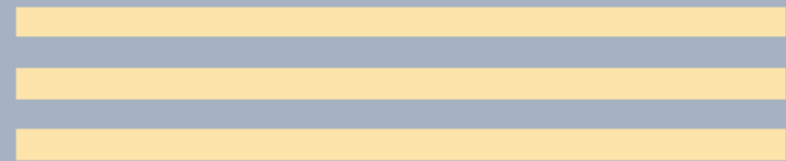


Welcome to the session on AFROSAI-E'S HR Assessment Tools

The main aim of this initiative is to promote the progress of professional Human Resources Management within the AFROSAI-E region



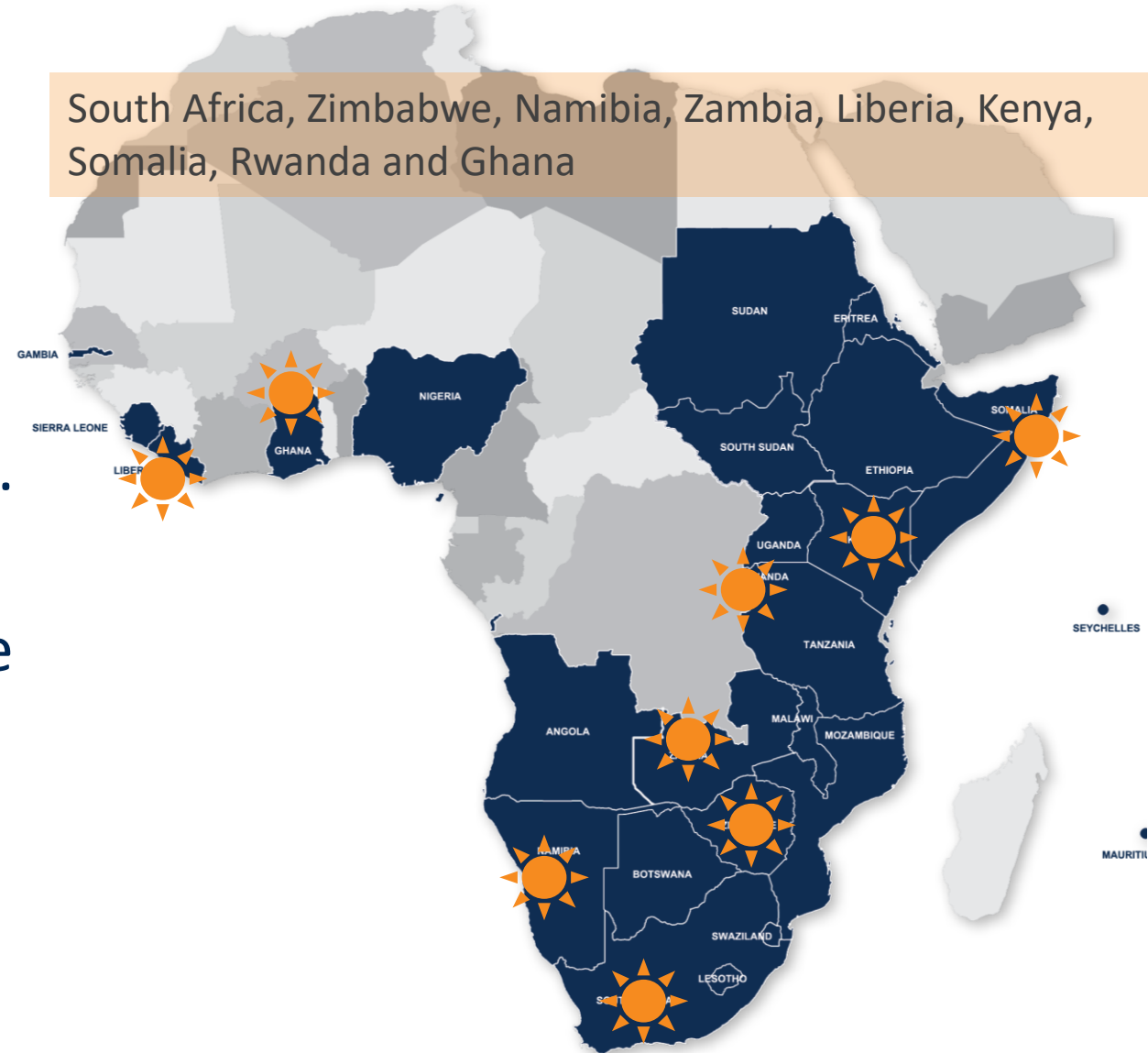
Where did it all start?

- AFROSAI-E in collaboration with the Swedish National Audit Office, embarked on a journey in 2019 to research, design and test a set of HR assessment tools for the AFROSAI-E region.
- Ms Mathilda Maletzky from SAI Namibia and Mr Frederick Wollor from SAI Liberia came on board to support AFROSAI-E to develop and pilot the assessment tests.



Let's now discuss the process we followed to develop and pilot these tests

- 3 tests were developed: a numerical, a reading and a culture fit assessment.
- Once these assessments were developed, it was piloted with 9 SAIs.
- Convenience sampling was used to administer these assessments for the latter countries.
- The pilot enabled us to refine these tests in terms of difficulty.



Pilot – Final Year accountancy students

- We then piloted the tests with final year accountancy students from 3 different countries.
- We compared the scores of students with that of the SAI pilot results.
- This enabled us to establish averages & standard deviation scores.



Let's now discuss how AFROSAI-E's HR Assessment Tools will support and benefit SAIs



1. It will streamline the SAI's recruitment processes
2. It will enhance the equitability, objectivity and legal defensibility of the SAIs recruitment processes
3. The assessment tests were specifically developed for the SAI environment, aligned to ISSAI standards and the AFROSAI-E Integrated Competency Framework
4. These tests are easy to administer, it runs on an online platform and reports are available within 48 hours.
5. AFROSAI-E is offering these tests for free to SAIs

How can SAI's use these assessment tools?

1. Can be used as part of the SAI's recruitment processes.
2. Can be used to measure potential for selecting candidates for training and development, professionalisation and promotion.
3. These tests gather significant information about a candidate's personality, culture fit, skills, and abilities. Specifically in terms of numerical, analytical, and reading abilities.
4. The tests could be a good indicator of how well a candidate is likely to perform in their job at the SAI.



Let's now give you a quick glimpse of AFROSAI-E's 3 assessment tools



**Numerical
Assessment**

**Reading
Assessment**

Culture Fit

The first test is a numerical assessment

In this section, candidates are presented with data that requires analysis, calculations, and interpretation.

This section has tables and graphics, and candidates must review these and select the correct answer from the available options.



26 Questions



**Time for this
assessment:
1 hour**



The second test is a reading comprehension assessment

In this section, candidates are presented with two reading paragraphs. Candidates must read through the paragraphs and then answer the questions following each paragraph



30 Questions



**Time for this
assessment:
30 minutes**



The last assessment measures the culture fit of candidates

In this section, candidates need to select 15 words/phrases that best describe what they view as important at work. There are no wrong answers



**Time for this
assessment:
10 minutes**



The background features a complex, abstract geometric design. It includes various shapes like triangles, circles, and semi-circles in pastel shades of teal, yellow, and light blue. Some areas have vertical or horizontal line patterns. A dark blue horizontal band runs across the middle, containing white text.

**To wrap up the discussion, let's talk about
how 2 SAls have been using AFROSAI-E's
HR Assessment tools:**

SAI Kenya used these assessment tools for their annual recruitment drive this year. More than 1700 candidates were tested. The tests assisted the SAI to shortlist candidates with high numerical, reading and culture fit results in a very short period.



SAI South Africa

SAI South Africa used the assessment tools to select scholars and students for their bursary programme. These tests were sent to more than 600 applicants across the country and assisted the SAI to shortlist potential candidates for their bursary programme. The culture fit was an important consideration for SAI South Africa to select candidates for their bursary programme with the right set of values.



**For more information about
AFROSAI-E's assessment
tools please contact
Marianna at
marianna@afrosai-e.org.za**

