



Assessment prerequisites

Fresher hiring 2026

For 3 - year graduates

Communication assessment prerequisites

Communication assessment is a **mandatory assessment** to further move your candidature ahead in this hiring process.

Duration: 60 minutes	4 sections
<ul style="list-style-type: none">• Pronunciation• Speaking / Fluency• Grammar• Listening comprehension	

Candidates will receive an email from the Superset notifications@email.joinsuperset.com with the assessment link (as per the slot). Kindly ensure to follow the instructions mentioned below and perform the system readiness check in advance.

Mandatory pre-requisites

- Complete the mandatory [audio quality check](#) to ensure audio-quality of the device and familiarize with the test environment. Recommend using the same device for final assessment.
- Checkout this [link](#) to understand the exclusive Do's and Don'ts for the audio check and actual assessment.
- Install MSB and test it well in advance of the scheduled assessment date to avoid any complications at the time of launch of the assessment. Refer to the [installation guide](#).
- Click this [link](#) to download MSB and perform the system compatibility check.
- Ensure desktop / laptop audio socket is in proper working condition and able to detect mic and the incoming voice.
- Ensure webcam is functional and well connected. You will be monitored via webcam during the assessment.
- Require minimum 2 mbps speed with stable internet connection.
- Recommend using USB connector with a mounted mic or a very good quality in-line mic. If not, audio quality problems might arise.

Important points

- Perform the **audio quality check** mentioned above as part of your system readiness check and any required installation / configuration. This check is only an audio device test & not the actual assessment. **The audio device used for the audio quality check is recommended to be used for the final assessment as well.**
- Use "**Check System Compatibility**" link at the top to perform system readiness check and any required installation / configuration.
- Ensure that the voice through microphone is detected very clearly through the desktop / laptop.
- Ensure to have consistent and uninterrupted high speed internet connectivity – as the assessment has **audio listening questions** that can be **played only once**, beyond which it would be disabled.

- **Do not press F5 or refresh during the assessment** – as it would auto-submit and end the assessment.
- Hit "Start Test" link only at the specified test commencement time as it will be enabled only then.
- Assessment has more than 1 section, so **do not click 'Finish Test' button until all the sections are completed**. Upon clicking 'Finish Test', a summary of the completed sections and pending sections will be shown. Please review it.
- Complete each section within the allocated time as they are time bound. It will automatically move to next section when the time is up.
- **Only one attempt is available**. Ensure laptop battery is fully charged / desktop is powered throughout the assessment duration, and you have uninterrupted internet connection. Install MSB and perform all system checks well in advance.
- In case you are facing an issue while launching MSB, please refer to the [trouble shooting document](#).
- In case of any disconnection due to power failure or internet issue, please restart your assessment immediately using the same invitation link.

Dos

- ✓ Take the assessment in a quiet and well-lit space.
- ✓ Speak loudly and clearly following on-screen instructions.
- ✓ Place the mic 2-3 inches away to one side of the mouth. If you are using the inline mic, then please hold the mouthpiece using chord.
- ✓ Conduct assessment fairly. Please note that toggling between screens will be considered malpractice.
- ✓ If you observe any malpractice, then report to GenCHRCComplianceIND@cognizant.com.
- ✓ Test your webcam beforehand and adjust as needed.
- ✓ Adjust indoor lighting and camera angle to make sure your face is always clearly visible. The background should be plain (preferably white). Avoid photos, pictures, curtains, clothes, and decorations as a backdrop.
- ✓ Complete the assessment in one sitting.

Don'ts

- ✗ Sit in a location with any background noise or echo.
- ✗ Have a third person present during the test, to avoid being reported under malpractice.
- ✗ Use the computer mic or touch the headphone mic while answering questions.
- ✗ Change the mic position & settings like volume control while speaking.
- ✗ Click F5 or try to refresh the screen, doing this will auto-submit and end the assessment.
- ✗ Click 'Print Screen' or try to copy the content while the assessment is in progress.
- ✗ Cover the webcam at any point during the assessment or move away from the webcam range.
- ✗ Use AI platforms like Chat GPT for any of the hiring rounds.

Zero tolerance for malpractice

- The assessment platform uses AI mechanisms to track malpractice. Any candidate found to be using unfair means (like Telegram) will be disqualified from the hiring process, without notice.
- Cognizant has a zero-tolerance policy for malpractice. A disqualification may be issued at any stage of the process, as and when malpractice is detected and is solely at the discretion of Cognizant.

Resources for general troubleshooting

Please note that MSB must be downloaded and tested well in advance of the scheduled assessment date to avoid any complications at the time of launch of the assessment. For any technical support you can reach out on the details mentioned below. Ensure to check the resources below before the assessment. Click on each button to know more.

[System requirement](#)

[MSB installation](#)

[Do's & don'ts](#)

[FAQs](#)

For technical queries, call +91-8047189190 (India) (please dial in +91/0), 18002656038 (United States) or drop an email to mettl-support@mercer.com. Please mention specifically that you are a part of a Cognizant drive.

High Priority Number: +91-8047190902 (please dial in +91/0)

Aptitude assessment prerequisites

Aptitude assessment is a mandatory assessment to further move your candidature ahead in this hiring process.

Duration: 80 minutes	2 sections
<ul style="list-style-type: none">• Quantitative aptitude• Deductive and inductive reasoning (Gamified)	

Candidates will receive an email from the Superset notifications@email.joinsuperset.com with the assessment link (as per the slot). Kindly ensure to follow the instructions mentioned below and perform the system readiness check in advance.

Only one attempt is available therefore ensure that your system is equipped with a working webcam & ensure that it is fully charged / powered throughout the assessment duration with uninterrupted internet.

The assessment can ONLY be taken through a Safe Assessment Browser (SAB) and we strongly recommend you complete the system check, SAB installation and any other related configuration (if required, based on your system) well in advance before the assessment.

Laptop/Desktop Users**

Steps	Links
Aon Guide	<u>Click here to download</u>
Download and Install the SAE	Refer Page 9 & 10 of the Aon Guide

****Apple devices are not supported**

Mandatory pre-requisites

- Go through the Aon guide well in advance for installation & frequently asked questions.
- Install Safe Assessment Browser (SAB) tool for laptop / desktop.
- Assessment runs only on the SAB tool. Web – browser is not allowed to take the test.
- Keep your college ID proof ready - this will be captured at the beginning of the assessment. Make sure the ID proof is valid & clearly captured.

Dos

- ✓ If you are taking the assessment through your desktop / laptop & suspect that internet connectivity may interrupt the assessment, it is recommended that you use your mobile hotspot to provide either a primary or a backup connection source.
- ✓ Install latest version of the Google Chrome browser on your system.
- ✓ Take the assessment on a system equipped with a working webcam (external or built-in, with latest camera drivers installed) and ensure smooth internet connectivity, throughout the assessment.
- ✓ Remain seated in front of webcam / mobile camera for the entire duration of the assessment.
- ✓ Take the assessment from a quiet area with adequate brightness. Adjust indoor lighting and camera angle to make sure the face is clearly visible, at all times.
- ✓ Ensure to have a plain background and avoid photos, pictures, curtains, clothes, and decorations as a backdrop.
- ✓ Make a note of your login credentials beforehand as switching the screen is not possible after opening the SAB tool.
- ✓ Read FAQs in Aon guide, prior to the assessment & refer it in case of any error during the assessment.
- ✓ Candidate to keep their college ID proof ready - this will be captured at the beginning of assessment.

Don'ts

- ✗ Look sideways.
- ✗ Leave your seat.
- ✗ Use any other electronic device like mobile phones, headsets / earphones, ear pods, calculators or recording devices.
- ✗ Cover the webcam at any point and mute your audio system or unplug the webcam.
- ✗ Press 'Backspace' or 'Refresh'.
- ✗ Have anyone else present in the room apart from you. If another person is detected, then you will be disqualified.
- ✗ Use AI platforms like Chat GPT for any of the hiring rounds.

System Requirements

- Ensure you have a webcam connected to your system and is operational.
- OS requirements – o Windows: 11, 10, 8, 7 o Mac: Not supported o Linux: Not supported
- Candidate device memory specifications: Windows: 2 GB RAM
- Candidate device hard disk space specifications: Windows: 200 MB of free hard disk space.
- Browser requirements: Assessment is supported by the below listed browsers / versions only, o Google Chrome (version 60.0 and above) o Mozilla Firefox (version 60.0 and above) o Internet speed requirement is at least 2 mbps

How to take up assessment using the SAB tool?

- Once SAB tool is installed, double click the .exe file to open the tool.
- Enter access token provided in the table below. Please note that it's case sensitive, so ensure to key in the value correctly. ·
- Upon providing access token, the system compatibility check will be done, after which the 'Start Test' button will be enabled.
- Hit "Start Test" link only at the specified test commencement time as it will be enabled only then.
- In the following page, provide 'Superset ID', 'Password' & 'Passkey'. The values for these are 'Cognizant candidate ID', 'Password' & the 'Assessment passkey' respectively, as seen in the table below.
- After these inputs are provided, the assessment will start successfully.
- Please refer to the Aon guide FAQ (page number 18).

Resources for General Troubleshooting:

For technical queries, write to: aasindiatechsupport-cognizant@aon.com with the below details along with the issue being faced:

- Email id
- College Name
- Assessment date
- Attached screenshot of the error occurred.

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