

SJT for Graduates



What is it?

SJT (**Situational Judgement Test**) is a **short screening tool** that **enables you to manage volumes and progress only candidates with a good level of fit to later stages of the recruitment**. So, it helps organizations manage applications while also enhancing the candidate experience.

Why use it?

- I** most helpful early in the assessment process, **sifting out candidates who do not possess the minimum level of behavioral fit to the role, company, or culture**.
- 2** strong criterion-related validity; they have been shown to **predict performance in both employment and educational contexts**.
- 3** appears to be capturing something unique and related to job performance that is not captured by traditional predictors (Weekley & Ployhart, 2006).

How does it work?

SJT's aim is to confront participants with a **set of situations similar to those they might encounter on the job**, along with a list of **possible responses for each**, some more effective than others. Participants are then asked to **select the response that reflects how they are most and least likely to behave in the hypothetical situation**. Later, their response choices are compared to the responses of a reference group (i.e., subject matter experts) to assess their soft skills. SJTs may also be combined with other tests to assess behavioral fit and ability in the initial sifting stage to focus managers on the best candidates.

Using our validated Universal Competency Framework (UCF), **we defined the critical behaviours (constructs) that underpin effective performance for graduates**. These constructs are culturally generalizable, which means they can be used consistently across geographies and settings. Anchoring all of our SJTs in our validated competency framework, we adopted the approach of **utilizing behavior items for the following competences relevant for a graduate**:

Deciding and Initiating action

Working with People

Relating and Networking

Adapting and Responding to change

Coping with pressures and setbacks

Achieving personal work goals and objectives

Short history

SJTs were used during the Second World War, when military psychologists were in need of a tool to select competent officers to join the armed forces. They developed a job test that consisted of detailed and realistic descriptions of challenging military situations. All descriptions were situations that armed forces were likely to encounter while on the job. The instrument turned out to be a success and also highlighted a dual utility which SJTs offer predictive validity for the test user and a realistic job preview of what was to come.