

Build **accurate assessments**
with question analytics

Introducing question analytics in HackerEarth assessments

While finding developer talent is primarily owned by talent acquisition and recruitment teams, hiring managers play a crucial role in creating assessments that accurately screen a candidate's skills for a particular role. And this is easier said than done.

Questions form the backbone of any assessment. For a hiring manager, selecting questions for an assessment is based on many burning questions.

- How will you know if you're choosing the right question?
- How will you know if candidates will find the questions easy or challenging?
- Is this the right question for the skill type being assessed?
- Has this question been used in the recent past?

The answer lies in **question analytics**.



The new question analytics feature available in HackerEarth's assessment platform enables hiring managers to make more informed decisions, while choosing questions from the pre-built question library.

Creating accurate skill-based assessments with question analytics

1. View the health score to choose only high-quality questions

Questions in the HackerEarth library are ranked based on a health score; an indicator of the question's quality. A question with a health score above 7 is deemed to be of high quality. The quality of a question is determined by the difficulty level and the number of times it was used in the recent past. View the health score of a question directly from the interface, and click on it to view analytics.

Programming Questions

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23 An Interesting Xor Problem

Binary search algorithm

Dynamic Programming

Basic Programming

Basics of bit manipulation

Medium

Bit Manipulation

50

Health 7/10

2. Get insights to analyze each question on a deeper level

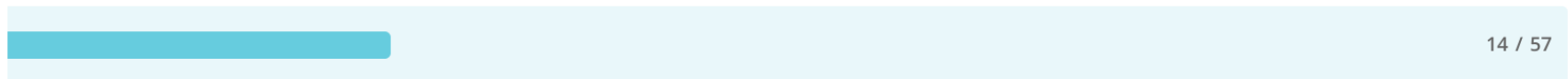
By clicking on a question's health score, users can view deeper analytics to get further details.

a. Analyze the difficulty level of the question

You can measure the number of candidates who have successfully attempted the question. Here, only 14 out of 57 candidates have correctly answered the question, which makes it moderately difficult.

Attempt rate

Total number of candidates who have successfully attempted and solved the question

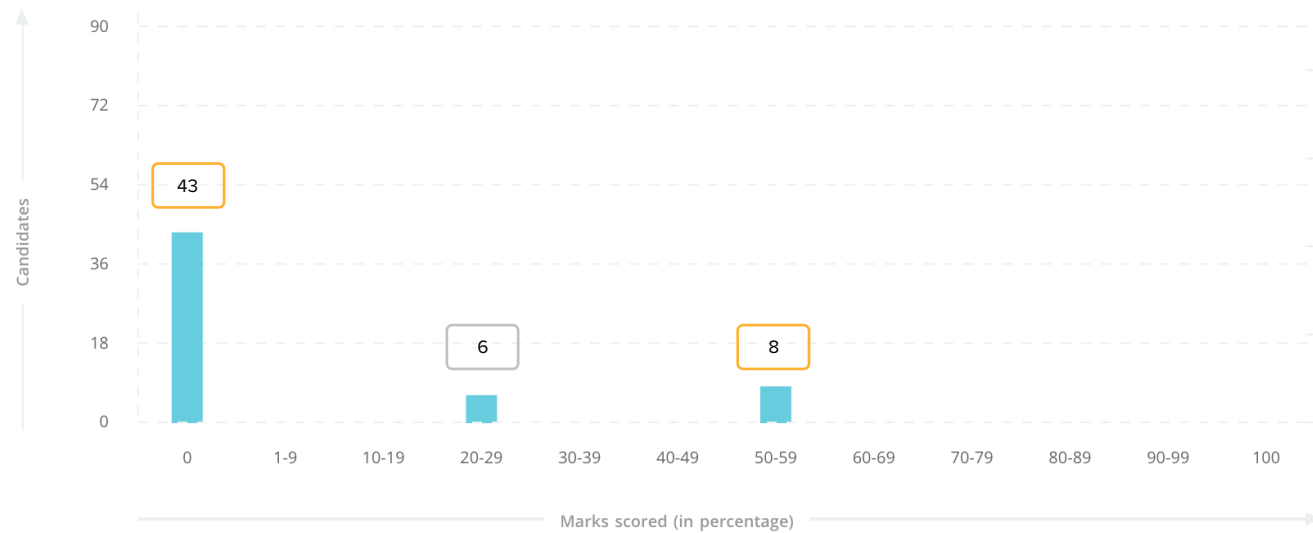


To know more, you can take a look at the **'score distribution'** graph which gives an overview of the candidate's score .

In this graph, 43 out of 57 candidates have scored a zero and only 8 candidates have scored in the 50-59 range.

Score distribution

Overview of the marks scored by all the candidates who have successfully attempted this question



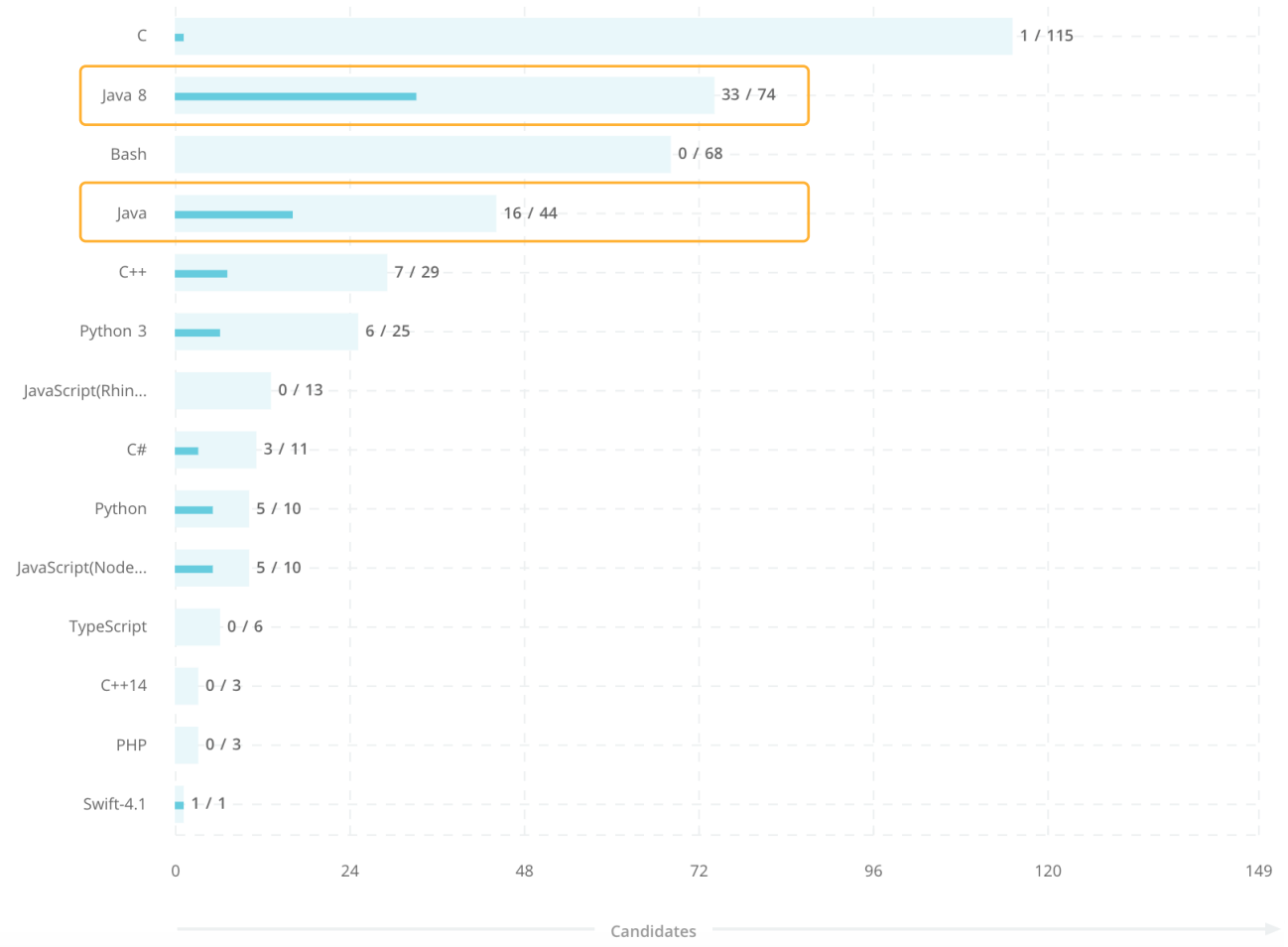
b. Determine question compatibility with skill type

It's important to know if a question accurately assesses a candidate's programming skills. The **language preference** graph indicates the number of successful attempts made by a candidate, based on the programming language chosen.

From the below graph it is clear that the question is a right indicator of testing a candidate's skills in Java8 and Java. However, this wouldn't be the right question if you were to test a candidate's skills in other programming languages such as C, Bash, PHP, or C#.

Language preference

Total number of attempts and successful attempts per language

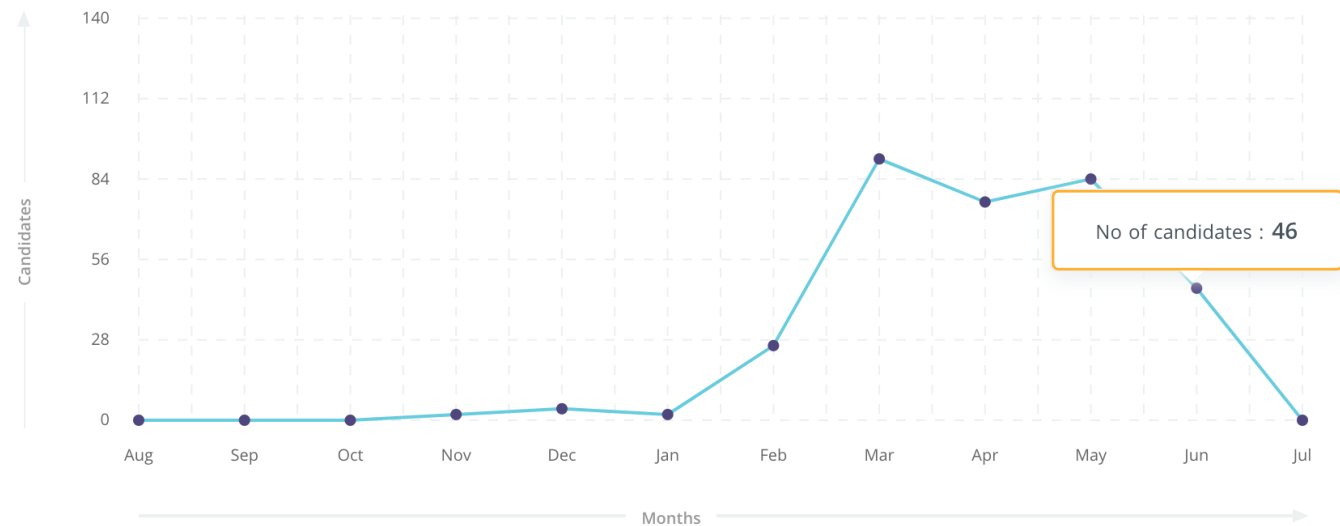


c. Track question usage over time

The '**problem usage**' graph indicates the popularity of the question based on the number of candidates who've attempted it over the past year.

Problem usage from August 2018 to July 2019

Number of candidates who attempted the question in the last 12 months



Since Jan 2019, this question has been frequently used in assessments and has remained popular till June 2019. The sharp decline in the number of candidates attempting the test indicates a drop in its popularity.

3. Share insights with collaborators

Screening talent is a team effort and involves the decisions of multiple stakeholders. To enable better collaboration, you can share your findings with the concerned team members. Download it as a pdf or copy the URL link to share it online.

Question Analytics



Deleting a character

Health 7/10

You are given a string S containing lowercase English alphabets. You have to delete exactly one character from the string such that the resultant string is lexicographically smallest.

Note

'Lexicographically smallest' means that if we arrange al...

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Go ahead and try using question analytics in your assessments, and let us know how it works for you. If you need help using question based analytics in your assessments, write back to us at support@hackerearth.com. If you're new to HackerEarth and want to create accurate skill-based developer assessments , [sign up for our 14-day free trial](#).