

Aptitude Tests for Employment

Cognitive Skills Assessment

- + IQ tests,
- + EQ tests,
- + Tests of responsiveness,
- + Tests of perceptivity,
- + Working memory tests

Management Skills Assessment

- + Team challenge in front of an assessment committee (e.g., logistic / business development / conflict resolution task)

Personality Tests

- + Self-assessment questionnaire

Motivation Assessment

- + Self-assessment questionnaire,
- + Interview with the recruiter

How it Looks

How to Prepare



Practice!



Be fresh



Don't cheat!



Don't stress



Greet the committee



Smile!



Listen enough



Speak enough



Choose your seat



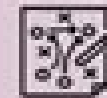
Don't complain



Be honest



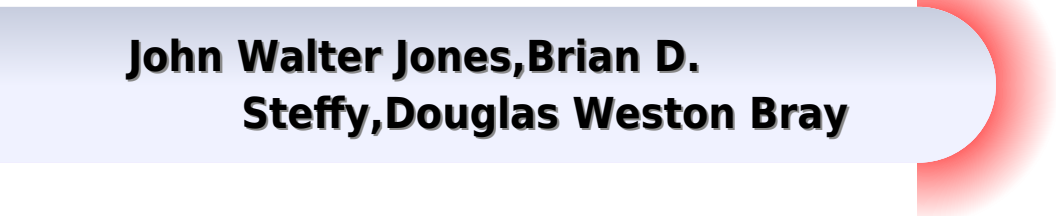
Give it time



Be strategic

Application Aptitude Employment Test

**John Walter Jones, Brian D.
Steffy, Douglas Weston Bray**



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Employers' Guide for Development of a Veterans Employment Program United States Employment Service, 1946

RECRUITMENT AND SELECTION PRACTICES OF IT COMPANIES IN ANDHRA PRADESH - A STUDY OF SELECT UNITS Dr. Ravi Kumar Gummadi, 2015-09-01 A highly successful organisation is built on the strengths of exceptional people. No matter how much technology and mechanisation is developed, no organisation could survive and prosper without them. Luszez and Kleiner 2001. The most important corporate resource over the next few years will be talent: smart, sophisticated business people who are technologically literate, globally astute and operationally agile. And even as the demand for talent goes up, the supply of it will be going down. This seems to particularly hold true in case of the IT/ITES (Information Technology and Information Technology Enabled Services) industry in India, which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply. Moreover, due to shortages of skilled workers, high turnover rates and rapid business growth in the service sectors, it has been noted that recruiting, selecting and placing applicants are among the top three priorities of human resource professionals. Since the IT industry in India is faced with these three challenges, recruitment and selection comprises an important human resource practice in this industry. Further, in this industry, human resources comprise both the raw material and the technology and are therefore of prime importance. As India completes the transition from being an agrarian economy to being a full fledged first world economy operating at the leading edge of contemporary technology, the IT sector is emerging as a major driver of the economy. The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe. This has increased the need to set up in-house development centers or outsource to third party service providers in low cost countries such as India. IT and IT enabled services include a wide range of services from back office data entry and processing to customer contact services, corporate support functions, knowledge support functions and research and design activities. As per the latest Forbes Research, India now controls 44 per cent of the global offshore outsourcing market for software and back office services. As per Nasscom estimates, it is projected to grow to 51 per cent. If this growth is sustained, Nasscom has estimated that there will be a potential shortfall of above 2,10,000 IT and ITES professionals in India by the year 2012 and demand will outpace the supply. Though the Indian IT industry is in a strong position to leverage this global software opportunity as India currently has one of the world's largest most qualified pools of scientific and engineering manpower, this growing global demand is not only for numbers but also for appropriately skilled, industry oriented professionals as companies are further scaling their operations and offering high value added services which involve higher levels of technology and more specialized, higher end services. Hence, firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower.

Moreover according to a recent study by McKinsey Co although the potential supply of talent in low wage countries such as India is large and growing rapidly only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i.e though there are many candidates with the technical skills to fill a position they may not have the cultural skills to fit in with the organisation The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets

Research in Education ,1973 **Resources in Education** ,1990 **Intake and Assessment** United States. Employment and Training Administration, Lee Bruno, 1978 Applying Psychology in Business John Walter Jones, Brian D. Steffy, Douglas Weston Bray, 1991-01-01 Written to provide managers consultants and students of management with a comprehensive overview of psychological principles in a managerial setting this text provides practical solutions and techniques useful in both for profit and not for profit settings

Intelligent Interactive Multimedia: Systems and Services Toyohide Watanabe, Junzo Watada, Naohisa Takahashi, Robert J. Howlett, Lakhmi C. Jain, 2012-05-20 This volume contains the Proceedings of the 5th International Conference on Intelligent Interactive Multimedia Systems and Services KES IIMSS 12 The Conference was jointly organised by Nagoya University in Japan and the KES International organisation and held in the attractive city of Gifu The KES IIMSS conference series chairs Prof Maria Virvou and Prof George Tsihrintzis presents novel research in various areas of intelligent multimedia system relevant to the development of a new generation of interactive user centric devices and systems The aim of the conference is to provide an internationally respected forum for scientific research in the technologies and applications of this new and dynamic research area

Applying Career Development Theory to Counseling Richard S. Sharf, 2002 Book is divided into an introduction and four parts trait and type theories life span theory special focus theories and theoretical integration Trait and type theories emphasize the assessment of interests abilities achievements personality and values along with the acquisition of occupational information Life span theory follows a chronological approach studying people across four broad stages in the life span Special focus theories include the application to career development issues of research in psychology such as constructivist theory and learning theory Part three also includes contributions from sociology and economics Part four deals with how these theories can be combined for effective career counseling The last chapter Chapter 16 also discusses the relevance of career development theories to special issues such as noncounseling interventions group counseling and job placement among other concerns Preface

Human Resource Management - Principles and Practice Aquinas P.G., 2009-11 Human Resource Management Principles And Practice Is Designed To Provide A Comprehensive Introduction To The Subject It Is A Student Oriented Textbook As It Satisfies The Requirements Of Students For An Exhaustive Exposure To The Principles And Practice

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