COMMON TESTS USED FOR HIRING CANDIDATES

**Common types of Assessment tests**

We have already discussed Competency, which constitutes of Knowledge, Skills, and Attitude.

Hence our assessments should focus on these parameters.

There are so many tests available. Examples:

* **Job-specific Knowledge Tests**– measure a candidate’s technical or theoretical knowledge in a particular field. Such tests look a lot like multiple-choice questions, or short answer questions.

Examples: A fresher in HR might be asked to name the different components of salary or name a few Labour laws.

* **Job-specific skills test:**These types of tests are used to measure a person's technical skills in a specific area. These are more advanced than Technical knowledge tests.

Examples: coding test for Software developers, Roleplays for Sales guys

* **Cognitive tests** assess a candidate's thinking abilities such as perception, reasoning, memory, verbal, and problem-solving ability. Commonly, cognitive assessments measure intelligence or general mental ability of a person. Aptitude test focus on checking interest/potential for specific domains. (IQ)

Example: Brother and sisters I have none but this man’s father is my father’s son? Who is the Man? (The man is my son.)

* **Creativity test**( Entrepreneurial Quotient)
* Creativity is the use of imagination or original ideas to create something. Nowadays more companies are looking for employees who can think outside the box and create innovative solutions to problems. Creativity is the source of innovation in the workplace. Companies benefit from having creative employees because they generate new ideas, and these new ideas allow companies to grow and evolve in the marketplace**.** Example: Creative uses of a Coffee mug
* **Personality tests** measure characteristics such as attitudes, emotional adjustment, interests, interpersonal relations and motivation. Personality tests measure specific aspects of a candidate's personality, which can be extremely beneficial when hiring someone for a role that requires a particular demeanor. For example, a highly extrovert person would be a better fit for a role that has a lot of customer interaction, such as sales. Personality profiling does not have a 'right' or 'wrong' answer, it mainly checks whether that person is a fit for their requirement or not. (Emotional Quotient and Social Quotient)
* **Physical fitness**measure strength, endurance and muscular movement.

Fitness tests are required for physically demanding jobs, such as police officers, firefighters, and military personnel. Few companies take medical fitness certificates to make sure the employees don’t have any major ailment. But then this medical fitness certificate is taken only for selected employees by some companies only.