

Automatically-Scored Written Essay Test

Efficiently Assess Job Candidates' Writing Skills

Writing skills are critical in almost every job function, at every job level, especially for front line managers. Directly assessing candidates' writing skills through job-relevant essays can be an effective way to predict who will be successful on the job. However, essay tests are typically expensive and time-consuming to score, and ensuring accuracy and consistency of scoring can be challenging, particularly when multiple scorers are used.

PreVisor answers these challenges with the Automatically-Scored Written Essay Test. This test uses an automated scoring technology that offers a quick, objective, and rules-based methodology for scoring candidate essays. This innovative technology provides a practical and job-relevant solution for assessing candidates' writing skills.

How it Works

PreVisor has partnered with Pearson's Knowledge Technologies group to leverage the scoring technologies of Pearson's Intelligent Essay Assessor (IEA). The IEA uses state-of-the-art technology to determine a set of scoring rules to evaluate more- vs. less-effective essays on several criteria. The scoring rules used by the IEA for PreVisor's Automatically-Scored Essay Test are based on a large volume of essays that were previously evaluated and scored by trained human scorers on specific criteria. The scoring engine is trained to "duplicate" the scoring decisions made by trained human scorers on these criteria.

What it Measures

The Automatically-Scored Written Essay Test is designed for use as one component within an organization's employee selection system, and is a tool for assessing a candidate's written communication skills. Candidates are given one question to answer in essay form and they are measured on their ability to write in a clear and focused manner. The test looks at the following elements within the essay to determine if the candidates are:

- Providing specific details and well-developed support for statements
- Using a consistent voice
- Being concise with their word choices
- Utilizing a varied sentence structure

Results

The final form of this assessment contains one essay prompt, and candidates will have ten minutes to complete the essay. Once submitted, the scoring is done automatically through system technology and results are communicated to the hiring manager within seconds. The test produces a single overall score, as well as three additional scores for organizational skills, appropriateness of the message, and correct use of grammar and mechanics.

Custom Automated Essay Test

This technology, combined with the design of one or more job-relevant, custom essay questions and scoring protocols, provides an even more relevant solution for assessing candidates' writing skills. To design and implement a custom automated essay test, PreVisor's Professional Services team will guide you through test design, confirmatory job analysis, scoring calibration and final implementation. The custom automated essay test can be deployed as a stand-alone test or as part of a broader assessment solution.

.....

**For more information on PreVisor's
Automatically-Scored Written Essay
Test, please contact your account
representative at 800-367-2509.**

.....