



smart. valid. preferred.

Optimising candidate experience

in online testing

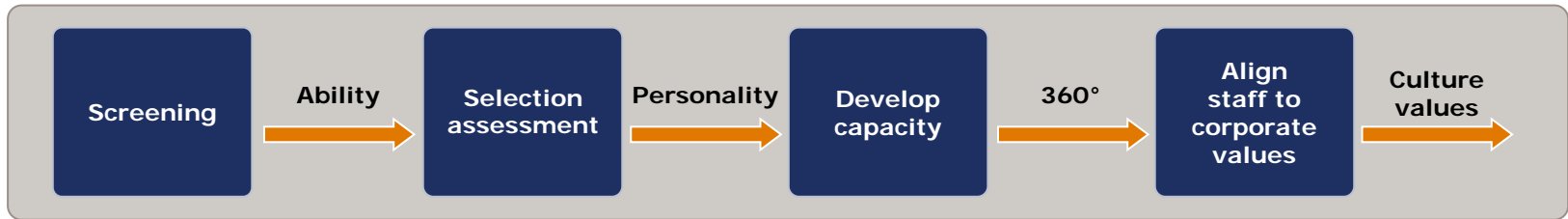
Andreas Lohff, Achim Preuß, & Katharina Lochner





Online Assessment

Use of online assessment in the selection process

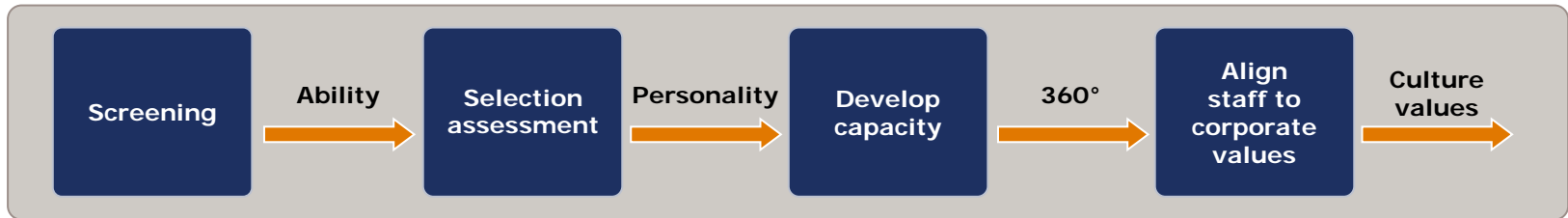


First
contact with
a company



Online Assessment

Use of online assessment in the selection process



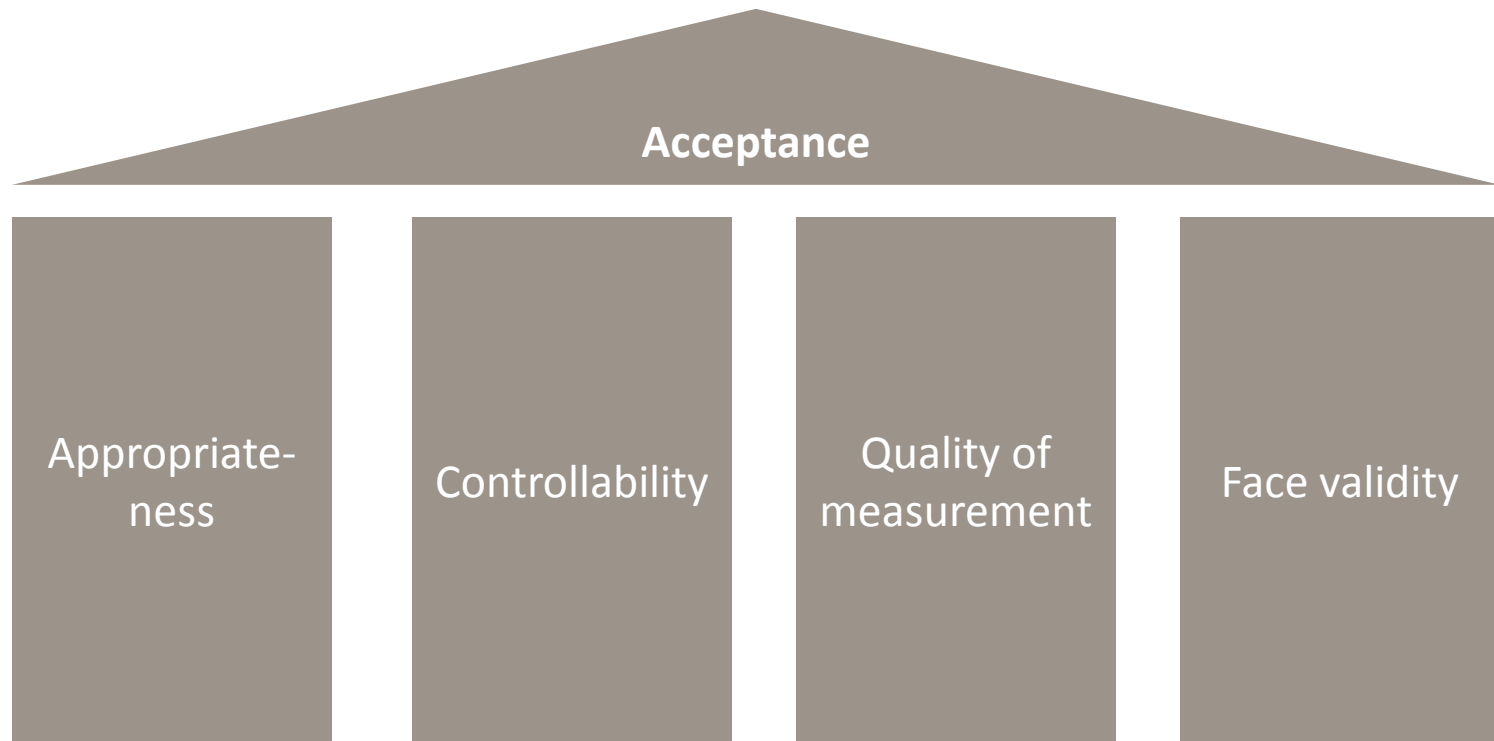
First
contact with
a company

The best candidates are prepared to perform,
but not willing to suffer during the selection process



Acceptance by test takers

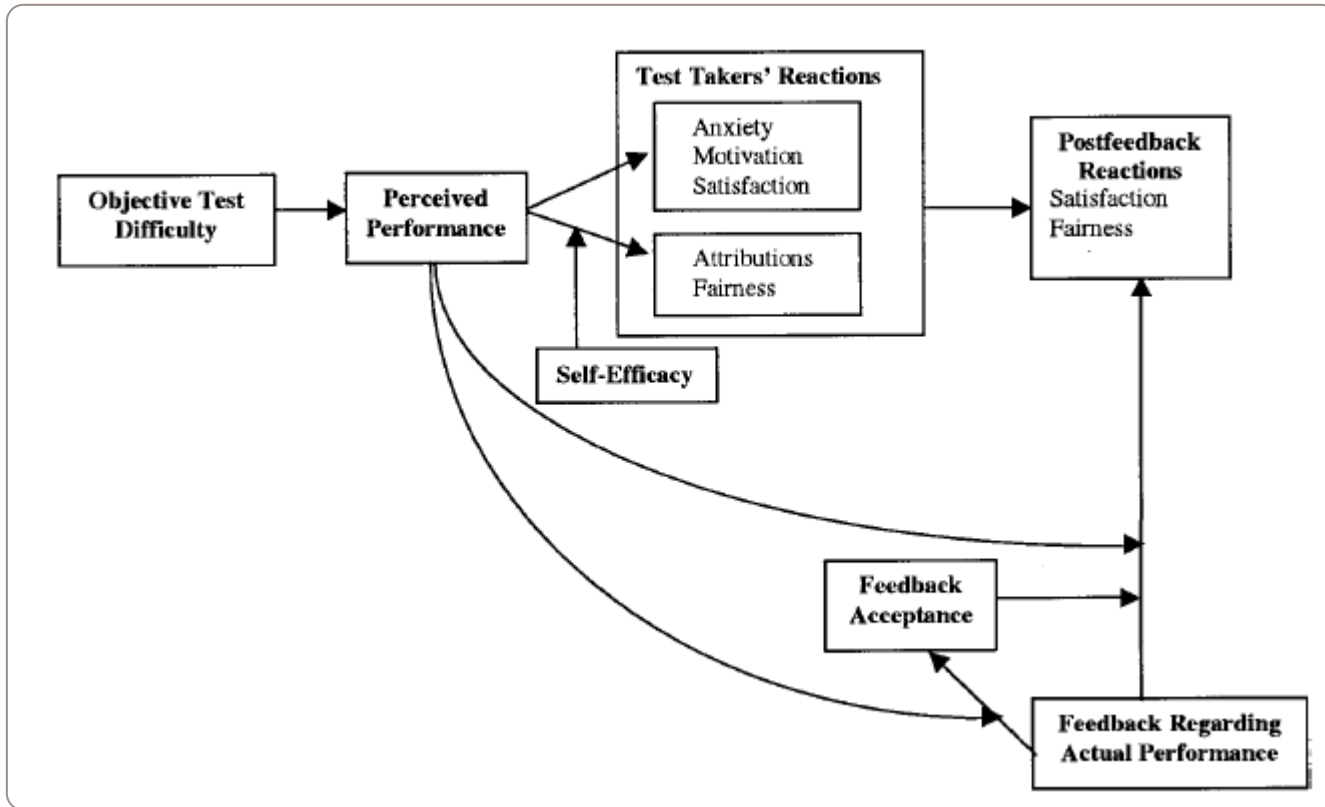
Factors impacting the acceptance of a test by the test taker





Properties of the Test & Acceptance

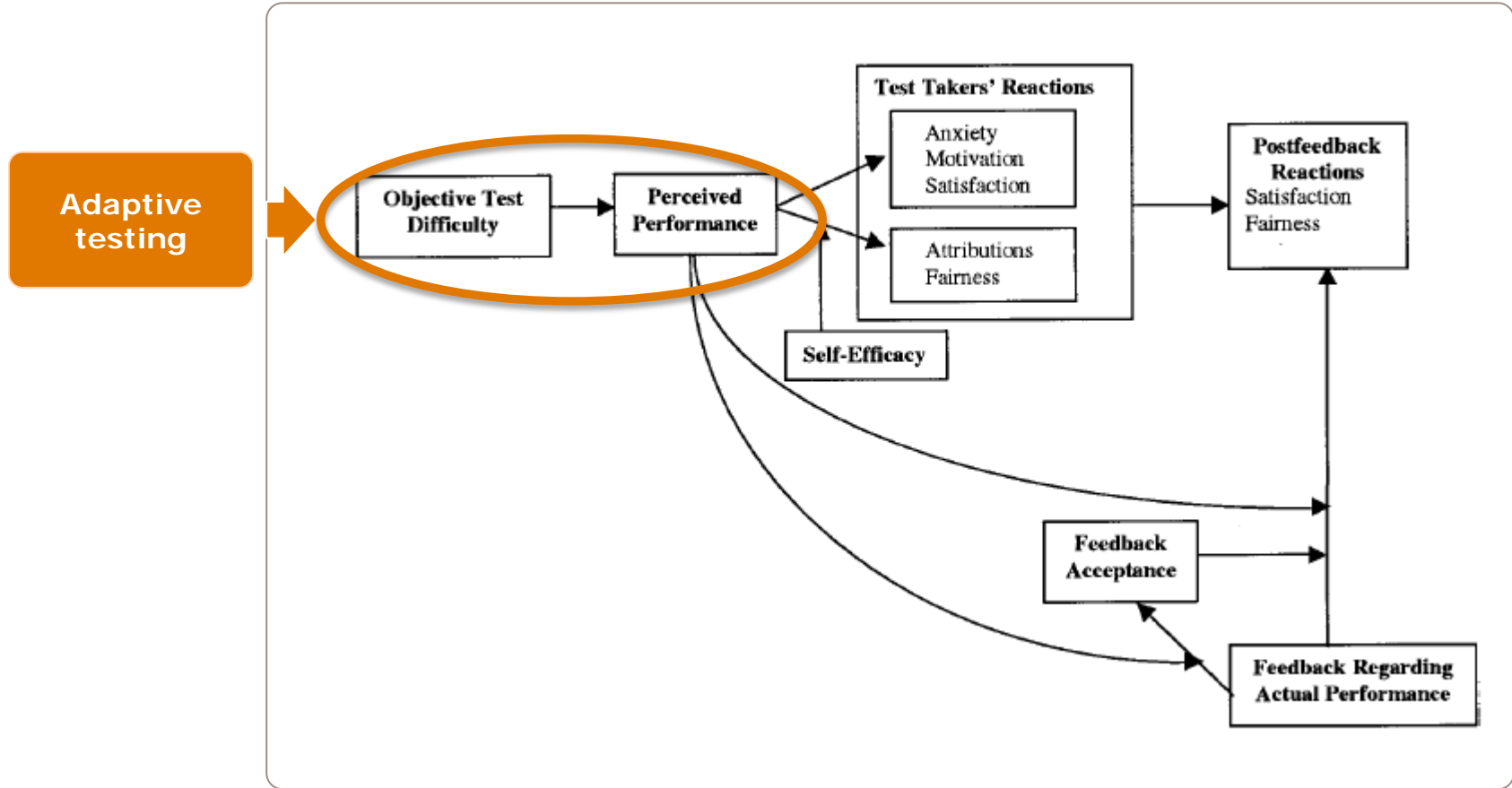
How properties of the test influence acceptance





Properties of the Test & Acceptance

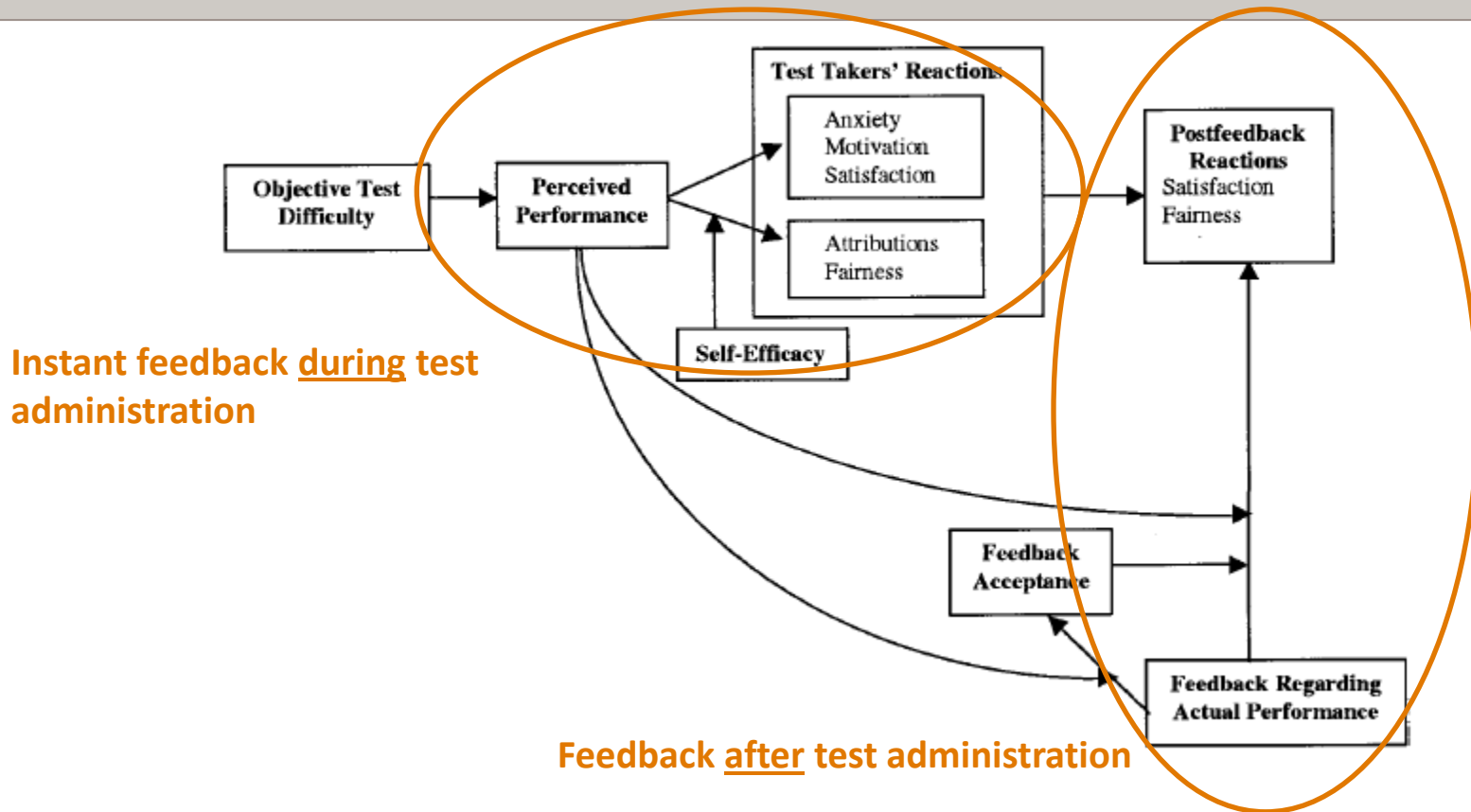
How the properties of the test influence acceptance





Controllability: Feedback


Effects of Feedback on Acceptance



Model from Tonidandel, S., Quiñones, M. A., & Adams, A. (2008). Computer-Adaptive Testing: The Impact of Test Characteristics on Perceived Performance and Test Takers' Reactions. *Journal of Applied Psychology*, 87(2), 320-332.









Controllability: Instant feedback

Deductive logical thinking

5 minute(s) left

Please choose the correct answer option

	▲	■		
	★			
▲		★	■	+
■	?			▲



81.6.02



Controllability: Instant feedback

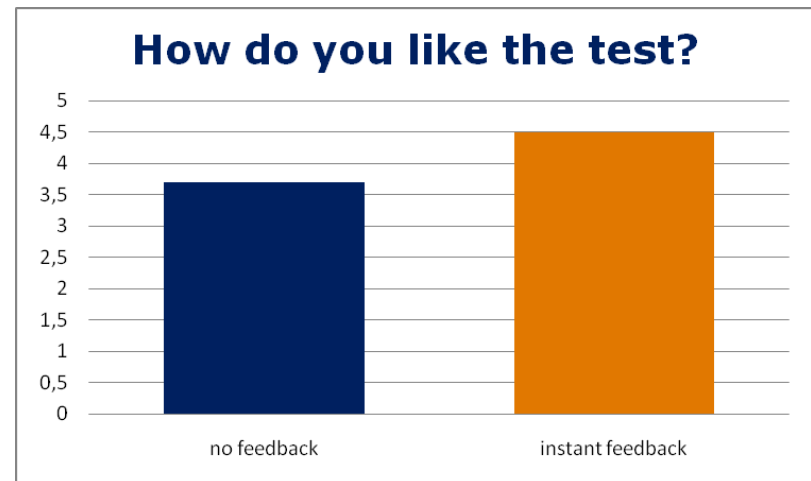
Instant feedback changes processing style: with instant feedback ...

- poor performers increase accuracy
- high performers increase speed

Deductive Reasoning

	scales 1st with feedback	scales 1st without Feedback
NS 2-Test	,328*	,089
VS1-Test	,319*	-,064
DIT-Test	,533**	,254
VP1-Test	-,014	,057

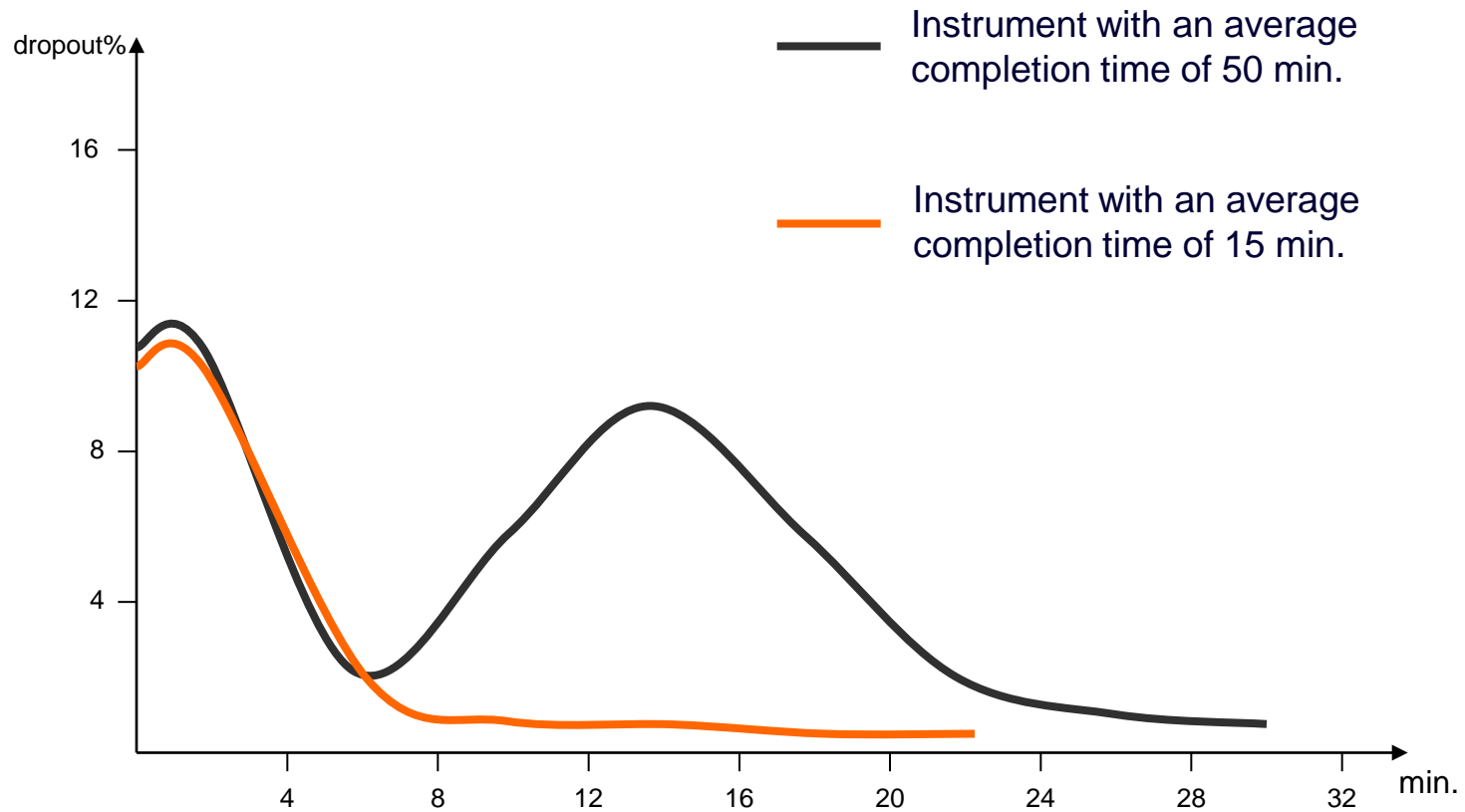
** sig 1% 2-sided, * sig. 5% 2-sided.





Appropriateness

Effects of Test Length

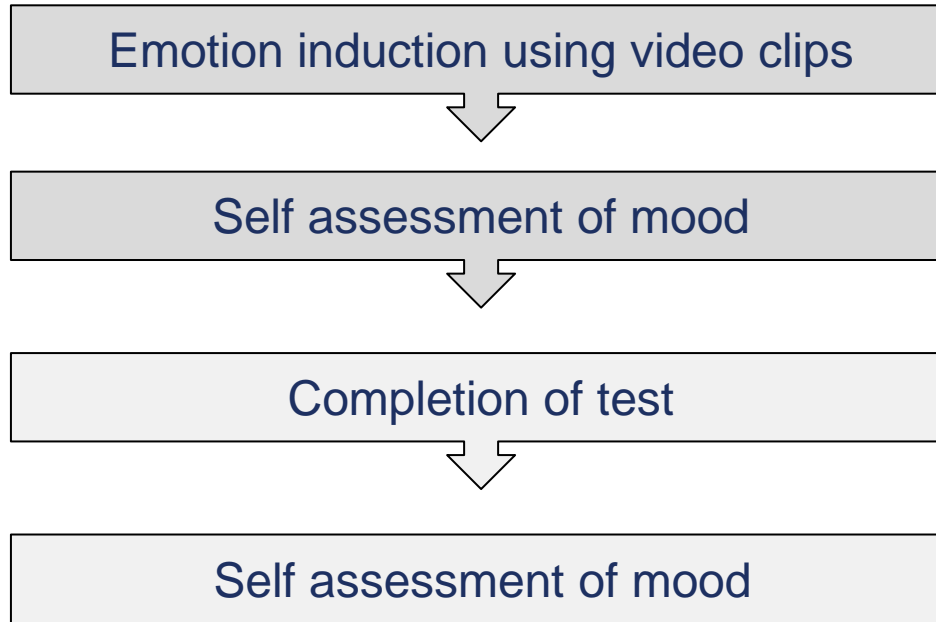


N= 476, Graduate Selection Germany, 2005.



Emotions - the Study

Effects of tests on candidate emotions

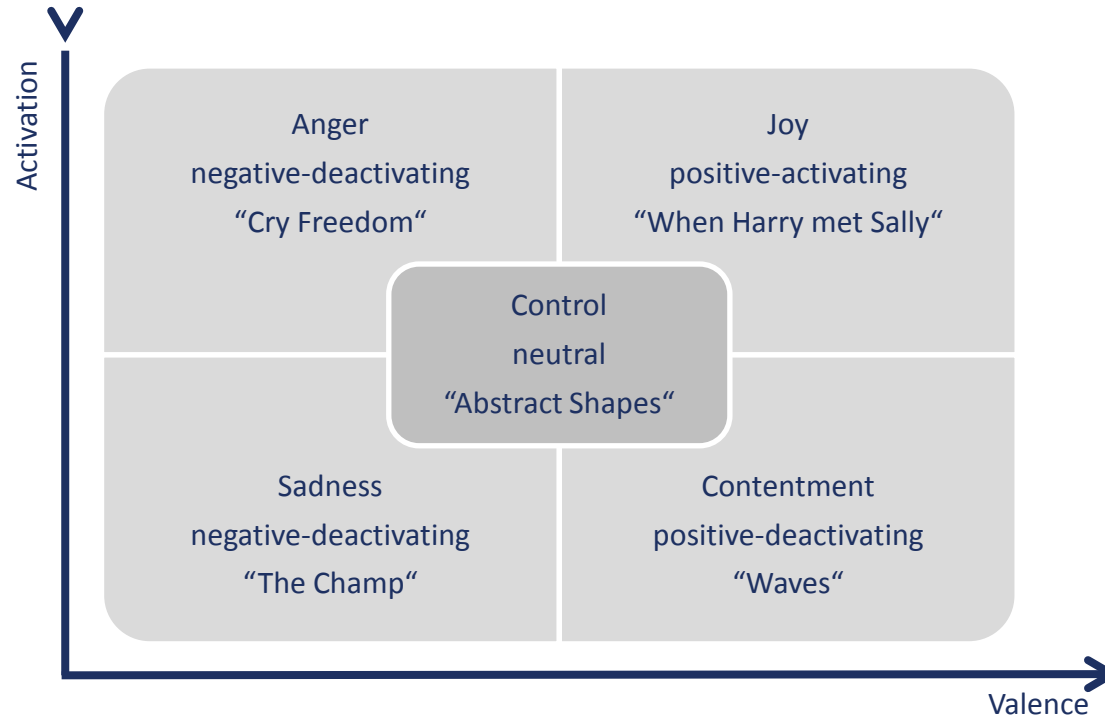




Emotions - the Study

Experimental conditions

Random assignment to one of five conditions:





Emotions - the Study

Assessing mood after the induction and after the test

bad	<input type="range"/>	good
tired	<input type="range"/>	energetic
tense	<input type="range"/>	relaxed



Emotions - the Study

The test – scales 1st



Deductive logical thinking

4 minute(s) left

Please choose the correct answer option

▲			●
	▲	+	
		?	
	■		

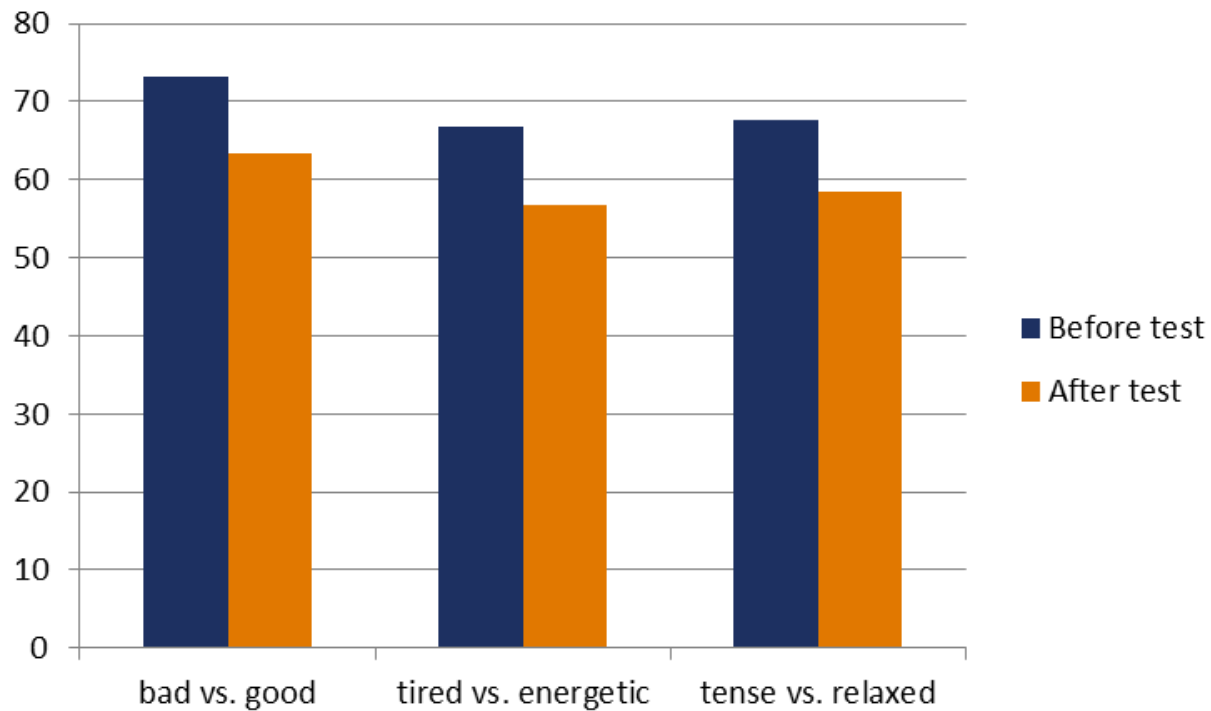


1st 7.1



Emotions - the Study

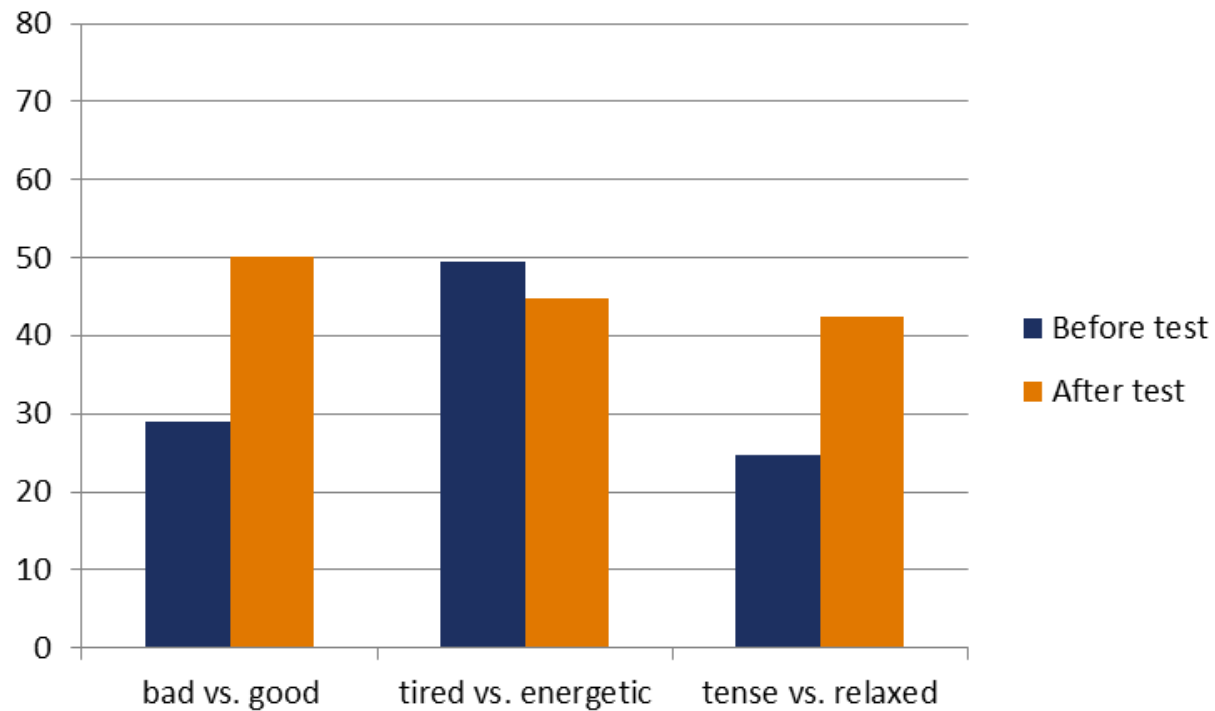
Mood before and after the test – Joy Condition





Emotions - the Study

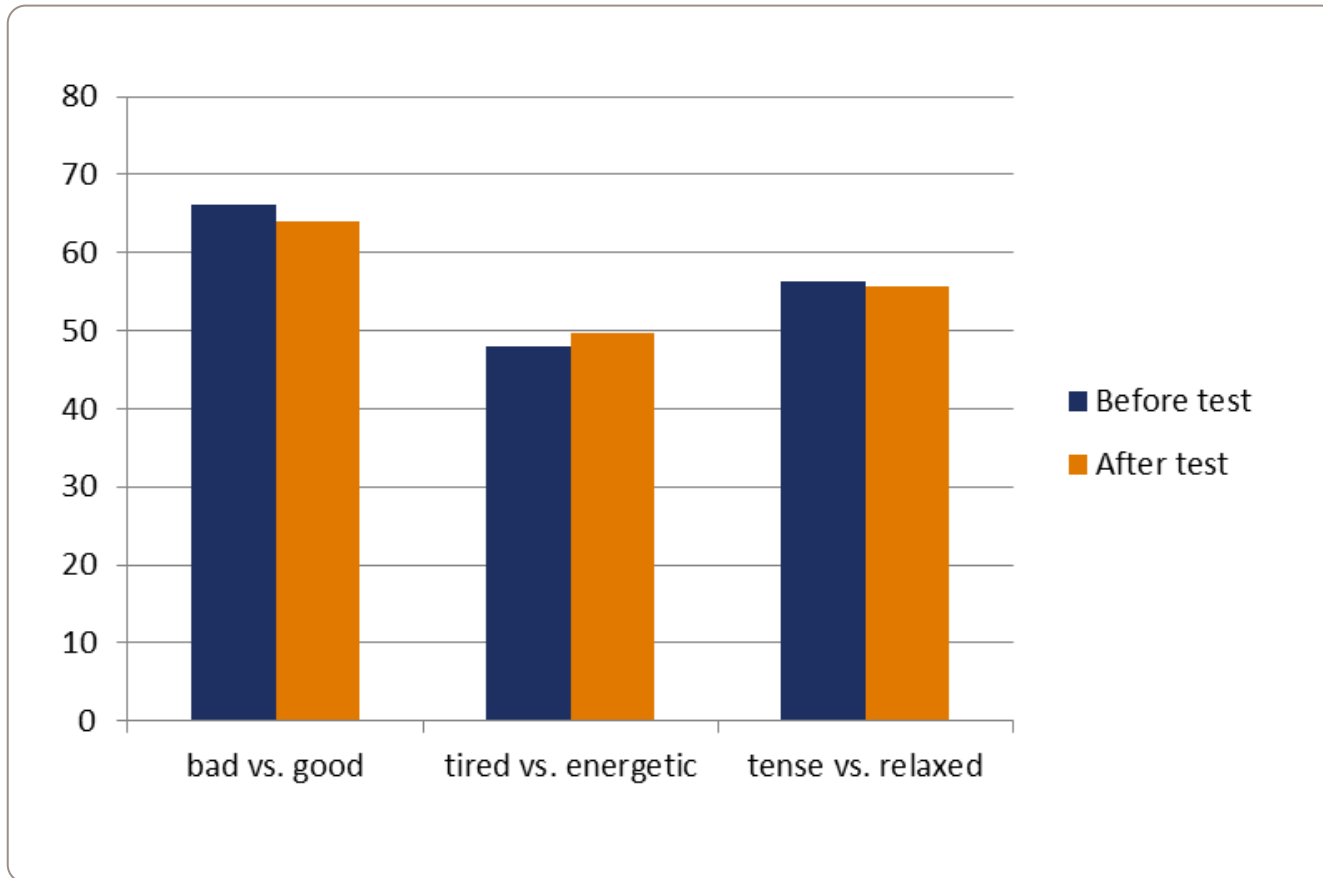
Mood before and after the test – Anger Condition





Emotions - the Study

Mood before and after the test – Control Condition





Results

Effects of tests on mood

Test neutralises and equalises mood

- Mood becomes slightly less euphoric in Joy Condition
- Mood improves in Sadness and Anger Condition
- Mood stays the same in Contentment Condition

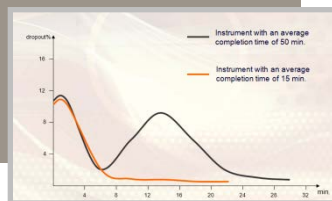




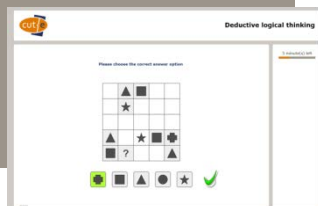
Factors impacting acceptance of tests by test takers (Kersting, 2008)

Acceptance

Appropriateness



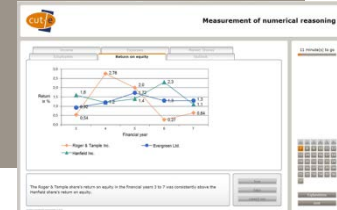
Controllability



Quality of measurement



Face validity





smart. valid. preferred.

Questions?

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