



Bennett Mechanical Comprehension Test[®]-II
(BMCT[®]-II)

**FREQUENTLY ASKED
QUESTIONS**

October 2014

BMCT®-II FAQs

The **Bennett Mechanical Comprehension Test®-II (BMCT®-II)** launched in September 2014. This document provides answers to the most frequently asked questions about its features and administration.

Questions About BMCT-II Features

What are the most important features in the BMCT-II?

Answer: The BMCT-II test contains 55 items that are generated from a bank of over 300 items. The reduced number of items has shortened administration time by 5 minutes, compared to BMCT-I.

1. The BMCT-II is suitable for screening applicants in supervised or unsupervised testing scenarios. The development of a bank of items ensures that no two applicants will receive the exact same set of questions. Sharing screen shots of items with others is of little benefit, protecting the integrity and difficulty level of the test.
2. The BMCT-II includes color artwork with more contemporary items.
3. The BMCT-II includes norms for:
Engineers
General Labor Industrial/Technical Sales Installation/Maintenance/Repair
Machine Operators/Machinists Mechanics
Skilled Trades
Vocational/Technical Students

What process did Pearson use to create the BMCT-II norms?

Answer: The normative data were collected from 2012 through 2014 via online administration. The norm groups are based on a diverse and balanced distribution of the industries and occupations in which the *Bennett Mechanical Comprehension Test®* has been administered.

Can clients use their own BMCT-I norms for the new BMCT-II?

Answer: Due to the different way of calculating scores and the reduced number of items in the BMCT-II, the BMCT-I raw scores do not equate to the BMCT-II raw scores.

Questions About Scale Interpretation

How do you ensure that the randomly generated tests presented to candidates are equivalent in terms of test difficulty and item content?

Answer: Each item is coded by difficulty on a finely incremented scale and assigned a difficulty category ('easy' to 'highly difficult'). Tests are generated with equivalent numbers of items in each difficulty category. Consistency in content is also achieved by coding items in terms of the content assessed (e.g., Electricity, Heat, Hydraulics) and specifying a set amount of each item type per test. The tests may differ slightly in difficulty overall, but this is taken into account by the online scoring system.

Why aren't raw scores presented in the Profile Reports?

Answer: The raw score for the BMCT (BMCT-I) was the total number of correct responses. As examinees completing the BMCT-II are presented with varying sets of items that differ slightly in difficulty, little can be inferred from traditional raw scores. The scoring system takes into account the exact difficulty level of the items each person has completed to calculate an estimate of ability—a theta score, which is converted to a percentile for interpretation purposes and included in the profile report. More technical information, see the BMCT-II User's Manual.

Does the BMCT-II revision affect the Occupational Solutions assessments that include Bennett test items?

Answer: The changes described in this document do not apply to the Occupational Solutions assessments. The BMCT-II revisions apply only to the BMCT-II Profile Report.

How should I transition from using the original Bennett norms to the BMCT-II norms?

Answer: If you are already making hiring or promotion decisions using a norm group in the original Bennett product, continue using the original Bennett until there is an appropriate time to make the transition to the BMCT-II product. An appropriate time would be after you have made a hiring decision for a specific position and will be testing a new group of applicants for another position.

What if I have already determined cut scores based on the original Bennett scales?

Answer: As stated previously, you may continue to use the BMCT until a more appropriate time to transition to the BMCT-II. Keep in mind that you will need to collect sufficient data with the BMCT-II to establish new cut scores. Do not use cut scores that you created for the original Bennett with the BMCT-II.

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What research has been conducted with the new BMCT-II?

Answer: We have carried out the following studies, which are described in the new User's Manual:

- Construct validity
- Criterion validity
- Parallel form reliability/equivalence (BCMT-I vs. BMCT-II)

In what languages is the BMCT-II available?

Answer: Presently, the test is available in (U.S.) English. Other languages, such as Spanish and French Canadian, are planned for future releases. The BMCT-I is available in paper form in Spanish.

What can be done if there is concern that an applicant has cheated on the unsupervised BMCT-II?

Answer: If you suspect that a candidate cheated on the assessment, you may retest the candidate in a supervised setting. The decision to retest a candidate is up to the customer.

Questions About BMCT-II Administration

Can I transfer assessment inventory from the BMCT-I to the BMCT-II?

Answer: BMCT-I test sessions you have that are unassigned or expired may be transferred to the BMCT-II. Please contact Customer Support at 888.298.6227 for more information.

What happened to Bennett (original version) assessments completed after September 2014, when the BMCT-II was released?

Answer: All BMCT-I assessments completed after September 2014 are still scored with the BMCT-I norms. Reports for these assessments will always reflect the percentile based on the original Bennett norm group. BMCT-I scores cannot be transferred to the BMCT-II to generate the new BMCT-II report. Bennett reports will remain on record at the testing website for a period of time in accordance with local data protection laws.

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Can a candidate's BMCT-II results be re-scored using a different norm group?

Answer: Pearson TalentLens plans to implement a rescore solution for the BMCT-II in the next few months. Please call 888.298.6227 if you have any questions.

Will a paper form of BMCT-II be available?

Answer: No. A paper form is not currently available for the BMCT-II. The BMCT-I is equivalent to the BMCT-II and candidates will receive a similar score. The BMCT-I Form S is available in paper and online.

Is the BMCT-I still available online?

Answer: Yes, but the BMCT-I should only be used for supervised testing. This includes the alternate Form T.

How long does the test take to complete?

Answer: The BMCT-II contains 55 items and is timed (25 minutes). The BMCT-I contains 68 items and takes approximately 30 minutes to complete.

Can the BMCT-II be completed on a mobile phone?

Answer: We recommend that the BMCT-II be completed on a desktop or laptop computer with a dependable internet connection.

Can BMCT-II be linked from the Pearson test platform for administration via an API/ATS?

Answer: Yes, but please contact Customer Support at 888.298.6227 for more information.

