

RAMSAY CORPORATION

Expertise in Assessments

TESTS FOR SKILLS ASSESSMENT AND DEVELOPMENT

2019 CATALOG

Ramsay Corporation

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Online Testing

Many Ramsay Corporation clients choose to administer their tests through our online system rather than in paper format. Customers tell us that the ease of administration and the immediacy and accuracy of test results make online testing the perfect choice. Additional benefits include:

- No delivery cost
- Complimentary access to test manuals
- Variety of metrics, including local and national percentile rankings and the ability to export data to Excel
- Simplified and improved test security, with no hard copies to secure
- Ability to delegate responsibilities, with a variety of permission levels available

In addition to the standard features above, we offer a number of additional options, such as qualification reports and test scrambling. As with all high-stakes testing, administration of our tests requires a proctor.

Manuals

Manuals are available for most of our tests. The manuals include a description about the development of the test, reliability data and item analyses for different subsets of test takers, content and criterion-related validity data, normative data and percentile rankings. Manuals do NOT contain copies of tests or answer keys. Manuals are available to download free with the purchase of online tests.

Printed manuals are \$25 per manual. The SKU is the same as the related test.

The Testing Manual

Ramsay Corporation's methods and procedures for successful employment testing are contained in *The Testing Manual*. It reflects our thinking and philosophy of fair and accurate administration, scoring, and use. It should answer many questions and prevent situations that should be avoided in proper assessment. This book is a reference for managers and test administrators as well as a training vehicle.

We recommend that you purchase a copy prior to conducting testing.
SKU 2: \$180

Test Validation

Ramsay Corporation tests have been validated for their original use using a content-related validation procedure. We suggest validation for an organization that meets any of the following criteria:

- Is a highly visible national or international company
- Has more than 200 employees
- Has a labor agreement
- Has a federal contract
- Has ever had an EEO charge
- Needs professional assistance for setting cutting scores on tests

The *Uniform Guidelines on Employee Selection Procedures* (1978), developed by the EEOC, Civil Service Commission, Department of Labor, and Department of Justice, are intended to establish a uniform federal position in the area of prohibiting discrimination in employment practices.

A validated test is usually the product of research by a psychologist. The resulting validation report is the documented evidence by a professional researcher of the validity of the selection procedure. In the event of complaint or litigation, the report would usually be entered into evidence. In addition, the author would provide testimony that the report reflects generally-accepted professional practice and is in conformance with the requirements of the *Uniform Guidelines on Employee Selection Procedures*.

Information about the Catalog

Prices shown are for 20 or more copies of the same title. Volume discounts are available. For a complete list of tests, please see our online catalog at www.ramsaycorp.com/catalog. Please call us at (412) 257-0732 for more information or suggestions for the most applicable assessments for your use.

Experience Levels

- ▶ **Aptitude:** Requires no previous training; measures a person's ability to learn concepts and principles
- ▶ **Entry:** Has 1-2 years of training or experience, but needs an additional 2-3 years of training
- ▶ **Trainee:** Has training or experience, but needs another 1-2 years of training
- ▶ **Journey:** Has 2-5 years of training and experience
- ▶ **Advanced Journey-Level:** C, B, and A level tests for starting, intermediate, and advanced candidates



CRUCIAL INFORMATION ABOUT TEST DATA SECURITY:

At both a food plant and a metals plant, several custom-made tests have been compromised. Test Administrators and Managers must be extra-vigilant in monitoring for cameras in cell phones, pens, and watches.

Electrical Assessments

Test technicians for proficiency in the following categories:

- Digital & Analog Electronics
- Schematics & Electrical Print Reading
- Power Supplies
- Motors
- Controls
- Basic AC/DC Theory
- Construction, Installation, & Distribution
- Test Instruments
- Computers & PLCs
- Mechanical, Equipment Operation, & Hand and Power Tools
- Electrical Maintenance

■ Electrical Learner Series

The 5 tests listed below were designed to be less difficult than our Electrical Entry test, but more demanding than a basic skills battery. **\$13 per test.**

SKU 171: Reading

SKU 174: Troubleshooting & Problem Solving

SKU 172: Arithmetic

SKU 175: Basic Electricity

SKU 173: Electrical Print Reading

■ Electrical Entry

2014 Plant Engineering Product of the Year Silver Award

SKU 195: A 60-item, entry-level test of knowledge and skills in electrical areas. Does NOT include Computers & PLCs. In a group of 416 candidates, reliability was .88 with a mean score of 39.55, a standard deviation of 9.46, and a standard error of measurement of 3.28. **\$26 per test.**

■ Electrical Maintenance Trainee

SKU 17: For use in selecting electrical trainees with one year of training or experience. The test contains 60 items. In a group of 1,758 candidates, reliability was .82 with a mean score of 26.87, a standard deviation of 8.36, and a standard error of measurement of 3.55. Alternate form available. **\$26 per test.**

ElecTest

Revised
in 2017

SKU 47: A 60-question test used for selection of journey-level electrical repair and maintenance candidates. In a group of 633 candidates, reliability was .85 with a mean score of 30.01, a standard deviation of 8.96, and a standard error of measurement of 3.47. Alternate and Spanish forms available. **\$26 per test.**

Industrial Electrician

NEW
in 2017

SKU 231: This 60-item test focuses more heavily on diagnostics and troubleshooting in the industrial setting than our ElecTest. It omits component and sub-component level electronics such as transistors, logic gates, and single-function chips, and focuses on troubleshooting of user-serviceable components and proper installation and maintenance. In addition to those listed above, it includes categories on Automation, Process Control & Sensors, and Installation, Repair, & Power Distribution. In a group of 509 candidates, reliability was .88 with a mean score of 34.87, a standard deviation of 10.12, and a standard error of measurement of 3.51. **\$26 per test.**

■ Maintenance Electrician B & A

SKU 179: Maintenance Electrician B

SKU 178: Maintenance Electrician A

For use in selecting manufacturing or processing electrical maintenance candidates. These tests each contains 60 items. Maintenance Electrician B is more difficult than ElecTest, and Maintenance Electrician A is more difficult than Maintenance Electrician B. Data for both tests indicate excellent reliability. **\$26 per test.**

■ Additional Electrical Tests

SKU 105: Electrician (Chemical)

SKU 152: Electrical Safety Knowledge

SKU 168: Commercial/Residential Electrician

Electronics and Instrumentation (E&I)

■ ElectronTest

SKU 7: A 60-question test specializing in electronics for use in selecting manufacturing or processing maintenance candidates. Data collected for this test indicate excellent reliability. In a group of 225 candidates, reliability was .89 with a mean score of 28.87, a standard deviation of 10.66, and a standard error of measurement of 3.54. **\$26 per test.**

Categories include:

- Digital & Analog Electronics
- AC/DC Theory & Schematics
- Motors, Regulators, Electronic Equipment, & Power Distribution
- Power Supplies
- Test Instruments
- Computers & PLCs

■ Electronics & Instrumentation Technician

SKU 193: A 100-item test for use in assessing E&I Technicians. Data collected for this test indicate excellent reliability. In a group of 485 candidates, reliability was .90 with a mean score of 53.72, a standard deviation of 14.33, and a standard error of measurement of 4.53. **\$30 per test.**

Categories include:

- Digital & Analog Electronics
- Electrical Print Reading, Schematics, & Logic
- Process Control
- AC/DC Theory
- Test Instruments
- Mechanical
- Computer, PLC, & DCS
- Power Distribution
- Construction & Installation
- Motors

■ Additional E&I Tests

SKU 104: Instrument Technician (Chemical)

SKU 81: InstrumenTest (Chemical)

SKU 22: Reading (E&I)

SKU 154: Variable-Frequency Drive Test

Mechanical Assessments

These multiple-choice tests are designed for selecting mechanical technicians and include the following categories:

- Hydraulics & Pneumatics
- Print Reading
- Welding & Rigging
- Power Transmission
- Lubrication
- Pumps & Piping
- Mechanical Maintenance
- Shop Machines
- Tools, Materials, & Equipment

■ Mechanical Learner Series

These 6 tests are more demanding of job knowledge than a basic skills battery, but less demanding than our Mechanical Entry Test. **\$13 per test.**

SKU 181: Reading

SKU 184: Reading Prints & Drawings

SKU 182: Arithmetic

SKU 185: Troubleshooting & Problem Solving

SKU 183: Measurement

SKU 186: Basic Mechanical Knowledge

■ Mechanical Entry

2014 Plant Engineering Product of the Year Silver Award

SKU 196: A 60-item, entry-level test of knowledge and skills in mechanical areas. In a group of 1,150 candidates, reliability was .86 with a mean score of 37.44, a standard deviation of 8.85, and a standard error of measurement of 3.31. Alternate form available. **\$26 per test.**

■ Mechanical Maintenance Trainee

SKU 31: For use in selecting mechanical trainees with one year of training or experience. This test contains 60 items. In a group of 1,041 candidates, reliability was .84 with a mean score of 37.20, a standard deviation of 8.36, and a standard error of measurement of 3.34. Alternate form available.

\$26 per test.

■ MecTest

SKU 16: Used for selection of journey-level repair and maintenance candidates. This test contains 60 items. In a group of 7,214 applicants and employed mechanics, reliability was .87 with a mean score of 38.83, a standard deviation of 9.03, and a standard error of measurement of 3.26. Test performance was significantly related to total job performance rating by supervisors; $r(95) = .486, < .01$. Alternate and Spanish forms available. **\$26 per test.**

■ Millwright Test

SKU 44: This 60-item test is a measure of a full range of mechanical installation, repair, and maintenance skills for the metals manufacturing and processing industry. It includes welding, burning, and fabrication but no electrical content. In a group of 967 candidates, reliability was .84 with a mean score of 35.43, a standard deviation of 8.67, and a standard error of measurement of 3.47. **\$26 per test.**

■ Mechanical Technician C, B, & A

SKU 189: Mechanical Technician C

SKU 188: Mechanical Technician B

SKU 187: Mechanical Technician A

For use in selecting advanced journey-level metals or manufacturing candidates. Each test has 60 items, with C representing the starting level and A the most advanced. Alternate forms available. **\$26 per test.**

	N	Reliability Coefficient	Mean Score	Standard Deviation	Standard Error of Measurement
Mech. Tech. C	849	.83	36.97	7.83	3.23
Mech. Tech. B	228	.84	29.52	8.64	3.46
Mech. Tech. A	775	.81	27.10	7.79	3.40

■ Additional Mechanical Tests

SKU 20: Tool Room Attendant

SKU 94: Hydraulics

SKU 147: Hydraulic & Pneumatic Print Reading

SKU 127: Injection Molding Mechanic

SKU 143: Pump Test

Additional Tests Available

See our website for a complete list of test titles. The descriptions of the tests include test categories, the number of items in each test, and skill levels.

SKU 57: Cellular Technician

SKU 97: ChemTest

SKU 82: Combustion Control Technician

SKU 123: Drafter (CAD Operator)

SKU 83: Ironworker

SKU 148: Job Safety Test

SKU 199: Lockout/Tagout

SKU 145: Lubrication Test

SKU 122: Operating Engineer

SKU 55: PipeTest (Piping & Plumbing)

SKU 107: Sheet Metal Worker

SKU 109: Toolmaker

SKU 138: Wind Turbine Technician

Diagnostic Testing

Many companies wish to evaluate their existing workforce to determine strengths and weaknesses and develop training programs accordingly. Ramsay Corporation Maintest was initially developed by the Vice President of Maintenance for a Fortune 500 Corporation, who wished to provide training to his maintenance workforce. He selected the content areas, categories, and questions in 11 mechanical areas and 10 electrical areas. The resulting Maintest was administered to incumbent maintenance workers. Test scores were found to correlate very highly with several criteria of job performance. That test has been used, updated, and improved in the current version.

In 2017, Ramsay Corporation developed a new test designed to be used as a diagnostic test for incumbent workers, the MultiCraft Diagnostic Test.













Advanced Reporting Features

The use of Ramsay Corporation's scoring system provides you with a standard collection of reports. Advanced reports are available with the addition of "Job Profiles," a set of cut scores to apply to test results. These job profiles are created with the help of Ramsay Corporation, either as a part of a validation study and/or with the purchase of an Enterprise Subscription (SKU ES1Y). **\$600 per year.**

An example of an advanced report can be found below. An overview of all available reports can be found by downloading the Technology Solutions Brochure, at www.ramsaycorp.com/technology.

Graphical Report

Our advanced reports include such reports as the Graphical Report which shows the performance of an individual candidate against a set of cut scores designated by a Job Profile.

SECTION	MIN	MAX	STATUS
1. ANALOG AND DIGITAL ELECTRONICS			NOT COMPETITIVE
2. BASIC AC/DC THEORY			NOT COMPETITIVE
3. MECHANICAL, PNEUMATICS AND HYDRAULICS			COMPETITIVE
4. COMPUTER AND PLC			NOT COMPETITIVE
5. CONSTRUCTION, INSTALLATION AND MAINTENANCE			COMPETITIVE
6. INSTRUMENTATION, COMBUSTION AND CONTROL			NOT COMPETITIVE

MultiCraft Diagnostic Test

SKU 235: A newly created, 128-item test designed to evaluate incumbent workforces to determine training deficiencies and needs.

- Prints & Schematics
- Power Transmission
- Lubrication
- Hydraulics
- Pneumatics
- Pumps & Piping
- Building Maintenance
- Hand & Power Tools
- Fabrication
- Electrical Applications
- Motors & Controls
- Process Control & Sensors
- Test Instruments
- PLC & Networking
- Electronics & Instrumentation
- Electrical Facilities Maintenance

Initial statistics for this test are very promising. In a group of 94 candidates, reliability was .92 with a mean score of 71.59, a standard deviation of 18.01, and a standard error of measurement of 5.09. **\$40 per test.**

Maintest

SKU 29: This 153-item, 2½-hour test measures the practical mechanical and electrical job knowledge of maintenance employees. Scored by Ramsay Corporation with results reported online. Measures strengths and weaknesses in 21 areas:

- Hydraulics
- Pneumatics
- Welding
- Power Transmission
- Lubrication
- Pumps
- Piping
- Rigging
- Mechanical Maintenance
- Shop Machines, Tools, & Equipment
- Combustion
- Motors
- Digital Electronics
- Schematics & Print Reading
- Control Circuits
- Power Supplies
- Basic AC/DC Theory
- Power Distribution
- Test Instruments
- Computers & PLCs
- Electrical Maintenance

This test has been used for managers and hourly workers and has been supported by criterion-related and content validation. Percentile ranks are provided so you can compare scores among your workers and against a national sample of more than 17,000 maintenance workers.

	N	Reliability Coefficient	Mean Score	Standard Deviation	Standard Error of Measurement
Maintest	17,132	.93	84.96	20.22	5.35

Maintest Pricing (per administration):

10 – 19 tests: **\$70.00** 20 – 99 tests: **\$50.00** 100+ tests: **\$40.00**

Alternate and Spanish forms available.

MultiCraft Assessments

The MultiCraft tests are for technicians who require knowledge of both electrical and mechanical concepts and principles. Areas tested include:

- Hydraulics & Pneumatics
- Welding, Cutting, & Rigging
- Power Transmission, Lubrication, Mechanical Maintenance & Shop Machines, and Tools & Equipment
- Pumps, Piping, & Combustion
- Motors, Control Circuits, and Schematics & Print Reading
- Digital & Analog Electronics, Power Supplies, Computers & PLCs, and Test Instruments
- Basic AC/DC Theory, Power Distribution, & Electrical Maintenance

MultiCraft Entry

2014 Plant Engineering Product of the Year Silver Award

SKU 194: A 60-item, entry-level test of knowledge and skills in both electrical and mechanical areas. In a group of 468 candidates, reliability was .86 with a mean score of 40.84, a standard deviation of 8.32, and a standard error of measurement of 3.11. **\$26 per test.**

MultiCraft Trainee

SKU 116: Developed for use with applicants or employees who have at least one year of mechanical and electrical training or experience. This test includes 60 questions in 7 categories. In a group of 599 candidates, reliability was .85 with a mean score of 32.76, a standard deviation of 8.83, and a standard error of measurement of 3.42. Alternate and Spanish forms available. **\$26 per test.**

MultiCraftTest

SKU 100: This 60-question test is for use in selecting journey-level multicrafted maintenance technicians. Data collected from 2,165 candidates indicate excellent reliability of .87 with a mean score of 30.08, a standard deviation of 9.58, and a standard error of measurement of 3.45. Alternate and Spanish forms available. **\$26 per test.**

C, B, & A Mechanic Evaluation

SKU 192: C Mechanic Evaluation

Updated in 2018

SKU 191: B Mechanic Evaluation

SKU 190: A Mechanic Evaluation

Best used for food, drug, and consumer product industries for use in selecting advanced journey-level manufacturing or processing maintenance candidates. These tests include Electrical and HVAC categories. Each test contains 60 items. NOTE: Each level progresses in difficulty, with A Mechanic being the most advanced. Alternate and Spanish forms available. **\$26 per test.**

	N	Reliability Coefficient	Mean Score	Standard Deviation	Standard Error of Measurement
C Mechanic	689	.84	37.36	8.46	3.38
B Mechanic	964	.86	36.30	9.12	3.41
A Mechanic	618	.86	30.86	9.38	3.51

Maintenance Planning & Preventive Maintenance

■ Maintenance Planner

SKU 159: A 60-item test for use in selecting individuals who will be planning and coordinating maintenance projects. In a group of 124 candidates, reliability was .81 with a mean score of 31.32, a standard deviation of 7.85, and a standard error of measurement of 3.42. **\$26 per test.**

Categories include:

- Electrical
- Mechanical
- Print Reading
- Computer & CMMS
- Planning
- Safety

■ Maintenance Manager

SKU 197: This 60-item test is intended for use with applicants for, and incumbents of, jobs where practical mechanical, electrical, and leadership knowledge and skills are necessary parts of maintenance job activities. Includes Mechanical; Electrical; and Leadership Categories. In a group of 70 candidates, reliability was .83 with a mean score of 31.81, a standard deviation of 8.37, and a standard error of measurement of 3.45. **\$26 per test.**

■ Project Engineer

SKU 63: This 46-item test was designed for use in evaluation of candidates for plant and corporate engineering positions. Categories include Project Management; Budgeting & Resources; Mathematics; Chemistry; Economics; Electrical; Mechanical; Materials; and Civil & Structural. **\$26 per test.**

■ Vibration Analysis

SKU 106: A 32-item test to evaluate knowledge with respect to vibration-based predictive maintenance. Categories include Equipment History; Specifications; Settings; Sonics; Temperature Records; and Oil Analysis. **\$26 per test.**

■ Multi-Skilled Maintenance Mechanic

SKU 220: This 100-item assessment developed in 2010 is intended for use with applicants for, and incumbents of, jobs where practical mechanical, electrical, and computer knowledge and skill are necessary parts of maintenance job activities. This test includes questions on Schematics & Electrical Print Reading; Process Control & Calibration; Motors, Motor Controls, & AC/DC Theory; Mechanical & Piping; Computer & PLC; Hydraulics & Pneumatics; Welding; Pumps, Power Transmission & Lubrication; and Shop Machines & Rigging. In a group of 121 candidates, reliability was .87 with a mean score of 55.97, a standard deviation of 11.85, and a standard error of measurement of 4.27. **\$30 per test.**

Control Systems

Controls Technician 2018 Plant Engineering Product of the Year Bronze Award Winner

SKU 238: A 60-question test that measures the knowledge and skills of a candidate who handles the day-to-day issues or long-term maintenance of PLCs and control systems. In a group of 59 candidates, reliability was .88 with a mean score of 37.32, a standard deviation of 9.38, and a standard error of measurement of 3.25. **\$26 per test.** Categories include:

- Schematics & Logic Reading
- Sensors & Feedback
- Motors & Drives
- Power Supplies & Distribution
- PLC, DCS, & Networking
- Basic Automation
- Process Control & Instrumentation

Robotics

SKU 223: This 95-item multiple-choice test was developed in response to demand for an assessment that measures robotics job knowledge. It is based on industry standards for robotic operations, maintenance, and repair. Data are still being collected on this test. **\$30 per test.** Categories include:

- Prints & Schematics
- Mechanical
- Pneumatics
- Drives and Controls
- Sensors & Feedback
- Test Instruments
- Computers & PLCs
- Robotics

PLC Test

2016 Plant Engineering Product of the Year Silver Award

SKU 125: This 60-item test, when administered to 618 candidates, had a reliability of .84, a mean score of 33.10, a standard deviation of 8.33, and a standard error of measurement of 3.33. **\$26 per test.**

For use in selecting candidates for jobs that require knowledge of:

- PLCs & I/O Basics
- Ladder Logic
- Programming Basics
- Peripherals & Systems
- Troubleshooting
- Relays & Controls

Variable Frequency Drive Test

SKU 154: This test was developed in response to requests for a means to evaluate the understanding of maintenance and troubleshooting of VFDs in industrial settings. **\$26 per test.**

This 40-item multiple-choice test contains questions in the areas of:

- Mechanical & Electrical Motor Theory
- VFD Components
- Drives
- Troubleshooting

Fabrication

CNC Trainee

SKU 221: This is a 90-item test for CNC operators at the trainee level. In a group of 154 candidates, reliability was .88 with a mean score of 52.29, a standard deviation of 11.27, and a standard error of measurement of 3.90. **\$30 per test.** Categories include:

- Prints, Drawings, & Forms
- Tooling
- Operation
- Precision Measurement
- Programs
- Turning & Boring
- Materials
- CNC Mathematics

Updated
in 2019

CNC Test

SKU 198: This 60-item test is designed to assess knowledge and concepts important to Computer Numerical Control (CNC). In a group of 116 candidates, reliability was .91 with a mean score of 38.05, a standard deviation of 10.64, and a standard error of measurement of 3.19. Available in Spanish. **\$26 per test.**

Categories include:

- Layout, Cutting, & Assembly
- Metals & Materials
- Print Reading
- CNC Operations

CNC Operator

SKU 103: This is a 98-item test designed to assess the knowledge and skills of CNC operators. This test, when administered to 183 candidates, had a reliability of .91, mean score of 58.46, a standard deviation of 13.87, and a standard error of measurement of 4.16. **\$30 per test.** Categories include:

- General CNC Knowledge
- Tape Code
- M-Codes
- Coordinate Systems
- & Program Structure
- Operations
- Interpolation
- Tool Compensation

Machinist

SKU 18: This 60-item test is used to select journey-level Machinists. In a group of 431 candidates, reliability was .87 with a mean score of 32.79, a standard deviation of 9.47, and a standard error of measurement of 3.41. **\$26 per test.**

Categories include:

- Heat Treating
- Mechanical Principles & Repair
- Layout, Cutting, & Assembly
- Machine Tools
- Print Reading
- Tools, Materials, & Equipment
- Steel, Metals, & Materials
- Machine Shop Lubrication
- Rigging

SKU 101: This is a shortened, 45-item version of the Machinist test without Heat Treating; Steel, Metals, & Materials; and Machine Shop Lubrication. **\$26 per test.**

Welder, Repair & Maintenance

SKU 230: This 60-item test measures knowledge and skill in the area of welding. **\$26 per test.** Categories include:

- Print Reading
- Filler Metals
- Repair Welding
- Welding Processes
- Processes Related to
- & Surfacing
- Types of Welds
- Welding
- Tools, Machines,
- Types of Joints
- Welding Metals
- & Equipment
- Welding Positions
- Welding Defects

WeldTest

SKU 15: For applicants and incumbents for jobs where journey-level welding knowledge and skill are necessary. Reliability is excellent for this 60-item test. In a group of 423 candidates, reliability was .89 with a mean score of 41.79, a standard deviation of 9.26, and a standard error of measurement of 3.07. **\$26 per test.** Categories include:

Updated
in 2017

- Print Reading
- Tools, Machines, Materials, & Equipment
- Welding, Cutting Torch, & Arc Air Cutting
- Mobile Equipment & Rigging
- Welder Maintenance & Operation
- Production Welding Practices

Facilities Maintenance

■ BldgTest

SKU 27: This is a 60-item test for use in selecting building mechanics who have knowledge in the following areas: Electrical; Print Reading; Plumbing; HVAC; General Repairs; Carpentry; Painting; Masonry; and Maintenance Management. In a group of 734 applicants, reliability was .81, with a mean score of 39.46, a standard deviation of 7.21, and a standard error of measurement of 3.14. Alternate and Spanish forms available. **\$26 per test.**

■ Air Conditioning Specialist

SKU 40: This 60-item test is designed to assess knowledge and skill in the area of air conditioning and HVAC. In a group of 144 candidates, reliability was .84, with a mean score of 34.42, a standard deviation of 8.59, and a standard error of measurement of 3.44. Spanish form available. **\$26 per test.**

■ Furnace Installation and Repair

SKU 222: This 72-item test was designed as an assessment for commercial and residential furnace maintainers and installers. Aspects such as proper clearances and decision-making for installation are covered, as well as basic troubleshooting for the proper functionality of existing installations. **\$26 per test.**

■ Refrigeration

SKU 155: This 100-item journey-level test is designed to test knowledge and skills related to ammonia refrigeration. **\$30 per test.**

- Welding, Burning, & Heat-Treating
- Mechanical
- Pneumatics
- HVAC & Refrigeration
- Electrical

■ Refrigeration Mechanic

SKU 56: This 130-item test was designed for a frozen foods plant and is used to test knowledge and skills of refrigeration mechanics. **\$30 per test.**

- Electrical Print Reading
- Lubrication
- Welding, Burning, & Heat-Treating
- Mechanical
- Pneumatics
- Shop Machines & Equipment
- HVAC & Refrigeration
- Electrical

■ Carpenter

SKU 146: This 60-item test was designed to assess knowledge and skill in the area of construction. **\$26 per test.**

Categories include:

- Framing, Walls, & Floors
- Stairs, Scaffolds, & Ladders
- Finishing, Trim, Repair, & Fabrication
- Concrete Work, Shoring, & Surveying
- Print Reading & Mathematics
- Tools, Materials, & Equipment

NEW
in 2018

■ RigTest

SKU 232: A 60-item test covering Scaffolds & Ladders; Rigging; Safety Standards; Measurement & Layout; and Crane & Mobile Equipment Operation.

\$26 per test.

NEW
in 2017

■ Installer (Windows & Doors)

SKU 234: An 80-item test covering Mathematics; Print Reading; Framing, Walls, & Floors; Scaffolds, Ladders, & Rigging; Finishing, Trim, Repair, & Fabrication; and Tools, Materials, & Equipment.

\$26 per test.

■ Construction (Carpenter/Painter/Sheeter)

SKU 70: A 125-item test covering Framing; Walls & Floors; Stairs; Scaffolds & Ladders; Finishing & Trim; Repair & Fabrication; Concrete Work; Shoring & Surveying; Print Reading; Painting & Glass; Mathematics; Tools, Materials, & Equipment; Sheet Metal; Rigging & Fabricating; and Roofing. This test may be used for selection or promotion purposes. **\$30 per test.**



IMPORTANT NOTICE ABOUT TEST PROCTORING

All of Ramsay Corporation's tests must be given in a proctored environment. This includes both **paper AND online** assessments.

What does this mean?

In order for you to get the best results possible from your testing, a proctor should **verify the identity** of the test taker, collect and secure cell phones or other electronic devices, **including Apple watches**, and monitor that test takers are not receiving assistance from others or looking up answers. The proctor should also make sure that test takers are not taking pictures of the test or otherwise copying test questions in order to look up answers for retesting or to share with other test takers. Once a test is compromised, it has little value to you.

Please contact us if you have questions about proctoring or need assistance with remote proctoring options.

Fleet Operations and Maintenance

■ Mobile Equipment Operator

SKU 88: A 50-item, journey-level test measuring knowledge of safe and effective use of mobile and related equipment. **\$26 per test.**

Categories include:

- Operation
- Material Handling
- Cleaning & Lubrication
- Inspection
- Piling
- Loading & Unloading
- Railroad Equipment
- Traveling
- Hooks & Slings
- Signals
- Forklifts
- Booms of Cranes

■ Mobile Equipment Mechanic

SKU 45: This 60-question test is aimed at maintenance and repair of mobile equipment, including identification, diagnostics and functions, and troubleshooting. In a group of 231 candidates, reliability was .82 with a mean score of 36.23, a standard deviation of 7.92, and a standard error of measurement of 3.36. **\$26 per test.**

Categories include:

- Electrical Systems
- Pneumatics & Hydraulics
- Print Reading
- Welding and Rigging
- Pumps and Piping
- Mechanical Maintenance
- Shop Machines, Tools, Materials, & Equipment
- Internal Combustion Engines

■ Auto Technician

SKU 28: A 60-question test to assess inspection, diagnosis, and repair knowledge and skills in areas including Electrical and Electronic Systems; Accessories, Mechanical Maintenance, and Equipment Installation; Prints, Schematics, & Diagrams; Welding, Tools, Materials, and Equipment; Power Transmission and Lubrication; Fuel Systems, and Internal Combustion Engines; and Cooling and Heating Systems. **\$26 per test.**

■ Diesel Mechanic

SKU 131: This 50-item test measures knowledge and skill in inspection, maintenance, and repair of diesel engines. In a group of 167 candidates, reliability was .78 with a mean score of 27.01, a standard deviation of 6.55, and a standard error of measurement of 3.07. **\$26 per test.**

Categories include:

- Diesel Engines & Power Trains
- Injector Systems, Exhaust, & Emission Controls
- Electrical Systems, Controls, & Sensors
- Brakes & Air Systems
- Steering & Suspension

■ Bus Mechanic

SKU 129: Similar to the Diesel Mechanic test, this 60-item test adds a section on Passenger Safety and Comfort. In a group of 85 candidates, reliability was .79 with a mean score of 31.94, a standard deviation of 7.33, and a standard error of measurement of 3.36. **\$26 per test.**

Aptitude Tests

Aptitude tests measure a person's ability to learn and understand concepts and principles. They are NOT designed to measure a person's learned knowledge or skills, but rather the potential to be successful in an apprenticeship or production trainee program.

■ Mechanical Aptitude

SKU 110: Developed as a quick evaluation of a person's mechanical aptitude in the areas of: Home Settings; Work – Production & Maintenance; School – Science & Physics; and Hand & Power Tools. This test contains 36 items in a multiple-choice format. In a group of 12,149 applicants, reliability was .77 with a mean score of 24.58, a standard deviation of 5.22, and a standard error of measurement of 2.50. In a sample of 159 technical school trainees, test scores correlated at .48 with mechanical job knowledge and .40 with GPA. Alternate and Spanish forms available. **\$26 per test.**

■ Electrical Aptitude

Updated
in 2017

SKU 111: Developed as a quick evaluation of a person's electrical aptitude in the areas of: Mathematics; Electrical Concepts; Process Flow; Signal Flow; Electrical Schematics; and Electrical Sequences. This test contains 36 items in a multiple-choice format. In a group of 2,639 applicants, reliability was .81 with a mean score of 26.27, a standard deviation of 5.23, and a standard error of measurement of 2.28. In a sample of 97 technical school trainees, test scores correlated at .41 with electrical job knowledge and .41 with GPA. Alternate and Spanish forms available. **\$26 per test.**

■ MultiCraft Aptitude

Updated
in 2017

SKU 121: Developed as a quick evaluation of a person's mechanical and electrical aptitude, this test measures the same constructs as the mechanical and electrical aptitude tests, but may be used for assessment of applicants who require aptitude in both areas. This test contains 40 items in a multiple-choice format. In a group of 5,874 applicants, reliability was .82 with a mean score of 27.44, a standard deviation of 6.11, and a standard error of measurement of 2.59. At a communications organization, scores for 121 Instrument Technicians correlated at .21 with work performance quality. Alternate and Spanish forms available. **\$26 per test.**

■ WTMA—Wiesen Test of Mechanical Aptitude

SKU 89: This aptitude test was developed by Joel Wiesen, Ph.D., to measure mechanical aptitude and reduce impact on females. In a group of 77 African American and Hispanic students, there was no significant difference in scores of males and females. This test has 60 questions in a multiple-choice format. Each question uses a diagram with everyday objects to illustrate a mechanical principle or fact. It has been found to be highly correlated with other measures of mechanical aptitude. Test scores were significantly related to performance as rated by supervisors of 102 employed machine operators. The mean was 63% and standard deviation was 13.88. Test scores were also significantly correlated with performance ratings of 169 employed chemical operators. Spanish form available. **\$26 per test.**

Basic Skills Tests

Revised
in 2017

■ Combined Basic Skills

SKU 200: This assessment was developed to enable a quick evaluation of literacy and performance skills required in manufacturing and processing. The four component parts are: Reading; Arithmetic; Inspection & Measurement; and Process Monitoring & Problem Solving. Alternate and Spanish forms available. **\$18 per test.**

Specialized Combined Basic Skills tests available:

SKU 201: Chemical Operator	SKU 207: Water Treatment
SKU 202: Custodial Services	SKU 210: Customer Service
SKU 203: Electrical	SKU 211: Tools
SKU 204: Food Industry	SKU 212: Clerical
SKU 205: Mechanical	

■ Reading Tests

Designed to measure the ability to read, comprehend, and answer written questions based on a printed passage. Most tests are 40 questions covering five passages with progressively higher levels of readability. Please see our website or contact us to help you select an appropriate reading test for your needs. **\$13 per test.**

■ Arithmetic Tests

Developed to evaluate the ability to perform basic computations at various levels of difficulty. All tests include basic arithmetic using whole numbers. Test options include fractions, decimals, percentages, reading tables and charts, simple formulas, and word problems. Please see our website or contact us to help you select a test for your needs. **\$13 per test.**

■ Quality Control & Other Basic Skills Tests

SKU 228: Assembly Test	SKU 135: Pre-Print Reading
SKU 133: Basic Computer Skills	SKU 93: Precision Measurement
SKU 91: Checking Accuracy	SKU 90: Process Flow
SKU 158: Inspection	SKU 37: Inspection & Measurement
SKU 139: Writing Test	SKU 4: Measurement
SKU 24: Reading Electrical Drawings & Schematics	



Please see our website for more detailed information about our Basic Skills tests.

People Skills

■ Team Skills

Updated
in 2018

SKU 66: A 35-item test of team knowledge and skills in the following areas: Conflict Resolution; Group Dynamics; Communication Skills; Interpersonal Skills; Team Decision-Making; Productivity & Motivation; and Leader & Member Skills. Data for this test given to 3,694 candidates show a reliability of .70, a mean score of 23.25, a standard deviation of 4.45, and a standard error of measurement of 2.44. Spanish form available. **\$17 per test.**

■ Management/Leadership

Updated
in 2019

SKU 73: Management & Supervisory Skills
SKU 156: Leadership Skills

These two 40-item tests assess knowledge in the following areas: Planning; Motivating; Organizing; Communicating; and Leadership. **\$17 per test.**

■ Sales Skills

SKU 67: A test of sales knowledge in the following areas: Prospecting Skills; Interpersonal Skills; Communication/Expressiveness Skills; Product Knowledge; Confidence; Listening Skills; Persistence; Closing Skills; Follow-up Skills; Negotiating Skills; Honesty; and Motivation. Data for this 48-item test given to 268 candidates show a reliability of .81, a mean score of 31.25, a standard deviation of 6.48, and a standard error of measurement of 2.82. **\$17 per test.**

■ Employee Reliability Inventory:

ERI: The ERI® contains 81 “True – False” statements which are written at a sixth grade reading level. The ERI consists of 7 separate scales (A – Freedom from Disruptive Alcohol and Illegal Drug Use; C – Courtesy; E – Emotional Maturity; F – Conscientiousness; H – Trustworthiness; Q – Long Term Job Commitment; and S – Safe Job Performance) and is designed to assess job applicants with respect to reliable and productive behavior. The ERI has demonstrated criterion-related validity and does not result in adverse impact with respect to race, gender, or age.

ERI-WEB is a web-based administration.

\$16.50 per test plus a one-time setup fee of \$50.00.

■ Service Skills Survey

NEW
in 2018

SKU 236: This is a pre-employment measure that is designed to assess job candidates for roles where customer service is important. The following personal characteristics will be measured for each candidate: Responsibility, Sociability, Emotional Stability, and Personality. Follow-up interview questions will be provided based on a candidate's results. The measure can be completed in less than 15 minutes. **\$12 per test.**

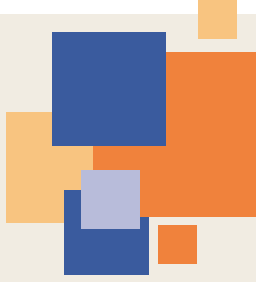
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**TESTS FOR
SKILLS ASSESSMENT
AND DEVELOPMENT
2019 CATALOG**