



eLitmus Evaluation



eLitmus pH Test – The thought behind

Whenever companies want a true filter on analytical and reasoning capability they use eLitmus pH Test – one of the most researched analytical and algorithmic test in India (and maybe the world). It essentially helps company identify talent with right “natural abilities” – resulting in both candidate and company being happy.

- The ratio of boys to girl in a class is 19:21. If there are 95 boys , what is the total strength of the class?
- Sum of 10 consecutive whole numbers is 40. What is the sum of their squares?
- There are a dozen each of Banana, Apple and Mango in Ram's kitchen. In how many ways can he select 4 of the fruits?

→ ***Familiar with the above questions ?
Well these are the typical questions asked in an analytical or aptitude test. But do they really measure the ability of the test taker? No !! Read on to know why and the "thought behind" the pH Test***

The ratio of boys to girl in a class is 19:21. If there are 95 boys , what is the total strength of the class?

With education system encouraging rote over concepts, is asking lot of direct text book questions in limited period of time a relevant methodology?

eLitmus pioneered the move from time challenged format to content challenged format in mid 2005 post extensive research and vocally advocated the same. The philosophy was validated when IIM-CAT adopted a similar approach in the next CAT cycle

Sum of 10 consecutive whole numbers is 40. What is the sum of their squares?

In the age of Google is knowing a formula an advantage?

eLitmus pH test has all possible formulae listed in the question paper itself. This eliminates the need for a candidate to memorize them and reproduce the same. The focus is not to check a candidate's memory but his/her ability to apply the formula and concepts.

There are a dozen each of Banana, Apple and Mango in Ram's kitchen. In how many ways can he select 4 of the fruits?

A seemingly high reasoning question with multiple cases to be considered. Would you still hire the candidate if he knew a cheat formula for the same ?

High preparedness is a malignant problem. Candidates undergo long hours of training to crack tests at college, test prep institutes and web sites. Even IITs have identified this as a chronic problem and reason of deteriorating student quality. eLitmus team continuously tracks the tricks being taught in test prep (coaching) institutes so as to minimize the advantage to candidates who have undergone "excessive" test preparation without actually improving their abilities

What is the capital of India?
(a) New Delhi (b) Delhi (c) Mumbai (d) Bangalore

Should a candidate who got answer (b) be treated on par with those who get answer (c) or (d) ?

Majority of eLitmus questions have a close wrong answer and two far off wrong answers. eLitmus empirical and probabilistic approach differentiates between a candidate who went wrong but knew the fundamentals versus the one who guessed or is conceptually weak

Amit attempts 40 questions with 8 of them wrong while Ravi attempts 20 questions with 6 of them being wrong.

Ravi spent more time per question. Should penalty for each wrong answer be same for both ?

eLitmus uses a handicap based negative marking system (which also accounts for close versus far off wrong answers in addition to total number of attempts) to make it a level playing field for candidates

Savi goes out to a picnic with 9 of her friends – 6 men, 3 women. All of them stand in a line. Savi was 3rd from the left and had at least 4 men on her right. Each of the ten take a coin from their wallet and toss it. What is the probability that Savi gets a head?

Should a candidate who did not get above question right be awarded marks for getting a Bayes theorem probability question right ?

eLitmus score interpretation engine awards lower marks per right question which is rated high in difficulty if the candidate failed to correctly solve similar questions with low difficulty level

At end of first 4 matches each in IPL-4, Paul Valtathy had scored more than 3 times the runs than Tendulkar

Is high performance over a short period of time a good measure of a person's capability?

Tests with less time duration are good from logistics perspective but have a high bias to give wrong results. eLitmus research shows that an aptitude MCQ test of less than 110 minutes duration is biased in favor of candidates who are highly prepared or guess makers or borderline cases.



- **eLitmus owns the IPs for the pH Test: Most widely accepted employability test in India**
 - Designed to test 7 skills and 2 sub skills found necessary to excel in most jobs.
 - It is similar to a handful of elements combining in various proportions making up billions of compounds
 - Thought leadership
 - Methodologies pioneered by eLitmus are adopted in exams like CAT with a lag of 9 to 33 months
 - Pioneered move to content challenged tests in India
 - Significant IPs
 - Handicap based negative marking helps in identifying right talent
 - Score re-interpretation methodology
 - Ever improvising
 - On the job feedback obtained from clients to upgrade our test (current version 4).
 - Trivia
 - 2 hours, 3 sections (Quantitative aptitude, Problem solving and Verbal) , 600 marks
 - No knowledge component (all mathematical formulae given in the question paper)



- **Over standardization => can be cracked through preparedness**
 - Tests are delivered on demand due to infrastructure constraints
 - To achieve test reliability, its important to over standardize the test
 - Increases the probability of being cracked through preparation
- **No audit trail**
 - Physical question paper can be retrieved to see the rough work of a student
- **Test takers are social in Indian context**
 - Share questions, use camera's / rough sheets/ memory to smuggle out questions
 - Assuming 18,000 question bank and 60 questions per test – there can only be 300 questions papers with no question repeated
 - This is the bane of tests like CCNA , MCSE etc. and rumors have it that IIM CAT going the similar way
- **Third party (colleges) infrastructure can be easily compromised**
 - Very high cost to secure the network
 - Candidate tests can be answered from some one else by taking control of the machine remotely