

Introduction to



Nisseiken, Inc.

About the company



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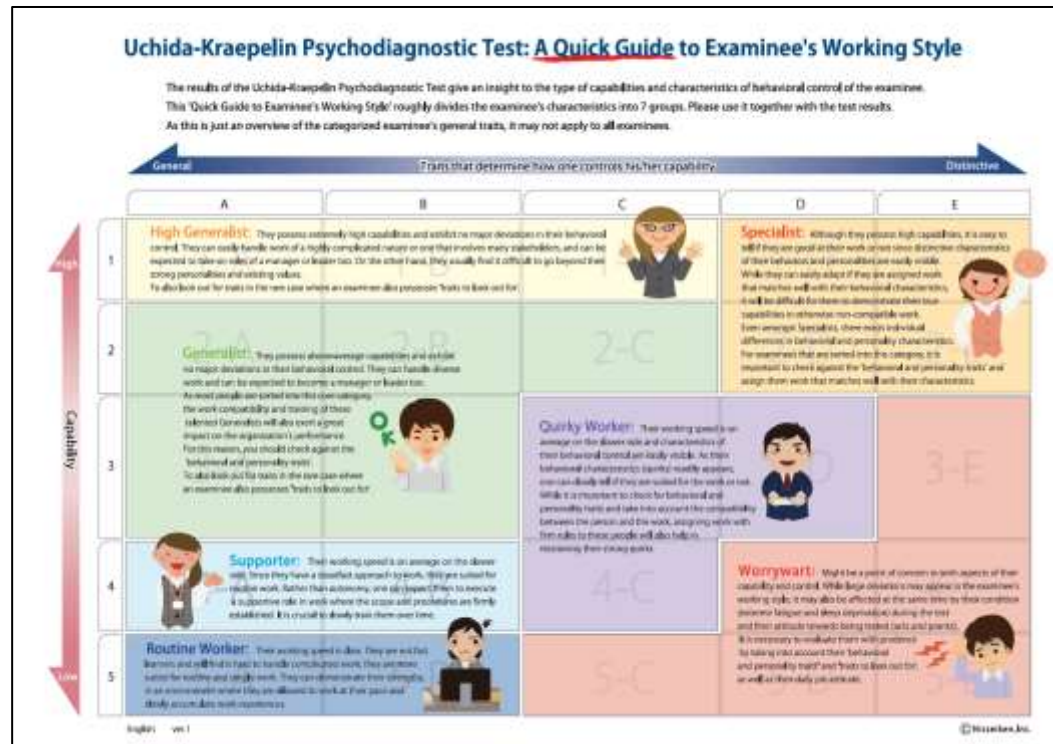


About the UK Test

- As the name suggests, the Uchida-Kraepelin Performance Test is a paper-pencil performance test, as opposed to a set of questions (Questionnaire) where the result can be easily influenced by how test takers want to portray themselves. In this test, the test taker performs simple additions on the test paper. It takes 50 minutes in total to administer the test.
- It will support your recruitment and safety with regards to human resources and increase your productivity.



Benefits of using the UK test



- The UK test primarily reveals two things: the test taker's abilities and their behavioral and personality traits.
- The test provides thorough understanding of the behavioral traits of the examinee, which, in turn, allows employers to identify applicants who might be best suited for that particular job.
- **A major strength of the test is that it can be used worldwide since it uses no words, and all the test taker needs to do is add numbers. Thus, there is little influence due to culture or language.**

Introduced companies and main usage scenarios in Japan and other Asian countries



Japan

Companies introduced: Government offices (HR committee, police, etc.), railway companies (JR, Tokyo Metro, etc.), Toyota Motor Corporation, Seiko Epson Corporation, Yamato Transport Co., Ltd., Nippon Express Co., Ltd., Hitachi, Ltd., Mitsubishi Heavy Industries, Ltd., Honda Motor Co., Ltd. and others

Main use cases: Recruitment / placement / safety management (accident prevention) / education (student understanding) / judgment of returning to work

East Asia (China, Korea, Taiwan)

Implementing companies: Samsung, HYUNDAI, etc.

Main use cases: Adoption / location at local and Japanese companies / safety management

Southeast Asia (Vietnam, Thailand, Myanmar, Cambodia, Indonesia, etc.), India

Implementing companies: BTS, AIFUL, KDDI, ALSOK, ROBOTECH, Mitsubishi Fashion, West Japan Overseas Business Support Cooperative and others

Main use cases: Adoption / location at local and Japanese companies / safety management

Examples of use overseas



■ Company information

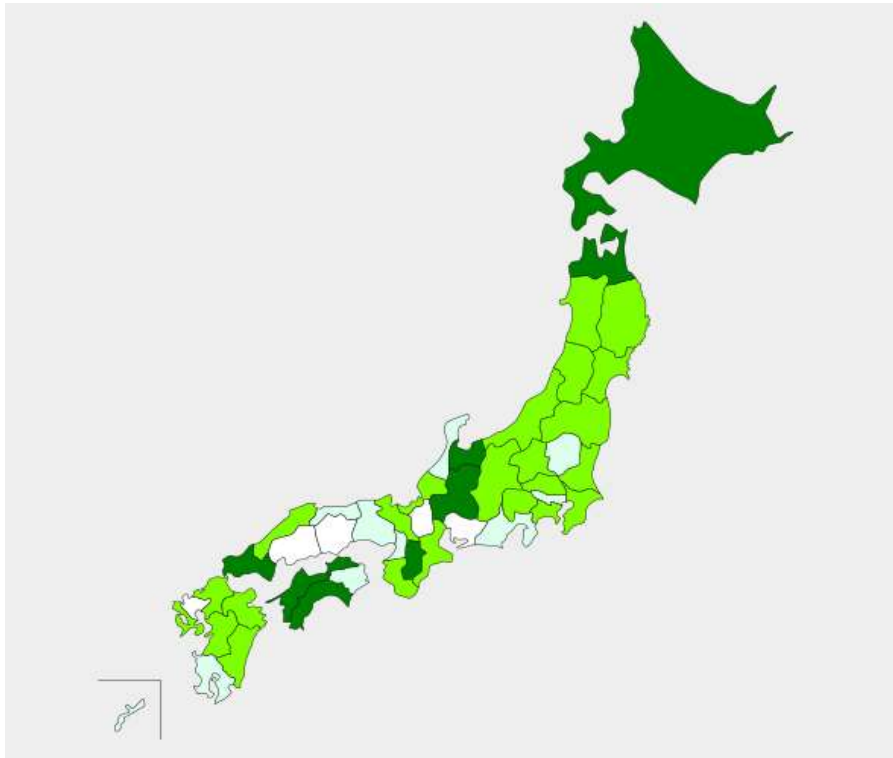
Company name: RORZE ROBOTTECH

- Business description: Design, manufacturing and sales of electronic equipment and semiconductors
- Japan Hiroshima Head Office (182 employees in Japan)
- Listed on the first section of the Tokyo Stock Exchange
- Overseas expansion: Expansion into the US, Singapore, Vietnam, Taiwan, South Korea, and China

Utilization of UK

- Following Hiroshima and Vietnam (2016-), Taiwan started using in 2018-.
- Vietnam: Large-scale business expansion. When 100 people were hired, about 10 of them retired early and were inefficient. By using UK, 2 to 3 retired people out of 100!
- Taiwan: I am interested in the UK, which has a low turnover rate, but it is a different index from expert knowledge and interviews. There are about 100 employees.

1) Use in Japanese corporations and government offices



- This test allows you to hire human resources objectively for your company. It also improve collective performance by assigning work that suits the capabilities and characteristics of employees.
- This test is frequently used in government offices as below and the Ministry of Defense.
 - Personnel Committee Used in 33 prefectures
 - Board of Education Used in 18 prefectures
 - Police headquarters Used in 33 prefectures

※Achievements in FY2014.

2) Use in Japanese and foreign railways



- This test has been used in all of the Japanese railway companies to reduce railway accidents for over 70 years, based on the Ministerial Ordinance of the Japanese Ministry of Land, Infrastructure, Transport and Tourism (MLIT).
- As a safety evaluation standard for the entire railway system, 150,000 to 200,000 people (estimated) are tested annually in Japan.
- Bangkok Mass Transit System (BTS) in Thailand, where introduction of the test has led to a decrease in the number of accidents recently.

3) Use in manufacturing industry



- Uchida-Kraepelin test, which was used to prevent accidents of factory workers during the war was highly relevant and was introduced to railway companies.
- The test is being used in manufacturing companies for safety management in terms of prevention of accidents due to human error.
- Applicants who might have a tendency of causing accidents can be identified by using the UK test.

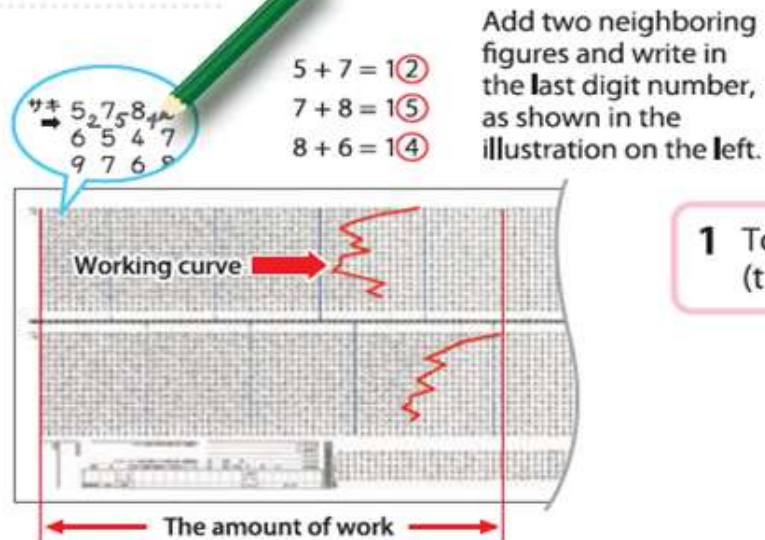
4) Use in Japanese medical institutions



- A test that is used in a medical institution.
- In Japan, stress checks have become mandatory and awareness of mental health measures is increasing.
- This test can be used for early detection of physical and mental problems, as a reference material for judgment of returning to work or a material for determining whether overtime restrictions are necessary.

What dose an examinee do?

- He/She dose simple additions of single-digit integers, moving on to the line immediately below, after every one minute.
- The test takes 30 minutes – 15 minutes for the first half and another 15 for the second half, with a break in between.



1 Total additions made
(the amount of work)

Abilities

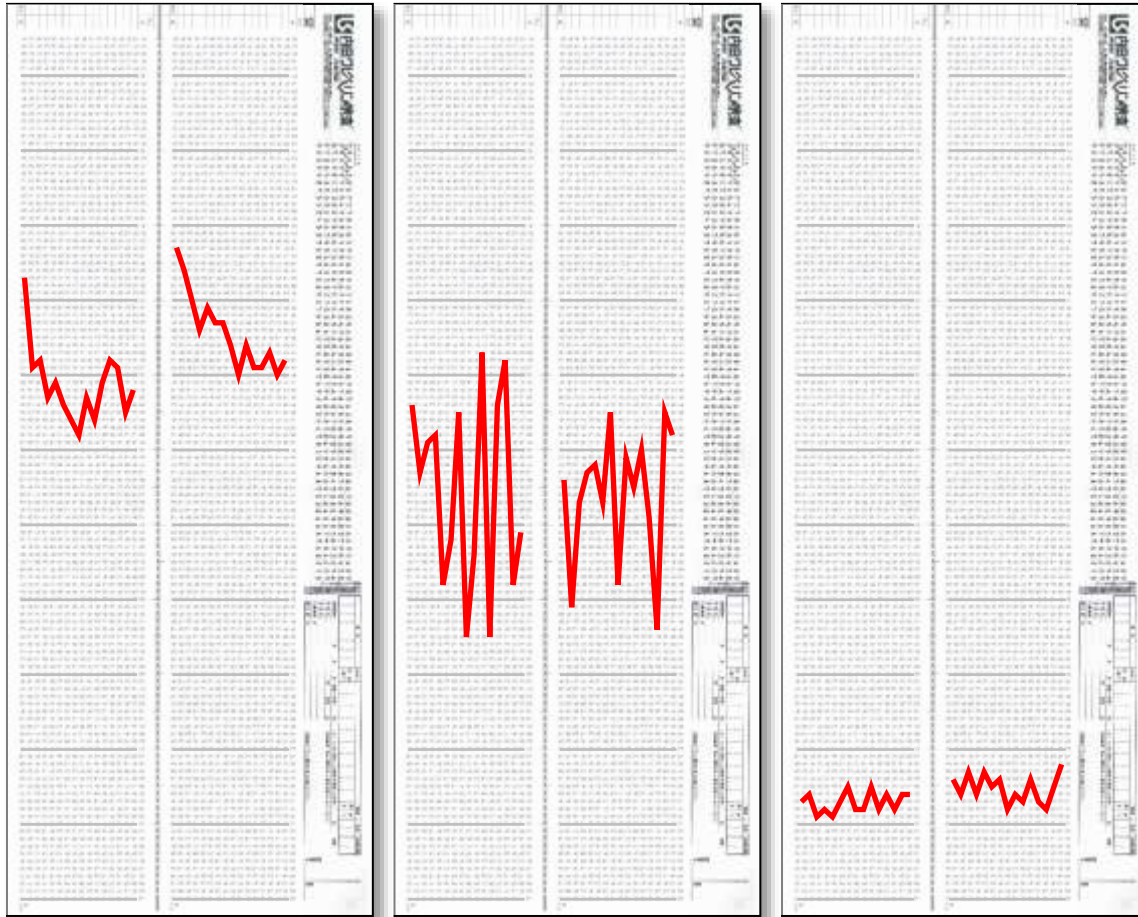
2 Changes in the quantity
of additions made every
minute (working curve)

3 Number of error in addition
(errors)

Characteristics
in personality and behavior

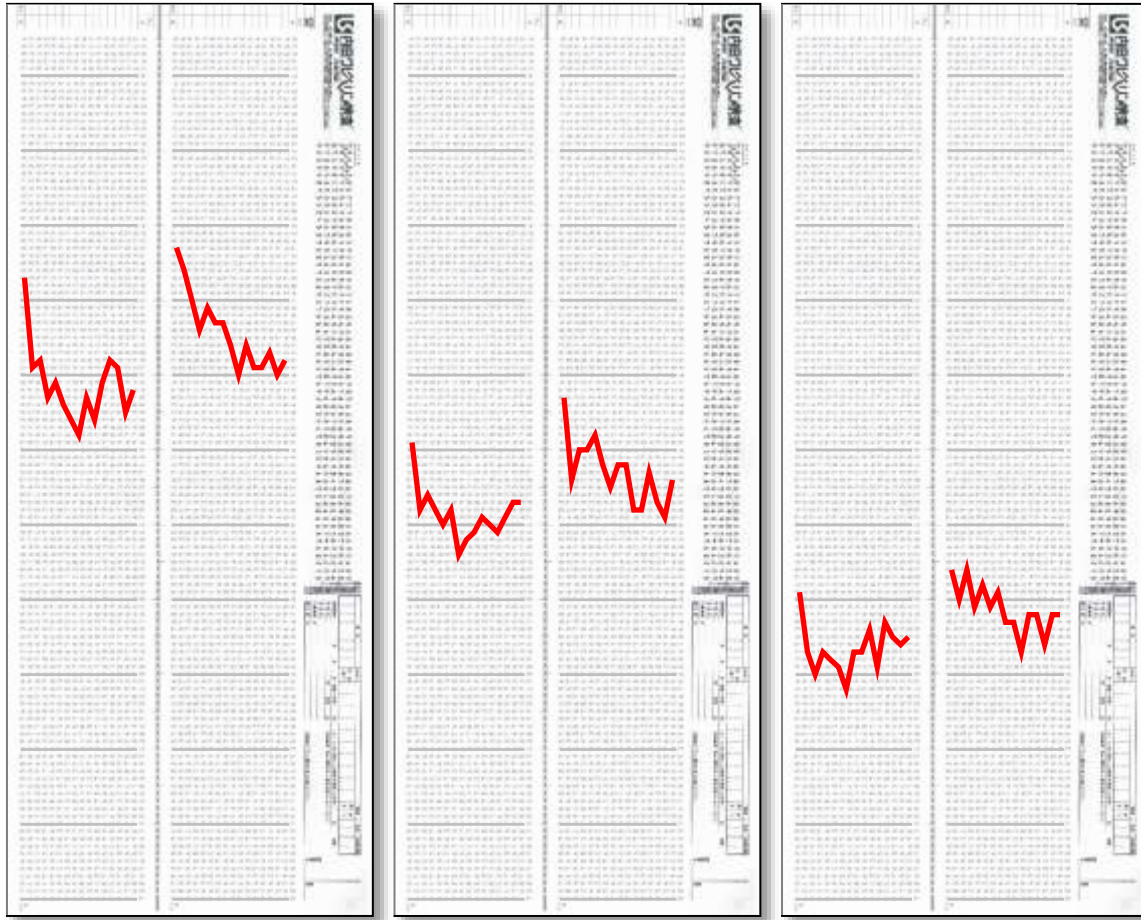
Considering all the scores listed above, the test evaluates an examinee comprehensively, in terms of both his /her abilities as well as characteristics in personality and behavior.

How People Work (Work Style)



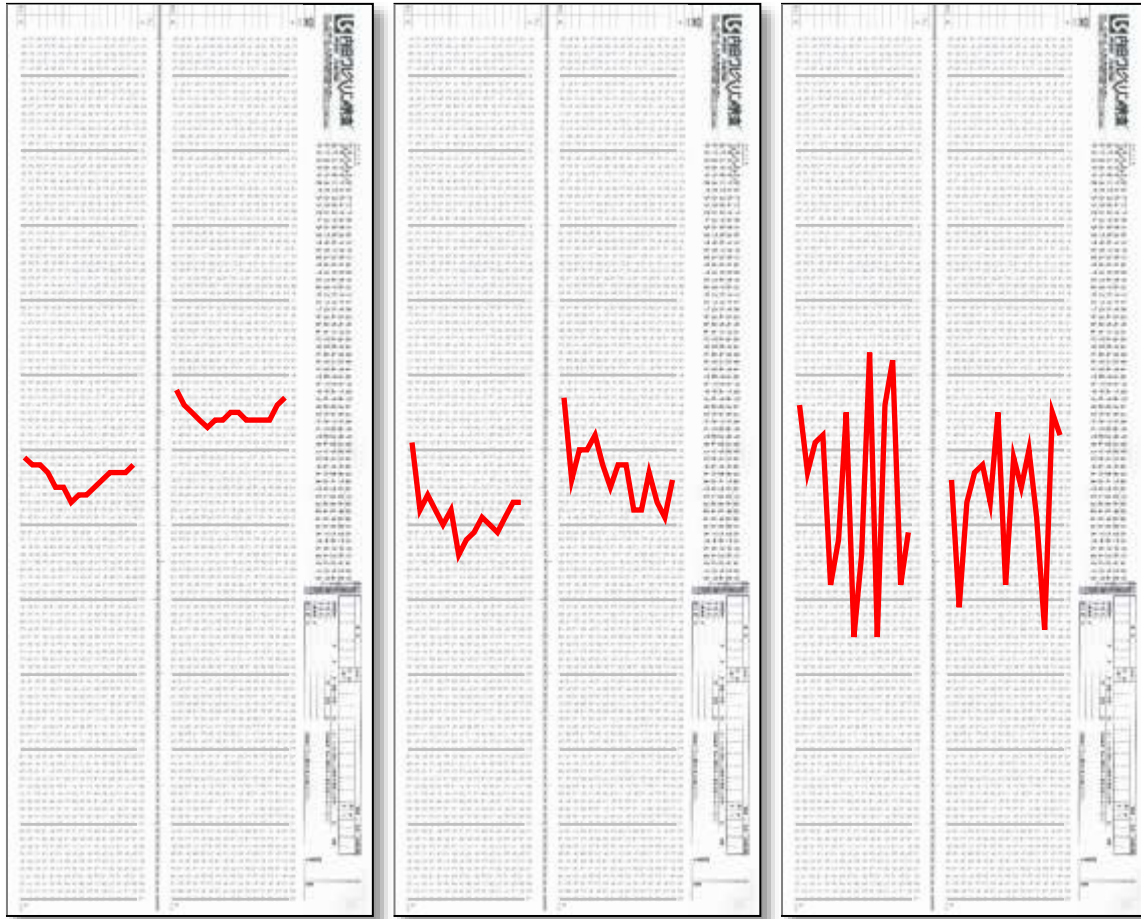
- By linking all the numbers for all 15 rows that we are able to calculate each minute, and then looking at the test paper vertically, we will be able to see a red line graph like the one on your left. We call this the UK curve.
- When comparing several curves, you will be able to see various characteristics in the amount that can be added and the shape of the polyline.
- **The shape of each curve shows test taker's How To Work.**

Personality shown by the Amount of Work



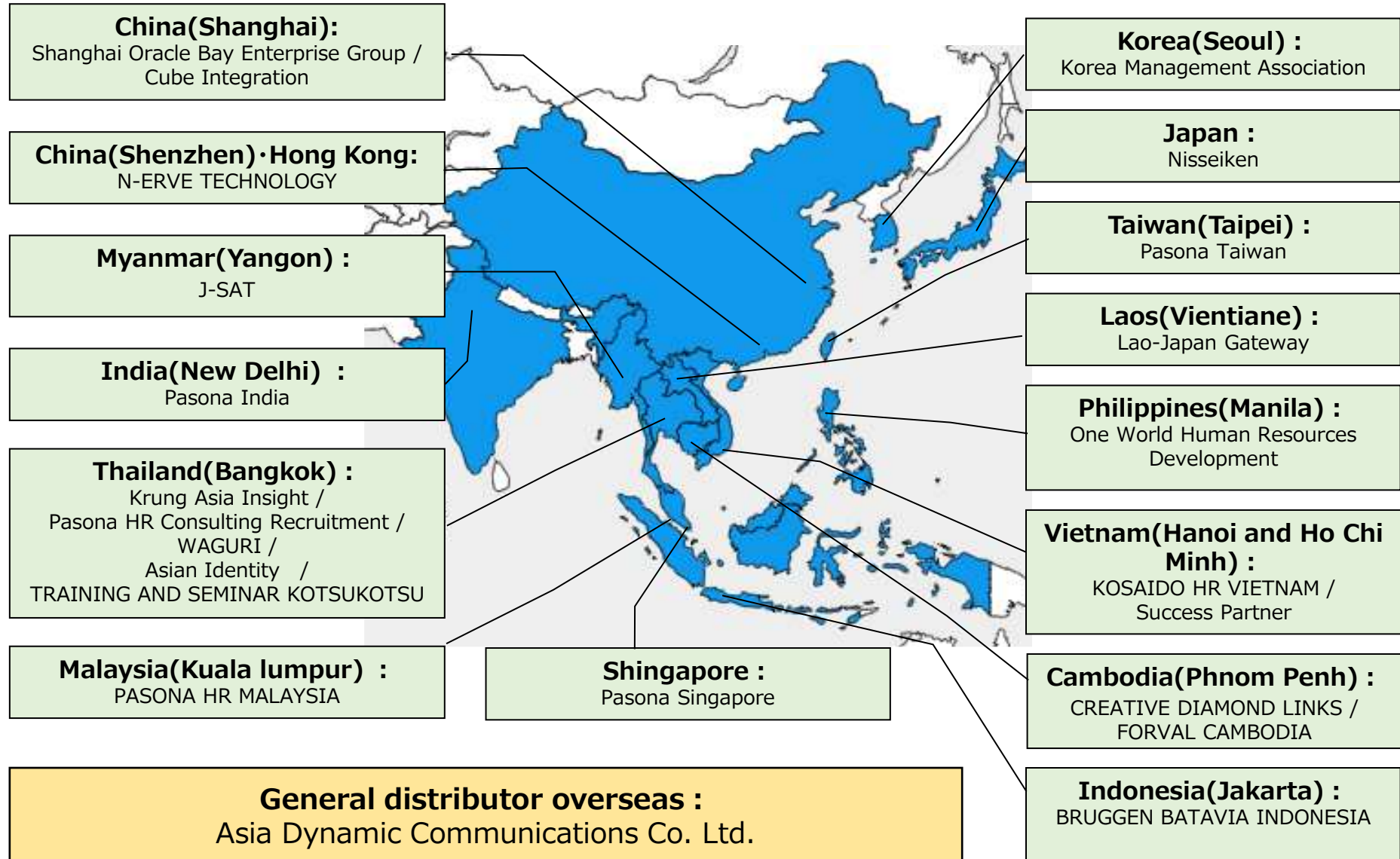
- There is a famous tale of a race between “the Tortoise and the Hare”.
- Amount of works shown left would be the running speed in this tale. Pace or speed of handling the work.
- As highly correlated with Intelligence (IQ) Test, it could reflect the more general intelligence and abilities
- Could be learning pace, possibility / potential for the growth by education.

Personality Shown by Shape of Curve



- There is a famous tale of a race between “the Tortoise and the Hare”.
- The shape of curve would be the running style in this tale. How to control when handling the work.
- It reflects a part of one’s personality, or the other sees the pattern of one’s behavior that appears externally as his/her “character”.

UK-Test Distributors in Asia (May, 2021)



Supported languages

Area	Vendor	Test	Implementation video (CD)	Results
Cambodia	○	English	English	English
China	○	Chinese	Simplified Chinese	Simplified Chinese
India	○	English	English	English
Indonesia	○	English	English	English
Japan	Nisseiken,Inc.	Japanese	Japanese	Japanese
Korea	○	Korean	Korean	Korean
Laos	○	English	English	English
Malaysia	○	English	English	English
Myanmar	○	English	Burmese	English
Philippines	○	English	English	English
Taiwan	○	English	Traditional Chinese	Traditional Chinese
Thailand	○	English	Thai	English
Vietnam	○	English	Vietnamese	English
Others	As needed	English	English	English

Inquiries

For inquiries regarding this document, please contact us at the following: