

Employee Test Evaluation Deliverables

Adequacy of reliability and norms
Administrator directions/training
Comments of reviewers
Concurrent validation
Cost effective response materials
Description of test, items, scoring
Design or test review comments
Factor area numeric & graphic summary
General test considerations
Demographics
Application of test
Profession-legal-regulatory compliance
Instructions, training and support
Administration methods
Samples, specifications and materials
Sales, value and pricing
References of professionals and users
Technical considerations
Functions/traits represented
General evaluation
General type recommendations
Groups to which applicable
Internal consistency
Item selection purpose/basis
Norms
Other empirical evidence
Practical features
Predictive validation
Purpose for which evaluated
References
Stability over time procedure
Time required
Title-author-publisher
Validity for particular purposes

Additional and expanded
HR services are tailored
for specific client needs

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Employee Test Evaluation



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

Employee Test Evaluation

What Is Needed

Organizations are using employee tests to maximize employee effectiveness. More than 60 percent of surveyed organizations use job skills testing and more than 40 percent use psychological testing. Management needs an effective, reliable way to select test instruments. PHRST has the tools, methodology and expertise to assist you.

State-of-the-Art

Most organizations are ill equipped to choose from among the myriad testing products available. To attract, retain and motivate the best, most qualified employees available, when using test selection tools, managers must evaluate many factors. Among these are legal, professional and regulatory considerations. PHRST applies education, experience and a proven approach which simplifies, standardizes, clarifies, and summarizes one test instrument's value over another to maximize user effectiveness.



Knowledge, Skill & Ability

PHRST's test selection team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of testing practices and tools, test selection, regulations and professional standards with technical expertise to deliver a straightforward and objective process with valuable final recommendations.

When, Where & For How Much

Project completion requires approximately 15 workdays. Depending on client need, our professionals work at client locations, designated sites or PHRST offices. The basic service fee is \$4,000, comprising a \$2,000 initiation fee and a \$2,000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.