

Oracle Campus Recruiting

Testing Guide



Oracle is in the fortunate position of receiving many applications from talented students. Whilst we wish we had the time and resources to interview all interested parties, this isn't the case. As such we employ mechanisms to help identify candidates to interview personally through means such as GPA benchmarks, target schools, study disciplines, and online testing. These tests provide you with an opportunity to demonstrate your skills in a standardised and fair manner against fellow applicants.

Our process

There are many different types of psychometric tests available, the information below is intended as a general guide to help you prepare. Depending on the location and resources available, testing at Oracle might be administered either online or on campus. You might be invited to participate by our global testing vendor elitmus, or school officials on behalf of Oracle, or by our firm directly. These tests are timed and need to be administered in one sitting. If you have applied for multiple roles within Oracle, you may be asked to sit for more than one test consecutively, but we try to streamline our process where possible in respect of your time.

Technical tests

Technical tests assess your comprehension of fundamental concepts in Computer Science and Programming. Concepts assessed may include trees, data structures, fundamental programming algorithms, and database fundamentals, amongst others.

The tests have been designed keeping in mind that all test takers may not belong to Computer Science or associated streams.

Verbal tests/contextual communication

You may be asked to use terms or phrases appropriately, arrange discrete statements in a logical sequence, or answer questions based on a given set of paragraphs to assess your comprehension ability. Based on the information provided, you are asked to evaluate a number of statements, making decisions about whether the statements are true, false, can logically be inferred, or if there is not enough information to say either way. Sometimes outside knowledge may conflict with the information you read, but resist the temptation to base your answers on your opinions, you must work with the information provided.

Math and logical reasoning

Math reasoning tests assess your ability to apply basic mathematical concepts to solve problems. The focus of these tests is to assess your grasp of foundational concepts and does not require you to either retain formulae or be familiar with advanced concepts.

Logical reasoning tests assess a multitude of reasoning and analytical skills including data interpretation and analysis, pattern recognition, logical sequencing, and attention to detail, amongst others.

Personality questionnaires

Unlike reasoning or technical tests, personality questionnaires do not have a right or wrong answer. These tests are designed to identify certain personality traits or characteristics relevant for our roles. You will typically be asked to describe your behaviour in a situation by choosing from a number of statements, the one that best depicts you. Personality questionnaires attempt to identify characteristics that can be associated with work; for example, assertiveness, sociability, drive, etc. It is advisable to be as honest as possible when selecting your answers as this will give the interviewer the best overview of you. The information gathered assists us to understand more about how you could fit into our team and whether the demands of a role will be suited to you.

Preparing

Tests often look at your innate or obtained knowledge in a particular area, as such it's very difficult to study for these tests but there are some practical steps you can take to focus on performing at your best.

During the test

- Listen clearly to the instructions provided.
- Don't be afraid to ask questions beforehand if you're unsure of what is expected.
- Make sure you understand any example questions administered immediately prior to the test. If you don't, contact your test administrator for clarification.

- If you find a particular question difficult, don't spend too much time on it, either come back or make an educated guess.
- Don't feel disheartened if you struggled with a question or skipped some, move forward and focus on the next question.
- Work through the test steadily and accurately.
- For personality/competency questionnaires, go with your "gut reaction" rather than the option you think most acceptable.

After the test

- Don't panic if you didn't finish the test in the time allocated. Most tests are designed to be challenging and frequently our best applicants don't complete all items.
- Find out when results will be available.
- If you were unsuccessful in moving forward to additional rounds, don't be disheartened. Think of this as a learning process.

Oracle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, national origin, sexual orientation, gender identity, disability, and protected veterans status or any other characteristic protected by law.

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