



## eLitmus Evaluation



## eLitmus pH Test – The thought behind



# Power of pH test - an example

Aseem Marwaha replied to Harish Agrawal's comment on this

**Aseem Marwaha** • 1st  
Architecting Careers and contributing to building of great companies @ ...  
2mo • Edited • 🗨️

"All hires at Barclays captive in Pune hired through eLitmus in 2010/11 became VPs in 7 years against 12 to 15 years which is the norm." Thanks **Satyadeep Mishra** and Vivek Gokarn for trusting eLitmus way back then despite high costs.

...see more

147 • 15 Comments

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Most Relevant

**Harish Agrawal** • 2nd  
VP Engineering at Zettabytes  
2mo ...

Aseem, this is fantastic. Having hard data lends credence to this approach. Problem solving skills always ace over tools knowledge (while both are nice to have for shorter ramp-up

Like Reply 1 Reply

**Aseem Marwaha** **Author** • 2mo ...  
Architecting Careers and contributing to building of grea...

I know what you mean. While we blame youngsters that they seek instant gratification, guess we in corporate world are the source for it. We unfortunately let short term compulsions make us take myopic decisions.

Like Reply

**Akash Srivastava** • 2nd  
Transforming Conversational Experiences at Barclays | ET Youn...  
2mo ...

And a big thanks to **Roshan** and **Aditi**, who along with **Satyadeep** helped us believe we could do it!  
Cc: **Rushikesh**, **Sushobhit**

**Imran AR** • 2nd  
Customer Experience Delivery Manager - High Touch Technical ...  
2mo ...

Great stuff Aseem, having partnered with elitmus in the past for hiring needs, I can say, you guys are one of the best!!

Like Reply 1 Reply

**Aseem Marwaha** **Author** • 2mo (edited) ...  
Architecting Careers and contributing to building of grea...

A big thank you Imran. eLitmus has succeeded courtesy kind customers like you. We have had zero member sales teams for many years !!

Like Reply

**Peush Saproo** • 1st  
Head Sales- RPO & Perm at ManpowerGroup  
2mo ...

eLitmus have always been the best while doing assessment.

Like Reply

**Vinay Ghule** • 2nd  
Digital Transformation Leader at Principal | Group Program Man...  
2mo ...

Good call outs, **Aseem**. The Captives/GCCs are here to drive Value and you guys have figured out ways to help.

Like Reply

**Rohit Thomas Koshy** • 2nd  
Deal Activation lead at EY India  
2mo ...

Good show, **Aseem** and team

Like Reply

**All hires at Barclays through eLitmus pH Test became VPs in 7 years**

- Individuals hires through assessments from alternate platforms including likes of Aon and World's leading hackathon platforms are expected to become VPs earliest in 12 years (most likely 15 years)
- Comments thread of post has feedback from other customers including Cisco too!!
- Detailed deck can be shared

Source: [https://www.linkedin.com/posts/aseem-marwaha-5903a8\\_superiorassessments-problemsolvingmatters-activity-6701453891575394304-KiYT](https://www.linkedin.com/posts/aseem-marwaha-5903a8_superiorassessments-problemsolvingmatters-activity-6701453891575394304-KiYT)



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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)



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*



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

In age of Google is knowing a formula an advantage?

*eLitmus question paper has all possible formulae. This eliminates the need for a candidate to memorize them and reproduce the same. eLitmus focus is to check the candidate's ability to apply the formula and his/her 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*





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.*



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 (reversed in year 2010 as it requires huge investment to deliver content challenged test through online media in a infrastructure constrained environment)*



- **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.
  - 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
    - Score re-interpretation methodology
  - Accurate evaluation
    - Most of the tests designed randomly are accurate only in 95 to 100 percentile range at most. Given the booming economy most of the time companies need to evaluate 80<sup>th</sup> to 90<sup>th</sup> percentile guy
  - 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)
  - For details refer [http://elitmus.com/ph\\_test](http://elitmus.com/ph_test)
- **Proven track record**
  - Efficacy proven through on job performance at over 100 leading companies
    - Accenture, Barracuda Networks, Barclays IT , Citi Decision Management, Dell R&D , Fidelity, McAfee, National Instruments , Ness Technologies ( Amadeus labs project) , Sonus Networks etc.



## Why focus on problem solving skills?

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- Skills - get you job when you are young in 20s vs
- Problem solving - will keep you employed at age of 40
  - At age of 45 you will be 10x more expensive than a 22 year old
  - Skills can be taught in 3 to 6 months , but problem solving is long drawn



## Tips to improve problem solving skills

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- Solve real life problems
  - Only for 5% of people, solving theoretical questions improve practical problems solving skills
  - Example
    - A milk man who sells a milk packet at ₹ 19 , can tell how 19 x 13 as 247 orally
    - But for majority of students who just learnt table it will take effort to calculate orally



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Thank You



eLitmus works for you, even when you do not have the first mover's advantage