

Selecting European scholarship students



The Rochus and Beatrice Mummert Foundation, set up by the Robert Bosch Foundation, is headquartered in Stuttgart, Germany. Its aim is to support and develop Eastern European managers as they complete their Masters degree. It looks to develop 'excellent' managers who can then play a key role in making their organisations forward-thinking and competitive. This, in turn, contributes to the economic health and stability of their home countries and supports the political security of Eastern Europe. It is also thought that those who study in Germany and feel welcomed and comfortable there, will look to deepen their relationship with Germany once back in their own country.

The challenge: identifying those scholarship applicants

The Mummert Foundation awards scholarships to those talented and socially engaged students who are in the final year of their Masters degree or have completed their Bachelors degree specifically in the areas of economic, engineering, natural and tourism sciences. Those wanting to apply for a scholarship, must come from one of the listed Eastern European countries, display a high degree of initiative and support the political and economic development of their home country.

It is a five-semester programme supported by German managers who have a broad knowledge of economics and experience of managing successful companies. This support sits alongside input from leading German universities. The programme is developed and enhanced by discussing with the scholarship students how improvements can be made and the direction needed. As part of the programme, a four to five month internship is included as well as a range of cultural activities.

As one would expect, demand for places is high. The challenge is to select the right candidates from the very large pool of applicants and so the Mummert Foundation chooses to use online assessments from *cut-e*.

The solution: assessing the characteristics and skills needed for success

As part of the selection process, the key cognitive skills known to be crucial if the students are to successfully complete the programme, are evaluated. These comprise numeracy skills, verbal skills, inductive reasoning, deductive reasoning and English language skills. In addition to these cognitive abilities, so-called 'soft skills' are also assessed: how the applicant behaves with others, how he or she organises work, how information is handled and what motivates him or her. These areas are assessed through personality questionnaires and the resulting information serves as the basis for a structured interview supported by standardised interview guidelines.

In order to integrate the online assessment into the selection process as seamlessly as possible, *cut-e* developed a way to present the individual results specifically for the Mummert Foundation. This report helps the selection committee, comprising university professors and representatives of the Mummert Foundation, to interpret the results without the need for any prior psychology or test training. This 'laymen's understanding' is a central component of the *cut-e* philosophy; the processing of tests and questionnaires can be carried out without the need for qualified experts or training course attendance.

By combining the test and questionnaire information with that obtained from the final assessment centre in Germany, those making the selection decisions have a well-founded, deep and precise picture of the applicants.

The outcome: a fair and robust selection process

The *cut-e* processes now form a central component of the selection process and help the selection committee to choose the right candidates in an efficient, valid, objective and, above all, informed manner.

Of course, gender, age, country of origin, home university and other factors all play a role in the selection process and it is this combination and balance which makes this a fair selection process.

"The online tests from cut-e have raised the quality and objectivity of our selection process considerably. Our selection committee would be lost without the cut-e online assessment process. The relevance of the results supports us particularly well in our work. Some of our guest universities no longer require intelligence tests for the assessment of the students' suitability, because they have already had very good experiences with the cut-e processes."

Edith Wolf, CEO, Mummert Foundation

"We are very pleased to be able to contribute to the selection of scholarship students at the Mummert Foundation. This project differs from our typical fields of action in economics, and this makes it particularly exciting for us. It is interesting to see how useful and helpful cutting-edge, attractive online assessment is for the selection of university applicants from Eastern European countries. It offers a good example which German universities could consider."

Andreas Lohff, Founder and CEO of *cut-e*

For any further information please don't hesitate to contact us!

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