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## ADVANTAGES AND ISSUES OF USER INTERFACE TESTING OF UNEMPLOYED

*У статті представлено результати теоретичного дослідження використання онлайн тестів у психодіагностичній роботі психологічних особливостей безробітних. Виділено основні змінні онлайн тестування. Проаналізовано наукову літературу з провадження онлайн тестування та вказано на можливі складності та переваги у роботі.*

*Key word: psychodiagnostic; test; interface testing; personality; unemployed.*

### Introduction

The phenomenon of "unemployment" is identified as one of the pressing problems of world civilization. It is a socio-economic phenomenon caused by objective and subjective circumstances, including: decline in production, inefficient employment of the able-bodied population, differences between labor supply and demand in the labor market, social tension and social differentiation. Social mobility is getting harder and more stressful. Feeling of time is disrupted. The unemployed feels depressed state, loneliness, social isolation, apathy, passivity, mental and psychosomatic disorders, loss of optimism, assertiveness, uncertainty about employment possibilities. The structure of such a construct is made up of conscious and unconscious motivational factors that determine the choice of profession and personal experience. Therefore, the mental states of the unemployed affect the system of their value orientations, attitudes and interests.

The problem of unemployment has always attracted attention of scientists. The main research questions are subjective perception of the person of their new status, identification with the previous status and others, experience of their inability, possibility to have a constructive resource to escape from the situation of unemployment, psychological factors affecting the mental state of health, behavior and work results.

In order to find out the above problems, it is necessary to select such types of psychodiagnostic studies of psychological

features of unemployed persons, which will be more convenient in the work of both the psychologist and the respondent himself.

Exploring the problem of development of the life-world of the unemployed personality psychology considers the test as the main tool of psychodiagnostic examination, intended for establishing psychological diagnosis by measuring quantitative and qualitative psychological differences.

The test is a tool that allows to obtain the most objective and complete information about the subject in a short period of time and small material costs. However, to achieve this goal, the test must meet a set of basic psychometric requirements.

Advances in technology, and its impact on testing practice, and even test development, indicate the need for ongoing monitoring of developments globally. Online testing is extending quickly, especially with the meeting of innovation and the acknowledgment of "connectivity" as a portion of life for the endless larger part of youths and grown-ups inside our society. The quick development in data collecting by means of computerized implies will assist the drive towards online testing and evaluation. Test takers can presently complete personality questionnaires through versatile gadgets. It is thought that test distributors are reacting to the requests of customers (test takers) in creating such applications for portable gadgets. This advance continuously rises questions around legitimacy, rules of utilize, preferences and

impediments of User Interface On-line Testing (UIT).

Earlier to the coming of the web, and online testing, PCs were utilized essentially as “page turners” in arrange to manage and score paper and pencil tests. Hanks had created, in 1946, a simple computer to score the Strong Vocational Interest Blank (SVIB) [11]. For illustration, more applications that are inventive were managed by means of computer. Early inquire about work test appraisals included the use of a streamlined landing reenactment for use in pilot selection [5]. As computers and the web got to be more broadly acknowledged and utilized, standards had risen to typify present day strategies of psychological testing. One of the foremost-upheld models is that of Bartram [4] in which he characterizes four modes of test organization through the computer or the internet: a) open: no conditions; no test taker distinguishing proof (insecure). b) controlled: no supervision, but test taker is evidently distinguished (direct security); c) supervised: human supervision; delegate will login the test taker and confirm correct administration (secure); d) managed: tall level of supervision with control over the test taking environment through the utilize of a devoted testing center (secure).

Bartram [3] has proposed adjusted demonstration of test organization: 1) Open: unsupervised; 2) Controlled: unsupervised; 3. I) Remote: supervised; II) Local: supervised; III) Fully managed.

### **Purpose**

The purpose of the article is give historical overview and modern state of using interface testing and to point out its advantages and disadvantages in psyche diagnosing the unemployed.

**Methods:** theoretical analysis of the literature, summarizing.

### **Originality**

The application of online checking, with genuine time biometrics, has empowered the development of an extra mode of testing, in spite of the fact that this requires the checking innovation to be accessible to the test user. Every mode has favorable circumstances. Unsupervised testing is becoming popular. It is used for individuals to make decisions about undertaking online therapy programs for anxiety and depression.

Supervision is vital for high stakes testing, for example, business screening. In any case, systems have been created to beat a portion of the conspicuous downsides of unaided testing. In hierarchical settings, for instance, it is presently conceivable, with certain tests, to retest chose (short recorded) applicants in a regulated setting utilizing a subset of things from the databank utilized for the unaided testing session, and to think about the outcomes from the two unique organizations.

The broadly referred to American Psychologist article by Naglieri [12] furnishes preventative remark with respect to the utilization of web-based testing, while Hambleton, Bartram, and Oakland give a concise diagram of the (chronicled) specialized advances, both rules and principles for the evaluation procedure. The altered book by Bartram and Hambleton offers a comprehensive outline of issue scopes, including the point of view of the test taker [6].

Web-based testing (a subset of Computer-Based and Internet Delivered Testing) has grown quickly lately, determined by different variables including, yet not restricted to:

- The ascent of globalization and the expanding requirement for speed and effectiveness in test organization and consequent basic leadership.

- Advances in innovation, including PC equipment, programming and network.

- Increased cost accuracy and effectiveness, using PCs and the web, for both test organization and scoring.

- Cheaper access to the innovation, bringing about a huge take-up in PC use and internet access globally.

- Enhanced limit with respect to building up a more extensive scope of tests and test items, now and again attracting upon advances present day psychometric testing including thing reaction hypothesis (IRT) and generalizability hypothesis. Such hypothetical and PC advancements regularly support test adjustment starting with one culture or language then onto the next.

- Increased opportunity for conveying diverse item reaction arrangements including (dynamic) continuous PC versatile testing, for psychological, character and inclination tests.

- Enhanced information security and expanded speed and effectiveness in information transmission and capacity.

- The online organization of tests expands the insurance of the copyright and licensed innovation of the test distributors, in this way upgrading distributor acknowledgment for the online method of test organization.

- The web can be utilized to spread material to help test clients. This can incorporate online materials, for example, manuals, FAQs, standards (counting refreshes), practice questions and data for test takers.

### Usage of online testing

At the 2012 International Test Commission Conference, Martin Roorda (of The Netherlands) conveyed a keynote address: *"The Exciting Future of Educational Testing"*. While this isn't really equivalent to mental testing in instructive settings, there is no getting away from the cover between this testing (regularly accomplishment testing) and mental testing in hierarchical and instructive settings. The ascent of present-day psychometric advancements, and improved mechanical applications, may well enable learning diagnostics and procedures to be individualized.

From what has all the earmarks of being a reference to thing reaction hypothesis (versus old style test hypothesis), Roorda alluded to "less is more" (i.e., less items in a given test for proportionate dependability), ongoing investigation and assessment of the instructive mediation. PCs, and web based/online testing, are presently part of current instructive frameworks.

For instance, Cognitive Load Theory [13] sets that instructional materials should be altered as a student moves from knowing almost nothing about a theme (novice) towards knowing a lot (expert). Online testing can be utilized to evaluate a person's present degree of aptitude so an educator (or PC conveyed instructional exercise program) can choose the ideal plan of instructing and learning materials to be consequently exhibited to the student.

It is anything but difficult to see comparable applications in clinical brain science whereby online test outcomes can be utilized to give individualized treatment

programs. By utilizing item reaction hypothesis and the intensity of PCs, an expanding method can be utilized to give fast symptomatic results and prescribed intercession choices for the treating clinical therapist. Moreover, with the approach of multi-media recreations is very conceivable that the preparation and the evaluation of temporarily enrolled clinical therapists can be encouraged through such online applications.

The utilization of electronic testing and evaluation in training isn't new. A respected book *"Item Response Theory for Psychologists"* [7] targets the psychologists. Besides, Hambleton [6] expressed that in five to ten years all testing will be directed on the web (aside from certain clinical and neuro-mental applications). And still, at the end of the day, we are seeing online testing applications infiltrate regions that, generally, were saved for coordinated or direct organization of tests utilized for symptomatic purposes.

The state of dissatisfaction with all categories of the system of organizing one's own life and the widening gap between the real and the desirable world of life is an important problem that needs to be addressed in our society. Value orientations of personality, features of living space and lifestyle options are separate components of the individual's lifestyle [1].

Diagnostic is the main stage of the research process the psychological traits of the unemployed. Psychological diagnostics plays a special role in the re-choice of profession. In a broad sense, psychological diagnostics is a system of psychological influences aimed at diagnosing motivation, self-determination and self-realization, forming assertive behavior in re-choosing a profession in order to prevent social and professional deformation of the individual. In the course of such work, there is a study of persons involved in choosing a profession unemployed. Using online testing as a method of psychodiagnosis, it is prioritized on the subject's internal potential, his or her right to make choices and to be responsible for them in a comfortable environment [2].

Fast development of web based testing may be fortified by advancements in China. The colossal populace, and an absence of customary testing practice, have driven the

take-up of confirmation testing just as mental and instructive testing. As per Zhang, Zhang and Zhang [14], more than 500 scholastic propositions on thing reaction hypothesis have been distributed since 2001.

Much of what pertains to good online testing practice mirrors what is regarded as good testing practice in using traditional paper and pencil tests, as outlined in the APS Guidelines for psychological assessment and the use of psychological tests (APS, 2009) and Supplement to guidelines for the use of psychological tests.

What's more, the International Test Commission (ITC) has delivered a few important rules intended to advance great practice, with the International rules for test use (ITC, 2001) of note.

A key report is the International rules on PC based and web conveyed testing (ITC, 2006). These rules give explicit counsel to three unmistakable groups: distributors, engineers, and test clients, with four general topics tended to, to be specific:

- Technology – guaranteeing that the specialized parts of CBT/Internet testing are considered, particularly in connection to the equipment and programming required to run testing.

- Quality – guaranteeing and guaranteeing the nature of testing and test materials and guaranteeing good practice through the testing procedure.

- Control – controlling the conveyance of tests, test taker validation and earlier practice.

- Security – security of the testing materials, protection, information insurance and privacy are the four issues and are additionally separated into second level explicit rules, with a third level arrangement of going with models gave to the important partner.

Engineers can grasp the intensity of present-day psychometrics to create tests which can be adjusted diversely (utilizing systems, for example, Differential Item Functioning (DIF)) and which will be increasingly effective. Capacity or intellectual tests specifically can utilize exceptionally enormous thing databanks, with items chose arbitrarily for a given level of difficulty. A further developed method includes Computer Adaptive Testing (CAT) where things

introduced to the test taker differ powerfully as indicated by the rightness of their earlier reaction and until the Standard Error of Measurement (SEM) falls beneath a pre-characterized level [7].

- Online tests regularly give upgraded security, as the issue of wrong access to test papers is never again an issue.

- Publishers can ensure copyright and protected innovation as the test things are hard to duplicate and the scoring conventions are not uncovered. Moreover, defensive thing organizations can be grown so that in a numerous decision test, the test taker has a restricted chance to be presented to all reaction decisions for a given thing.

- Publishers can assume responsibility for an incorporated databank, refreshing standards for helpful conveyance to test clients.

- Publishers can encourage the preparation and instruction of test clients by means of online systems. It can include webinars.

- Malfeasance (or tricking) is an issue for all types of testing, especially in testing for high stakes business purposes. In any case, web-based testing can give the accompanying shields (saw as points of interest also):

- Keystroke examination (a case of online biometric validation)

- Certified Online Proctoring (e.g., online webcam)

- Protective thing positions

- Strong machine and program lockdowns

- Real time information crime scene investigation (e.g., observing of reaction designs, reaction latencies, and so on which may recommend earlier learning or endeavors to swindle)

- Unauthorized keystroke checking (e.g., giving of admonitions by the delegate for test taker endeavors to sidestep controls)

- Following existing security norms, which can incorporate observing of web traffic.

The association appointing the tests is probably going to take advantage of a bigger candidate (test taker) pool, and secure a snappier reaction. Experts (not all analysts) have the chance to increase brisk access to test takers, both locally and remotely. Online testing, regardless of whether directed under administered or not proctored conditions,

doesn't require the sending of test materials by either post or dispatch, giving a sparing of time and cost. Publishers can ensure that outdated tests cannot be used. Such tests can be withdrawn from the publisher's server. Online tests regularly will be less expensive, quicker and better. Not generally, test client aptitudes are yet significant. Scoring is institutionalized and blunder free (aside from methodical mistake in the programming). Data based reports are delivered rapidly. A scope of story and interpretive reports can likewise be created. Publishers still require test clients to meet certain characterized capability levels. While the potential for materials to fall into an inappropriate hands exists, this issue is probably not going to be any more across the board than is the situation with paper conveyance.

Progressively test takers seem to value having the chance to attempt tests in a recognizable, home condition, utilizing innovation and gear with which they feel great. It is helpful, especially for the individuals who are not working in an urban or major local focus, or the individuals who think that it's hard to attempt testing during ordinary business hours.

Investigation into the adequacy of web-based testing and the parity of dangers and prizes is moderately new. However, specialists have raised the accompanying potential issues:

- A paper and pencil test, changed over to an online configuration may have distinctive psychometric properties from that of the first test. Both development and estimation proportionality are required.

- Research utilizing character surveys recommend that there is next to no distinction in results between UIT directed tests versus administered web tests, in any event, for high stakes testing (for instance, Bartram and Brown, [3] in their exploration utilizing the OPQ). In any case, Guion [9] has expresses doubts. The scientist wonders if their results are typical. Issues can exist for online capacity tests led for medium to high stakes purposes. A key region of center is in connection to the test taker, including verification and swindling worries as well as how UIT may influence individual test takers and their frames of mind towards a potential boss.

- Cheating on subjective tests (rather than faking or reaction contortion on non-

intellectual measures) can be an issue for UIT. While "speeded" high stakes cognitive tests appear to be partially buffered from the cheating phenomenon, "power" tests are likely to be more vulnerable. Macqueen [10] refers to two introductions from the 2012 SIOP Conference in which the evaluated base pace of bamboozling is professed to be low. In any case, what level of certainty is required for one to presume that a test taker has swindled when a check score varies factually from the first UIT score?

- Surrogates may attempt the tests, in spite of the fact that validation can likewise be an issue for conventional testing. Another situation, hard to screen, is the point at which an assistant is situated close to the test taker, yet past the perspective on a webcam, regardless of whether one is being utilized.

- There has been some help for the view that more seasoned test takers, new to PCs and innovation, are impeded by the utilization of planned tests in high stakes testing by UIT. No gender differences appear to operate. Although there is demographic differences in the test takers' perception of the testing environment in one recent study. Moreover, the natural exchange off between delegated nearby and not proctored organization gives off an impression of being better workspace versus less commotion, individually.

- Despite the abovementioned, UIT is probably going to be related with more prominent change in the testing condition. Under conventional, delegated testing practice, a test director can control numerous outer components as well as make note of any oddities that may have influenced the test taker's exhibition or reactions. The coming of test conveyance on cell phones improves the probability of changeability in the testing condition. Furthermore, poor web network can adversely affect the testing condition.

- Online testing is often accompanied by a complete lack of interaction between the test taker and the psychologist (or professional test user). This may compromise the quality and comprehensiveness of the assessment judgments and subsequent decisions. Important non-test personal information may be overlooked, as may relevant contextual factors together with subsequent commentaries.

The approach of refreshed web

programs and the nearness of utilizations intended to secure the PC can occasionally imply that the testing framework neglects to load or run suitably. Varieties in web association speed, the working framework and the program should be considered at the advancement arrange. Moreover, "upkeep" issues are especially significant for test distributors. The ITC (2006) Guidelines give explicit direction, yet some distributor frameworks or stages seem, by all accounts, to be more easy to understand than others. The more risky frameworks work in a lot of repetitive assurance, with a complex haphazardly created secret word (and an appropriate however not really clear ID). Such passwords can be transmitted and additionally entered inaccurately if the test head or the test taker isn't cautious, prompting resulting test taker disappointment with the testing procedure.

Aside from standard moral practice as it applies to any testing or appraisal, internet testing, especially UIT for high stakes testing, brings to the casing the key issue of impropriety or "duping" and what to do about it in the event that it is identified or suspected.

The presence of duping is probably going to prompt unseemly choice being made when UIT testing is utilized in high stakes circumstances. Along these lines, there is a need to affirm the outcomes through some procedure, for example, a resulting delegated organization of a parallel structure, or comparable test. In any case, there is an unmistakable moral and expert issue required here: At what level of inconsistency (between the two test scores) can the test client guarantee convincingly that duping has occurred? What corroborative proof is accessible to help the end and what does the association (or enlisting chief) do about it? Is procedural equity disregarded if the individual has no counter-guarantee accessible? What are the dangers required for the significant partners, and in what capacity ought to these be overseen?

To decrease the likelihood of being trapped in this difficulty, aversion is significant as has been noted in past segments on test security, just as the need to illuminate the test taker regarding the strategies. A few associations may even utilize an express trustworthiness approach before testing

begins.

At the point when a given number of individuals are to be utilized through a large-scale testing and determination task, a cut score approach might be utilized. In any case, rather than utilizing a straightforward top-down determination approach, it is suggested that the test client at first chooses more test takers than foreseen for the second, corroborative, testing stage. To the degree that deceiving happens, the number passing the cut will be higher than anticipated, however the extra numbers will be disposed of by the affirmation test. Nevertheless, graduate enlistment programs, and other enormous scale choice projects, ought to consider utilizing this changed slice score approach to decrease the effect of deceiving [3].

Regardless of whether at present the degree of duping in UIT is generally small, great practice requests that some type of administered testing is led before an ultimate choice (or finding) is made, especially in high stakes testing.

### Conclusion

Psychological diagnosis is one of the main forms practical application of the psychologist's professional abilities in the work on the problem of studying the development of the life world of the unemployed person. Psychodiagnostic techniques, namely online tests, are widely used to control the mental development of the individual and study it for expert purposes, to guide and optimize the strategies of behavioral actions of the unemployed.

Aside from usability, innovation gives the chance to create and show more extravagant types of upgrades than is conceivable with paper and pencil or customary testing. Such improvements can join sound, video and graphical boosts. Authenticity that is more prominent would thus be able to be given than is conceivable through a composed situation. Innovation can furnish more institutionalization than is conceivable with live pretends (regardless of whether expert entertainers), a customary practice or action in extensive appraisal focuses utilized for choice and advancement purposes. Utilization of such innovation improved testing isn't limited to the executives levels, with models existing for the utilization of innovation to aid the appraisal of untalented

or semiskilled work force, especially those tested with education issues. Such advancements can join liveliness with graphical devices, for example, intuitive controls.

The expression "gamification" has entered the testing and evaluation vocabulary. Programming applications may incorporate energized symbols and recreated conditions. While downloadable games, for example, America's Army most likely have more to do with enrollment and advertising as opposed to testing fundamentally, the idea is gaining increasing traction. The opening innovative discourse at the ITC 2012 gathering was titled "The development of evaluation: Simulations and genuine games" [8].

The information above recommends that there is an expanding obscuring of the lines among "tests and testing" and different types of "appraisal". There is a scope of issues to

address, paying little mind to the fame in receiving such mechanical advancements. "Build comparability" is an especially significant specialized issue to address, as are proficient issues, for example, the privacy and security of data. Moreover, what openings are accommodated appropriate test taker input when computerization is the point of convergence? What's more, computerization can imply that the test taker's smaller scale practices can be recorded during a PC conveyed appraisal. Measurements, for example, click examples or mouse "drift time" might be gathered, with the probability of reductionist or false appraisal decisions being made without the help of satisfactory research. Taking into account the information mentioned above we see our further researches in empirical work to check the hypothesis of the advantages of online test use.

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### Резюме

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### ПРЕИМУЩЕСТВА И ПРОБЛЕМЫ ПОЛЬЗОВАТЕЛЬСКОГО ИНТЕРФЕЙСА ТЕСТИРОВАНИЯ БЕЗРАБОТНЫХ

*В статье представлены результаты теоретического исследования использования онлайн тестов в психодиагностической работе психологических особенностей безработных. Выделены основные переменные онлайн тестирования. Проанализирована научная литература по проведению онлайн тестирования и указано на возможные сложности и преимущества в работе.*

*Ключевые слова: психодиагностика; тест онлайн; тестирование интерфейса; личность; безработные.*

### Summary

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### ADVANTAGES AND ISSUES OF USER INTERFACE TESTING OF UNEMPLOYED

*The problem of unemployment has always attracted attention of scientists. In order to find out the above problems, it is necessary to select such types of psychodiagnostic studies of psychological features of unemployed persons, which will be more convenient in the work of both the psychologist and the respondent himself. Psychological diagnosis is one of the main forms practical application of the psychologist's professional abilities in the work on the problem of studying the development of the life world of the unemployed person. The purpose of the article is to give historical overview and modern state of using interface testing and to point out its advantages and disadvantages in psyche diagnosing the unemployed. Theoretical analysis of the literature and summarizing were the method used in the research. The article presents the results of a theoretical study of the use of online tests in the psychodiagnostic work of psychological features of the unemployed. The main variables of online testing are highlighted. The scientific literature on conducting online testing is analyzed and the possible difficulties and advantages of the work are pointed out. Online test outcomes can be used to give individualized treatment programs. By utilizing item reaction hypothesis and the intensity of PCs, an expanding method can be utilized to give fast symptomatic results. It was found out that to decrease the likelihood of being trapped in this difficulty, aversion is significant as has been noted in past segments on test security, just as the need to illuminate the test taker regarding the strategies. It was analyzed that a few associations may even utilize an express trustworthiness approach before testing begins. The research gives the proofs that innovation gives the chance to create and show more extravagant types of upgrades than is conceivable with paper and pencil or customary testing. Such improvements can join sound, video and graphical boosts. The results of the study showed that psychodiagnostic techniques, namely online tests, are widely used to control the mental development of the individual and study it for expert purposes, to guide and optimize the strategies of behavioral actions of the unemployed. Further researches are seen in empirical work to check the hypothesis of the advantages of online test use.*