**PSY640 CHECKLIST FOR EVALUATING TESTS**

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| **Test Name and Versions** |
| **Assessment One** | **Assessment Two** |
| **Bennett mechanical comprehension test** | **The Employee Aptitude Survey Test** |

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| **Purpose(s) for Administering the Tests** |
| **Assessment One** | **Assessment Two** |
| **A psychological aptitude test in engineering that is designed to measure one's mechanical intelligence, ability to interpret technical drawings, understand diagrams of technical devices and their work, and solve engineering tasks.** | **The Employee Aptitude Survey test series predicts performance for occupational groupings throughout the organization.** |
| **Characteristic(s) to be Measured by the Tests** (skill, ability, personality trait) |
| **Assessment One** | **Assessment Two** |
| **This test is used to determine your aptitude for learning mechanical skills in your applied job. It measures a complex set of abilities.****Has a good level of spatial perception, and possesses the ability to swiftly comprehend and apply basic mechanical concepts.** | **This assessment measures cognitive, perceptual, and psychomotor abilities including reasoning, numerical, verbal, and spatial ability.** |
| **Target Population** (education, experience level, other background) |
| **Assessment One** | **Assessment Two** |
| **Automotive mechanics, plumbers, mechanical engineers, trade school applicants, and persons in many other “hands-on” vocations** | **The Survey was specifically designed to meet****certain requirements of industrial testing.** |

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| **Test Characteristics** |
|  | **Assessment One** | **Assessment Two** |
| 1. **Type** (paper-and-pencil or computer)**:**

**Alternate forms available:** | **Mutiple choice based on the computer** | **The test consists of 10 short tests that may be given singly or in any combination** |
| 1. **Scoring method** (computer or manually)**:**
 | **Computer** | **The test is hand scored** |
| 1. **Technical considerations:**
2. **Reliability: *r* =**
3. **Validity: *r* =**
4. **Reference/norm group:**
5. **Test fairness evidence:**
6. **Adverse impact evidence:**
7. **Applicability** (indicate any special groups)**:**
 | **a. Split-half reliability coefficients range from the .80s to the low .90s.****b.** **the concurrent and predictive validity of the BMCT appear to be well established****c. Normal/Average group****d. The test is known for its difficulty in passing but is fair in assessment and scoring****e. Fair and justifiable results from scoring standpoints.** **f. The test is also avaible in Spanish as an adjustment for those that do not have English as a first language.** | **a.** **The weakest components in the battery, from****the standpoint of reliability, are the three reasoning tests (numerical, verbal and symbolic)****b.** **The basic concept that guided the development of the EAS tests was maximum validity per minute testing.****c. normal Group****d.** **Apart from word fluency, a considerable amount of impressive validation evidence is offered for each test****e. Because the items are incorporated into the answer****sheet, the distribution of test materials can be expedited.****f. No special group noted** |
| 1. **Administration considerations:**
 | **Objective grading**  | **Efficient Protocols for grading** |
| 1. **Administration time:**
 | **BMCT 1 25 minutes, BMCT II 30 minutes** | **About 5-10 minutes per section** |
| 1. **Materials needed** (include start-up, operational, and scoring costs)**:**
 | **Computer (administered online)** | **Paper administered, multiple choice** |
| 1. **Facilities needed:**
 | **Testing room with adequate working computers and silence** | **Testing site, pencil** |
| 1. **Staffing requirements:**
 | **Administer for test** | **Administer for the test** |
| 1. **Training requirements:**
 | **Qualified test proctor** | **Anyone can take the test. Used mostly for employment opportunities.**  |
| 1. **Other considerations** (consider clarity, comprehensiveness, and utility)**:**
 | **Cultural and language barriers, individuals with a lower skillset** | **Although clearly intended for use in industrial settings, there is no****apparent reason why the battery could not also****be administered as an adjunct to vocational guidance.** |
| 1. **Test manual information:**
 | **Full BMCT-II Practice Tests available online, not all the practice tests are free.** | **Now available online as opposed to being on paper when first released.**  |
| 1. **Supporting documents available from the publisher:**
 | **Not Applicable**  | **Not Applicable** |
| 1. **Publisher assistance:**
 | **Allows users to practice for the exam beforehand most popular mechanical reasoning test in the U.S** | **One of the most****efficient test batteries we have for use with the wide****range of subjects represented by high school and college students, and by adult workers** |
| 1. **Independent reviews:**
 | **Test accuracy but the old version has shown in the new version of the BMCT. Older versions had dated questions and were somewhat biased against women.** | **With the exception of word fluency, a considerable****amount of impressive validation evidence is offered****for each test.** |

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| **Overall Evaluation**(One to two sentences providing your conclusions about the test you evaluated) |
| **Assessment One** | **Assessment Two** |
| **Name of Test: The Bennett Mechanical Comprehension Test is a [mechanical aptitude test](https://www.jobtestprep.com/free-mechanical-aptitude-test%22%20%5Co%20%22%22%20%5Ct%20%22_blank) developed by Pearson Assessments. The BMCT is used as a prerequisite during the recruitment process for technical roles.****The test aims to find individuals with good mechanical reasoning and includes 55 questions covering various mechanical concepts.** | **Name of Test:****The Employee Aptitude Survey Test Series consists of several tests that measure cognitive, perceptual, and psychomotor abilities required for successful job performance in a wide variety of occupations. Before hiring an employee, managers should consider having there candidates take this assessment.**  |

**References**

**Gregory, R. J. (2014). *[Psychological testing: History, principles, and applications](https://ashford.instructure.com/courses/75790/external_tools/retrieve?display=borderless&url=https%3A%2F%2Fcontent.ashford.edu%2Flti%3Fbookcode%3DGregory.8055.17.1" \o "Psychological testing: History, principles, and applications" \t "_blank)*(7th ed.). Boston, MA:**

 **Pearson. Chapter 11: Industrial, Occupational, and Career Assessment**

**Organt, G. J. (2005). Employment Testing and the Selection of School Support Personnel: A Validation**

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