**Faculty of Engineering and Technology University of Sindh, Jamshoro**

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**Class: BS-IT Part II**

**Subject: Human Resource Management**

**Assignments # 3**

**Topic: 50 different testing methods:**

1. **Personality Test:**

A personality test is a tool used to assess human personality. Personality testing and assessment refer to techniques designed to measure the characteristic patterns of traits that people exhibit across various situations

1. **Behavioral Assessment:**

Assessment. Behavioral Assessments assist the organizations to better evaluate the public skills, behavior, and productivity of the applicant.

1. **Cognitive Ability Test:**

Cognitive ability tests assess abilities involved in thinking (e.g., reasoning, perception, memory, verbal and mathematical ability, and problem solving). ... Some cognitive ability tests sum up the correct answers to all of the items to obtain an overall score that represents a measure of general mental ability.

1. **Coding test:**

A coding interview, programming interview or Microsoft interview is a technical problem-based job interview technique to assess potential employees. ... Coding interviews test candidates' technical knowledge, coding ability, problem solving skills, and creativity, typically on a whiteboard.

1. **Role based test**:

“Testing role-based security involves the verification that user roles are enforced by the software, so the natural foundation of your test effort is the definition of these roles and rights,” says Hayes. In other words, various capabilities of the application are selectively exposed based on the role of the user.

1. **Remote Work:**

In a remote usability testing session, the researcher and participant are not in the same physical location. This differs from traditional usability testing, in which the researcher and participant would meet in person

1. **High-potential identification:**

High-potential identification is a process that intends to discover individuals who possess competencies that are essential to succeed in more evolved roles for personal and organizational advancement.

1. **Learning agility Test:**

The learning agility questionnaire measures a person's propensity to seek, acquire, and value new knowledge, ensuring that learning is always prioritized.

1. **Digital readiness:**

With the Digital Readiness Check the ISPO Academy provides a self-test specially developed for the sports industry. ... Take 15 minutes of your time and get your individual evaluation free of charge in the industry comparison. The Digital Readiness Check shows you the digital maturity of your company in real time.

1. **Language proficiency test:**

The language proficiency test is an evaluation of how well a person can use language to communicate in real life. ACTFL proficiency tests compare a person's unrehearsed ability against a set of language descriptors.

1. **Background Checks:**

A background check will investigate a candidate's background based on criteria determined by their prospective or current employer. A check of a candidate's background may include employment, education, criminal records, credit history, motor vehicle and license record checks.

1. **Drug Test:**

Doctors, sports officials, and employers may request a urine drug screen for various reasons. These screens can check for a range of drugs, including marijuana, nicotine, barbiturates, and opioids, such as heroin and methadone.

1. **Physical Ability Test:**

Physical ability tests typically ask individuals to perform job-related tasks requiring manual labor or physical skill. These tasks measure physical abilities such as strength, muscular flexibility, and stamina.

1. **Aptitude Test:**

aptitude test, examination that attempts to determine and measure a person's ability to acquire, through future training, some specific set of skills (intellectual, motor, and so on).

1. **Honesty and integrity Test:**

An integrity test is a specific type of personality test designed to assess an applicant's tendency to be honest, trustworthy, and dependable. A lack of integrity is associated with such counterproductive behaviors as theft, violence, sabotage, disciplinary problems, and absenteeism.

1. **Polygraph Test:**

Used an instrument for receiving and recording simultaneously tracings of variations in certain body activities. A test using such an instrument to determine if a person is telling the truth.

1. **Customer Service Test:**

The Customer Service test evaluates a candidate's ability to provide assistance on behalf of a company to that company's customers before, during, and after purchases.

1. **Leadership Test:**

Leadership assessment is the process of using tests and analysis to determine an individual's management strengths and potential. ... Leadership assessments will usually evaluate both the individual's inherent personality traits and his or her situational responses and abilities.

1. **Intelligence Test:**

It comprises mental, verbal, and performance tasks of graded difficulty that have been standardized by use on a representative sample of the population.

1. **Technical Skill Test:**

If your small business is hiring employees who need technical skill competencies to adequately complete the job, a technical skills test can help you determine who to interview and who to hire. A technical skills test should include demonstration of practical skills, content knowledge and application questions.

1. **Psychomotor Abilities Tests:**

Psychomotor Test is used for determining the precision, coordination, control, dexterity and reaction time for candidates in the hiring process. It not only assesses the mechanical performance of the candidate but also their ability to understand.

1. **Achievement Tests:**

An Achievement test is an assessment of developed knowledge or skill. ... Achievement tests are developed to measure skills and knowledge learned in a given grade level, usually through planned instruction, such as training or classroom instruction.

1. **Graphology Tests:**

Handwriting Analysis or Graphology is a method of identifying, evaluating, and understanding a person's personality through the patterns revealed by his handwriting.

1. **Complementation Test:**

Complementation test, also called cis-trans test, in genetics, test for determining whether two mutations associated with a specific phenotype represent two different forms of the same gene (alleles) or are variations of two different genes.

1. **Ballistocardiography Test:**

Ballistocardiography is a technique for producing a graphical representation of repetitive motions of the human body arising from the sudden ejection of blood into the great vessels with each heartbeat.

1. **Autopsy Test:**

An autopsy (also known as a post-mortem examination or necropsy) is the examination of the body of a dead person and is performed primarily to determine the cause of death, to identify or characterize the extent of disease states that the person may have had, or to determine whether a particular medical or surgical.

1. **Skin Test:**

A skin prick test, also called a puncture or scratch test, checks for immediate allergic reactions to as many as 50 different substances at once. This test is usually done to identify allergies to pollen, mold, pet dander, dust mites and foods.

1. **DNA Test:**

Genetic testing is a type of medical test that identifies changes in genes, chromosomes, or proteins.

1. **Mammography Test:**

A mammogram is an X-ray picture of the breast.

1. **Myelography Test:**

A myelogram is able to show your spinal cord, spinal nerves, nerve roots, and bones in the spine by injecting contrast into your spinal fluid.

1. **Prenatal Test:**

Prenatal screening tests can identify whether your baby is more or less likely to have certain birth defects, many of which are genetic disorders.

1. **Tomography Test:**

A CT scan uses X-rays and computers to produce images of a cross-section of your body.

1. **Ultrasound Test:**

The test can provide information about a baby's growth, development, and overall health.

1. **Urography Test:**

A CT urogram is used to examine the kidneys, ureters and bladder.

1. **Enzyme Analysis:**

Enzyme analysis, in blood serum, measurement of the activity of specific enzymes in a sample of blood serum, usually for the purpose of identifying a disease.

1. **Hemoglobin Test:**

A hemoglobin test measures the levels of hemoglobin in your blood.

1. **Serological Test:**

Antibody or serology tests look for antibodies in your blood that fight the virus that causes COVID-19.

1. **Thymol Test:**

Thymol turbidity, laboratory test for the nonspecific measurement of globulins.

1. **Cholecystography Test:**

A Cholecystogram is an x-ray procedure used to help evaluate the gallbladder.

1. **Magnetic Resonance Spectroscopy:**

Magnetic resonance spectroscopy (MRS) is an analytical tool that detects radio frequency electromagnetic signals that are produced by the atomic nuclei within molecules.

1. **Cardiac Magnetic Resonance Imaging:**

Cardiac magnetic resonance imaging (cardiac MRI or CMR) produces detailed images of the beating heart.

1. **Gastric fluid analysis:**

Gastric fluid analysis, medical procedure used to examine the secretions and other liquid substances occurring in the stomach.

1. **Syphilis Test:**

Syphilis tests tell if a person has the disease. They look for antibodies to the bacterium, or germ, that causes syphilis.

1. **Toxicology Test:**

A toxicology test ("tox screen") checks for drugs or other chemicals in your blood, urine, or saliva.

1. **Angiocardiography Test:**

A health care provider uses the angiogram to check for blocked or narrowed blood vessels in your heart.

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1. **Brain scanning:**

A brain CT scan visualizes the structure of the brain and skull, and it can identify blood in and around the brain.

1. **Cerebral angiography:**

Cerebral angiography uses a catheter, x-ray imaging guidance and an injection of contrast material to examine blood vessels in the brain for abnormalities.

1. **Blood count:**

Blood count tests measure the number and types of cells in your blood.

1. **Blood Typing:**

Blood typing is done so you can safely donate your blood or receive a blood transfusion.

**Assignment # 2**

**Topic: 50 Different job offering websites :**

1. **Indeed:** Url: https://pk.indeed.com/

2. **LinkedIn:** Url: https://receptix.uk/us/best-management-software-jobs-in-united-states

3. **Glassdoor:** Url: https://www.googleadservices.com/pagead/aclk

4. **Google for jobs:** Url: https://www.googleadservices.com/pagead\

5. **Career builder:** https://www.Careerbuilder.com

6. **Monster:** Url: https://www.Monster.com

**7. Flexjobs:** Url: https://www.Flexjobs.com

**8. Linkup:** Url: https://www.linkup.com

**9. Simplyhired:** Url: https://www.simplyhired.com

**10. Zip recruiter:** Url: https://www.ziprecruiter.com

**11. Jobvite:** Url: https://www.jobvite.com

**12. Toptal:** Url: https://www.toptal.com

**13. Upwork inc:** Url: https://www.Upwork.com

**14. Fiver:** Url: https://www.fiver.com

**15. Freelancer.com:** Url: https://www.frelancer.com

**16. Rozee.pk:** Url: https://www.rozee.pk

**17. Brightspyre:** Url: https://www.brightspyre.com

**18. Mustakbil.com:** Url: https://www.mustaqbil.com

**19. e-rozgar:** Url: https://www.e\_rozgar.com

**20. Apnijobs:** Url: https://www.apnijobs.pk

**21. Naukri junction:** Url: https://www.naukrijunctiion.pk

**22. Craiglist:** Url: https://www.craiglist.com

**23. Roziroti.com:** Url: https://www.roziroti.com

**24. Pkjobs77.com:** Url: https://www.pkjob77.com

**25. Careerjet:** Url: https://www.careerjet.com

**26. Gigajobs:** Url: https://www.gigajobs.com

**27. Jobrapido:** Url: https://www.jobrapido.pk

**28. Tiptopjob.com:** Url: https://www.tiptopjob.com

**29. Nexxt:** Url: https://www.nexxt.com

**30. Snagajob:** Url: https://www.snagajob.com

**31. Roberthalf:** Url: https://www.Roberthalf.com

**32. Job.com:** Url: https://www.job.com

**33. Usajobs.gov:** Url: https://www.**usajobs.gov**

**34. Ladder:** Url: https://www.ladder.com

**35. Getwork:** Url: https://www.getwork.com

**36. Angellist:** Url: https://www.Angellist.com

**37. Hired:** Url: https://www.hired.com

**38. Idealist:** Url: https://www.idealist.com

**39. Paperad.com:** Url: https://www.paperad.com

**40. Berozgar.com:** Url: https://www.berozgar.com

**41. Jobs.pk:** Url: https://www.job.pk

**42. Paperpkblog:** Url: https://www.paperpkblog.com

**43. Pakistanjobsbank.com:** Url: https://www.pakistanijobsbank.com

**44. JobsAlert.pk:** Url: https://www.jobalert.pk

**45. Talent hunt:** Url: https://www.talenthunt.com

**46. Mehnat.pk:** Url: https://www.mehnat.pk

**47. Dailypaper.pk:** Url: https://www.dailypaper.pk

**48. Splashfind:** Url: https://www.splashfind.com

**49. Bright pyre:** Url: https://www.brightpyre.com

**50. Ladder:** Url: https://www.ladder.com

**The End**