

Stock Clerk – One Sitting

Assessment Fact Sheet

Overview

The Stock Clerk solution is for entry-level retail positions in which employees work primarily in the stockroom handling incoming and outgoing shipment and keeping the sales floor fully stocked. Sample tasks for these jobs include, but are not limited to: unload product shipment, maintain stockroom organization, replenish supplies and products on the sales floor, and process outgoing shipments. Potential job titles that use this solution are: Stock Clerk, Inventory Associate, and Warehouse Associate.

Job Level	Entry-level
Job Family/Title	Retail

Details

Average Testing Time (minutes)	25 minutes
Maximum Number of Questions	104 items
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice

Knowledge, Skills, Abilities and Competencies Measured

Conscientiousness: This measures the tendency to be aware of and follow company policies and procedures, including: working in an organized manner, returning from meals and breaks on time, and working when co-workers are not working.

Retail Professionalism: This component measures the tendency to have potential for success in the retail industry. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Learning Potential: This is a measure of the potential for success in jobs across industry type and functional area. Candidates' responses to questions regarding developmental influences, educational and work history, and related values and attitudes are compared with response profiles from successful employees. These items are significantly related to a traditional cognitive test of learning ability.

Achievement Orientation: This measures the potential for success in entry-level jobs. This scale measures self-esteem and developmental indicators of success in entry-level customer service jobs through questions regarding developmental influences, self-esteem, work history, and work-related values and attitudes.

Example Questions

How easy do you think it would be for you to get used to doing the same thing over and over every day?

- a) Much easier than for others I know
- b) Somewhat easier than for others I know
- c) About the same as others I know
- d) A little harder than for others I know
- e) Much harder than for others I know

Most places don't care much if employees take a few things home with them from work.

False

True

In the last six months, the number of times I've been late for work or an appointment is:

- a) none
- b) 1
- c) 2
- d) 3
- e) 4 or more

Example Reports

Detailed Report: Stock Clerk - Short Form - Sample Report

Recruiter Interview Development

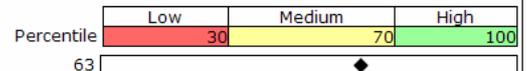
Applicant Information

Name: Retail Tester
Application Date: Wed Jun 17 11:16:00 EDT 2009
Applicant ID: 3481
Session ID: 01567643376338
Library: Selection

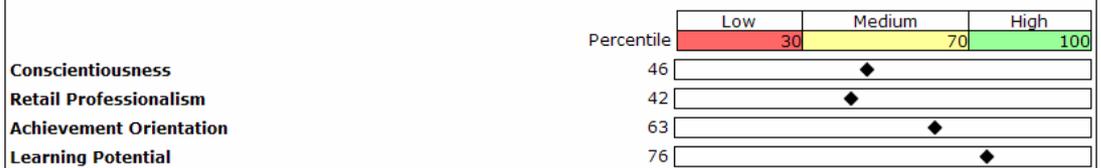
This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Recommended ✓



Detailed Results



Score Interpretation

Conscientiousness

This measures the tendency to be aware of and follow company policies and procedures, including: working in an organized manner, returning from meals and breaks on time, and working when coworkers are not working.

At times the candidate may show a slight tendency toward disruptive work behavior. He/she may occasionally demonstrate low work motivation or minor violations of the rules.

Retail Professionalism

This component measures the tendency to have potential for success in the retail industry. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

This candidate's response profile concerning past achievements, social orientation, and work orientation is moderately similar to the profiles of highly effective retail associates. The moderate match between the profiles suggests that this candidate is somewhat likely to be successful in a retail position.

Achievement Orientation

This measures the potential for success in entry-level jobs. This scale measures self-esteem and developmental indicators of success in entry-level customer service jobs through questions regarding developmental influences, self-esteem, work history, and work-related values and attitudes.

The candidate's response profile concerning developmental influences, self-esteem, work history and work-related values and attitudes is somewhat similar to the profiles of effective entry-level employees and customer service representatives. The average match between the profiles suggests that the candidate has reasonable potential for success in entry-level and/or customer service positions.

Learning Potential

This is a measure of the potential for success in jobs across industry type and functional area. Candidates' responses to questions regarding developmental influences, educational and work history, and related values and attitudes are compared with response profiles from successful employees. These items are significantly related to a traditional cognitive test of learning ability.

The candidate's score indicates that his/her responses regarding education and work-related experiences are very similar to those with high learning ability. The candidate's experiences indicate a propensity to learn work-related tasks, processes, and procedures efficiently and effectively. In addition, the candidate will tend to do well on problems involving numerical reasoning. Thus, the candidate is highly likely to succeed in positions requiring these abilities.