How is the *CIA exam* developed and scored?

The Institute of
Internal
Auditors

1 *Job Analysis*

The Certified Internal Auditor® (CIA®) exam is developed following best practices with the support of experts and professionals. In accordance with exam development industry standards, a job analysis study is conducted with a diverse and experienced group of internal auditors to identify the essential knowledge and skills required for internal auditors. This information is then distributed more broadly to the field through an online survey to obtain additional feedback from internal auditors around the world, to validate its importance and ensure that it reflects current internal audit practices. Based on the results of the global job analysis study, the CIA exam syllabus is developed. The exam syllabus guides the development of exam questions to ensure the fairness and validity of the exam.

Exam Questions 2

CIA exam questions are written by individuals who hold the CIA designation according to specific guidelines. Questions are reviewed to ensure they are grammatically correct and aligned to the intended knowledge or skill specified on the exam syllabus. Questions are further reviewed and approved by the Exam Development Committee, a global committee of subject matter experts who hold the CIA designation. The committee ensures accuracy, relevance, and global applicability of each accepted question. All exam questions are then pretested to ensure that they are psychometrically sound before they are placed on the CIA exam as a question that counts toward a candidate's score.

3 *Exam Translation*

In order to provide language support to the candidates who are not proficient in English, CIA exam questions are translated into more than 10 languages. Highly qualified translators perform an initial translation of the CIA exam questions into each language. Then, the translated questions are reviewed thoroughly by subject matter experts, each of whom holds the CIA designation, is a native speaker of the target language, and is proficient in English.

Passing Score 4

The passing score for each part of the CIA exam is determined through a process called standard setting. During standard setting, a global group of highly qualified internal audit professionals convene to review the CIA questions and determine the level of performance. The standard setting process for the CIA exam utilizes a well-known, industry-accepted, and highly researched method to guide the decision-making process. Through the process, a passing score is identified, which establishes the number of questions a candidate must answer correctly in order to pass the CIA exam. The cut scores for each part of the examination are determined based on the difficulty of the content and the questions; therefore, the number of questions needed to pass each part may not be the same.

5 *Exam Results*

As is common for many examinations, The IIA reports scale scores for the CIA exam. The number of questions answered correctly, known as the raw score, serves as the basis for the scale score. For the CIA exam, using a scale score allows the passing score of 600 to be applied consistently to all three parts of the exam. In this way, scale scores make it easier to communicate and interpret exam results. Candidates who do not pass the exam are provided with additional information about their performance on each domain of the exam. The information is intended to help them identify areas where they may need further study to enhance their knowledge and skills.