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

During this exercise, the candidate was asked to read background information on the fictitious organization and answer thirty-five (35) multiple-choice questions addressing three (3) competencies. For each question, the candidate analyzed the type of situation and selected the best answer when faced with this type of evaluation.

This exercise does not assess specific knowledge related to this profession.

**Rating Scale**

- **Excellent**: The candidate responds to the main aspects and criteria of the evaluation and his/her responses are appropriate. The candidate has surpassed expectations.
- **Very good**: Some of the main and secondary criteria of the evaluation were raised. The candidate demonstrates some minor deficiencies with regards to the evaluated criteria.
- **Good**: The candidate responds to most of the criteria of the evaluation and there were no major deficiencies noted for the aspects evaluated. The candidate demonstrated above-average performance.
- **Weak**: The candidate omits important aspects and criteria of the evaluation. The candidate is incapable of responding to the situation.
- **Poor**: The candidate omits most of the aspects that are evaluated and presents several major deficiencies. The candidate is having problems.

**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.