siphas
Psiphas Psychological Application Ltd

PsyPass System

Computerized Psychological Assessment

A growing number of institutes and organizations have acknowledged the benefits of using a psychological assessment, prior to accepting an employee to an organization and / or promoting employees within the organization. Using a psychological assessment, improves employee's efficiency, reduces the absorption period in a new job, reduces employees' turn over as a result of unsuitability and increases employee satisfaction.

The traditional way for selecting employees was either to interview the applicant or to use the services of a psychological testing institute. It appears that these services are rather expensive, complex (due to both the need to fix a suitable date for the applicant and the institute and the long time that elapses until the report arrives from the institute) and not always efficient (the report does not necessarily help you in decision making).

PsyPass System provides a job-relevant, professional and comprehensive psychological assessment at low cost and immediate availability.

What is the PsyPass System?

PsyPass System is a computerized Web-based system. The system includes a variety of aptitude tests and personality assessment tools. With these tools one can define a variety of testing-sets, which reflect the requirements of jobs in an organization.
The system operates in the Internet or intranet environment by using an Internet browser.
The system produces, for each applicant, a comprehensive profile of aptitudes and personality attributes, which reflects the specific job that the future-employee will do at the organization. In addition to this, the system serves as a database from which employee's profile and tests scores can be retrieved at any given time.

Why should you use PsyPass System?

♦ PsyPass System provides a <u>comprehensive and professional</u> psychological Assessment at a professional level, not inferior to assessment done by psychological-testing institutes.

♦ PsyPass System brings about more efficient and cost effective personnel selection process.

♦ Using PsyPass System in the organization will enable full control over personnel selection processes, without dependency on external bodies.

♦ Due to its generic nature, PsyPass System is adapted specifically to the organization's needs.

♦ The occupational assessment report is produced in <u>real time</u> and thus enables taking an immediate decision.

♦ By just pressing a button, PsyPass System will suggest a list of topics, based on the occupational assessment and specific to the applicant, which may serve as a basis for a deeper and more focused interview with the applicant.

♦ PsyPass System provides an available database for the decision-making personnel at the organization.

- ♦ **PsyPass System** is very friendly and easy to use, both to user and applicant. Its assimilation in the organization is simple and fast and it does not require prior knowledge or experience with computers.

- ♦ **PsyPass System** users get full professional and technical support from PSIPHAS Ltd.

- ♦ For using **PsyPass System**, the charge is by the number of applicants tested. There is no need to pay a global amount for a software package. If, for some reason, the organization is not satisfied (and we are certain this will not be the case…), it may discontinue the contact with PSIPHAS at any time.

How does PsyPass System works?

When **PsyPass System** is used for the first time, "Testing Sets" will be defined, namely the list of attributes and aptitudes, which are relevant and important in each job the organization, intends to test applicants for.

"Testing Sets" will be defined by members of the organization which best know the characteristics of the jobs, with PSIPHAS psychological staff, which is most qualified and has the best know-how of the assessment tools in the system.

All that remains for the system operator to do is to type in the applicant's personal details, point at the relevant "Testing Set" and start the testing session. **PsyPass System** will guide the applicant step by step until he or she is fully familiar with the testing procedure. After the applicant have familiarized himself or herself with the few keyboard keys which take part in the testing session (only the arrow keys, the digit keys and the mouse), the different tests of the specific "Testing Set" will automatically be presented in the order fixed in advance.

PsyPass System will shut itself off at the end of the testing session to avoid access by unauthorized personnel. The authorized operator will be able to send the reports to the screen or printer at any time.

Main features of PsyPass System

Professional Features

♦ Expert occupational psychologists and computer teams of Psiphas Ltd have designed the PsyPass System, and are supporting the system fluently.

♦ The system contains a wide variety of assessment tools to test a vast range of aptitudes and personality traits. Usage of these tools enables adapting "Testing Sets" to as many and different jobs in the organization as needed.

♦ In order to conduct a deeper interview after the completion of the tests, PsyPass System can produce, at the operator's request, an applicant specific list of issues, based on his or her responses

♦ Existing multiple-choice paper tests and professional exams could be easily integrated into the system and into the "Testing Sets".

♦ Currently the tests in PsyPass System support testing in English, Russian, Arabic and Hebrew. Support for other languages is imminent.

Administrative Features

♦ PsyPass System supports several modes of operator's security level.

♦ PsyPass System can recover from power or network failures. The applicant will not have to be retested, but will continue from the very spot the test was interrupted, even if he resumes the test after many days.

♦ PsyPass System is user friendly both to operator and applicant. It is literally a matter of minutes before an operator can use the system. No previous knowledge is expected from the applicant being tested. He or she learns to use the few keyboard keys needed through a short set of guidance screens, which precede the tests.

♦ A photo of the applicant can be easily included in the assessment report to facilitate future identification.

Who is Psiphas Ltd?

Psiphas psychological applications Ltd. Was founded in 1993 and is owned and managed by Dr. Peretz Socher and Avi Ben-Yehezkel.

Dr. Socher finished his MA of Psychology at the Tel-Aviv University with excess distinction. PhD. was also acquired from the Tel Aviv University. Dr. Socher has a vast experience in developing assessment, personnel placement and evaluation tools, applications, and systems, as well as psychometric and applied social research expertise.

Dr. Socher acted for many years as an occupational psychologist in the Israeli Defences Forces and as the head of the assessment unit in the Intelligence branch.

From 1992 to 1997 Dr. Socher was teaching at the School of Education, Tel Aviv University.

Dr. Socher is an expert in Social-Vocational Psychology and is a member of the Israeli Psychologists Association, the Social/Occupational/Organizational Section of the Israeli Psychologists Association and the Israeli Psychometric Association.

Avi Ben-Yehezkel acquired the M.A. degree in Occupational Psychology at the Tel Aviv University and is a member of the Israeli Psychologists Association and the Israeli Psychometric Association. He has been working in the field of Occupational Psychology from 1985.

Mr. Ben-Yehezkel has extensive experience in building computerized systems for Human Resources applications, Occupational Psychology research and Assessment.

During 1981 to 1984, Mr. Ben-Yehezkel stayed in London as an emissary for the Jewish Agency.

Psiphas Ltd. Specializes in personnel selection and performance assessment and their different aspects:

♦ Developing tools (tests, questionnaires, group testing etc.) to assess aptitudes and personality traits and participating **in research** activities to **test** the efficiency of these tools.

♦ Building and managing personnel selection and personnel placement systems.

♦ Research in the field of psychometric testing and personnel selection.

- Developing tools and systems for staff performance assessment.
- Developing varied computerized applications in the field of personnel selection and managing Human Resources.

Usage Extent of PsyPass System

PsyPass System is installed at tens of clients, on a variety of computer configurations (stand-alone computers, network stations and Terminal Servers). Last year alone more then 20,000 applicants were tested on PsyPass System, to vast and varied positions, from computer engineers and managerial positions to storekeepers, cashiers and clerks.