

COMPMETRICA Situational Judgment Test for Human Resources Management Advisors



The Situational Judgment Test for Human Resources Management

Consultants (HRM-AT 08) assesses the ability to react adequately to scenarios that might be encountered as a professional in HR management. Through fictitious scenarios representing tasks associated to human resources advisor, this exercise assesses the essential criteria associated with working as a consultant in this field.

Description

- The candidate must answer thirty-five (35) multiple choice questions.
- The candidate will have to analyze each scenario and make a decision that best suits the information provided.
- This test assesses three (3) competencies

Targeted Clientele

Any organization that wishes to assess candidates for a positions as a Human Resources Management Advisor.

Conditions

Duration

- Two (2) hours and thirty (30) minutes

Correction Time

- Paper-Pencil Administration: Two (2) business days
- Web Administration: Instant report

Available languages

- English
- French

Competency Assessed

Thinking Skills

6. Problem-solving

Able to identify and analyze a problem, evaluate possible solutions, and select the most suitable one.

Communications

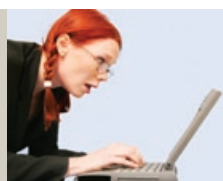
12. Ability to Transmit Information

Able to transmit information by effectively using communication methods that are appropriate to the context and audience.

Entrepreneurship

58. Client-oriented

Strives to establish positive long-term relationships with clients/customers and to achieve high client/customer satisfaction by providing quality services or products that meet their wants, needs, and expectations.



Type of Report

**Situational Judgment Test for
Human Resources Management Advisors**

Candidate: John Smith Evaluation date: 2010/01/15

Explanation Note for this Type of Exam

The Situational Judgment Test for Human Resources Management Advisors (HRMA-AT 08) assesses the ability to react adequately to situations that might be encountered by a professional in HR management. Through fictitious situations representing tasks associated to human resources management, the test assesses the essential criteria associated with working as an advisor in this field.

During this exercise, the candidate was asked to read background information about a fictitious organization and answer thirty-five (35) multiple choice questions to assess three (3) competencies. For each question, the candidate analyzed the situation and selected the most appropriate response.

This exercise does not assess specific knowledge related to this professional field.

Rating Scale

For this report, the results are presented using the following rating scale:

Excellent 5	The candidate responds to the main aspects and criteria of the situation and the responses are appropriate. The candidate has surpassed expectations.
Very good 4	The candidate responds to most of the criteria of the situation and the responses are appropriate. There are no major deficiencies noted for the aspects evaluated. The candidate demonstrates average performance.
Good 3	Some of the main and secondary criteria of the situation are met. The candidate demonstrates some minor deficiencies with regards to the aspects evaluated.
Weak 2	The candidate omits important aspects and criteria of the situation and presents some major deficiencies and is having problems.
Poor 1	The candidate omits most of the aspects that are evaluated and presents major deficiencies. The candidate is incapable of responding or responding adequately to the situation.

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Candidate: John Smith Evaluation date: 2010/01/15

Definition of the Competencies Evaluated

- CLIENT-ORIENTED:** Strives to establish positive long-term relationships with clients and to achieve high client satisfaction by providing quality services.
- ABILITY TO TRANSMIT INFORMATION:** Able to transmit information by actively using communication methods that are appropriate to the context and audience.
- PROBLEM-SOLVING:** Able to identify and analyze a problem, evaluate possible solutions, and select the most suitable one.

Global Results

Here is a summary of the candidate's results for the assessment criteria assessed by this test. You will also find clarifications regarding the results in the following pages.

Competency	Rating
Client-oriented	3
Ability to transmit information	4
Problem-solving	2
AVERAGE	3

Rating scale: Poor 1 Weak 2 Good 3 Very good 4 Excellent 5

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