UKGMAT

Predicting people's performance professionally

UKGMAT™ technical summary 2013

What is UKGMAT™?

UKGMAT is an ability/aptitude test that has been developed in the United Kingdom in the middle years of the first decade of the 21st century. It is therefore one of the most modern instruments available.

It should be remembered that the type of verbal documentation and the numerical data that is presented within the workplace changes rapidly, as does the behaviour most likely to predict success. An aptitude test based on the analysis of data, or passages founded in the language and data of the 1940's, the 1960's – or even the 1990's – may not be appropriate to 2005 and beyond.

The UKGMAT measures a test-taker's verbal critical reasoning ability and/or their numerical critical reasoning ability.

VERBAL CRITICAL REASONING
NUMERICAL CRITICAL REASONING

The UKGMAT began with a search for those abilities regarded as having practical importance to the UK workplace in the middle-to-late years of the first decade of the 21st century. This exercise involved around a hundred separate interviews, in a variety of different industry segments (Finance, Healthcare, Retail, Wholesale, Professional Services and Manufacturing) in the UK.

To these structured and repertory-grid interviews were added a number of 'focus group' meetings. The goal was to identify the abilities that were actually 'making a difference' in the workplace, and establish the types of data and written materials that graduates and managers encounter on a regular basis within their work.

Once these were identified, questions were written and standardised. You can be sure that the questions are relevant to today's workplace and accurately measure aptitudes that make a real difference to performance.

Complete information on reliability and validity, including predictive validity studies showing excellent results, is given in the technical manual, available to purchase or free with the UKGMAT™. Below is a summary for evaluative purposes.

Reliability and Validity

INTERNAL CONSISTENCY

The UKGMAT's two scales have alphas exceeding 0.86, and for Numerical reasoning, the UKGMAT has an alpha exceeding 0.90.

Compared to other ability and aptitude tests this is very good indeed, and shows that the UKGMAT is highly reliable.
For example, internal consistency alphas for the First Graduate Assessment (ASE), as presented in the technical manual, range between 0.80 and 0.89, with 4 groups out of 6 showing alphas of 0.87 or less. The Graduate and Management Assessment (NFER-NELSON) technical manual mentions alphas of 0.61 (minimum) to 0.85 (maximum) for various test forms and groups.

TEST-RETEST (STABILITY)

The UKGMAT shows exceptional test-retest stability. 62 applicants for positions in a variety of industries completed the questionnaire initially during the autumn of 2003 and spring of 2004. They were tested again, with an average interval intervening of approximately 4-6 months, and their results were correlated to establish their coefficient alphas. The UKGMAT showed stability coefficients that in both cases exceeded 0.81.

Therefore we can say that the UKGMAT shows exceptional stability over time – these figures equaling those produced by other leading instruments.
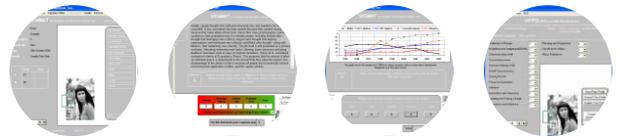
CONSTRUCT VALIDITY

The UKGMAT scales correlate with their equivalents in the NFER-NELSON GMA, ranging from R = 0.75 (Numerical Reasoning) to R = 0.71 (Verbal Reasoning). They correlate with their equivalents in the SHL® MGIB®, ranging from R = 0.83 (Numerical reasoning) to R = 0.70 (Verbal Reasoning). They correlate with their equivalents in the ASE First Graduate Assessment, ranging from R = 0.76 (verbal Reasoning) to 0.67 (Numerical Reasoning) and they also show reasonably good correlations with Psytech's CRT, ranging from R = 0.68 (verbal Reasoning) to R = 0.61 (numerical Reasoning)

The correlation figures for the UKGMAT™ exceed those reported for many major psychological tests by some margin and can be considered strong support for the UKGMAT™ having excellent psychometric properties.

The next step…