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Secure Online Job Testing Also Confirms Candidate Results – A New Standard in Talent Acquisition

PreVisor's global cognitive index solution provides double layer of assessment integrity

ATLANTA, GA – (PRWeb) November 12, 2009 – Staffing departments globally are feeling pressure to filter large numbers of job applicants and deliver qualified candidates in the most efficient and effective manner. Use of online technology solutions has mushroomed; however, concerns about test security and the potential for candidates to cheat deter many organizations from measuring more than soft skills or personal experience in an unproctored setting.

PreVisor, the global leader in employment assessments and talent measurement solutions that connect employment decisions to business results, recognized that assessing cognitive ability early in the recruiting process can help identify the most promising candidates and reduce administration costs associated with costly on-site hiring phases. PreVisor's Global Cognitive Index (GCI) combined with PreVisor ConVerge is a one-of-a-kind cognitive ability assessment appropriate for candidates at all job levels that utilizes innovative technology to deliver a positive candidate experience, increase test security, and produce more accurate results.

PreVisor ConVerge functionality utilizes the candidate's test results from an initial unproctored test as input for a follow-up proctored assessment. Unproctored testing allows for efficient screening of candidates, and proctored testing provides increased security for important hiring decisions. The two-step process results in increased efficiency, reduced on-site administration costs, increased measurement precision, and reduced risk of cheating. Unlike other processes designed to assess cheating, PreVisor ConVerge delivers a 'recommend' or 'do not recommend' rating, rather than an 'honesty' measure.

"PreVisor ConVerge enables us to get the best of both worlds in our pre-employment testing program: the convenience, efficiency, and predictive power of remote online assessment, as well as the test security benefits of supervised assessment. While we have always had the option to test and retest candidates, we now have a system that automatically combines the results of remote and supervised test sessions without having to categorize someone as 'dishonest'. The functionality offered through PreVisor ConVerge is unparalleled to other products in the market," said Jasmin Loi, Human Resources Services Manager, County of Riverside, California.

The Global Cognitive Index measures key intellectual abilities needed in the workplace, such as verbal and quantitative ability as well as deductive and inductive reasoning. The GCI utilizes PreVisor's Computer Adaptive Testing (CAT) technology to administer tests that adapt to candidates' ability level as they proceed through the test by scoring each answer and presenting the next item based on the accuracy of their previous response. The end result of this method of testing is a more targeted, secure,



and often shorter testing experience than traditional fixed-form or randomly generated alternate form online assessments.

More information about PreVisor's Global Cognitive Index (GCI) with PreVisor ConVerge can be found at: 1-800-367-2509 or <http://www.previsor.com/contact>

About PreVisor

PreVisor, the leading global provider of on demand employment assessments and talent measurement solutions, helps clients connect employment decisions to business results. Following the rigorous standards of industrial-organizational psychology, PreVisor's assessment content accurately predicts on-the-job performance and supports fair hiring practices. PreVisor's solutions help streamline hiring, reduce recruiting and training costs, and improve corporate performance for clients worldwide, including more than 100 of the Fortune 500. www.previsor.com

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