

IKM Aptitude™



Online assessments to determine an individual's acquired and natural talent, and the potential to learn

IKM's Knowledge Measurement solutions allow organizations to recruit superior candidates and evaluate the impact of training programs. IKM Aptitude™ is a suite of powerful assessments that determine various aspects of an individual's composition including:

- Abilities
- Personality
- Motivations
- Interests

Capitalizing on years of research, IKM Aptitude™ measures the traits required for the successful performance of a wide range of jobs such as:

- Computer Programmer
- Design Engineer
- Receptionist
- Recruitment Consultant
- Sales Representative
- Sales and Marketing Manager
- Secretary and System Analyst

Areas of measurement within IKM Aptitude™

- Ability to follow instructions
- Attention to detail
- Figural reasoning
- Numerical reasoning
- Verbal reasoning
- Language comprehension
- Spatial orientation
- Short term memory
- Multi-tasking and Awareness
- Graphs and Tables Comprehension
- Planning and Organization
- Routine tasks
- Flowchart comprehension
- Job Performance Personality Inventory (JPPI)
- Interpersonal Conflict Style



A screenshot of the Planning and Organization



A screenshot of Spatial Orientation test



Accessibility, Customization and Reliability

IKM Aptitude™ has been shown to be predictive of actual job performance and can be customized to suit your corporate environment. Generally taking a candidate about 40 minutes to complete, the test may be taken anywhere that has an internet connection. **IKM Aptitude™** tests target one or more specific job roles and is compiled from a wide range of valid assessment tool types to ensure that job performance is anticipated as accurately as possible. Offering a friendly testing experience, **IKM Aptitude™** is easy to use, providing comprehensive reports in an instant.

Proven Results

IKM's assessments are used by clients across the globe and have reported results such as:

- Shortened recruitment cycle by 32%
- Reduced overpayment of new hires by 27%
- Shortened interview times by 50%
- Eliminated CV fraud
- 15% to 25% improvement in employee performance
- 69% reduction in advertising costs
- Improved conversion rate from 33% to 75% hired at final interview

- Reduces hiring costs
- Shortens the recruitment cycle
- Increases recruiters productivity
- Produces better performing employees
- Improves company performance
- Expands candidate pool
- Quickly screens out unsuitable applicants
- Increases objectivity in the selection process

Other IKM Solutions

IKM Knowledge Measurement solutions include assessments on the widest range of competencies in Microsoft Office, clerical, medical, legal, call center, accounting, computer literacy, IT, food services, retail sales and light industrial areas.

Working in Partnership

IKM works with organizations in partnership to ensure they are better placed to make informed decisions on recruitment and training programs.

Contact **IKM** to begin the process of enhancing workforce knowledge management across the enterprise.

- Sophisticated graphic user interface for heightened user experience
- Based on nearly two decades of expertise in industrial psychology
- Efficient in high-volume recruiting arenas
- Easy to use
- Ability to customize to corporate environments
- Comprehensive aptitude results

