



Checklist for choosing your Pre-employment Testing Software

Deciding on using Pre-employment testing software? Great! Here is a checklist before you make your buying decision.

Main Evaluation Parameters while Buying a Skill Assessment Software
Fitment for your use case
Pricing
Usefulness of Reports
Ease of use for Company Admins
Ease of use for test takers
Proctoring and Anti-cheating features
Onboarding Timeline
Support Availability
Test Customization and Branding
Integration
Compliance
Deployment

Question to ask your Assessment Vendor	Status	Notes about Xobin
1. Do you provide a free trial?	✓	Yes
2. How large is the Question library?	✓	100,000 + questions
3. What question types do you support?	✓	5+ Types MCQ, Audio, Video, Coding, Descriptive Free text, and Assignment questions.
4. How many skill-based and job-based Pre-employment tests are available?	✓	800+ Job Skills
5. Do you support Coding Tests?	✓	Yes
6. Does the tool provide Psychometric Tests?	✓	Yes

7. Can a company add its own questions?	✓	Yes
8. Are there ready-to-use, pre-built tests?	✓	Yes
9. Are the tests timed or untimed?	✓	Both
10. Can a screening test be customized based on job role?	✓	Yes
11. Is there a per-test pricing?		No. Simple Subscription
12. Is there a per-candidate invitation pricing?		No. Simple Subscription
13. Do you have a per-seat or per-user pricing? How many company employees can access Xobin?		Depends on the plan. The Essential plan comes with 10 users, while the standard plan comes with 20 Users. Additional company admins will be charged.
14. What other platforms do you integrate with?	✓	We connect with ATS, LMS, HRMS, or custom software
15. Do you provide APIs and Webhooks for Integration?	✓	Yes
16. Are there any extra charges or additional fees for integration?		Depends on the Type of integration. Custom Integrations are charged, but native integrations are not.
17. Do you provide an overall test report?	✓	Yes
18. Do you provide a detailed candidate report?	✓	Yes
19. Is there onboarding and training for users?	✓	Yes.
20. What support channels are available?	✓	Chat, Email, or telephonic support by Account Manager
21. What is the support availability?	✓	Based on plan. 24x7 or 24x5
22. Are there inbuilt features for anti-cheating & proctoring?	✓	Yes. Over 5+ features to track/warn candidates
23. Do you provide a report on malpractices	✓	Included in detailed report
24. Can the company name and logo be added to the test?	✓	Yes
25. Can custom instructions & messages be added?	✓	Yes
26. Is the deployment cloud-based or on-prem?	✓	Cloud based only
27. Is Xobin (the company) ISO Certified?	✓	Yes

28. Are you GDPR Compliant?	<input checked="" type="checkbox"/>	Yes
29. Is the software and tool EEOC Compliant?	<input checked="" type="checkbox"/>	Yes
30. What are the Data Privacy Measures implemented?	<input checked="" type="checkbox"/>	Listed in Privacy Policy, Terms of Use and NDA

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