



opc assessment

---

# Touchscreen Analysis

---

Device Choice Impact  
on Psychometric  
Testing Performance:  
Insights and  
Recommendations

---

20/05/2024

---

**Prepared by:**  
OPC Assessment Limited

---

© Copyright 2024, OPC Assessment Ltd.  
All rights reserved.

---

# Contents

Introduction..... 2

The analysis ..... 2

The findings ..... 3

Outcomes and recommendations..... 3

    Validity..... 3

    Guidance for fairness and standardisation ..... 3



## Introduction

In today's fast-paced digital recruitment landscape, unsupervised psychometric testing outside of traditional assessment centres gains popularity among clients and candidates – particularly for pre-selection stages in large scale campaigns. This preference may be driven by time and cost savings as well as techniques that provide rapid short-list results. However, this unsupervised approach expands the range of devices that candidates can use, impacting administration control over the testing process.

Device choice can differ based on personal preference, gaming use, perceived speed, functionality or ease of use. Some people may choose touchscreens for sanitary or accessibility reasons, perhaps on the grounds of disability.

OPC Psychologists are committed to exploring any factors that could affect client service and/or fairness in candidate testing. As such, we recently conducted research on how digital device choice might impact test performance.

## The analysis

We analysed historical test data, noting the OS (Operating System) used by candidates to infer the device used and then did performance comparisons. The comparisons were between:

- non-touchscreen device OS, like Windows, MacOSX, that you would find on a computer/laptop with a mouse; and,
- touchscreen device OS, like iOS, Android, that you would find on a mobile or tablet.

We compared candidate's performance between touchscreen and non-touchscreen users. The analysis included a range of ability and personality tests that evaluated competencies like concentration, customer-service orientation, verbal reasoning, and safety behaviours.



## The findings

Data analysis revealed a small but discernible difference in candidate performance based on device choice. However, although statistically significant, the overall impact on test results was minimal. Candidates using a non-touchscreen device like a computer/laptop with a mouse, exhibited slightly better speed and accuracy on some of the tests compared to those using a touchscreen device without a mouse.

## Outcomes and recommendations

### Validity

Firstly, the validity of OPC Assessment tests stands firm. They assess what they are designed to evaluate and they provide accurate and meaningful data to support client selection decisions, regardless of the types of devices used.

### Guidance for fairness and standardisation

At the heart of all our testing methodologies lie the principles of fairness and standardisation. While acknowledging the slight disparities in the performance findings based on device choice, these differences are minor and fall comfortably within an expected tolerance range.

However, we would strive for a standardised approach for all candidate testing. When administering psychometric tests for selection purposes, OPC Assessment strongly recommends:

- Prioritising non-touchscreen devices, e.g. PCs, laptops, Macs with a mouse, over a touchscreen device.
- Clear instructions should guide candidates to choose this option. Except where any adjustments are required for additional support.
- In an unsupervised test setting, emphasise a traditional computer and mouse device choice and urge candidates to follow this instruction diligently.



These steps can help provide a more accurate measure of performance and minimise any impact from device choice. Following OPC Assessment guidance, promotes fair assessment and maintains the integrity of standardised testing in the digital age. It can also provide a more reliable result for applicant comparison, and gives candidates the best opportunity for an accurate evaluation of their abilities.

Lead Business Psychologist, Emily Wong concluded:

*“Over the last decade, technological advancements have influenced device preferences and usage. At OPC Assessment we will continue to embrace new technology in psychometric testing while ensuring fairness, accessibility and standardisation for candidates. We’re committed to developing innovative tools to help clients to find the best-fit employees for their roles. As the digital landscape evolves, we remain committed to supporting talent acquisition teams with knowledge and insights to enhance their efficiency and effectiveness.”*

**[Get in touch](#) with the friendly OPC Assessment team if you need any support about assessment testing and device choice.**

Email: [admin@theopc.co.uk](mailto:admin@theopc.co.uk)

Phone: +44 (0)1923 234646

Website: [www.theopc.co.uk](http://www.theopc.co.uk)

