Applicant Profile Inventory
Demonstrates High Predictive Validity in Three New Studies

Highlights ▼

- Dramatically reduced the cost of recruiting, training, safety incidents, and turnover.

- Improved new hire productivity, saved supervisors and HR staff time.

- Savings have amounted to hundreds of thousands of dollars.

- Predicted validity coefficients of .30, .25, .24, & .24 (average validity for other instruments is .2).

- API is easily aligned with an organization's competency model and performance management system.

- Results available in minutes. Can be accessed online 24/7 and emailed to administrator, HR or hiring manager.

- Users have expressed strong satisfaction with the instrument and with the support they receive.

- Available in 7 different languages.

What Is the Applicant Profile Inventory (API)?

The Applicant Profile Inventory is a modern psychometric tool that assesses individuals across eleven dimensions of Work Behaviors that have been proven to be critically important to effectiveness and engagement in a wide variety of entry level and support jobs for offices, processing centers and production facilities.

Its primary use is to predict whether candidates will have good attendance, and respond well to job training and new work environments. The API also assesses whether candidates are collaborative, adaptive to change, likely to show initiative, follow procedures and work rules, be safety minded, and meet deadlines and objectives. These are what we refer to as basic, desirable employability work behaviors. Our research has shown that people that possess these characteristics make better, longer-term employees.

Benefits to Organizations

The Applicant Profile Inventory improves predictability in selection. One manufacturing company that added the API to its selection process across a variety of functional roles reported **an overall 40% reduction in turnover,** saving hundreds of thousands of dollars per year. HR in this organization also received positive comments from their internal clients that said **candidates selected did much better at job training, had fewer attendance and safety incidents, and were more productive** in learning new tasks.

The *Applicant Profile Inventory* is efficient and economical. The on-line version can be completed in 15-20 minutes. There is also a pencil/paper format available. The cost of adding the API to a candidate selection is less than 0.002% of the new hire's annual salary.

AAI can align the output of the API to any organizations' competency model and can conduct validity studies to show job relevance of the API in use in selection and to assure legal defensibility. AAI can also compute organization specific norms and scoring algorithms for the API, tailored to an organization's specifications and needs. This will allow comparison of applicants' work styles to the work styles of the organization's most effective employees and allow each organization to set its own API selection norms.

Moreover, users of the API have expressed strong satisfaction with the quality, job-relevance, and ease of use of the instrument.

Research Design

Our recent studies were conducted at three different organizations; a large multi-functional energy organization, a manufacturing company, and a transportation maintenance and repair organization.

Each of the three studies employed a concurrent validation design in which current employees completed the Applicant Profile Inventory and were also rated on specific organizational performance dimensions relevant to each job, including overall performance.

Results

Reliability: The scale reliabilities of the Applicant Profile Inventory meet or exceed international testing standards with average scale reliability ranging from .75 to .79. The American Psychological Association (APA) and the Society of Industrial/Organizational Psychology (SIOP) recommend at least .70. This places the API as a high quality psychometric assessment tool.

Validity: the validity findings in all studies were compelling: **Composite scores on the API clearly differentiated high performers from low performers in all settings and across multiple functions**. The validity coefficients for this score and the organization's own performance ratings were: .25 for the energy company, .24 with for the transportation company, and .30 & .24 with the manufacturing organization. However, on individual scale scores some validity findings were as high as .39. A composite of five API scales most effectively predicted employee performance. This makes the **API a valid predictor or job performance** and confirms its value in the selection process.

In manufacturing/production settings, the Applicant Profile Inventory was also demonstrated to be a **valid predictor of Employee Absenteeism rates, and Safety Incidents** (as measured by OSHA-Reportable injuries).

To detect and measure applicant faking and response distortion, the API also has sophisticated response fidelity scales that are usually only found in very high-end assessment tools.

The Applicant Profile Inventory is legally defensible. The API is legally defensible due to its compliance in three areas. First, the API is based on the International testing standards, including the US Dept. of Labor, which supports defensibility. Second, it has demonstrated validity and reliability. Last, there have been no demonstrated scale score differences between federally protected groups of candidates or employees. The API is fair and objective.

AAI's Applicant Profile Inventory

The Applicant Profile Inventory is an Internet-based assessment tool that takes about 15-20 minutes to complete. It is available in English, Spanish, French, Brazilian Portuguese, Chinese, Vietnamese, or Thai, and is competitively priced.

Organizations that use the API can either apply AAI's standard applicant scoring model or have us create a customized success scoring model based on their own specifications and needs.

Feel free to contact Ron Page Ronald.page@aai-assessment.com, Nathan Page Nathan.page@aai-assessment.com or Tom Payne Tom.payne@aai-assessment.com to find out how the API can save you time and money.