

**SIGMA 5**

**Test Management  
System**



Sigma Data Systems  
333 North Wilmot Ave., Suite 205  
Tucson, Arizona 85711  
**(800) 677-1275**  
[www.gosigma.com](http://www.gosigma.com)





## The Sigma Commitment

By maintaining a staff of experts who are well versed in both public sector HR and information disciplines, Sigma understands the demands facing its clients and develops software to meet those needs. This common-sense strategy helps TMS 5 maximize your efficiency, increase your HR productivity and meet all the challenges of public sector merit and civil service processes. This commitment to thoroughly understanding client needs and developing products to actually meet those needs is why Sigma is the best-known, most successful test management system for the public sector.

The goal at Sigma is to provide tools that facilitate valid, reliable and defensible personnel selection practices. The effective automation of test development and candidate assessment results in the increased productivity of your HR staff. Ultimately, these efficient selection systems facilitate a more qualified workforce and, in turn, lead to increased productivity throughout your organization.

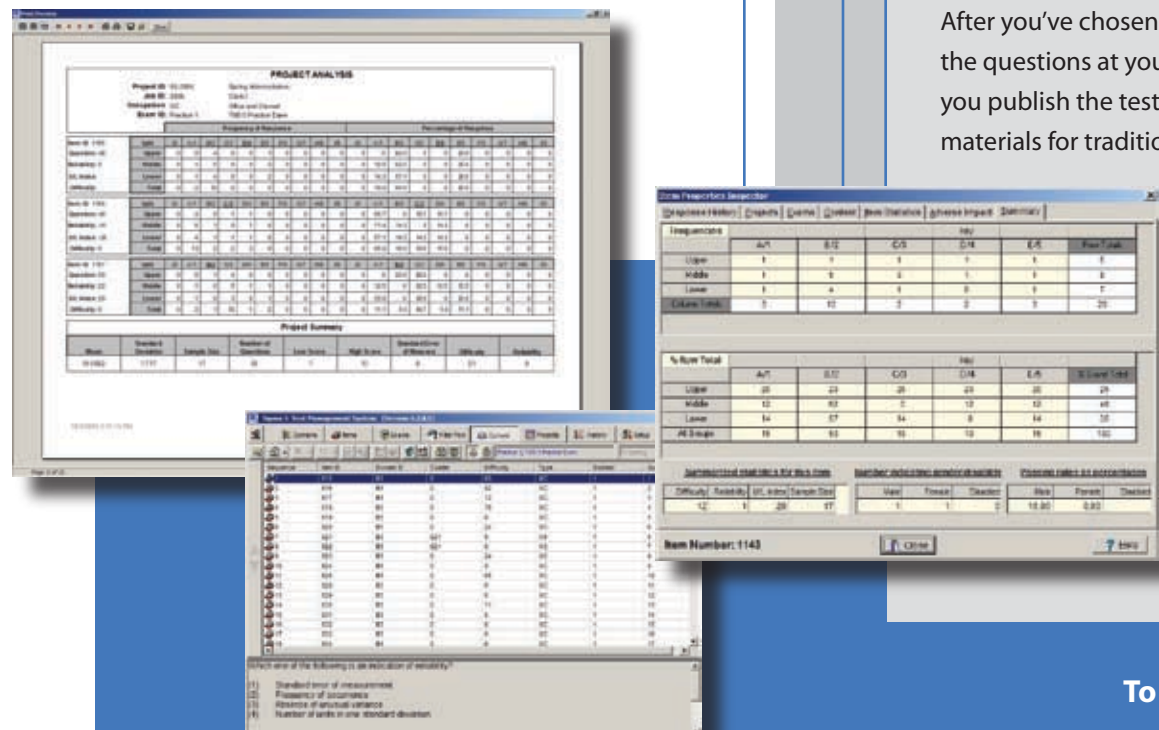
**Thanks to years of expertise serving the public sector, Sigma is best equipped to help you make smart hiring decisions for a more qualified workforce. And the SIGMA 5 Test Management System (TMS 5) is the latest example of Sigma's indispensable assessment resources.**

Simplifying the complexities of creating a public sector employment examination, TMS 5 builds on the success of its predecessor with several remarkable capabilities.

Sigma designed TMS 5 specifically for assessment professionals who develop exams, such as those used in merit-based employment processes. Developing and maintaining multiple-choice items, interview questions, assessment rating factors, work sample exercises, T&E rating factors and other assessment formats, TMS 5 is far more than a storage system for test items. It supports the creation, editing, classification, storage, usage, administration, analysis and historical tracking of items and exam statistics.

TMS 5 makes assessment creation, administration and analysis easier than ever before. TMS 5 provides a full toolset of statistical analyses and usage tracking capabilities supporting the defense and improvement of employment examinations. Simply stated, it's the only system of its kind.

Running in Windows® on individual PCs or in networked configurations, TMS 5 incorporates complete desktop publishing capabilities with Microsoft® Word®.



## Prepare, Administer and Analyze Your Tests in Minutes with TMS 5

**You know the situation. You just got off the phone with the hiring manager of your largest customer department. She needs a widget analyst and she needs one now.** Of course, you need an assessment right away, but this is a new classification, and valid tests need to be carefully crafted. The whole process could take weeks and you only have hours.

Stop. Back up. Go back in time, just a few minutes earlier, to the phone call. This time, don't let that hiring manager off the phone. Imagine that you're equipped with SIGMA TMS 5. Just start up the TMS 5 software and log in using your secure ID. Ask your customer about the position's KSA requirements and select the appropriate KSA domain from the software's navigation tree.

Instantly, TMS 5 tells you how many items are stored in your bank to test each knowledge or skill area. Within minutes, you'll have a draft exam in Microsoft Word format, ready to print or e-mail to the hiring manager for fast approval.

Or while you're at it, why not adjust the assessment on the spot? Using the historical performance of items in your TMS 5, you can remove items that have been proven too easy, too difficult, unreliable or those that have shown adverse impact in the past.

After you've chosen the right number of test items with acceptable performance history, you can organize the questions at your discretion, listed by category, at random or in order of difficulty. With one more click, you publish the test and it's ready for administration. Speaking of administration, TMS 5 can create test materials for traditional paper-and-pencil tests or secure, Web-based tests.

With TMS 5, you can load and review the item analysis statistics from the Sigma Applicant Management System (AMS 5). The software maintains separate statistics and frequencies for each administration of each item in each test. That means you can analyze the results across administrations for any specific exam, any particular job or occupational group or a combination of factors. Then, TMS 5 presents the reports in graphics, columnar data or both.

From creation to post-administration analysis, TMS 5 makes the development of employment exams easier, faster and more efficient. Simple as that. If you want to select smarter, select Sigma.



**To learn more about the SIGMA 5 Test Management System, call 1-800-677-1275 or visit [www.gosigma.com](http://www.gosigma.com).**