

# IKM Reporting and Analysis

## Gain greater insight into the knowledge levels of your candidates and employees

When you conduct employment or employee assessments, you want to ensure you gain as much insight into the exact knowledge levels as possible. With IKM's underlying Adaptive Methodology™, you can do just that. Following a sophisticated process, IKM's assessments reveal the most detail of the assessment-taker in the shortest possible time. All information generated throughout the assessment process is stored in a secure IKM HID™ (Human Intelligence Database) for future use, whether its for training, recruitment or other HR initiatives. You may produce reports for additional analysis at any level, including individual, project team, departmental or enterprise-wide. You can even compare results to the entire IKM assessment-taker population for industry standard benchmarking.

With IKM's reporting and analysis capability, you will be able to:-

- **Identify the best person for the job**
- **Measure training effectiveness through knowledge transfer identification**
- **Optimize project teams by balancing skill sets at detailed levels**
- **Improve workforce planning through skill searching and matching**
- **Develop mentoring programs**

**IKM Proficiency Profile™:** Automatically generated to display an individual's assessment results in an organized, easy to read format. Added to the key areas of measurement is an Automated Score Interpretation highlighting the overall capability of the assessment-taker. Includes detailed analysis of a candidate's specific areas of strength and weakness.

**IKM SkillGap™ Reports:** Summarizes overall strengths and weaknesses (skill gaps) of a given group within a designated subject area. Ideal for analyzing collective skills of proposed project teams, identifying organizational knowledge gaps, and customizing course content for class requirements.

**IKM SkillSearch™ Reports:** Queries your company's IKM HID™ (Human Intelligence Database) to identify employees who meet designated search criteria including scores, percentiles and areas of specific strength and weakness.

**IKM CompareScores™ Reports:** Provides comparisons of designated components such as branches, dates and departments or use for pre and post-training comparisons.

## Consider attitude and aptitude

In isolation, knowledge assessment results are not pure indicators of the candidate's or employee's success in the role at your organization. Combining IKM's knowledge, attitude and aptitude assessments along with personal interviews, work history and reference checks are recommended.



## Use a predictive validity study

Organizations acknowledge that the application of a given technology or discipline within their particular work environment may require company-specific competency measures. The best way to establish client-specific benchmarks for any competency measurement tool is to conduct a predictive validity study. Contact IKM for more information.

### Available for:

- **IKM TeckChek™**
- **IKM SalesChek™**
- **IKM ProjectManager™**
- **IKM Computer Drivers License™**
- **IKM ERP™**
- **Customized certification and assessment programs**



# IKM Proficiency Profile™

Following an assessment, an IKM Proficiency Profile™ is automatically generated to provide in-depth details of the candidate's abilities, in a format that is meaningful and easy to understand. This example of an IKM Proficiency Profile™ demonstrates the level of detail provided to help you make the right workforce choices.

PROFICIENCY PROFILE™

Assessment Result for: **Jessica Johnson** ID: 344556677  
 Subject: **JAVA 2 ENTERPRISE EDITION (J2EE) DEVELOPMENT – Remote**

Date: **29/04/2007**  
 Client: **Hyperdrive Consulting, Inc.**

**Score: 76**

Strong 80-100

Proficient 60-79

Weak 0-59

Jessica has achieved an overall score of 76 across all sub-skills in this subject.

**Percentile: 80%**

Top 25%

Above Average

Bottom Half

Jessica has scored higher than 80% of all test takers in this subject.

**Subject Analysis:**

Sub-Skills	Weak	Proficient	Strong
J2EE Application Architecture Design & Best Practices	█		
Connectors (JCA)/Enterprise Connectivity	█		
J2EE Security Architecture		█	
JavaMail		█	
Assembly/Packaging and Deployment		█	
Enterprise Java Bean Development (EJB)		█	
J2EE Transaction Management		█	
Naming and Directory Interface (JNDI)		█	
Integrating XML with J2EE		█	
Web Services		█	
Web Component Development Using Servlets		█	
Web Component Development Using Java Server Pages		█	█
JDBC		█	█
Java Message Service		█	█

**Work Speed/Accuracy:**

Very Slow
**Below Average**
Average
Above Average
Very Fast

Jessica has demonstrated below average speed in analyzing and answering the questions. Further review may be warranted before considering Jessica for a time critical project.

**Subject Coverage: 86%**

Strong 21%

Proficient 65%

Weak 14%

Jessica has demonstrated a proficient or strong level of knowledge in 86% of the subject matter.

**Application Ability:**

Negligible
Limited
Moderate
**Significant**
Extensive

Jessica has demonstrated significant ability to apply his/her knowledge to practical applications.

IKM assessments are designed to measure overall proficiency in a subject and depth of knowledge in specific sub-topics. This score report does not provide a criterion-referenced interpretation, pass/fail score or standard performance. Please note that test results, in isolation, are not pure predictors of success in employment or any given role. Other indicators, such as prior experience, references and interviews, should be considered prior to any employment or business decisions.

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An IKM Proficiency Profile™ of an assessment for J2EE.

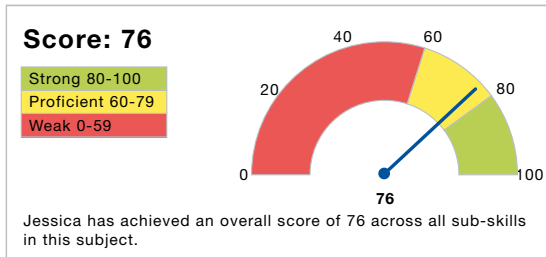


# IKM Proficiency Profile™ Components

The reports are intuitive and easy to understand. IKM consultants are also available to assist you to interpret assessment results if required.

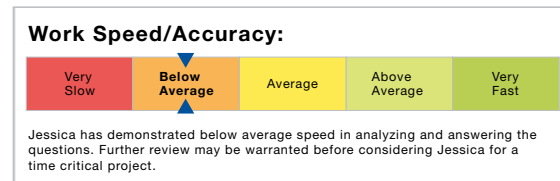
## OVERALL SCORE

Shows the absolute level of knowledge displayed by the individual across all sub-skills within the discipline. It indicates within the score if the complete knowledge level of the assessment-taker falls within the weak, proficient or strong category.



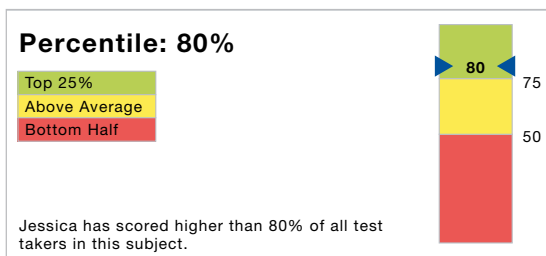
## WORK SPEED/ACCURACY

Compares the time used by the test-taker to read, analyze and answer each question to the average time used by the rest of the test-taking population within the specific assessment. This provides a very valuable metric when looking for people to fill positions that have time critical requirements.



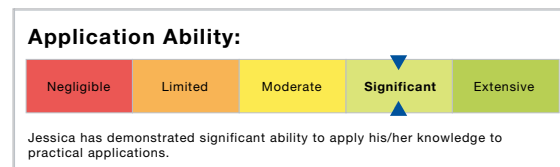
## PERCENTILE

Compares the candidates absolute score to the absolute scores of the other test-taking population in order to consider a relative standing. Thus a percentile of 80 would mean the individual scored higher than 80 percent of the other test-taker's.



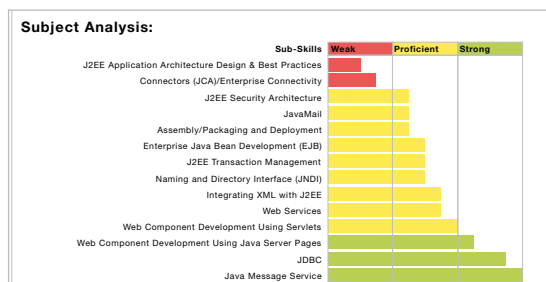
## APPLICATION ABILITY

Measures the extent that the applicant can apply their knowledge to practical applications. Having knowledge is one thing, but having the ability to apply it in a business environment is another. This score identifies the extent that an individual can put their knowledge into practice. A low score indicates little ability to apply the knowledge.



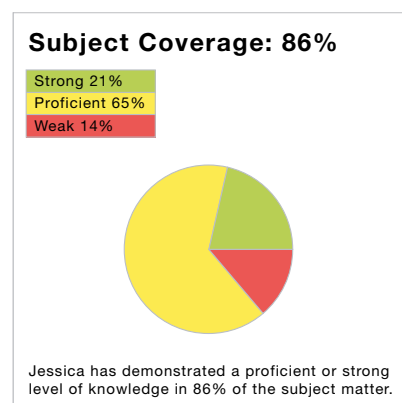
## SUBJECT ANALYSIS

Using IKM's unique adaptive methodology each sub-skill is assessed independently so that one sub-skill does not impact the results of another. Using powerful algorithms and multiple correct response methodology, 12 levels of knowledge can be assessed within each sub-skill with fewer questions than a one-dimensional assessment.



## SUBJECT COVERAGE

Provides the overall number that indicates the extent to which the test-taker has the subject matter 'covered'. It is calculated by adding up the sub-skills that the candidate is Proficient or Strong as a percentage of the overall sub-skills. The higher the number the more well rounded the individual.





## IKM SkillGap™ Reports

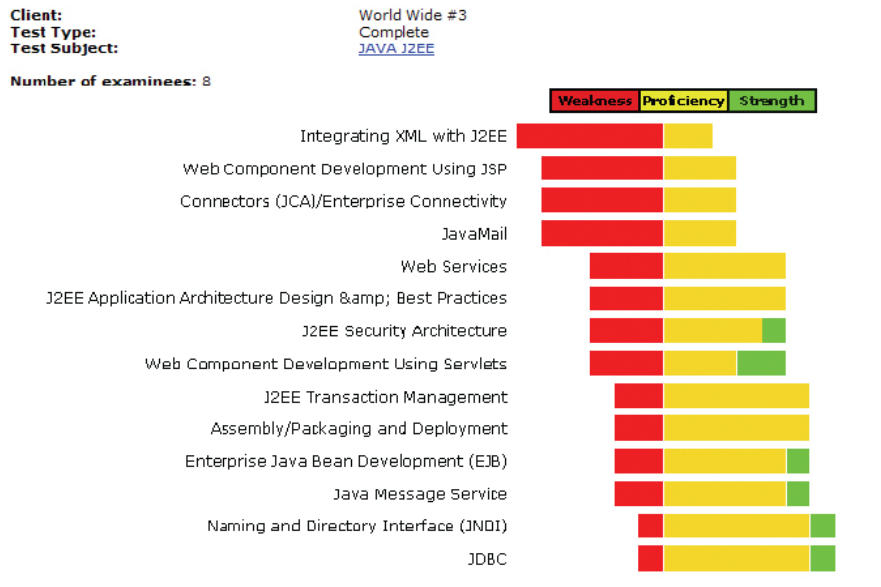
IKM SkillGap™ Reporting is standard functionality with IKM's adaptive methodology online assessments. IKM SkillGap™ Reports aggregate the assessment results of a designated group of individuals to allow you to:

- Determine if project teams have the right balance of skills
- Identify specific training requirements within the group
- Conduct effective workforce planning across the enterprise

**STAFF AUDIT** – If this report represents an audit of the staff's collective knowledge then a significant portion of the staff is weak in these top 4 sub-topics. If these are important sub-topics for your projects then one or more of the following actions are indicated:

- Let HR target new hires with expertise in these specific aspects of the technology.
- Provide focused training to address these weaknesses
- Use IKM SkillSeach™ to query your employee assessment database for other individuals with the desired skills who can fill the 'gaps' on this team.
- Perform 'what if' analysis to evaluate different project teams until a team is created with complimentary and synergistic skills.

### Group Knowledge Gap Analysis™: Results



IKM SkillGap™ Report for Java J2EE Programming.

The above example is based on a Java J2EE assessment, clearly demonstrating areas of group strength, weakness and proficiency.

- the group has a weakness in the specific category.
- the group is proficient in the specific category.
- the group has strength in the specific category.

## Reports for Pre- and Post-Training Evaluation

And add in the following supporting text: For best training results, use IKM SkillGap™ Reports to determine pre-training requirements and post-training effectiveness. This example demonstrates a group skill gap report for Connect Desktop. Here, an acceptable level of knowledge transfer has been shown for most topics, with the exception of 'Using Excel XP'. A review of the current course content may be in order, and follow up training would be required.





## IKM SkillSearch™

Using IKM SkillSearch™ you can quickly and easily identify individuals within the database who satisfy specific criteria such as those with certain levels of strength in a given task or discipline. This saves you time as you identify the right individuals for project teams, promotion, or training programs.



## SkillSearch™: Report Specification

**Client:** WorldWide Enterprises, Inc.

**Test Type:** Secure

**Test Subject:** [HTML 4 PROGRAMMING](#)

**Date Range:** 07/12/2006 - 07/12/2007

**Routing Code:** All Routing Codes

Score	is greater than or equal to	30
Percentile	is greater than or equal to	55
Workspeed	is better than	Above Average
Application Indicator	is better than	Significant
Strengths	include	CGI Programming
Strengths	include	No Selection
Strengths	include	No Selection
Strengths	include	No Selection

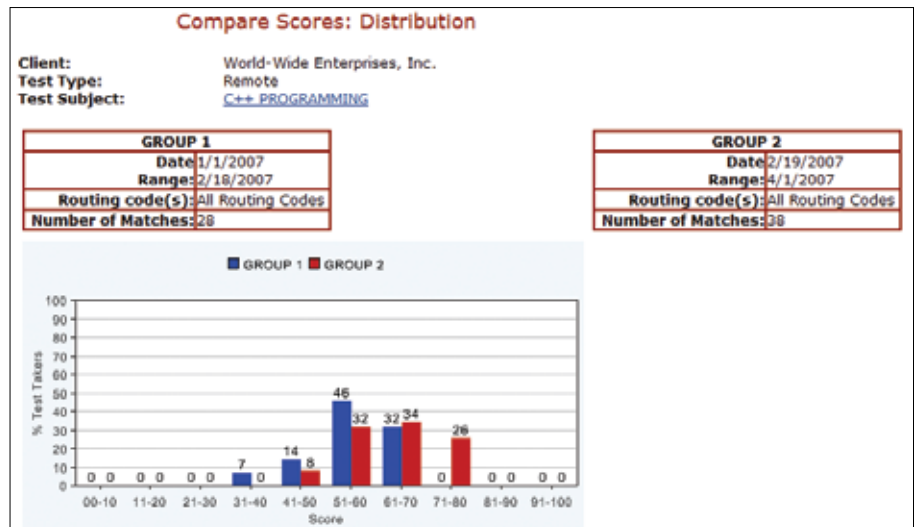
IKM SkillSearch™ Report for C++ Programmers who have an overall proficiency percentile greater than 55%.

## IKM CompareScores™ Report

IKM CompareScores™ easily allows the comparison of score distributions for two designated groups. This can be used to compare the skill of different branches, project teams and job applicants. The results can also be used for pre- and post-training evaluation to determine the effectiveness of education programs.

**IKM's powerful reporting and analysis offers greater insight into knowledge levels for more effective Resource Management.**

- Easy to use
- Graphic display
- Included with IKM's adaptive assessments



An example of IKM CompareScores™ Report being applied for training effectiveness evaluation.