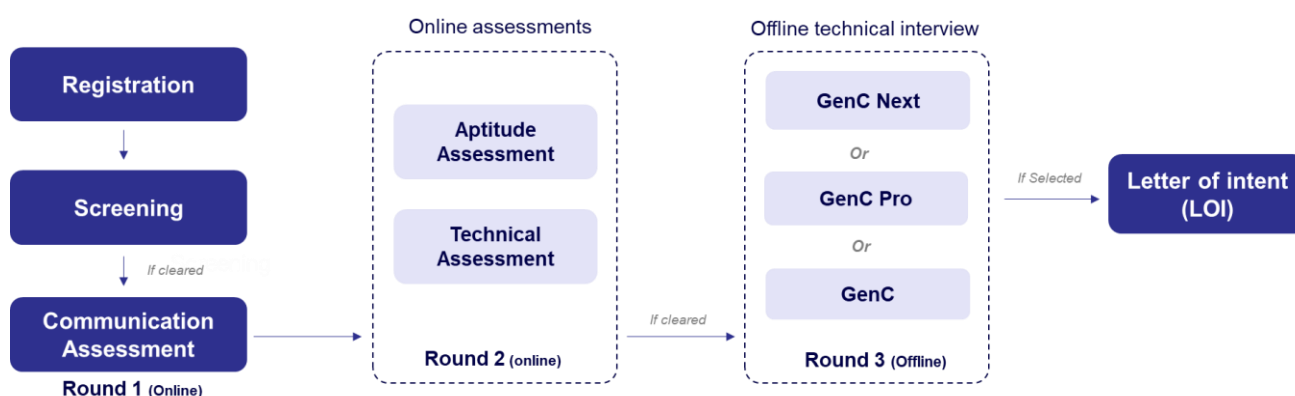# Assessment prerequisites

Post-screening, the shortlisted candidates will be required to give various assessments. Kindly ensure you are well-prepared with all system setups before the assessment.

Communication assessment prerequisites

Communication assessment is a **mandatory assessment** to further move your candidature ahead in this hiring process.

Duration: 60 minutes	4 sections
• Pronunciation • Speaking / Fluency • Grammar • Listening comprehension	

Candidates will receive an email from the Superset notifications@email.joinsuperset.com with the assessment link (as per the slot). Kindly ensure to follow the instructions mentioned below and perform the system readiness check in advance.

Mandatory pre-requisites

- Complete the mandatory audio quality check to ensure audio-quality of the device and familiarize with the test environment. Recommend using the same device for final assessment.

- Checkout this link to understand the exclusive Do's and Don'ts for the audio check and actual assessment.

- Install MSB and test it well in advance of the scheduled assessment date to avoid any complications at the time of launch of the assessment. Refer to the installation guide.

- Click this link to download MSB and perform the system compatibility check.

- Ensure desktop / laptop audio socket is in proper working condition and able to detect mic and the incoming voice.

- Ensure webcam is functional and well connected. You will be monitored via webcam during the assessment.

- Require minimum 2 mbps speed with stable internet connection.

- Recommend using USB connector with a mounted mic or a very good quality in-line mic. If not, audio quality problems might arise.

Important points

- Perform the <mark>audio quality check</mark> mentioned above as part of your system readiness check and any required installation / configuration. This check is only an audio device test & not the actual assessment. **The audio device used for the audio quality check is recommended to be used for the final assessment as well.**
- Use **"Check System Compatibility"** link at the top to perform system readiness check and any required installation / configuration.
- Ensure that the voice through microphone is detected very clearly through the desktop / laptop.
- Ensure to have consistent and uninterrupted high speed internet connectivity – as the assessment has <mark>audio listening questions</mark> that can be <mark>played only once</mark>, beyond which it would be disabled.
- <mark>Do not press F5 or refresh during the assessment</mark> – as it would auto-submit and end the assessment.
- Hit "Start Test" link only at the specified test commencement time as it will be enabled only then.
- Assessment has more than 1 section, so **do not click 'Finish Test' button until all the sections are completed**. Upon clicking 'Finish Test', a summary of the completed sections and pending sections will be shown. Please review it.
- Complete each section within the allocated time as they are time bound. It will automatically move to next section when the time is up.
- **Only one attempt is available**. Ensure laptop battery is fully charged / desktop is powered throughout the assessment duration and you have uninterrupted internet connection. Install MSB and perform all system checks well in advance.
- In case you are facing an issue while launching MSB, please refer to the [trouble shooting document.](#)
- In case of any disconnection due to power failure or internet issue, please restart your assessment immediately using the same invitation link.

Dos

- ✓ Take the assessment in a quiet and well-lit space.
- ✓ Speak loudly and clearly following on-screen instructions.
- ✓ Place the mic 2-3 inches away to one side of the mouth. If you are using the inline mic, then please hold the mouthpiece using chord.
- ✓ Conduct assessment fairly. Please note that toggling between screens will be considered malpractice.
- ✓ If you observe any malpractice, then report to GenCHRComplianceIND@cognizant.com.
- ✓ Test your webcam beforehand and adjust as needed.
- ✓ Adjust indoor lighting and camera angle to make sure your face is clearly visible at all times. The background should be plain (preferably white). Avoid photos, pictures, curtains, clothes, and decorations as a backdrop.
- ✓ Complete the assessment in one sitting.

Don'ts

- ✗ Sit in a location with any background noise or echo.
- ✗ Have a third person present during the test, to avoid being reported under malpractice.
- ✗ Use the computer mic or touch the headphone mic while answering questions.
- ✗ Change the mic position & settings like volume control while speaking.
- ✗ Click F5 or try to refresh the screen, doing this will auto-submit and end the assessment.
- ✗ Click 'Print Screen' or try to copy the content while the assessment is in progress.
- ✗ Cover the webcam at any point during the assessment or move away from the webcam range.
- ✗ Use AI platforms like Chat GPT for any of the hiring rounds.

Zero tolerance for malpractice

- The assessment platform uses AI mechanisms to track malpractice. Any candidate found to be using unfair means (like Telegram) will be disqualified from the hiring process, without notice.
- Cognizant has a zero-tolerance policy for malpractice. A disqualification may be issued at any stage of the process, as and when malpractice is detected and is solely at the discretion of Cognizant.

Resources for general troubleshooting

Please note that MSB must be downloaded and tested well in advance of the scheduled assessment date to avoid any complications at the time of launch of the assessment. For any technical support you can reach out on the details mentioned below. Ensure to check the resources below before the assessment. Click on each button to know more.

System requirement	MSB installation	Do's & don'ts	FAQs

For technical queries, call +91-8047189190 (India) (please dial in +91/0), 18002656038 (United States) or drop an email to mettl-support@mercer.com. Please mention specifically that you are a part of a Cognizant drive.

High Priority Number: +91-8047190902 (please dial in +91/0)

Aptitude assessment prerequisites

Aptitude assessment is a mandatory assessment to further move your candidature ahead in this hiring process.

Duration: 80 minutes	2 sections
• Quantitative aptitude • Deductive and inductive reasoning (Gamified)	

Candidates will receive an email from the Superset notifications@email.joinsuperset.com with the assessment link (as per the slot). Kindly ensure to follow the instructions mentioned below and perform the system readiness check in advance.

<mark>Only one attempt is available</mark> therefore ensure that your system is equipped with a working webcam & ensure that it is fully charged / powered throughout the assessment duration with uninterrupted internet.

The assessment can ONLY be taken through a Safe Assessment Browser (SAB) and we strongly recommend you to complete the system check, SAB installation and any other related configuration (if required, based on your system) well in advance before the assessment.

Laptop/Desktop Users**	
Steps	**Links**
Aon Guide	<u>Click here to download</u>
Download and Install the SAB tool	Refer Page 9 & 10 of the Aon Guide

**Apple devices are not supported

Mandatory pre-requisites

- Go through the Aon guide well in advance for installation & frequently asked questions.

- Install Safe Assessment Browser (SAB) tool for laptop / desktop.

- Assessment runs only on the SAB tool. Web – browser is not allowed to take the test.

- Keep your college ID proof ready - this will be captured at the beginning of the assessment. Make sure the ID proof is valid & clearly captured.

Dos

- ✓ If you are taking the assessment through your desktop / laptop & suspect that internet connectivity may interrupt the assessment, it is recommended that you use your mobile hotspot to provide either a primary or a backup connection source.

- ✓ Install latest version of the Google Chrome browser on your system.

- ✓ Take the assessment on a system equipped with a working webcam (external or built-in, with latest camera drivers installed) and ensure smooth internet connectivity, throughout the assessment.

- ✓ Remain seated in front of webcam / mobile camera for the entire duration of the assessment.

- ✓ Take the assessment from a quiet area with adequate brightness. Adjust indoor lighting and camera angle to make sure the face is clearly visible, at all times.

- ✓ Ensure to have a plain background and avoid photos, pictures, curtains, clothes, and decorations as a backdrop.

- ✓ Make a note of your login credentials beforehand as switching the screen is not possible after opening the SAB tool.

✓ Read FAQs in Aon guide, prior to the assessment & refer it in case of any error during the assessment.

✓ Candidate to keep their college ID proof ready - this will be captured at the beginning of assessment.

Don'ts

✗ Look sideways.

✗ Leave your seat.

✗ Use any other electronic device like mobile phones, headsets / earphones, ear pods, calculators or recording devices.

✗ Cover the webcam at any point and mute your audio system or unplug the webcam.

✗ Press 'Backspace' or 'Refresh'.

✗ Have anyone else present in the room apart from you. If other person is detected, then you will be disqualified.

✗ Use AI platforms like Chat GPT for any of the hiring rounds.

System Requirements

• Ensure you have a webcam connected to your system and is operational.

• OS requirements –
   o Windows: 11, 10, 8, 7
   o Mac: Not supported
   o Linux: Not supported

• Candidate device memory specifications: Windows: 2 GB RAM

• Candidate device hard disk space specifications: Windows: 200 MB of free hard disk space.

• Browser requirements: Assessment is supported by the below listed browsers / versions only,
   o Google Chrome (version 60.0 and above)
   o Mozilla Firefox (version 60.0 and above)
   o Internet speed requirement is at least 2 mbps

How to take up assessment using the SAB tool?

• Once SAB tool is installed, double click the .exe file to open the tool.

• Enter access token provided in the table below. Please note that it's case sensitive, so ensure to key in the value correctly. ·

• Upon providing access token, the system compatibility check will be done, after which the 'Start Test' button will be enabled.

• Hit "Start Test" link only at the specified test commencement time as it will be enabled only then.

• In the following page, provide 'Superset ID', 'Password' & 'Passkey'. The values for these are 'Cognizant candidate ID', 'Password' & the 'Assessment passkey' respectively, as seen in the table below.

- After these inputs are provided, the assessment will start successfully.
- Please refer to the Aon guide FAQ (page number 18).

Resources for General Troubleshooting:

For technical queries, write to: aasindiatechsupport-cognizant@aon.com with the below details along with the issue being faced:

- Email id
- College Name
- Assessment date
- Attached screenshot of the error occurred.

Technical assessment prerequisites

Technical assessment is a mandatory assessment to further move your candidature ahead in this hiring process. Skill Cluster 1 is the default cluster for technical assessment, and candidates will be evaluated on Java, ANSI SQL, HTML, CSS, JavaScript skills. Candidates can choose Skill Cluster 2 or Skill Cluster 3 or Not applicable as their additional skill cluster. Based on the preference of additional skill cluster, few candidates will be considered for Skill cluster 2 or Skill cluster 3 assessment which will be notified.

Skill cluster 1: Java, ANSI SQL, HTML, CSS, JavaScript
Skill cluster 2: Python, ANSI SQL, Cloud Fundamentals
Skill cluster 3: C#, ANSI SQL, HTML, CSS, Javascript

Technical Assessment Details

Skill Cluster 1		Skill Cluster 2	
Duration: 120 minutes	**3 sections**	**Duration: 120 minutes**	**3 sections**
Coding - Java Programming Problem solving, Searching, Sorting, String handling, Arrays and Collections, Control flow statements, Working with date and time, Exception handling, Object Oriented Programming **Query - Database / ANSI SQL using MySQL** DDL, DML, DCL, TCL, Understanding constraints and their types, SQL Operators, SQL Functions, Clauses in SQL, Joins and their types, Sub-queries, Views and Indexes **Coding - Web UI** HTML, CSS & JavaScript		**Coding - Python** Data Structures, Functions, Object-Oriented Programming (OOP), File Handling, Libraries and Modules, Exception Handling **Query - Database / ANSI SQL using MySQL** DDL, DML, DCL, TCL, Understanding Constraints and their Types, SQL Operators, SQL Functions, Clauses in SQL, Joins and their Types, Sub-queries, Views and Indexes **Cloud Fundamentals- Multiple Choice Questions (MCQ)** Introduction to Cloud Computing, Cloud Service Models, Cloud Deployment Models, Virtualization, Cloud Providers, Basic Cloud Services	

Skill Cluster 3	
Duration: 120 minutes	**3 sections**

Coding - C#
Problem solving, Searching, Sorting, String handling, Arrays and Collections, Control flow statements, Working with date and time, Exception handling, Object Oriented Programming

Query - Database / ANSI SQL using MySQL
DDL, DML, DCL, TCL, Understanding constraints and their types, SQL Operators, SQL Functions, Clauses in SQL, Joins and their types, Sub-queries, Views and Indexes

Coding - Web UI
HTML, CSS & JavaScript

Candidates will receive an email from the Superset notifications@email.joinsuperset.com with the assessment link (as per the slot). Kindly ensure to follow the instructions mentioned below and perform the system readiness check in advance.

Candidates must download the **Mettl Secure Browser (MSB)** and test ahead of the scheduled assessment date to avoid any complications at the time of launch of the assessment. Click here to **download MSB and perform the system compatibility check.** Candidates must read the below instructions and be well-prepared prior the assessment.

Important points

- Install MSB and perform all system checks well in advance. Use **"Check System Compatibility"** link at the top to perform the same and any required installation / configuration.

- Complete the mandatory Sample Assessment to ensure compatibility of the device and familiarize with the test environment. Please ensure that you use the same device for final assessment.

- In case you are facing an issue while launching MSB, please refer to the trouble shooting document.

- Ensure **anti-virus process in your system is disabled** before the start of assessment.

- **Only one attempt** is available. Ensure laptop battery is fully charged / desktop is powered throughout the assessment duration and you have uninterrupted internet connection.

- Hit the "Start test" link only at time specified for test commencement.

- The "Start test" (assessment) link will only be enabled as per the start date and time of the assessment.

- **Do not click F5** or try to **refresh** the screen, doing this will submit and end the assessment.

- Assessment has more than 1 section, so **do not click 'Finish Test' button** until all the sections are completed. Upon clicking 'Finish Test', a summary of the completed sections and pending sections will be shown. Please review it carefully before submitting.

- It is mandatory to attempt all questions.

- Please ensure you answer the questions in the same order they appear. You can't go back to the previous question once you skip / move to the next question. If a candidate accidentally moves to the next question after typing a few lines of code, they cannot go back to the previous question. If no code is typed, they will not be allowed to move forward.

- **Sectional timing** is allocated for all the sections. Check the timing carefully and complete each section within the allotted time. You will be automatically moved to next section when the current section time is up.

- Code skeleton containing the Class/Method/Function details are provided by default.
- Replace the Exception throw statement given inside code skeleton with the actual implementation code.
- Latest Code/Query submitted will be considered for grading. Ensure the final submission is valid.
- In case of any disconnection due to power failure or internet issue, please restart your assessment immediately using the same invitation link.

Dos

- ✓ Read FAQs, prior to the assessment. Check link below.
- ✓ Ensure that laptop battery is fully charged, and desktop plugged in to power.
- ✓ Ensure uninterrupted high speed internet connectivity throughout the assessment.
- ✓ Take the assessment in a quiet and well-lit space.
- ✓ Test your webcam beforehand and adjust as appropriate. Ensure the webcam (external or built-in) is installed with the latest camera drivers to avoid any issues.
- ✓ Adjust indoor lighting and camera angle to make sure your face is clearly visible at all times. The background should be plain (preferably white). Avoid photos, pictures, curtains, clothes, and decorations as a backdrop.
- ✓ Use the helpline number provided at the bottom of the assessment page in case of any interruptions to the assessment or platform-related issues.
- ✓ Go through the assessment fairly and strictly avoid any malpractice.
- ✓ Take the guided tour for each section to get familiar with the navigation and user interface features specific to it.
- ✓ Allocate time wisely and ensure to complete assessment within the given time.
- ✓ Maintain composure even if faced with challenging problem statements or limited time.

Don'ts

- ✕ Click **F5 or try to refresh** the screen, doing this will auto-submit and end the assessment.
- ✕ Skip questions before answering them completely, as you will not be able to attempt them again.
- ✕ Click 'Print Screen' or try to copy the content while the assessment is in progress.
- ✕ Cover the webcam at any point during the assessment or move away from the webcam range.
- ✕ Have a third person present during the test, to avoid being reported under malpractice.
- ✕ Use any other electronic device like mobile phones, headsets/earphones, ear pods, calculators or recording devices during the entire duration of the assessment.
- ✕ Use AI platforms like Chat GPT for any of the hiring rounds.

Zero tolerance for malpractice

- The assessment platform uses AI mechanisms to track malpractice. Any candidate found to be using unfair means (like Telegram) will be disqualified from the hiring process, without notice.
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Resources for general troubleshooting

Please note that MSB must be downloaded and tested well in advance of the scheduled assessment date to avoid any complications at the time of launch of the assessment.
For any technical support you can reach out on the details mentioned below.

Ensure to check the resources below before the assessment. Click on each button to know more.

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Note
- The final assignment to a skill cluster for technical assessment is determined by Cognizant, ensuring the process aligns with business needs.
- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice at any stage, the application will be withdrawn.
- The final decision on the candidate screening, eligibility for assessment, interview and final selection will be at the sole discretion of Cognizant.
- If selected, candidates will be subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.