



Professional Learning Indicator®

What is Professional Learning Indicator® ?

Professional Learning Indicator® (PLI®) is the world's leading accurate cognitive ability assessment system. PLI® is your dynamic tool to measure your employees' cognitive abilities, and thus their capability to absorb new knowledge on the job. A person's cognitive abilities are a direct indicator of that individual's on-the-job performance and ability to acquire job knowledge. A high level of acquired job knowledge increases the probability of a successful job performance. PLI® is the perfect tool to use prior to employing new people as it is an indicator of trainability, which indicates the probability of success for the new employee on the team. It helps you make sound people-smart decisions with the best results for the company, and for the talent in your team. Thus it makes you build a smarter company by choosing the people it takes to win.

What does PLI® score represent?

PLI® measures an individual's level of general cognitive abilities, which are based on Spearman's general cognitive ability theory - the g factor. The score of PLI® reflects the employee's ability's in the following aspects:

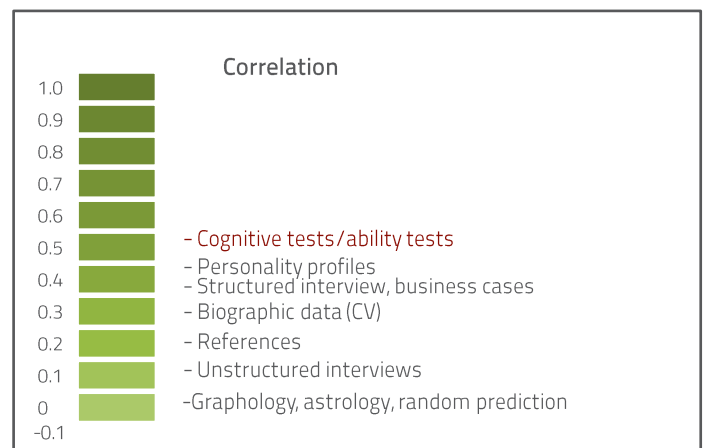
- How fast learning will take place.
- The degree of 'return' from instruction and experience.
- Processing new information.
- Problem solving.
- Adaptation.
- Discernment based on complex information.

What makes PLI® unique ?

- An international tool available in more than 50 languages – 9 administrative languages.
- The only dynamic test system – each test is unique as it is generated dynamically from a large pool of questions.
- Entirely web-based – ensuring an efficient and speedy screening process.
- Among the most culturally neutral – enabling unbiased selection of talent.
- Empirically supported – with a high degree of both reliability and validity.

What value does PLI® add for you ?

- Optimization of your recruitment process, leading to the optimal person/job fit.
- Enables a lean and efficient screening and recruitment process.
- Up to 51% security on predictability for a candidate's ability for job proficiency.
- Transparency - makes it possible to evaluate candidates objectively.



Source: M. Smith 2005, *Testing People at work*



PLI[®] 专业学习能力指示器 PLI[®]

PLI[®] 是什么？

PLI[®]是经科学认证能够精准评估个体认知能力的测试系统。它测量员工的认知能力，预测其在工作中吸收新知识的速度。认知能力能反应员工在工作上的表现水平，一般情况，认知能力越高，工作能力越突出。

PLI[®]是招聘过程中使用的法宝，它表现应聘者的可塑性，指出团队中新成员在工作中获得成功的几率，帮您做出明智的人员任用决策，使您的企业得到获得成功的必要人才，进而筑建一个更加智慧的企业。

PLI[®] 测量什么？

PLI[®]以斯皮尔曼的认知能力为理论基础，测量跟智力水平相关的人的广度认知能力，PLI[®]的分数与员工下述能力成正比：

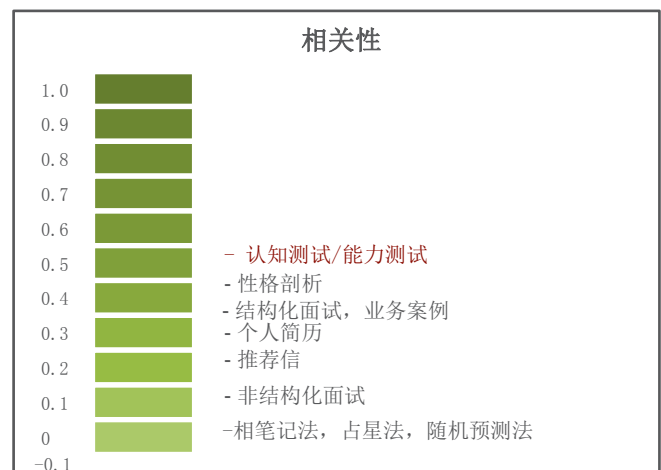
- 学习速度
- 理解指令和总结经验的速度
- 处理新信息的能力
- 解决问题的能力
- 适应能力
- 对复杂信息的洞察力

PLI[®] 有什么特色？

- 跨国界的评估系统——支持9种管理语言和50多种测试语言
- 动态测试——海量的随机试卷
- 快速高效的测试——测试时间仅需12分钟
- 互联网的使用环境——确保了高效快速的筛选过程
- 文化中立性的测试系统——实现了对不同文化、不同背景的应聘者进行横向比较
- 实证支持——经过信度和效度的检验

PLI[®] 可以为企业带来哪些回报？

- 优化招聘过程，实现人岗匹配
- 实现一个精简高效的招聘过程
- 预测应聘者的工作能力——对预测应聘者工作能力的准确度达51%以上
- 增加透明性——使企业真正客观地比较应聘者



参考资料：M. Smith 2005, *Testing People at Work*