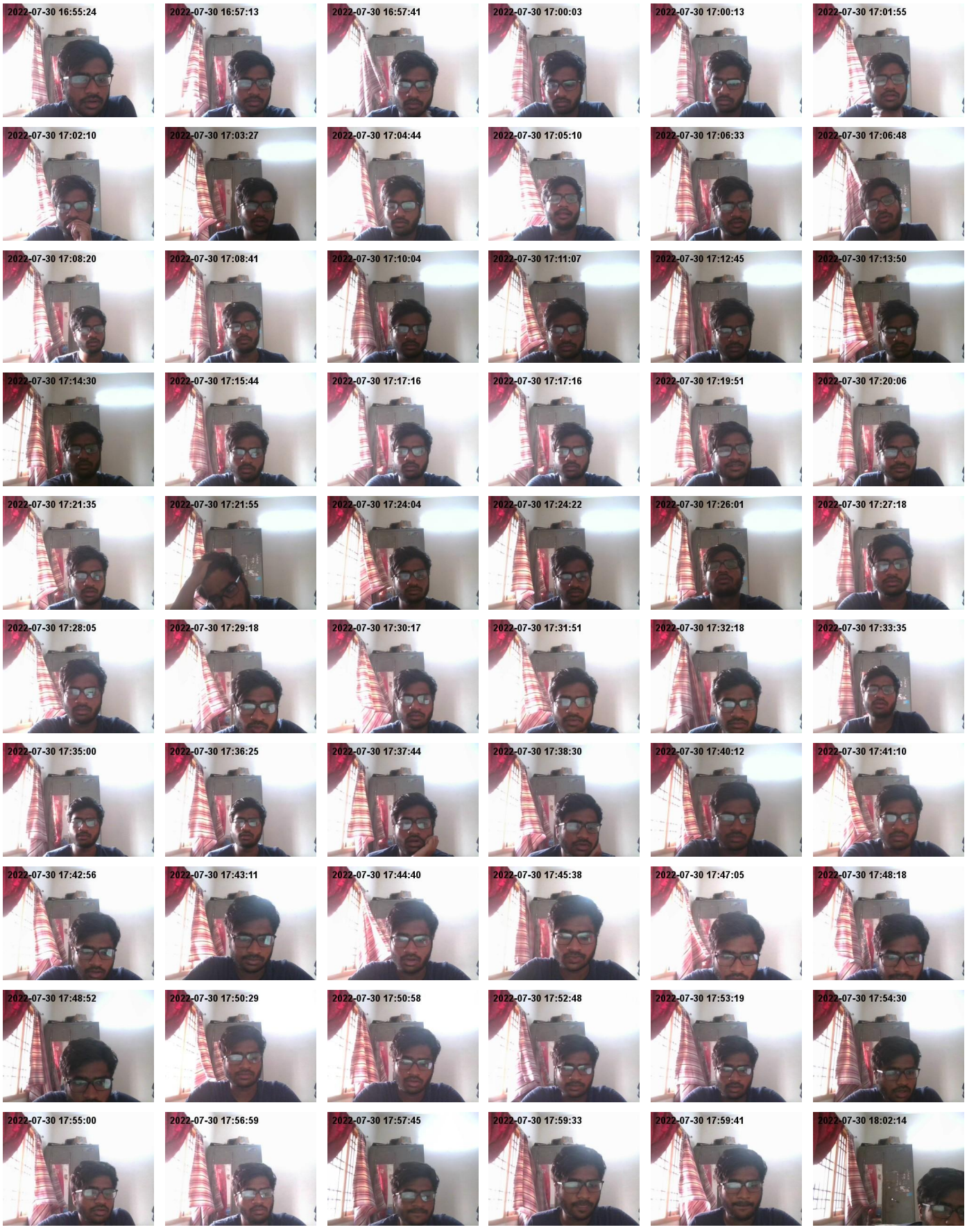

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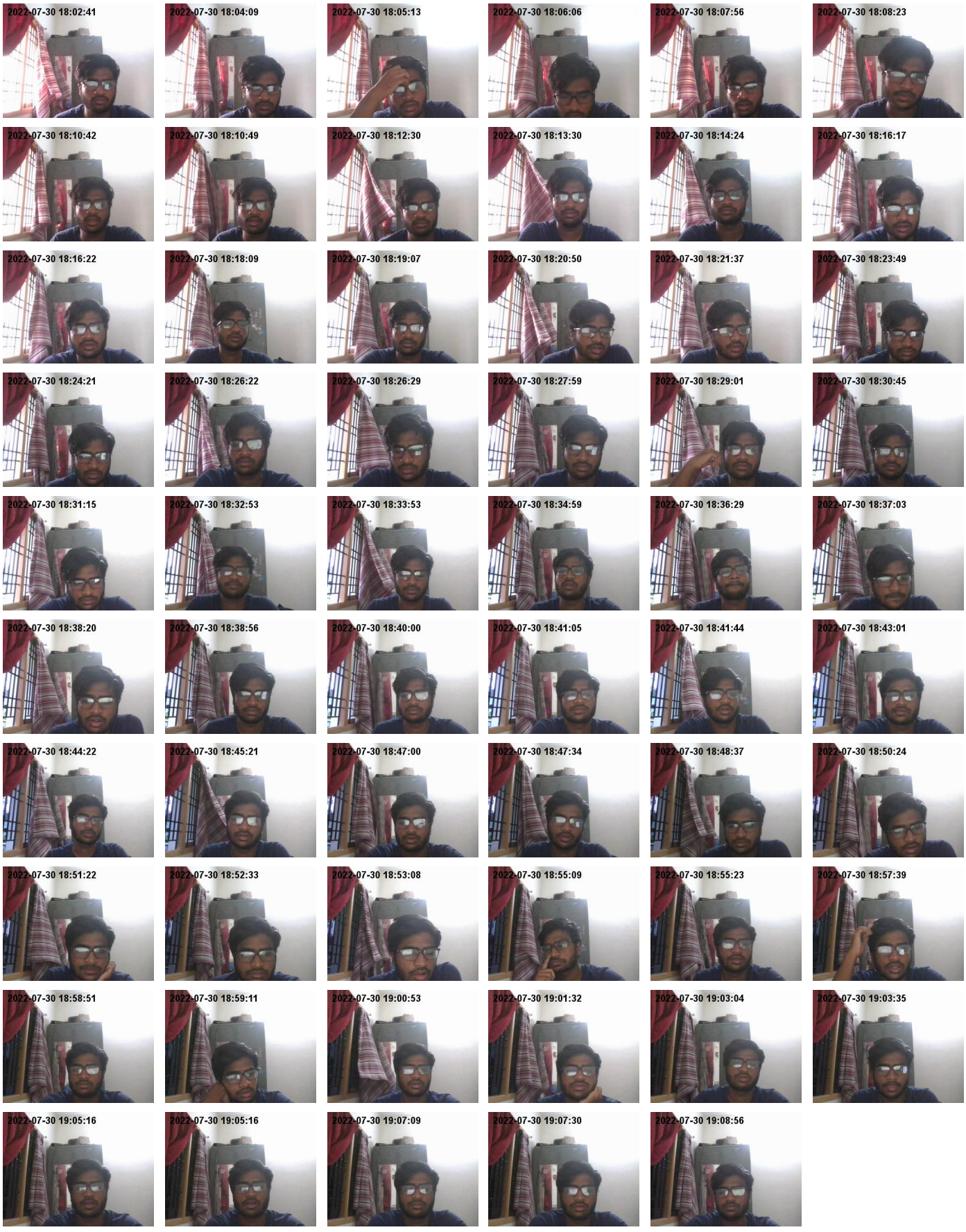

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5 | Learning Resources

English Comprehension

- Learn about written english comprehension
- Learn about spoken english comprehension
- Test your comprehension skills

Quantitative Ability (Advanced)

- Learn about the principles of statistics
- Learn about the real life applications of probability
- Learn about the real life applications of logarithms

Logical Ability

- Watch a video on the art of deduction
- Learn about Sherlock Holmes' puzzles and develop your deductive logic
- Take a course on advanced logic

Icon Index

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