

# A Study on Correlation between Cognitive Ability and Job Performance



interviewmocha

# Are Cognitive Skills Important for Predictable Job Performance?

Cognitive abilities measured by aptitude tests are drivers of performance for almost any job, they tend to be less predictive for roles that involve a lot of repetition and routine than they are for jobs that require problem-solving and frequent decision-making. Ultimately by blending practical abilities with general aptitude, pre-employment cognitive aptitude tests are highly successful at identifying the candidates who are most likely to succeed in their positions.

“

Cognitive ability is the most important cause of job performance and that the relationship between ability and performance is stable over time

”

**Frank L. Schmidt**



At Interview Mocha, we studied 1300+ IT services companies all over globe and tried to understand the major problems they faced with new hires.

60%

of Project Managers mentioned that the major problem they face regarding the job performance of the candidates is that “candidates who were identified as very promising during job interviews are not able to perform effectively on the job”.

20%

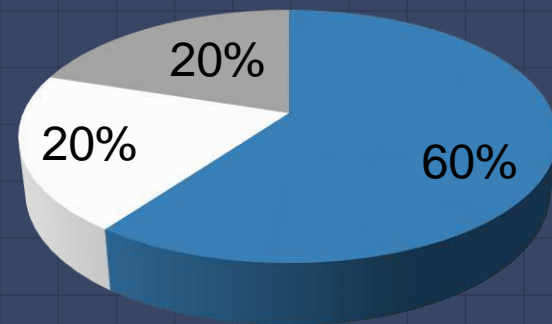
of Project Managers mentioned that “few project team members find it difficult to complete same task, while others excel at it”

20%

of Project managers mentioned “few project team members are able to excel in new roles while others struggle to complete the new role and responsibilities.”

## Problems Faced with New Hires in IT companies

- Failed To Perform
- Failed To Learn Fast
- Low Competency



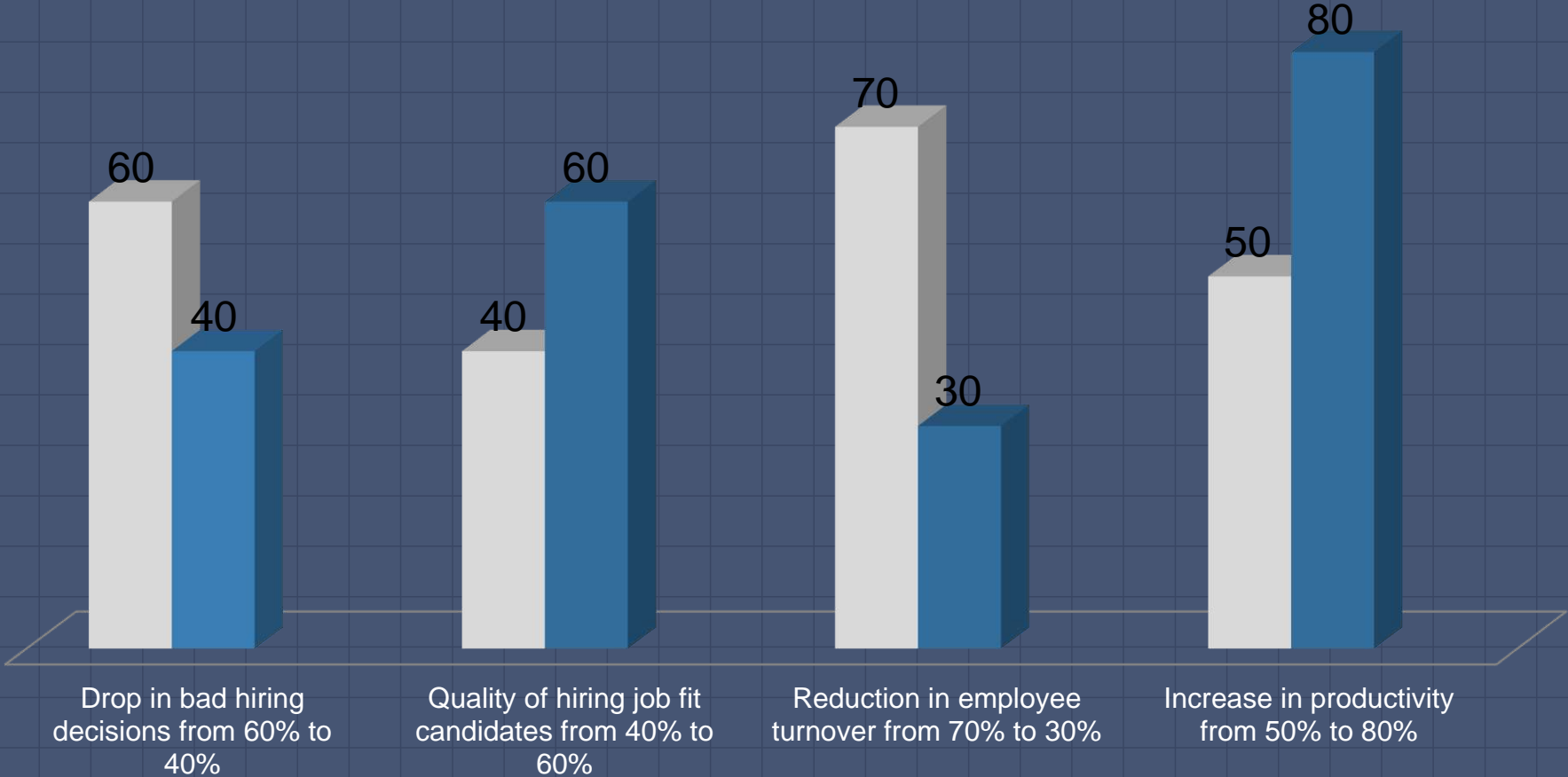



We then went on to analyze the on job performance of 1000+ candidates hired after taking their cognitive ability tests and allocated jobs according to the suggestions of the cognitive skill assessment reports provided by Interview Mocha.

Below graph tells you the collective data of 300+ IT companies that used cognitive skill assessment before hiring, and improved over all team performance:

# After using pre-employment Aptitude tests as along with other job skill tests

■ Before ■ After





98% Hiring Managers found Aptitude tests extremely useful in assigning job roles in their teams, and told us that this improved the team's performance as a whole.

“Entry level software engineers must have strong cognitive abilities in order to succeed. Once we started using Interview Mocha we have found that our fresh engineers are more suited to the demands of the job.”

Ganesh Kulkarni  
HR - Nihilent

# Interview Mocha introduces – Right Aptitude mix for your IT job roles.

At Interview Mocha, we prepared assessment analytics for our 300+ IT services clients individually. Combined study of this analytics reaffirms cognitive ability test reports and their correlation with the job performance of the candidate over the years.

After careful calibration and benchmarking the results of aptitude assessments of job candidates, companies can find their own recipe of the right aptitude skill mix.

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Mocha analytics team found a general pattern that signifies that each job requires a different set of cognitive abilities to perform well in that Job. And therefore we present you the aptitude skill mix of 17 most popular IT job roles , that might help you in making the right hiring decisions.

# Presenting you 17 popular IT job roles & cognitive skills range where the candidates showed best on-job performance

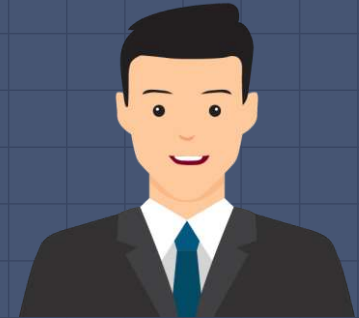
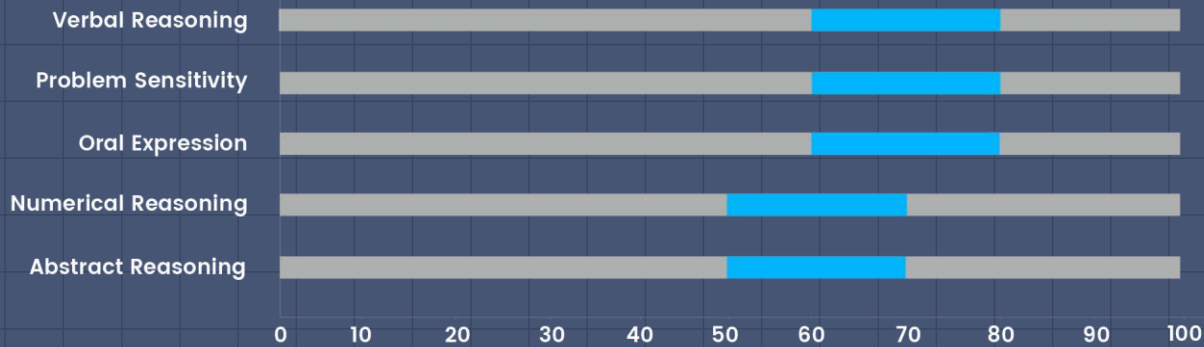
We have mapped these cognitive skills to different job roles based on our research study and represented graphically for ease of understanding. The highlighted area represent % of skills that are required for specific job role and anything below highlighted area would be an average scale.

**After careful calibration and benchmarking the results of aptitude assessments of job candidates, companies can find their own recipe of the right aptitude skill mix.**



## Cognitive Skills Score for Web Developer

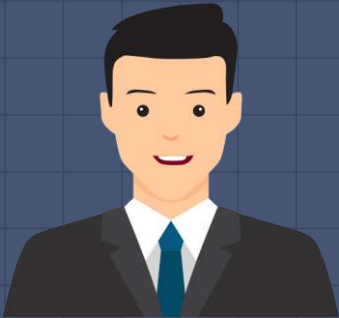
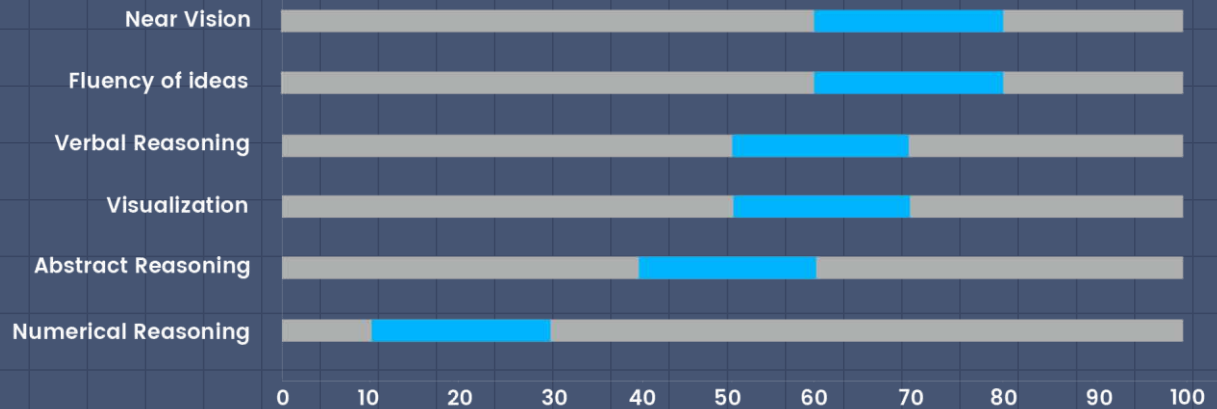
■ Best Performance Range



Web Developer

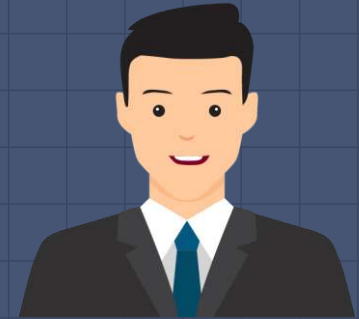
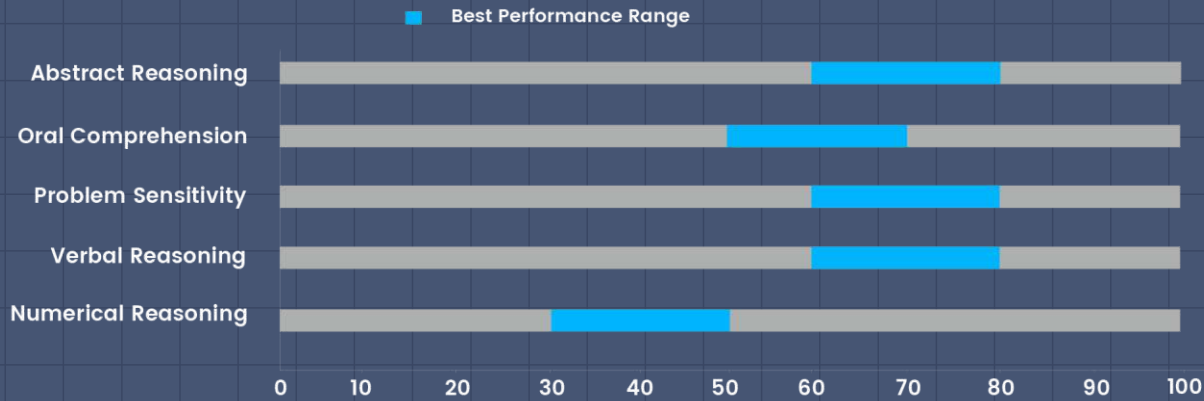
## Cognitive Skills Score for Web Designer

■ Best Performance Range



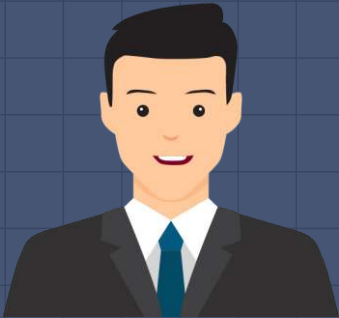
Web Designer

## Cognitive Skills Score for Software Tester



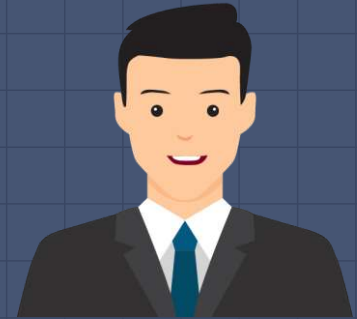
Software Tester

## Cognitive Skills Score for Technical Writer



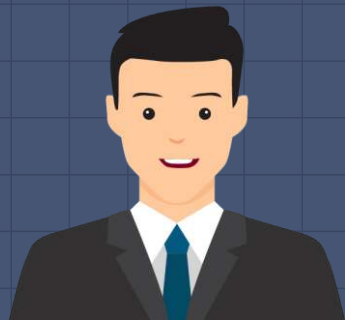
Technical Writer

## Cognitive Skills Score for Network Engineer

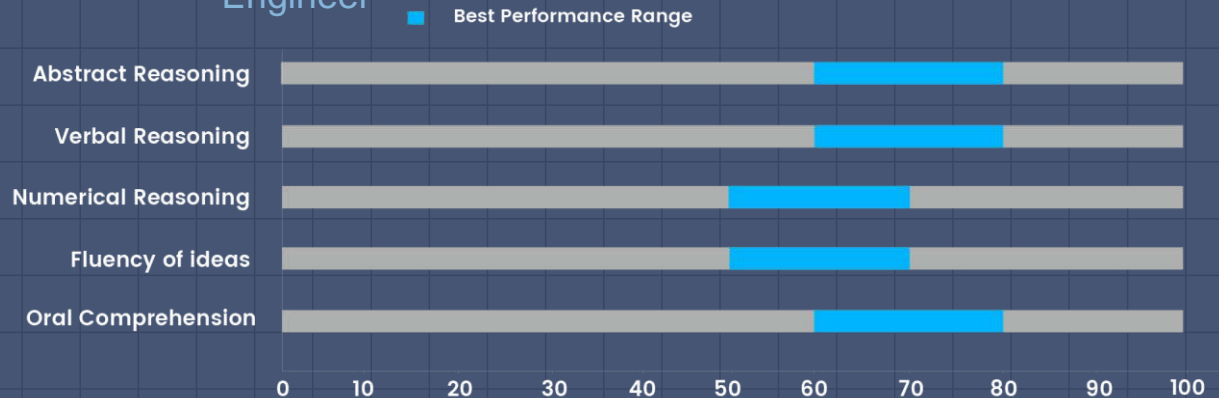


Network Engineer

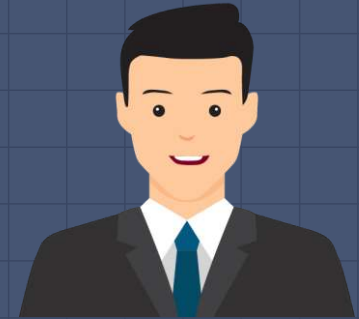
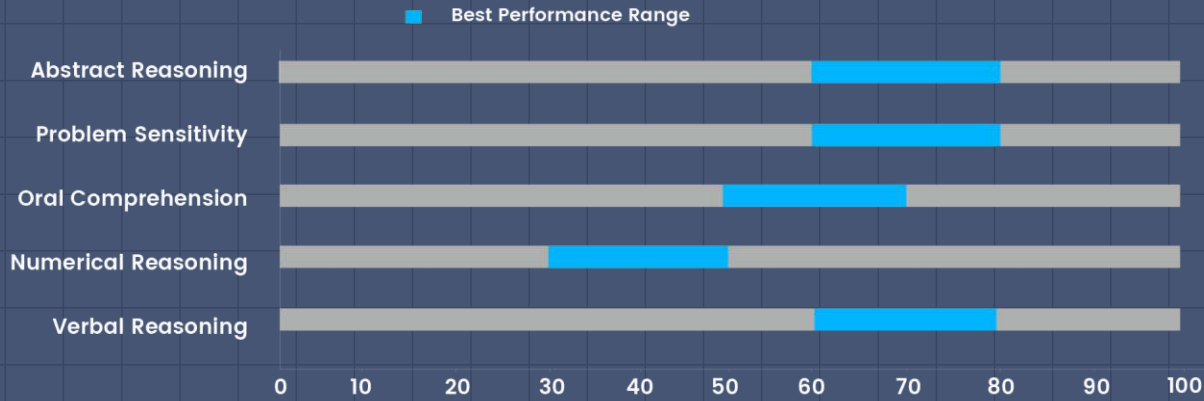
## Cognitive Skills Score for System Integration Engineer



System Integration Engineer

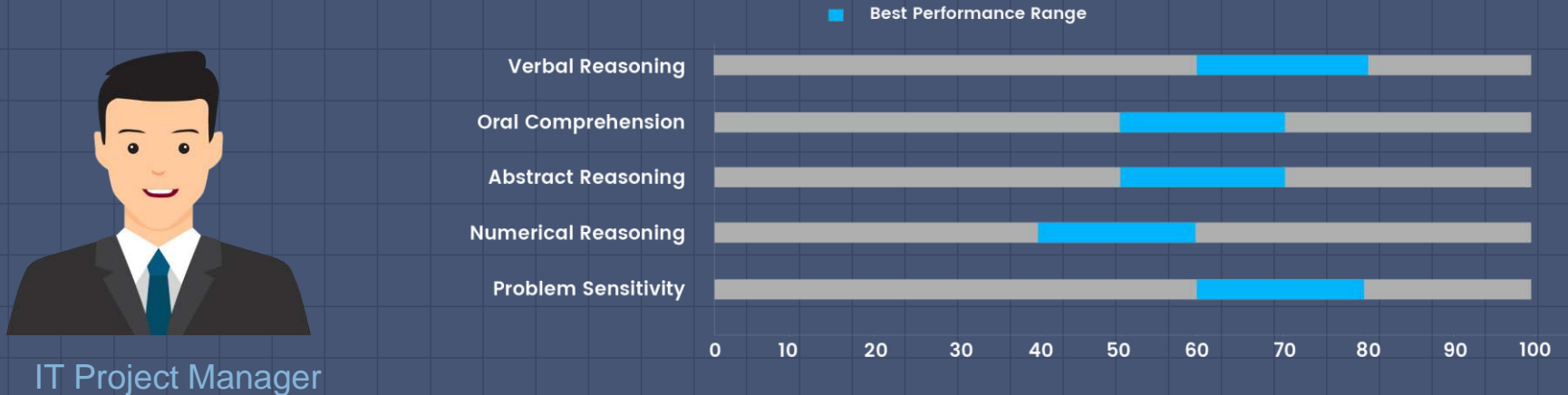


## Cognitive Skills Score for Database Architects



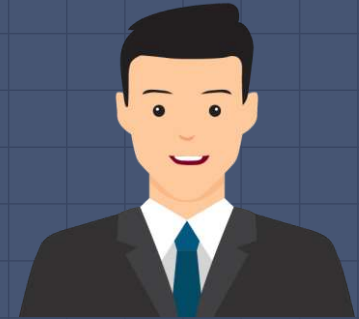
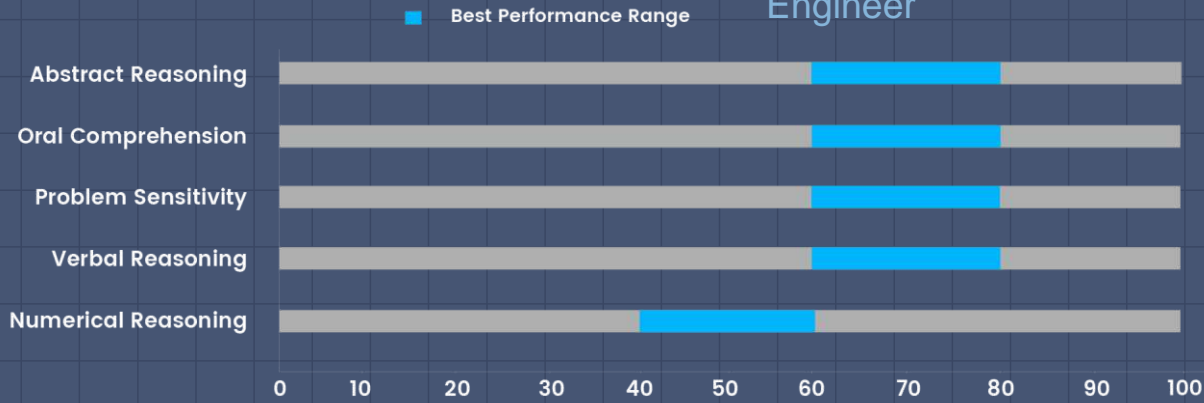
Database Architects

## Cognitive Skills Score for IT Project Manager



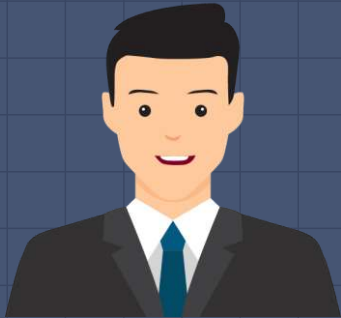
IT Project Manager

## Cognitive Skills Score for Computer System Engineer



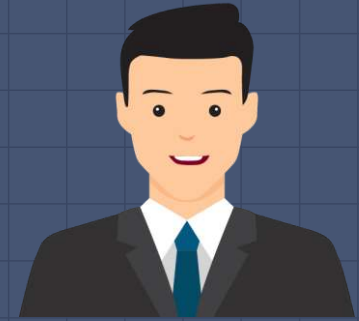
Computer System Engineer

## Cognitive Skills Score for Network & Computer System Admin



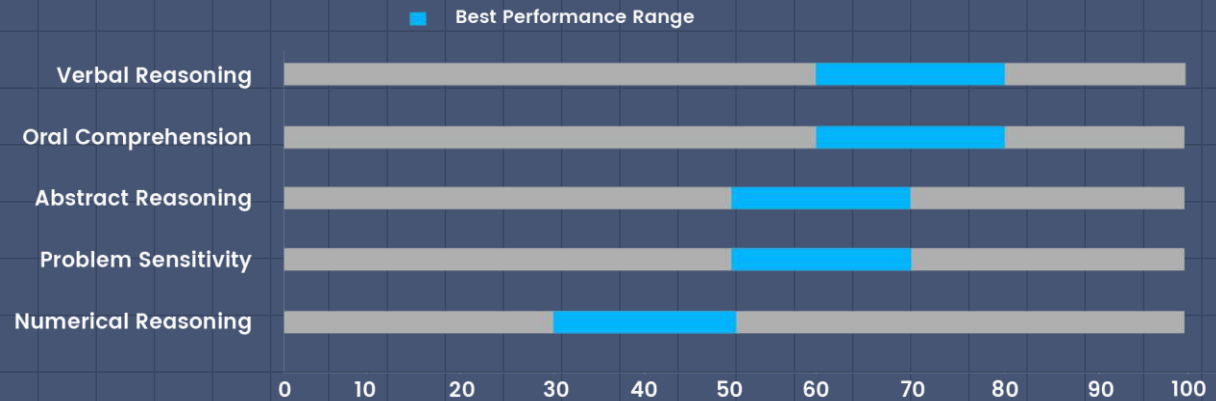
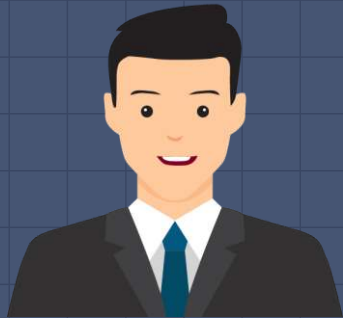
Network & Computer System Admin

## Cognitive Skills Score for Computer System Analyst



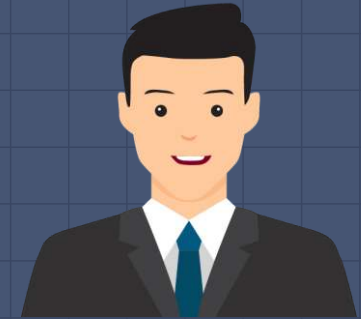
Computer System Analyst

## Cognitive Skills Score for Document Management Specialist



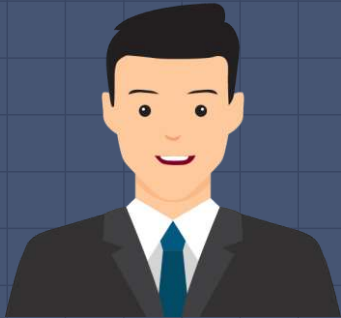
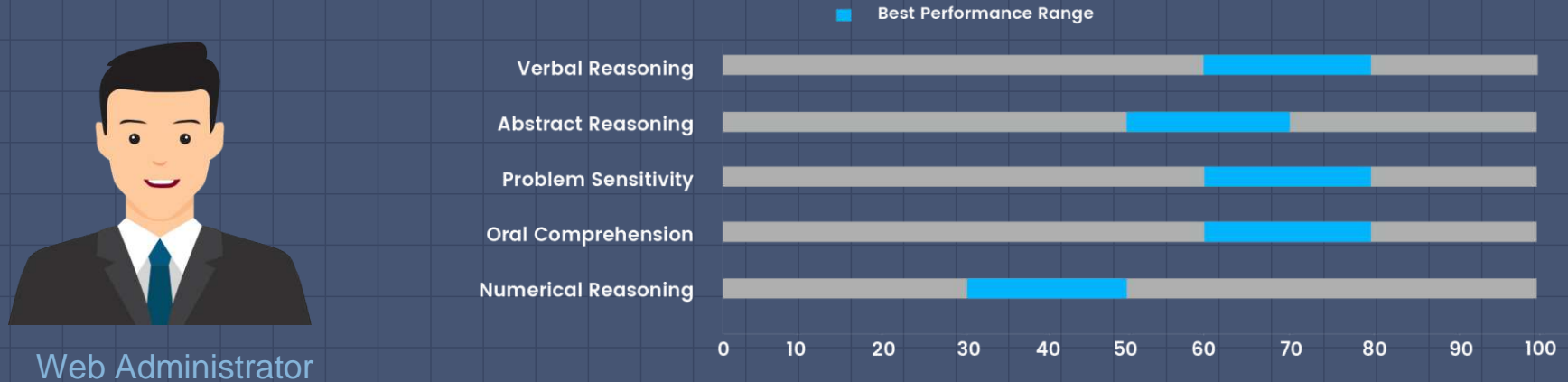
Document Management Specialist

## Cognitive Skills Score for Database Administrator



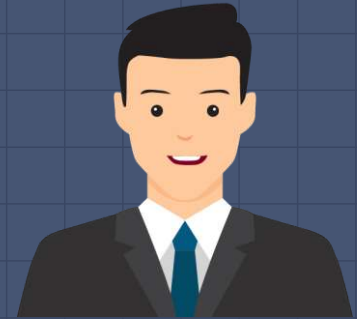
Database Administrator

## Cognitive Skills Score for Web Administrator



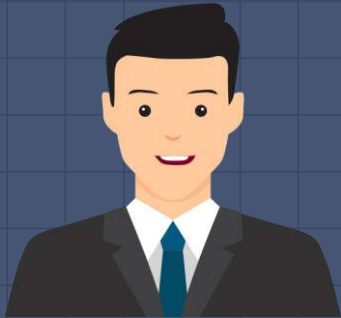
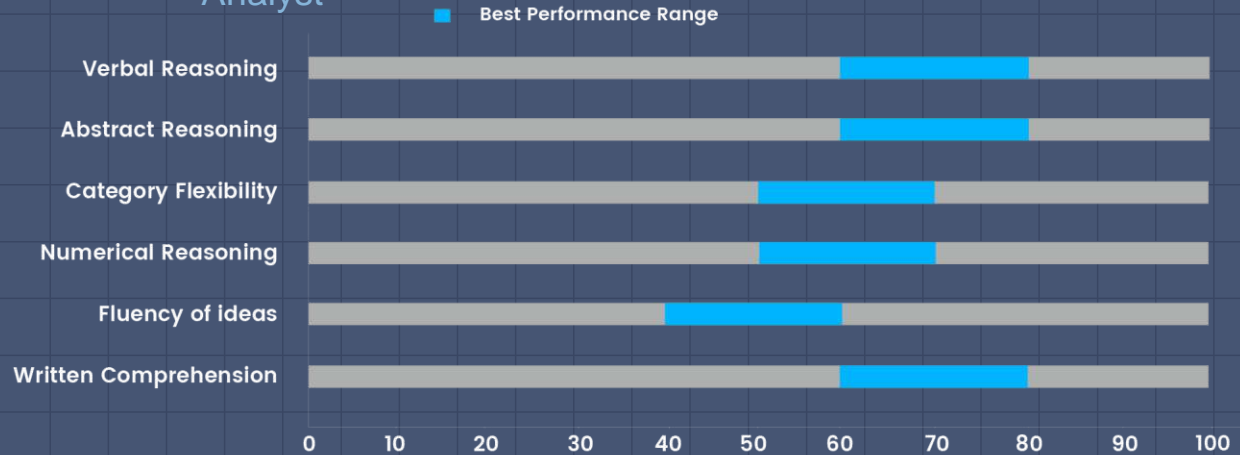
Web Administrator

## Cognitive Skills Score for Data Warehousing Specialists



Data Warehousing Specialists

## Cognitive Skills Score for Business Intelligence Analyst

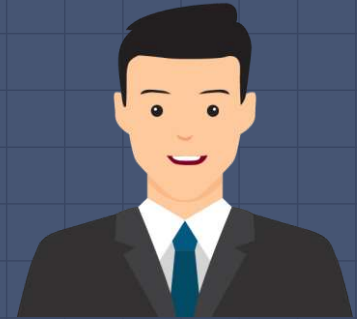
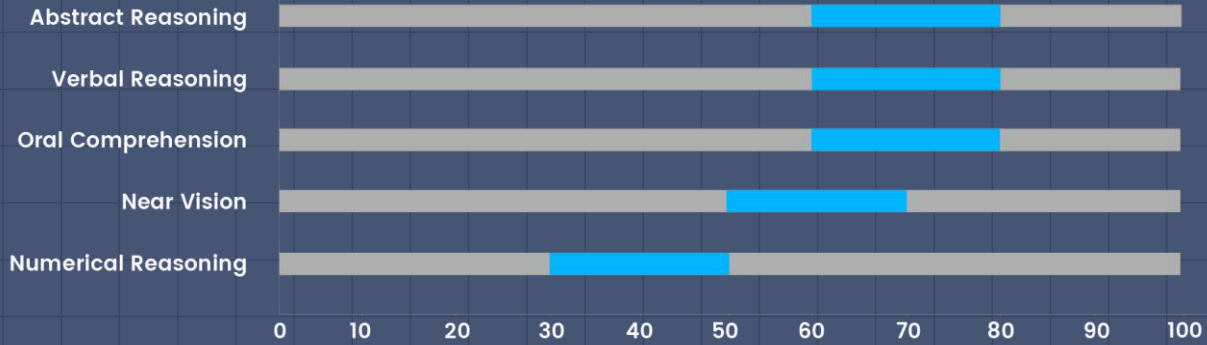


Business Intelligence Analyst



# Cognitive Skills Score for Information Security Analyst

■ Best Performance Range



Information Security Analyst

# Conclusion:

Pre-employment cognitive aptitude tests are highly successful at identifying the candidates who are most likely to succeed in their positions.

This guide can be used as a quick reference to locate your best performance indicators and help you make the right hiring decisions.

