

Case study example

[Linguistics](#), [English](#)



1. Ultimately, it is not fair for the employer and/or the organization to require a minimum score on standardized tests such as the SAT as a requirement for employment. This is due to the fact that the SAT was not originally designed to measure aptitude for any particular type of job or employment. Depending on the type of job that is being sought, across-the-board utilization of SAT scores to determine which applicant is best suited for a particular position is fruitless.

2.

Time is proven that standardized testing is not necessarily the determinant of overall intelligence. As a function of this, if I were a recruiter seeking a job applicant, a differential between SAT scores that the applicants exhibited would not necessarily be a fundamental determinant in helping me to make an informed decision. This is due to the types of individuals that firms seek as well as the particular type of job that is being filled. Ultimately, unless to get really high level of stress is placed upon reading or writing or a particular high level of skill is placed upon being able to do complex calculations rapidly, such a score does little if anything with regards to helping determine of the overall suitability of the candidate.

3.

In addition to SAT scores, the potential employer could seek to measure GPA, certain technical skills, expertise and interpersonal communications, complex problem-solving skills, or literacy. Many of these can of course be understood and realized within the interview process itself. Others may require the employer to ask the potential employee to submit to a particular round of testing in order to determine to what degree they possess these

skills. Ultimately, this is merely a question of what the tickler job is being interviewed for and what particular skills might be required for this job. The traditional interview process is mainly concentric upon the degree in which the individual can rapidly and logically respond to the employer's questions as well as exhibit their overall level of interpersonal medication and technical skill.

4.

The first thing to do in such a situation is to realize that the SAT ultimately measures to particular aspects of the individual. The first of these is naturally their ability to understand the complexities of the English language. The second is with regards to understanding the complexities of certain branches of mathematics. Due to the fact that not all individuals have taken the SAT and/or were in the United States prior to attending university, it would be necessary for such an employer to seek to provide a means by which these potential applicants could be tested using the same determinants that the SAT does. This can of course be affected by providing these applicants with a written test that allow the employer to draw specific inference on their overall level of English as well as their overall understanding and application of certain key mathematical skills. Naturally, in order to pursue such a strategy, it would be the liquidation of this author that the firm/organization in question would institute such a practice for all potential employees so that it would not be biased with regards to those who had or had not taken the SAT.