



## Malaysian Integrity Test (MIT)

The Malaysian Integrity Test (MIT) is a decision-making tool designed to measure integrity and predict the likelihood of problematic behaviour at work. The MIT is one of the products offered through the Talent Performance Management Solution (TPMS).

### Overview

The Malaysian Integrity Test (MIT) is a decision-making tool designed to measure integrity and predict the likelihood of problematic behaviour at work.

The MIT runs on the Talent Performance Management Solution (TPMS), which is a reliable and secure platform for talent performance management decision-making, suitable for organisations of all sizes. TPMS provides automated individual and group test reports. Multiple dashboards are available for easy monitoring of individual progress, anywhere and anytime.

### Features

Among the many features of the Malaysian Integrity Test (MIT) are:

- **Administered Online**  
The MIT is available online through the Talent Performance Management Solution (TPMS).
- **Measures Aspects of Personality and Behaviour that Underpin Integrity**  
The MIT measures integrity by examining various aspects of personality and of behaviour in a wide range of situations.
- **Available in English and Bahasa Malaysia**  
The MIT is available in English and Bahasa Malaysia versions. Versions in other languages can be commissioned upon request.
- **Contains Norms from Various Occupational Groups**  
Norm sets for different occupational groups are available.
- **Meets Internationally-accepted Assessment Standards**  
The MIT was designed in accordance with recognised principles of good practice in psychometric testing, and in the measurement of integrity in particular.
- **Valid and Reliable**  
The MIT was developed based on extensive research. There is ample evidence in support of its validity and reliability when used with the Malaysian population.
- **Provides Insights into Integrity**  
The MIT test reports, called *Insights*, are made available through the TPMS automated test reporting plugins. Two types of *Insights* are provided to test authorities. Individual *Insights* describe candidates' individual integrity profiles, while group *Insights* summarise the integrity scores of groups of candidates, at the team, departmental, or even organisational level. TPMS also allows easy monitoring of individual progress.
- **Applicable to Different Stages of the Employee Life Cycle**  
The results of the MIT can be used for candidate recruitment, individual development, succession planning and performance appraisal.

### Technology Summary

#### MIT

The MIT is a decision-making tool designed to measure integrity and predict the likelihood of problematic behaviour at work. It is available online through the Talent Performance Management Solution (TPMS).

**Industries:** Government, Enterprise, Public Safety, Healthcare, Education

#### Features

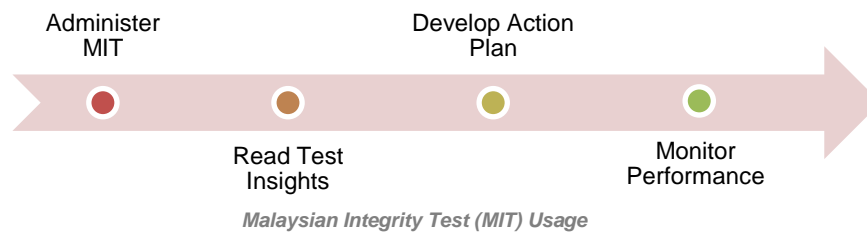
- Administered online
- Multiple dashboards access
- Measures aspects of personality and behaviour that underpin integrity
- Available in English and Bahasa Malaysia
- Contains norms from various occupational groups
- Meets internationally accepted assessment standards
- Valid and reliable
- Provides insights into integrity
- Applicable to different stages of the employee life cycle

#### Uses

- Employee retention
- Employee recruitment
- Employee development
- Employee engagement

#### Technology Benefits

- Continuous performance solutions
- Designed and validated in Malaysia
- Comprehensive integrity assessment



## Uses

Employers can use the MIT to determine whether job applicants and employees can be relied on to act with integrity, an important attribute in the workplace. The results can help inform decisions with regards to:

- **Employee Recruitment**  
The MIT measures personality traits that are related to personal integrity and ethics. Scores on the test can aid in selecting candidates for jobs requiring important responsibilities.
- **Employee Development**  
The MIT evaluates attributes that may be counterproductive to an organisation, helping managers and human resources workers in planning programs and strategies aimed at reducing the incidence of unethical conduct.
- **Employee Engagement**  
Employee disengagement can negatively affect an organisation in many ways. The MIT can assess detrimental factors related to disengagement, such as demotivation, so that strategies can be undertaken to counter them.
- **Employee Retention**  
The MIT measures certain factors that may make employees more likely to leave an organisation, such as poor loyalty to the organisation and inability to interact sociably with co-workers. The measurement of these factors offers solutions that may enhance employee retention.

## Technology Benefits

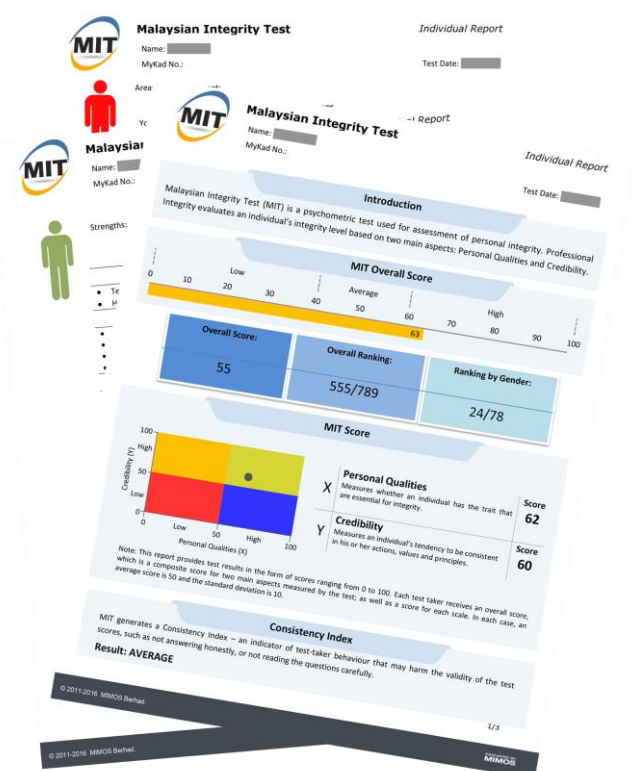
The MIT offers the following benefits to organisations:

- **Continuous Performance Solutions**  
The MIT runs on the Talent Performance Management Solution (TPMS). TPMS is a continuous performance solution through which it is possible, whenever desired, to administer the MIT, produce automated test reports, or monitor employees' performance.
- **Designed and Validated in Malaysia**  
The MIT was designed for use in Malaysia's multicultural context.
- **Comprehensive Integrity Assessment**  
The MIT was developed to assess an individual's characteristics as thoroughly as possible in order to provide a comprehensive appraisal.

## Contact Information

For more information on this product, please contact:

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**Malaysian Integrity Test (MIT) Sample Insights**

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