

Aggregate Statistics for October 2009 NKE™ Ontario Exam-writers

Office of the Registrar
January 10, 2009



Table 1: Applying the adjustment

Unadjusted Number-right Score	Adjusted Number-right Score	Adjusted Percent Score	Rounded Adjusted Percent score
38	52	0.3467	35
39	53	0.3533	35
40	54	0.3600	36
41	55	0.3667	37
42	56	0.3733	37
43	57	0.3800	38
44	58	0.3867	39
45	59	0.3933	39
46	60	0.4000	40
47	61	0.4067	41
48	62	0.4133	41
49	63	0.4200	42
50	64	0.4267	43
51	65	0.4333	43
52	66	0.4400	44
53	67	0.4467	45
54	68	0.4533	45
55	69	0.4600	46
56	70	0.4667	47
57	71	0.4733	47
58	72	0.4800	48
59	73	0.4867	49
60	74	0.4933	49
61	75	0.5000	50
62	76	0.5067	51
63	77	0.5133	51
64	78	0.5200	52
65	79	0.5267	53
66	80	0.5333	53
67	81	0.5400	54
68	82	0.5467	55
69	83	0.5533	55
70	84	0.5600	56
71	85	0.5667	57
72	86	0.5733	57
73	87	0.5800	58
74	88	0.5867	59
75	89	0.5933	59
76	90	0.6000	60
77	91	0.6067	61
78	92	0.6133	61
79	93	0.6200	62
80	94	0.6267	63
81	95	0.6333	63
82	96	0.6400	64
83	97	0.6467	65
84	98	0.6533	65
85	99	0.6600	66
86	100	0.6667	67
87	101	0.6733	67
88	102	0.6800	68
89	103	0.6867	69
90	104	0.6933	69

Unadjusted Number-right Score	Adjusted Number-right Score	Adjusted Percent Score	Rounded Adjusted Percent score
91	105	0.7000	70
92	106	0.7067	71
93	107	0.7133	71
94	108	0.7200	72
95	109	0.7267	73
96	110	0.7333	73
97	111	0.7400	74
98	112	0.7467	75
99	113	0.7533	75
100	114	0.7600	76
101	115	0.7667	77
102	116	0.7733	77
103	117	0.7800	78
104	118	0.7867	79
105	119	0.7933	79
106	120	0.8000	80
107	121	0.8067	81
108	122	0.8133	81
109	123	0.8200	82
110	124	0.8267	83
111	125	0.8333	83
112	126	0.8400	84
113	127	0.8467	85
114	128	0.8533	85
115	129	0.8600	86
116	130	0.8667	87
117	131	0.8733	87
118	132	0.8800	88
119	133	0.8867	89
120	134	0.8933	89
121	135	0.9000	90
122	136	0.9067	91
123	137	0.9133	91
124	138	0.9200	92
125	139	0.9267	93
126	140	0.9333	93
127	141	0.9400	94
128	142	0.9467	95
129	143	0.9533	95
130	144	0.9600	96
131	145	0.9667	97
132	146	0.9733	97
133	147	0.9800	98
134	148	0.9867	99
135	149	0.9933	99
136	150	1.0000	1.00

adjustment of 14 points is applied to the number-right score.

Table 2: Score distribution for October 2009 NKE

Rounded percent score	Frequency	Percent	Cumulative Percent
35	1	.07	.07
36	0	.00	.10
37	0	.00	.10
38	1	.07	.13
39	0	.00	.13
40	1	.07	.20
41	5	.33	.53
42	0	.00	.53
43	4	.27	.80
44	2	.13	.93
45	2	.13	1.07
46	1	.07	1.13
47	6	.40	1.53
48	3	.20	1.73
49	10	.67	2.40
50	9	.60	3.00
51	12	.80	3.80
52	12	.80	4.60
53	24	1.60	6.20
54	6	.40	6.60
55	28	1.87	8.46
56	14	.93	9.39
57	35	2.33	11.73
58	18	1.20	12.92
59	35	2.33	15.26
60	16	1.07	16.32
61	43	2.86	19.19
62	24	1.60	20.79
63	67	4.46	25.25
64	29	1.93	27.18
65	53	3.53	30.71
66	34	2.27	32.98
67	53	3.53	36.51
68	29	1.93	38.44
69	72	4.80	43.24
70	22	1.47	44.70
71	61	4.06	48.77
72	36	2.40	51.17
73	68	4.53	55.70
74	26	1.73	57.43
75	72	4.80	62.23
76	32	2.13	64.36
77	60	4.00	68.35
78	29	1.93	70.29
79	59	3.93	74.22
80	35	2.33	76.55
81	57	3.80	80.35
82	18	1.20	81.55
83	52	3.46	85.01
84	19	1.27	86.28
85	27	1.80	88.07
86	24	1.60	89.67
87	40	2.66	92.34
88	16	1.07	93.40
89	23	1.53	94.94
90	9	.60	95.54
91	20	1.33	96.87
92	8	.53	97.40
93	12	.80	98.20
94	6	.40	98.60
95	8	.53	99.13
96	3	.20	99.33
97	6	.40	99.73
98	2	.13	99.87
99	2	.13	100.00
100	0	.00	100.00
Total	1501	100.00	

Figure 1: Frequency distribution for October 2009 NKE scores

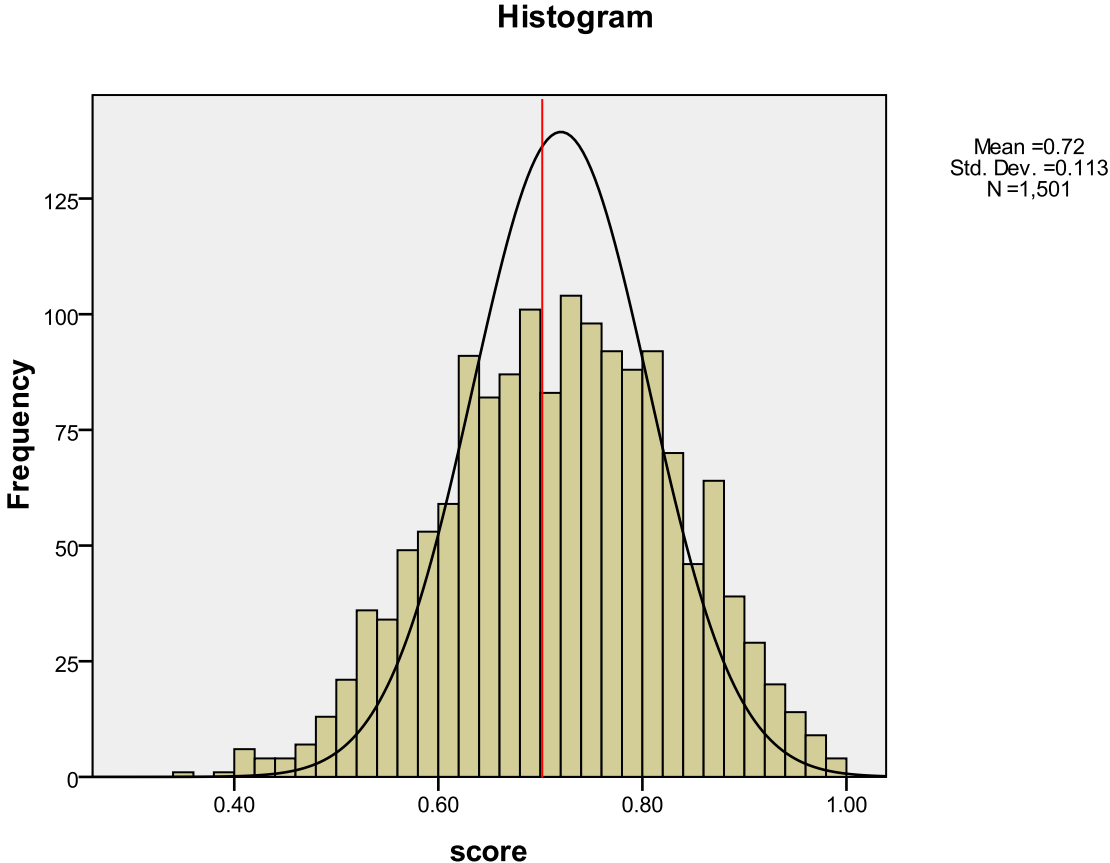


Table 3: Aggregate statistics for non-adjusted and adjusted scores

Score		N	Mean	Min	Max	Standard Deviation	Cut-score	Pass Rate
Unadjusted Number-right score	150	1501	93.48	38	135	16.92	91	.568
Unadjusted percent score	150	1501	.62	.25	.90	.113	.67	.568
Adjusted number-right score	150	1501	107.5	52	149	16.92	105	.568
Adjusted percent score	150	1501	.72	.35	.99	.113	.70	.568

Table 4: Aggregate statistics for functional area scores

	Number of Items	Mean	Mean %	Min	Max	Standard Deviation	Variance
Professional Practice in Human Resources	36	23.79	66.1	9	34	3.92	15.39
Organizational Effectiveness	12	7.99	66.6	1	12	2.04	4.18
Staffing	30	20.16	67.2	6	30	4.54	20.57
Employee and Labour Relations	16	9.40	58.8	1	16	2.60	6.76
Total Compensation	16	10.38	64.9	2	16	2.65	7.03
Organizational Learning, Development, and Training	28	15.48	55.3	4	26	3.96	15.69
Workplace Health and Safety	12	6.32	52.7	0	12	2.06	4.23
Total (unadjusted number-right scores)	150	93.52	62.3	38	135	16.92	285.58

Table 5: NKE Score means, standard deviations, and pass rates across administrations

NKE

Sitting	Number of exam-takers	Mean Raw Score	Standard Deviation	Adjustment	Adjusted Mean	Adjusted Mean %	Adjusted % Standard Deviation	Cut-Score	Cut-Score %	Cut-score in Z units	Number pass	Pass Rate
September 2003	175	88.59	10.20	15	103.59	.69	.07	105	.70	0.09	79	0.45
May 2004	109	96.56	10.99	10	106.56	.71	.07	105	.70	-0.19	71	0.65
October 2005	236	107.13	10.43	8	115.13	.77	.07	105	.70	-1.02	192	0.81
May 2005	240	103.06	14.33	6	109.06	.73	.10	105	.70	-0.32	149	0.62
October 2005	548	103.67	14.38	7	110.67	.74	.10	105	.70	-0.43	391	0.71
May 2006	408	107.95	15.30	2	109.95	.73	.10	105	.70	-0.36	259	0.63
October 2006	632	106.22	14.52	3	109.22	.73	.10	105	.70	-0.33	459	0.73
May 2007	556	110.70	15.17	2	112.70	.75	.10	105	.70	-0.54	402	0.72
October 2007	810	105.95	15.13	6	111.95	.75	.10	105	.70	-0.49	564	0.70
May 2008	697	102.02	16.91	6	108.02	.72	.11	105	.70	-0.21	411	0.59
October 2008	953	97.89	14.81	13	110.89	.74	.10	105	.70	-0.43	649	0.68
May 2009	912	97.20	15.87	13	110.20	.73	.11	105	.70	-0.36	575	0.63
October 2009	1501	93.48	16.92	14	107.48	.72	.11	105	.70	-0.18	852	0.57
Total	7777	102.25	14.23		109.65	.73	.09		.70		5053	0.65

Figure 2: NKE pass rate across administrations (Ontario)

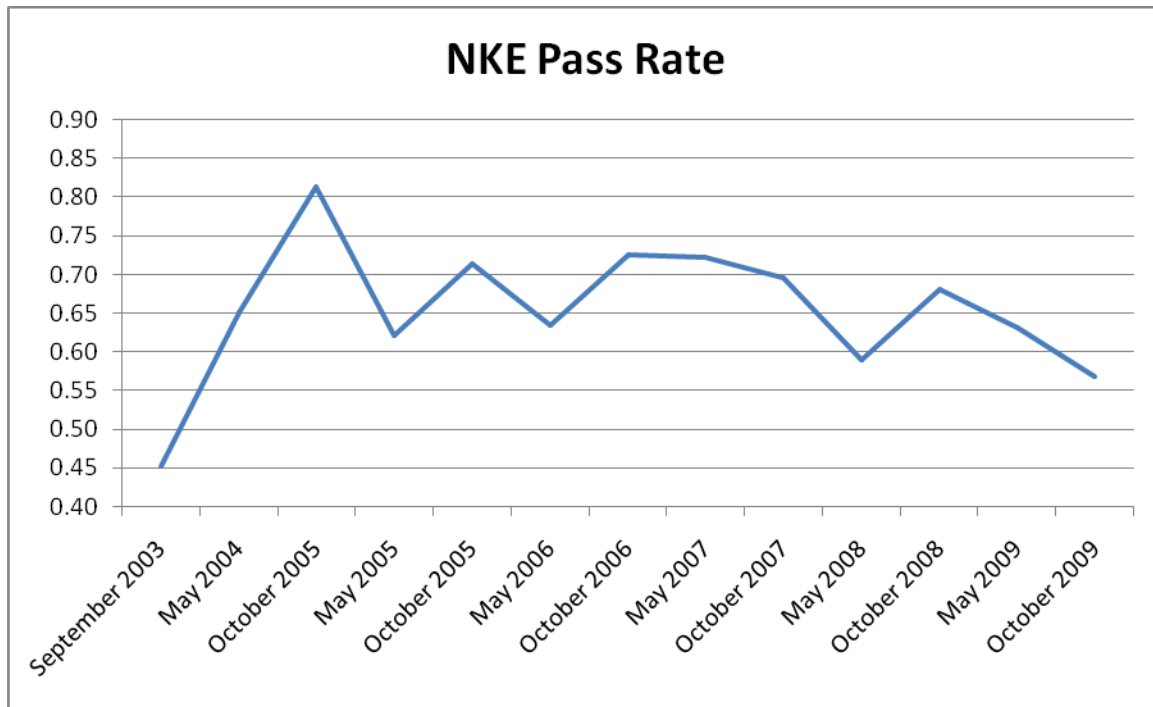
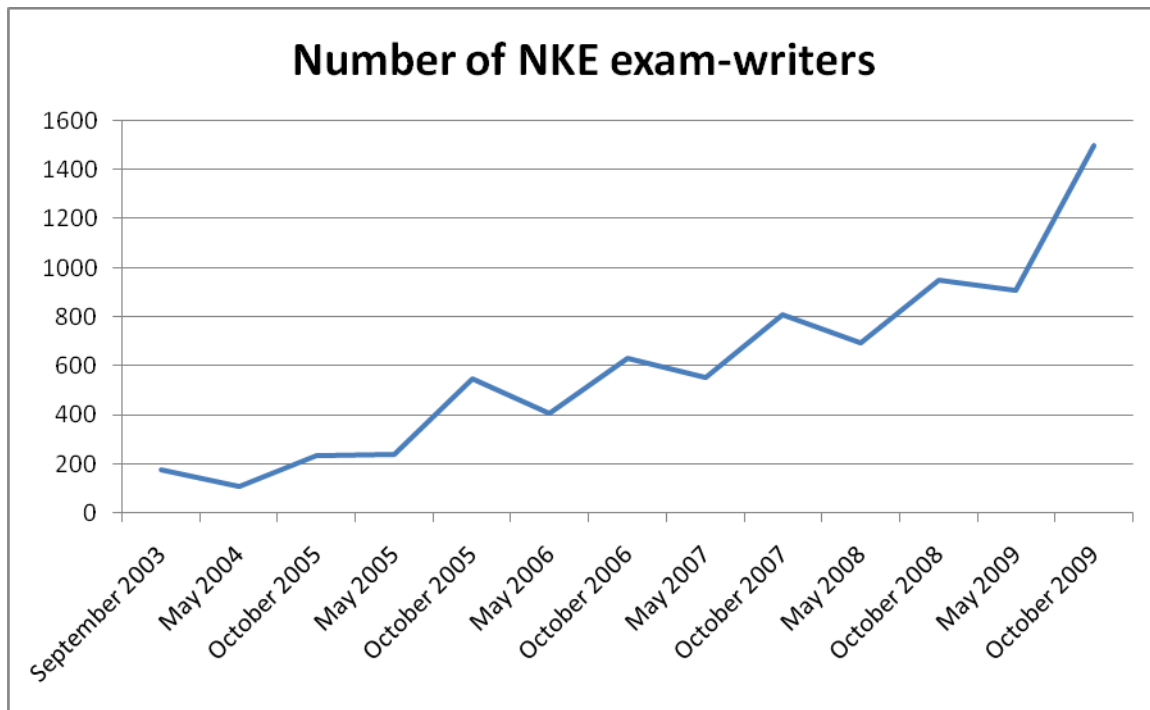


Figure 3: Number of NKE exam-writer across administrations (Ontario)



October 2009 NKE exam-writer demographics (Ontario)

1. What language do you speak most often? (*Chose one*)

	Frequency	Percent	Cumulative Percent
English	1053	96.9	96.9
French	10	.9	97.8
Other	24	2.2	100.0
Total	1087	100.0	

2. In what age group do you belong? (Circle one)

	Frequency	Percent	Cumulative Percent
20-24 yrs	231	21.3	21.3
25-29 yrs	308	28.3	49.6
30-34 yrs	167	15.4	64.9
35-39 yrs	130	12.0	76.9
40-44 yrs	107	9.8	86.8
45-54 yrs	131	12.1	98.8
55-64 yrs	12	1.1	99.9
over 65 yrs	1	.1	100.0
Total	1087	100.0	

3. Gender (Circle one) (The term undifferentiated has been cited for a person that has very little of either feminine or masculine traits Nelson A, Robinson BW. Gender in Canada. 2nd ed. Toronto: Prentice Hall; 2002.)

	Frequency	Percent	Cumulative Percent
Female	945	86.9	86.9
Male	140	12.9	99.8
Undifferentiated	2	.2	100.0
Total	1087	100.0	

4. Do you have a disability? (according to the Employment Equity Act, 1995, "persons with disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or(b) believe that a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace)

	Frequency	Percent	Cumulative Percent
No	1042	95.9	95.9
Yes	45	4.1	100.0
Total	1087	100.0	

5. Are you aboriginal? (according to the Employment Equity Act, 1995, "aboriginal peoples" means persons who are Indians, Inuit or Métis)

	Frequency	Percent	Cumulative Percent
No	1073	98.7	98.7
Yes	14	1.3	100.0
Total	1087	100.0	

6. Are you a member of a visible minority? (according to the Employment Equity Act, 1995, "members of visible minorities" means persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour)

	Frequency	Percent	Cumulative Percent
No	765	70.4	70.4
Yes	322	29.6	100.0
Total	1087	100.0	

7. Are you an Internationally Educated Professional (IEP)? ("Internationally Educated Professional" refers to an individual whose main educational experience occurred outside of Canada).

	Frequency	Percent	Cumulative Percent
No	959	88.2	88.2

Yes	128	11.8	100.0
Total	1087	100.0	

8. Are you currently pursuing a post-secondary education?

	Frequency	Percent	Cumulative Percent
No	904	83.2	83.2
Yes	183	16.8	100.0
Total	1087	100.0	

9. If you answered YES to Question 11, please circle the program you are currently enrolled in (*Circle one*):

	Frequency	Percent	Cumulative Percent
College Diploma or Certificate	101	56.4	56.4
College Degree (equivalent to university bachelor's degree)	7	3.9	60.3
University Degree	48	26.8	87.1
College Certificate in addition to University Degree	15	8.4	95.5
Master's Degree	8	4.5	100.0
Ph.D.	0	0	100.0
Total	179	100.0	

10. What is your highest level of education completed? (*Circle one*)

	Frequency	Percent	Cumulative Percent
College Diploma or Certificate	499	45.9	45.9
College Degree (equivalent to university bachelor's degree)	24	2.2	48.1
University Degree	293	27.0	75.1
College Certificate in addition to University Degree	219	20.1	95.2
Master's Degree	50	4.6	99.8
Ph.D.	2	.2	100.0
Total	1087	100.0	

11. What level of education have you completed that you feel is serving you best in the HR field?

	Frequency	Percent	Cumulative Percent
College Diploma or Certificate	622	57.2	57.2
College Degree (equivalent to university bachelor's degree)	15	1.4	58.6
University Degree	168	15.5	74.1
College Certificate in addition to University Degree	196	18.0	92.1
Master's Degree	31	2.9	94.9
Ph.D.	1	.1	95.0
None of the above	54	5.0	100.0
Total	1087	100.1	

12. Do you consider your formal college or university education to be primarily in HR?

	Frequency	Percent	Cumulative Percent
No	373	34.3	34.3
Yes	714	65.7	100.0
Total	1087	100.1	

13. Please circle the number of HR related courses you have taken: NOT including any courses you have taken for formal college or university programs (*Circle one*)

	Frequency	Percent	Cumulative Percent
None	273	25.1	25.1
1 - 3 courses	190	17.5	42.6
4 - 5 courses	66	6.1	48.7
6 or more courses	558	51.3	100.0
Total	1087	100.0	

14. How many years experience do you have in HR? *(Circle one)*

	Frequency	Percent	Cumulative Percent
No experience	143	13.2	13.2
0 - 3 years	515	47.4	60.5
4 - 6 years	205	18.9	79.4
7 – 9 years	91	8.4	87.8
10 or more years	133	12.2	100.0
Total	1087	100.0	

15. In which area of HR do you primarily work? *(Select only one)*

	Frequency	Percent	Cumulative Percent
I consider myself a HR Generalist	477	43.9	43.9
Other	230	21.2	65.1
Staffing	151	13.9	79.0
Organizational Learning, Training, & Development	58	5.3	84.3
Total Compensation	52	4.8	89.1
Employee & Labour Relations	49	4.5	93.6
Occupational Health, Safety, & Wellness	41	3.8	97.4
Organizational Effectiveness	29	2.7	100.0
Total	1087	100.0	

16. Which of the following prep methods did you use? *(Select all that apply)*

	Frequency	Percent of Cases
Textbooks	784	72.1
Sample questions from the CCHRA web-site	575	52.9
HRPA HRwrx on-line prep course	539	49.6
Canadian HR Press print study guide	401	36.9
Study group	229	21.1
College/University exam prep course	138	12.7
CCHRA/Captus Press on-line prep course	106	9.8
Other	99	9.1
Online discussion group(s) (e.g., Facebook)	82	7.5

Live prep workshop	60	5.5
Total	3013	

17. What was the primary preparatory method you used? (*Select only one*)

	Frequency	Percent	Cumulative Percent
HRPA HRwrx on-line prep course	361	33.2	33.2
Textbooks	275	25.3	58.5
Canadian HR Press print study guide	249	22.9	81.4
CCHRA/Captus Press on-line prep course	62	5.7	87.1
Sample questions from the CCHRA web-site	40	3.7	90.8
College/University exam prep course	32	2.9	93.7
Study group	29	2.7	96.4
Other	25	2.3	98.7
Live prep workshop	12	1.1	99.8
Online discussion group(s) (e.g., Facebook)	2	.2	100.0
Total	1087	100.0	

18. How many preparatory methods did you use to help study for this exam session? (*Circle one*)

	Frequency	Percent	Cumulative Percent
0 methods	11	1.0	1.0
1 method	147	13.5	14.5
2 methods	458	42.1	56.7
3 methods	316	29.1	85.7
4 or more methods	155	14.3	100.0
Total	1087	100.0	

19. How long ago did you start studying for this exam session?

	Frequency	Percent	Cumulative Percent
I didn't study for this exam	5	.5	.5
days	47	4.3	4.8
weeks	512	47.1	51.9
months	510	46.9	98.8
1 year or more	13	1.2	100.0
Total	1087	100.0	

20. How many hours on average did you spend studying for this exam session?

	Frequency	Percent	Cumulative Percent
0 to 10 hours	79	7.3	7.3
11 to 20 hours	100	9.2	16.5
21 to 30 hours	151	13.9	30.4
31 to 40 hours	175	16.1	46.5
41 to 50 hours	178	16.4	62.8
51 to 60 hours	124	11.4	74.2
more than 60 hours	280	25.8	100.0
Total	1087	100.0	

21. What are your reasons for pursuing the CHRP? (Circle all that apply)

	Frequency	Percent	Cumulative Percent
No reason	3	.3	.3
Desire for a job promotion	246	22.6	22.9
To fulfill job requirements	183	16.8	39.7
For my own satisfaction	445	40.9	80.7
In hopes of receiving a raise or bonus	22	2.0	82.7
Other	188	17.3	100.0
Total	1087	100.0	

22. Have you written the NKE more than once?

	Frequency	Percent	Cumulative Percent
This is my first time writing the NKE	924	85.0	85.0
I've written the NKE once before (this is my second time writing the NKE)	114	10.5	95.5
I've written the NKE twice before (this is my third time writing the NKE)	32	2.9	98.4
I've written the NKE three or more times before	17	1.6	100.0
Total	1087	100.0	

23. How confident are you right now that you will pass the NKE?

	Frequency	Percent	Cumulative Percent
I am absolutely confident that I will pass the exam (100% sure)	48	4.4	4.4
I am very confident that I will pass the exam (80% to 99% sure)	214	19.7	24.1
I am somewhat confident that I will pass the exam (60% to 79% sure)	542	49.9	74.0
I really don't know if I will pass the exam (40% to 59% sure)	239	22.0	96.0
I am not that confident that I will pass the exam (20% to 39%)	38	3.5	99.4
I am pretty sure I won't pass the exam (0% to 19% sure)	6	.6	100.0
Total	1087	100.0	

24. How knowledgeable do you consider yourself to be of the field of Human Resources?

	Frequency	Percent	Cumulative Percent
I have a comprehensive knowledge of the field	87	4.4	4.4
I have a very solid knowledge of the field	264	24.3	32.3
I have a solid knowledge of the field	428	39.4	71.7
I have a good knowledge of the field	247	22.7	94.4
I have a basic working knowledge of the field	61	5.6	100.0
Total	1087	100.0	