



STRENGTH SCIENCE

Hogan's foundation in science and commitment to research distinguishes us from the competition. The Hogan Research Division (HRD) is at the heart of that commitment.

The Hogan Research Division is unparalleled in the industry. Comprised of doctorate- and master-level Industrial-Organizational psychologists, the HRD serves four vital functions: product development, domestic client research, international client research, and academic research collaborations.

PRODUCT DEVELOPMENT

The HRD draws on the latest findings and sound research practices to develop new assessments, reports, and other tools to meet emerging market needs. Our clients and partners can rest assured that newly introduced Hogan products come with the same reliability, validity, and practical utility as our more established products.

CLIENT RESEARCH

Domestic With more than 30 years of experience, Hogan understands that every company faces a unique set of challenges, the solutions to which are beyond the capabilities of a one-size-fits-all assessment solution. The HRD works with clients to:

- Provide custom, effective assessment solutions
- Execute pass rate and adverse impact analyses to ensure the profile meets legal guidelines and is screening in/out the correct applicants
- Revalidate existing selection profiles

International Any assessment provider can call themselves global, but Hogan is the only company that provides research-based support to our worldwide network of distributors, partners, and clients. The HRD provides:

- Rigorous, four stage translation process to ensure accurate translations

- Equivalence analyses that allow comparison of assessment results from different cultures
- Local norms to provide context for interpreting scores

Finally, the HRD works with domestic and global clients to provide a variety of study options, including validity generalization studies, criterion-related validity studies, and competency-based studies, among others. The HRD adheres to strict legal guidelines to provide clients with reliable assessment solutions.

ACADEMIC RESEARCH

Hogan is committed to advancing the field of Industrial-Organizational psychology. As such, the HRD collaborates with graduate students and professors around the world on research activities involving our assessments.

THE HOGAN ARCHIVE

MORE THAN 2 MILLION ASSESSMENTS

MORE THAN 400 JOBS AND JOB FAMILIES

300+ PUBLISHED JOURNAL ARTICLES AND BOOK CHAPTERS

MORE THAN 700 VALIDATION STUDIES

250+ CRITERION-RELATED VALIDATION STUDIES