

# ExpertRating IT Skill Tests

## Validity Document

ExpertRating gets in-house as well as third party validity studies done to confirm the validity of various tests. The validity is examined as per established norms and universally practiced techniques.

### What is the validity of a test?

The accuracy or usefulness of a test is known as its validity. If the test properly measures the skills or traits that it was intended to, it can be considered to be valid. Therefore a test on computer programming aptitude seeking to measure how an individual would perform as a computer programmer would contain questions on topics such as logic and math, and leave out topics related to language skills or creativity. While this may be quite obvious in purely skill-related tests, it may be harder to achieve in psychometric tests.

### Types of validity

There are three important types of validity that are examined at ExpertRating:

#### Content Validity

Content validity refers to the ability of a test to sample adequately the broad range of elements that compose a particular construct. ExpertRating tests are developed according to well laid down systems documented in accordance with ISO 9001:2008 requirements. Content validity forms an important aspect of the test development process, ensuring that tests measure important requirements of and qualifications for the job

#### Construct Validity

Criterion-related validity refers to the ability of a test to predict one's performance on the job. Criterion-related validity is achieved by establishing a correlation between performance on the test and performance on the job. If the correlation is high, the test is well designed and meets its primary objective. ExpertRating makes use of its vast partner network, collectively contributing over 2 million tests annually, for performing criterion-related validity studies

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### Construct Validity

Construct validity refers to the ability of a test to measure psychological constructs (characteristics), say extroversion, that it was designed to measure. This form of validity determines if the test questions are able to accurately measure the underlying construct. ExpertRating tests are developed according to well laid down systems documented in accordance with ISO 9001:2008 requirements. Construct validity forms an important aspect of the test development process, ensuring that tests measure important requirements and qualifications of the job.

### Test Reliability

Test reliability is an important aspect that is kept in mind while designing tests at ExpertRating. The ability of a test to give consistent results is known as its reliability. Ensuring test reliability is an integral component of the test development process to ascertain that testing results are consistent and reliable. The reliability of various tests is confirmed through the test-retest reliability method, which helps find out how well results from one testing session relate to results from another session by the same person at a different point in time.

### Social and Legal Consideration in Administering Tests

Laws in many countries, like the US, govern how and which type of tests can be used for employment testing purposes. ExpertRating understands the importance of such compliance and ensures that the tests are not positively or negatively biased towards any socio-cultural or ethnic groups. ExpertRating tests are certified not to discriminate on the basis of: gender and any social, racial, ethnical, cultural and religious group.

For practical and legal purpose, any pre-employment test is used as one of multiple points of consideration for employment, rather than as sole determinant.