

# EEOC FACT SHEET FOR PRE-EMPLOYMENT ASSESSMENT TESTS



Employers should administer tests without considering the applicant's race, gender, nationality, religion, age (40 or older), or disability.



Employers should ensure that Pre-employment assessment tests are validated properly for the positions and purposes for which they are used.



The employer is responsible for ensuring that its tests are valid under the Uniform Guidelines on Employee Selection Procedures under Title VII.



If a selection procedure screens out a protected group, the employer should determine whether there is an equally effective alternative selection procedure with less adverse impact.



Employers must keep abreast of changes in job requirements. They should update the test specifications or selection procedures accordingly.

# Mitsubishi Pre Employment Test

**United States. War Department**



## **Mitsubishi Pre Employment Test:**

**EEOC Mission** ,2001      **U.S. Strategic Bombing Survey: Mitsubishi Heavy Industries, Ltd** United States. War Department,1947      **Employee Testing** ,1988      **Corporation Report ...: Mitsubishi Heavy Industries, Ltd. Airframes and engines** United States Strategic Bombing Survey,1947      *Human Resources Report* ,2002-07      **Training** ,1988  
*Time* Briton Hadden,1973      **Economic World** ,1993      **Department of Transportation and related agencies appropriations for 1989** United States. Congress. House. Committee on Appropriations. Subcommittee on Department of Transportation and Related Agencies Appropriations,1989      **Flying Magazine** ,1976-06      Technology and Industrial Growth in Pre-War Japan Yukiko Fukasaku,2005-07-22 This book aims to discredit the myth that has the unique cultural traits of the Japanese as the key to the country s success arguing that the more realisable foundation of long term investment in training and research is responsible The book looks at the development of Japan in the pre War period Yukiko Fukasaku sees the achievements of this period as central to the present competitiveness of the country s industrial technology She uses the Mitsubishi Nagasaki shipyard as a case study looking at technological innovation and training as the keys to long term stability and economic success The book has implications for industrial development worldwide Japan s starting point over a century ago was similar to the present conditions of many developing countries and the book s emphasis on the acquisition of better skills as a key to development is as relevant to Europe and America as it is to the Third World      Department of Transportation and Related Agencies Appropriations for 1990 United States. Congress. House. Committee on Appropriations. Subcommittee on Department of Transportation and Related Agencies Appropriations,1989      Management for Productivity John R. Schermerhorn,1993      **Fair Employment Practices** ,1996      Daily Labor Report ,1999      **BNA's Americans with Disabilities Act Manual** ,1998      Employment Practices Decisions ,2007 A full text reporter of decisions rendered by Federal and State courts throughout the United States on Federal and State employment practices problems      *BNA's Employment Discrimination Report* ,1999      BNA's Workers' Compensation Report ,2001      **Flying Magazine** ,1976-04

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