

USER KIT



www.swcaliber.com

The Fully Online Screening Tool to Calibrate Software Professionals

<http://www.swcaliber.com>

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Dear Subscriber:

Welcome to **SWcaliber.com** and thank you for downloading the user kit! This kit provides all the information you need to use the SWcaliber site best: all its online services, the kinds of tests it offers, etc. The User Kit contains a Site Profile, Instructions to help you administer a test and access reports, and other information that can help you in using our site with ease.

Test your candidates using SWcaliber online through a Fast or a Full Test and view the reports, online, instantaneously! Hire the right candidates before your competitors do.

American clients may subscribe to SWcaliber online. International clients may send us a check/Demand Draft made out to New Horizons Cybersoft Limited, Hyderabad, India.

Do let us know if we can be of any assistance.

Regards,

The SWcaliber Team.

URL: <http://www.swcaliber.com>

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For international Clients: salesindia@nhsiusa.com



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SWcaliber Site Profile

SWcaliber (<http://www.swcaliber.com>) is a fully online screening service designed to assess the proficiency and skills of software candidates before recruitment.

With continued advances in Information Technology, the number of tools and software packages are growing at a rapid pace making it difficult for recruiters to screen candidates adequately. Millions of candidates are screened each year to fill software positions. Only a small percentage of these candidates are formally screened before moving on to the interview stage. As a result, companies spend a lot of time in hiring candidates only to find out later that while the qualifications are right, the skills just aren't.

SWcaliber is our answer to the quality /quantity syndrome. It tests candidates applying for a position in the subject concerned, and tests both theory and practice. We do not assume that if a candidate has his facts at his fingertips, (s) he is also good at applying them. Theory questions test a candidate's understanding of the subject concerned, while application oriented questions focus on his/her ability to apply the concepts involved in real time programming.

Customers for this site are software companies and departments of US corporations.

Subscribers can choose to test any number of candidates in any of the modules available. The duration of the tests can be decided, and the subscribing firm may also test candidates in more than one module in a single test in isolation or in a combination of up to two more subjects from/at any corner of the world.



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How to Administer Tests

What do the various passwords and login names mean?

When you subscribe to SWcaliber online, you create a **Login Name**, a **Test Taker password**, and a **Subscriber Password**.

- (a) The **Login Name** identifies you, the company sponsoring the tests, to the system, and all mails sent under your login will be addressed to your Login Name.
- (b) Use your **Subscriber password** to view the reports of the tests taken by the candidates you wish to test and who have taken the test under your login.
- (c) The **Test Taker Password** is to be used by every candidate while (s) he logs in. This identifies him/her as a candidate taking a test with your approval for jobs in your company

Pre-Test Moves

As soon as you login and have your list of candidates ready for the tests, you are required to forward a **Test Taker Password** and **Login Name** to the candidate(s).

Assign the candidates their **Name**, and inform them of the modules they are to be tested in and the kind of test (Full or Fast) they have to take.

The **Test Taker Information Screen** that a test taker has to fill up before proceeding to take a test has the following format:

Name:

Type of Test: (The candidate chooses the test concerned from the drop down menu)

Module: (Chosen from the drop down menu)

Once the test taker clicks on the **OK** button, (s)he is in the test taking mode.

Post Test Moves

Once the test is taken, we will inform you of the names of the candidates who have taken the test. Login to the site using your **Login Name** and **Subscriber Password** to access the reports.



Scoring and Reports

How can reports be accessed?

As soon as a candidate takes a test, a subscriber can view the reports using the **Login Name** and **Subscriber Password** selected by him/her at the time of signing up.

As a subscriber, you may select the modules for which you want to view reports; any or all of the modules available may be selected. You may also select the dates between which the tests the reports of which you wish to see were taken.

From the **List of Candidates** page, you may view individual reports by clicking on the highlighted names of the test takers.

The following reports are generated for every test taken:

- ? **List of Tests:** This report lists the names of all the test takers who have finished their tests under the subscriber's login.
- ? **Current Test Summary Report:** This shows the report of a candidate's section-wise performance. It is an overall summary report.
- ? **Averages Comparison Report:** This is the average rating report which compares a candidate's performance in each level of the skill selected, with the rest of the test takers.
- ? **Analysis by Topic:** This report displays the topic-wise performance of the test taker.
- ? **Analysis by Skill:** The test is designed keeping various software skill areas in mind. This report displays the skill-wise performance of the test taker.
- ? **Skill Comparison Report:** This report displays a comparative analysis of the skill - based performance of all the test takers.

How is a test scored?

Candidates are awarded points for each correct answer, irrespective of the level of difficulty

There is no negative marking. The test is intended to be an objective analysis of a candidate's strengths. The scores provided do not intend to usurp the employer's prerogative by deducting marks for wrong answers. We provide scores that spell out clearly how good the candidate is.



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Frequently Asked Questions

1. What does SWcaliber measure?

SWcaliber measures

- ? The IT knowledge of the test takers,
- ? Their understanding of the basic concepts in the subject concerned, and
- ? Their program-based expertise.

2. What type of questions does SWcaliber contain?

All questions in SWcaliber are Multiple Choice questions of mainly two types:

- ? Theoretical and
- ? Program-based.

These questions are structured as follows:

- ? Direct questions
- ? Error detection questions
- ? Pseudo code based questions, and
- ? Fill in the blanks

3. What do the tests cover?

In the **List of Tests** page, every subject is a hyperlink to a pop-up menu that gives in detail the syllabus of the tests in the subject concerned. Click on the subject of your choice to see the syllabus. For further details, contact us at info@nhsiusa.com, or call 978-934-9193-x21.

4. Can a test taker take a test in a section of his/her choice?

No, every test taker has to take the complete test beginning from Section I.

5. Can a test taker preview the questions in a section before attempting them?

Yes. Though no extra time is allotted for the purpose, a candidate can go through all the questions in a section before attempting them.

6. Can test takers view their performance in the report menu?

No, test takers cannot view their reports.

7. Is SWcaliber affiliated to or endorsed by any other organization?

No. Ours is a completely independent operation. Our main clients are major software and consulting firms whom we help test and screen their candidates and current employees. We develop our own tests and administer them independently.

8. What is the scoring pattern?

The candidates are awarded 1 point for each correct answer.
[You will not be penalized for wrong answers \(no negative marking\).](#)

9. If a test taker was disconnected from the test, can (s)he continue from the same point?

Yes. It is possible to start off from where (s)he left. On the login screen, the test taker re-enters his/her user name and password. (S)he will be asked if (s)he wants to continue where (s)he left off. Once the test taker clicks 'Yes', the test continues from where it was broken off.

10. How safe is my personal information with SWcaliber?

To us, your privacy is a major concern. All information provided by you will be treated as confidential and will not be divulged to any unauthorized person whomsoever. And as far as test takers' scores in the tests go, no one apart from the recruiter can have access to them. For more details, do look up our **Privacy Policy**



List of Tests offered at SWcaliber

SWcaliber currently offers up to hundred modules, with more modules planned in the future. Let us know if you wish to see any other module on our site, and we shall attempt to include it for you.

List of modules currently available is at <http://www.swcaliber.com/listoftests.asp>

System Requirements

SWcaliber has very minimal system requirements.

CPU Requirements: Pentium 120MHZ or higher.

RAM Memory requirements: 32 MB

Hard Disk Requirements: 20 MB

Operating System : Windows

OS Version : Win95, Win98 , Win NT and Win XP

Browsers : Internet Explorer 5.0 and above, are recommended, to download SWcaliber. Netscape Communicator 4.7 & above, and AOL 5.0 may also be used.



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Privacy Policy

SWcaliber.com is maintained by NHSI and is designed to provide access to testing services and to facilitate communication between our users and NHSI. NHSI recognizes the importance of protecting the privacy rights of our users and any information shared between the users and NHSI is securely managed and safeguarded in accordance with all applicable laws and the policies and guidelines set forth below.

Our Policy

NHSI automatically collects certain aggregate data about our visitors, such as browser types, domain names, IP addresses, pages visited, and the length of user sessions. This information is used to evaluate areas of interest and to improve our Web site. Any information automatically collected is shared with the contractors who assist NHSI with programming and the technical aspects of hosting and web site operation, and may be shared, with your permission, with other third parties or used by NHSI to offer you services that may render the process of candidate screening more effective and cost efficient. All contractors who work with NHSI subscribe to its confidentiality and privacy conditions.

NHSI collects personally identifiable information that is voluntarily provided by the user. A user's e-mail address and other personally identifiable information which are collected from product orders, test registrations, or online surveys are used only for the purposes described in the preceding paragraph. Any and all personally identifiable information that is collected is maintained by NHSI in accordance with our terms of service, the confidentiality policies set forth in printed and online test registration materials, and all applicable laws. By providing such information, the user consents to NHSI's Privacy Policy, including the uses of the information described in this Policy.

NHSI provides, for the convenience of our users, the opportunity to link to Web sites of organizations not related to NHSI. NHSI is not responsible for the content or privacy policies of linked sites.

These guidelines have been developed with the recognition that Internet technologies are rapidly evolving. Accordingly, our privacy policy may be subject to future changes to adapt to changing technologies, or to changes in applicable laws in order to better serve our users. Any changes will be promptly posted on this page.

If you have questions or comments about our Privacy Policy, please email us at:

Counselor@nhsi.com

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