**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" \o "" \t "_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:**

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

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