How Cognitive Ability Impacts Job Performance
Cognitive ability has been widely recognized as the most important indicator of job performance. Most organizations consider cognitive ability as a benchmark for recognizing a candidate’s ability to perform at the job. 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 faced a problem of under performance, **“candidates who were identified as very promising during job interviews are not able to perform effectively on the job”**.
- **20%** of Project Managers observed 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.”**
After using pre-employment Aptitude tests as along with other job skill tests

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

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.

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.
17 Popular IT Job Roles & Cognitive Skills Range Where The Candidates Showed Best On-job Performance

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.

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.
17 Popular IT Job Roles And Cognitive Skills Best Performance Range

Cognitive Skills Score for Web Developer

- Verbal Reasoning
- Problem Sensitivity
- Oral Expression
- Numerical Reasoning
- Abstract Reasoning

Web Developer
Cognitive Skills Score for Web Designer

- Near Vision
- Fluency of ideas
- Verbal Reasoning
- Visualization
- Abstract Reasoning
- Numerical Reasoning

Best Performance Range

Cognitive Skills Score for Software Tester

- Abstract Reasoning
- Oral Comprehension
- Problem Sensitivity
- Verbal Reasoning
- Numerical Reasoning

Best Performance Range
Cognitive Skills Score for System Integration Engineer

- Abstract Reasoning
- Verbal Reasoning
- Numerical Reasoning
- Fluency of ideas
- Oral Comprehension

Cognitive Skills Score for Database Architects

- Abstract Reasoning
- Problem Sensitivity
- Oral Comprehension
- Numerical Reasoning
- Verbal Reasoning
Cognitive Skills Score for Document Management Specialist

- **Verbal Reasoning**: 60
- **Oral Comprehension**: 70
- **Abstract Reasoning**: 70
- **Problem Sensitivity**: 65
- **Numerical Reasoning**: 55

Best Performance Range:

Cognitive Skills Score for Database Administrator

- **Abstract Reasoning**: 85
- **Problem Sensitivity**: 85
- **Verbal Reasoning**: 75
- **Flexibility of closure**: 75
- **Numerical Reasoning**: 70

Best Performance Range:
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.
About Interview Mocha

The Most Comprehensive Skills Assessment Solution

Interview Mocha is the world’s leading provider of pre-employment skill assessment solution with 1000+ ready skills tests & custom-made tests to recruit job-fit candidates.

What are you waiting for? Mocha Can Help You

Schedule Your Free Demo

+1-408-641-3289

Clients who trust us and are delighted in every step of assessment process