



Hogan Business Reasoning Inventory (HBR) Assessment Test

A company's quarterly sales increased by 10% in Q1, decreased by 5% in Q2, and increased by 15% in Q3.

What is the overall percentage change in sales over the three quarters?

- A) 20%
- B) 15%
- C) 10.25%
- D) 5%

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Liying Dong

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Foundations of Psychological Testing Leslie A. Miller, Robert L. Lovler, 2018-12-20 Foundations of Psychological Testing A Practical Approach by Leslie A. Miller and Robert L. Lovler presents a clear introduction to the basics of psychological testing as well as psychometrics and statistics. Aligned with the 2014 Standards for Educational and Psychological Testing this practical book includes discussion of foundational concepts and issues using real life examples and situations that students will easily recognize relate to and find interesting. A variety of pedagogical tools furthers the conceptual understanding needed for effective use of tests and test scores. The Sixth Edition includes updated references and examples new In Greater Depth boxes for deeper coverage of complex topics and a streamlined organization for enhanced readability.

Handbook of Workplace Assessment John C. Scott, Douglas H. Reynolds, 2010-07-26 Handbook of Workplace Assessment Given the trend for organizations to streamline their workforces and focus on acquiring and retaining only top talent a key challenge has been how to use assessment programs to deliver a high performing workforce that can drive revenues shareholder value growth and long term sustainability. The Handbook of Workplace Assessment directly addresses this challenge by presenting sound evidence based and practical guidance for implementing assessment processes that will lead to exceptional decisions about people. The chapters in this book provide a wide range of perspectives from a world renowned group of authors and reflect cutting edge theory and practice. The Handbook of Workplace Assessment provides the framework for what should be assessed and why and shows how to ensure that assessment programs are of the highest quality reviews best practices for assessing capabilities across a wide variety of positions summarizes key strategic applications of assessment that include succession management mergers acquisitions and downsizings identification of potential and selection on a global scale highlights advances trends and issues in the assessment field including technology based assessment the legal environment alternative validation strategies flaws in assessment and the strategic use of evaluation to link assessment to organizational priorities. This SIOP Professional Practice Series Handbook will be applicable to HR professionals who are tasked with implementing an assessment program as well as for the users of assessments including hiring managers and organizational leaders who are looking for direction on what to assess what it will take and how to realize the benefits of an assessment program. This Handbook is also intended for assessment professionals and researchers who build validate and implement assessments.

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