

The ABLE® (Aptitude for Business Learning) Series of exercises combines the richness of a work simulation with the objectivity of a psychometric instrument. Ground-breaking contextualised exercises that teach, then test to give a dynamic measurement of ability to learn.

Business Decision Analysis

Target group	Fast-track graduates; management trainees; business consultants; middle managers; director level positions
Skills measured	Applicants need to discover and learn concepts which underlie business decisions and to then apply these concepts to new situations
Time required	40 minutes, timed, in a supervised setting
Qualification required	BPS Level A

What is Business Decision Analysis?

The Business Decision Analysis test asks candidates to discover and learn for themselves the concepts which underlie business decisions and to then apply these concepts to new situations.

An example task

As an example, one of the tasks in the test is set within the context of a business planning consultancy working in the confectionary industry. In this case, a file of information provides the candidate with details about the content of ingredients in chocolate bars among different fictional brands. The *information file* also provides facts about which target market the different chocolate bars are aimed at, depending on the content of the bars. From this information the candidate is expected to build up a pattern of knowledge that he or she must then apply in a new setting, with a new collection of fictional chocolate brands. The task is completed by answering four questions in a separate *answer booklet*.



What information will be provided?

The information provided in the file is presented in either a written, graphical or tabular form in the different tasks. There are a total of 48 questions in the *question and answer booklet* and 12 separate *information sheets* within the information file. Candidates are assessed on their skill in understanding concepts embedded within the information file and correctly applying the concepts to questions from a variety of different settings.

The test assesses learning and does not assume prior knowledge of the confectionary industry or consultancy; candidates with knowledge of these sectors will not have an unfair advantage. A preparation leaflet is available which briefs candidates on what to expect.

What skills will be assessed?

- Ability to discover concepts and acquire skills without being taught
- Ability to discern apparent patterns masked by complexity
- Ability to analyse and reason with data in graphs, tables and charts
- Aptitude for finding structure in data

What comparison groups are available?

In occupational testing we interpret individuals' scores by comparing them against samples of applicants, incumbents etc. The following samples or norm tables are available:

- Undergraduates, Graduates and Management Trainees
- Graduate recruits in Administration and IT
- Graduates within UK airline
- Graduates within food and confectionary industry
- Fast track applicants within Police
- Test Analyst
- Operational and research role
- Managers within sales
- Middle Management Government organisation
- Senior Fire-fighters
- Senior Managers from Central Government
- Senior Sales Director within global business services firm

What are the business applications?

The test is useful both within a recruitment and selection scenario and where the focus is more developmental to highlight strengths within people and areas which may be desirable to build upon.

How long does it take?

The test itself is timed and lasts for 40 minutes. Practitioners should allow up to fifteen minutes beforehand to brief the candidate as part of the administration and to account for two practice questions which the candidate is asked to work through before the start of

the exercise. A suggested allocation time for one full assessment, including briefing, completion of the timed test and collection of the test materials would be one hour.

What materials do I need?

- Manual and Users Guide **AB0404**
- Preview Information for candidates **JA0408**
- ABL Series Manual and Users Guide **AB0001**
- Questions and Answer booklet (disposable) **AB0405** (pack of 10)
- Administrations Instructions (reusable) **AB0403**
- Score key (reusable) **AB0402**
- Information File (reusable) **AB0406** (pack of 10)

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